



Wisconsin's Working Caregivers

STRATEGIES AND RESOURCES FOR EMPLOYERS





Extension

University of Wisconsin-Madison



WISCONSIN DEPARTMENT
of HEALTH SERVICES



RCAW
Respite Care Association
of Wisconsin





We already 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 and Department of Labor.
- Caregivers seldom use FMLA. *WFCSA study – Feb 2021 (Current survey confirmed at 13%)
- 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

What We Learned



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:



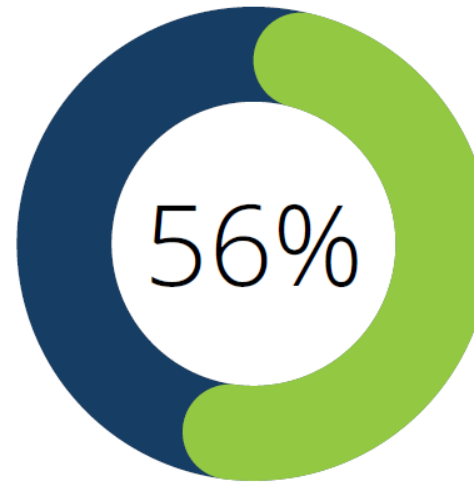
*“The just never knowing (is stressful). I am lucky. My boss is **FANTASTIC**”*

“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.”



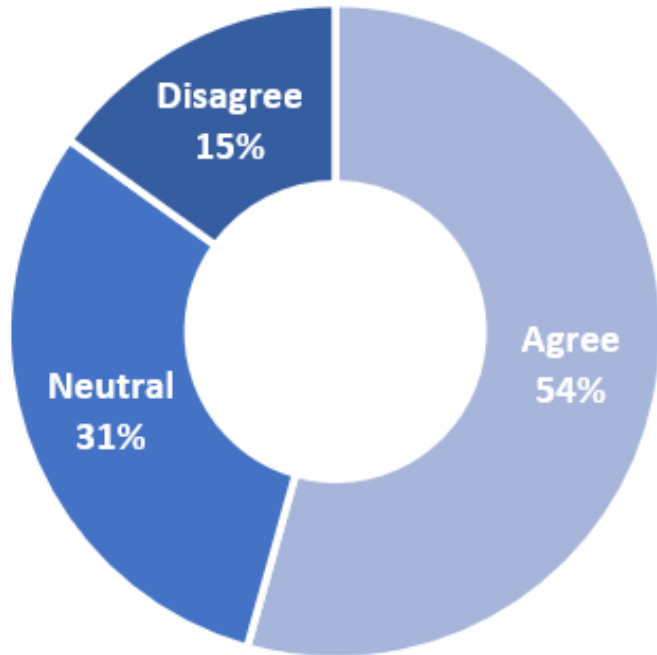
"[I] always feel like I have to make a choice of which is more important. My [care recipient] or my job."



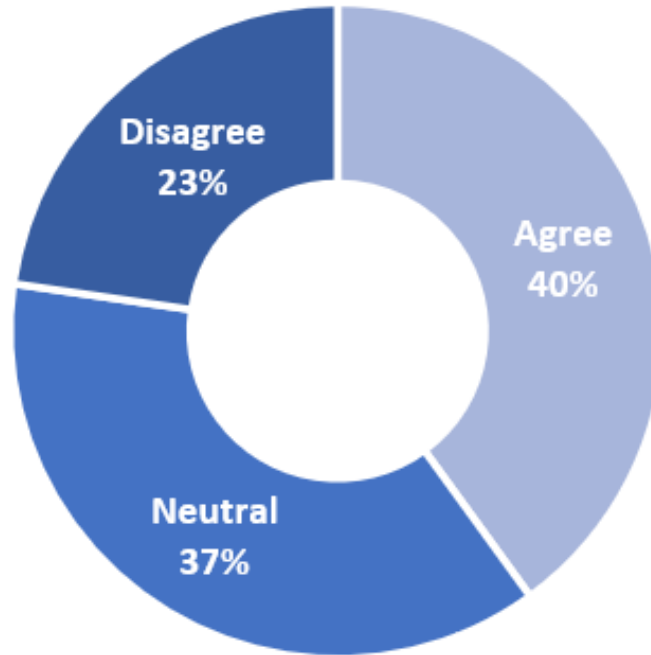
of caregivers indicated that their current situation is unsustainable



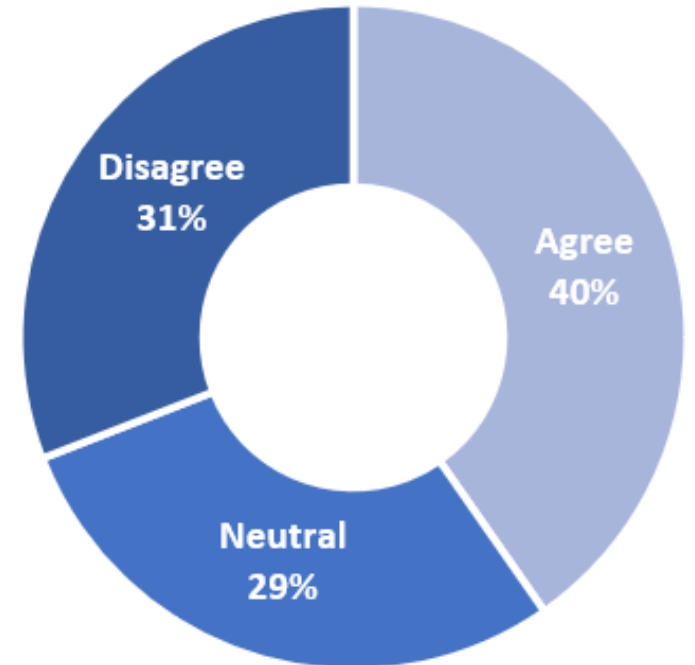
My caregiving responsibilities have increased due to COVID-19



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



Strategies

1. Find out how many employees are caregivers. UW-Extension offers a survey that is FREE to any employer anywhere in the world.
2. Create venues to explain what resources are available to employees.
3. Ask employers to consider what could work for them - benefits or programs they could offer employees. (Flex time, lunch and learn, EAP, connecting employees to community resources such as the local ADRC and respite)
4. Train HR staff and supervisors to understand working caregiver needs.
5. Use the worksheet in our survey report to set goals and get buy-in from others in your company. (Full survey report on WisconsinCaregiver.org)