

Green Lake County Employed Caregiver Survey Summary February 2008

WHAT?

Green Lake County UW-Extension Family Living Educator Molly Spaulding distributed a questionnaire to employees of Green Lake County Government in January 2008 to assess the impact of family caregiving responsibilities. The survey was distributed via e-mail to employees with a county e-mail address, while Highway Department employees received a paper copy of the questionnaire.

WHY?

Family caregiving costs American employers up to \$34 Billion per year in lost productivity. With the aging population in Green Lake County (**nearly 1 in 5 county residents is over age 65**), the generation of Baby Boomers reaching retirement age beginning in 2010, and Wisconsin's recent Long Term Care redesign, many more employees will take on caregiving roles in the coming years. Employers are realizing the importance of taking a proactive approach to address family caregiving responsibilities among their workforce.

"I often use breaks and lunch time to arrange for caregiving needs."

~ Green Lake County employed caregiver

Survey Highlights

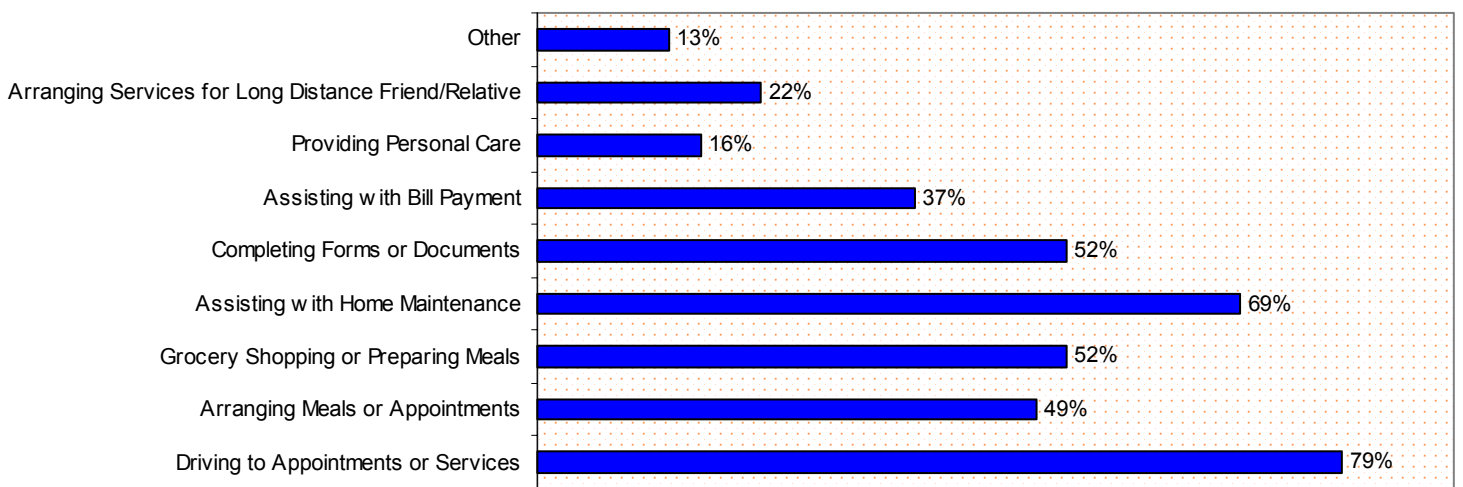
- **99** county employees completed the survey (of 183 employees)

- **68%** (67 of 99) are caregivers

Among employees who are caregivers:

- **66%** (44 of 67) are providing care for a parent or in-law
- **24%** (16 of 67) said caregiving is somewhat or definitely affecting their employment
- **73%** (49 of 67) have had to miss work due to caregiving responsibilities

Graph 1 Type of Assistance Provided by Green Lake County Employed Caregivers

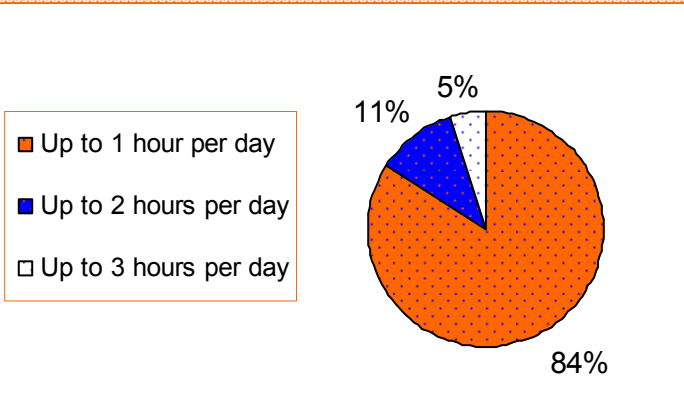


“Most of my sick days, personal days, and vacation days are used for dealing with my [family member]’s needs.” ~ Green Lake County employed caregiver

Time Spent in a Caregiving Role

The majority of Green Lake County employees who are caregivers (56 of 67, or 84%) spend up to one hour per day completing their caregiving duties. This means that these employees are in the early stages of caregiving, which is an **ideal time to plan for future caregiving needs.**

Graph 2: Time Spent in a Caregiving Role by Green Lake County Caregivers



What do employees want to learn more about?

Of **all employees** (n=99) who responded to the survey, the topics they are most interested in learning more about are:

1. Legal, financial, and health care planning (78%)
2. Community resources for caregivers (75%)
3. Caregiving benefits offered through the County (74%)
4. Planning for future caregiving needs, for themselves or another person (69%)
5. Identifying solutions to caregiving problems (67%)
6. Long term care insurance (66%)

“There are times I need to take care of medical or financial matters and it's been difficult as the offices I need to contact are not available by the time I'm off work/home.”

~ Green Lake County employed caregiver

What can be done to assist employed caregivers of Green Lake County Government?

- Offer educational seminars to raise awareness of family caregiving
- Distribute an employee newsletter specific to family caregiving issues
- Host “Prepare to Care” employee sessions
- Provide a directory of caregiver resources
- Create policies to foster a culture that is supportive of family caregivers
- Offer one-on-one meetings to help employees cope with caregiving responsibilities
- Host a worksite support group and/or e-mail list-serve for employed caregivers

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