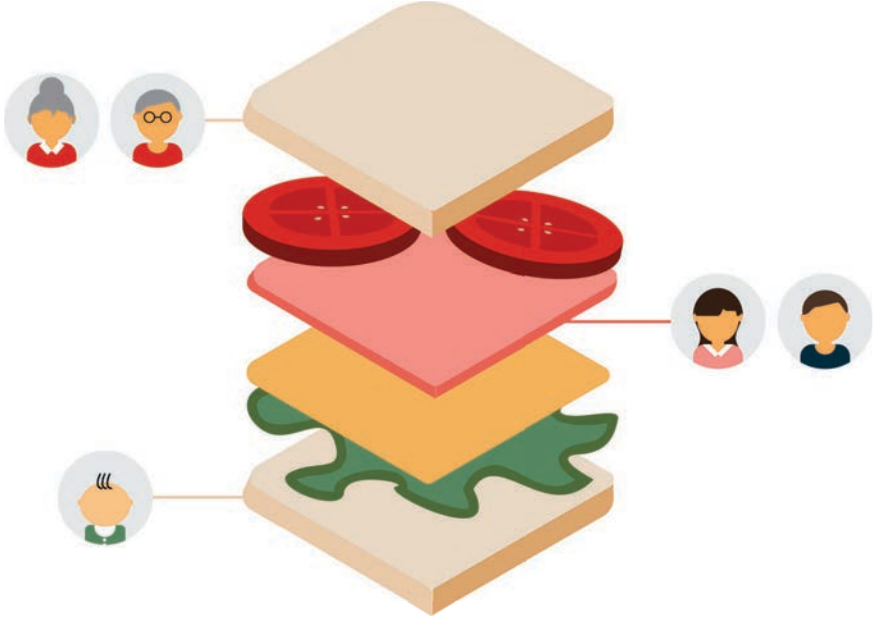


Moms in the middle

The rising career cost of dual caregiving

A look at how the fastest-growing employee segment in 2025 is balancing it all — and what it's costing them.

The “sandwich generation” is expanding



The sandwich generation: those simultaneously caring for both children and aging loved ones.

61%

of moms in the sandwich generation have been in their caregiving roles for **5 years or less**

56%

of moms expect to take on dual caregiving **in the future**

This is not just a women's issue:

Men and adults across racial and ethnic lines are equally likely to be dual caregivers



11 million Americans are in the sandwich generation

Caregiving derails career aspirations for moms in the sandwich generation

51%

have left a job due to caregiving

35%

miss “extra credit” career opportunities (vs. 24%)

58%

turned down education opportunities (vs. 43%)

71%

are job hunting

57%

feel stuck due to a lack of qualifications or education

59%

say adult caregiving has held them back at work

Moms in the sandwich generation are more likely to experience

Stress

59%
(vs. 48%)*

Frustration

36%
(vs. 27%)

Isolation

29%
(vs. 17%)



*Comparison of moms in the sandwich generation vs. moms not in the sandwich generation.

Caregiving comes at a high cost



22%

lower household income than non-sandwich moms, on average



47%

delay retirement due to caregiving (34% for partners)



52%

of paycheck goes to caregiving (vs. 23% for moms in the non-sandwich generation)



65%

dip into personal savings to pay for care for adult dependents



70%

dip into personal savings to pay for child care



81%

still financially support adult children

Companies must prepare for a workforce where dual caregiving is the norm, not the exception.

The time to act is now

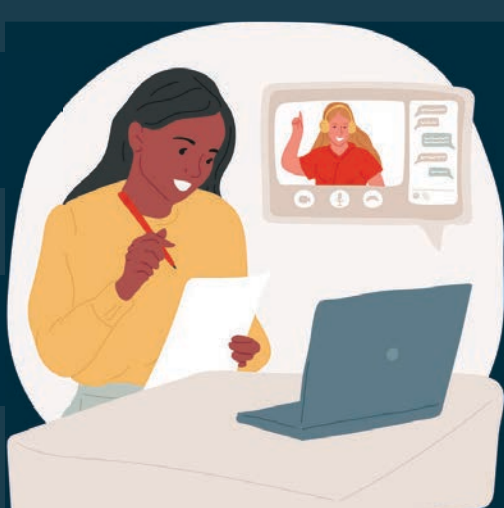
According to survey respondents needs, employers can create environments where sandwich generation employees feel seen and supported



Flexible work



Enhanced PTO



Educational access



Supportive culture

The sandwich generation is only growing. Solving their challenges now is a strategic move for the future workforce.



Learn more: phoenix.edu/career-institute/mothers-overcome-more