

APPLIED RESEARCH AND EMPLOYER PARTNERSHIPS

Integrating Caregiving Realities into Workforce Strategy



IMPART
ALLIANCE
MICHIGAN STATE UNIVERSITY

DID YOU KNOW?

THE HIDDEN COSTS OF CAREGIVING IN YOUR WORKFORCE

The national economic impact of unpaid caregiving is already **\$107 billion** annually, projected to reach **\$380 billion** by 2060 (Innovations in Aging).



1 in 5 employees is balancing work with family caregiving responsibilities.

Caregiving-related strain can reduce productivity by up to one-third, costing employers an estimated **\$5,600** per employee each year according to National caregiving and workforce productivity studies.



Companies that offer caregiving support experience **1-7% lower turnover** and 10-50% fewer absences (Harvard Business School).

Caregiving is one of the biggest invisible forces shaping **workforce retention, performance, and wellbeing**.



Caregiving employees generate **-8% higher** healthcare costs compared to non-caregivers (KFF).

How IMPART Alliance Helps Employers Stay Ahead?

We partner with corporations, health systems, and workforce organizations to uncover what's actually happening inside your workforce—and what to do about it.

WHAT WE OFFER

- **Structured assessment** of caregiving-related risks affecting recruitment, retention, productivity, and performance.
- **Interviews, surveys, and focus groups** that surface operational barriers and workforce pressures standard engagement surveys miss.
- **Clear identification of misalignment** between policies, benefits, management practices, and employees' real caregiving needs.
- Practical, role-specific **training** and implementation-ready **recommendations** for leaders, managers, and HR teams.

HOW IT WORKS

1

We collect data through employee listening (interviews, surveys, focus groups)

2

We analyze workforce risks and operational gaps

3

We deliver clear recommendations and targeted training leaders can implement immediately

WHY CHOOSE MSU IMPART ALLIANCE?

We bring nationally recognized expertise in caregiving and labor dynamics, direct care workforce systems, and translating rigorous research into practical guidance. Our work is grounded in real care settings, delivering insights organizations can trust and use.