

# THE IMPACT OF FAMILY CAREGIVING ON WISCONSIN EMPLOYERS



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

"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

## 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.



Lisa Pugh, WFACSA Co-chair

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# 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%).

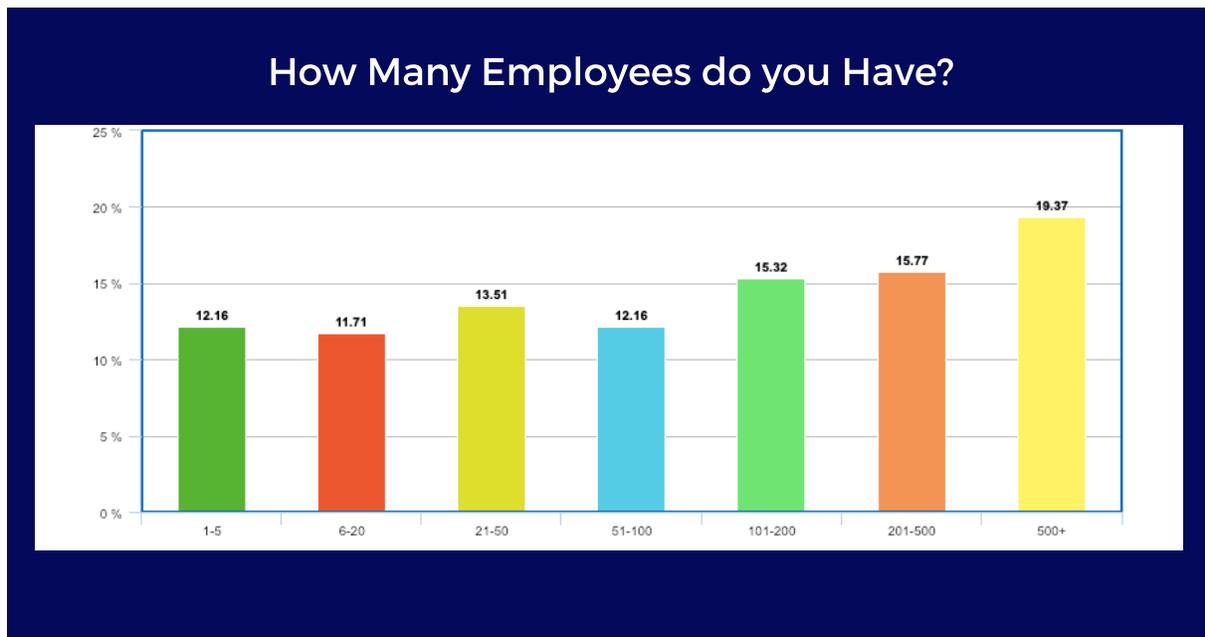
# THE OUTCOMES

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

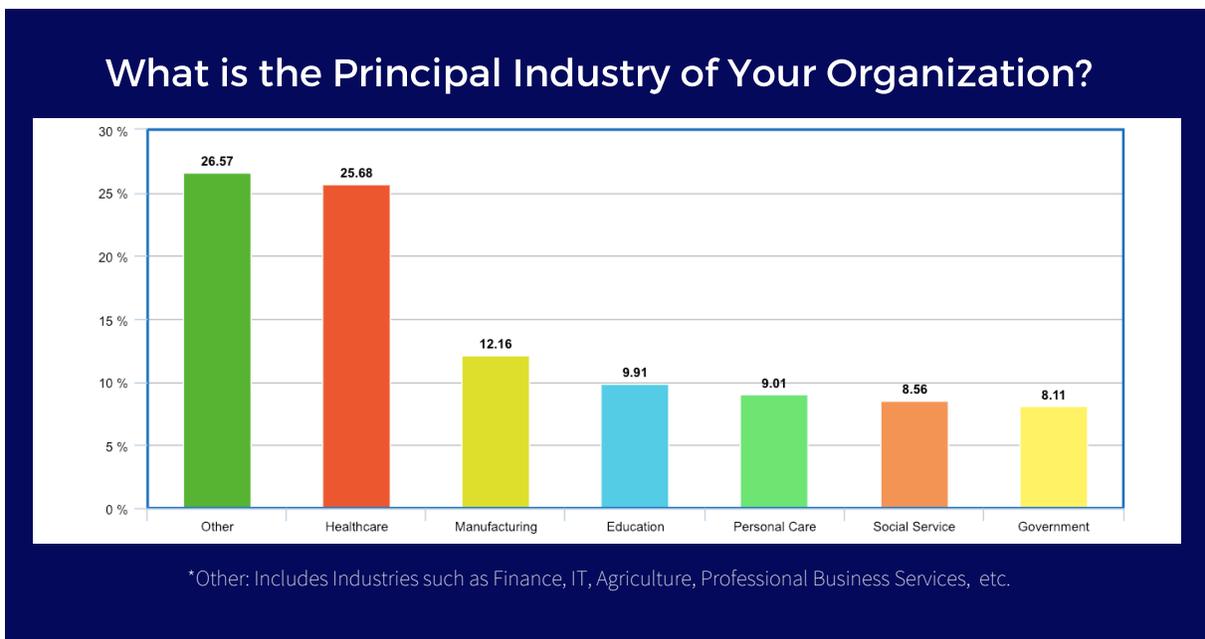
- On average, companies report that 44% of their employees have family caregiving responsibilities at home
- 73.42% reported that caregiving responsibilities increased emotional stress to the employee and to the employer
- 66.22% of employers surveyed believed women are more impacted than men by caregiving 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



# ABOUT THE EMPLOYERS WHO RESPONDED



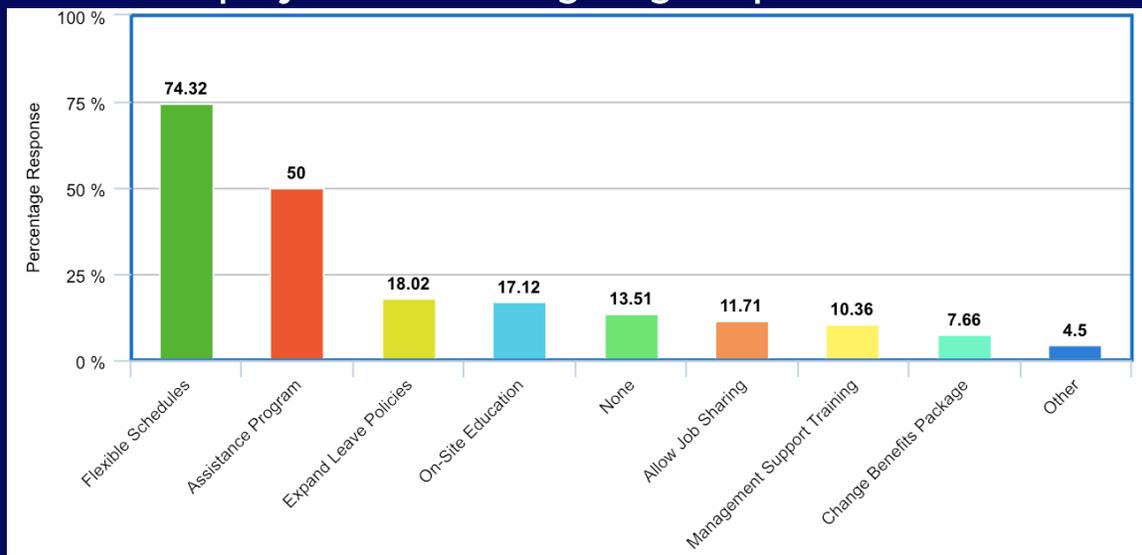
Nearly one-fifth of employers who responded to the survey indicated they had more than 500 employees.



One-quarter of survey respondents were from the healthcare industry while 12 percent represented the manufacturing sector.

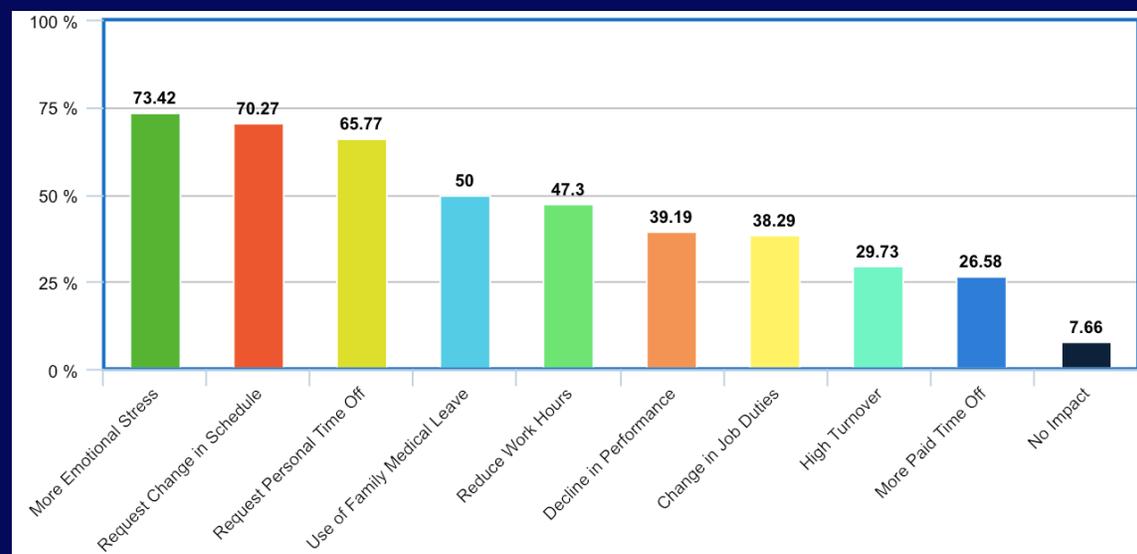
# HOW CAREGIVING IS IMPACTING WORK

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



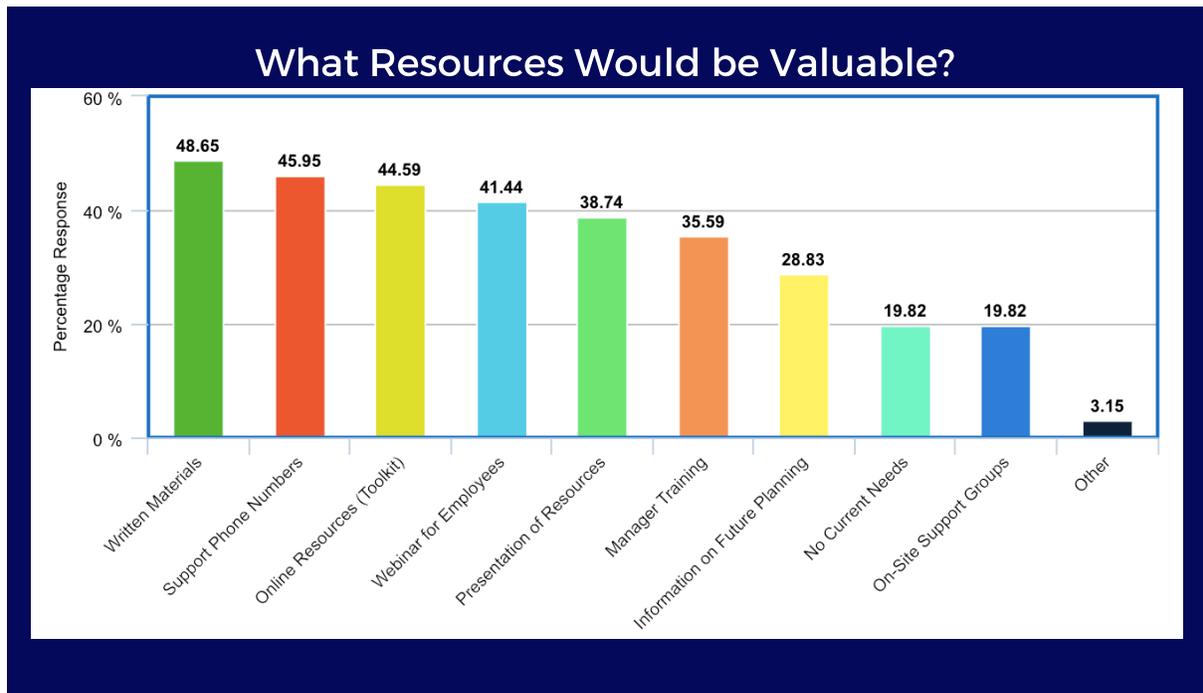
Employers are using a variety of strategies to support their employees with caregiving responsibilities with the majority (75%) offering flexible scheduling; fewer (just 7%) reported making changes to their employee benefits package.

## How Have Caregiving Responsibilities Impacted Your Company?



More emotional stress to both the employer and employee was reported as the greatest impact of caregiving in the survey (73%) with requests for changes in schedule (70%) and requests for personal time off (66%) a close second and third.

# EMPLOYERS ARE SEEKING RESOURCES



Employers said a variety of resources could be helpful in meeting the needs of their employee caregivers. The top three resources identified by employers were written materials, support phone numbers and on-line materials or toolkit.

## RESOURCES

Employers can help their employees remain productive with the help of free resources provided by public and nonprofit agencies throughout Wisconsin.

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

To find your local Aging and Disability Resource Center, visit [www.dhs.wisconsin.gov/adrc](http://www.dhs.wisconsin.gov/adrc)



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

**-WFACSA**

## **WFACSA BELIEVES**

- Employers can be powerful partners with family caregiving employees
- Our communities are stronger when we work together
- The needs of family caregivers are growing and changing, affecting workforce productivity and retention
- Employers and workers benefit when employees receive information about caregiver supports
- Helping Wisconsin businesses retain qualified employees is in everyone's best interest



**“The Society for Human Resource Management estimates every time a company loses an employee, it costs the equivalent of six to nine months' salary to replace and retrain a replacement — and two or three times more than that for highly-skilled employees.”**

" 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



For more information contact WFACSA at [wfacsa@gmail.org](mailto:wfacsa@gmail.org)

[wisconsincaregiver.org](http://wisconsincaregiver.org)  
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