

ASSESSING THE NEEDS OF EMPLOYEE CAREGIVERS



A SURVEY TO BETTER UNDERSTAND
THE CHALLENGES EMPLOYERS
EXPERIENCE AS THEY ADDRESS THE
NEEDS OF EMPLOYEES WITH
CAREGIVING RESPONSIBILITIES

SUPPORTING EMPLOYERS

The Wisconsin Family and Caregiver Support Alliance (WFACSA) and Wisconsin Women's Council thanks the more than 200 Wisconsin employers who provided feedback for our first employer survey. This feedback helps us better understand how family caregiving responsibilities affect today's workplaces.

The survey results summarized in this report will be used to improve caregiver resources made available to employers. For purposes of this survey, caregiving was defined as care provided to a family member (beyond typical care for a minor child) or friend, who may be an older adult or person with a disability.



The Wisconsin Family and Caregiver Support Alliance (WFACSA) is an alliance of disability and aging organizations and other allies that are working hard to address the needs of families who provide care. We do this by promoting partnerships that improve resource coordination and increase access to supports that will sustain families and businesses into the future.

A handwritten signature in black ink that reads "Lisa Pugh".

Lisa Pugh, WFACSA Co-chair

A handwritten signature in black ink that reads "Lynn Gall".

Lynn Gall, WFACSA Co-chair

A handwritten signature in black ink that reads "Christine Lidbury".

Christine Lidbury, Wisconsin Women's Council

**" When a caregiver doesn't get the support they need at home,
job productivity often suffers."**

-WFACSA

WFACSA BELIEVES

- Employers are powerful partners and helping Wisconsin businesses retain qualified employees is in society's best interest
- Our communities are stronger when we work together to support each other
- The needs of the caregiver drive the prioritization of our shared resources.
- In encouraging one another to strive for positive outcomes and evidence-based decisions to further our mission and mutual goals
- The community of family caregivers is a growing and changing population served best when diversity is respected and celebrated
- When family caregivers know information, have options and access to opportunities, they can better advocate for their needs and the needs of their loved one



**" This survey is timely in that for the past year and a half, I
have been the caregiver for my mother following my
father's sudden death ... My work schedule and ability to
perform essential duties has been challenged during that
time. However, as a small non-profit with no 'safety net,'
there were simply things and tasks that were left undone."**

-Executive Director, Central WI

THE SURVEY

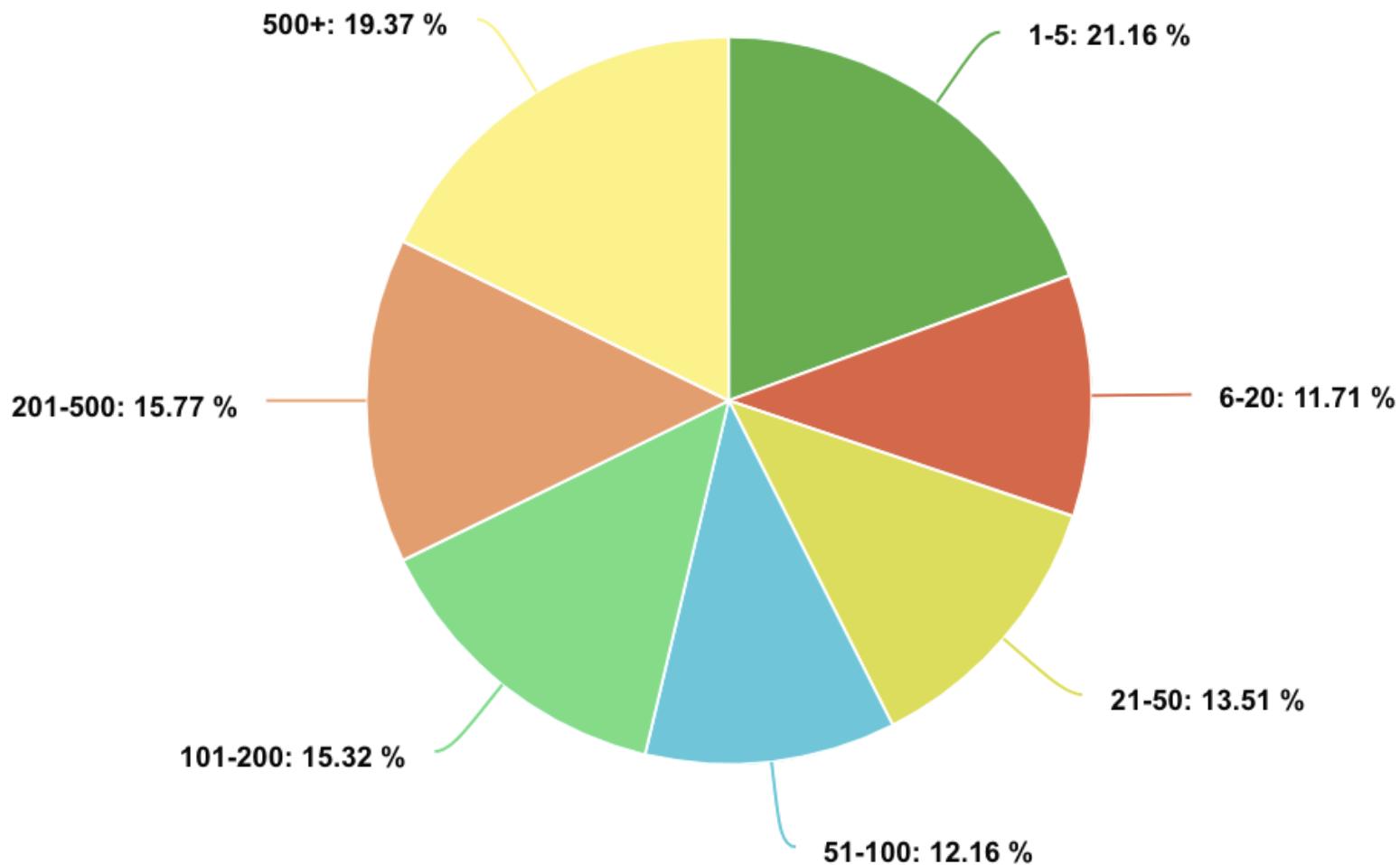
The survey was taken by a total of 222 employers with each respondent replying to 12 questions. Of the participants, 29 held the position of President or an equivalent at their company, 25 Business Owners, 63 Managers, 84 Human Resources Professionals, 5 Wellness Program Professionals, and 16 identified as other.

The majority of respondents reported being located in Southeast Wisconsin (28.05%), Northeast Wisconsin (23.98%), and Central Wisconsin (22.62%).

THE OUTCOMES

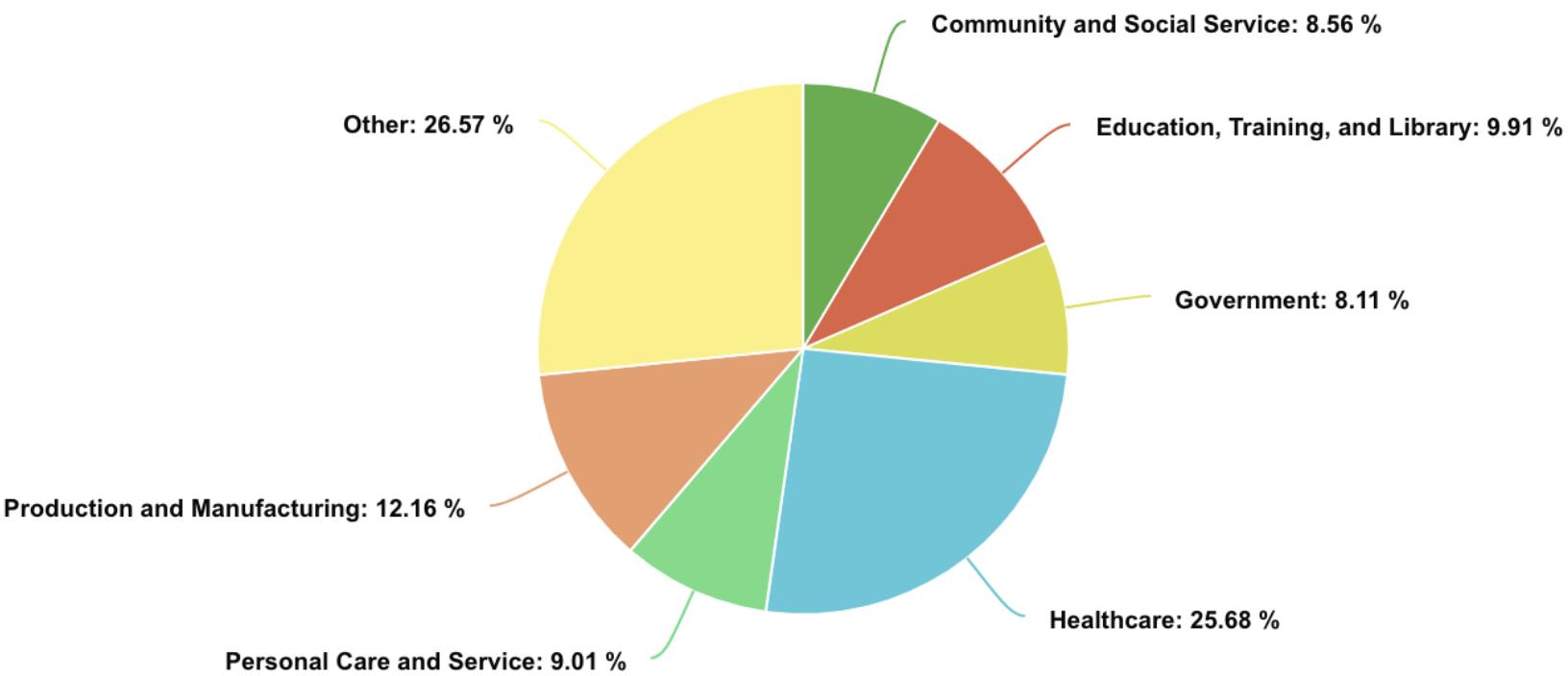
Participants answered questions on how they currently assist their employees with caregiving responsibilities and what additional resources could potentially increase their support.

How Many Employees do You Have?



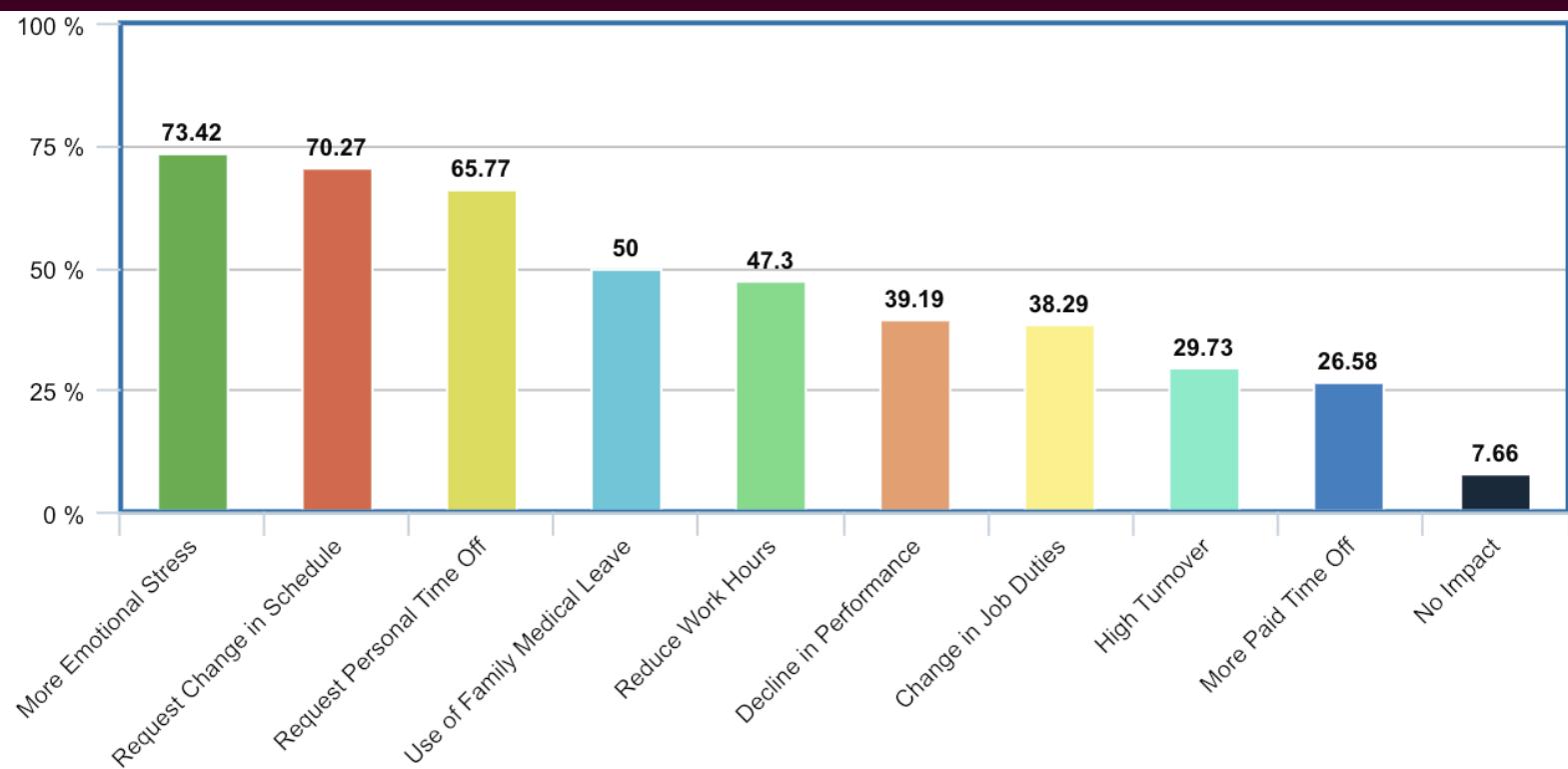
"I have 5 people on the staff, and 3 of us have adult children with special needs. There are times that this has caused scheduling nightmares, and I constantly have to revise the work calendar." -Supervisor, Rib Lake, WI

What is the Principal Industry of Your Organization?

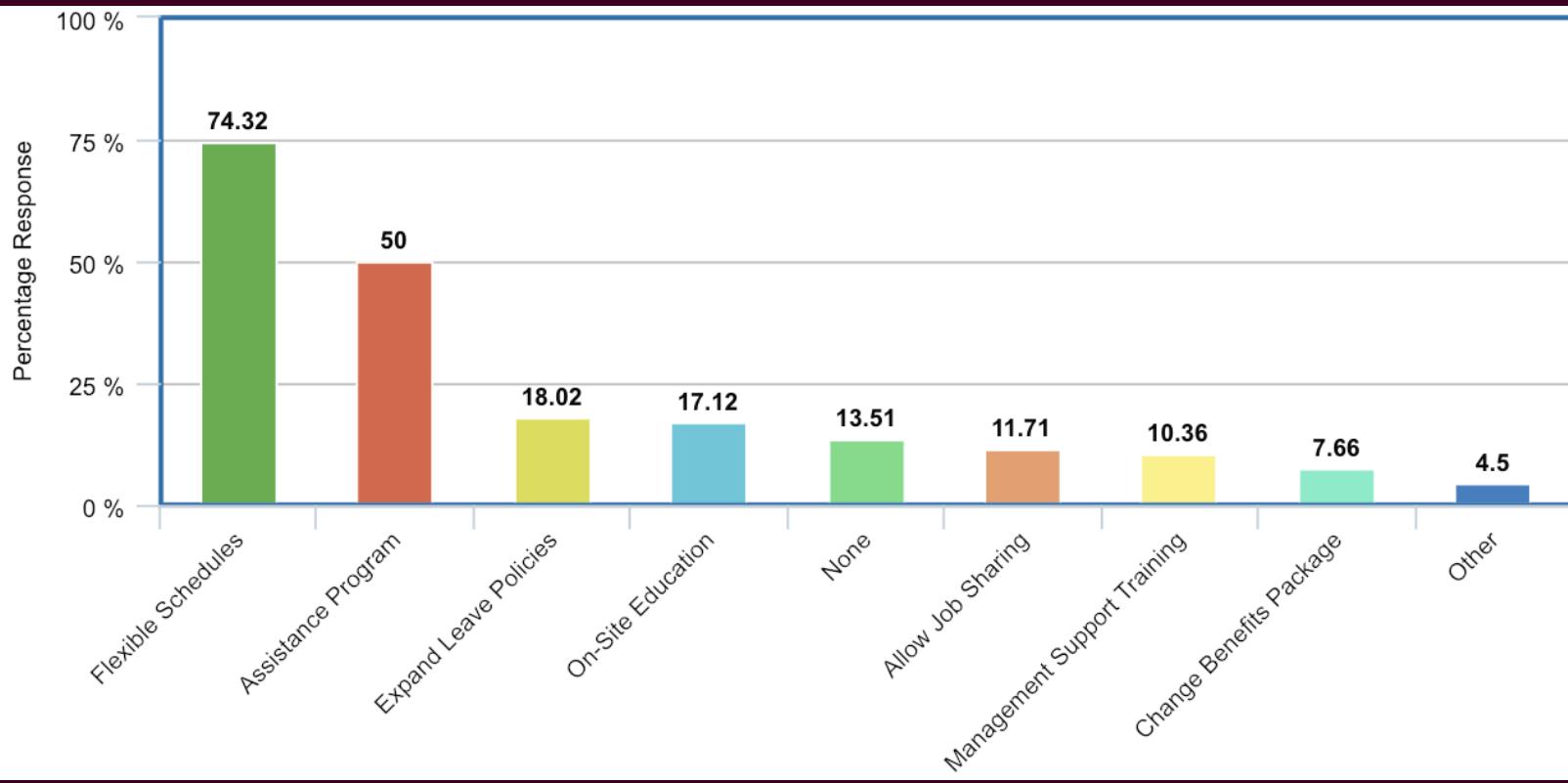


*Other: Includes Industries such as Finance, IT, Agriculture, Professional Business Services, etc.

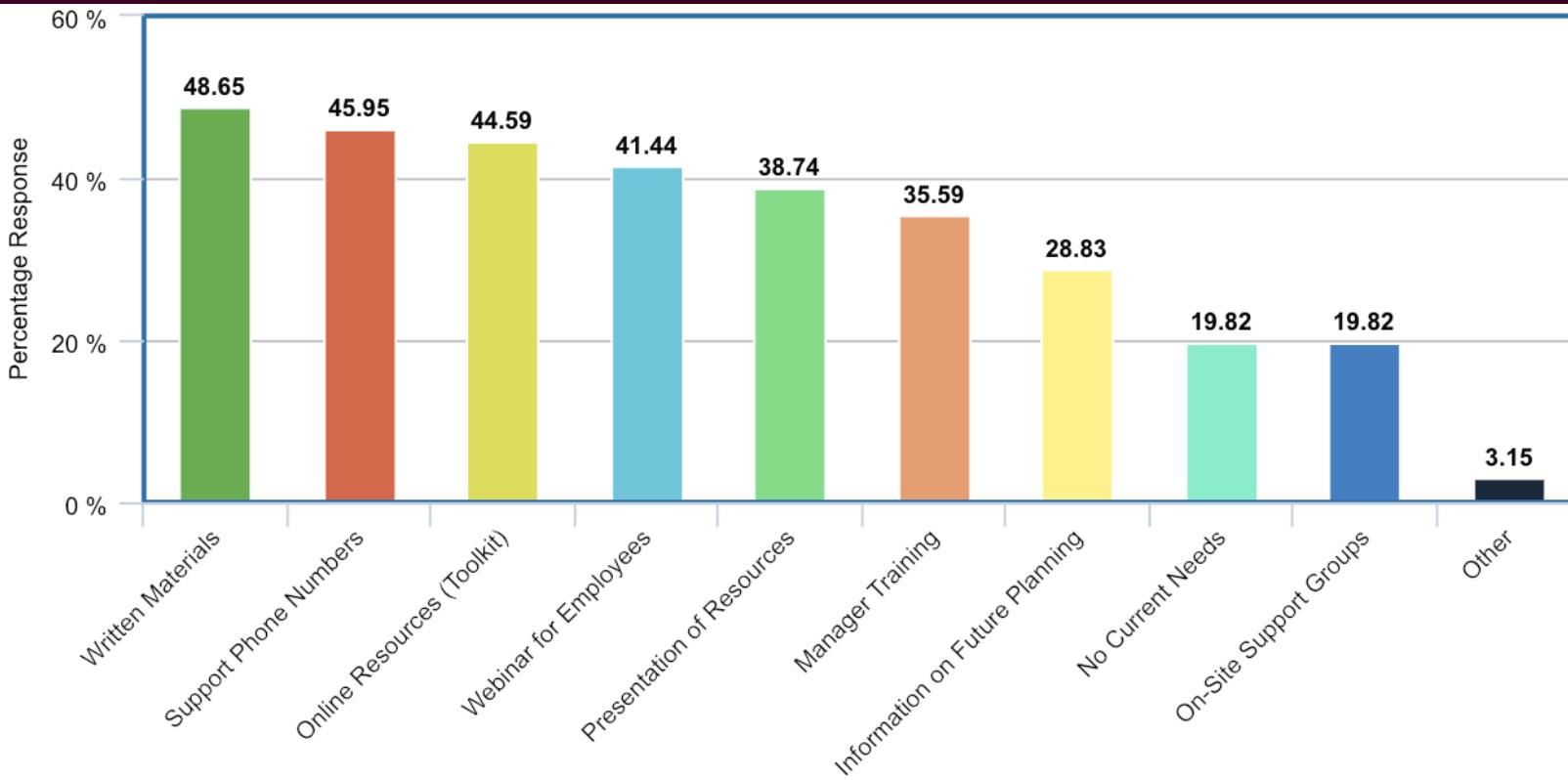
How Have Caregiving Responsibilities Impacted Your Company?



What Strategies Have Been Used to Support Employees with Caregiving Responsibilities?



What Types of Resources Would be Valuable?



"[My work] is a very tough business with shrinking resources and funding and more and more expectations put on low paid, overworked caregivers."

-Personal Care Service Professional, Shawano, WI

IMPORTANT FINDINGS

- On average, companies report that 44% of their employees have family caregiving responsibilities at home
- 73.42% reported that caregiving responsibilities increased emotional stress to the employee and to the employer
- 66.22% of employers surveyed believed women are more impacted than men by caregiving responsibilities
- The most common strategies used by employers to support their employees with caregiving responsibilities were allowing flexible schedules (74%) and making referrals with Employee Assistance Programs (EAPs) (50%)
- Employers identified written materials and phone numbers to call as the most valuable resources to help them support their caregiver employees

RESOURCES

Employers can help their employee caregivers stay productive today. There are public and nonprofit agencies and programs throughout Wisconsin, including free resources.

To learn more about employee caregiver support, visit <http://wisconsincaregiver.org/alliance>

To find your local Aging and Disability Resource Center, visit www.dhs.wisconsin.gov/adrc

