



Lighting the Way

A Practical Guide for Employers as
Caregiving Responsibilities Reshape the Workforce

**Supporting Working
Caregivers: Good for
Employees. Good for
Business.**

**What Your Employees
Aren't Telling You**

**7 Proven Caregiver-
Support Tactics From
Wisconsin Employers**

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By 2034, caregiving will define the modern workplace – the only question is which employers are ready.

This guide is intended to serve as a jumping off point for employers – large or small – to become better prepared. Find tools to support your management team and your employees who may also have an unpaid job of caring for a loved one.



Scan or visit
www.wisconsin caregiver.org

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Supporting Working Caregivers: Good for Employees. Good for Business.



Caregiving Is a Workforce Issue

Family caregiving is not only a personal responsibility; it is the fastest growing challenge inside your workforce. It affects attendance, productivity, retention, and employee well-being. A statewide study conducted by the Wisconsin Family and Caregiver Support Alliance and the UW-Madison Division of Extension asked employers and working caregivers how caregiving responsibilities affect Wisconsin businesses and families.

The study revealed that the need is significant: one in four working-age adults regularly provides care to a family member or friend. In this study,

family caregiving was defined as care provided to an older adult, or to a child or adult of any age with a disability, who requires routine care beyond conventional child rearing. The encouraging news is that many working caregivers said they could continue meeting both work and home responsibilities longer with modest additional support. For employers, that means small, practical steps can help reduce disruption and keep experienced employees engaged.

Simple Employer Actions Can Make Support More Visible

Employers do not need to solve every caregiving challenge to make a meaningful difference. By understanding

3 steps employers can take now

1. Ask employees what caregiving supports would help them stay focused and engaged at work.
2. Make existing leave, flexibility, and caregiving resources easier to find and understand.
3. Share information through preferred channels, especially email, online resources, and fact sheets.

where caregiving creates strain, employers can identify targeted supports that help employees stay focused, present, and productive.

Supporting working caregivers can strengthen productivity and retention, especially when employees know what help is available and feel safe asking for it. The first step is to understand what caregivers in your workplace actually need. A practical starting point is to ask employees directly how they can help. This matters because some caregivers may

4 | Wisconsin Family and Caregiver Support Alliance

hesitate to share personal challenges, feel embarrassed, or worry their employer cannot help. A clear invitation can make support easier to request.

The employee survey suggested on page 9 is **free** and available to any business in Wisconsin, making it an easy first step toward more responsive workplace support.

Managers and HR teams can encourage employees to keep a running list of tasks that others could help with, allowing caregivers to focus on responsibilities that require their attention. Examples include:

- Running errands or picking up needed items
- Helping with personal care needs
- Assisting with household chores

The Data Shows Support Matters

The impact on work is clear: more than three quarters of surveyed caregivers missed work because of caregiving responsibilities (77%). When they missed work, they most often used personal time or other paid time off (52%) or adjusted by using flexible hours

(50%). Caregivers also reported using vacation time (38%), sick leave (31%), and working from home (31%).

These findings point to a clear opportunity for employers:

- One in five caregivers used unpaid time off (22%), creating financial strain for employees and scheduling challenges for employers.
- More than one quarter of caregivers had not been able to take a vacation in over a year (27%).
- Seventeen percent had not been able to take a vacation away from caregiving responsibilities in two years.
- Although most survey participants had missed work due to caregiving, only 13% had used the Family Medical Leave Act (FMLA) or Wisconsin Family Medical Leave Act (WFMLA), suggesting many employees may need clearer guidance about available options.

Employees also identified the kinds of resources that would be most useful. They were most interested in legal, financial, and health care planning resources (46%), followed by coping with caregiving responsibilities (43%), strategies for approaching

difficult decisions (41%), caregiving benefits available through an employer (39%), and community resources that can assist with caregiving tasks and responsibilities (38%).

Share Resources in Ways Employees Will Use

Support is most effective when employees can find and use it easily. Increase the value of available resources by sharing information through these caregivers' preferred channels:

- Email (50%)
- Online resources (45%)
- Fact sheets (39%)
- Employee newsletters (31%)
- Printed directories of caregiver services (27%)
- Individual meetings (25%)
- Lunchtime seminars (24%)
- On-site support groups (14%)
- before- or after-work seminars (12%)

Use Free Resources in This Guide to Get Started

Bottom line: Employers who make caregiving support easier to find, discuss, and use can help employees remain productive while also building a more supportive and resilient workplace.



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

*From June through October 2021, the Wisconsin Family and Caregiver Support Alliance (WFACSA) and UW-Madison Extension asked employers and working caregivers how Wisconsin businesses and families are being affected by family caregiving responsibilities. A total of 564 individuals responded, of which 447 (79.4%) had a family caregiving role.



In the U.S. today, **one in six employees** is a caregiver for a relative or friend¹, and spends on average **more than 20 hours a week**² providing some kind of care.

AARP Caregiving in the US. 2025.

Employees That Get Away

A WORKING CAREGIVER STORY

Caregiving pressures hit your frontline fast – employers and managers who understand this will keep their best people.

We spoke with Kate, a Wisconsin family caregiver. She expected to continue her esteemed career in education until retirement. However, she quit because of caregiving responsibilities. Oh wait...that's not the entire story.

Kate (not her real name) invested years in her own education, earned several professional certifications, and took on additional leadership roles throughout her 20+ years of teaching. She loved her students. She loved her colleagues. She was a top performing teacher, loyal employee, beloved student advisor, and leader in her field of teaching advanced courses to high-performing students.

Kate was equally dedicated to juggling the needs of her aging father and her teenage daughter with development

disabilities. Every day she had phone calls to make sure her father got the care he needed. She also managed the daily medications, hands-on personal care, therapy sessions, doctors, and emotional support for her daughter.

Despite her earning power not keeping up with economic demands, the challenges of the pandemic, and the increasing demands of care for her father and daughter, she was making it work. But it wasn't sustainable.

After a physical breakdown from the stress and anxiety of her situation, she talked to her management. They agreed on a temporary arrangement that provided more flexibility so she could continue to teach and support the needs of her students and her family.

Then it happened. The Department Head position opened. She talked to management again to let

them know she was prepared to take it on, pointing to her job performance and dedication. But management's response was "we feel you may have too much on your plate" and refused to provide a job description or an interview.

"The moment I realized management decided they would not promote me and their reasons had nothing to do with my performance is the moment I decided to quit." Kate left her career feeling horrible. "I still cry about it. There was so much fulfillment in my job. Now I feel ashamed that I couldn't do it all. I felt alone. It wasn't the way I envisioned leaving my career. I gave so much for so long and I lost."

Unfortunately, so did her students and her employer.

HOW WOULD THIS HAVE BEEN HANDLED IN YOUR BUSINESS?

Over 75% of family caregivers work a regular job plus their caregiving responsibilities.

What Your Employees Aren't Telling You

Corporate culture and policies around caregiving can impact retention of employees who are not caregivers, too. We recently spoke with Rita, a manager in her 40s working for a small, Wisconsin corporation when she shared that she's working on her resume. Why? She's thinking ahead to when her parents may need help. She doesn't think her employer would allow time-off if her parents needed her. Rita oversees the financial operations and has worked with her employer for 10 years.

While she admits it may be a few years away, she's already thinking about leaving her job to find one that would be more open to her future needs as a family caregiver. She has no children and has never taken leave from work. She works 45 hours per week. She's hard-working and loves her job.

Interviewer: So what makes you think your employer wouldn't make allowances for you should you need time to care for one or both of your parents?

Rita: Not sure? Guess I've never seen them accommodate an employee for caregiving. They don't talk about it and our new CEO doesn't share any personal or family information like that.

Interviewer: What would make you stay when you become a caregiver?

Rita: Well, I'm in management and we have a bit more flexibility than other employees. That helps, but nothing is stated in the policy book. Also, I have a job that if I

need to take a sick-day or just take a day off, the operation can continue. Some of our employees are hands-on and can't leave to take care of a family member.

Interviewer: Have you ever talked to your management about this?

Rita: No, not really. I haven't wanted to give them any reason to think I'd not work as hard as I do. I don't want to disappoint upper management and I don't want them replacing me.

On the other hand, it's not like other employees don't get time off. We have a lot of single mothers and when their kids get sick, management works out an arrangement. But that's because it is their children needing care. I don't have kids.

I don't have siblings. I'm looking at the reality that my parents who are in their late 70s will need care and I'm "it".

Interviewer: Has no one in your corporation ever had to provide care for a family member other than their young children?

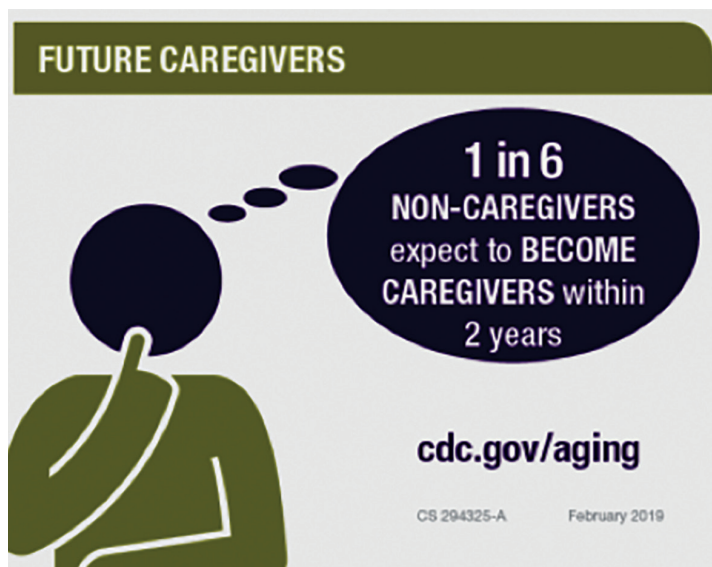
Rita: Well, I know one employee who has an elderly mother and a sister with Down Syndrome. I know she has had lots of issues and arrangements to make for them. But I don't think she's been allowed time off.

Maybe she's taken a vacation day here and there. I don't know that she's actually taken a real vacation.

Interviewer: Sounds like you have a lot to think about.

Rita: Yes, and I'm going to talk with other managers. Maybe we need to start thinking about new policies.

Interviewer: That sounds like a great goal. Perhaps to get started, ask your employer to find out how many of their employees are caring for family members at the beginning of life, the end, and in between. Maybe you can even find out if anyone in upper management is, or has been, a caregiver and learn how they managed. In the meantime, ask around and let me know if you'd like to learn about some local, no-cost resources that would provide you or other employees with information and connections to resources that help.



"There are only four kinds of people.

Those who have been caregivers.

Those who are currently caregivers.

Those who will be caregivers, and

those who will need a caregiver."

*– Rosalyn Carter,
former First Lady of
the United States*

Employee caregiving costs employers \$33 billion annually from lost productivity and an additional \$6.6 billion to replace employees who retire early or quit.

The Wisconsin Family and Caregiver Support Alliance (WFACSA) believes it is smart business to reduce these costs by encouraging Wisconsin employers to build a caregiver friendly culture within their workplace

and connect their employees who have family caregiving responsibilities with critical community resources.



The **WFACSA Exemplary Employer Award** recognizes Wisconsin employers who are models of success in addressing the financial and workforce security of employees who are family caregivers while building stronger workforces.

READY TO BE AN EXEMPLARY EMPLOYER?

Learn more at www.wisconsinincaregiver.org
or watch www.youtube.com/@WFACSA



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Someone on Your Team is Caring for a Loved One Right Now – Your Support Keeps Them Going

Supervisors play an important role and significantly impact how employees experience stress. Supervisors set the tone for an organization, either helping or impeding their ability to maintain balance between their work life and caregiving responsibilities.

A little flexibility in the workplace or a couple hours a week of additional support could do much to ease employee stress levels and decrease their burden. In fact, there is a good chance that talking with employees about caregiving and making even small adjustments will improve performance and pay off for employers in the end.

- Many caregivers juggle work, family, and complex medical needs. *“Just never knowing when I might get a call from Mom is stressful.”*

- A small amount of understanding from a manager can make a big difference. *“I’m lucky. My boss is FANTASTIC!”*
- When caregivers feel seen, teams stay stronger and more connected. *“I cannot express how supported I*

felt during my Dad’s health crisis and how much of the burden was eased by the support of my boss and coworkers.”

YOUR ROLE MATTERS MORE THAN YOU THINK.

FREE TRAINING FOR MANAGERS

<https://Elearning.aarp.org>
(search Manager Training)

Manager Training: How to Build a Caregiver-Friendly Culture So Your Team Can Thrive

An online training course for people managers on supporting family caregivers in the workplace. This new training will empower and equip managers with practical skills and knowledge to support working family caregivers, while also maintaining productivity and meeting work objectives.

Take the
Free
Manager
Training





**1 in 5 caregivers
used time off
without pay.**

**At least one quarter of your
current employees and potential
hires are in a balancing act
between home and office.**

**1 in 4 caregivers
have not taken a
vacation in over
a year.**

Wisconsin Working Caregivers Count

Do you know how many of your employees have family caregiving responsibilities in addition to traditional child rearing?

It may surprise you to learn that one in four working-age adults provides care or financial assistance to an older family member, an adult child or other loved one with a disability, or a spouse with a long-term illness. This means that *at least one quarter of potential hires and of staff you currently employ are in a*

balancing act between home and office.

Attracting and retaining workers today requires strategies that stand out from competitors. One relatively easy and low-cost way to grab a job seeker's attention is to be an employer that understands and supports working caregivers. The benefits to your company will be increased company loyalty, improved individual performance, and higher staff retention.

To survey your workforce, visit the Employed Caregiver Survey page of the UW-Madison Division of Extension website and click How To Host a Survey.

<https://aging.extension.wisc.edu/programs/employed-caregiver-survey/>
or scan the QR code.



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



**WFACSA
EXEMPLARY
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The following are benefits to their employed caregivers:

- Six weeks (240 hours for FT employees) of paid time off in addition to typical accruals. Options to use this time off continuously, as reduced hour scheduling, or intermittently as needed.
- Health Advocate resources. We found an EAP vendor with an “advocacy” arm of services that can support caregiver needs by making appointments, understanding diagnosis and treatment options, navigating Medicare, finding/assessing skilled nursing facilities, etc.
- Yammer private group for Promega caregivers. This is a closed group that can chat amongst themselves as caregivers and enables HR to share information

directly with this population.

- Circle of Caring volunteer network (200+ volunteers) that can assist with various needs: meal delivery, lawncare help, shoveling in winter, transportation assistance, etc. This employee-led innovation grew from the awareness created by launching the caregiver leave program.



Diana Clark
Associate Director, Benefits
Human Resources
Promega Corporation

Promega continues to support employees who must balance work and caregiving responsibilities because it is good for business.



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The Story of Select Auto Parts & Sales

In Milwaukee's bustling automotive landscape, Select Auto Parts & Sales stands out not just for its service, but for its heart. This small, family-owned business has built a reputation for reliability, community connection, and exceptional customer care. In 2025, that commitment earned the company two major honors: the WFACSA Exemplary Employer Award and recognition as one of America's Top 100 Small Businesses.

Behind these achievements is owner Natasha Broxton, whose leadership philosophy is rooted in caregiving—both in her personal life and in the way she runs her business. Broxton is a family caregiver herself, and she understands the emotional and logistical challenges that come with balancing work

and caregiving responsibilities. Her belief is simple: when employees feel supported at home, they show up stronger at work.

"I know what it feels like to juggle caregiving and a job, if I can make that load lighter for my team, they can take better care of our customers—and of themselves."

– Natasha Broxton

Her approach offers a powerful example of why small businesses benefit when they intentionally support employees who are also family caregivers.



Natasha Broxton
Owner & President
Select Auto Parts & Sales



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5 Critical Benefits of Supporting Caregivers in Your Workforce

WFACSA Exemplary Employers know that supporting their caregiver employees pays benefits.

1. Strengthens Customer Service

Customer service is the heartbeat of Select Auto Parts & Sales. Broxton has built her business on relationships—knowing customers by name, remembering their stories, and treating every interaction as a chance to help someone solve a problem.

Supporting employees who are caregivers directly reinforces that culture. “Caregivers know how to listen. They know how to show up for people. That’s exactly the kind of energy I want greeting

customers at our counter,” she explains. They bring patience, compassion, and attentiveness to customer interactions—qualities that define Select Auto’s reputation.

2. Reduces Turnover

Small businesses operate like ecosystems: every person matters, every role is essential, and losing an employee can disrupt operations for months. For a business like Select Auto Parts & Sales, where trust and continuity are central to customer loyalty, turnover is especially costly.

Family caregivers are statistically more likely to leave jobs when they lack flexibility or understanding from their employer. But when they feel supported, they stay—and they stay loyal. Broxton’s approach includes:

- Flexible scheduling when caregiving emergencies arise
- Cross-training staff to cover for one another
- Open conversations about caregiving needs
- A culture where asking for help is not penalized

These practices have helped her retain skilled, dedicated employees who might otherwise

have been forced to choose between their paycheck and their family responsibilities.

3. Builds Trust—Inside and Outside the Business

Customers can feel when a workplace is healthy. They notice when employees are calm, confident, and genuinely invested in their work. They notice when a business treats its people well.

Select Auto's caregiver-friendly culture has become part of its brand. Customers return not only because they trust the service, but because they trust the people providing it.

This culture also strengthens internal relationships. Broxton believes this is one of the reasons her small Wisconsin business earned national recognition in 2025.

"Awards are wonderful," she says, "but they're really a reflection of the people who work here. When they feel supported, the whole business shines."

4. Helps Small Businesses Compete in a Tight Labor Market

In Wisconsin and across the country, small businesses often



Natasha Broxton, Owner of Select Auto Parts & Sales, accepts an Exemplary Employer Award from Lynn Gall of WFACSA.

struggle to compete with larger employers offering higher wages or more extensive benefits. But caregiver-friendly practices—flexibility, empathy, and a supportive culture—are powerful differentiators that don't require a large budget.

Select Auto Parts & Sales has become known as a place where employees can grow, stay, and feel valued. That reputation helps attract talent in a competitive market.

Broxton puts it plainly, "People want to work where they're respected. Supporting caregivers is one of the best ways to show respect."

5. Aligns With Community Values

Milwaukee is a city built on family, hard work, and mutual support. Select Auto Parts & Sales embodies those values. By supporting caregivers, the business strengthens not only its workforce but also the families and neighborhoods connected to it.

When employees are able to care for aging parents, disabled relatives, or children with complex needs without fear of losing their job, the entire community benefits.

A Model for Small Businesses Everywhere

Exemplary Employers in Wisconsin demonstrate that caregiver support isn't just a compassionate choice—it's a strategic one. Over and over, these businesses have shown that when employees are cared for, they bring their best selves to their work, their customers, and their community.

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WFACSA EXEMPLARY EMPLOYER



Door County Nonprofit CEO Knows Caring is His Job

In the nonprofit world, mission is everything — but mission cannot thrive without the people who carry it. Few leaders understand this more clearly than Kevin Osgood, CEO of the Door County Maritime Museum, an organization that not only preserves Wisconsin's maritime heritage but also models what it means to care for the people who make that work possible.

In 2025, the museum broke both attendance and revenue records, a milestone that reflects more than strong tourism or compelling exhibits. It reflects a workplace culture where employees are seen, supported, and valued — including those who are also family caregivers.

For Osgood, this is not a perk or a trend. It's a responsibility. "We work with a small staff," he says, "and I believe that taking care of my employees — just like the Coast

Guard takes care of us — is my job." His words echo a leadership philosophy rooted in stewardship, trust, and the understanding that employees' lives outside of work shape their ability to contribute within it.

A Model for Wisconsin Nonprofits

As Wisconsin's population ages and caregiving needs rise, more employers will face the same reality Osgood already embraces: supporting caregivers is not a burden. It is a strategic advantage.

The Door County Maritime Museum's success in 2025 is a testament to what happens when leadership invests in people. Record attendance and revenue are outcomes, not accidents. They reflect a workplace where employees can bring their full selves to the mission — including the parts shaped by caregiving.



Kevin Osgood
CEO, Door County Maritime Museum



Osgood puts it simply: "If we take care of each other, the museum thrives." It's a lesson worth carrying far beyond the shoreline.

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A Lighthouse for Wisconsin's Workplace Wellness

Across Wisconsin, thousands of workers are navigating their days the way ships navigate a busy shoreline — carrying out their jobs while also steering through the constant pull of caregiving for aging parents, disabled siblings, children with complex needs, or other loved ones. These workers are the steady beams that keep both their families and their workplaces afloat, yet the waters they travel are often rough:

- Unpredictable schedules that shift like sudden storms
- Emotional and physical fatigue that wears like relentless waves
- Financial strain that pulls like a strong current
- Limited access to respite or support, leaving them searching for safe harbor

- Fear of stigma or job loss if they reveal the caregiving role they carry quietly

In small nonprofits — where every person is both crew and captain — the strain can hit even harder. When caregiving stress goes unrecognized, organizations drift: turnover rises, morale dips, and productivity ebbs. But when leaders act like lighthouses — offering flexibility, empathy, and practical support — they illuminate a safer passage. Their guidance doesn't just steady individual employees; it sends ripples of strength and stability throughout the entire organization.

The Door County Maritime Museum offers a compelling example of how supporting

caregivers strengthens the entire organization.

Retention in a Tight Labor Market

Businesses and nonprofits in Door County Wisconsin are well acquainted with a small labor pool. They often struggle to find dedicated staff to fill seasonal positions. Stability in staffing means stability in programming, visitor experience, and institutional knowledge. To compete in the hiring challenge and retain employees, employers know when they offer a culture where employees feel valued as whole people, they sign on and they stay.

Stronger Organizational Reputation

Visitors may not see the

internal culture directly, but they feel its effects. A museum where staff are energized, collaborative, and proud of their workplace creates a more welcoming environment. Word spreads. Donors notice.

Volunteers feel it. In 2025, as the Door County Maritime Museum broke attendance and revenue records, it did so with a team that felt supported and steady.

Alignment with Mission and Values

For a maritime museum, the analogy to the Coast Guard is more than symbolic. The Coast Guard protects, supports, and ensures the safety of those navigating unpredictable waters. Osgood sees his role similarly: "Taking care of my employees is part of taking care of the museum," he says. "You can't separate the two."

By supporting caregivers, the museum lives out values of service, resilience, and community — values deeply rooted in maritime culture itself.

Increased Capacity for Innovation

When employees aren't



overwhelmed by the fear of letting their employer down, they have more mental space to innovate. The museum's record-breaking year wasn't just luck; it was the product of a team able to think creatively, take risks, and pursue new opportunities.

What Support Looks Like in Practice

Supporting caregivers doesn't require a large budget. It requires intention. At organizations like the Door County Maritime Museum,

support often includes:

- Flexible scheduling
- Understanding during emergencies
- Cross-training so staff can cover for one another
- Encouraging employees to use available leave
- Creating a culture where caregiving is openly discussed rather than hidden

These practices build trust — and trust builds strong organizations.

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Contact Marsha Smith

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7 Proven Caregiver-Support Tactics from WI Employers

Employees with caregiving responsibilities often face interruptions that can affect focus, attendance, and productivity. By providing practical support for working caregivers, your business can help reduce those disruptions while strengthening employee wellbeing and retention.

Here are seven tactics that Wisconsin employers have used to support caregiver wellness, improve workforce stability, and make flexible support part of a stronger business strategy.

- 1. Invite your county's Aging and Disability Resource Center or Children's Resource Center** to tell about what family caregiver support they offer. See back page.
- 2. Provide a volunteer 'job board'** for employees interested in helping fellow employees with caregiving tasks.
- 3. Provide a website** (newsletter, electronic bulletin board) for caregivers to post tasks or items they need.
- 4. Offer an information session** about the benefits your business offers. Follow up by inviting caregivers to make their list of needs and share with their managers (anonymously or with names).
- 5. Organize a Resource Fair** for all employees and invite local caregiving providers to exhibit.

- 6. Start an ERG** (Employee Resource Group) for caregivers to connect with one another.
- 7. Provide information** about **FREE** help available, including:

Trualta, an online information and training community provided **FREE** to Wisconsin caregivers.
wisconsincaregiver.trualta.com

Respite Care Association of WI, offers a **FREE** online registry for finding respite care or funds to give caregivers a break.
www.respitecarewi.org

AARP, offers **FREE** online information. Need not be a member.
www.aarp.org/caregiving

Summit Credit Union, offers **FREE** online financial information for caregivers. Need not be a member.



Stress, anxiety, and chronic fatigue lead many working caregiver employees to quit their jobs.



Resource Fairs not only provide information but also signal that your business cares about their employees.

When employers ask their employees what they want, it comes down to:

- Communication
- Information about resources
- Supportive Benefits

When asked about resources, WI caregivers were most receptive to resources about:

- Legal/Financial & planning
- Coping with caregiving tasks
- Making difficult decisions

What tactics could work in your business?



Scan or visit
www.wisconsincaregiver.org/legal-financial-resources

Connecting Caregivers for a Positive Workplace

Employee Resources Groups (ERGs) can provide a number of benefits to both individual employees and the organization. ERGs can offer opportunities for networking, professional development, and mentoring. They can also help create a sense of community and belonging for employees who may feel isolated or unsupported in the workplace.

What are ERGs?

ERGs are groups of employees who come together based on shared characteristics or experiences. These

characteristics could include things like race, gender, sexual orientation, disability status, or even shared hobbies or interests. The purpose of ERGs is to provide a space for employees to connect with each other, share experiences, and support each other. ERGs can often work with company leadership to advocate for policies and practices and provide feedback to the organization.

ERGs can have a significant impact on the culture and morale of an organization. By providing a platform for

employees to connect with others who share similar backgrounds or experiences, ERGs can create a sense of belonging, foster a positive workplace culture, and create a more engaged workforce.



Caregiver-Centered Care
Supporting Family
Caregivers in Healthcare

The Caregiver-Centered Care training is a **free** tool for building skills to support family caregivers. Visit www.wisconsincaresgiver.org

America's Changing Workforce

America's workforce is changing fast — and caregiving is becoming one of the biggest forces reshaping it. In 2019, the CDC reported that 1 in 5 U.S. adults were family caregivers. In Wisconsin, it's even higher: **1 in 4 employees** are balancing work with caring for an aging parent, a child with disabilities, or another loved one.

And the pressure is about to intensify.

By 2034, adults over 65 will outnumber children for the first time in U.S. history. More older adults will need help managing chronic conditions, and the pool of available caregivers is shrinking. Today, there are **seven potential family caregivers for every adult who may need care.** By 2030, that number drops to **four.**



This means a growing share of your workforce will be **sandwiched between job responsibilities and caregiving demands** — often with no safety net, no backup, and no margin for error.

Caregivers in the workplace aren't a niche issue. They're your current and future workforce. Supporting them isn't just compassionate — it's a strategic necessity for retention, productivity, and long term organizational stability.

Where Does Your Company Stand?

From Supporting Caregivers in the Workplace: A Practical Guide for Employers AARP
https://nebgh.org/wp-content/uploads/2017/11/NEBGH-Caregiving_Practical-Guide-FINAL.pdf

	Core	Comprehensive	Advanced	My Company	To Do
Caregiver resource list A list of public resources an employee caregiver can access, including financial planning and elder law assistance, directors of home care agencies, community based services such as adult day care, and downloadable apps.	*	*	*		
Paid sick days that can also be used for employee or to care for a relative	*	*	*		
Support groups for caregivers - led by experts or fellow caregivers Employers can offer space and time for caregiving employees to meet, share resources and get support from one another. Some companies have such groups led by experts.	*	*	*		
In-House stress-reduction programs: Yoga, meditation, massage discounts Yoga, meditation, massage and other types of stress reduction activities can help caregivers who are dealing with burnout or anxiety - and for employees in general. Some companies have the resources to provide such activities in-house, while others can negotiate employee discounts. Discounts for yoga, meditation and massages arranged with outside vendors	*	*	*		
Online or in-person coaching to assist in developing a care plan Employees often need information and help specific to their caregiving situation as well as general assistance in navigating the world of caregiving.		*	*		
Employee Assistance Program (EAP) with caregiver resources EAPs can offer caregiving-specific information, guidance and support to employees.		*	*		
FMLA (including help with filling out forms, etc.)		*	*		
Paid family leave		*	*		
Digital tools to help employees manage caregiving There is a range of apps and other digital products employees can use to better manage caregiving responsibilities including digital tools to select and monitor paid caregivers, tap into social networks that can assist in caregiving tasks, and engage in passive monitoring of relatives at home.		*	*		
Subsidized backup home care Some companies provide employees with subsidies that help cover the cost of home care services for a relative.			*		
Caregiving platform - one portal for all caregiver benefits and services from child care to care and assistance for parents, spouses and siblings Companies can provide one easy-to-access point of entry for information, resources and any benefits available to caregivers.			*		
Legal and financial counseling for employee and parents Companies with resources can offer one-on-one sessions with elder law and other attorneys and financial planners for themselves and family members.			*		
Health advocacy/navigator program for employees and their parents Companies can hire an outside vendor that assists with finding doctors, scheduling appointments, resolving benefits issues, getting second opinions, and explaining diagnoses.			*		

What’s Your Strategy?

Use the worksheet below to help jump start your organization’s employee caregiver well-being business strategy.

How many employees in our organization are caregivers, and how is it impacting their work-life? (If you don't know how many, how will you determine?)	
What resources do we currently make available to our caregiver employees? How do we currently deliver?	
Are caregiving employees using these resources? If not, why not? How will we make adjustments?	
What needs have been expressed among caregiving employees? What could be done to help meet those needs?	
What will we do first? Create a SMART goal (Specific, Measurable, Achievable, Relevant, Time-bounded)	
How will we measure whether these changes are having a positive impact on our employees and organization?	





Community Living Alliance

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Join Community Living Alliance as a Caregiver, Family Caregiver, or other advanced caregiver roles and make a meaningful impact through compassionate, respectful care. Support older adults, as well as children and adults with disabilities, in your community — helping them live each day to the fullest while remaining safely in their homes and communities.

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Support for Wisconsin Caregivers

Are you caring for an adult family member, friend or neighbor? Caregivers need support too.

LONG-TERM CARE PROGRAM

Long-term Care may pay for:

- Help with daily living tasks
- Respite care
- Safety changes in the home
- Transportation
- Adult day care
- Assisted living
- Care management
- Nursing home

The person you care for must:

- Need help with at least 3 daily living tasks, such as personal care, making meals, or taking medication.
- Have a diagnosed disability, health condition, or **cognitive impairment** – this means it's hard to learn new things, concentrate, or make everyday decisions.

To apply, or get help to manage care:

Call the ADRC (Aging and Disability Resource Center) and ask if you qualify. They can also help you find grants for your specific condition.

Phone: **1-844-WIS-ADRC (844-947-2372)**

Email: **Visit www.dhs.wisconsin.gov/adrc**

What is respite care?

When someone else watches your loved one to give you a short break. This support gives you time to refresh, relax, or run errands.



OTHER SUPPORT OPTIONS

Caring for a veteran?

The VA has a caregiver program for enrolled veterans. Call and ask for the Caregiver Coordinator.

Phone: **855-260-3274**

Some jobs offer support:

Call your Human Resources department and ask about support for caregivers.

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THERE ARE 3 CAREGIVER GRANTS THAT MAY HELP PAY FOR THIS TYPE OF CARE

- Respite care
- Help with daily living tasks
- Caregiver help for stress and depression
- Adult day care
- Safety changes in the home
- Other supplies or activities to support the caregiver

Ask the ADRC if there are grants for your specific situation. Visit wisconsincaregiver.org for additional information and support options.

1. NATIONAL FAMILY CAREGIVER SUPPORT PROGRAM (NFCSP)

To qualify, you care for someone who:

- Needs help with 2 or more daily living tasks
- Or has cognitive impairments – hard to learn new things, concentrate, or make everyday decisions.

The person you care for is one of these:

- Aged 60 or older
- Has Alzheimer's or dementia
- Is a disabled adult, and you are age 55 or older
- Is a child under 18, and you are age 55 or older

How to apply: Contact your local ADRC at 844-WIS-ADRC (844-947-2372)

2. WISCONSIN ALZHEIMER'S FAMILY & CAREGIVER SUPPORT PROGRAM (AFSCP)

To qualify, you care for someone who:

- Has dementia or Alzheimer's and lives in a home setting.

How to apply:

Contact your local ADRC at 844-WIS-ADRC (844-947-2372)



3. RESPITE GRANTS FOR FAMILY CAREGIVERS

To qualify, you care for a child or adult family member who:

- You are the primary caregiver or family caregiver for a child or adult with special needs or disabilities.
- You are unable to access adequate long-term care or respite services due to ineligibility, denial, delays, exhausted funding, or gaps in covered supports.

How to apply: Contact the Respite Care Association of Wisconsin at 1-608-222-2033 or info@respitecarewi.org or visit www.respitecarewi.org

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Support for Caregivers

Do you have caregiving responsibilities for a family member, friend or neighbor? Do you have questions about ...

...Youth (ages 0-21) with delays, disabilities, special health care needs, or mental health conditions?

WHERE TO START?

Call Wisconsin Wayfinder to be connected to a compassionate, trained children's resource guide in your area of the state. You will be able to ask questions and share information with your guide about your child. Your guide will help you find a wide array of available supports and services.

You will receive assistance, including information about programs and services in the network, such as:

- Children's Long-Term Support Program
- Katie Beckett Medicaid
- Birth to 3 Program
- Comprehensive Community Services

Our children's resources guides also provide personalized support, including:

- Access to therapy providers
- Parenting support
- Local events
- Respite care, and more

Wisconsin Wayfinder: Children's Resource Network streamlines the journey to find services children need. A parent or professional wanting to help a child or youth with a delay, disability, mental health condition, or special health care need may contact them for information and assistance.



dhs.wi.gov/wiscway
877-WiscWay
877-947-2929

All calls are free and confidential



...Adults aging or living with a disability?

WHERE TO START?

Contact your Tribal aging and disability resource specialist (ADRS) or your county's Aging and Disability Resource Center (ADRC). ADRCs serve older adults and people with disabilities, as well as families, friends, and caregivers in every county and Tribal nation in Wisconsin.

You will be able to connect to a trained resource specialist who will connect you to resources for any aging and disabilities questions. ADRCs don't sell anything. Nor are they affiliated with a company or product. Just free unbiased assistance with questions about:

- Assistance for caregivers
- Assistive technology for independent living
- Dementia and memory loss support
- Employment
- Food and nutrition
- Health care
- Housing
- In-home care
- Legal aid advocacy services
- Recreation and socialization
- Safety and crisis support
- Support groups
- Transportation
- Wellness and prevention resources



Walk in or call.
Find your local ADRC by visiting
FindMyADRC.org or calling
1-844-WIS-ADRC
1-844-947-2372

