2022 National Lifespan Respite Conference

March 3, 2023

NYSOFA Caregiver Initiative

A coordinated program to identify working caregivers in need and connect them to existing and funded services

Purpose of Initiative

1. To make caregiving a statewide, all systems issue – public and private sector – data driven

2. To educate the workforce generally and leadership (public and private sectors) of the impact on their businesses due to employee's caregiving responsibilities and provide them tools/resources to help their employees

3. To help individuals self-identify as caregivers and link them to services and supports IF they need them

4. To help HR departments understand the impact of caregiving on employees and to provide resources to link to services/supports

5. To understand better the impact of caregiving on employees from their perspective, who, what, where, how often, tasks, etc.

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Why Now?

Caregivers are defined as family, friends and neighbors who provide a variety of tasks to help an individual with their daily living. ANY CARE COUNTS©.

- There are an estimated 4.1 million caregivers in New York State who provide 2.68 billion hours of unpaid care that if paid for at the market rate, would cost $32 billion annually.

- In the U.S. today, one in six employees is a caregiver for a relative or friend and spends on average more than 20 hours a week providing some kind of care*.

- The costs of caregiving to business and industry exceed $50 billion annually

The percentage of adult children providing hands on tasks to a loved one to help them remain independent such as personal care, grocery shopping and meal preparation, transportation, assistance with medical and other appointments and/ or financial assistance to a parent has more than tripled during the past 15 years.

*Gallup-Healthways. (2011). Gallup-Healthways Well-Being Index
Any Care Counts© is a registered mark of Archangels, a key partner in this effort.

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Working Caregivers

- Survey – public and private workforce –seriously impacting state workforce – productivity, turnover, etc.

CDC Data during Pandemic – 2020-2021

- 90%+ of HR departments want to do more to support working caregivers but are not sure what to do
- 85% of caregivers with children and caring for an older person experienced mental health symptoms – 52% reported suicidal thoughts
- 75%of people trust their employer and are more likely to use information provided by their employer
- 70% of working caregivers suffer work related difficulties due to their dual roles
- 70% of working caregivers reported at least one mental health symptom (anxiety, depression, suicidal thoughts, COVID induced trauma)
- 69% of caregivers report having to rearrange their work schedule, decrease their hours, or take unpaid leave in order to meet responsibilities

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CDC Data During Pandemic

- 61% of caregivers worry about caring for a family member, friend or neighbor
- 55% don't self-identify as caregivers
- 50% use food to cope and reduce stress
- 49% of working caregivers report arriving to work late, leaving early or taking time off
- 33% use substances to cope vs. 6% of general population
- 31% contemplated suicide vs. 3% of general population
- 15% have taken a leave of absence
- 14% switched from full-time to part-time
- 10% left the workforce completely

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Data to date from the NYS Working Caregiver Study shows:

- Employees provide daily support to an older adult, child or person with a disability including transportation to doctors' appointments, arranging and preparing meals, providing financial support, grocery shopping, cleaning and doing laundry, assisting with medical tasks, money management, assisting with the completion of forms and documents, assisting with medications, etc.

- Employees care for one individual (54%), 2 individuals (28%), 3 individuals (8%) and 4 or more individuals (11%).

- Employees are supporting a parent or parent-in-law (75%),children (30%), spouse (9%), sibling (5%), grandparent (7%), other relative (8%).

- Employees are assisting individual because of memory problem (39%), long term health condition (50%), frailty/mobility issues (65%), mental health problem (26%), other health condition (24%).

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- Employees assist individuals 22 hours or more per week (32%), 15-21 hours per week (16%), 8-14 hours per week (27%) and up to 7 hours per week (26%).

- Most employees are the primary caregiver to an individual (67%) and the care receiver lives with the employee (44%) or lives alone (29%).

- Employees have been providing care for 1-5 years (55%), 6-10 years (17%), 11 or more years (14%)

- Employees think they can continue in this role with additional supports and help (49%)

- Employees who cared for another stated the impact on their work to include arriving late (51%), leave work early (70%), miss days of work (67%), are unable to focus at work (58%), respond to emergencies during the workday (61%), turn down promotions (12%), consider changing employers (24%), consider leaving work entirely (33%)

- Employee's state what would help them is to receive information, education and training on juggling work and caregiving (53%), legal/financial/health planning (43%), coping with caregiving responsibilities (47%), understanding community resources (39%), finding and hiring help (47%).

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How You Can Help - The Ask

• Share the NYSOFA/DOL Caregivers In the Workplace Guide with your partner agencies, public and private. https://aging.ny.gov/caregivers-workplace-guide

• Send the working caregivers survey to all of your contacts, including colleagues, friends, family and employees at https://aging.ny.gov/help-working-caregivers

• Share the Caregiver Intensity Index with all caregivers, including working and non-working caregivers, at https://www.archangels-cii.me/welovenewyork/

• Share the Evidenced Based Caregiver Education and Training Portal, which *is free of charge* for any caregiver in New York, at https://newyork-caregivers.com/login

• Share the NY Connects Statewide Resource Directory to help individuals search for local services by zip code or service at https://www.nyconnects.ny.gov/

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What's Next

1. Continue to gather data via surveys (working caregiver and caregiver intensity)

2. Multi-Agency Push to get Surveys and Business Guide Out

3. FB Live on Initial Data – Mid-November – Caregiver Month

4. Continue to speak with Workforce Development Boards and Businesses statewide to participate and understand employees conflicts and offer supports

5. Any Care Counts Campaign – help caregivers self identify and connect to surveys and support resources

6. Develop short training video on working caregiving, self identification and resources for employers

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