Report for How "caregiving friendly" are you? (DFWBGH)

Response Counts
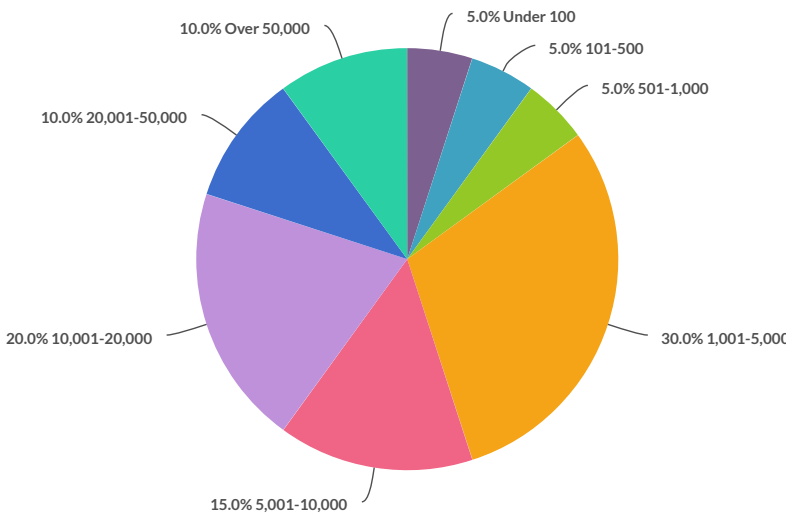
Completion Rate:	**80%**	
	Complete	16
	Partial	4
		Total: 20

1. What is your role in your organization?
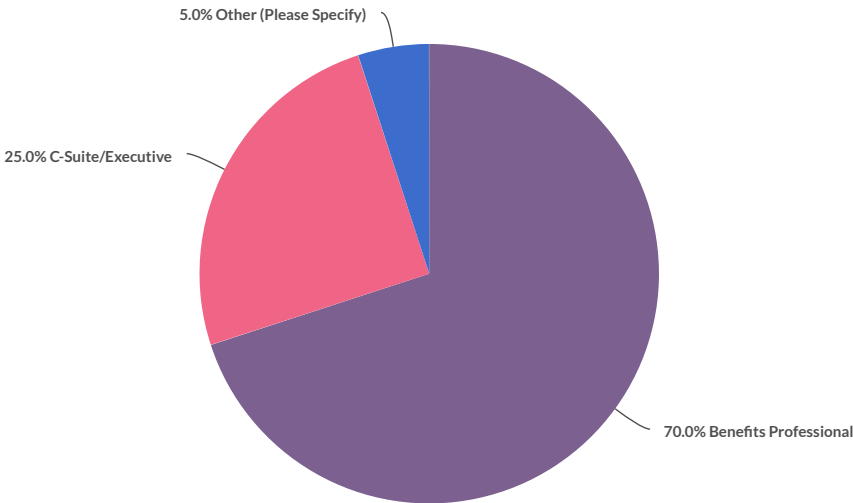
Value	Percent	Responses
Benefits Professional	70.0%	14
C-Suite/Executive	25.0%	5
Other (Please Specify) (click to view)	5.0%	1
		Total: 20

2. How many employees does your company have?

Value	Percent	Responses
Under 100	5.0%	1
101-500	5.0%	1
501-1,000	5.0%	1
1,001-5,000	30.0%	6
5,001-10,000	15.0%	3
10,001-20,000	20.0%	4
20,001-50,000	10.0%	2
Over 50,000	10.0%	2
		Total: 20

3. Industry Type
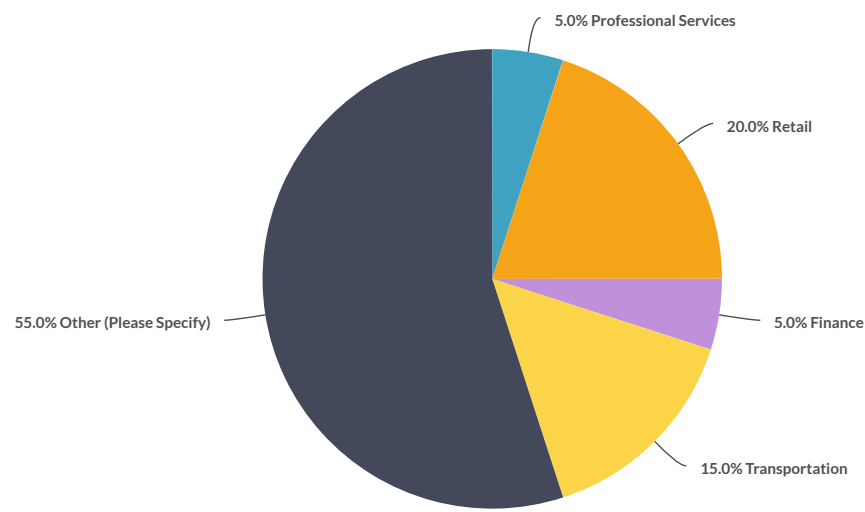
Value	Percent	Responses
Professional Services	5.0%	1
Retail	20.0%	4
Finance	5.0%	1
Transportation	15.0%	3
Other (Please Specify) (click to view)	55.0%	11
		Total: 20

4. Our current workplace culture is "caregiving friendly." (Please choose the most appropriate answer.)
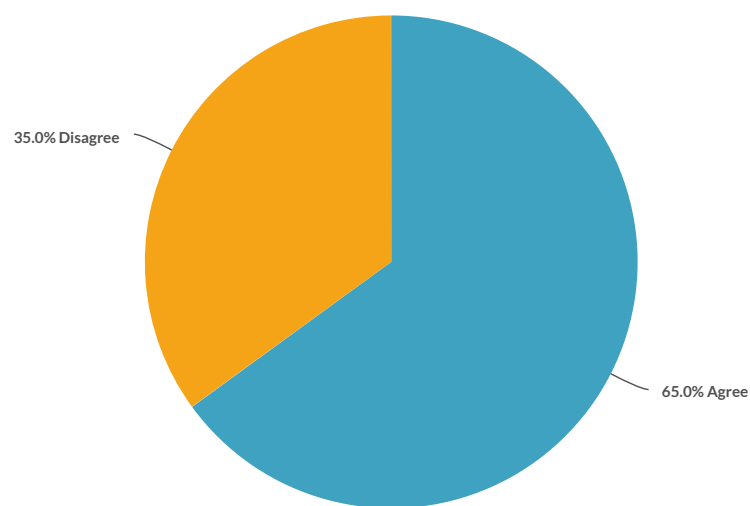
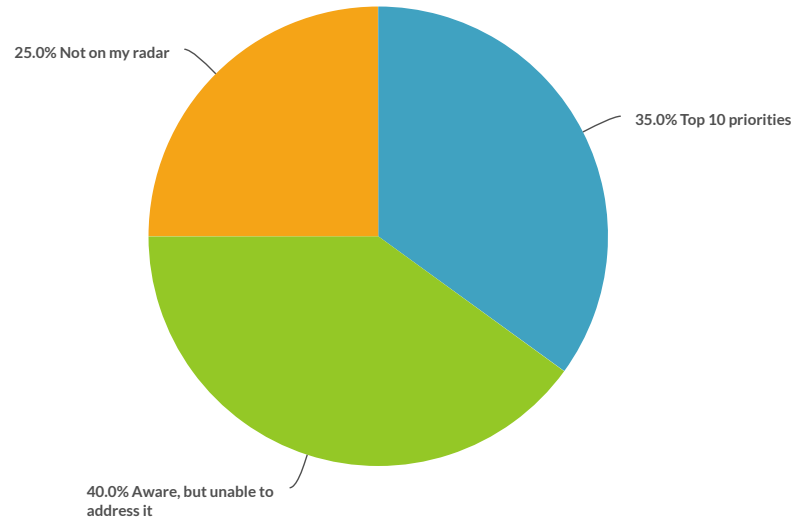| Value	Percent	Responses
Agree	65.0%	13
Disagree	35.0%	7
		Total: 20

5. During the next five years, caregiving will become an increasingly important issue to our company. (Please choose the most appropriate answer.)
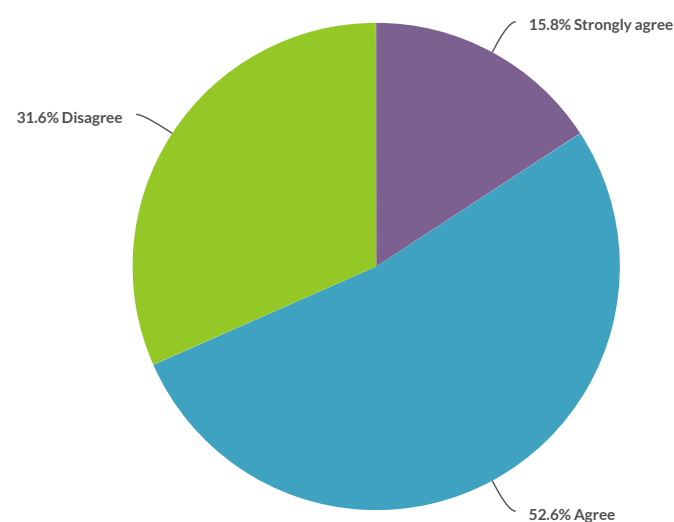
Value	Percent	Responses
Strongly agree	15.8%	3
Agree	52.6%	10
Disagree	31.6%	6

Value	Percent	Responses
		Total: 19

6. Please characterize where caregiving falls within your priorities for employees health and wellness benefit issues.

25.0% Not on my radar

35.0% Top 10 priorities

40.0% Aware, but unable to address it

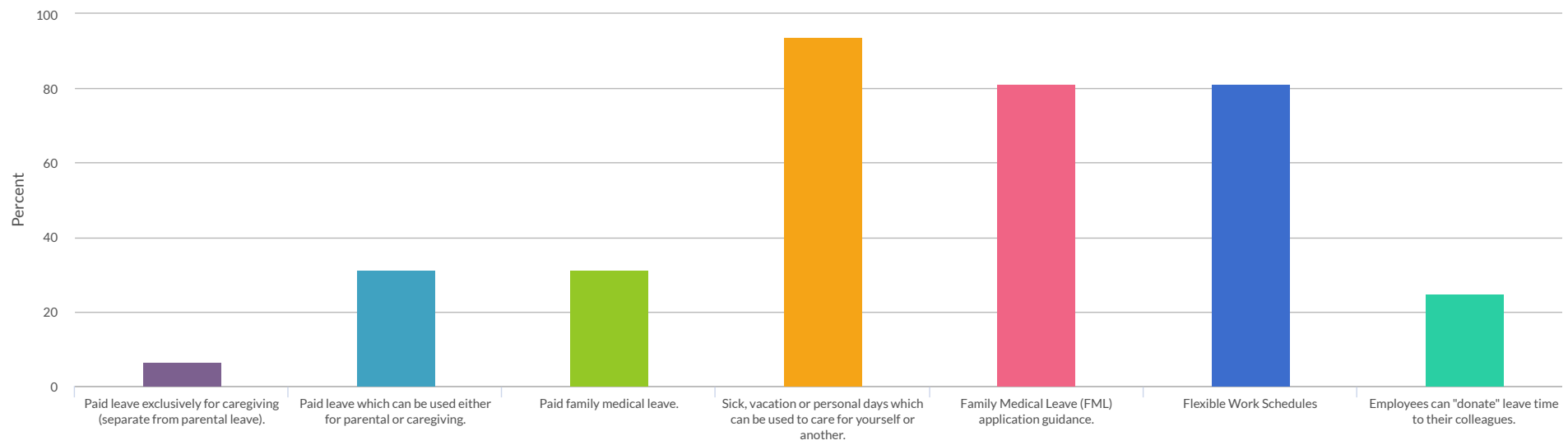| Value	Percent	Responses
Top 10 priorities	35.0%	7
Aware, but unable to address it	40.0%	8
Not on my radar	25.0%	5
		Total: 20

7. Awareness of Caregiving: Please select the degree to which you agree or disagree with the following statements, in general.

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Sure
There are benefits, programs and policies that can make a workplace more "caregiving friendly." Count	4	12	0	0	3
Caregiving is a strong driver of presenteeism and absenteeism. (Presenteeism is when workers are present for work, but may be distracted thus not optimizing their capacity.) Count	8	11	0	0	0
Caregivers are more likely than non-caregivers to abandon self-care. Count	9	7	2	0	1
Supporting caregivers will increase workforce productivity. Count	7	11	0	0	1
It is common for employees to spend up to 20 hours a week in a caregiving role. Count	3	6	1	0	9
Millenials make up 25% of caregivers in the US. Knowing that this is a growing issue will make my company more likely to provide caregiving benefits. Count	0	9	2	0	8

8. The Culture of Caregiving in Your Workplace: Please select the degree to which you agree or disagree with the following statements as they pertain to your workplace (if applicable).

	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Sure
The benefits department works closely with employee assistance programs (EAP) or work-life programs to support caregivers. Count	2	10	6	0	1
Employees are comfortable identifying their caregiver status to managers and colleagues. Count	1	4	3	2	9
Being a more "caregiving-friendly" workplace would attract and retain talent. Count	1	13	0	0	5
Being identified as a "caregiving-friendly" workplace is important to our company. Count	1	7	5	0	6
Becoming a "caregiving-friendly" workplace is a high priority for my role as benefits professional. Count	1	4	7	1	6
The C-Suite will support "caregiving-friendly" policies. Count	1	7	3	0	8
Developing a business case with specific Return on Investment is necessary to implement new caregiving benefits, programs and policies. Count	3	15	1	0	0

9. Leave Policies: Which of the following policies are currently available to employees at your workplace? (Check all that apply)

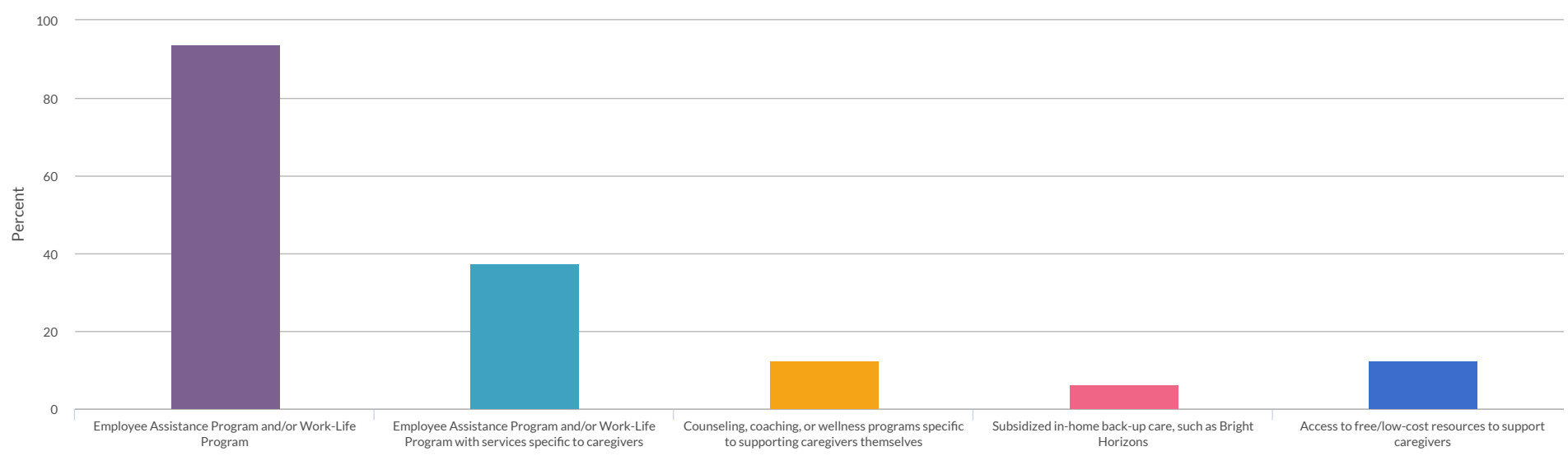| Value	Percent	Responses
Paid leave exclusively for caregiving (separate from parental leave).	6.3%	1
Paid leave which can be used either for parental or caregiving.	31.3%	5
Paid family medical leave.	31.3%	5
Sick, vacation or personal days which can be used to care for yourself or another.	93.8%	15
Family Medical Leave (FML) application guidance.	81.3%	13
Flexible Work Schedules	81.3%	13
Employees can "donate" leave time to their colleagues.	25.0%	4

10. How many hours per year of paid caregiving leave (or other leave types that may be used for caregiving) do employees have access to?
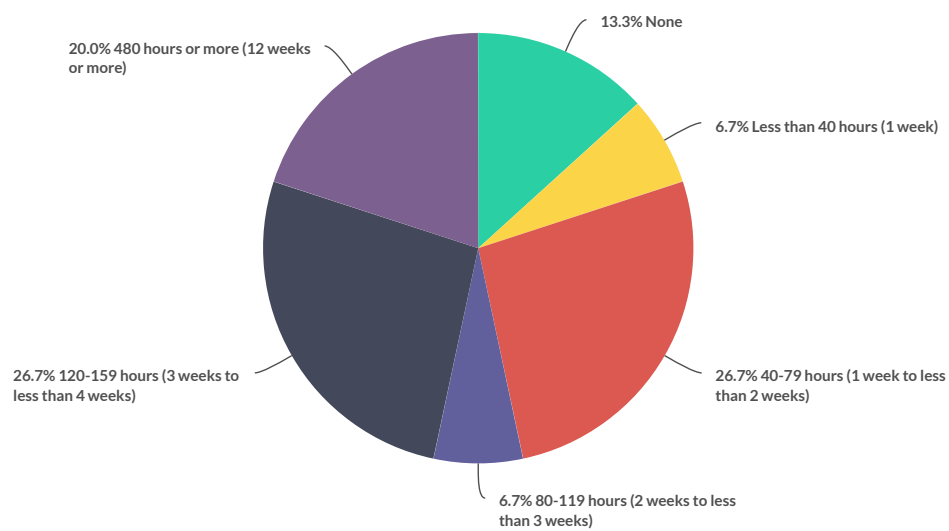
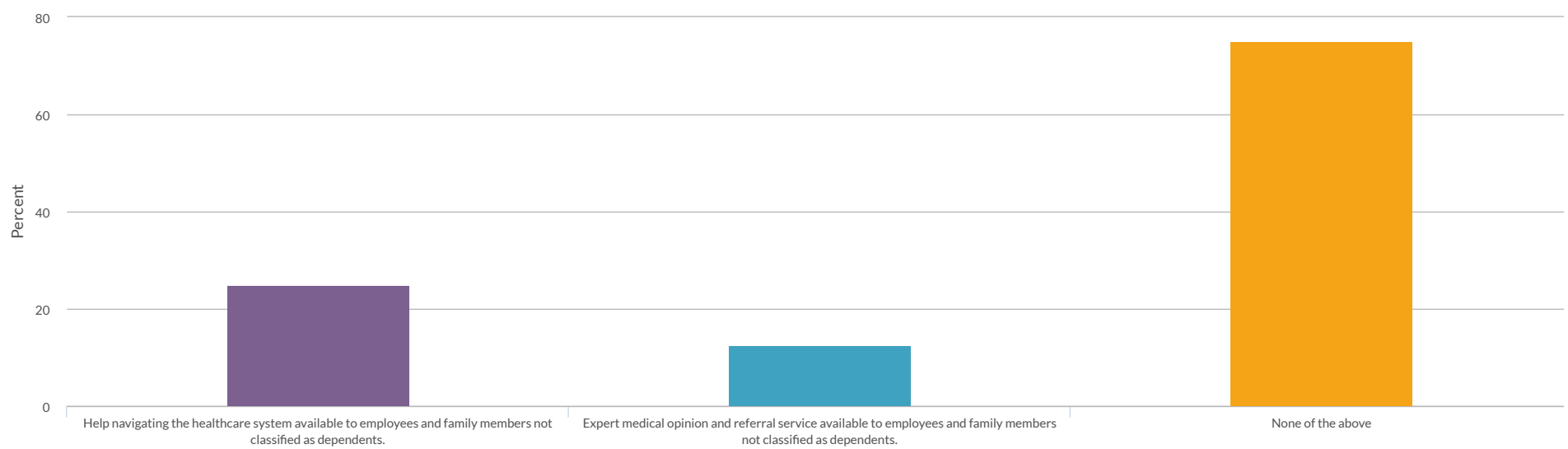| Value	Percent	Responses
None	13.3%	2
Less than 40 hours (1 week)	6.7%	1
40-79 hours (1 week to less than 2 weeks)	26.7%	4
80-119 hours (2 weeks to less than 3 weeks)	6.7%	1
120-159 hours (3 weeks to less than 4 weeks)	26.7%	4
480 hours or more (12 weeks or more)	20.0%	3
		Total: 15

11. Direct Support for Caregivers: Which of the following benefits, programs or policies are currently available to employees at your workplace? (Check all that apply)
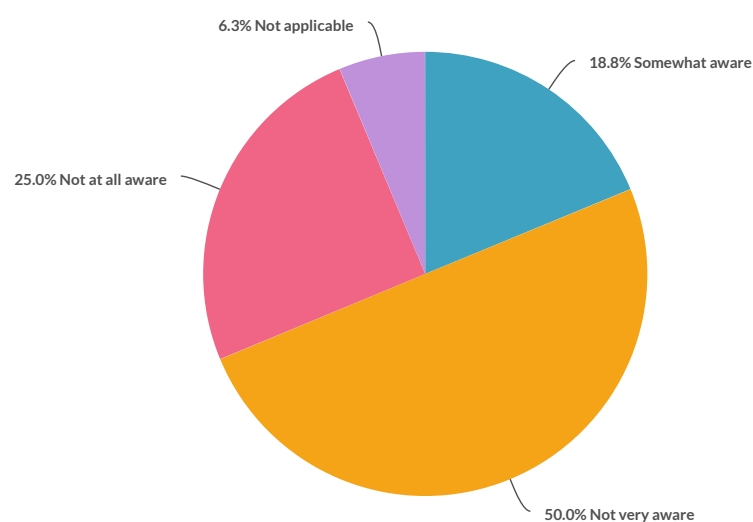
Value	Percent	Responses
Employee Assistance Program and/or Work-Life Program	93.8%	15
Employee Assistance Program and/or Work-Life Program with services specific to caregivers	37.5%	6
Counseling, coaching, or wellness programs specific to supporting caregivers themselves	12.5%	2
Subsidized in-home back-up care, such as Bright Horizons	6.3%	1
Access to free/low-cost resources to support caregivers	12.5%	2

12. Access to Benefits for Employee Caregivers and Those Being Cared For: Which of the following benefits, programs or policies are currently available to employees? (Check all that apply)

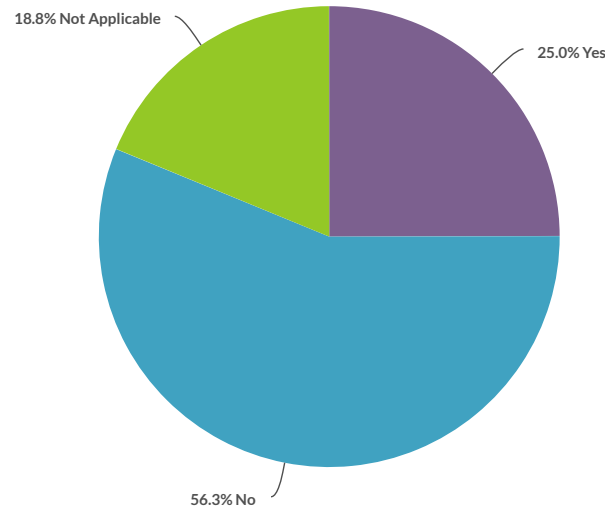| Value	Percent	Responses
Help navigating the healthcare system available to employees and family members not classified as dependents.	25.0%	4
Expert medical opinion and referral service available to employees and family members not classified as dependents.	12.5%	2
None of the above	75.0%	12

13. How aware are the employees at your company of employee benefits for caregiving? Please choose the most accurate option.

Value	Percent	Responses
Somewhat aware	18.8%	3
Not very aware	50.0%	8
Not at all aware	25.0%	4
Not applicable	6.3%	1
		Total: 16

14. Are access and information about caregiving benefits integrated (i.e. on an intranet page combined with health benefits) and communicated with traditional employee health benefits?

Value	Percent	Responses
Yes	25.0%	4
No	56.3%	9
Not Applicable	18.8%	3
		Total: 16

15. In your opinion, what are the greatest barriers preventing a workplace from being "caregiving friendly?" (Please rank the following options.)

| Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Lack of data to identify caregivers	1		104	14
Absence of employer benchmarks and best practices for caregiving	2		91	13
Lack of engagement with caregiving support programs	3		86	13
Lack of financial resources	4		79	13
Insufficient organizational capacity to support leave or flexible schedules	5		64	12
Difficulty getting buy-in from senior leadership	6		58	11
Cannot manage additional vendors to provide caregiving services	7		45	10
Negative stigma towards caregiving	8		33	10
Other	9		9	5

Lowest Rank   Highest Rank

16. What are the greatest drivers that would make a compelling case for investment in "caregiving-friendly" benefits, programs and resources? (Please -rank the following options.)

Item	Overall Rank	Rank Distribution	Score	No. of Rankings
Decrease in absenteeism	1		51	14
Increase in productivity	2		51	13
Reduced healthcare costs	3		45	14
Recruiting and retaining talent	4		38	14
Emotional impact, anecdotal evidence or stories of employee caregivers	5		26	13

Lowest Rank   Highest Rank

17. Are family responsibility discrimination (FRD) regulations a concern for your workplace?
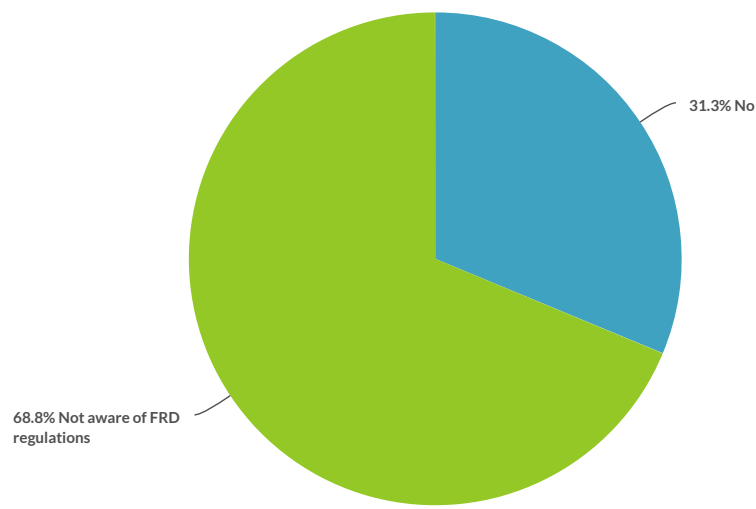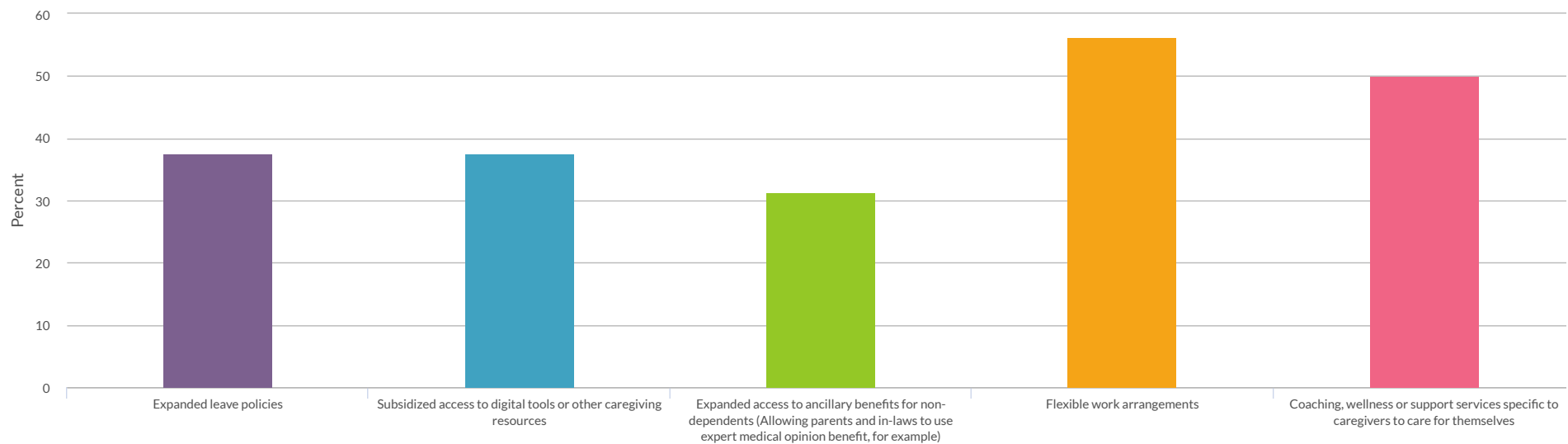
Value	Percent	Responses
No	31.3%	5
Not aware of FRD regulations	68.8%	11
		Total: 16

18. The market for digital caregiving support tools and digital-enabled support services is growing.

	Yes	No
Do you currently offer any of these programs to employees? Count	1	15
If not, would you be interested in providing these tools to employees? Count	12	4
Would you feel confident in choosing the right tools for your employee population? Count	7	9
Would you remain interested in such tools if there were a price-tag attached? Count	8	8

19. Your caregiving wishlist: Regardless of any other constraints, if you could implement two new policies, programs or benefits tomorrow to support caregivers, which would you choose? Choose only two.

Value	Percent	Responses
Expanded leave policies	37.5%	6
Subsidized access to digital tools or other caregiving resources	37.5%	6
Expanded access to ancillary benefits for non-dependents (Allowing parents and in-laws to use expert medical opinion benefit, for example)	31.3%	5
Flexible work arrangements	56.3%	9
Coaching, wellness or support services specific to caregivers to care for themselves	50.0%	8

## 20. How do you think your company measures up against other similar employers as "caregiving friendly?"
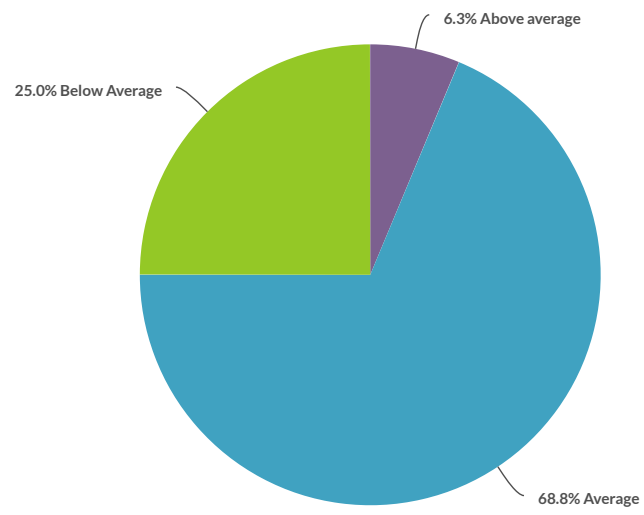
Value	Percent	Responses
Above average	6.3%	1
Average	68.8%	11
Below Average	25.0%	4
		Total: 16

21. [OLD VERSION] What resources, guides or toolkits would be most helpful to you as a benefits professional when considering caregiving benefits, programs and policies?

No data to display

22. What resources, guides or toolkits would be most helpful to you as a benefits professional when considering caregiving benefits, programs and policies? (Check all that apply)
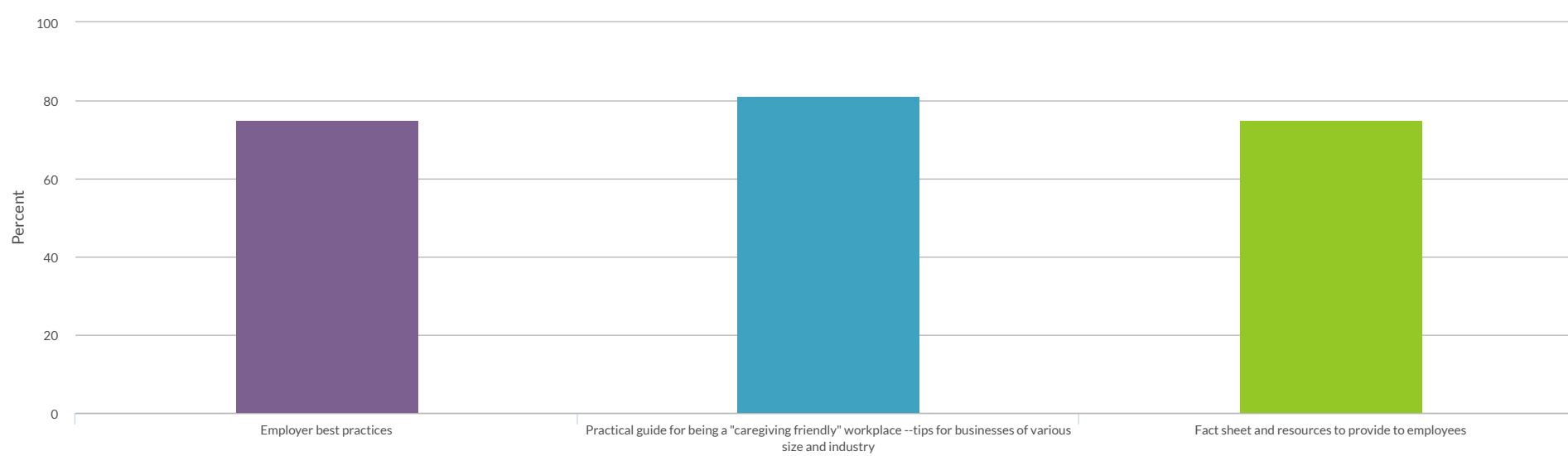
Value	Percent	Responses
Employer best practices	75.0%	12
Practical guide for being a "caregiving friendly" workplace --tips for businesses of various size and industry	81.3%	13
Fact sheet and resources to provide to employees	75.0%	12

23. Company Name (optional)