

WEICHERT ADVISORY SERVICES

Mobility Practices: A Family Affair

A Research Study 2026



Mobility Practices: A Family Affair

Summary

The phrase **"If mama ain't happy, ain't nobody happy"** is a decidedly American piece of folk wisdom, but the concept is universal. In the UK, it's **"Happy wife, happy life"**. In China 家和万事兴 (jiā hé wàn shì xīng) – **"A harmonious family brings prosperity"**. Other cultural proverbs emphasize group harmony; instead of "keep mama happy," the message becomes **"maintain household relational balance."** Regardless of language or culture, anthropologists and sociolinguists alike recognize this central tenet to these proverbs: **Household stress radiates outward** and unfortunately, one of the places it impacts most is people's work environment.

Savvy mobility professionals are keenly aware of this premise since family concerns or dissatisfaction are consistently cited among the top reasons for refusal or failure of corporate moves and assignments (as high as 70% in recent major mobility surveys) across all industry segments and employee levels. Furthermore, year after year, respondents across multiple surveys name **partner/spousal support, childcare, and housing among the three most critical forms of assistance** for relocating employees.

This study examines the corporate mobility practices that support the employee's family (even the four-legged furry and feathered members) in their relocation or assignment including:

- Child Care ([page 3](#))
- Elder Care ([page 3](#))
- Spouse/Partner Assistance – Career and General Support ([page 6](#))
- Family Assistance & Enrichment Support ([page 8](#))
- Dependent Education Assistance ([page 10](#))
- Pet Support ([page 14](#))

Child Care

Childcare is emerging as a critical, yet highly inconsistent, element of global mobility policy as dual-career households become the norm and early-years childcare costs vary dramatically by location. While education support is widely accepted, childcare has historically been treated as a personal or local issue—an approach that is increasingly misaligned with workforce realities. External research underscores this shift: only **12% of companies consistently cover childcare costs**, but those providing **selective or conditional support have more than doubled**, rising from **11% in 2021 to 23% in 2025 (30% among Weichert clients)**. At the same time, family-related concerns remain a major risk factor for assignment failure, with **partner resistance (69%) and partner unhappiness (62%)** cited as the top reasons for assignment rejection or failure.

Weichert's benchmark of **30 multinational companies** shows that structured childcare support remains limited and highly conditional. **One-third of companies (10 of 30)** provide **no codified childcare support at all**. Among the remaining **20 companies**, universal, ongoing support is rare: only **5 companies (25% of those with any policy)** offer structured global childcare entitlements. Most support is restricted by assignment type, seniority, child age, or duration, and is often limited to **pre-arrival or "look-see" trips**, rather than ongoing living support. Where childcare assistance extends beyond pre-arrival, employers overwhelmingly favor **flexible financial mechanisms**—such as lump sums, resettlement allowances, flex benefits, or capped exception payments—to manage cost exposure in markets with extreme price variance.

Annual childcare costs can range from **as low as USD 4,000 in subsidized markets** to **nearly USD 50,000 in unsubsidized ones**, making global consistency difficult to achieve. Companies that clearly define boundaries—such as distinguishing childcare from education, and pre-arrival support from ongoing reimbursement—report greater clarity and governance.

While attention to childcare in mobility policy is clearly increasing, the prevailing model is expected to remain differentiated, conditional, and locally mediated, with employers balancing talent deployment needs against cost, equity, and regulatory constraints.

Based on averages, in the US, dual income households need to spend 20% of their disposable income in childcare. In Germany, dual income households can expect to pay 1% of disposable income on childcare

Elder Care

The prevalence of multi-generational households varies significantly by region, reflecting differing cultural norms, economic conditions, and social safety nets. In **North America**, multi-generational living remains relatively uncommon but **has risen steadily**; in the United States, the most recently available census data indicates **about 18%** of the population lived in a multi-generational household. Europe reports well under 10% of households as multi-generational.

In contrast, **Latin America** exhibits much higher prevalence, with large-scale comparative household datasets showing that roughly **25%-35%** of households in the region include multiple generations, driven by cultural norms of family co-residence and economic necessity. **APAC has the highest** prevalence globally: cross-national household microdata indicates that in many Asian countries, **30-50% or more** of households are multi-generational, particularly in South and Southeast Asia, where intergenerational co-residence remains the dominant household model.

Demographic trends reinforce why this issue is surfacing more often in relocation decisions:

- By **2030**, adults aged **65+ will outnumber children** in the U.S., and the **85+ population**—the group most likely to require hands-on care—is growing the fastest.
- In developed economies, **intergenerational co-residence has declined**, increasing reliance on geographically specific care arrangements—making relocation more disruptive for caregivers
- Nearly **48 million Americans provide care to an adult, and 61% of them are employed**, meaning a substantial portion of relocation-eligible employees are actively managing elder-care responsibilities.

Caregiving is long-term rather than episodic for most employees: according to SHRM, 80% of caregivers report ongoing responsibilities, yet only 35% of HR leaders believe their organizations effectively support long-term care needs.

Impact on Mobility

In the Atlas Corporate Relocation Survey, 34–40% of companies report employees declined relocation due to family issues or ties, a category that mobility providers confirm increasingly includes elder-care responsibilities. Traditional relocation packages—designed primarily around housing and school search—often fail to address a major decision driver for mid-career and senior talent.

Direct statistics here are scarce—but that gap is telling:

Destination service providers estimate that elder-care assistance is still considered a “special request” or executive-level exception rather than a standard benefit in most U.S. domestic relocation policies.

Research shows that only 36% of organizations equip people managers with resources to support caregivers, suggesting that structured elder-care support is uncommon across HR programs, including mobility.

When elder care is supported in mobility programs, it most often appears as:

- Referral-based destination services
- Ad hoc reimbursement
- Executive or critical-talent accommodations rather than a formal, published policy element.

Best Practice Recommendations for Supporting Elder Care in Mobility Programs

Elder care is widely acknowledged as a major relocation barrier, but it remains under-codified in formal mobility policies. Drawing from caregiver research, and destination service best practices, the following approaches are consistently associated with higher retention, lower declinations, and improved assignment success:

Normalize Elder Care as a “Family” Mobility Issue

Explicitly include elder-care considerations in mobility needs assessments, alongside spouse/partner and dependent questions. Avoid positioning elder care as an exception; treat it as a legitimate household dependency, equivalent in importance to child schooling.

*The **strongest programs** are not those with the richest reimbursements, but those that:*

- **Identify elder-care needs early**
- **Integrate support into destination services**
- **Offer flexibility rather than rigid entitlements.**

Embed Elder-Care Support into Destination Services

Leading practice elements include:

- Local elder-care landscape briefings (assisted living, memory care, home-care agencies)
- Referrals to state or national resources (e.g., Medicare, Area Agencies on Aging)
- Optional coordination of facility tours during advance trips

This approach mirrors how school search services evolved from ad hoc to standard offerings.

Allow Flexible Use of Lump Sums or Family Assistance Budgets

Weichert has long recognized the importance of holistic family support in moves and assignments. As much as emphasis is placed on physically moving the people and their things, the extent to which those people **feel supported** is what makes or breaks the endeavor. We recommend permitting relocation lump sums or family assistance allowances to be used for:

- Temporary elder-care coverage during the transition
- Sourcing in-home or facility based care options
- Initial assessment or placement fees

Train Mobility and People Managers

Organizations that provide manager guidance on caregiving support report materially higher retention (74% vs. 44%).

Mobility teams should be trained to:

- Recognize elder-care “red flags”
- Engage destination providers early
- Escalate support before declination risk materializes

Differentiate by Assignment Type, Not Just Level

Best-in-class programs extend elder-care resources to:

- Domestic homeowners
- Long-term assignees
- One-way or permanent transfers **–not solely executives.**

This reflects the reality that elder-care responsibility peaks in mid-career population segments, not just at the top.

Spouse/Partner Assistance – Career and General Support

As dual career households have become the norm, the ability for the spouse/partner of a relocating employee to find adequate employment at the destination can make or break the viability or success of a move. Across global and domestic mobility surveys, **spouse/partner support is recognized as a critical success factor**, but the type of support offered varies significantly by:

- Assignment type (long-term vs. short-term vs. permanent transfer)
- Employee level (executive vs. professional vs. early career)
- Cost-control philosophy (managed services vs. capped reimbursements)

Surveys consistently distinguish between:

- 1. Career transition assistance** (employment-related)
- 2. General partner support** (non-employment, integration-focused)

This distinction is explicit in most benchmarking instruments and considers the fact that not all assignment or move circumstances allow the accompanying spouse/partner to engage in employment at destination.

Career Transition Assistance (Employment-Related Support)

Career transition assistance refers to services intended to help a spouse or partner maintain, restart, or adapt their career as a result of a relocation or assignment.

In permanent transfers, the support is typically:

- Capped
- Provided on permanent transfers
- Available for use during the move completion window (typically 12 months) or less
- Includes a limited set of conditions and parameters

In international assignments:

- A **minority of companies provide funded career assistance**
- Where provided, the support is usually:
 - Capped
 - Restricted to long-term assignments
 - Available only once per assignment

And while broadly offered, career support is framed as **assistance**, never a guarantee of employment.

Typical Career Transition Benefits

In both domestic and international programs, typical benefits include:

Career-Related Benefit	How Common	Notes from Surveys
Career counseling/coaching	Common (managed)	Most prevalent form; often outsourced
Work permit assistance (indirect)	Common	Immigration help ≠ job placement
Job-search assistance	Moderate	Usually advisory, not placement
CV / résumé localization	Moderate	Standard part of provider packages
Relicensing or recertification fees	Moderate	Included under capped reimbursement
Networking support	Limited	Often informal or coach-led
Direct job placement	Rare	Universally avoided in policy language
Reimbursement of education/retraining	Rare	Typically executive-only

General Spouse/Partner Support (Non-Career)

General support includes **social, cultural, and personal integration services** that help spouses/partners adjust to the new location **without a direct employment outcome**. In international assignments, these benefits are far more prevalent than career support due to the restrictions many countries place on accompanying spouses/partners engaging in new employment at host.

- In multiple surveys including Weichert's 2026 Designing Mobility for Success, published earlier this year, support for spouses/partners and families is cited as an **expanding responsibility** of mobility teams
- Non-career services are favored because they:
 - Apply regardless of partner employment intent
 - Avoid local labor law risks
 - Are easier to standardize globally
 - Support employee experience without escalating costs

Typical General Support Benefits

Non-Career Support Type	Prevalence	Notes
Cultural orientation	Very common	Often includes partner participation
Settling-in services	Very common	Banking, healthcare, transportation
Language training (optional)	Common	Sometimes capped
Community integration guidance	Common	Clubs, volunteerism, expat networks
Social networking programs	Limited-moderate	Increasing post-COVID
Wellbeing support	Emerging	Often via Employee Assistance Plan or vendor ecosystem

Best Practice Recommendations for Supporting Spouse/Partner Assistance in Mobility Programs

Career Support

- Distinguish career transition assistance from general spouse/partner integration support, and state that career assistance is assistance—**not a guarantee of employment**.
- Use clear eligibility rules by move/assignment type (e.g., most commonly offered for permanent transfers and, when provided internationally, **restricted to long-term assignments**).
- Build in cost controls that are consistent with market practice: make the benefit **capped**, **one-time per move/assignment**, and available only within a defined move completion window (often up to 12 months).
- Favor **managed services** (often outsourced) with a defined scope—e.g., career coaching, job-search strategy, and CV/résumé localization—rather than promising placement outcomes.
- **Set expectations** by naming what is typically rare or avoided in policy language (e.g., direct job placement and broad education/retraining reimbursement), while clarifying that immigration or work permit support is separate from employment placement.

General Support

- Make non-career spouse/partner support a **standard, globally consistent offering** (not exception-based), since it applies regardless of a spouse's/partner's employment intent and is easier to standardize across locations.
- Anchor the benefit set in **integration-focused services** that routinely include spouse/partner participation—especially cultural orientation and settling-in support (e.g., healthcare, banking, transportation navigation).
- Offer **structured, practical navigation support** that builds day-to-day independence (e.g., local healthcare and banking orientation, transportation guidance, and support understanding community services), delivered through settling-in providers rather than stand-alone allowances.
- Provide community integration guidance and (where feasible) social networking programs to connect spouses/partners to clubs, volunteerism, and expat networks—supporting adjustment without introducing labor law risk.
- Position **wellbeing support** as an emerging component of spouse/partner integration, leveraging the broader vendor ecosystem (e.g., EAP-style support) to enhance experience without materially escalating mobility program costs.

Family Assistance & Enrichment Support

Global mobility programs increasingly treat **family enrichment and wellbeing support** as a practical lever to reduce assignment risk—especially when children struggle to integrate socially, a common escalation trigger and a leading non-financial contributor to under-performance. Across Weichert’s client base, this support category is gaining popularity in both domestic and international programs.

Because these needs vary widely by family, location, and assignment type, most organizations avoid listing specific reimbursable items (e.g., sports fees, music lessons, camps) and instead frame support as **employee experience** or **family integration** spending rather than compensation.

Common support models are therefore **cash-based and flexible**: settling-in allowances, living/assignment allowances, and flex benefits that employees can direct toward integration needs (cultural activities, recreational participation, language immersion outside formal schooling). This approach aligns across major benchmarks, with Mercer and ECA both emphasizing that these costs are typically **absorbed through allowances or capped discretionary budgets** to reduce administration and avoid inequity between family types. These are framed as **employee experience investments**, not compensation elements.

Impact on Mobility

Supporting the *entire family unit* is increasingly seen as a mobility program responsibility. Wellbeing and social integration benefits are growing, especially where:

- Assignments involve hardship locations
- Families relocate from culturally distant home countries

In domestic programs, direct reimbursement remains uncommon; major survey findings show employers are more likely to respond to family-driven declinations by expanding **flexibility** (e.g., lump sums) rather than adding niche categories, with some needs addressed outside mobility policy via **Flexible Spending Accounts or wellbeing stipends**.

Based on survey data, companies most commonly support **family enrichment indirectly**, rather than via named benefits:

The mobility impact is straightforward: when families can maintain routine, community ties, and healthy outlets, organizations can reduce disruption-related dissatisfaction—supporting acceptance rates, assignment stability, and overall program ROI.

Family Support Area	How It Is Typically Funded
Sports programs	Living / assignment allowance
Music & arts lessons	Settling-in or flex benefits
Cultural activities	Destination services, allowances
Language immersion (non-school)	Allowances or discretionary budgets
Summer camps	Assignment allowance
Community clubs / activities	Employee-directed spend

Best Practice Recommendations for Providing Family Assistance & Enrichment Support

- Use high level policy language. Avoiding too much specificity in how the allowance is used is a more inclusive and employee-driven approach.
- Flexibility is key. Rather than require a reimbursement request, provide a reasonable allowance, either annually or up front, to allow the employee to support their family on a discretionary basis how and when best suits their needs.
- Evaluate the allowance amount periodically to ensure that it remains suitable and, if necessary, use a location base approach as you would a living allowance to maximize support while controlling costs reasonably.
- Create an intra-company expat community to act as a “buddy system” to help newer expat families assimilate faster and enjoy support throughout their assignment. Technology is now available to support these efforts and help expat families connect and communicate. Company sponsored activities and budgeted resources can be a low-cost/high-impact way to assist.

Dependent Education Assistance

For employees with school-age children, education continuity is not a discretionary benefit—it is a core family priority. Parents are far more willing to change jobs, locations, or countries than to compromise their child’s academic progress, emotional well-being, or long-term educational trajectory.

Mobility surveys consistently show that:

- School quality, curriculum fit, and age-appropriate placement are among the top questions raised before an employee will accept a move or assignment.
- Education concerns carry more emotional weight than housing or cost-of-living issues, particularly for mid-career and executive talent with dependent children.

Without credible education support, many employees simply opt out—no matter how attractive the role or assignment.

Corporate moves—especially international assignments—often expose children to entirely different education systems, such as:

- Different curricula (local public systems vs. International Baccalaureate, British, American, or other international models)
- Different academic calendars, grading standards, and advancement rules
- Language-of-instruction changes
- Varying levels of support for learning differences or special needs

Employees are rarely equipped to navigate these complexities alone. Education support services help families:

- Understand realistic schooling options
- Avoid missteps that can delay placement or derail a school year
- Make informed choices aligned with the assignment duration

Impacts to Mobility

Across multiple mobility surveys, schooling concerns consistently rank alongside spouse/partner employment as a primary barrier to move or assignment acceptance.

In the NetExpat/EY Relocating Family Support Survey (2026), family experience, including children's education, was directly linked to:

- 69% of relocations declined due to partner/family resistance
- 62% of assignment failures attributed to family dissatisfaction, which explicitly includes schooling challenges in host locations

Atlas Van Lines' Corporate Relocation Survey (2026) notes that finding schools and managing children's transitions is one of the most frequently cited stress points for transferees, particularly for mid-career and executive populations.

Not surprisingly, over 80% of Weichert's client base offers some degree of support with School Search, if needed, with approximately 5% covering the services of an educational consultant to support the search and application/matriculation process.

Support for dependent education services is critical because it:

- Removes a primary barrier to move acceptance
- Reduces assignment failure risk
- Protects families from educational and financial disruption
- Enables employees to focus on business outcomes
- Signals a mature, family-aware mobility strategy

In modern mobility programs, education support is no longer optional; **it is foundational**.

Typical Dependent Education Benefits

This data reflects **best-practice design**, not "maximum generosity." Many companies apply different tiers by assignment type (e.g., long-term international vs. domestic transfer vs. executive).

Provision Area	Typical Policy Design	Costs / Expenses Covered	Caps / Controls	Age / Grade Range	Limits on Schools / Applications	How Common
Pre-Decision Education Counseling	Offered before assignment acceptance	Advisory only	Time-bound	All dependent ages	N/A	Best-practice indicator; growing adoption

Provision Area	Typical Policy Design	Costs / Expenses Covered	Caps / Controls	Age / Grade Range	Limits on Schools / Applications	How Common
Exclusions & Clarifications	Prevents scope creep	Extracurriculars, electives, voluntary tutoring, late fees	Explicit exclusions	N/A	N/A	Nearly universal in mature policies
School Search & Advisory Services	Professional school identification and counseling in destination	Comparative school lists, admissions guidance, curriculum advice, application timelines	Usually vendor-bundled; no cash cap	Pre-school through secondary	Usually limited to 3-5 recommended schools	Very common ($\approx 70-85\%$ of programs offering family support)
Private / International School Tuition	Core benefit for accompanied long-term international assignments	Base tuition only	Annual cap per child aligned to "mid-market" international school	Primary & secondary (typically ages 5-18)	One school at a time	Very common for LTAs ($\approx 80-90\%$); rare domestically
Enrollment / Registration Fees	Covered when mandatory for attendance	Initial enrollment, registration, capital or development fees	Often included within total tuition cap	Same as tuition eligibility	One school	Common in international policies ($\approx 65-75\%$)
School Transportation	Supplemental support in locations where schools are not walkable	School bus or mandatory transport fees	Separate sub-cap or included in tuition maximum	Primary & secondary	Linked to approved school only	Moderately common ($\approx 45-60\%$)
Home-Country Curriculum Protection	Ensures curriculum continuity	International schools aligned to home curriculum	Via tuition cap	Primary & secondary	One school	Common for executive / strategic roles
Public School Support Only (Domestic)	Non-financial support	School district guidance, enrollment help	No tuition reimbursement	All compulsory ages	Typically 2-3 districts	Common in U.S. domestic programs
Language Support / ESL	Transitional academic support	Required ESL classes mandated by school	Short-term, defined duration	All school-age dependents	Single provider / school-linked	Moderately common ($\approx 40-55\%$), increasing
Application Fees	Often differentiated from advisory services	Initial application/testing fees	Small per-child cap	School-age dependents	Limited number (e.g., 2-3 applications)	Moderately common ($\approx 50-60\%$)
Tutoring (Remedial Only)	Narrowly defined, short-term	Catch-up tutoring after transition	Short duration; capped sessions	All school-age	Single provider	Less common ($\approx 20-35\%$)
Special Education / Learning Support (Case-by-Case)	Individual accommodation, not blanket entitlement	Required learning support tied to school enrollment	Strict caps; senior approval	Covered while of compulsory school age	Approved school only	Selectively offered ($\approx 30-40\%$)
Education Allowance (Cash-Based)	Reimbursement rather than advisory model	Eligible education costs per policy	Fixed annual allowance	Defined schooling ages	Per child	Declining trend; minority approach ($\approx 20-30\%$)

Best Practice Recommendations for Providing Dependent Education Support

Our research shows best practice programs increasingly addressing:

- Learning differences or disabilities
- Language support for host country integration
- Nontraditional schooling (International Baccalaureate, British, French, or home country curricula)

Best-practice programs also share **three design principles**:

1. Needs-based structure rather than open-ended allowances
2. Clear eligibility tied to assignment duration and accompanying status
3. Early education support before acceptance to reduce declinations and failed moves

Following are best-practice recommendations that are both (1) consistent with how major organizations describe education benefits in policy documents and (2) aligned to the cost/complexity realities described across industry surveys and by education cost data providers.

- Define eligibility and scope up front (who is covered, when coverage starts, and what education level is in-scope).
- Set clear guardrails for duration, dependent eligibility, and K-12 (or host-equivalent) coverage and explicitly distinguish education from childcare/daycare.
- Establish a school-selection hierarchy to avoid open-ended “any school” commitments (e.g., public/local when compatible; private/international when not), and document who makes adequacy determinations.
- Specify covered costs vs. exclusions in plain language to reduce disputes (e.g., tuition and mandatory fees vs. meals, uniforms, extracurriculars, trips, and late fees).
- Address special needs and non-traditional schooling scenarios (learning differences/disabilities, language support, and alternate curricula) with a defined approval path and limits.
- Include “edge case” clauses that commonly trigger exceptions (school-away-from-post/boarding support, boarding in home country, and home/virtual schooling) so decisions are consistent and defensible.
- Build in cost-containment mechanisms that still feel family-supportive, anchored to objective location cost data.

Common mechanisms include:

- Glide paths for one-time/permanent relocations or localizations (e.g., 100% year 1, 50% year 2, none thereafter), especially when supporting private school deltas.
- Covering only the incremental increase when dependents were already in private school at origin (rather than paying full tuition in all cases).
- Duplicate education expenses for domestic/non-US relocations (enrollment/uniform duplicates, but not duplicate tuition), with guidance to time the move at start of school year.
- Standardize governance: name decision owners (mobility + HR + optional education consultant), define required documentation, and set escalation/exception criteria to prevent case-by-case negotiation.

Pet Support

Across mobility benchmarks, pet shipment has traditionally been positioned as a discretionary family support item rather than a core entitlement or handled as an exception. It is far more prevalent in international permanent transfers and long-term assignments than in U.S. domestic relocation, where it is more commonly addressed through miscellaneous allowances, lump sums or case-by-case approvals.

Nevertheless, survey data indicates this benefit is gaining traction: Several major surveys show respondents indicating that **31%-39%** provide pet shipment support for **long-term international assignments** and **28%-34%** for **permanent international transfers**—both increasing trends, since 2022.

Where offered, common practices prioritize **cost control and duty-of-care**: coverage is usually limited to domesticated **dogs and cats**, delivered through approved/licensed vendors, and structured as a **one-time, capped reimbursement** (often excluding open-ended quarantine, boarding, or elective services).

Across Weichert's client base, nearly 40% provide some level of support for the movement of a pet, and in a recent customer insight survey of over 1,400 employees, more respondents reported moving with a pet than with a child.

Impact on Mobility

From a mobility perspective, pet shipment support functions as a **low-frequency, high-impact** accommodation: for pet-owning employees, the ability to move an animal safely and compliantly can be a deciding factor in accepting (or declining) a move, while for employers it can be a comparatively modest expense versus the cost of delayed deployment, reassignment, or failed relocation. As a result, many programs keep policy language high-level and rely on **managed exceptions** to balance employee experience with governance.

Typical Covered Pet Transport Expenses

U.S. and foreign government guidance reinforces that quarantine can be significant and unpredictable, which is why many companies cap coverage for this item. And because risk in shipping pets can be significant, even domestically, most companies have moved to a reimbursement model rather than engaging third-party shippers directly. When pet shipment support is offered, surveys and policy documents indicate coverage is typically limited to:

Expense Type	Prevalence / Notes
Transportation (air/ground)	Most common; often transport-only
Required vaccines & inoculations	Common for international moves
Health certificates & vet exams	Common
Government fees/import permits	Common
Crate/kennel meeting airline standards	Common
Customs clearance (international)	Common

Commonly Excluded or Capped

As important as what is specifically covered, is what is expressly not covered. Most policies **exclude or cap**:

- Quarantine beyond minimum legal requirement
- Breeding or commercial transport
- Ongoing boarding after arrival
- Grooming, training, or pet insurance
- Costs related to non-approved airlines or routes

Best Practices

- Provide support to the employee for costs associated with transport rather than arranging transport or making a third-party referral.
- Set a cap on the allowance both per pet, and for total expenses (ranges in client policies go from USD \$1,000-\$3,500) for costs.
- Specify what costs are covered (typically shipment, required inoculation, some period of quarantine) and what costs are not covered (typically carriers, boarding, quarantine in excess of the covered period)
- Specify the maximum number of pets covered
- Specify the type and excluded breeds if applicable. Most companies specify domestic pets only. Domestic pets are defined as those normally found living in a house with the family members, such as dogs and cats.
- Include a caveat that any pet shipment is subject to host country regulations and encourage the employee to familiarize themselves with those regulations and any that apply to ongoing host country pet ownership.

Sources:

- Weichert Workforce Mobility client database
- Weichert Global Network partners (DSP)
- Weichert Childcare Benchmark (March 2026)
- Weichert's "Designing Mobility for Success" Survey (2025/2026)
- Pew Research Center
- Census.gov
- Atlas Van Lines - Corporate Relocation Survey (2024-2026)
- ECA International - International Relocation Benefits Survey (2026)
- Mercer North America Domestic Relocation Policy Survey (2025)
- Forbes - "11 Caregiver Benefits That Make A Real Difference For Employees" (May 2025)
- KPMG - Global Assignment Policies & Practices Survey Report (2023)
- SHRM - "The Caregiving Imperative" - HR Report (2024)
- S&P Global - "Working while caregiving: It's complicated" (May 2024)
- U.S. State Department