

## Supporting Working Parents & Caregivers: Key Takeaways

### The Problem

Approximately **63 million parents** in the U.S. live with children under 18, alongside millions of non-parent caregivers who bear the primary responsibility of caring for these children (U.S. Surgeon General, 2024). Parents and caregivers face unique stressors compared to other adults.

#### Stressors

- Financial strain, economic instability
- Children's health and safety concerns
- Parental isolation and loneliness
- Technology and social media pressures
- Cultural expectations

In **2023**, there were nearly **30 million families** with children under 18 where at least one parent was employed (representing **92%** of families with children under 18).



#### Challenges

- **38%** of parents and caregivers report feeling overwhelmed by work demands.
- **44%** of parents and caregivers say they have too many tasks to accomplish.
- **46%** of men and **43%** of women report work-family conflict.
- **23%** of working adults in the U.S. experience two signs of clinical depression: feelings of hopelessness or loss of interest in activities.

## The Solution

By creating a supportive workplace environment for parents and caregivers, employers can improve employee well-being, productivity, and retention while promoting a culture of respect, trust, and belonging.

### Workplace Supports

- Provide flexible scheduling and remote work options.
- Ensure competitive wages, benefits, and opportunities for advancement.
- Offer accessible and affordable mental health care options.
- Develop employee resource groups (ERGs) for parents and caregivers.
- Expand policies and programs that support caregivers (e.g., childcare subsidies, eldercare resources, paid family leave)

### Employee Well-being

- Prioritize self-care as an essential part of managing family responsibilities.
- Build social connections with other parents and caregivers in the workplace.
- Access mental health resources and seek help when needed.

## Source

Parents Under Pressure: The U.S. Surgeon General's Advisory on the Mental Health & Well-Being of Parents Thriving Workplaces [Presentation] (2025), Ellen Galinsky  
Supporting Working Parents & Caregivers. [Presentation] (2025), Lili Tenney

