

## National Family Caregiver Month (NFCM) Statewide Toolkit

Week 4: Monday, November 18 - Friday, November 22, 2024



**WFACSA's Toolkit** aims to provide comprehensive resources and materials supporting unified messaging and outreach efforts across **Wisconsin's 72 counties and 11 federally recognized tribes** during November. **The Toolkit also aims** to equip local organizations, agencies, and relevant parties with tools **to effectively promote NFCM in newsletters, social media, and print, engaging target audiences and amplifying the reach** of the statewide campaign. When posting on your social media platform, don't forget to use **@WisconsinFamilyCaregiver** in the text of the posting. Using this generates more views to promote the campaign.

This year, the Toolkit will have weekly themes that showcase the [National Strategy to Support Family Caregivers' Five Goals](#).



### Ensure financial and workplace security

- Financial planning specifically for family caregivers
- Employee-centered, flexible workplace policies and practices
- Help with planning for long-term needs of care recipients
- Affordable long-term services and supports

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### Monday, Nov 18, 2024

**Resource Day:** *Where can I get help? I have a question about home care services. How can I get a break?*

If you are new to family caregiving or a seasoned caregiver, where do you turn to get answers to your questions? The ADRCs of Wisconsin, Respite Care Association of Wisconsin (RCAW), Greater Wisconsin Agency on Aging Resources, Inc. (GWAAR), Dane County Area Agency on Aging, and Milwaukee County Area Agency on Aging can get you started in the right direction and get your questions answered!

**ADRCs in WI:** [Aging and Disability Resource Centers \(ADRCs\) | Wisconsin Department of Health Services](#)

**RCAW:** [Respite Care Association of Wisconsin Respite Services | RCAW | Respite Care Association of Wisconsin \(respitcarewi.org\)](#)

**GWAAR:** [Home \(gwaar.org\)](#)

**Dane County Area Agency on Aging:** [Home Page | Department of Human Services \(danecountyhumanservices.org\)](#)

**Milwaukee County Area Agency on Aging:** [About Us | Department on Aging | Milwaukee County](#)

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Tuesday, Nov 19, 2024

**Caregiving and Job Security**

In a 2021 survey in Wisconsin, working caregivers reported that more than 8 in 10 caregivers had their work-life interrupted. Work schedules are rearranged. Emergencies happen 24-7. Responsibilities have increased. Free time has diminished.



Caregivers often ask themselves how they can balance work and home life. Many working caregivers need more time to afford to reduce their hours or not work due to the need for consistent income.

There are laws to protect the working caregivers. Today, we highlight the Family and Medical Leave Acts, Federal and State. These laws have been developed to protect the worker.

- [Wisconsin Family And Medical Leave Act \(FMLA\) - the law, posting a notice, and Employee Rights posters - Department of Workforce Development Equal Rights Division](#)
- [Wisconsin Family and Medical Leave Law Frequently Asked Questions](#)

**Working Caregiver Survey**

WFACSA releases Wisconsin Employer and Family Caregiver Survey Results.

<p><b>Wisconsin Employer and Family Caregiver Survey</b></p>  <p>From June through October of 2021, the Wisconsin Family and Caregiver Support Alliance (WFACSA) and UW-Madison Division of Extension asked employers and working caregivers to tell us how Wisconsin businesses and families are being affected by family caregiving responsibilities. Someone is a caregiver if they are providing care or financial assistance to an older family member, an adult child, a loved one with a disability, or a spouse with a long-term illness. A total of 564 employees responded, of which 447 (79%) had a family caregiving role.</p> 	<p>Click <a href="#">here</a> for a link to a two-page summary.</p> <p>Click <a href="#">here</a> for the full report.</p>
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**A MESSAGE TO EMPLOYERS...**

Struggling to hire or retain workers? Do you know how many of your employees have caregiving duties beyond childcare? One in four working-age adults cares for an older family member, adult child, loved one with a disability, or a spouse with a long-term illness. This means many potential hires and current staff are balancing home and work. To attract and retain workers, you need standout strategies. A low-cost way to appeal to job seekers is by supporting working caregivers. This boosts loyalty, performance, and retention. Small changes can turn your business into a place where employees want long-term careers.

To survey your own workforce, visit the [Employed Caregiver Survey](#) page of the UW-Madison Division of Extension website and click How To Host a Survey.

You can find this resource at:

<https://fyi.extension.wisc.edu/agingfriendlycommunities/employed-caregiver-survey/>



You can download the image by clicking [here](#).

- For more information about the *Employed Caregiver Survey*, click [here](#).
- For the *Employed Caregiver Survey Implementation Guide*, click [here](#).
  - This guide discusses what to do before the survey, distributing the survey, and after the survey.

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**Wednesday, November 20, 2024**

**Creating a Caregiving-Friendly Workplace** Is your company fostering a caregiver-friendly workplace? Use these tools to assess your policies. Caregivers value supportive supervisors, flexible hours, remote work options, employer-provided resources, and education.

**Check out a couple of Caregiving Champion Employers in Wisconsin and see how they support working caregivers.**

- [HR Care Kit](#)
- [AARP Employer Caregiver Toolkit](#)
- **Promega:** [Caregiving Champion Employers in WI, A Holistic Approach to Benefits](#)
- **Optum Health:** [Overview of U.S. Benefits](#)

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## Thursday, November 21, 2024

- Many Americans are one check away from being homeless. Working caregivers question what would happen if they need to reduce their work hours or quit to care for a family member.

Americans try to plan for events such as college or a wedding. Few people plan on caring for a loved one throughout their lifetime. Are you aware that there are special needs trusts that allow you to save money for care without penalty safely?

Lastly, many family caregivers must look at long-term care programs or facilities when they cannot care for their loved ones. They are afraid that the “state will take my home.” Get the facts by reading the “Wisconsin Estate Recovery Handbook” and talking to your local Aging and Disability Resource Center.

- [The ‘sandwich generation’ is strained: How can they save for retirement while caring for their children and aging parents?](#)
- Information on [Wispect Trusts](#)
  - *Wispect offers two types of Special Needs Trusts: Self-Funded and Third-Party Trust. Under the rules that apply to SSI and Medicaid, these special needs trusts will not be counted as an available asset, and disbursements from them will not be counted as income.*
- [Debunking the Myths About Estate Recovery](#)
- **You are Not Alone... Celebrities Who Have Walked the Caregiving Path:**
  - [Bradley Cooper Executive Produces "Caregiving" | Coming to PBS in 2025 \(youtube.com\)](#)
  - [Celebrities Offer Their Best Family Caregiving Advice \(aarp.org\)](#)
  - [Famous Family Caregivers: 21 Celebrities Who Have Cared for Family Members - Caregiver Support Services](#)



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Friday, November 22, 2024

<p><b>Helping Employers Support and Retain Working Caregivers</b></p> <p>One of every six employees in America is balancing work with a family caregiving responsibility. As our population ages and life expectancy lengthens, this number will increase significantly. As a nation, we are facing a caregiving cliff. Employee caregivers span all job titles, ages, genders and ethnicities. In order to recruit and retain talented employees, employers must address the reality that many of their employees carry this extra burden.</p>  <p>Fortunately, employers have an opportunity to proactively address this looming issue in ways that benefit both their employees and their bottom lines. Implementing policies and programs that support caregiving employees can:</p> <ul style="list-style-type: none"><li>• Enhance workplace loyalty,</li><li>• Allow for recruitment and retention of talent,</li><li>• Boost productivity, and even</li><li>• Significantly increase company share prices.</li></ul> <p>AARP is here to help organizations take this important step toward creating a caregiving-friendly and increased-ROI workplace.</p> <p><a href="http://www.aarp.org/work/caregiving-resources/">www.aarp.org/work/caregiving-resources/</a></p> 	<p>You can download the image by clicking <a href="#">here</a>.</p>
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- Share this article and video! [Strategies for Working Caregivers](#) from Family Caregivers Online.



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