

Caring for Employee Caregivers

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Agenda



IBI & RESEARCH

- IBI Intro
- 2020 Research Agenda
- Research Process



CAREGIVING STUDY

- Research Questions
- Main Findings
- Guidance for Employers



PANEL DISCUSSION

- Employer Perspectives from Accenture, Ashcroft Inc, and Alight Solutions
- Question & Answer

Today's Speakers



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Research Lead, IBI



KELLY MCDEVITT

President, IBI



Brian Gifford, PhD

Director, Research and Analytics,
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JULIE WILKES

North American Well-Being &
Resilience Lead, Accenture



KATE NERE

HR Manager, Ashcroft Inc.

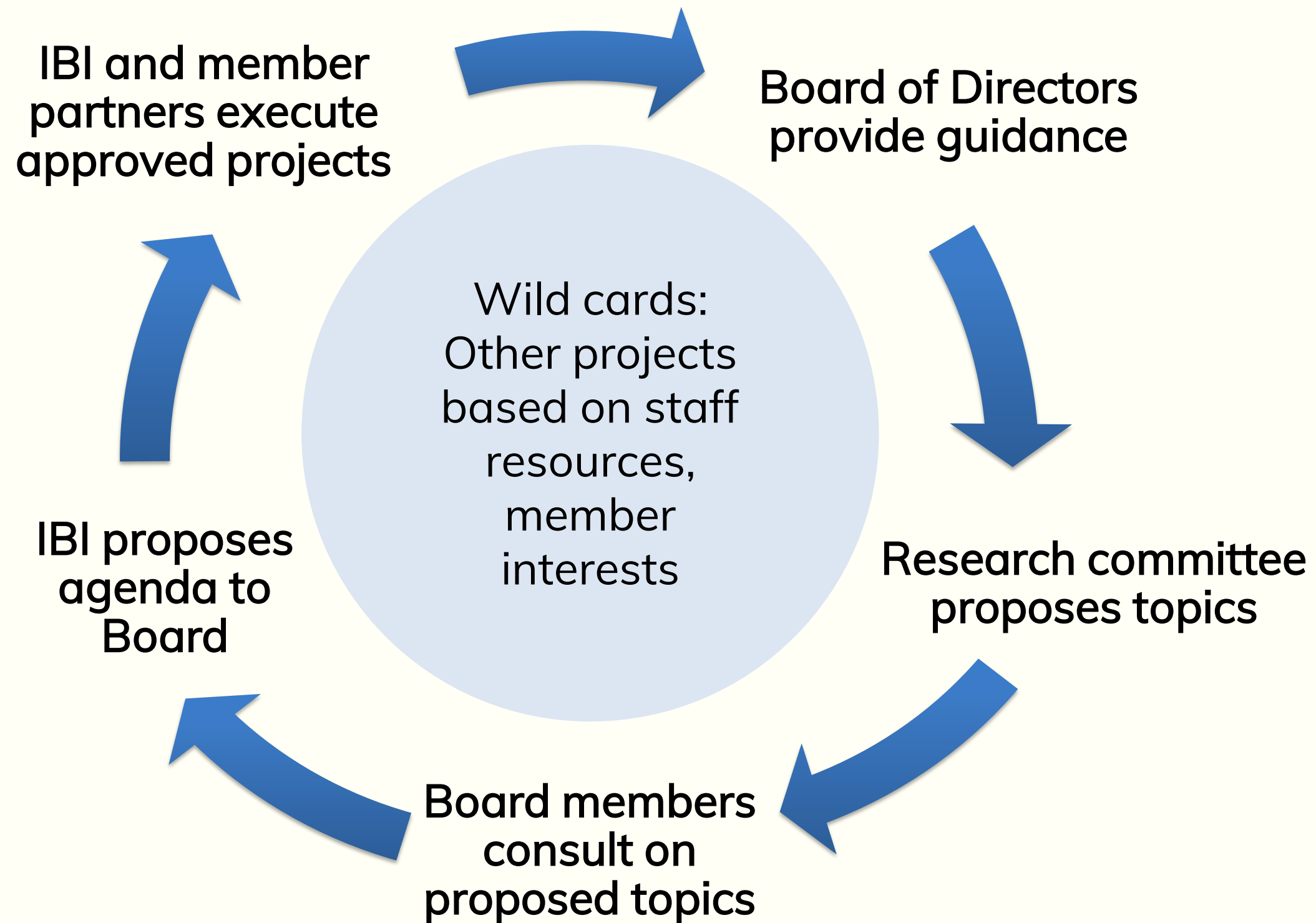


LAINE THOMAS CONWAY

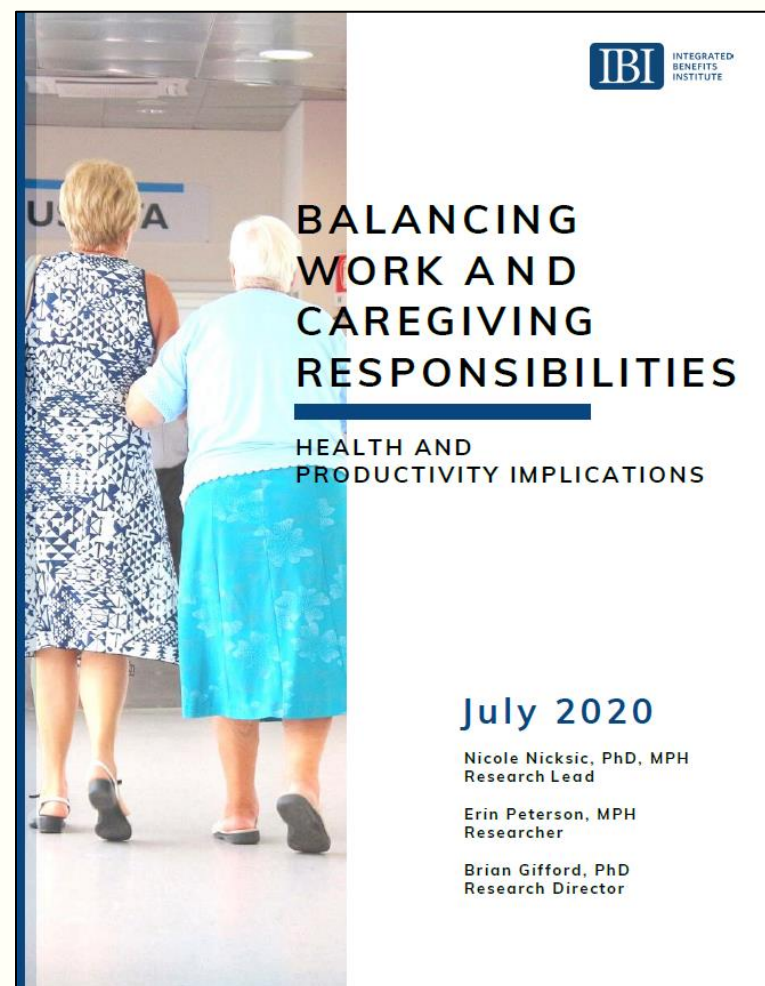
Vice President & Total Rewards
Product Leader, Alight



IBI's Research Cycle



Caregiving Study



 <https://www.ibiweb.org/resource/balancing-work-and-caregiving-responsibilities/>

Research Questions:



1. How widespread is caregiving in the workforce, and who provides care?



2. How does caregiving affect stress and in turn, work outcomes?



3. What role do workplace policies play in balancing work with caregiving?

Summary of Findings



Overall, nearly one in five of employees provide care for a family member.



Employees who provide more hours of care have more strain and stress, poor health status, and take more leave.



Everyday activities (like bathing or feeding) and household activities (managing finances/transportation) both affect strain and stress, yet household activities further impact work outcomes.



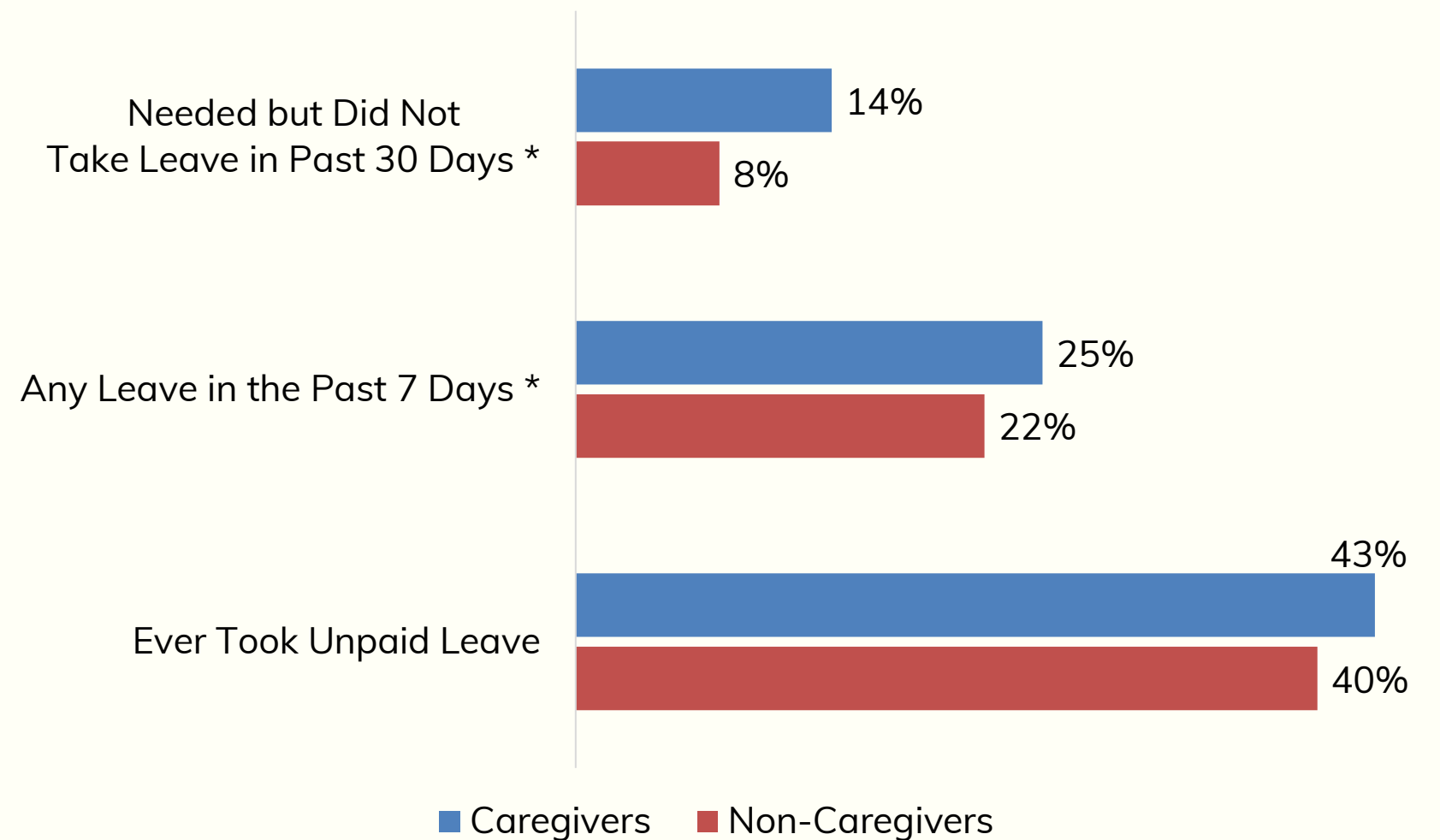
Having work policies (e.g., flexible work schedule, paid leave) allow people to take time off when they need it, but do not address caregiving duties that affect well-being.



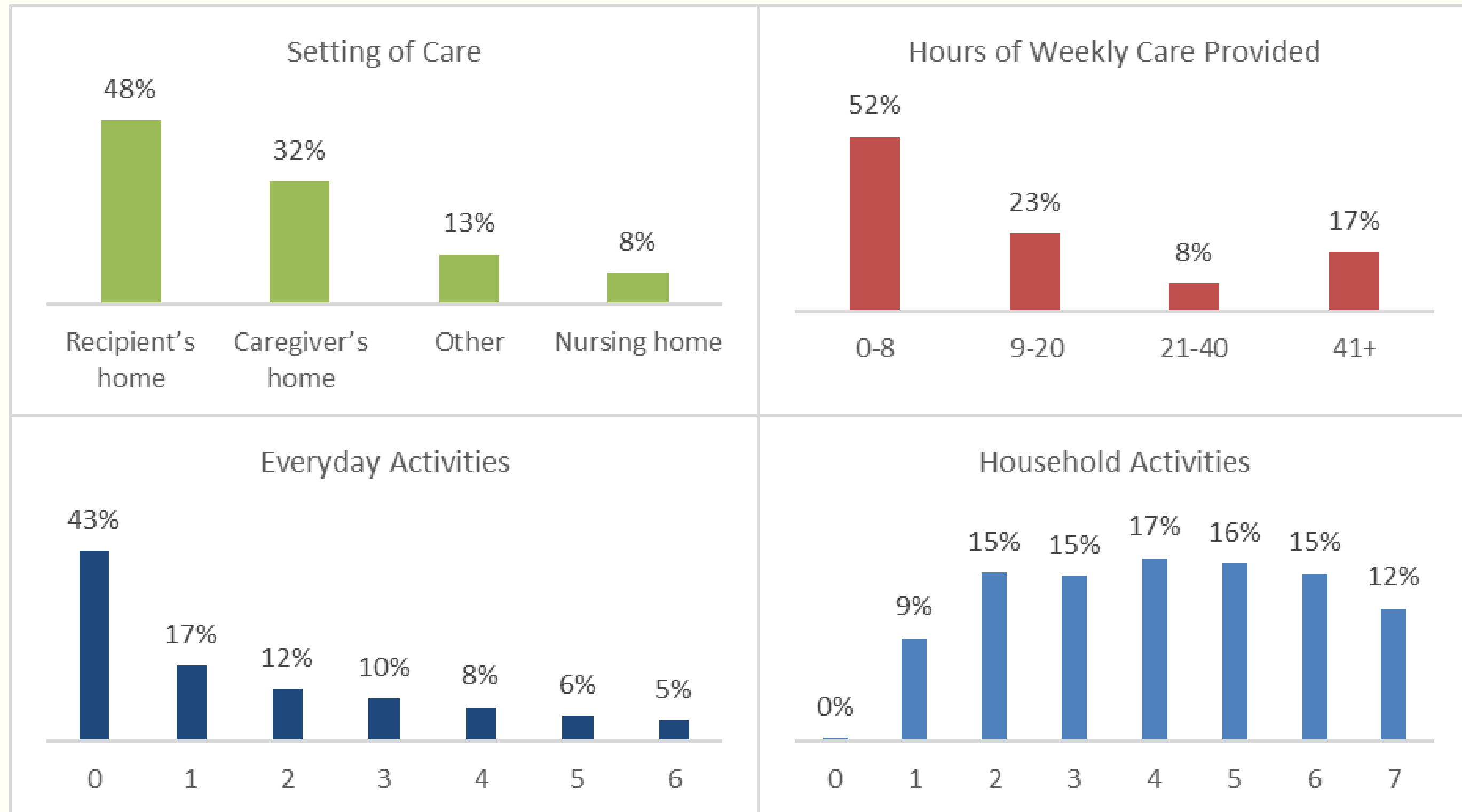
Time off and flexibility should be available, but employers could expand on caregiving needs - such as managing finances and transportation - in health benefits plan to improve the balance between work and caregiving.

Caregiving is prevalent in the workforce.

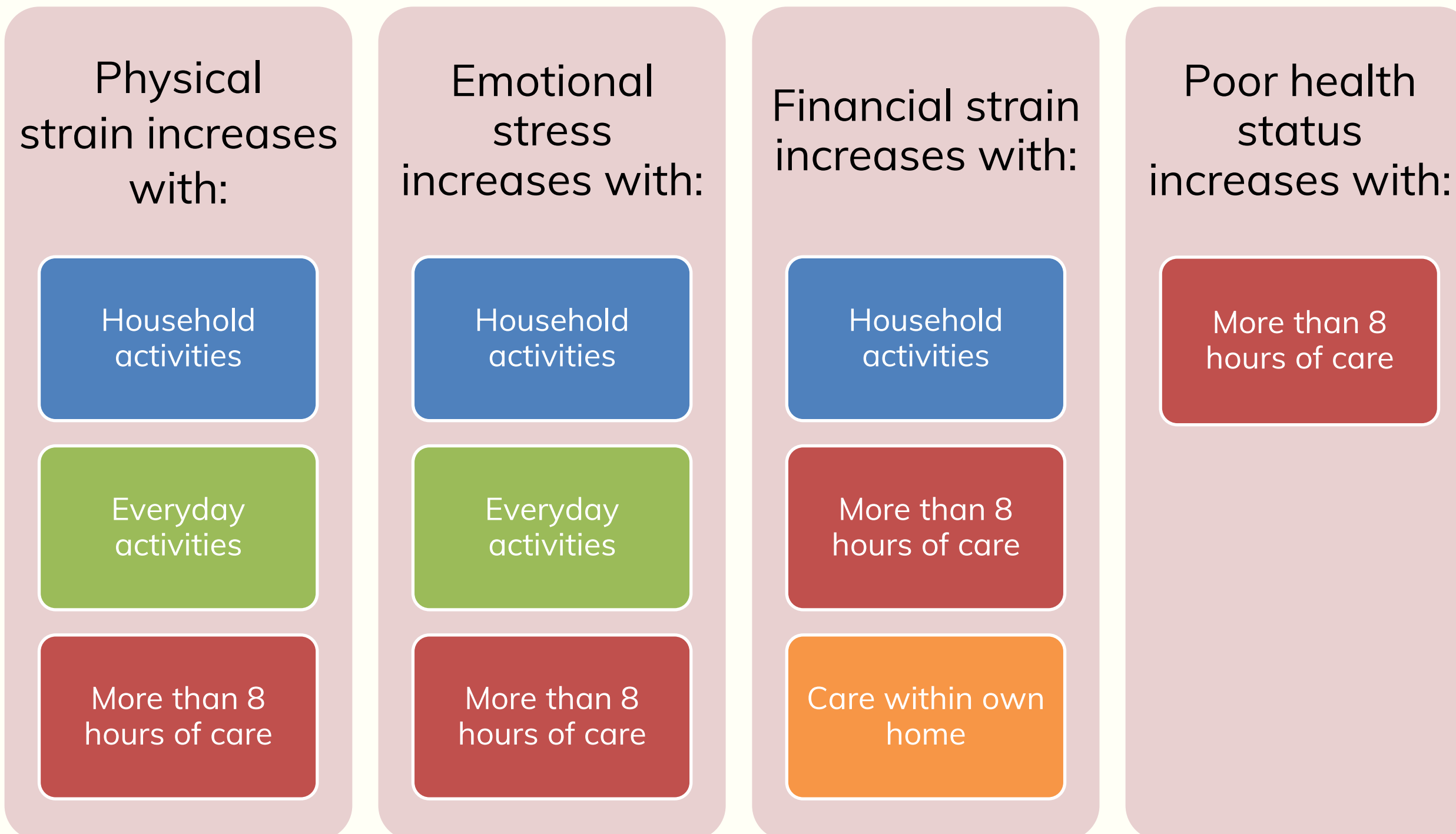
- 18% of employees provide care.
- Most common among women, 45 years and older, and white/Black employees.
- Caregivers more likely to use and need leave.
- Caregivers took more leave more to provide care for family while non-caregivers took leave for vacation.



What does caregiving look like?



Hours of weekly care and household activities affect well-being.



Increased household activities result in more absence and turning down a promotion.

Incidental absence more likely if:

Household activities

Care provided in nursing home

Leave more likely if:

More than 8 hours of care

Turning down promotion more likely if:

Household activities

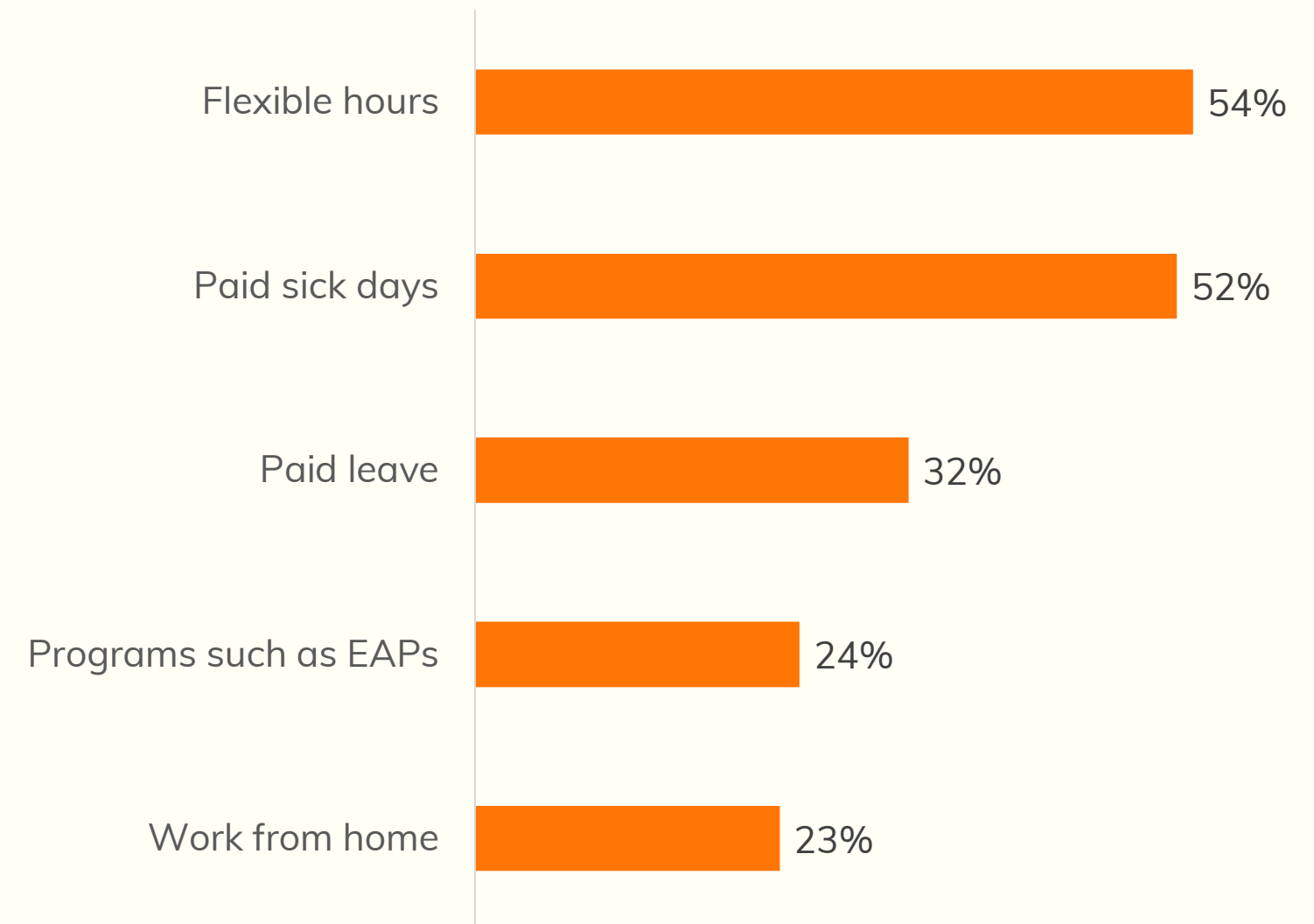
Performance warning more likely if:

More financial stress

Worse health

Do workplace policies help balance work and caregiving?

- Having policies allowed for taking leave and turning down a promotion.
- Paid leave takes care of providing hours of care.
- Yet still have the burden of household activities!

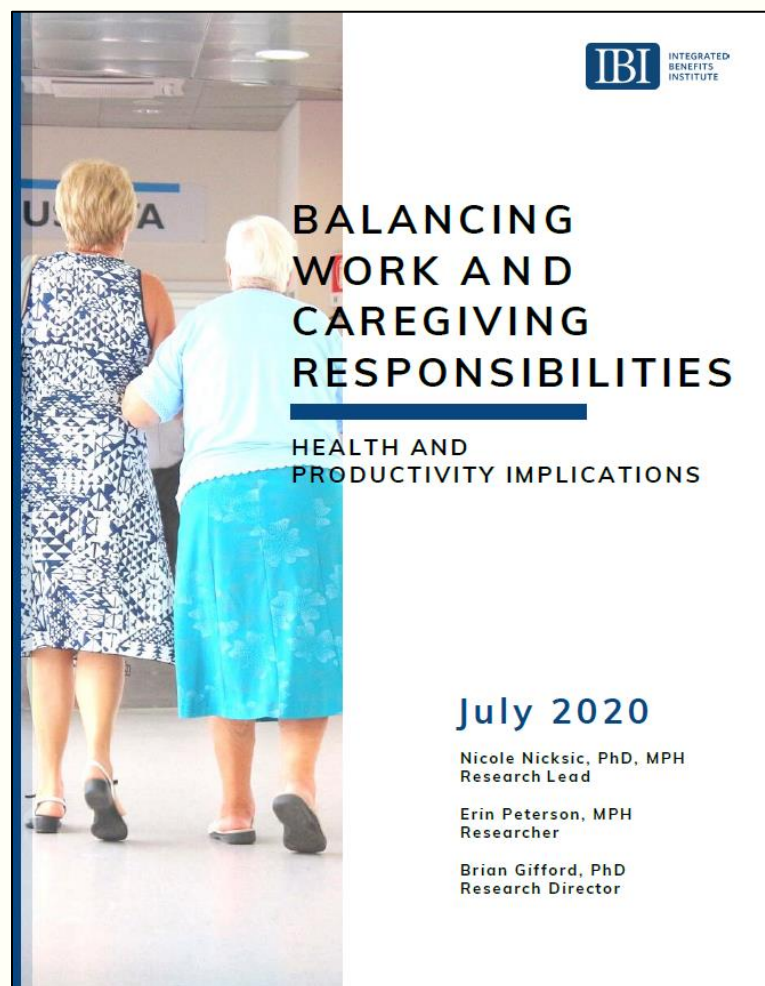


Key Takeaways

- Workplace policies for caregiving provide time off yet do not alleviate household activities.
- Leave and flexibility are important for providing time off, yet balancing work and caregiving will require assistance in other ways.



Practical Guidance for Employers



Consider the following:



1. Policies should extend beyond paid leave to incorporate targeted assistance programs such as online concierge services.



2. Ask your employees about their needs and listen to their responses.



3. Develop proactive communications about benefits.



4. Prepare ahead for emergency conditions.



<https://www.ibiweb.org/resource/balancing-work-and-caregiving-responsibilities/>

Panel Discussion



To submit a live question, click on **Q & A** at the bottom of the screen, type your question into the box, and click **Send**.



JULIE WILKES

North American Well-Being & Resilience Lead, Accenture



KATE NERE

HR Manager, Ashcroft Inc.



LAINE THOMAS CONWAY

Vice President & Total Rewards Product Leader, Alight

What's Next?



NEXT WEBINAR:

Closing the Gap on Preventive Screenings

September 9th at 10:00 am PT/1:00 pm ET (1 hour)

Learn about IBI's latest research on the business value of preventive screenings across several chronic conditions and cancers. Hear from employers about their initiatives to improve screening rates in their workforce, particularly as access to and utilization of primary care has been limited as a result of the pandemic.

Learn More:

https://us02web.zoom.us/webinar/register/1015976516793/WN_0UVnyKuBTie6QjYXwkSy8A



NEXT CONFERENCE:

Health and Productivity Forum (Virtual)

September 14-18

The Forum annually convenes more than 500 thought leaders, employers, and their industry partners to explore innovative solutions in managing the whole picture of health, wellbeing, productivity and business performance. This event is co-hosted by IBI and The Conference Board.

Learn More:

<https://www.conference-board.org/events/annual-forum>



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