

Wisconsin Employer and Family Caregiver Survey

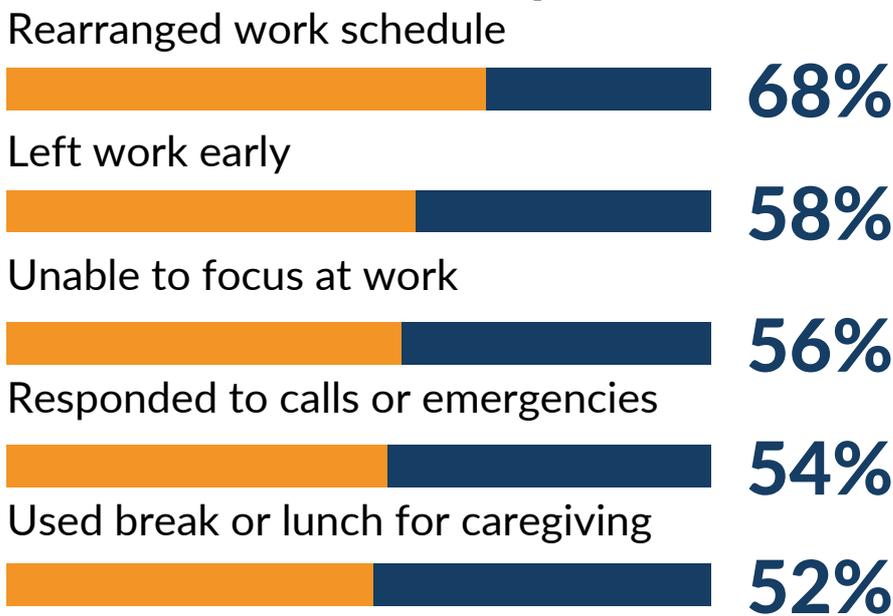


From June through October of 2021, the Wisconsin Family and Caregiver Support Alliance (WFACSA) and UW-Madison Division of Extension asked employers and working caregivers to tell us how Wisconsin businesses and families are being affected by family caregiving responsibilities. Someone is a caregiver 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.



More than **8 in 10** caregivers reported having their work life interrupted

Most common interruptions included:



"[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**

Factors that promote caregiver well-being:

- A positive supervisor relationship
- Work from home capabilities
- Resources offered through employers
- Flexible hours

Giving caregivers resources can promote a healthy work-life balance

Caregivers reported being most receptive to information about:

Legal, financial, and/or health care planning (46%)

Coping with caregiving responsibilities (43%)

Strategies to approach hard decisions (41%)

COVID-19 has put a strain on caregivers

54% of caregivers said their caregiving responsibility **increased**

40% of caregivers said the pandemic made it **more difficult** to balance caregiving and job-related work

40% of caregivers said that time to themselves had **decreased**

When asked how they wanted resources to be distributed, caregivers most preferred:

Email (50%)

Online (45%)

Fact Sheet (39%)



“Calling to make appointments, transporting to and from day services, doctor appointments, and general care all need to be done during the hours I typically work. Missing any amount of work, doubles up the work I need to complete when I return.”

Resources:

The "**Massachusetts Employer Toolkit to Support Working Caregivers**" offers specific recommendations for how to implement a positive caregiving culture into your workplace. Visit <https://macaregivercoalition.org/sites/mtc/files/documents/MeHI/MAEmployersToolkit.pdf>

Wisconsin's Family Caregiver Support Programs offers many resources for caregivers and employers. They also have a map that will connect you to resources by county and tribe. You can find more information at <https://wisconsin caregiver.org/> or on Facebook at <https://www.facebook.com/WisconsinFamilyCaregiver>.

The Wisconsin Department of Health Services offers articles, resources, and services for caregivers. Information about **Wisconsin Aging and Disability Resource Centers (ADRCs)** is available at <https://www.dhs.wisconsin.gov/adrc/index.htm>.

The Respite Care Association of Wisconsin offers respite resources, training and a statewide respite care registry. You can find information at <https://respitcarewi.org/training-courses/kit-for-caregivers/>.

Want to see the full results of our survey? Go to: <https://wisconsin caregiver.org/employer-engagement-workgroup>