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:
- Rearranged work schedule: 68%
- Left work early: 58%
- Unable to focus at work: 56%
- Responded to calls or emergencies: 54%
- Used break or lunch for caregiving: 52%

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

Factors that promote caregiver well-being:
- A positive supervisor relationship
- Work from home capabilities
- Resources offered through employers
- Flexible hours

56% of caregivers indicated that their current situation is unsustainable.
Giving caregivers resources can promote a healthy work-life balance

Caregivers reported being most receptive to information about:

<table>
<thead>
<tr>
<th>Topic</th>
<th>Receptive Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal, financial, and/or health care planning</td>
<td>46%</td>
</tr>
<tr>
<td>Coping with caregiving responsibilities</td>
<td>43%</td>
</tr>
<tr>
<td>Strategies to approach hard decisions</td>
<td>41%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Method</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Email</td>
<td>50%</td>
</tr>
<tr>
<td>Online</td>
<td>45%</td>
</tr>
<tr>
<td>Fact Sheet</td>
<td>39%</td>
</tr>
</tbody>
</table>

“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.”

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

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](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://wisconsincaregiver.org/](https://wisconsincaregiver.org/) or on Facebook at [https://www.facebook.com/WisconsinFamilyCaregiver](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](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://respitecarewi.org/training-courses/kit-for-caregivers/](https://respitecarewi.org/training-courses/kit-for-caregivers/).

Want to see the full results of our survey? Go to: [https://wisconsincaregiver.org/employer-engagement-workgroup](https://wisconsincaregiver.org/employer-engagement-workgroup).