



Family and Dependent Care (FDC) in the Federal Government Fact Sheet

46% of Federal employees have some form of family or dependent care responsibilities: **36%** for children; **14%** for adult dependents. The needs of caregivers shift over time and all employees should be supported through flexibilities to ensure maximum effectiveness and health on and off the job.

Trends and Actions in Family and Dependent Care



TREND: The number of employees with adult dependent care (e.g., elders, adult dependents) responsibilities is expected to double to **31%** over the next five years.

ACTION: Agencies must pay attention to this demographic shift and proactively reconsider FDC supports; refresh or change programs where needed (e.g., expand back-up care, elder care support through EAP).



TREND: **63%** of employees with dependent care responsibilities desire support.

ACTION: Agencies can fulfill the needs of employees by providing an environment where FDC supports are available and offered.

FDC Around the Clock

Morning

Commute to work; get kids ready for school; make sure parents have what they need for the day and drop them off at center.

During the day

Ensure adult dependent took medications; schedule medical appointment(s) for adult dependent(s).

Late Night

Get some rest.



Afternoon

Supervisor asked to stay after work to finish project; arrange back up care for kids and adult dependent; order delivery for dinner.

Night

Prepare things for next morning (e.g., clothes, lunches).

Evening

Homework with kids; drop off kids at sports practice; balance adult dependent checkbook; pay bills.

<https://www.opm.gov/policy-data-oversight/worklife/federal-work-life-survey/>