

# Who Is America's New Sandwich Generation?

## *Millennials and GenX*

**Gretchen E. Alkema, PhD**

Vice President, Policy and Communications  
The SCAN Foundation



**Rachel Hiles, MPA**

Caregiver Advocate  
*Do YOU give a care?*

**C. Grace Whiting, JD**

President and CEO  
National Alliance for Caregiving



**DO YOU  
GIVE A  
CARE?**  
A campaign of The SCAN Foundation







**DO YOU  
GIVE A  
CARE?**

A campaign of The SCAN Foundation

# The "Panini" Generation?

## *A Sneak-Peek at New Data on Millennial Sandwich Caregivers*

### Who?

- Typically a 27-year-old caring for someone 60+
- 3 out of 4 care for parents, 23% for grandparents, and 16% for friends or neighbors
- Caring for 2.1 years on average

### Why?

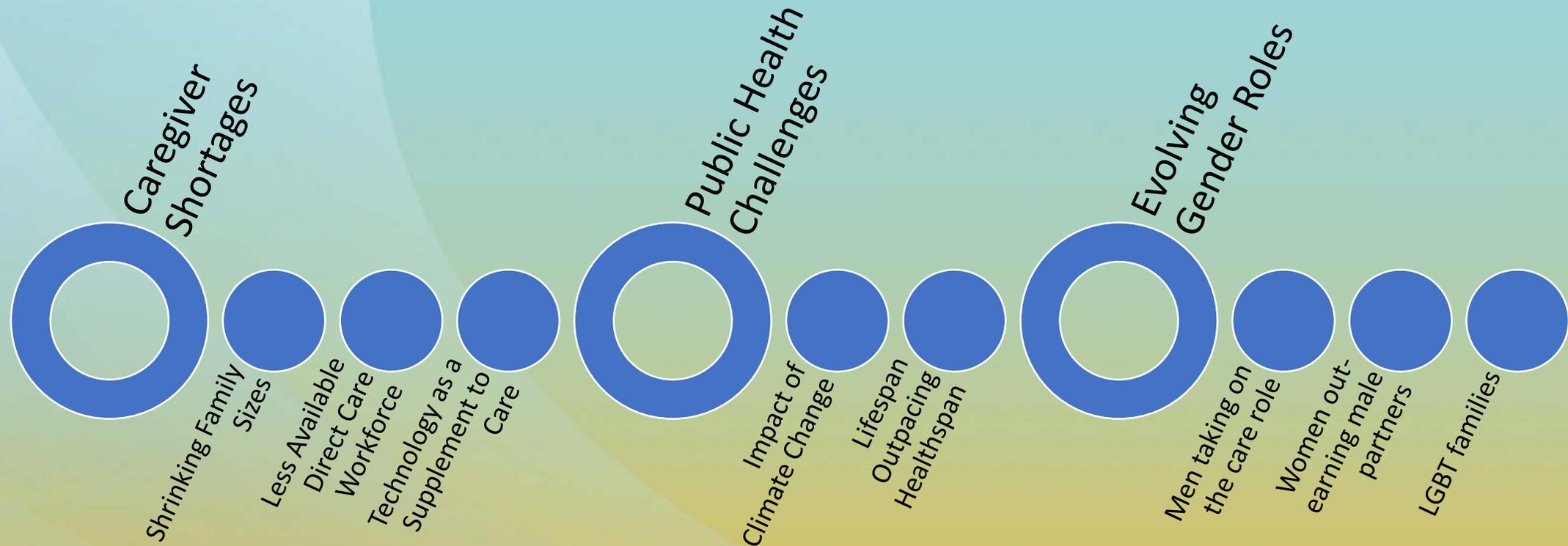
- Helping roughly 17.3 hours of care each week
- 35% advocate for the person receiving care with care professionals
- 52% conduct medical/nursing tasks

### Impact?

- 3 out of 4 (76%) work while caring
- Often have less access to workplace benefits, such as flexible work hours (only 44%), paid sick days (only 31%), or employee support programs (15%)
- Similar levels of financial strain compared to older caregivers (15% report high strain)

*Pre-release data from a forthcoming study conducted by the National Alliance for Caregiving and Caring Across Generations, utilizing a secondary analysis of the data from Caregiving in the U.S. 2015 (NAC and AARP)*

# Demographic Factors Will Create New Challenges as Millennials Age



See, e.g.: Caregiver Shortages: AARP, *The Aging of the Baby Boom and the Growing Care Gap: A Look at Future Declines in the Availability of Family Caregivers*, <http://www.aarp.org/home-family/caregiving/info-08-2013/the-aging-of-the-baby-boom-and-the-growing-care-gap-AARP-ppi-1tc.html> (2013); Aging World: Slate, "The Aging World", [http://www.slate.com/articles/news\\_and\\_politics/politics/2014/04/aging\\_populations\\_where\\_people\\_are\\_getting\\_older\\_mapped.html](http://www.slate.com/articles/news_and_politics/politics/2014/04/aging_populations_where_people_are_getting_older_mapped.html) (2014); American Society on Aging Blog, *Older People and Climate Change: Vulnerability and Health Effects*, <https://www.asaging.org/blog/older-people-and-climate-change-vulnerability-and-health-effects> (2019); Caregiving in the U.S. 2015 (NAC and AARP), [www.caregiving.org/caregiving2015](http://www.caregiving.org/caregiving2015).

# The Shoes Problem: Did We Choose to Care?

## *Stigma Stops Us From Asking for Help*



*While roughly half of caregivers report "having no choice" to care, the external perception may be that they made an active choice to become a caregiver, resulting in workplace resentment or even social stigma that prevents caregivers for seeking out help. Screenshot from HBO, *Sex in the City*, "A Woman's Right to Shoes."*

- Accommodating caregiving responsibilities can sometimes create "Special-Treatment Stigma" resulting in:
  - Employer reluctance to hire caregivers
  - Employee resentment that the caregiver who receives accommodation or being treated more favorably
- In cultural populations where caregiving is an expected role, will the caregiver be in a place to ask for help?
  - African American, Latino families often report less strain even when they have less resources or outside help to support caregiving

See, e.g., Nicole Buonocore Porter, Mutual Marginalization: Individuals with Disabilities and Workers with Caregiving Responsibilities, 66 Fla. L. Rev. 1099 (2015), <http://scholarship.law.ufl.edu/flr/vol66/iss3/4>; see also, Caregiving in the U.S. 2015 (NAC and AARP), [www.caregiving.org/caregiving2015](http://www.caregiving.org/caregiving2015)

# *Do YOU give a care?*

- One in three young people in America provide unpaid care
- Another third of Millennials believe they will be providing this kind of support
- We're creating a community of **empowered young caregivers** to advocate and educate others



FOR AS LONG AS I CAN REMEMBER, SHE WAS MY ROCK.

**NOW I'M HERS**

<https://vimeo.com/279097231>

DO YOU  
GIVE A  
CARE?

A campaign of The SCAN Foundation



# When Rachel Needed Respite

**GRANDDAUGHTER**

# CHARTING the LifeCourse



September 2015

TIME	MON	TUES	WED	THURS	FRI	SAT	SUN
6-6:30 AM							
6:30-7 AM							
7-7:30 AM							
7:30-8 AM							
8-8:30 AM							
8:30-9 AM						RACHEL	RACHEL
9-9:30 AM							
9:30-10 AM							
10-10:30 AM							
10:30-11 AM							
11-11:30 AM							
11:30-12 PM							
12-12:30 PM							
12:30-1 PM							
1-1:30 PM							
1:30-2 PM							
2-2:30 PM							
2:30-3 PM							
3-3:30 PM							
3:30-4 PM							
4-4:30 PM							
4:30-5 PM							
5-5:30 PM							
5:30-6 PM	RACHEL RACHEL RACHEL RACHEL RACHEL						
6-6:30 PM							
6:30-7 PM							
7-7:30 PM							
7:30-8 PM							
8-8:30 PM							
8:30-9 PM							
9-9:30 PM							
9:30-10 PM							
10 PM-6 AM							

# CHARTING the LifeCourse



MARCH 2019

TIME	MON	TUES	WED	THURS	FRI	SAT	SUN			
6-6:30 AM										
6:30-7 AM										
7-7:30 AM										
7:30-8 AM										
8-8:30 AM		Connie BINGO			Connie BINGO		RACHEL			
8:30-9 AM										
9-9:30 AM	Mimi			Mimi		Connie		RACHEL		
9:30-10 AM										
10-10:30 AM										
10:30-11 AM										
11-11:30 AM										
11:30-12 PM										
12-12:30 PM										
12:30-1 PM										
1-1:30 PM										
1:30-2 PM										
2-2:30 PM										
2:30-3 PM										
3-3:30 PM										
3:30-4 PM										
4-4:30 PM	Bridget	RACHEL	Bridget	RACHEL		JENNIFER & EILEEN	JENNIFER & EILEEN			
4:30-5 PM										
5-5:30 PM										
5:30-6 PM										
6-6:30 PM					LifeGroup with friends					
6:30-7 PM										
7-7:30 PM										
7:30-8 PM										
8-8:30 PM										
8:30-9 PM										
9-9:30 PM										
9:30-10 PM										
10 PM-6 AM										



**NOW OPEN FOR BUSINESS**

**nth**  
media & designs

nthdegreedesigns.info

About Certified Caregiving Consultant Contact

f t y i

**TakingCareofGrandma.com**

HOME BLOGIVERSARY CAREGIVING LIKE A BOSS SAFETY HEALTHCARE QUALITY OF LIFE COPING WITH CAREGIVING ABOUT

THE LATEST ISSUED OUT? YOU NEED THE MAKING A BREAK PROJECT JOIN ME IN OUR CAREGIVING CO-OP! TOP 10 REASONS CAREGIV

Smart Home  
CAREGIVING LIKE A BOSS  
KEEPING GRANDMA SAFE  
COPING WITH CAREGIVING  
UNCATEGORIZED

LEAD CAREGIVER IN CHARGE  
DMPLETE HANDBOOK  
CAREGIVING LIKE A BOSS  
UNCATEGORIZED



# Respite may help address two emerging health issues:

## Time Poverty and Social Isolation

The New York Times

PLAY THE CROSSWORD

NEWS ANALYSIS

### Human Contact Is Now a Luxury Good

Screens used to be for the elite. Now avoiding them is a status symbol.



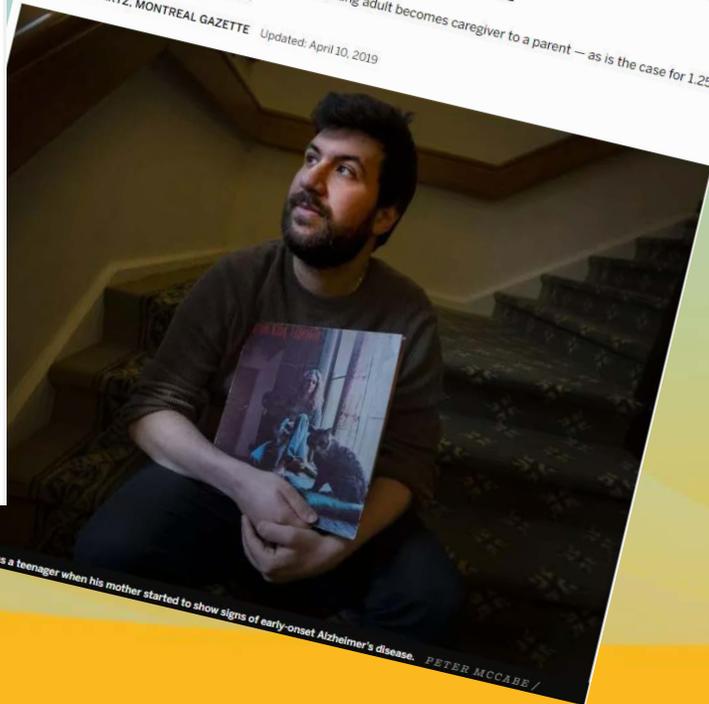
MONTREAL GAZETTE

NEWS OPINION SPORTS BUSINESS ARTS LIFE CAREERS OBITS CLASS

### What happens when the caregivers are youth? 'We just did our best'

The natural order is upended when a teenager or young adult becomes caregiver to a parent — as is the case for 1.25 million Canadians between 15 and 24.

SUSAN SCHWARTZ, MONTREAL GAZETTE Updated: April 10, 2019



Noam Blauer, 25, was a teenager when his mother started to show signs of early-onset Alzheimer's disease. PETER MCCABE /

NEWS

HEALTH NEWS

### Despite social media, Generation Z, Millennials report feeling lonely

Nearly half of Millennials and Gen Zers say they often feel isolated even when surrounded by friends — both real and virtual.

March 8, 2019, 11:43 AM EST

By Sharon Jayson, Kaiser Health News

Connor Wilton moved here for the music scene. The 24-year-old singer-guitarist “knew zero people in Austin” and felt pretty lonely at first.

While this capital city is one of the nation’s buzziest places and ranks at the top of many “best” lists, Wilton wasn’t feeling it. He lived near the University of Texas at Austin but wasn’t a student; he said walking through “the social megaplex that’s UT-Austin” was intimidating, with its almost 52,000 students all seemingly having fun.

“You definitely feel like you’re on the outside, and it’s hard to penetrate that bubble,” Wilton said.

The Harvard Crimson

### Graduate Student Parents Face Steep Costs, Social Isolation

In any given year, more than one in twenty graduate students in GSAs are also parents. Some are single parents, some are married to other Ph.D. students, and others have one, two, or three or more children. But they all face similar issues, ranging from healthcare and childcare costs to the social isolation that comes with being a student-parent.

APRIL 5, 2019

BY LUKE A. WILLIAMS, CRIMSON STAFF WRITER



Beginning in July, Lehman Hall will act as the Graduate School of Arts and Sciences' Student Center.  
Photo: MyeongSeo Kim

DO YOU  
GIVE A  
CARE?

A campaign of The SCAN Foundation

Join Us!

[www.YouGiveACare.org](http://www.YouGiveACare.org)

**#YouGiveACare**

# Questions?

**#YouGiveACare**

National Alliance for Caregiving LOGO