



PUBLIC OPINION STRATEGIES

turning questions into answers

KEY FINDINGS – EXECUTIVE SUMMARY:

THE ROSALYNN CARTER INSTITUTE FOR CAREGIVERS (RCI) NATIONAL SURVEYS

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).
- At some point in time over the course of caring for their loved one, 44% of family caregivers who are employed full-time said they had to go part-time because of caring for their loved one.
- At some point in time over the course of caring for their loved one, roughly two in ten family caregivers who are employed full-time said they had to quit their job because of caring for their loved one.

Family caregivers who are employed full-time want more assistance and employer understanding (greater financial and emotional support and greater flexibility) to help with the challenges that they face as caregivers.

- Only four in ten family caregivers who are employed full-time report having access to paid leave.
- Only four in ten family caregivers who are employed full-time report having mental health coverage.
- Of the 10 employer benefits we asked about (from unpaid leave to specialized caregiver services), 65% of employed family caregivers report having access to less than half of these benefits from their employers.

The benefits employed family caregivers report using most or say they would have used if available are benefits not being offered by most employers. More importantly, these benefits that caregivers want access to are things employers could offer with modest to no costs to the employer.

Offering employed family caregivers:

- Flexible scheduling
- Remote work or telework
- Reducing hours from full-time to part-time
- Job sharing/reduced workload
- Specialized caregiver services

There is overwhelming support nationally, among both voters and employed family caregivers, for public policies that provide financial help, emotional support, and greater flexibility to family caregivers. There is significant support for tax credits, tax-free savings accounts, mental health coverage, and paid leave.

- Offer tax credits to family caregivers to help cover the out-of-pocket expenses for providing care to a loved one. (Support: 81% voters, 85% employed family caregivers)
- Offer tax credits to family caregivers for all adult dependents they care for. (Support: 81% voters, 85% employed family caregivers)
- Create tax free savings accounts that people could use to save money for family caregiver expenses. (Support: 80% voters, 85% employed family caregivers)
- Offer tax credits to employers who provide family caregiver support programs or offer family caregiver benefits for their employees. (Support: 79% voters, 86% employed family caregivers)
- 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. (Support: 78% voters, 82% employed family caregivers)
- Require all employers provide access to mental behavioral health coverage. (Support: 78% voters, 79% employed family caregivers)
- Allow people to continue earning Social Security benefits while they are away from work caring for their loved one. (Support: 77% voters, 84% employed family caregivers)
- Require all employers to offer extended paid leave to all full-time employees who have worked for that company for at least 12 months. (Support: 73% voters, 79% employed family caregivers)

METHODOLOGY:

On behalf of The Rosalynn Carter Institute for Caregivers (RCI), Public Opinion Strategies conducted two national online surveys:

1. A national survey was conducted June 15 – 26, 2021 among N=509 family caregivers ages 18-70 years old who were employed full-time while caring for their loved one. The confidence interval of the data for this survey is +/- 4.95%.
2. A national survey was conducted from June 17-24, 2021 among N=800 registered voters. The confidence interval of the data for this survey is +/- 3.95%.

This research focused on an important subset of the family caregiver population in the U.S.: family caregivers who are employed full-time while also caring for their loved one. The research provides a unique perspective of this population, what their experiences are like caring for their loved one while being employed full-time, what distinctive challenges they face, and how they are coping and managing with these dual responsibilities today.

The national caregiver survey assessed what benefits family caregivers who are employed full-time are being offered by their employers, which benefits family caregivers used, what benefits they found most helpful in caring for their loved one, and what benefits, if offered, these family caregivers who are employed full-time would use most to help care for their loved one.

The national surveys also measured attitudes toward different federal, state or employer offerings to understand what public policies voters and family caregivers support and believe would be most helpful to family caregivers who are employed full-time.