

Care Census: Understanding Caregiving and the Work Environment



A Crisis of Care

The Caring Company, a report from the **Harvard Business School**, sparked a national conversation on the topic of caregiving in the workplace. The report noted that in less than 15 years, people age 65 and older will outnumber those age 18 and under. Additional demographic shifts already underway will have far-reaching effects on the working-age population:

- by 2025, more than one in four Ohioans will be age 60 or older
- more than one in six working Americans is an elder caregiver
- a shortage of home health workers is placing extra burden on family caregivers
- women make up a significant portion of the workforce while also shouldering a majority of caregiving responsibilities

The data point to a truth that employers cannot afford to ignore: More and more employees are being called to serve as caregivers for older loved ones and 70% of these caregivers suffer work-related difficulties due to their dual roles. They take time off, forego promotions, cut back hours or leave the workforce altogether. The financial impact to employees and employers is staggering: annually, employees lose up to **\$3 trillion in wages and benefits** while employers lose **\$17-33 billion due to absenteeism and turnover**.

A Care Census

The Harvard report noted, *"employers do not measure and thus do not realize the extent to which employees are burdened by care."* The report urged businesses to conduct a **'care census'** to better understand the scope and impact of employees' caregiving responsibilities.

Council on Aging (COA) has launched a Care Census to help area employers understand the impact of caregiving in the workplace while creating partnerships between COA and the business community to better support working caregivers.

Benefit to employers:

- gain an understanding of the current and future impact of caregiving on your workforce
- valuable insight to help shape policies, programs and planning to create a culture of care within your organization
- connection to community resources that can support working caregivers and help them remain fully engaged in the workplace
- an on-going partnership with Council on Aging to support working caregivers and the local economy

Participation is free, anonymous and easy:

- each employer receives a unique URL to access the Care Census
- COA provides a launch kit to help you introduce the census to your workforce
- COA monitors response rates and provides feedback to employers while census is in progress
- employers receive custom overview and in-depth reports post-census which show current and future prevalence of caregiving, and its impact, among workforce
- customized support from COA to educate caregivers and connect them to available community resources

Contact Paula Smith at Council on Aging for more information: psmith@help4seniors.org or (513) 345-3315.

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952 Total Respondents (50%)

29% Male, 68% Female

2% Prefer not to answer

EMOTIONAL/ACTUAL WORK IMPACT*

**Do you provide support, help or care for an older family member?
(Of no, 81% foresee a time when they will have to provide)**



**Top ways we help our aging loved one:
(84% indicate providing 10 hours or less per week)**



Errands and/or grocery shopping (66%)



Attending medical or other appointments (62%)



Transportation (52%)



Paying bills and managing paperwork (46%)

Top ways that Caregiving has impacted me:

- I have taken time off work (64%)
- I feel fatigued, stressed/unhappy (44%)
- I have cut back or postponed personal things that I enjoy doing (56%)
- While I'm at work, I worry about my family member (43%)

*All answers provided based on respondents who currently provide care.

ACCESS TO RESOURCES

Does your employer provide caregiving resources?



Are you aware of local organizations that help seniors or caregivers?



Do you know anyone in your company caring for family?



OPPORTUNITIES



Does your employer have a relationship with COA?

- I don't know (58%)

I would like my employer to partner with COA to offer the following:

- A presentation about resources
- A workshop series (43%)

58%