

Andrew Rahal

Caregiver Advocate & Speaker · Founder, The Caregiver Lens™ · Host, Reflections of a Millennial Caregiver

"Your best people aren't quitting for money. They're quitting to care for someone who's dying — and you can't see it. I spent ten years as one of them."

As featured in **The Guardian** (~40M monthly US readers) and **The Chronicle of Higher Education** (read at 1,650+ institutions)
Subject of a **TED Fellows** & **Gates Ventures** documentary series · Former transition team, **HFC / Youth Movement Against Alzheimer's**

Introduction

Thank you for considering Andrew Rahal for your event.

One in six of the people in your audience is quietly a family caregiver. On a campus, they're the students statistically twice as likely to disappear before graduation. In a workforce, they're the employees costing an estimated \$35,000 a year each in invisible lost productivity. In any room, they are the people carrying the most and saying the least.

Andrew speaks for them because he was one of them — for ten years, as the full-time caregiver for his grandmother through vascular dementia and advanced Alzheimer's. His story has been documented by The Guardian, which followed him for four years, and The Chronicle of Higher Education, which opened its reporting on student-caregiver dropout risk with his experience. He has also worked inside the movement itself, spending five years with Youth Movement Against Alzheimer's and leading social strategy through its merger into HFC (Hilarity for Charity).

Audiences leave his sessions with three things: the ability to **see** the caregivers around them, the language to **talk** about invisible care work, and concrete practices to **keep** the people carrying it.

This kit contains his biography and stage introduction, speaking topics, fees and formats, press, and logistics. For availability or a custom program conversation, reach him directly at andrew@andrewrahal.com or 310.972.9327.

About Andrew

Full bio

Andrew Rahal is a caregiver advocate and speaker who spent ten years as the full-time caregiver for his grandmother, Elo, through vascular dementia and advanced Alzheimer's disease. He was a college student when it began — the Cal State Northridge student receiving a D in a 9 a.m. class because he had already fed, bathed, and safeguarded his grandmother before running out the door. The Chronicle of Higher Education opened its reporting on student-caregiver dropout risk with his story. He left CSUN, returned at The New School in a program built for adults with real lives, and finished his degree while coordinating his grandmother's care from across the country.

Over the following decade he became her advocate in every hospital room, trained through UCLA's caregiving bootcamp, studied the Montessori approach to dementia care, and learned to read pain in a face that could no longer speak. The Guardian documented that decade in a four-year photo essay. His words from that piece — "It's a job, and it's a tough one" — have become a rallying cry for the 12 million millennials providing family care in America.

In June 2025, Andrew and Elo became the subject of the first film in documentary photographer Isadora Kosofsky's series on dementia and Alzheimer's disease, produced through a TED Fellows and Gates Ventures fellowship on new media in global health, and published on the TED Fellows platform. Andrew is credited as co-videographer.

Alongside his own caregiving, Andrew spent five years with Youth Movement Against Alzheimer's, the national organization supporting young and student caregivers through campus chapters, serving on its transition team as social media and social strategy lead through the organization's merger into HFC (Hilarity for Charity), founded by Lauren Miller Rogen and Seth Rogen.

Today, Andrew is the founder of The Caregiver Lens™, a leadership advisory helping organizations and institutions see the caregivers they serve and employ, and the host of Reflections of a Millennial Caregiver, a podcast of honest conversations about care, grief, and dignity. He speaks to higher education, corporate leadership, and caregiver communities nationwide.

Short bio (programs & agendas — 70 words)

Andrew Rahal spent ten years as the full-time Alzheimer's caregiver for his grandmother — a decade documented by The Guardian, The Chronicle of Higher Education, and a TED Fellows and Gates Ventures documentary series. Founder of The Caregiver Lens™ and host of Reflections of a Millennial Caregiver, he helps campuses and employers see — and keep — the caregivers they're quietly losing.

Stage introduction (for your emcee — read aloud, ~30 seconds)

"Our next speaker spent ten years doing a job most of us never see. He was a full-time caregiver for his grandmother through Alzheimer's — while trying to stay in college, hold a life together, and stay invisible. The Guardian followed his story for four years. The Chronicle of Higher Education opened its reporting on student caregivers with what happened to him. He's here to help us see the people carrying the most and saying the least. Please welcome Andrew Rahal."

PROGRAMS

Speaking Topics

CAMPUS KEYNOTE · HIGHER EDUCATION, STUDENT SUCCESS, FIRST-GEN PROGRAMS

The Student You Can't See: Why Caregiver Students Drop Out at Twice the Rate

Five million U.S. students are caregivers; most hide it, and over half leave without a degree. Andrew was one — The Chronicle of Higher Education opened its dropout-risk reporting with his story. What campuses can change in policy, faculty practice, and culture to keep them.

Takeaways: identification pathways students will actually use · faculty flexibility that protects rigor · the retention economics of caregiver support

SIGNATURE KEYNOTE · CORPORATE, HR & BENEFITS, ERGS, CONFERENCES

The Leak You Can't See: The Hidden Workforce Crisis of Employee Caregivers

One in six employees is a family caregiver — costing an estimated \$35K each per year and leaving at twice the rate, for a reason no exit interview names. Told through Andrew's decade of lived experience, with the ROI case for doing something about it.

Takeaways: recognizing the hidden caregiver population · the retention and productivity math · three moves leadership can make this quarter

COMMUNITY KEYNOTE · CAREGIVER EVENTS, NONPROFITS, ADVOCACY

It's a Job, and a Tough One: Dignity for the Ones Who Care

The talk for caregivers themselves — the grief that starts early, the fold-and-comeback moments, the emotional interpreter's craft, and finding the beauty in what this offers. Permission, practical wisdom, and proof they are not alone.

Takeaways: the Slow Down to Decide framework · advocating in medical settings · protecting your person's selfhood — and your own

WORKSHOP / INTENSIVE · LEADERSHIP TEAMS, FACULTY, STAFF, CLINICAL PROGRAMS

The Caregiver Lens™ — Leadership Intensive

A half-day facilitated working session teaching teams to see the caregivers they serve and employ. Built on proprietary frameworks including the Emotional Interpreter Method, Slow Down to Decide, the Dignity-First Lens, and Broken Filters. Campus and Employer editions available.

Deliverables: facilitated session · Caregiver Empathy Map · 2–3 prioritized recommendations · 30-day follow-up call

All programs are customized to your audience, industry, or campus. Formats: 30–60 min keynote · 90-min workshop · half-day intensive · panels and fireside chats · media and podcast interviews.

Fees & Formats

Higher education

Campus keynote	From \$2,500
Keynote + faculty/staff workshop	From \$5,000
Full campus engagement (keynote + workshop + policy advisory)	From \$7,500

Corporate & conference

Employee Resource Group session	From \$2,500
The Caregiver Lens™ Leadership Intensive (half-day)	From \$3,500
Keynote (30–60 min)	From \$7,500
Keynote + workshop	From \$12,000
Full engagement bundle (keynote + training + advisory)	\$15,000–\$50,000

Nonprofit & community

Mission-aligned pricing available for caregiver-serving nonprofits and community organizations. Andrew partners closely with organizations in the dementia-care space — ask about collaboration formats.

Travel	Economy travel + lodging beyond Southern California; no travel fees within greater Los Angeles
Virtual delivery	All programs available virtually; virtual fees quoted on request
Booking	andrew@andrewrahal.com · 310.972.9327

Fees current as of 2026 and subject to change. Multi-session and multi-campus bookings receive preferred rates.

CREDIBILITY

Press & Background

THE GUARDIAN · PICTURE ESSAY · JANUARY 2025 · ~40M MONTHLY US READERS (COMSCORE)

"'It's a job, and a tough one': the pain and privilege of being a millennial caregiver"

Photographer Isadora Kosofsky documented Andrew and his grandmother Elo over four years — the showers, the salon visits, the ER runs, the dancing. A national portrait of millennial caregiving, in a publication whose US audience rivals the Washington Post.

THE CHRONICLE OF HIGHER EDUCATION · 2M+ MONTHLY READERS · AVAILABLE AT 1,650+ INSTITUTIONS

"A New Dropout Risk: Students Responsible for Aging or Sick Relatives"

The Chronicle opened its reporting on student-caregiver dropout risk with Andrew's story — the 9 a.m. class, the strict late policy, the D, and the comeback. 86% of Chronicle readers are decision-makers at their institutions; 54% hold senior leadership positions.

HFC / YOUTH MOVEMENT AGAINST ALZHEIMER'S · 2019–2024

Member and transition team — social media & social strategy lead

Five years with the national organization supporting young and student caregivers through campus chapters, including leading social strategy through its merger into HFC (Hilarity for Charity), founded by Lauren Miller Rogen and Seth Rogen.

OWN PLATFORMS

Reflections of a Millennial Caregiver — podcast · @Andrew_Jefrey — Instagram

Honest conversations about Alzheimer's, dementia, and care — with caregivers, clinicians, researchers, and the organizations serving them.

Interview talking points (for media & podcast hosts)

- The promise he made his grandfather — and the decade that followed
- What "emotional interpreter" means when your person can no longer speak
- The day he folded on sedation — and the ten years of "no" that came after
- Why 43% of student caregivers hide from their own institutions
- The \$35K-per-employee cost companies can't see on any P&L
- Masculinity, tenderness, and why care work made him more confident, not less

ASSETS & LOGISTICS

Photos, Video & Logistics



Headshot



HFC event



Andrew & Elo

High-resolution files supplied for event promotion upon booking. Additional editorial photography from The Guardian and The Chronicle available pending licensing.

FULL SPEAKER REEL — IN PRODUCTION

A full-length reel is currently in production. Documentary footage available now via the TED Fellows series (June 2025); podcast audio and additional samples on request.

TESTIMONIALS — FIRST ENGAGEMENTS UNDERWAY

Client testimonials and references furnished as engagements complete. Press verification available immediately via The Guardian and The Chronicle features above.

Frequently asked

Does Andrew customize each program? Yes — every keynote and workshop is tailored to your audience, industry, or campus after a pre-event call.

What's his presentation style? Story-driven and direct. Rooms should expect to feel something and leave with something usable — emotion in service of action, never for its own sake.

Sensitive content? Andrew discusses dementia, grief, and caregiving strain with care. Sessions can be adapted for audiences that include active caregivers or the recently bereaved.

Will he do a Q&A, breakout, or meet-and-greet? Q&A yes, gladly. Additional appearances (breakouts, student sessions, ERG meetups) can be added to any engagement.

A/V & setup requirements

- Wireless lavalier or headset microphone (preferred over podium mic)
- Ability to present slides (16:9) from provided laptop or venue system; HDMI/USB-C
- Confidence monitor appreciated for rooms over 200
- Water on stage · lectern optional — Andrew works the full stage
- Recording permitted with advance agreement; clips shared back with host organization

Booking & availability	andrew@andrewrahal.com · 310.972.9327
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