



Who knows....

- family caregivers struggling to balance their caregiving responsibilities and paid work?
- family caregivers in a 'Sandwich Generation or Club Sandwich Generation'?
- employees who became caregivers?

What success have you had in addressing these needs?

2022 National Strategy to Support Family Caregivers



Developed by:

The Recognize, Assist, Include, Support, and Engage (RAISE) Act
Family Caregiving Advisory Council

&

The Advisory Council to Support Grandparents Raising Grandchildren



GOAL 4

“Ensure financial and workplace security for family caregivers”

PRESENTED TODAY BY:

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Developed by the WI Family and Caregiver Support Alliance (WFACSA)
Engaging Employers in Support of Working Caregivers Workgroup



The facts.

- **Nearly 70% of family caregivers have trouble balancing their caregiving responsibilities and work.***
- **73% of all employees have some type of current caregiving responsibility. In fact, ‘Caregiver’ is the fastest growing employee group.****
- **Employees aren’t just caring for their own young children – ‘Sandwich Generation’. It’s a lifespan issue.**
- **Employment dropped almost 8 percent for workers who became caregivers.**
- **No generation has experienced so great a need.**

...and that’s not all (next slide please)

* 2023 survey by AARP and S&P Global

** <https://www.shrm.org/resourcesandtools/hr-topics/people-managers/pages/how-to-support-caregivers.aspx>

#FACT

Wisconsin's 580,000 family caregivers provide a combined **540 million hours of unpaid care**, a value of nearly \$9.2 billion. **Nearly 60% also work a paying job. Even more workers are providing care for a child with disabilities or other special healthcare needs.**

#FACT

By 2030, the ratio of informal caregivers to those in most need of care will be at 4 to 1, down from a peak of 7 to 1 in 2010. By 2050 in Wisconsin, there will be **fewer than three family caregivers to care for each family member older than 80.**

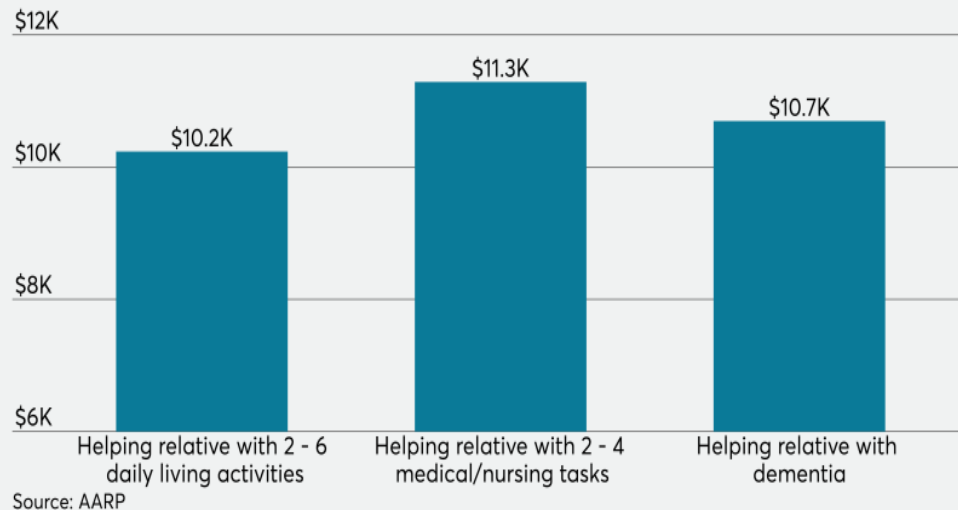
#FACT

Between now and 2040, the Wisconsin Department of Health Services estimated that the number of people living with dementia in their homes will increase by 86.8%



Employees risk their own financial security

Caregivers annual out-of-pocket expenses



Hidden Costs, Real Expenses

What it Costs to Care



<https://youtu.be/Ulz3pLQMw0Y>

4:08

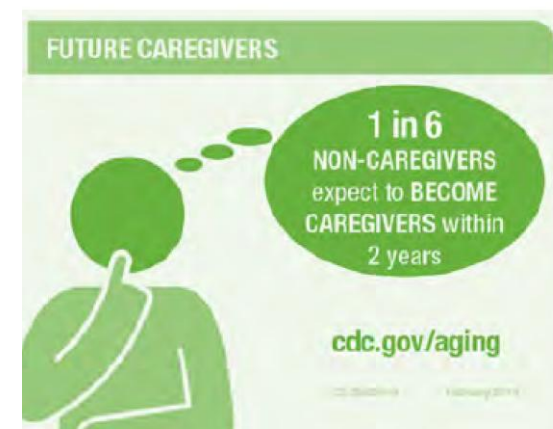
You know you
are a caregiver if
you...

How family
caregiving
impacts
employment



of caregivers
indicated that their
current situation is
unsustainable

<https://youtu.be/I5g2RiOBgxs>
[4:51](#)



1 in 4 working-age adults in Wisconsin provide care, balancing home and work*

- *Study conducted June-October 2021, UW-Madison Division of Extension *Employed Caregiver Survey*.
- *Employed caregiver was defined as “working-age adult providing 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 may be in addition to traditional child rearing.”
- *Survey was then completed by 564 individuals, of which 447 (79%) had a family caregiving role.



**Most employers
are feeling the
impact.**



**Some have been
listening and
making support
for caregiving
employees a
business strategy.**



**GOAL 4.1
Recognizes
these employers.**

Exemplary Employer Recognition

- Easy, no-cost application open to all WI Employers May 15 – August 31, 2025
- A team of advisors from Human Resource (HR) professionals, Employee Wellness organizations, Dept of Workforce Development, AARP, and previous Exemplary Employer reviewed applications.
- Nine applicants represented various sizes of employers from retail, manufacturing, nonprofit, technology, and healthcare.
- Winners to be announced during Family Caregiver Month (November) through social media, HR, business to business, and other employer channels. Presentation at WI Wellness Conference in December.



What we've learned so far...



Employers are feeling impact.

Partnership with employers is welcomed.

Every size and every industry wants to address issues.

Employers looking at caregiving as a lifespan issue make progress.

Employers are unaware of local resources overall.

Organizations supporting employers are also on-board

**Start small.
Be bold.
Expect results.**

Our ability to communicate with employers is critical.

Next in 2026

- 4.2 Interview and record video of winner(s) of Exemplary Employer Recognition.
- 4.3 Create media for Caregiver Coordinators and others to present to employers.
- 4.4 Create media for Caregiver Coordinators and others to present to caregivers.



What do you want most from these objectives?
What will help you do your job?

- 4.5 Update the HR Care Kit.

How are you using the current version?

What would help use it most effectively?



https://wisconsincaregiver.org/_data/media/76/hr-carekitr.pdf