



Wisconsin
Family and Caregiver
Support Alliance

HR CareKit

For Human Resource Professionals and Employers interested in
Strategies to Attract and Retain Working Caregivers

**CHANGING THE WORLD
OF WORK IN WISCONSIN**
Caregiving Employees

WHAT DO YOU KNOW?

**Data is essential. Free survey to find out what's
up in your organization.**

What about...

Employees who are NOT caregivers...YET?

Photo by [LinkedIn Sales Solutions](#)

Changing the World of Work in Wisconsin

Welcome to your HR CareKit for Wisconsin Employers

You'll find the following:

- ⇒ WI Working Caregivers Strategies & Resources Worksheet
- ⇒ Stories, ideas, list of resources, and more
- ⇒ Supporting Caregivers in the Workplace: A Practical Guide for Employers AARP
- ⇒ Supporting Caregivers in the Workplace SHRM Generation Cares

Employers have an opportunity to recognize and adapt to the needs of caregivers in order to maximize and maintain their workforce.

Caregiving isn't just about caring for children. As the number of adults needing care increases locally and nationally, so too will the need for informal and family caregivers.

Employers will need to explore new models that will allow family caregivers to successfully care for their parents, in-laws, spouses, or other family members with disabilities while continuing to be high performing employees. This toolkit is intended to serve as a jumping off point for employers (large and small) to become more caregiver capable.

Will you become a standout workplace for Wisconsin caregivers?

WI Working Caregivers Count

3 in 4 caregivers missed work due to caregiving



1 in 5 caregivers used time off without pay.

1 in 4 caregivers - no vacation in over a year.

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. A recent survey* of Wisconsin caregivers revealed that a few small

changes can transform businesses into a place where employees will want to build a long career.

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://fyi.extension.wisc.edu/agingfriendlycommunities/employed-caregiver-survey/> - or Click the QR code.



*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.

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

EMPLOYEES THAT GET AWAY

A WORKING CAREGIVER STORY

Over 75% of family caregivers work a regular job plus their caregiving responsibilities.* Working caregivers find their jobs necessary for income but also for fulfillment.

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.

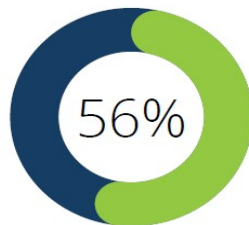
Kate (not her real name) invested years in her own education, earned several professional certifications, and took on additional leadership roles throughout her 20+ years of teaching. She loved her students. She loved her colleagues. She was a top performing teacher, loyal employee, beloved student advisor,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



of Wisconsin family caregivers report their current situation is not sustainable.

*2021 WFACSA UW-Madison Caregiver Study

"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."

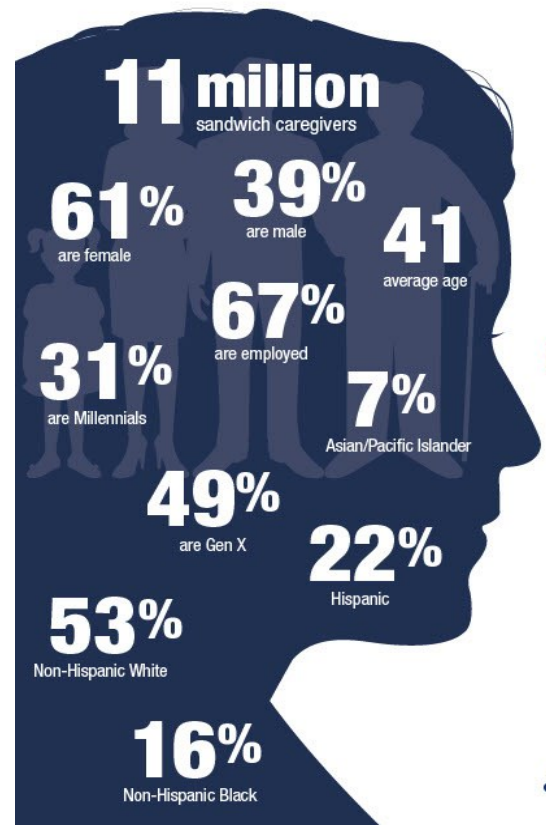
Unfortunately, so did her students and her employer.

How would this have been handled in your business?



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 week²** providing some kind of care.

AARP Caregiving in the U.S. 2015



From Portrait of a Sandwich Caregiver by



MassMutual SpecialCare

60% of working caregivers in Wisconsin reported that providing or arranging care had made their employment more difficult.*

"Took a demotion as I was unable to focus on career"

"The need for so much schedule flexibility and missed work was a contributing part of losing my job."

Where does your company stand?

	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, directories 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					
On-line 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 back-up 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 about Employees Who Are NOT caregivers?...yet.

By Harriet Redman, WFACSA member

Corporate culture and policies around caregiving can impact retention of employees who are not caregivers, too. Recently I was talking with Rita, a manager in her late 40s working for a small, Wisconsin corporation when she shared that she's working on her resume. 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 several 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.

Me: 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.

Me: 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.

Me: 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".
Me: 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.

Me: 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.

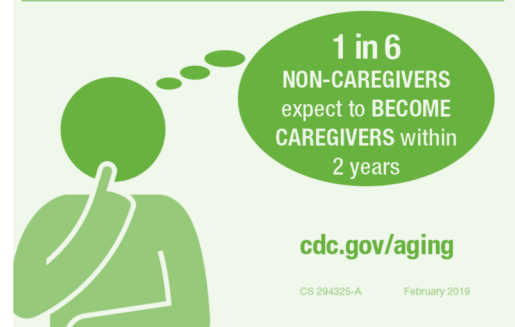
Me: That sounds like a great goal. Perhaps to get started, ask your employer to find out how many of their employees are caring for family members at the beginning of life, the end, and in between. Maybe you can even find out if anyone in upper management is, or has been, a caregiver and learn how they 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.

What is the caregiver culture in your organization?

"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, writer and former first lady of the United States

FUTURE CAREGIVERS



Factors that promote caregiver well-being:

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

What Keeps Caregivers Working?

An employee with caregiving responsibilities may want to bring their whole self to the job. But most report that those responsibilities often interrupt their work. What if by providing support to working caregivers, your business could reduce their interruptions?

It may go without saying that addressing the needs of working caregivers helps their productivity and retention. Employers can help if they know the needs of caregivers. How do you learn their needs?

One way is to conduct a survey of employees like the one suggested on page 2. This survey is **free** and available to any business in Wisconsin.

Employers can also ask their employees how they can help. Be prepared for caregivers being unsure how to reveal what they really need. They may be embarrassed or not trust that their employer could help with their needs. They may not have a running list of tasks in mind.

Caregivers often need a nudge or permission be-

fore they feel comfortable asking for help. For example, a caregiver may have a non-caregiving task like



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

mowing the yard that they are too busy or too tired to do, but too embarrassed to ask for help. Encourage your employees to come up with a running list of tasks that could be easy for others to help out with so that they can take care of their caregiving needs. Tasks could include:

- Errands or pick ups
- Personal care
- Household chores

7 ideas from WI employers

who have been successful addressing needs of their caregiving employees:

1. Offer an educational session. Facilitate a brainstorming to list caregiver tasks. Follow up by inviting caregivers to make their list of needs and share with their managers (anonymously or with names).
2. Provide a volunteer 'job board' for employees interested in helping fellow employees with caregiving tasks.
3. Provide a tool (newsletter, website, electronic bulletin board) for caregivers to post tasks their needs.
4. Contact your county's Aging and Disability Resource Center and find out what Family Caregiver support they offer.
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 **Trialta**, an online information and training community provided **FREE** to Wisconsin caregivers. wisconsin caregiver.trialta.com



For employees who need breaks from caregiving for a child with disabilities, provide information about **Family Voices of WI** at www.familyvoiceswi.org



or **Respite Care Association of WI**, a **FREE** online registry for finding respite care. respitecarewi.org



RCAW
Respite Care Association
of Wisconsin



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

What ideas have worked in your business?

⇒ _____

⇒ _____

⇒ _____

⇒ _____

When you ask employees what they want from their employers? It comes down to:

- communication,
- information about resources,
- supportive benefits.

When asked about resources, Wisconsin caregivers were most receptive to resources regarding:

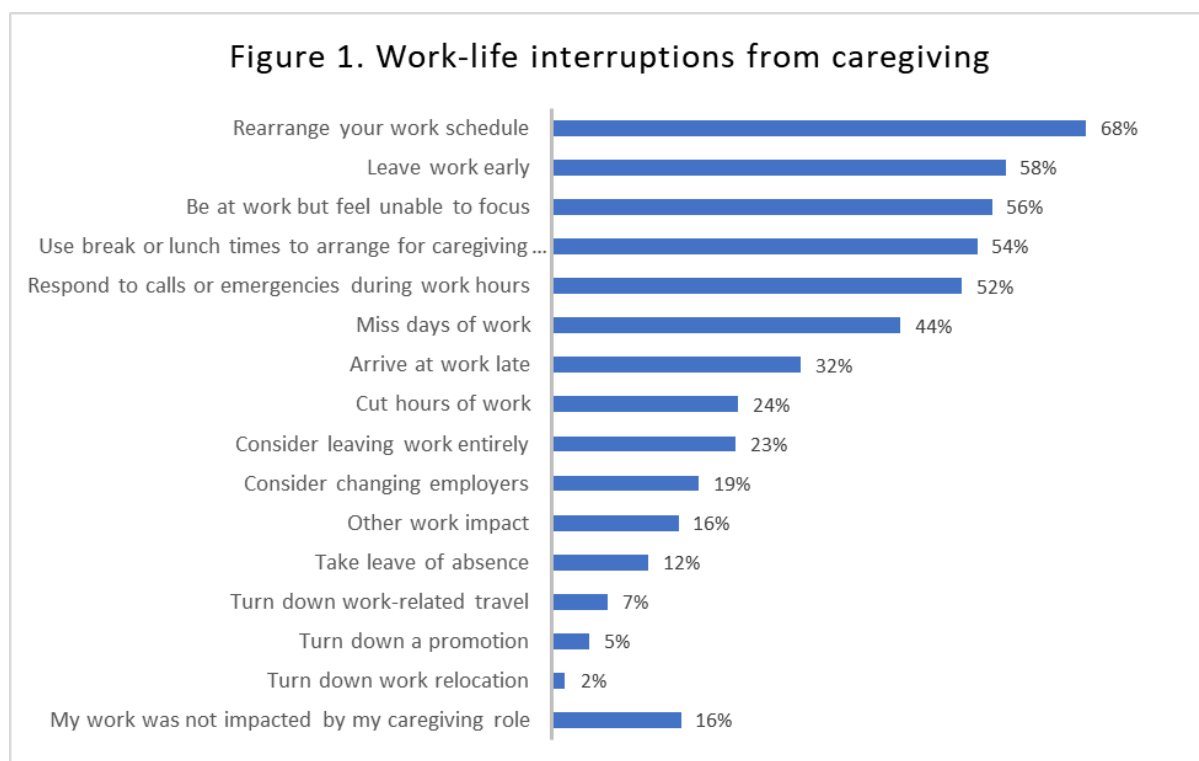
- Legal/financial and planning
- Coping with caregiving tasks
- Making difficult decisions

Effects of Caregiving Responsibilities on Working Caregivers



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

These interruptions varied in types, and rearranging their work schedule was the most common interruption (68%). Figure 1 depicts the proportion of caregivers reporting interruptions in their work-life.



Beyond work-life interruptions, more than three quarters of caregivers we surveyed missed work due to caregiving (77%). When these employees missed work, they most often used personal time or other paid time off (52%) or were able to compensate using flexible hours (50%).

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

Other findings:

- One in 5 caregivers used time off without pay (22%).
- More than a quarter of caregivers had not been able to take a vacation in over a year (27%)
- 17% had not been able to take a vacation away from caregiving responsibilities in two years.
- Despite the majority of survey participants missing work due to caregiving, only 13% had used the Family Medical Leave Act (FMLA) or Wisconsin Family Medical Leave Act (WFMLA).

Wisconsin Employer and Family Caregiver Survey

In 2021, the Wisconsin Family and Caregiver Support Alliance (WFACSA) and UW-Madison Division of Extension asked employers and working caregivers to tell how Wisconsin businesses and families are being affected by family caregiving responsibilities.

A total of 564 employees responded, of which 447 (79%) had a family caregiving role.

Introduction

We asked employers and working caregivers to tell us how Wisconsin businesses and families are being affected by family caregiving responsibilities. We defined family caregiving as care provided to any older adult, or a child or an adult of any age with a disability who requires routine care beyond what is considered conventional child rearing.

We already knew that **one in four working-age adults regularly provides care** to a family member or friend. What we didn't know is how well Wisconsin family caregivers and the businesses that employ them have been balancing daily challenges. We also wanted to know what resources both groups want or need that are not currently available at the state, county, or community level.

Most working caregivers told us they felt they could continue meeting their work and home responsibilities for longer with just a little more help. They report very low use of FMLA, although using paid leave, reducing work hours, or changing jobs to accommodate caregiving responsibilities were more common.

One of the caregivers described work-life interruptions this way:

“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.”

Role of supervisors

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.

When asked about job difficulties, several respondents mentioned that the level of a supervisor's understanding is important. Specific responses included:

*“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.”

We encourage employers and businesses to consider how this information compares to what is happening in your own organizations. 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 flexibility in the workplace will also improve performance and pay off for employers in the end.

Caregiving by the Numbers



\$17.1-\$33 billion

National cost of family caregiving to employers due to lost productivity, absenteeism, and workday interruptions

\$1.70-\$4.34

Return on investment for every \$1 spent on caregiver-friendly workplace policies

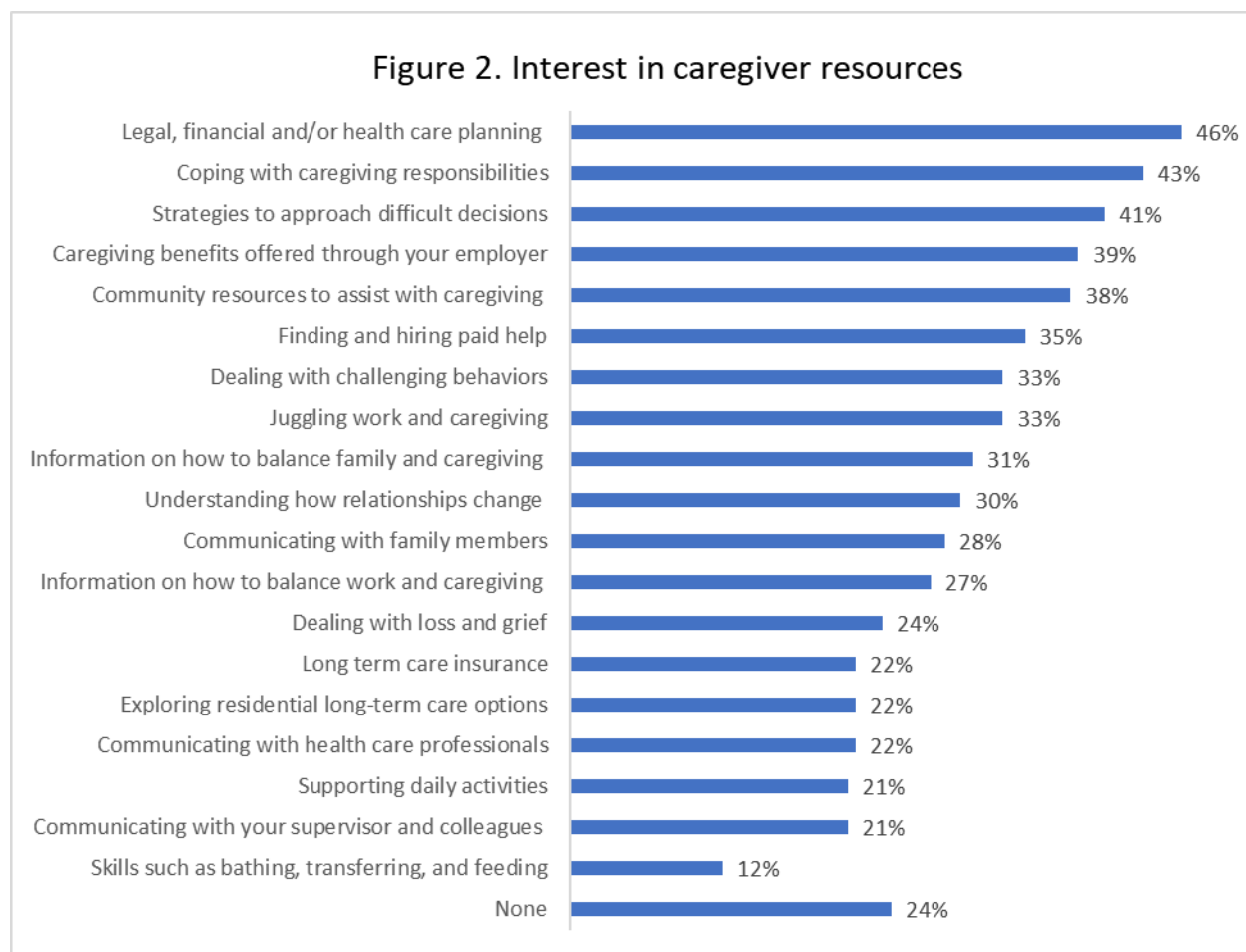


MetLife Mature Market Group, National Alliance for Caregiving, (2010)

Education employees want

When asked which family caregiving topics they would like to learn about, caregivers were most receptive to resources regarding legal, financial, and/or health care planning (46%). Other areas of interest included resources regarding coping with caregiving responsibilities (43%), strategies to approach difficult decisions (41%), caregiving benefits offered through your employer (39%), and community resources to assist with caregiving tasks and responsibilities (38%).

Figure 2 depicts the interest in all options of caregiver assistance resources.



Preferred ways of receiving information

Respondents were asked how they would prefer to receive caregiving information if it were made available in their workplace.

Half of respondents indicated they would prefer to receive caregiving materials via email (50%). Other response types included online (45%), via fact sheet (39%), employee newsletter (31%), printed directory of caregiver services (27%), individual meetings (25%), lunchtime seminars (24%), on-site support groups (14%), and before or after work seminars (12%).

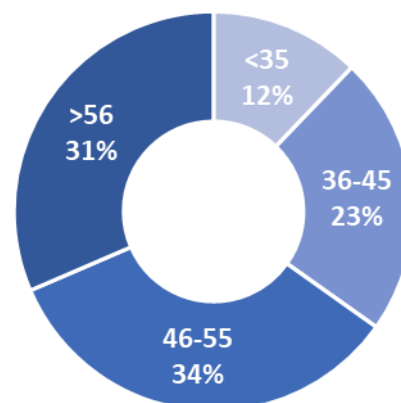
Sustainability and caregiving

Demographics of caregivers

Of all employees, about 79% had performed at least one caregiving task in the past six months, most (79%) were caring for an adult and some (18%) were caring for a child with a chronic illness, disability, or other healthcare need. These caregivers were primarily female (89%) and tended to be above the age of 46 (64%). **Figure 3** shows the breakdown of caregivers by age.

Caregivers were primarily caring for parents or parent in-laws (56%), but also reported caregiving for children (27%) and spouses (14%). The condition of the care recipient varied, about half (51%) were caring for other care needs such as being frail or mobility issues. Other conditions included long-term health conditions (34%), emotional or mental health conditions (28%), intellectual or developmental disability (19%), and shorter-term health conditions (13%).

Figure 3. Caregiver age

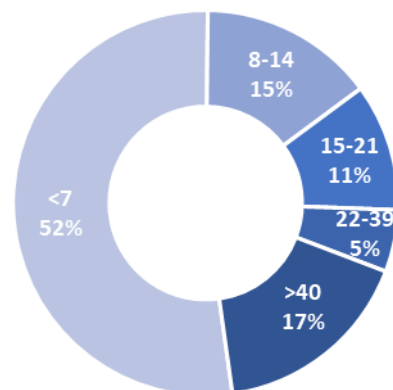


Caregiver longevity

Most caregivers have been providing care to their care recipient for 1-5 years (46%). During the week a majority of caregivers typically spent 0-7 hours per week (52%), however, the second largest population of caregivers spent over 40 hours per week on caregiving (17%).

Figure 4 depicts the proportion of hours respondents spent on caregiving. Many caregivers reported being able to provide care as long as they are necessary (44%), but over half reported that their current situation was unsustainable; that they would need additional help (32%), were unsure (18%), or would not be able to provide care as long as necessary (6%).

Figure 4. Hours spent caregiving



What kind of burden does caregiving create on your work-life?



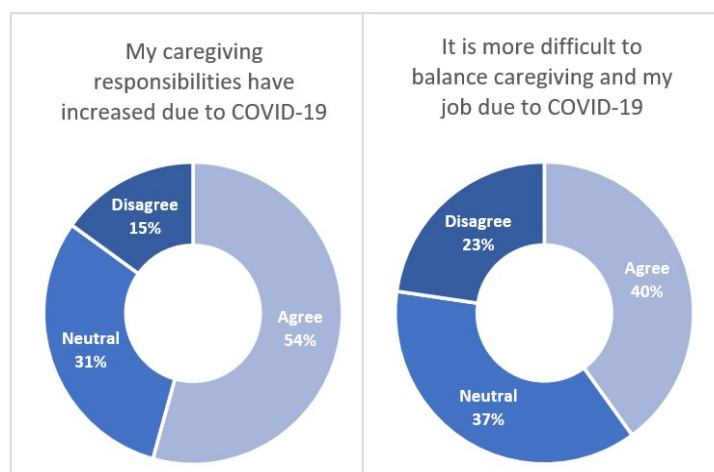
"Caregiving is a full-time job. If it isn't hands on care, it's arranging care. It is mentally exhausting. And then the job is also mentally exhausting. This leads to physical exhaustion to matter how much self-care or how many breaks you get/can take."

"Difficult to balance work responsibility with caregiving responsibility... Always feel like I have to make a choice of which is more important—my [care recipient] or my job. Very stressful."

"I cannot focus on working as I want to make sure my [care recipient] is OK."

"I needed to schedule several Dr. appts. that caused me to miss several hours of work each month."

The COVID-19 Pandemic Hit Caregivers Hard



What ERGs Can Bring to Your Business and Your Employees

By Christian Russell, Diversity Manager
Thrivent

Employee Resource 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. This can lead to increased productivity and better business outcomes for the organization.

Any pitfalls to ERGs?

- Employees of diverse backgrounds have different ideas of success.
- They may give the false impression that diversity issues have been solved.
- Some organizations lack employee engagement.

Thrivent is a Fortune 500 not-for-profit financial services organization headquartered in Minneapolis, MI, and Appleton, WI with over 3700 employees throughout the U.S.

Making change in the workplace

Employers can provide resources, and many can provide some flexibility so that most caregivers are able to continue working. The reports below explain how some businesses are approaching the issue by designing workplace strategies that create a healthier work-life balance.

National Reports

“The Caring Company: How employers can help employees manage their caregiving responsibilities – while reducing costs and increasing productivity”

— Harvard Business School

This report identified hidden costs associated with caregiving such as turnover costs, loss of institutional knowledge, and temporary hiring and overtime. Beyond explicit financial costs, employers may also have productivity loss due to unsupported caregiving such as missing work, being distracted while at work, unexpected events, and redistribution of work labor to colleagues. In order to become a more caring company, they suggest conducting a care census to understand the proportion and demographics of caregivers, survey employees on benefit offerings and what they find valuable, adding additional benefits to address unmet needs, and assess impacts of benefits and benefit changes. You can find this resource and more resources on caregiving and the workplace at:

<https://www.hbs.edu/managing-the-future-of-work/research/Pages/the-caring-company.aspx>.

“Caregivers in the Workplace: Finding Balance for Your Employees”

— New York State Office for the Aging and the New York State Department of Labor

This report recommends assessing the needs of caregivers in the workplace by addressing demographics of caregivers, employee perceptions on how caregiving affects work, ideas/suggestions on how to support caregivers, challenges and rewards of caregiving, and knowledge of employer benefits. They also recommend exploring different policies in the workplace related to caregiving such as a caregiving policy defining benefits and resources, roles and expectations, and training for managers. Other policies and resources include workplace flexibility policies, federal family and medical leave programs, programs or services designed for caregivers, and family-friendly policies. You can find this resource at:

<https://lifespanrespite.wildapricot.org/resources/Documents/State%20Tools/New%20York/Caregiver%20Guide%20for%20Businesses.pdf>

AARP offers many publications and educational opportunities specifically for caregivers. These resources are offered in several different languages, and for different groups such as military families and LGBTQ families. You can find AARP Family Caregiver Support resources here:

<https://www.aarp.org/caregiving/prepare-to-care-planning-guide/>

In 2022, SHRM established [Generation Cares](#), a coalition of organizations with diverse missions working to find solutions that improve the quality and quantity of care for children, people with disabilities and older adults. If your organization is interested in learning more about advocacy opportunities to support the caregiving needs of working families, email generationcares@shrm.org.

**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.



 On-Demand



Exemplary Employer of employed caregivers

Diana Clark

Benefits Manager Human Resources

Promega Corporation



In 2022, WFACSA named Promega an Exemplary Employer of employed caregivers for their standout benefits and programs for working caregivers.

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

Learn more at
www.promega.com

Why Choose Promega? 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 me 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.

In 2019, the U.S. Centers for Disease Control (CDC) reported that 1 in 5 adults are caregivers. In Wisconsin, it's 1 in 4.

Census Bureau population projections show **adults over the age of 65 will outnumber children under 18** for the first time in U.S. history by 2034. Many will need assistance with chronic conditions.

There are currently 7 potential family caregivers per adult. By 2030, there will be **only 4 potential family caregivers per adult**. With fewer people available to provide care, many family caregivers will be sandwiched between work responsibilities and care responsibilities. That means **caregivers in the workplace will be a new norm**.



Identifying Strategies for Your Own Organization

Now it's your turn. Use the worksheet below to reflect on your own organization and identify next steps to help support your caregiving employees.

What stands out in the report? How many employees in our organization are caregivers, and how is it impacting their work-life?	
What resources are currently available to support caregiving employees?	
Are caregiving employees using these resources? If not, why not? What can we change to make our programs and resources more accessible?	
What other needs are we seeing among caregiving employees? What programs or initiatives could we implement to 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?	

Websites for Wisconsin Caregivers

Below are a few of the many agencies and organizations in Wisconsin available to help solve the problems faced by caregivers. Browse or 'search' for more information.

ADRC.org—see right for information

aarp.org – Search Caregiving

alz.org – Alzheimer's Assoc.-Click on Caregiver Center

caregiver.org/connecting-caregivers/services-by-state/wisconsin/

civicmedia.us/shows/empowered-caregiver - Empowered Caregiver Community Radio

clanet.org - Community Living Alliance

dhs.wisconsin.gov - Dept of Health Services

gwaar.org - Greater WI Agency & Aging Resources

metlife.com – Search Study of Caregiving

Milwaukee County Department of Health and Human Services - Aging Services

RCAW.org - Respite Care of WI

thearc.org - The ARC-Wisconsin

uwex.edu – Search Caregiving or Family Caregiving

wi-bpdd.org - WI Board for People with Disabilities

wisconsibs.org - WisconSibs

211wisconsin.communityos.org/caregiverprogramreferralform

wisconsincaregiver.org

wisconsincaregiver.trualta.com

Wisconsin Wayfinders—877—WiscWay (877-947-2929) or dhs.wi.gov/wiscway

You take care of others.

Your local Aging and Disability Resource Center can help take care of you.



No caregiver has to do it alone.

Your local **Aging and Disability Resource Center (ADRC)** connects older adults and people living with disabilities—and the families, friends, and caregivers who care for them—with the unbiased information and services they need to keep their independence.

We don't sell anything. Just ask for help, and an ADRC specialist can provide you with information about:

- In-home personal care and nursing
- Housing options
- Housekeeping and chore services
- Home modifications
- Adaptive equipment
- Transportation
- Health, nutrition and home-delivered meal programs
- Medicare, Medicaid and Social Security
- Caregiver support and respite

Find your local ADRC at FindMyADRC.org

We can help your employees caring for seniors or adults with disabilities with these local services:

*Information & Assistance
Long Term Care Options Counseling
Adult Protective Services & Elder Abuse Investigation
Home Delivered Meals & Senior Dining
Service Coordination
Assistance with Benefits
Housing and Transportation
Youth Transition Support
Health Prevention Programs*

Finding Solutions

Just like games, caregiving can seem like a never-ending puzzle.

HIDDEN CAREGIVERS WORD FIND

Find words related to caregiving, including: advance care planning, aging parent, assistive living, caregiver guilt, dementia, disability, doctor visits, emergencies, falls, government benefits, grocery shopping, guardian, housing, isolation, legal, managing money, meal preparation, medications, nutrition, personal care, rehabilitation, respite, self care, social security, transportation



P X T L S T I F E N E B T N E M N R E V O G T
W F R E R A C F L E S O G N I S U O H P J R I
M E A L P R E P A R A T I O N I O E I Y H O S
L S N L Y E N O M G N I G A N A M B O P L C O
S T S A L N W E M E R G E N C I E S N A J E L
T N P V A S S I S T I V E L I V I N G R M R A
I E O Z L Y Z N O I T A T I L I B A H E R Y T
S R R O P I S N O I T A C I D E M L Q H D S I
I A T G U A R D I A N R E S P I T E T T E H O
V P A I M M E N T A L H E A L T H F N P M O N
R G T U D I S A B I L I T Y C I T L U S E P N
O N I N S Y T I R U C E S L A I C O S R N P L
T I O G I T C N U T R I T I O N N O Z Y T I A
C G N D P E R S O N A L C A R E D Q Y S I N G
O A D V A N C E C A R E P L A N N I N G A G E
D F K K C A R E G I V E R G U I L T I D T D L

The Wisconsin Family and Caregiver Support Alliance Helps Find Solutions

The Wisconsin Family and Caregiver Support Alliance (WFACSA) helps find solutions to the puzzles Wisconsin family caregivers must solve.



Our Vision Statement:

People of all ages and abilities, their families, and caregivers will have the supports needed to live and be included in their communities.

Mission Statement:

Our mission is to raise awareness of family and caregiver support needs and increase the availability of and access to services and supports (both paid and unpaid) which will keep people across the lifespan engaged in their community as long as they desire.

Membership:

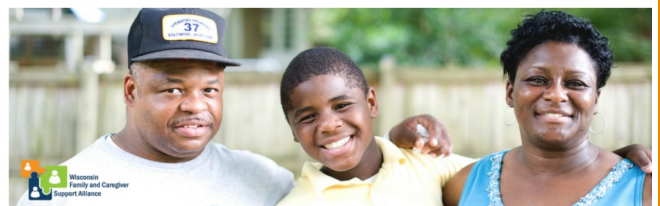
Disability and Aging advocacy groups and organizations are invited to become members and get involved with the Wisconsin Family and Caregiver Support Alliance. The WFACSA does not engage in lobbying activities but seeks to educate its members about public policy and other issues related to improved supports for caregivers.

If you would like to join WFACSA as an organizational or individual member, copy and paste this link: https://wisconsincaregiver.org/_data/media/51/wfacsa-membership-application-53123.pdf

Or email [wfacs@gmail.com](mailto:wfacsa@gmail.com).

Wisconsin Family & Caregiver Support Alliance

Working Together to Find Solutions



The Wisconsin Family and Caregiver Support Alliance partners with businesses and organizations throughout Wisconsin to:

1. Increase Outreach and Awareness
2. Promote Policy and Advocacy Efforts
3. Improve Systems Navigation and Access
4. Expand Family and Caregiver Support
5. Strengthen Community Support



**Wisconsin
Family and Caregiver
Support Alliance**