



AMERICA'S UNSEEN WORKFORCE

**What will it take to
change the future of
family caregiving?**

**A study conducted by:
Columbia University Mailman School of Public Health**

Methodology

The report was developed by researchers at the Columbia Mailman School of Public Health and was sponsored by Otsuka. It aims to synthesize the current evidence and policy environment regarding how family caregivers are deployed, prior valuations related to family caregiving, and current estimates related to the market size, cost, and provision of care in the United States.

Columbia's Approach

The Proxy Goods method estimates the value of caregiving by substituting caregiver hours with formal worker hours, using detailed task breakdowns and wage rates for each task. Columbia uses the Proxy Goods Method due to its practicality and alignment with available data. This method helps contextualize the total value of caregiving in the U.S., acknowledging that not all informal care can be replaced by formal services.

Key Variables

TOTAL FAMILY CAREGIVERS:

Data points from AARP's "Valuing the Invaluable: 2023 Update Strengthening Support for Family Caregivers" report and estimates from AARP's 2020 report on "Caregiving in the U.S." were used to determine the valuation.

CAREGIVER TASK ALLOCATION:

Tasks and time allocations are derived from the American Time Use Survey, covering personal care, healthcare management, and more.

PROXY WAGES:

Wages for caregiving tasks are matched with job titles from the Bureau of Labor Statistics and Salary.com, providing median wage estimates for tasks such as personal care and household management.

This approach offers a comprehensive valuation while recognizing the intrinsic value caregivers find in their role.



In the United States,
around **45 million**
people serve as
unpaid caregivers.

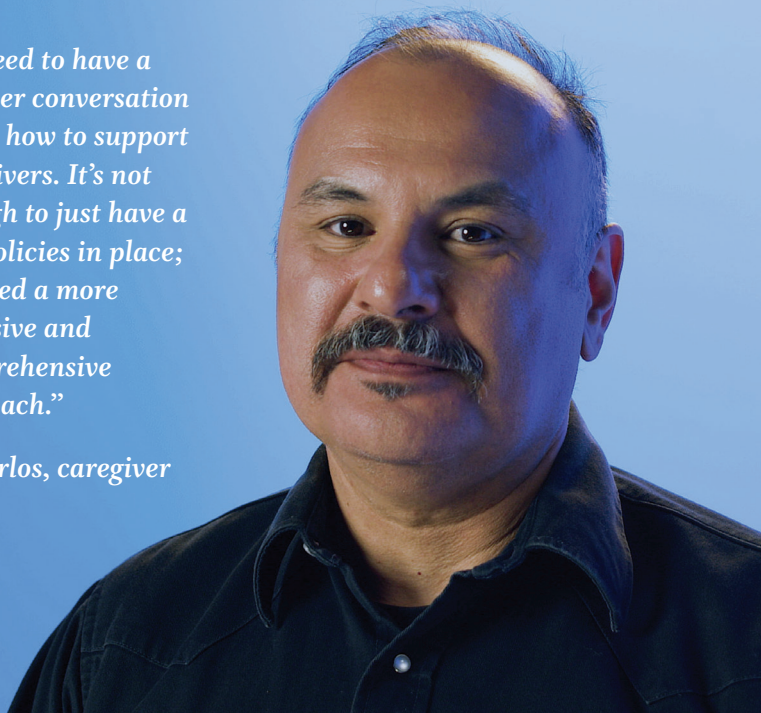
OUR PROMISE

We are committed to walking alongside people and their care partners.

Otsuka is dedicated to caring for caregivers — standing with them, the way they stand with their loved ones — and offering the tools they need for the health of others and themselves. As we work to understand and share the stories of caregivers and support them on their journeys, we will continue advocating and calling for industry changes to improve their and their loved ones' quality of life.

“We need to have a broader conversation about how to support caregivers. It’s not enough to just have a few policies in place; we need a more inclusive and comprehensive approach.”

— Carlos, caregiver



If family caregiving were a company, it would be the largest revenue-generating company in the world.

There are **44.58 MILLION** caregivers in the U.S. performing the equivalent of an estimated **\$873.5 BILLION** worth of labor each year.

Placing a financial value on the tasks performed by family caregivers puts it on par with the largest enterprises in the world, according to a recent valuation study of family caregivers conducted by Columbia University Mailman School of Public Health and sponsored by Otsuka America Pharmaceutical, Inc.

THE VALUE OF FAMILY CAREGIVING IS:



Note: All company figures are as of June 30, 2024. These numbers will vary due to shifts in current market value.

Caregiving years are climbing, and the intensity of caregiving needs is growing.

If caregiving for **Alzheimer’s or other dementias** had its own GDP, it would be **valued at nearly \$346.6 billion**, placing it between Wisconsin’s 2023 GDP of \$413.9 billion, ranked 22nd, and Connecticut’s \$340.2 billion, ranked 23rd.

COMPARISON OF 2023 GDP DOLLARS

2023 GDP RANKING	State	GDP DOLLARS (BILLION)
#21	MISSOURI	\$422.3B
#22	WISCONSIN	\$413.9B
#23	CONNECTICUT	\$340.2B
#24	SOUTH CAROLINA	\$322.3B

\$346.6 BILLION
ALZHEIMER'S DISEASE + DEMENTIA

FAMILY CAREGIVING COMPARES TO:



Across gender, race, ethnicity, and employment status — the equity gap continues to widen.

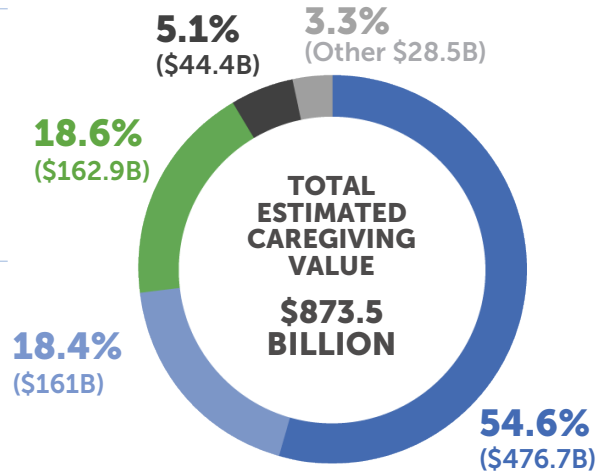
CAREGIVERS BY RACE & ETHNICITY

African Americans make up **14% of caregivers** and contribute about **18.4% of the total caregiving value.**

Hispanic Americans make up **17% of caregivers** and contribute about **18.6% of the total caregiving value.**

Asian Americans, make up **5% of caregivers** and contribute about **5.1% of the total caregiving value.**

Caucasian Americans make up **61% of caregivers** and contribute about **54.6% of the total caregiving value.**

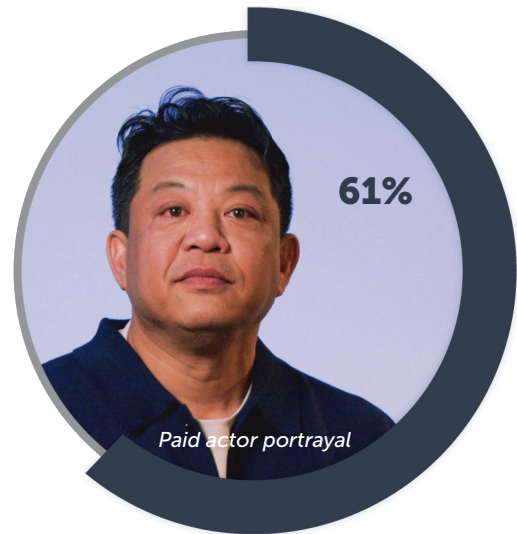


CAREGIVERS BY GENDER AND EMPLOYMENT



61% of all caregivers are women and contributing **66% of the total caregiving value.**

■ WOMEN — MEN



61% of all caregivers are juggling careers and contributing **52.5% of the total caregiving value.**

■ EMPLOYED — UNEMPLOYED

Featured caregiver is a paid collaborator of Otsuka America Pharmaceutical, Inc.

Paid actor portrayal.

Young caregivers risk retirement savings and debt vs. noncaregivers.

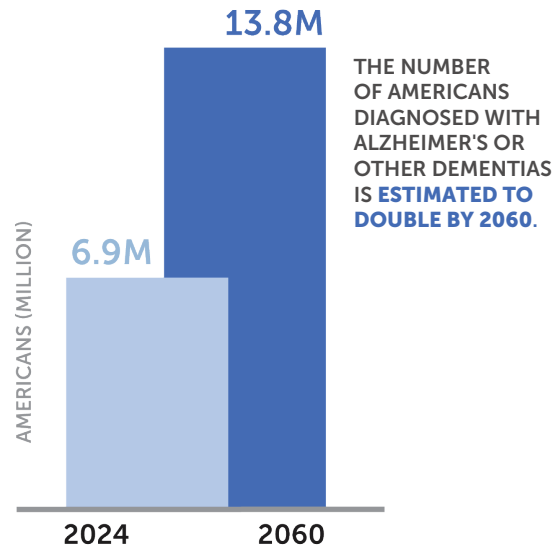
The substitution of caregiving costs far outpaces retirement savings, putting caregivers at a severe financial disadvantage for the future.

As caregiving years climb, and the intensity of caregiving needs grow, family caregivers can be set further back financially, inhibiting their ability to accrue and grow generational wealth and manage debt.

There are also equity gaps specific to dementia patients:

- They are less likely to be admitted to a high-quality skilled nursing facility.
- They are more likely to switch from Medicare Advantage to traditional Medicare (fee-for-service).

AMERICANS DIAGNOSED WITH ALZHEIMER'S OR OTHER DEMENTIAS



Alzheimer's disease and dementia care is valued at

\$346.6 BILLION

— nearly 40% of the total family caregiving valuation (\$873.5B)

Caregiving-induced declines in health contribute an estimated **\$28.3 billion annually** to healthcare costs.



Paid actor portrayals.

Unpaid family caregivers will continue to play a crucial role in navigating the complex system.

With the rising aging population, new cases of Alzheimer’s or other dementias are projected to increase. Unpaid family caregivers will continue to play a crucial role in navigating the complex system, managing home-related tasks, and providing continuous monitoring for their loved ones.

Due to reallocating funds to caregiving expenses and foregoing essential retirement contributions, caregivers who begin their duties at a younger age are at risk of facing a **40% to 90% deficit in retirement savings** (depending on salary) by age 65 compared to non-caregivers. This would require an **additional seven to 21 years of work** to recoup the equivalent savings.

“This isn’t just about my story — it’s systemic. Without better support structures, more people will end up in situations like mine, and society won’t be able to handle the fallout.”

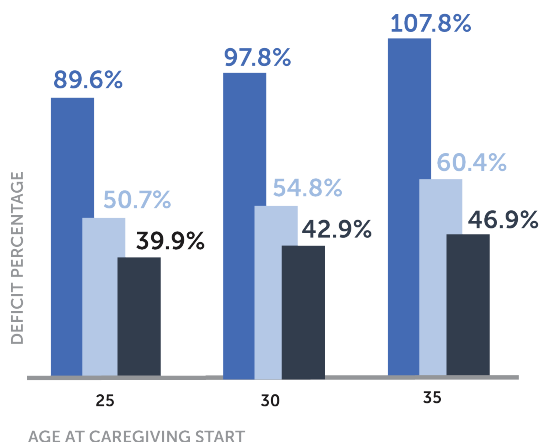
— Jacquelyn, caregiver



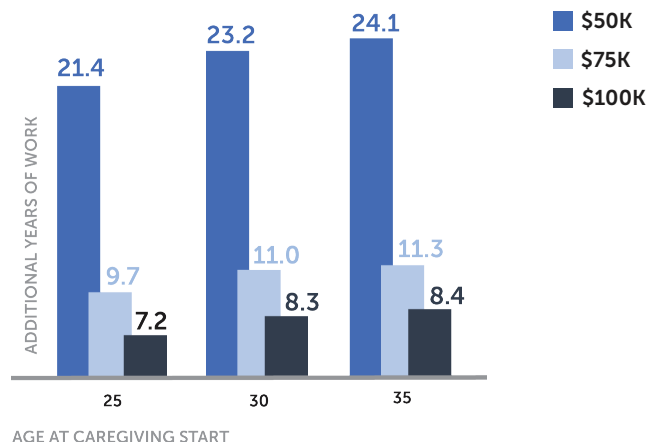
RETIREMENT SAVINGS DEFICIT AND ADDITIONAL YEARS OF WORK REQUIRED



SAVINGS DEFICIT



ADDITIONAL YEARS OF WORK



ANNUAL SALARY

- \$50K
- \$75K
- \$100K

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How *we* can change the future of caregiving:

As a society, we must work together to enhance the lives of family caregivers. It is the only way to pioneer meaningful changes that will lessen the challenges they face every single day. While strides have been made, attaining comprehensive systemic change necessitates a more assertive and collective approach from all of us.



“Caregivers without financial support or high-quality care are just left to struggle, and that’s completely unacceptable. We need employers, state leaders and policymakers to come together to create a more unified approach to supporting caregivers.”

— Jessica,
caregiver



EMPLOYERS

- Leverage existing policies to introduce new benefits — offering assistance for caregiving needs is an essential part of any comprehensive benefits package.
- Employers with shift-based employees can redesign roles to be task-based to mitigate the financial stress and productivity burden placed on employees who are also caregivers.



FEDERAL GOVERNMENT

- Invest in the long-term care workforce.
- Implement better training, higher wages, and adjust staffing requirements for institutional and community-based care
- Expand caregiver tax credits, offer reimbursement options under Medicare and Medicaid, and identify and explore key concepts from the [Guiding an Improved Dementia Experience \(GUIDE\) Model](#).



STATE GOVERNMENT

- Prioritize benefits programs for family caregivers, such as payment for services and adding health benefits.
- Update provider reimbursement policies and regulations to better incorporate caregivers in medical decision-making.



INDIVIDUALS

Planning for future caregiving needs is as essential as planning for any long-term financial goal or emergency. **Some tips for getting started:**

- **Start the conversation with your loved ones.** While caregiving is a hard reality to imagine, especially for Millennials and Generation Z who are beginning to take on caregiving responsibilities, it is important to know your loved one's wishes.
- **Open a caregiver savings account.** This could be a family account that could one day be used to contribute to caregiving expenses should the need arise.
- **Explore long-term care insurance options.** This coverage is designed to cover expenses for long-term care services, such as home modifications and in-home care, that are not typically covered by health insurance, Medicare or Medicaid.

Resources for caregivers:

Caregivers do not have to shoulder
the journey of long-term care alone.

Caregivers can find tips and resources on
long-term caregiving by visiting the U.S.
Department of Health and Human Services,
[Family Caregiver Alliance](#), and [AARP](#).



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valued-minds/caregiver](https://otsuka-us.com/valued-minds/caregiver)
to learn more
and explore resources.

