



National Caregiver Support Collaborative

Building our capacity to support family, kinship, and tribal caregivers

Advancing Family Caregiver Financial and Workplace Security

February 4, 2:00-3:00 PM ET



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Welcome

What is the National Caregiver Support Collaborative?



Purpose: Greater recognition, support, and inclusion of the family caregivers served by the National Family Caregiver Support Program (NFCSP) (Older Americans Act [OAA] Title III-E) and the Native American Caregiver Support Program (NACSP) (OAA Title VI-C) and greater alignment with other efforts to improve supports to family caregivers



Composition: Comprises the Technical Assistance and Coordinating Center (TACC) and six grantees focused on key family caregiving priorities that will support implementation and advancement of the 2022 National Strategy to Support Family Caregivers

NCSC Target Audience: Aging Network

Target Audiences:

OAA aging and tribal services networks, and applicable partners, such as:

- Area agencies on aging
- State units on aging
- Local service providers
- Title VI providers
- Native Hawaiian organizations
- Kinship organizations
- Disability service networks

Family Caregiver Populations Addressed:

- Family caregivers of older adults
- Family caregivers of individuals of any age with early onset dementia
- Older relative caregivers of children
- Older relative caregivers (including parents) of adults (age 18–59) with disabilities

NCSC Progress to Date



This is the first national scale capacity building effort in over 20 years for NFCSP and NACSP programs



The initiative is designed to improve alignment between NFCSP and NACSP programs and other ACL initiatives to improve the lives of caregivers and care recipients



Six NCSC grantees and the TACC have been developing actionable tools and resources to support the aging network

2022 National Strategy to Support Family Caregivers

2
Councils



5
Shared Goals



1
Vision for
Holistic Support



GOAL 1
Increase
awareness and
outreach



GOAL 2
Advance
partnership and
engagement



GOAL 3
Strengthen
services and
supports



GOAL 4
Ensure financial
and workplace
security



GOAL 5
Expand data,
research, and
evidence-based
practices

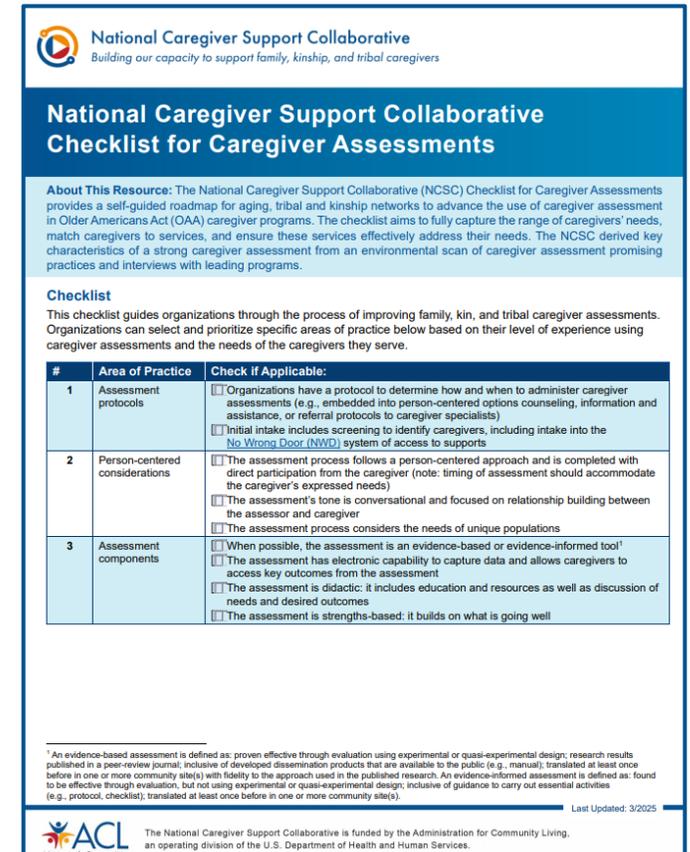
National Caregiver Support Collaborative Resources

Visit the [NCSC website](#) for resources developed by the TACC; examples include:

Caregiver Promising Practice Spotlight Series

Caregiver Assessment Profile Series

Checklist for Caregiver Assessments



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National Caregiver Support Collaborative Checklist for Caregiver Assessments

About This Resource: The National Caregiver Support Collaborative (NCSC) Checklist for Caregiver Assessments provides a self-guided roadmap for aging, tribal and kinship networks to advance the use of caregiver assessment in Older Americans Act (OAA) caregiver programs. The checklist aims to fully capture the range of caregivers' needs, match caregivers to services, and ensure these services effectively address their needs. The NCSC derived key characteristics of a strong caregiver assessment from an environmental scan of caregiver assessment promising practices and interviews with leading programs.

Checklist
This checklist guides organizations through the process of improving family, kin, and tribal caregiver assessments. Organizations can select and prioritize specific areas of practice below based on their level of experience using caregiver assessments and the needs of the caregivers they serve.

#	Area of Practice	Check if Applicable:
1	Assessment protocols	<input type="checkbox"/> Organizations have a protocol to determine how and when to administer caregiver assessments (e.g., embedded into person-centered options counseling, information and assistance, or referral protocols to caregiver specialists) <input type="checkbox"/> Initial intake includes screening to identify caregivers, including intake into the No Wrong Door (NWD) system of access to supports
2	Person-centered considerations	<input type="checkbox"/> The assessment process follows a person-centered approach and is completed with direct participation from the caregiver (note: timing of assessment should accommodate the caregiver's expressed needs) <input type="checkbox"/> The assessment's tone is conversational and focused on relationship building between the assessor and caregiver <input type="checkbox"/> The assessment process considers the needs of unique populations
3	Assessment components	<input type="checkbox"/> When possible, the assessment is an evidence-based or evidence-informed tool ¹ <input type="checkbox"/> The assessment has electronic capability to capture data and allows caregivers to access key outcomes from the assessment <input type="checkbox"/> The assessment is didactic: it includes education and resources as well as discussion of needs and desired outcomes <input type="checkbox"/> The assessment is strengths-based: it builds on what is going well

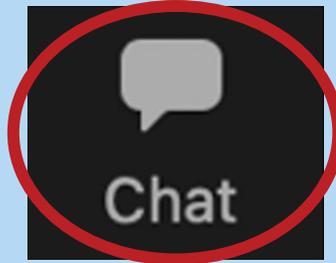
¹ An evidence-based assessment is defined as: proven effective through evaluation using experimental or quasi-experimental design; research results published in a peer-review journal. Inclusive of developed dissemination products that are available to the public (e.g., manual); translated at least once before in one or more community site(s) with fidelity to the approach used in the published research. An evidence-informed assessment is defined as: found to be effective through evaluation, but not using experimental or quasi-experimental design; inclusive of guidance to carry out essential activities (e.g., protocol, checklist); translated at least once before in one or more community site(s).

Last Updated: 3/2025

 The National Caregiver Support Collaborative is funded by the Administration for Community Living, an operating division of the U.S. Department of Health and Human Services.

Logistics

Use the Zoom chat function to submit comments or questions to speakers during the session:



To access the CART transcription, click the Show Captions icon:



The session slides and recording will be available on the [NCSC website](#) soon.

Agenda

- 1 Welcome
- 2 The Cost of Caring: Financial and Workplace Realities
- 3 Opportunities for Collective Action
- 4 Panel Discussion: Insights From the Field and Q & A Session
- 5 Closing

Learning Objectives

Participants will learn about:

- Practical strategies to strengthen family caregivers' financial security
- How aging, kinship, and tribal network organizations can partner with employers and community organizations to address gaps in caregiver support

Speakers



Duana Patton

*Chief Executive Officer, District 5
Ohio Area Agency on Aging*



Donna Benton, PhD

*Director, Family Caregiver Support
Center at University of Southern
California*



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The Cost of Caring: Financial and Workplace Realities

Why Caregiver Financial and Workplace Security Matters

- Roughly 63 million caregivers provide care for older adults and persons with disabilities.
- Financial and workplace insecurity creates immediate and long-term barriers to caregiver:
 - Emotional, physical, and financial health
 - Overall well-being
 - Career development and generational wealth

Sources: AARP and National Alliance for Caregiving, [Caregiving in the US 2025 Report](#); Templemen et al., [The Relationship of Caregiving to Work Conflict and Supervisor Disclosure With Emotional, Physical, and Financial Strain in Employed Family Caregivers](#)

Impact on Working Caregivers, Employers, and the Workforce



60%

of caregivers
experience work
disruption.



33%

of caregiver
employees leave a
job because of
caregiving.



18%

of caregivers reduce
hours or shift to part-
time work due to
caregiving
responsibilities.



3.2

workdays per month
are missed by
caregiving
employees, on
average.

Sources: Rosalynn Carter institute for Caregivers, [Working While Caring Initiative](#); AARP and National Alliance for Caregiving, [Caregiving in the US 2025 Report](#)

How Caregiving Affects Financial Stability



\$7,242

on average is spent annually on out-of-pocket caregiving expenses.



50%

of caregivers experience a major financial setback (e.g., depleted savings, debt).



26%

on average of total personal income is spent on care activities.



\$324,000

is the estimated lifetime loss of wages for a family caregiver who leaves the workforce.



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Opportunities for Collective Action: Addressing Caregiver Financial and Workplace Security

The National Strategy: A Roadmap for Collective Action

The National Strategy for Family Caregivers includes:

- A discrete goal focused on ensuring financial and workplace security for family caregivers (Goal 4)
- Ideal outcomes for what cross-sector success could look like (e.g., caregivers avoid the negative impacts to their financial health, and have access to flexible workplace policies)

Source: Administration for Community Living, [National Strategy to Support Family Caregivers: Actions for states, communities, and others.](#)

Actions to Advance Caregiver Financial and Workplace Security

High-impact actions that aging network can consider to advance caregiver financial and workplace security:

- Provide high-value caregiver support services
- Promote a culture of caregiver identification, inclusion, and support
- Share program delivery strategies and lessons learned among peers
- Commit to building cross-sector partnerships
- Promote financial education and planning tools

USC Center for Advancing Family Caregiver Financial and Workplace Security

Aligns with Goal 4 of the National Strategy and serves as a national hub for helping aging network organizations address financial and workplace security challenges for family caregivers.



Advance financial and workplace stability for family caregivers by improving capacity building.



Develop a learning collaborative of diverse experts to guide project's activities.



Identify, curate, and disseminate resources for family caregivers and care recipients.



Refine products to address barriers and ensure future sustainability of resources.

USC Grant Resources and Engagement Opportunities

Visit the
NCSC
Project Page
for USC

Subscribe to
Family
Caregiver
Economy
Digest
Newsletter

Watch The
State of
Caregiving in
the
Workplace

Listen to
Working
Caregivers:
The Invisible
Employees
Episode 13



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Panel Discussion: Insights from the Field

Panel: Supporting Caregivers' Financial and Workplace Security

Discussion topics include:

- Examples of facilitating change at a local level
- Strategies for partnership to increase impact
- Concrete tools and resources
- Ideas for immediate no or low-cost action



Examples of facilitating change at a local level

Panel Topic 1



Strategies for partnership to increase impact

Panel Topic 2



Tools and resources

Panel Topic 3



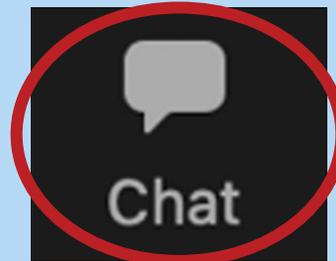
Taking action

Panel Topic 4

Questions and Answers



**Please submit questions through the Zoom
Chat function.**





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Closing

We Want to Hear From You!



Email questions and submit technical assistance (TA) requests to CaregiverCollaborative@acl.hhs.gov.



Subscribe to the Technical Assistance and Coordinating Center [mailing list](#).



Visit the [NCSC website](#) to stay up to date on resources and aging network training opportunities.



Please complete the brief survey that will pop up following this session to share feedback on this session and your TA needs.

Thank you for attending!