

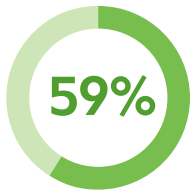
FIDELITY INVESTMENTS® 2021 AMERICAN CAREGIVERS STUDY

Across the country, an estimated 53M Americans provide unpaid care for loved ones.¹ This includes those providing care for children, aging parents or partners, including those with a disability or experiencing illness. As the ranks of those giving and receiving care continues to grow, planning and financial needs will demand attention and support. Fidelity's research shares insights about awareness and management of the costs of caregiving, both emotional and financial; best practices around planning and managing care responsibilities; and lessons to be shared with future caregivers.

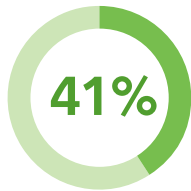
This study, fielded from April 16-30, 2021, represents responses of 1,008 American caregivers, all of whom either currently provide care or have been caregivers within the past five years. To be included, caregivers to adults all provide a minimum of five hours of care per week; caregivers to children have either reduced their work hours or left the workforce to accommodate caregiving responsibilities.

Caregiving is one of the greatest acts of selflessness and love, but can also pose numerous challenges in terms of time and responsibility

The decision to become a caregiver:



of caregivers say their decision was mostly emotional (based on feelings of love, or obligation, etc.)



say decision was mostly practical (based on affordability, ease of providing care, etc.)



of current caregivers say hours providing care have increased since start of pandemic



average weekly hours of care provided by those caring for children



average weekly hours of care provided by those caring for adults

Women report spending **2x as much time** as male counterparts providing care for children (68 hours vs. 34 hours)



Words caregivers use to describe their experience:

	ALL	CHILDCARE	ADULT CARE
Exhausting	58%	64%	53%
Rewarding	58%	64%	51%
Stressful	56%	57%	55%
Satisfying	45%	50%	40%
Appreciated	44%	39%	49%
Frustrating	34%	33%	35%
Joyful	32%	44%	19%
Dull	4%	5%	2%



78%

said they had no idea how demanding caregiving would be until they became a caregiver themselves

More than three quarters (79%) of caregivers report their responsibilities have led to financial, social, mental or professional setbacks. These include:

Financial goals



Social life, time with friends



Mental health



Career or work goals



Women are more likely than men to report caregiving has taken a toll on their mental health (38% vs. 28%)

83% of caregivers say they really did not have a choice but to assume these responsibilities

77% of caregivers say the choice to provide care was something they wanted to do regardless of the challenges

The impact of caregiving on careers

Given the number of hours caregiving responsibilities often require, many find themselves faced with choices related to reducing hours or stepping away from the workforce.

83% of caregivers for children agree being employed makes providing care extra difficult

Among caregivers for children:

- ✔ 55% left their job (women: 59%, men: 39%)
- ✔ 45% reduced hours from full- to part-time
- ✔ 11% took a leave of absence of 6 months+

**Note, all caregivers for children in this study either reduced their hours or left the workforce*

69% of caregivers for adults agree being employed makes providing care extra difficult

Among caregivers for adults:

- ✔ 9% left their job
- ✔ 17% reduced hours from full- to part-time
- ✔ 3% took a leave of absence of 6 months+
- ✔ 1-in-5 (19%) report giving up work opportunities (turning down promotions/offers, or choosing not to pursue them) due to caregiving responsibilities

Many employers offer benefits or other accommodations to support caregivers, but employees may not know to ask before they make a decision to step back



64% of working caregivers said they had not asked their employer whether specific benefits or flexible work options were available



Of the roughly 1/3 who did ask (36%), **most discovered their employer was willing to work to accommodate their needs (61%)**

Types of benefits, accommodations or other support employers are offering:



Flexible work hours



Reduced work hours



Unpaid leave of absence



Telecommuting or work from home options



Paid leave of absence

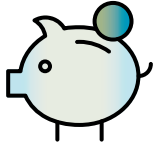


Information, referrals, counseling or other employee assistance programs

Overall, nearly three quarters (72%) of working caregivers say they **wish their employer offered more flexibility** to support caregivers

Understanding the financial impacts of caregiving

For some, caregiving responsibilities have encouraged them to take positive steps with their own finances.



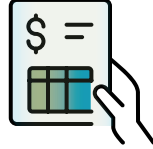
pay closer attention to their own finances

46%



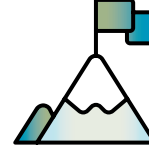
have started saving for new needs

26%



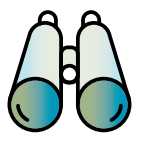
have created a new financial plan

16%



are saving or investing more for retirement

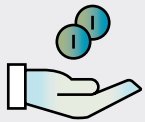
12%



care providers for adults are thinking differently about their own future care

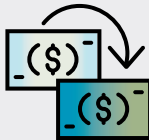
69%

However, before stepping back from the workforce to take on caregiving responsibilities, many **may not fully understand how this can impact their financial future**. While a majority of caregivers claim to have some recognition of how caregiving can adversely affect their finances, including potential loss of raises and promotions, contributions and potential growth of retirement savings, additional employer contributions to any retirement and/or health savings accounts (HSAs), health care coverage, and Social Security credits, **less than one-third (32%) took the time to calculate at least one of these costs:**



loss of salary/wages

27%



impact on retirement contributions and potential growth

19%



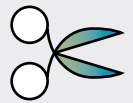
impact to future social security benefits

16%



cost of purchasing non-employer health insurance

27%



reduction of salary when returning to the workforce

19%

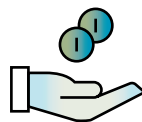
Those returning to the workforce after a caregiving career break also face challenges

THE IMPACT OF STEPPING OUT OF THE WORKFORCE*

The average time out of the workforce is **20 months**



53% reported their time away turned out to be longer than expected



37% reported earning less once they returned to work



caretakers took a median 40% pay upon returning to work

**Among caregivers who stepped out but have now returned to the workplace*

These 'hidden costs of caregiving' likely add to the feeling of stress among a majority of caregivers

Sometimes feel overwhelmed by financial stress



Sometimes feel overwhelmed by emotional stress



Women caregivers tend to feel greater stress than their male counterparts, whether financial (65% vs. 54%) or emotional (82% vs. 70%).

Creating a roadmap to navigate the caregiving experience can have a significant impact



15% of caregivers say they **created a plan ahead of time to address these responsibilities**. Those who did reported less stress overall.

Caregivers who sometimes felt overwhelmed by stress:

FINANCIAL STRESS



EMOTIONAL STRESS



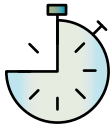
Among the elements of a caregiving plan

- 67%** How to manage all of the day-to-day aspects of providing care
- 52%** The roles and responsibilities of other family members involved
- 43%** How to pay for costs associated with providing care
- 42%** How to balance work responsibilities vs. caregiving responsibilities
- 41%** How to manage medical or health needs in providing care
- 40%** How to take care of your own mental health while providing care
- 30%** How to take care of other financial needs beyond caregiving
- 23%** How to set up legal documents, including wills or powers of attorney

92% Among **those who utilized online or professional resources** to help create their plan, 92% said this made the process significantly less stressful.

75% Three-quarters (75%) of all caregivers **wish they had done more planning ahead** of taking on caregiving responsibilities.

THE POSITIVE IMPACTS OF HAVING A ROADMAP IN PLACE

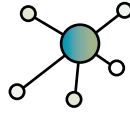


A more accurate caregiving timetable

37% of those with a plan said their time out of the workforce lasted longer than intended

– vs. –

55% of those without a plan



A stronger support system

88% of all planners felt that they had a good support system in place

– vs. –

65% of those without a plan



A more joyful experience

Planners were **more likely** to use positive words to describe the overall caregiving experience

– ex. –

rewarding and **joyful**

In addition, those with a plan in place are more likely to:

- ✓ Have more realistic expectations of about their responsibilities
- ✓ Experience fewer negative emotions and more positive ones
- ✓ Report fewer setbacks in terms of life goals
- ✓ Be more knowledgeable about their finances and take more positive action
- ✓ Know where to turn for additional help



68%

of caregivers for adults wish there had been discussion with other family members about roles and responsibilities



87%

of those who involved family in the decision-making process said it was of critical help

TIPS FOR FUTURE CAREGIVERS, FROM THOSE WITH EXPERIENCE



Make time for self-care

18% make it a regular priority

39% occasionally make time

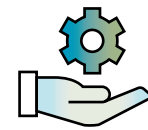
43% rarely/don't make time



Ask for help when you need it

40% say family members are involved in planning/decision making.

Ease the burden and assign family members specific roles—including **back-up for the primary caregiver**



Find emotional and social support

This should involve **family members and friends**, but it can also include online resources

For those looking for support at any point in the caregiving process, **Fidelity has resources, tools and the guidance to help sort through things where and when you need it**—whether it’s a roadmap from end to end, the ability to dive into a topic to get trusted insights and actionable next steps, or a chance to look ahead and learn what to expect.



58%

of caregivers say they often aren’t sure where to turn for planning resources

To learn more, visit [Fidelity.com/Caregiving](https://www.fidelity.com/caregiving)

Among the resources that can be found here:



[Cost of Leaving the Workforce Calculator](#)



[Aging Well Guide](#)



[Constructive Conversation Starters](#)



[Evaluating costs of childcare and time off work](#)

About the Fidelity Investments® American Caregivers Study

This study presents findings from a nationwide survey of 1,008 U.S. adults ages 18+ who are current or past (within last five years) caregivers to children or adults. This survey was fielded in April 2021 by Versta Research, an independent research firm not affiliated with Fidelity Investments. Caregivers to adults provided at least five hours of care per week. Caregivers to children must have left the workforce to do so or reduced to part time hours. The results of this survey may not be representative of all adults meeting the same criteria as those surveyed for this study.

About Fidelity Investments

Fidelity’s mission is to inspire better futures and deliver better outcomes for the customers and businesses we serve. With assets under administration of \$10.7 trillion, including discretionary assets of \$4.0 trillion as of April 30, 2021, we focus on meeting the unique needs of a diverse set of customers: helping more than 35 million people invest their own life savings, 22,000 businesses manage employee benefit programs, as well as providing more than 13,500 institutions with investment and technology solutions to invest their own clients’ money. Privately held for 75 years, Fidelity employs more than 47,000 associates who are focused on the long-term success of our customers. For more information about Fidelity Investments, visit www.fidelity.com/about-fidelity/our-company.

¹ The National Alliance for Caregiving and AARP, *Caregiving in the U.S. 2020*, May 2020

Keep in mind that investing involves risk. The value of your investment will fluctuate over time, and you may gain or lose money.

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