

# Playing the long game: How longevity affects financial planning and family caregiving

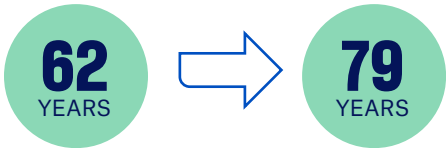
Gains in life expectancy over the past 100 years reflect enormous achievements in medicine and public health. But with increased longevity comes more need for caregiving—and associated costs for those receiving or providing care. Yet caregiving expenses, which can be substantial, have rarely been a focus of traditional financial planning.

This study examines the financial dimensions of caregiving—including the impact on caregivers' budgets, careers, and retirement plans—and suggests actions families, employers and policymakers can take to address this critical need.



# Increased longevity has expanded the number and role of family caregivers

Life expectancy in the United States has increased 17 years since the Social Security Act was signed in 1935.



More than 53 million people provide uncompensated care to loved ones

## Family caregivers

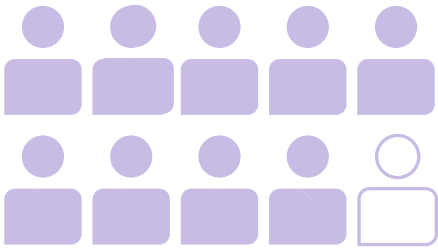
- 60% Employed outside home
- 60% Women
- 25% Care for both parents and children

Adults of all ages are taking on more caregiving responsibilities



Millennials make up one-quarter of all caregivers

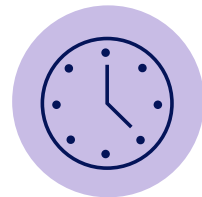
Nine in 10 caregivers are also financial caregivers



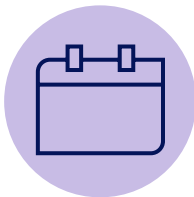
(i.e. provide financial support or manage financial matters for a loved one)

# Family caregivers face financial challenges

Managing a person's finances can extend well beyond the death of a loved one.



Spend 24 hours a week caregiving



Spend 4.5 years on average caring for an adult



Spend \$7,200 per year or more in out-of-pocket expenses



Spend 26% of their income on caregiving activities  
Blacks: 34%  
Hispanic/Latinos: 47%



One in 10 working caregivers give up work entirely or retire early

## Impact on retirement readiness

28% Stopped saving entirely

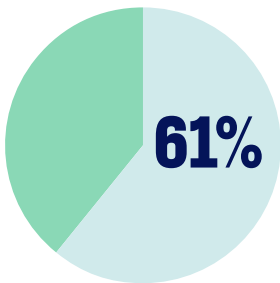
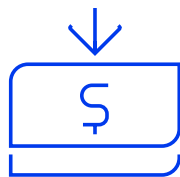
22% Use short-term savings

19% Pay bills late or not at all

12% Use long-term savings/retirement savings

# Employers underestimate effects of employee caregiving

Productivity losses  
estimated at **\$5,600**  
per employee per year



Working caregivers report  
at least one work-related  
consequence — arriving late,  
leaving early or taking time off

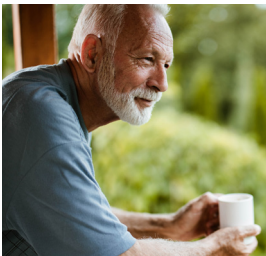
Employers don't offer what caregivers say they want and need

## Most important caregiver benefits

Benefit	Offered	Used (when offered)	Would have used (if offered)
Flexible scheduling	51%	<b>90%</b>	<b>76%</b>
Paid family medical leave	43%	57%	<b>74%</b>
Remote work/telework	38%	<b>88%</b>	66%

# Supporting a more inclusive retirement security ecosystem

Together, we can work toward a financial future in which we not only live longer, but also better.



## Individuals and families

Understand the link  
between longevity  
and caregiving



## Financial advisors

Change from  
retirement planning  
to longevity  
planning



## Employers

Help alleviate  
employees'  
financial stress

The key to retirement  
readiness is both  
financial and longevity  
literacy.



Attention  
to financial  
caregiving



Financial and  
longevity  
literacy



Optimized  
retirement  
readiness

## Learn more

Visit the [TIAA Institute](#) website to  
read the full report.

