

## **RRF Foundation for Aging Champions Family Caregivers with its Employee/Caregiver Support Policy**

Chicago, IL (November 25, 2025) – RRF Foundation for Aging (RRF) has updated its caregiver support policy and shares its views on the importance of family caregivers and their contributions. President and CEO Mary O’Donnell explains that through RRF’s grantee partnerships and funding of actionable research, advocacy, and services benefiting older adults, a heightened awareness of this growing need compelled the national grantmaker to formally establish a family caregiver policy for its employees. RRF’s mission is to improve the quality of life of older people. Its vision and values recognize [priority areas](#) that are central to the needs of everyone as we increasingly live longer, anticipate and embrace the realities of aging safely in our homes and communities. Caregiving is one of the RRF priority areas.

After a period of research and exploration, RRF implemented its caregiver policy to better support employees who balance their professional responsibilities with caregiving duties at home. [Caregiving in the U.S. 2025](#), a report compiled by AARP and RRF’s grantee partner, the National Alliance for Caregiving, underscores RRF’s updated policy as timely and needed. This is not a marginal issue — it’s a national reality. Today, nearly 63 million Americans — one in four adults — are family caregivers, a 45% increase over the last decade. Most of them are employed, and many are struggling to juggle caregiving with their work.

“RRF’s policy aligns with national caregiving trends and demonstrates how proactive, data-driven strategies can make a meaningful difference in employees’ lives — and in organizational resilience,” said Mary O’Donnell.

From a human resources perspective, stepping up, with solutions for evolving needs by adopting a strong family caregiver policy for employees is good for business. This is no longer a personal issue; it’s a workplace reality. Balancing work and caregiving responsibilities is a tremendous challenge. Paid leave, telework options, and caregiver assistance programs are critical. These are proven solutions that can be incorporated into workplaces of all types and sizes.

Investing in caregiver-friendly policies yields a strong return on investment (ROI) by significantly boosting employee engagement and retention. These policies reduce costly turnover, increase productivity, and build a more loyal, committed, and diverse workforce.

Additionally, support for caregivers directly increases employee engagement by demonstrating empathy and support, which builds trust and a healthier workplace culture. These efforts can have a positive impact on enhancing competitive advantage: As family support benefits become more important to workers, companies that offer strong caregiver policies gain an edge in attracting and retaining top talent.

### Steps Taken to Develop [RRF’s Caregiving Policy](#)

- To begin, RRF took a deliberate, research-informed approach. First, they reviewed national, best practices and reports on caregiving trends to understand the challenges employees face and what leading organizations are doing. RRF then benchmarked against similar organizations to see how others support staff who are caregivers, and conferred with an employment attorney to ensure compliance with workplace regulations.

- Crucially, RRF engaged its own employees through informational interviews to hear directly about their caregiving responsibilities, the challenges they encounter, and the types of support that would make the biggest difference. Using insights from research, benchmarking, and staff feedback, RRF designed a policy that includes five dedicated caregiving days, a hybrid work option, and the ability to use caregiving hours for social determinants of health activities.
- This approach allowed RRF to offer a policy that is evidence-based, employee-informed, and responsive to the real-life needs of its staff.

“By aligning our policies with the realities reflected in national caregiving trends, we’re also advancing our mission, and sharing awareness of need in this area,” O’Donnell added. “We’re not only supporting individual employees but strengthening our organization’s resilience and retention. In a labor market where employees are looking for employers who understand them holistically, caregiving policies are not just the right thing to do; they’re a strategic investment in people and in the future of high-yielding workplace standards.”

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