

Are you an employer
struggling to hire and retain
workers?

Are you an employee who
also has family caregiving
responsibilities?

**Who is here
today?**





Wisconsin's Working Caregivers

STRATEGIES AND RESOURCES FOR EMPLOYERS



We knew...

- Employers who are aware of the needs of working caregivers and how to support them can reduce hidden costs (turnover costs, loss of institutional knowledge, loss of productivity) and increase productivity, employee retention, and improve recruitment efforts. *Harvard Business School
- Studies in other states recommend assessing needs of caregivers in the workplace and exploring different policies and resources to support working caregivers. *Massachusetts Business Roundtable; New York Office on Aging
- Caregivers seldom use FMLA. *WFCSA study – Feb 2021
- Caregivers also reported that they felt they could continue meeting their work and home responsibilities for longer with just a little more help. *WFCSA study – Feb 2021

We wanted to learn more about how...



1 in 4
working-age adults
provide care, balancing
home and work

... Wisconsin businesses and families are being affected by family caregiving responsibilities.

What we did.

1. From June through October 2021, we worked with UW-Madison Division of Extension to create the *Employed Caregiver Survey*.
2. Employed caregiver was defined as “working-age adult providing care or financial assistance to an older family member, an adult child or other loved one with a disability, or a spouse with a long-term illness. This may be in addition to traditional child rearing.”
3. Survey was then completed by 564 individuals, of which 447 (79%) had a family caregiving role.

What we heard



More than **8 in 10** caregivers reported having their work life interrupted

Most common interruptions included

Rearranged work schedule



Left work early



Unable to focus at work



Responded to calls or emergencies



Used break or lunch for caregiving



Quotes:

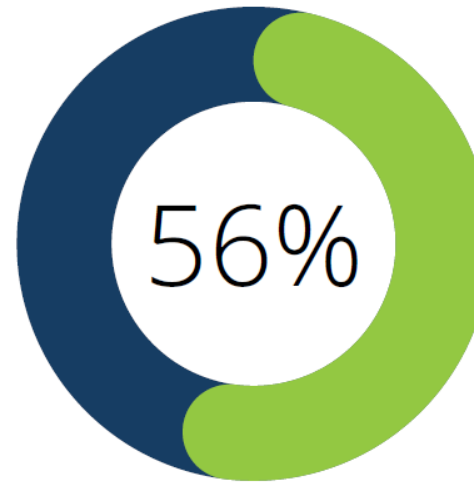


*“The just never knowing (is stressful). I am lucky. My boss is **FANTASTIC**”*

“It is used as an excuse by my supervisor to not rely on me, to re-assign work, etc., even though I work many extra hours and am doing significant work.”

“Employer promotes work/life balance in words, but not actions.”

"[I] always feel like I have to make a choice of which is more important. My [care recipient] or my job."



of caregivers indicated that their current situation is unsustainable

Demographics –

Of all employees, nearly 8 in 10 performed at least one caregiving task in the past 6 months.

- 56% were caring for parents or in-laws
- 18% caring for child with long-term illness or disability
- 14% caring for spouse
- 89% of caregivers were female*
- 64% were above the age of 46
- Most caregivers (46%) have been providing care for 1-5 years, spending up to 7 hours per week.
- A smaller group of caregivers (17%) spent over 40 hours per week on caregiving

Figure 3. Caregiver age

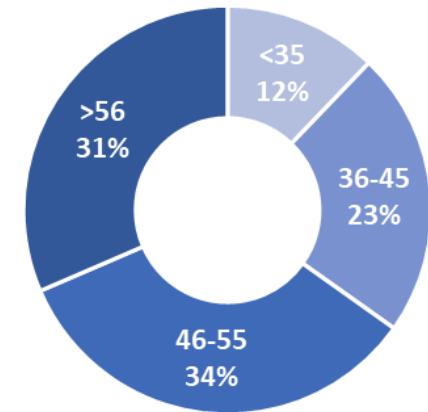
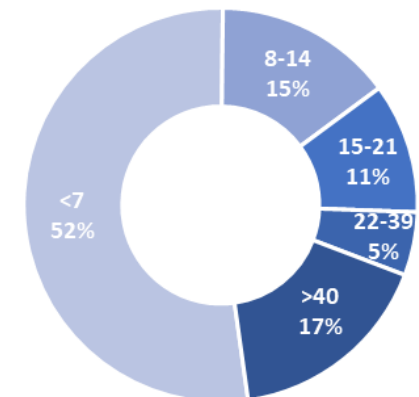
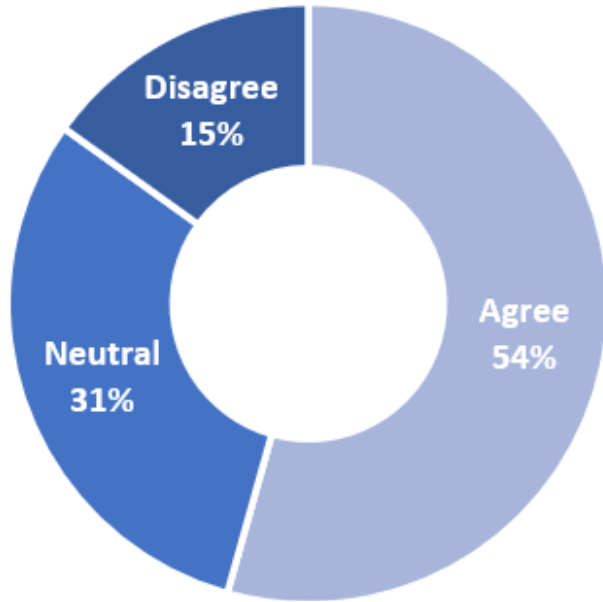


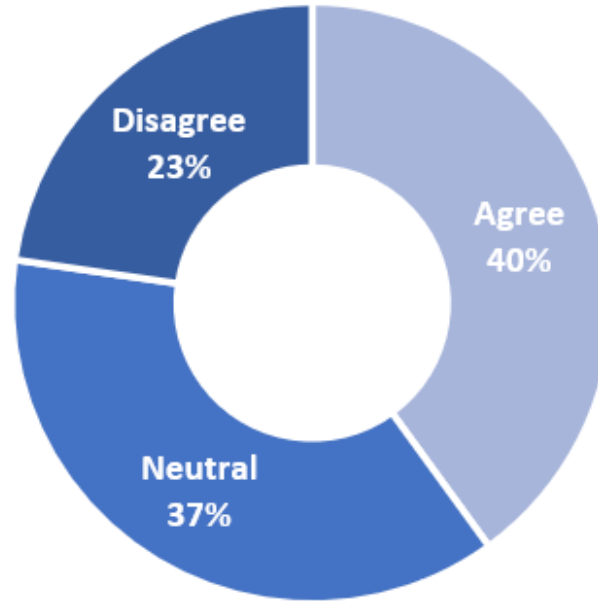
Figure 4. Hours spent caregiving



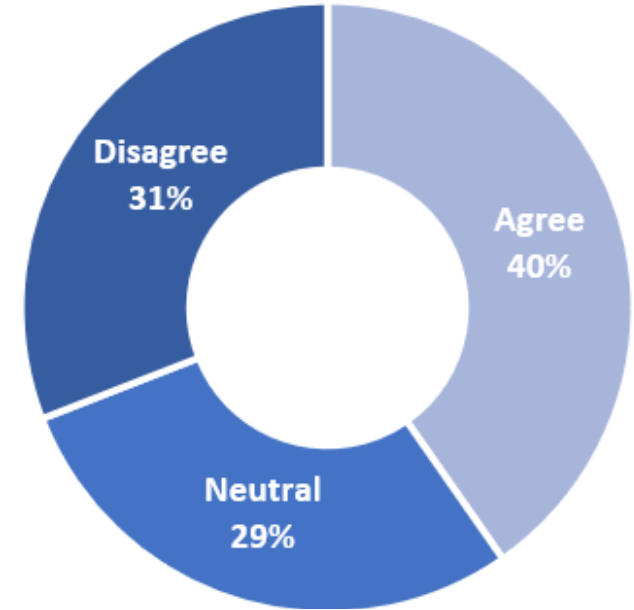
My caregiving responsibilities have increased due to COVID-19



It is more difficult to balance caregiving and my job due to COVID-19



The amount of time to myself has decreased due to COVID-19



Impact of COVID-19 Pandemic

Other findings

3 in 4
caregivers
missed
work due to
caregiving

1 in 5
caregivers
used time
off without
pay.

1 in 4
caregivers -
no vacation
in over a
year.



Factors that promote caregiver well-being:

- A positive supervisor relationship
- Work from home capabilities
- Resources offered through employers
- Flexible hours

Strategies:

1. Find out how many of your employees are caregivers. UW-Extension offers a survey that is FREE to any employer.
2. Learn what resources are available to your employees.
3. Consider what benefits or programs you could offer employees. (Flex time, lunch and learn, EAP, connecting employees to community resources)
4. Use the worksheet in the report to set goals and get buy-in from others in your organization. Find at WisconsinCaregiver.org



Resources:



Extension

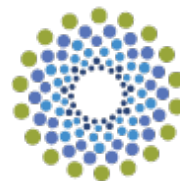
University of Wisconsin-Madison

wiconsibs

Sisters & Brothers of People with Disabilities



WISCONSIN DEPARTMENT
of HEALTH SERVICES



RCAW

Respite Care Association
of Wisconsin



Questions?