

*Working While Caring: A National Survey of
Caregiver Stress in the U.S. Workforce*

Key Findings

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Methodology/Objectives:

Methodology:

Public Opinion Strategies conducted two national online surveys:

1. N=509 family caregivers ages 18-70 years old who were employed full-time while caring for their loved one (June 15-26, 2021), +/- 4.95%.
2. N=800 registered voters (June 17-24, 2021), +/- 3.95%.

Objectives:

- Gauge the impact of family caregiving on U.S. workforce.
- Explore family caregiver experiences caring for their loved one while being employed full-time.
- Assess benefits are offered by their employers, which benefits they used and found most helpful in caring for their loved one.
- Measure attitudes toward different federal, state or employer offerings to help employed family caregivers.



Key Findings

Key Findings

1

Family caregiving is having a major impact on the U.S. workforce and the economy. 1 in 5 full-time workers are family caregivers (providing care on a regular basis for a family member or friend with a serious illness, developmental disorder or disability).

2

Employed family caregivers say their experiences with both their employer and their job while caring for their loved one are “stressful” and “difficult.” The biggest challenge for employed family caregivers is overwhelmingly the emotional stress of handling both their job and caregiving responsibilities.

3

Majorities of employed family caregivers have “frequently” or “sometimes” had to leave work early or take off from work for one or more days in a row, felt the quality or timeliness of their work suffered, did not take on additional responsibilities or projects at work, and experienced a loss of income due to caring for their loved one.

Key Findings

4

Nearly two in ten employed family caregivers said they had to quit their job and more than four in ten said they had to go part-time because of caring for their loved one.

5

Those caregivers most likely to report experiencing these negative situations with their job while caring for their loved one are younger in age, people of color, and those with lower levels of education and income.

6

More than seven in ten employed caregivers report that they or their loved one has been negatively impacted by COVID-19.

7

Looking at all 10 benefits we asked about, 65% of employed family caregivers report having access to less than half of these benefits from their employers. Only four in ten report having access to paid leave or mental health coverage.

Key Findings

8

The benefits caregivers say they used most (of those who were offered them) and that they found the most helpful are: flexible scheduling, remote work, reduction to part-time, job sharing, and specialized caregiver services.

9

Roughly three out of four employed caregivers said they would be willing to disclose to their supervisor they were a caregiver if they were required to in order to qualify for benefits.

10

Majorities of employed family caregivers and voters support each of the 12 policies we tested. The policies with the highest levels of overall support are the policies focused on tax credits or tax-free savings accounts.



Employed Family Caregivers Experiences

The biggest challenge for family caregivers who are employed full-time is the emotional stress of handling both their job and caregiving responsibilities.

Biggest Challenges – Ranked by 1st Choice	National Caregivers	
	1st Choice	Combined 1st/2nd Choices
<i>Emotional stress of handling both job and caregiving responsibilities</i>	39%	62%
<i>Too time-consuming handling both job and caregiving responsibilities</i>	14%	24%
<i>Lack of time for self-care</i>	13%	27%
<i>Difficulty with scheduling loved one's doctor's appointment/treatments around job</i>	9%	20%
<i>Dealing with interruptions or distractions related to my loved one's care while at work</i>	6%	16%
<i>Lack of a support system/assistance at home with caring for loved one</i>	5%	12%
<i>Difficulty affording care for loved one</i>	4%	10%
<i>Unable to get time off work or other accommodations from employer to care for your loved one</i>	3%	9%
<i>Employer, supervisor, or co-workers not understanding your situation</i>	3%	9%
<i>Unable to keep up with job demands or standards of performance at work</i>	3%	8%
<i>Other</i>	1%	2%

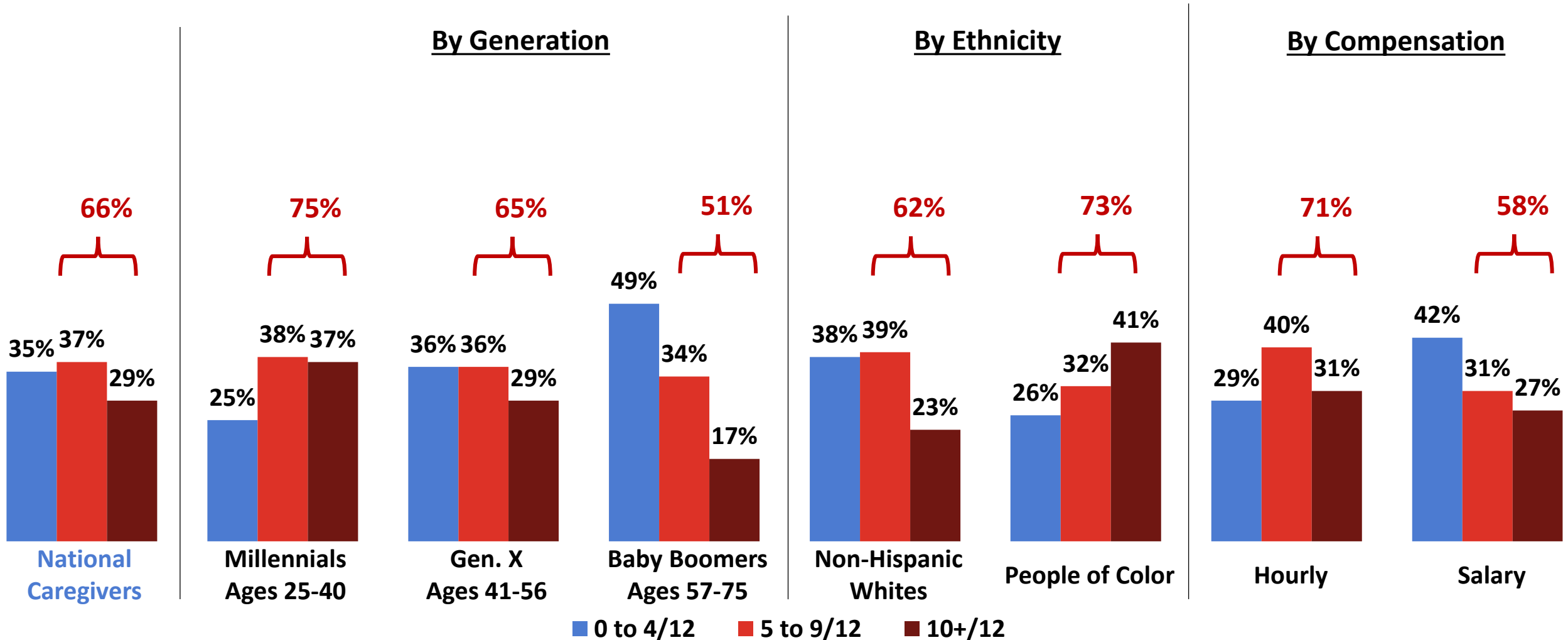
What would you say is/was the biggest challenge with being employed full-time and managing care for your loved one? / And what is/was the next biggest challenge with being employed full-time and managing caring for your loved one?

Employed family caregivers are experiencing many of these situations frequently or sometimes while caring for their loved one and being employed full-time:

<i>% Total Happens – Ranked By National Caregivers</i>	National Caregivers
<i>Had to leave work early or unexpectedly</i>	73%
<i>Had to call out from work for one day</i>	70%
<i>Did not take on additional responsibilities or projects</i>	68%
<i>Felt the quality or timeliness of your work suffered</i>	60%
<i>Had to take two or more days off in a row from work</i>	59%
<i>Experienced a loss of income due to having to miss work</i>	52%
<i>Were unable to complete a job function, responsibility, or task</i>	49%
<i>Had to postpone, reschedule, miss, or cancel your loved one’s doctor’s appointment or treatment because of work</i>	49%
<i>Did not seek a promotion</i>	48%
<i>Experienced strained relationships at work with co-workers or supervisors</i>	46%
<i>Experienced stigma/prejudice from your supervisor or co-workers</i>	39%
<i>Experienced stigma/prejudice from your employer</i>	38%

Two-thirds of family caregivers report experiencing five or more of these situations frequently or sometimes while caring for their loved one while being employed full-time. Those who are younger, people of color and paid hourly are more likely to experience these situations.

National Caregivers



Thinking some more about your experiences caring for your loved one while being employed full-time... Thinking only about the last one-year time period when you were employed full-time while caring for your loved one, please record on average how often, if at all you fell typically experience/experienced each of the items listed below:

Younger employed caregivers and people of color are more likely to report quitting, reducing their hours or staying in their job longer than they wanted in order to care for their loved one.

<i>National Caregivers - %Yes</i>	National Caregivers	Ages 18-44 (43%)	Ages 45-54 (24%)	Ages 55-70 (33%)	Non-Hispanic Whites (68%)	People of Color (32%)	Hispanics (13%)	Blacks (12%)
<i>Quit job</i>	19%	23%	20%	14%	16%	26%	30%	21%
<i>Reduce hours or go part-time</i>	44%	57%	40%	29%	39%	54%	67%	53%
<i>Staying in your job longer than you may have wanted</i>	40%	46%	39%	33%	36%	47%	55%	46%

Caregiving Impact on Job Decisions by Education, Income, Pay and Size of Company

<i>National Caregivers - %Yes</i>	HS or Less (18%)	Total < College (49%)	College + (51%)	<\$40K (24%)	\$40K - \$80K (36%)	\$80K+ (40%)	Salary (39%)	Hourly (53%)	<50 Employees (27%)	50-500 Employees (34%)	501+ Employees (39%)
Quit job	35%	25%	14%	28%	21%	12%	11%	26%	24%	17%	18%
Reduce hours or go part-time	45%	47%	41%	57%	47%	33%	31%	54%	52%	45%	37%
Staying in your job longer than you may have wanted	49%	42%	38%	47%	39%	37%	30%	48%	35%	44%	40%



COVID-19 Impact on Employed Family Caregivers

More than seven in ten employed caregivers (73%) report that they or their loved one has been negatively impacted by COVID-19.

<i>% Yes – Ranked by National Caregivers</i>	National Caregivers
<i>You know someone who passed away from COVID-19</i>	30%
<i>Your loved one was not able to see their doctor for a health concern</i>	23%
<i>Your work hours were reduced</i>	21%
<i>Your wages or salary were cut</i>	14%
<i>Your loved one contracted COVID-19</i>	12%
<i>You contracted COVID-19</i>	11%
<i>Your loved one was not able to receive treatments for their illness</i>	11%
<i>Difficulty affording your loved one's Rx or treatments</i>	9%
<i>Aide services were not available, or you were unable to afford them</i>	9%
<i>You lost your job</i>	9%
<i>You were furloughed from your job</i>	8%
<i>You lost your health insurance coverage</i>	5%
<i>Your loved one lost their health insurance coverage</i>	3%
<i>Other</i>	2%
<i>None of these apply</i>	27%

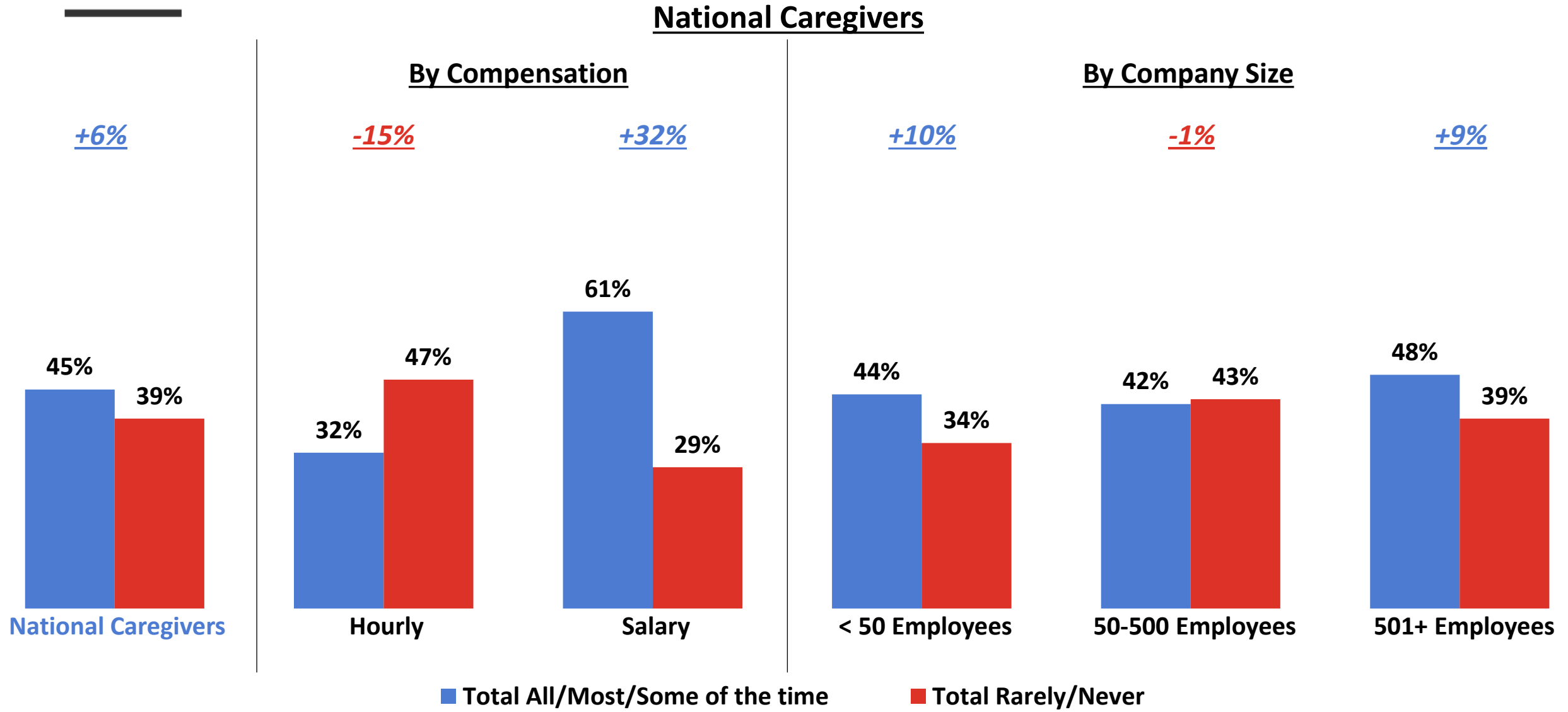
Which of these, if any, describes the impact the coronavirus (COVID-19) has had on you or your loved one? Please select all that apply.

Looking at the personal negative impact of CV-19, employed family caregivers report higher levels of impact than voters who are not caregivers across most these items.

<i>Ranked by National Caregivers</i>	National Caregivers	National Voters Not Caring For Loved One
<i>You know someone who passed away from COVID-19</i>	30%	23%
<i>Your work hours were reduced</i>	21%	14%
<i>Your wages or salary were cut</i>	14%	5%
<i>You contracted COVID-19</i>	11%	7%
<i>You lost your job</i>	9%	7%
<i>You were furloughed from your job</i>	8%	7%
<i>You lost your health insurance coverage</i>	5%	3%
<i>Other</i>	2%	3%
TOTAL IMPACTED	57%	47%

Which of these, if any, describes the impact the coronavirus (COVID-19) has had on you? Please select all that apply.

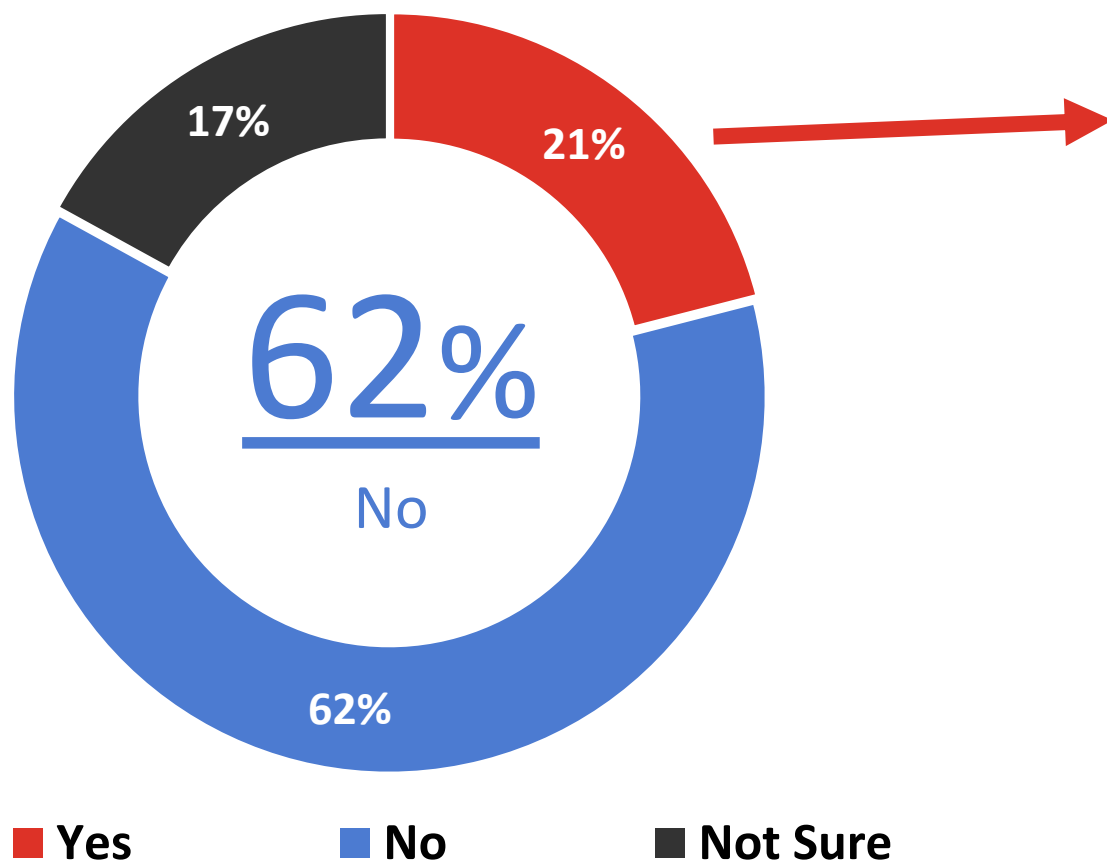
Family caregivers who are paid by salary are much more likely to be working from home today than those paid on an hourly basis.



And, today are you currently working from home all of the time, most of the time, some of the time, rarely, never, or are you currently employed?

A majority of employed family caregivers say they do not anticipate their employer making any changes that make it more difficult for them as CV-19 restrictions are lifted.

National Caregivers



Among caregivers who believe their employer will make changes that may make it more difficult to work and care for their loved one: (verbatim summary)

- *Caregivers either anticipate or have been told that they are going back into the office full-time (no more work from home). For many this is not helpful while they are caring for their loved one.*
- *Some are nervous that because they will be back in the office full-time it means more work and less time to be a caregiver.*



Employer Benefits Offered, Used & Found Most Helpful

Roughly half of employed family caregivers say their employers offer flexible scheduling or unpaid leave. Only four in ten report having access to paid leave or mental health coverage.

<i>National Caregivers - Ranked by %Yes</i>	Yes	No	Don't Know
<i>Flexible scheduling</i>	51%	43%	6%
<i>Unpaid leave</i>	50%	39%	11%
<i>Paid family medical leave (PFML)</i>	43%	49%	8%
<i>Mental/Behavior health coverage</i>	41%	47%	12%
<i>Remote work or telework</i>	38%	55%	7%
<i>Employee assistance program (EAP)</i>	36%	52%	12%
<i>Reducing from full-time to part-time</i>	36%	53%	11%
<i>Vacation/Leave donation sharing program</i>	32%	59%	9%
<i>Job sharing/Reduced worked load</i>	25%	65%	10%
<i>Specialized caregiver services</i>	14%	72%	14%

Thinking some more about where you primarily worked full-time while caring for your loved one... The following are some different benefits that employers may offer to their employees who are caring for a loved one. For each one, please select whether or not your employer offers/offered this benefit or accommodation.

Benefits Offered by Company Size

<i>National Caregivers - %Yes Ranked by All</i>	All Caregivers	<50 Employees (27%)	50-500 Employees (34%)	501+ Employees (39%)
<i>Flexible scheduling</i>	51%	53%	56%	45%
<i>Unpaid leave</i>	50%	40%	48%	58%
<i>Paid family medical leave (PFML)</i>	43%	24%	48%	50%
<i>Mental/Behavior health coverage</i>	41%	27%	41%	49%
<i>Remote work or telework</i>	38%	35%	43%	35%
<i>Employee assistance program (EAP)</i>	36%	17%	35%	49%
<i>Reducing from full-time to part-time</i>	36%	39%	39%	31%
<i>Vacation/Leave donation sharing program</i>	32%	23%	33%	39%
<i>Job sharing/Reduced worked load</i>	25%	27%	29%	22%
<i>Specialized caregiver services</i>	14%	11%	18%	14%

Thinking some more about where you primarily worked full-time while caring for your loved one... The following are some different benefits that employers may offer to their employees who are caring for a loved one. For each one, please select whether or not your employer offers/offered this benefit or accommodation.

Looking at all 10 benefits we asked about, 65% of employed family caregivers report having access to less than half of these benefits from their employers.

Benefits Offered Matrix

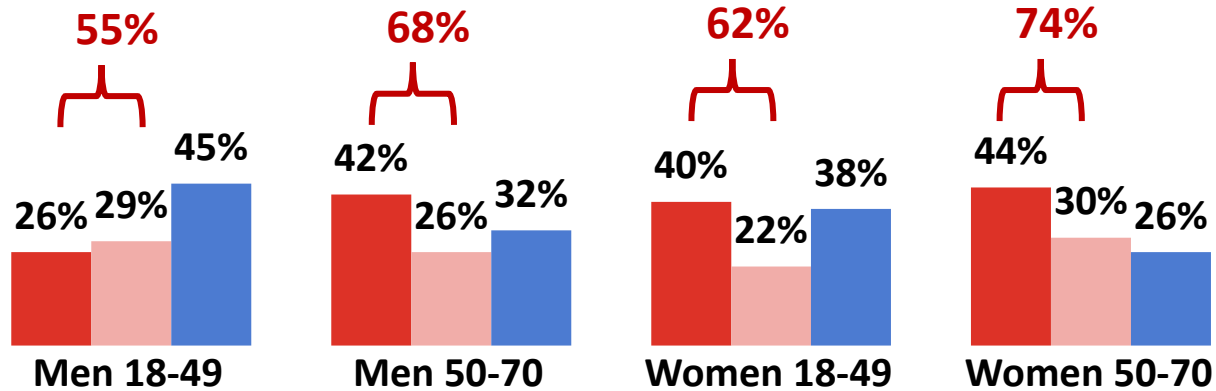
	National Caregivers
Respondents that were offered 0-2/10 benefits	38%
Respondents that were offered 3-4/10 benefits	27%
Respondents that were offered 5+/10 benefits	35%



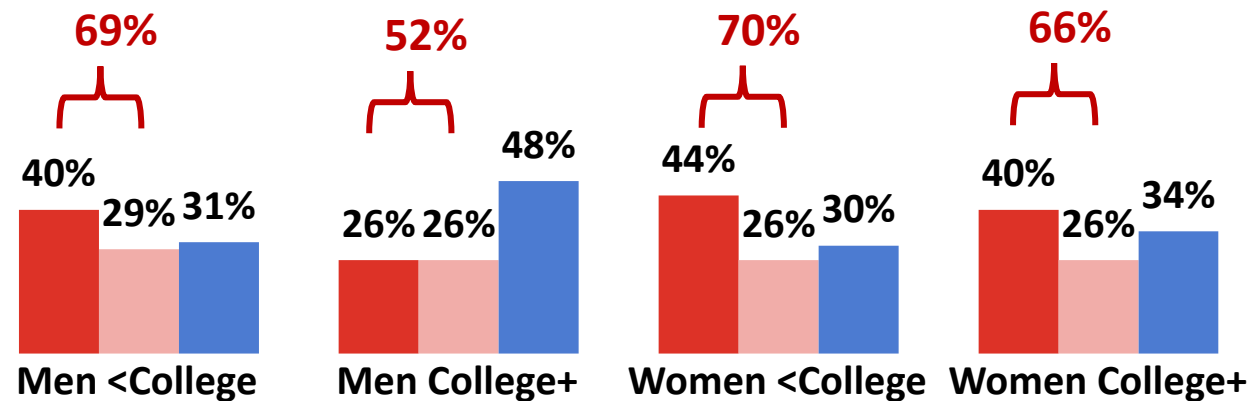
Who is more likely to report their employers offer these type of benefits? Men, younger respondents, those with higher levels of education and income.

National Caregivers

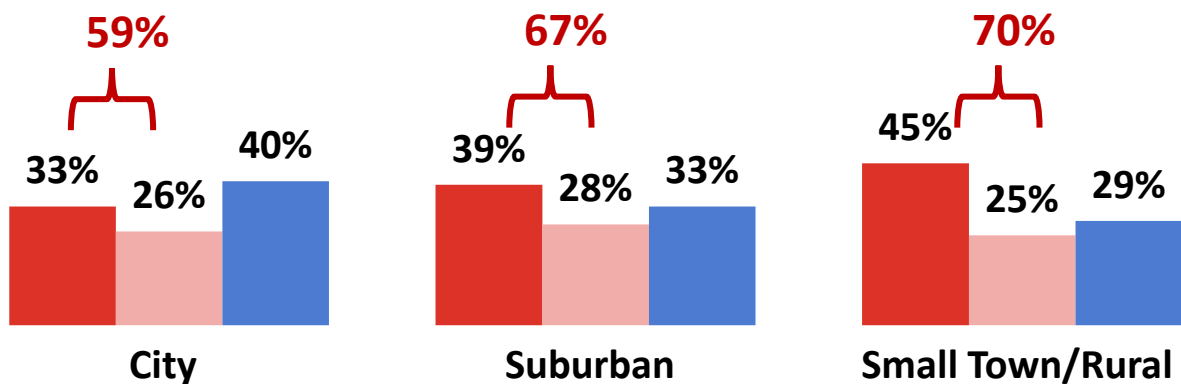
By Gender/Age



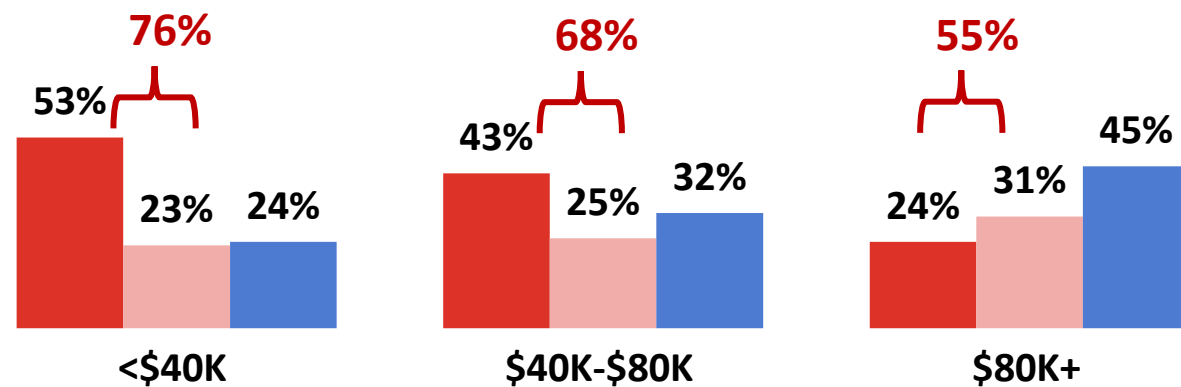
By Gender/Education



By Geography



By Income



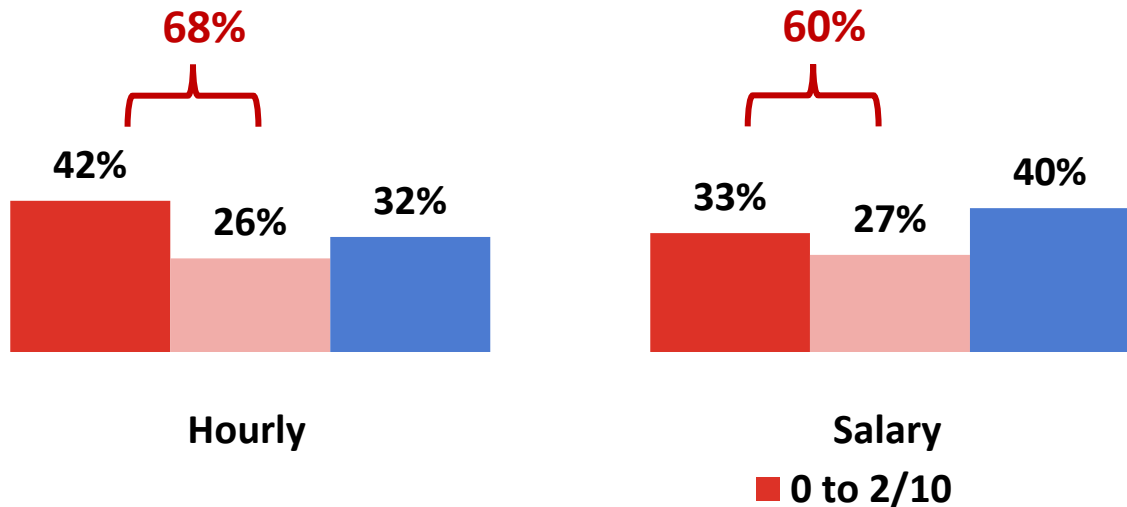
■ 0 to 2/10 ■ 3 to 4/10 ■ 5+ /10

Thinking some more about where you primarily worked full-time while caring for your loved one... The following are some different benefits that employers may offer to their employees who are caring for a loved one. For each one, please select whether or not your employer offers/offered this benefit or accommodation.

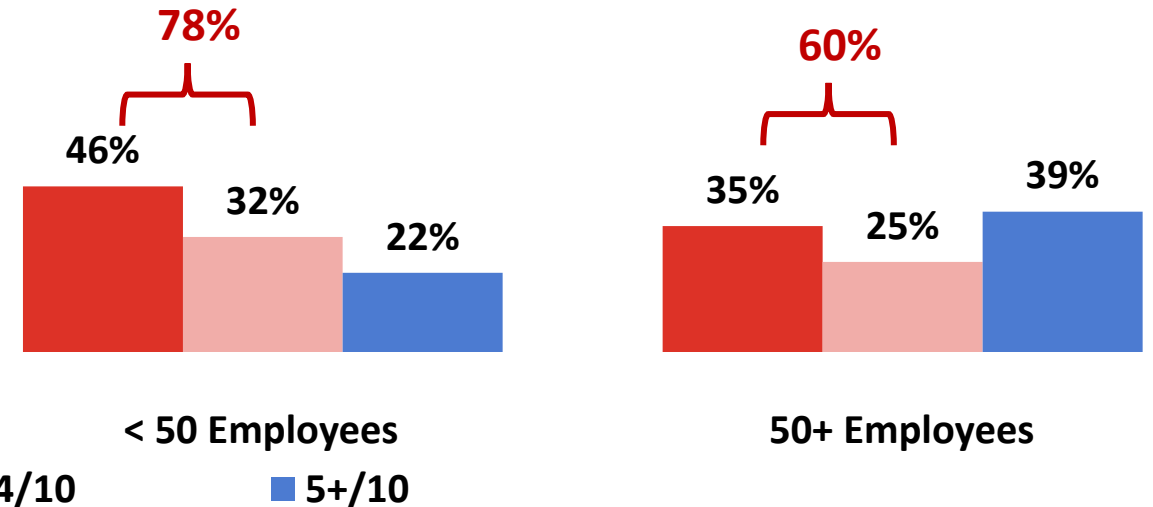
Those working in smaller companies and those being paid hourly are less likely to have access to these types of benefits.

National Caregivers

By Compensation



By Company Size



Some of the benefits employed family caregivers report using most and say were the most helpful are not offered by most employers.

<i>National Caregivers - Ranked by %Offered Used/Would Have Used Data Shown Off Those Offered Benefit</i>	Offered	Used	Would Have Used
<i>Flexible scheduling</i>	51%	90%	76%
<i>Unpaid leave</i>	50%	55%	43%
<i>Paid family medical leave</i>	43%	57%	74%
<i>Mental/Behavior health coverage</i>	41%	46%	55%
<i>Remote work or telework</i>	38%	88%	66%
<i>Employee assistance program (EAP)</i>	36%	45%	50%
<i>Reducing from full-time to part-time</i>	36%	78%	52%
<i>Vacation/Leave donation sharing program</i>	32%	61%	55%
<i>Job sharing/Reduced worked load</i>	25%	72%	49%
<i>Specialized caregiver services</i>	14%	71%	61%

Thinking some more about where you primarily worked full-time while caring for your loved one... The following are some different benefits that employers may offer to their employees who are caring for a loved one. For each one, please select whether or not your employer offers/offered this benefit or accommodation.

Family caregivers who used their benefits say caregiving had more of a positive impact on different aspects of their life than those who did not use or were not offered benefits.

**Caring For Loved One - % Had Total Positive Impact On:
Ranked by **Used 4+/10 Benefits****

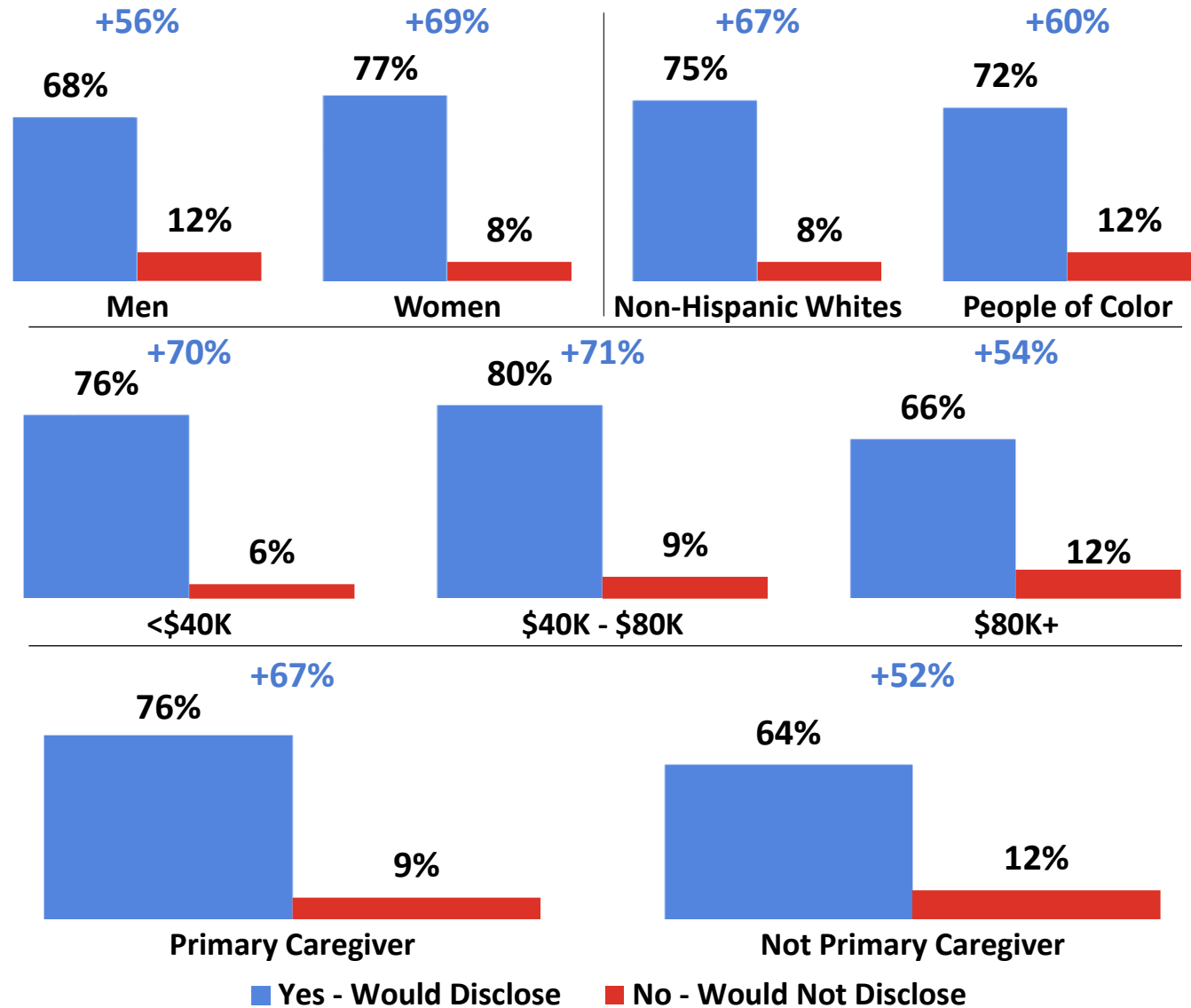
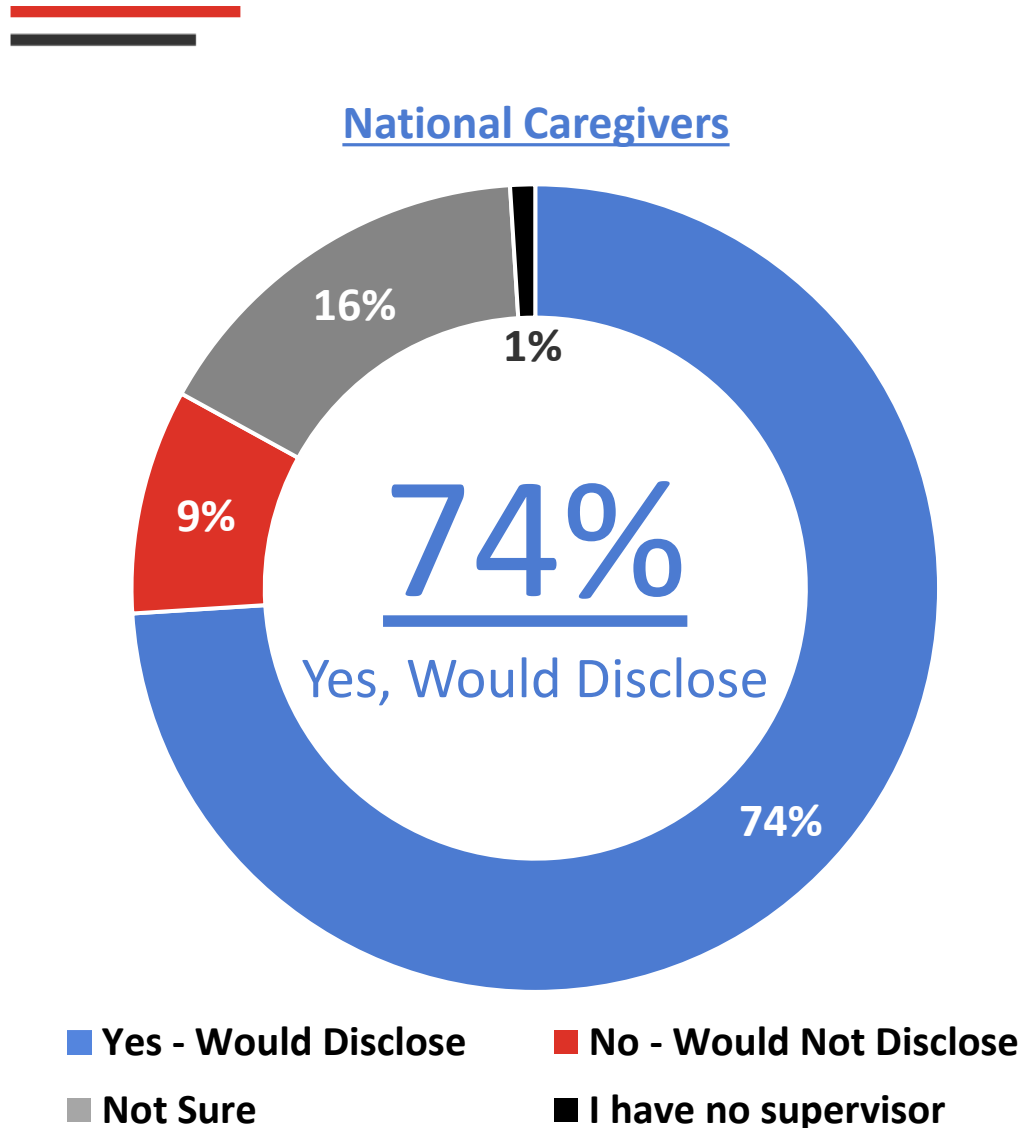
	Used 0/10 Benefits	Used 4+/10 Benefits
Your emotional & mental health	43%	60%
Your career	26%	56%
Your overall health	28%	54%
Your ability to do your job	24%	53%
Your finances	24%	44%

Family caregivers who used more of their benefits report lower levels of emotional stress in caring for their loved one than those who did not use or were not offered benefits.

Biggest Challenges –1st Choice
Ranked by Used 4+/10 Benefits

	Used 0/10 Benefits	Used 4+/10 Benefits
<i>Emotional stress of handling both job and caregiving responsibilities</i>	41%	28%
<i>Too time-consuming handling both job and caregiving responsibilities</i>	11%	20%
<i>Lack of time for self-care</i>	14%	13%
<i>Difficulty scheduling loved one’s doctor’s appointment/treatments around job</i>	11%	10%
<i>Dealing with interruptions/distractions related to loved one’s care while at work</i>	4%	10%
<i>Lack of a support system/assistance at home with caring for loved one</i>	5%	3%
<i>Difficulty affording care for loved one</i>	3%	6%
<i>Unable to get time off work or other accommodations from employer to care for your loved one</i>	2%	3%
<i>Employer, supervisor, or co-workers not understanding your situation</i>	3%	3%
<i>Unable to keep up with job demands/standards of performance at work</i>	3%	2%

Roughly three out of four employed caregivers said they would be willing to disclose to their supervisor they were a caregiver if they were required to in order to qualify for benefits.



However, when asked whether they would have any concerns about disclosure, two in ten say they have concerns about disclosing their caregiver status to their supervisor. People of color and those with lower levels of income are most concerned.

<i>National Caregivers</i>	National Caregivers	Men (39%)	Women (61%)	18-44 (43%)	45-54 (24%)	55-70 (33%)	Non-Hispanic Whites (68%)	People of Color (32%)	Hispanics (13%)	Blacks (12%)
<i>Yes – Have concerns about disclosing</i>	22%	24%	21%	25%	21%	19%	18%	31%	34%	31%

<i>National Caregivers</i>	HS or Less (18%)	Total < College (49%)	College + (51%)	<\$40K (24%)	\$40K - \$80K (36%)	\$80K+ (40%)	Salary (39%)	Hourly (53%)	<50 Employees (27%)	50-500 Employees (34%)	501+ Employees (39%)
<i>Yes – Have concerns about disclosing</i>	18%	21%	24%	29%	18%	22%	21%	23%	24%	21%	22%

(Do/Would) you have any concerns about disclosing to a supervisor or your employer that you (are/were) a caregiver?

Among those concerned about disclosing their caregiver status: (verbatim summary)

- *The number one concern was over the possibility of losing their job.*
- *Most of these caregivers were afraid they might be discriminated against or judged unfairly by their supervisors/co-workers.*
- *They were nervous about the poor reaction their supervisor might have to finding out.*
- *They did not want their job performance to be thought of as lacking or being seen as lazy.*
- *Some caregivers were worried about being passed over for promotions.*
- *Some caregivers felt this was personal information that did not have to be shared with their supervisor.*
- *A few did not want their hours cut or to lose pay as a result.*



Federal, State, Employer Policies

Employed family caregivers support all of the policies we tested. Those with the highest levels of overall support are most of the tax credit policies and the use of tax-free savings accounts.

<i>National Caregivers - Ranked by % Total Support</i>	% Strongly Support	% Total Support	% Total Oppose	% Strongly Oppose
<i>Tax Credits to Employers Offering Caregiver Programs</i>	53%	86%	9%	4%
<i>Tax Credits for All Adult Dependents</i>	60%	85%	10%	4%
<i>Tax Credits Cover Out-Of-Pocket Caregiver Expenses</i>	58%	85%	11%	3%
<i>Tax Free Savings Accounts for Caregiver Expenses</i>	54%	85%	10%	3%
<i>Continue Earning Social Security Benefits</i>	56%	84%	10%	3%
<i>State Government Caregiver Stipend Program - \$350/Week</i>	56%	82%	14%	6%
<i>Use HSA Accounts for Paid Leave</i>	52%	82%	12%	5%
<i>Require All Employers Offer Paid Leave</i>	51%	79%	16%	5%
<i>Require All Employers Offer Mental Health Coverage</i>	49%	79%	14%	5%
<i>State Government Insurance Program - \$36,500 Cap</i>	46%	75%	17%	6%
<i>Require All Employers Provide Access to Caregiver Services</i>	44%	73%	17%	6%
<i>Tax Credits for Multigenerational Households</i>	41%	71%	20%	5%

These proposed items below would be new programs or offerings and would likely have a cost associated with doing them either requiring new federal government or state government spending or increasing taxes. For each of the items listed below please select whether you strongly support, somewhat support, somewhat oppose or strongly oppose this being instituted.

Although there is a majority of overall support among voters for all the policies we tested, none receive a majority of “strong” support from voters nationally.

<i>% Strongly Support - Ranked by National Caregivers</i>	National Caregivers	National Voters
<i>Tax Credits for All Adult Dependents</i>	60%	44%
<i>Tax Credits Cover Out-Of-Pocket Caregiver Expenses</i>	58%	44%
<i>Continue Earning Social Security Benefits</i>	56%	43%
<i>State Government Caregiver Stipend Program - \$350/Week</i>	56%	37%
<i>Use Tax Free Savings Accounts for Caregiver Expenses</i>	54%	42%
<i>Tax Credits to Employers Offering Caregiver Programs</i>	53%	40%
<i>Use HSA Accounts for Paid Leave</i>	52%	44%
<i>Require All Employers Offer Paid Leave</i>	51%	38%
<i>Require All Employers Offer Mental Health Coverage</i>	49%	44%
<i>State Government Insurance Program</i>	46%	35%
<i>Require All Employers Offer Access to Caregiver Services</i>	44%	35%
<i>Tax Credits for Multigenerational Households</i>	41%	31%

These proposed items below would be new programs or offerings and would likely have a cost associated with doing them either requiring new federal government or state government spending or increasing taxes. For each of the items listed below please select whether you strongly support, somewhat support, somewhat oppose or strongly oppose this being instituted.

Most Important Policies Be Instituted (To You Personally) by Audiences

Combined 1st-3rd Choices – Ranked by National Caregivers	National Caregivers	National Voters
<i>State Government Caregiver Stipend Program - \$350/Week</i>	46%	31%
<i>State Government Insurance Program - \$36,500 Cap</i>	33%	26%
<i>Require All Employers Offer Paid Leave</i>	32%	29%
<i>Tax Credits Cover Out-Of-Pocket Caregiver Expenses</i>	28%	27%
<i>Tax Credits for All Adult Dependents</i>	26%	24%
<i>Use HSA Accounts for Paid Leave</i>	22%	26%
<i>Continue Earning Social Security Benefits</i>	21%	25%
<i>Require All Employers Offer Mental Health Coverage</i>	21%	23%
<i>Tax Free Savings Accounts for Caregiver Expenses</i>	20%	24%
<i>Tax Credits to Employers Offering Caregiver Support Programs</i>	18%	17%
<i>Require All Employers Provide Access to Caregiver Services</i>	15%	14%
<i>Tax Credits for Multigenerational Households</i>	10%	9%
<i>None of these</i>	4%	7%

Listed below is a summary of all of these items shown again. Please select the ONE that is most important to you personally to be instituted. And which is the second most important to you personally to be instituted? And, finally, which is the third most important to you personally to be instituted?

Employed Family Caregivers - Final Thoughts on Policies:

- Most caregivers found working full-time and caring for a loved one at the same time to be very challenging. It is both financially and emotionally draining.
- Employed family caregivers want more support (both emotionally and financially and greater flexibility from employers) to help with the challenges that they face as caregivers.
- They want employers to be more understanding of employees who are caregivers.
- They want more programs to help families care for their loved ones (home health care).



PUBLIC OPINION STRATEGIES

turning questions into answers

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Appendix

“Working While Caring: A National Survey of Caregiver Stress in the U.S. Workforce” Survey Respondents Were Defined As Those Who:

- Are ages 18-70 years old
- Currently care for or in the past two years cared for a family member or friend who has been diagnosed with a serious illness, developmental disorder or disability
- Perform(ed) the following types of caregiving tasks/activities for their loved one: making decisions about medical care; handling financials, paperwork, insurance, or payment of care; and/or, directly providing care on a regular basis
- (Are/were) employed full-time while providing care for their loved one
- (Are/were) not employed as a caregiver

The 10 Benefits/Accommodations We Asked About:

- **Paid family medical leave (PFML)** – This is an extended period of time off from work during which employees are still paid (either full or partial wages) while they are away from work to recover from a serious illness or to take care of a seriously ill family member or following the birth or adoption of a child.
- **Unpaid leave** – this is for an extended period of time off from work during which employees retain their job but are not paid while they are away from work to recover from a serious illness or to take care of a seriously ill family member or following the birth or adoption of a child.
- **Flexible scheduling** – allowing you to change the time of day you work or which days you work while remaining full-time so you can provide care for your loved one when needed.
- **Remote work or telework** – allowing you to work from home to care for your loved one.
- **Reducing the work hours or days you work from full-time to part-time allowing you to care for your loved one**
- **Job sharing or reduced workload** – this is either assigning some of your tasks and responsibilities to other co-workers or hiring additional staff to take on some of your tasks and responsibilities to help alleviate your workload.
- **Vacation or leave donation sharing program** – allowing other employees the opportunity to donate their sick or vacation days to an employee in order to take time off to care for their loved one.
- **Mental health or behavioral health insurance coverage**
- **Employee assistance program (EAP)** – this is a voluntary, work-based *program* that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees who have personal and/or work-related problems.
- **Specialized caregiver services** – these types of services include providing case management services, back-up care, or services for in-home modifications to ensure a safe environment for your loved one.

Family Caregiver Policies Tested:

Require All Employers Offer Paid Leave	<i>Require all employers to offer extended paid leave to all full-time employees who have worked for that company for at least 12 months.</i>
Require All Employers Offer Mental Health Coverage	<i>Require all employers provide access to mental behavioral health coverage.</i>
Require All Employers Provide Access to Caregiver Services	<i>Require all employers provide access to caregiver support services.</i>
State Government Insurance Program - \$36,500 Cap	<i>Create a new state government insurance program people could use to pay for long term care services with a maximum benefit available to use of \$36,500 in total costs.</i>
State Government Caregiver Stipend Program - \$350/Week	<i>Create a new state government family caregiver stipend program that pays out up to \$350/week to help cover the cost of senior care and services for people who are employed and caring for an elder loved one.</i>
Continue Earning Social Security Benefits	<i>Allow people to continue earning Social Security benefits while they are away from work caring for their loved one.</i>
Tax Credits for All Adult Dependents	<i>Offer tax credits to family caregivers for all adult dependents they care for.</i>
Tax Credits for Multigenerational Households	<i>Offer tax credits for people living in multigenerational households.</i>
Tax Credits Cover Out-Of-Pocket Caregiver Expenses	<i>Offer tax credits to family caregivers to help cover the out-of-pocket expenses for providing care to a loved one.</i>
Tax Credits to Employers Offering Caregiver Support Programs	<i>Offer tax credits to employers who provide family caregiver support programs or offer family caregiver benefits for their employees.</i>
Tax Free Savings Accounts for Caregiver Expenses	<i>Create tax free savings accounts that people could use to save money for family caregiver expenses.</i>
Use HSA Accounts For Paid Leave	<i>Allow people to use the money they save in their Health Savings Accounts (HSA) to be used for paid family medical leave and allow anyone to set up an HSA for this purpose, so it would not have to be tied to a health insurance plan.</i>

Demographic Profile of Survey Respondents:



	National Caregivers	National Voters
Gender		
Men	39%	47%
Women	61%	53%
Age		
18-44	43%	43%
45-54	24%	16%
55+/55-70	33%	41%
Ethnicity		
Non-Hispanic Whites	68%	72%
Total People of Color	32%	28%
Hispanics	13%	12%
Blacks	12%	12%
Geography		
Urban	36%	34%
Suburban	41%	42%
Rural	23%	24%

Demographic Profile of Survey Respondents:



	National Caregivers	National Voters
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Education		
HS or Less	18%	29%
Some College	31%	30%
College +	51%	41%
HH Income		
Less than \$40K	24%	34%
40K - \$79K	36%	32%
80K +	40%	34%
Current Employment Status		
Full-Time	71%	50%
Part-Time	11%	12%
Retired	7%	22%
Unemployed/Student/Stay-At-Home Parent	11%	16%

Demographic Profile of Employed Survey Respondents:



	National Caregivers	National Voters
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Employment Compensation		
Salary	39%	41%
Hourly	53%	51%
Some Other Way	8%	8%



# of Employees At Company		
Less than 50/2-49	27%	30%
50-500	34%	30%
501+	39%	40%

Demographic Profile of Employed Survey Respondents:

	National Caregivers	National Voters
Company's Industry Sector		
<i>Health care or social assistance</i>	14%	14%
<i>Manufacturing/mining/construction</i>	13%	11%
<i>Education</i>	12%	12%
<i>Retail/wholesale/warehousing</i>	10%	10%
<i>Information or technology</i>	9%	15%
<i>Hospitality/food service/arts/entertainment/recreation</i>	9%	7%
<i>Banking/finance/accounting/real estate/insurance</i>	8%	7%
<i>Professional/scientific/ technical services</i>	7%	8%
<i>Government/public admin. /military</i>	6%	5%
<i>Transportation or utilities</i>	6%	4%
<i>Agriculture/forestry/fishing/hunting</i>	1%	1%
<i>Other</i>	5%	6%

Profile of Family Caregivers Employed Full-Time & Their Loved Ones:

	National Caregivers
Caregiver Status	
<i>Currently Care For</i>	65%
<i>Past Year or Two</i>	35%
Length of Time Caring For	
<i><1 Year</i>	13%
<i>1-2 Years</i>	36%
<i>3-5 Years</i>	31%
<i>6-10 Years</i>	13%
<i>11+ Years</i>	7%
Loved One Being Cared For	
<i>Parent or In-Law</i>	51%
<i>Spouse or Partner</i>	16%
<i>Grandparent</i>	14%
<i>Child over 18</i>	5%
<i>Sibling</i>	4%
<i>Another relative</i>	4%
<i>Child under 18</i>	3%
<i>Friend</i>	3%

	National Caregivers
Where Loved One Resides	
<i>Their Own Home</i>	49%
<i>Your Home</i>	42%
<i>Assisted living or long-term care facility</i>	5%
<i>Home of another relative or friend</i>	2%
<i>Group home or independent living</i>	1%
<i>Hospital</i>	0%
<i>Other</i>	1%
Loved One In Same State	
<i>Yes</i>	93%
<i>No</i>	7%
Type of Care Provide(d)	
<i>Help Daily Activities</i>	93%
<i>Handling Paperwork & Bills</i>	91%
<i>Making Decisions About Loved One's Care</i>	90%

Profile of Family Caregivers Employed Full-Time & Their Loved Ones:

	National Caregivers
Primary Caregiver	
Yes	82%
No	18%
Someone Else Help(ed) Provide Care	
Yes	63%
No	37%
Who Else Helped Provide Care (Multiple Responses Allowed)	
<i>Another family member</i>	88%
<i>A home health aide, nurse, hospice nurse or professional caregiver</i>	22%
<i>A friend</i>	6%
<i>Other</i>	<1%

Employed Family Caregivers/ Loved One's Health Coverage

National Caregivers	
Caregiver's Health Coverage Status	
<i>Yes – Have coverage</i>	90%
Caregiver's Health Coverage (Among Those With Coverage)	
<i>A health plan through your current employer or your spouse's or partner's current employer</i>	64%
<i>A health plan you or your spouse your partner purchase on your own</i>	13%
<i>Medicare</i>	12%
<i>Your state's Medicaid program</i>	11%
<i>The Veteran's Health Administration or VA or Tricare</i>	2%
<i>COBRA coverage provided through a former employer</i>	1%
<i>Other</i>	1%

National Caregivers	
Loved One's Health Coverage Status	
<i>Yes – Have coverage</i>	94%
Loved One's Health Coverage (Among Those With Coverage)	
<i>Medicare</i>	56%
<i>A health plan through your current employer or your spouse's or partner's current employer</i>	20%
<i>Your state's Medicaid program</i>	17%
<i>A health plan you or your spouse your partner purchase on your own</i>	12%
<i>The Veteran's Health Administration or VA or Tricare</i>	6%
<i>COBRA coverage provided through a former employer</i>	2%
<i>Caregiver's Health Plan</i>	2%
<i>Other</i>	1%
Loved One's Medicare Coverage Provided By Medicare Advantage Plan (Among Those w/Medicare)	
<i>Yes</i>	58%
<i>No</i>	17%
<i>Not Sure</i>	25%

Profile of Loved One's Illness(es)

National Caregivers	
Loved One's Illness(es) – Ranked by National Caregivers (showing those with 2% or more mentions)	
<i>Alzheimer's Disease or Dementia</i>	32%
<i>Cancer</i>	31%
<i>Diabetes</i>	23%
<i>Heart failure or coronary heart disease</i>	17%
<i>Stroke</i>	12%
<i>Mental or emotional illness</i>	11%
<i>Lung disease</i>	11%
<i>Kidney Disease or kidney/renal failure</i>	8%
<i>Blindness or vision loss</i>	7%
<i>Parkinson's Disease</i>	5%
<i>Osteoporosis</i>	5%
<i>Post Traumatic Stress Disorder (PTSD)</i>	5%
<i>Autism</i>	4%
<i>Multiple Sclerosis</i>	3%
<i>Liver disease or liver failure</i>	2%
<i>Schizophrenia</i>	2%
<i>Traumatic Brain Injury</i>	2%
<i>Intellectual disability</i>	2%