

2019/2020 **Caregiving and the
Workplace: Employer
Benchmarking Survey**



Caregiving Before and After COVID-19: Survey Results and New Perspectives

Tuesday, April 28 | 1:00 –2:00PM

Webinar Procedures



All lines will be muted



Please submit all questions using the “Q&A” dialog box



Email Diane Engel at dengel@nebgh.org with any issues during this webinar



The recording and a PDF of the slides will be shared



Q&A

You have no question.

What h

☐ Send Anonymously

Send



Mike Weiner
EY Assist Leader/Total Rewards
EY



Candice Sherman
CEO
NEBGH



Dr. Mark Cunningham-Hill
Medical Director
NEBGH

AGENDA

- Results of 2019/2020 Employer Caregiving Survey
- Conversation with EY's Mike Weiner
- Q&A

Why Caregiving Is Important for Employers

1 in **6** employees
is a caregiver for relative or friend



25%
are
millennials



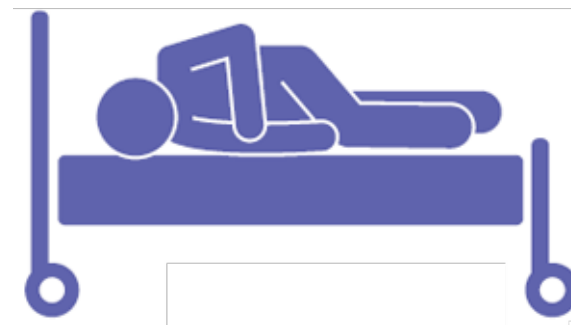
Employees:



Stress and anxiety



Loneliness and isolation

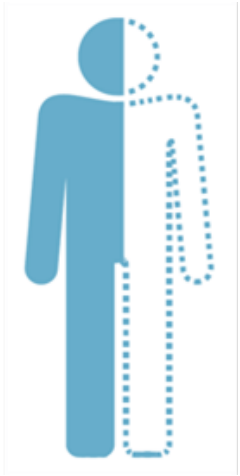


Chronic illnesses



Financial problems

Employers:



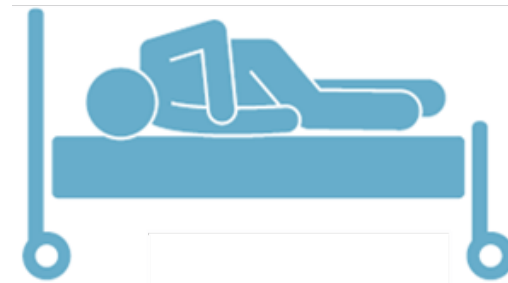
**Absenteeism and
presenteeism**



**Engagement and
productivity**



Talent drain



Chronic illnesses



**Higher
healthcare costs**

And this is the tip of the iceberg – the number of employee-caregivers is expected to grow exponentially over the coming decade, given demographic trends.



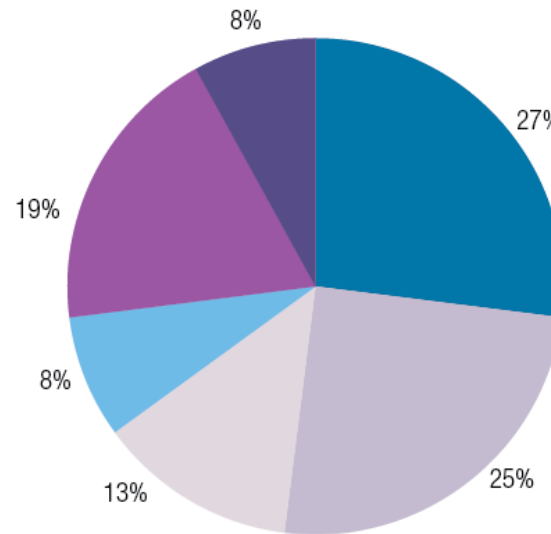
2019/2020 Survey

119 mostly large U.S. and global employers:

- **36 in/near NYC**
- **34 in CA – most Silicon Valley**
- **Rest: Midwest, Florida, Kansas, Pennsylvania**

Benefits Managers Across All Industries

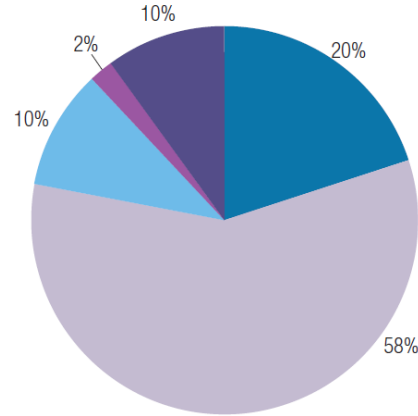
How many employees does your company have?



<div></div>	Under 1,000	27%
<div></div>	1,001 - 5,000	25%
<div></div>	5,001 - 10,000	13%
<div></div>	10,001 - 20,000	8%
<div></div>	20,001 - 50,000	19%
<div></div>	Over 50,000	8%

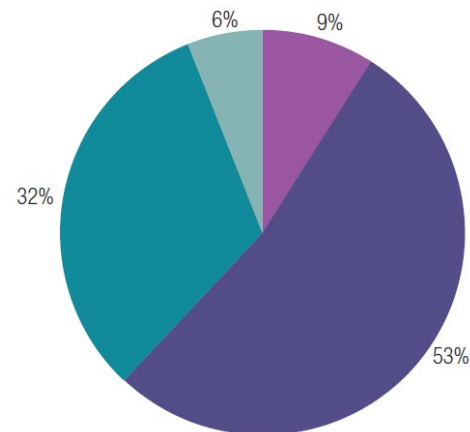
How caregiving friendly are you?

Our current workplace culture supports employee-caregivers



Strongly Agree	20%
Agree	58%
Disagree	10%
Strongly Disagree	2%
Not Sure	10%

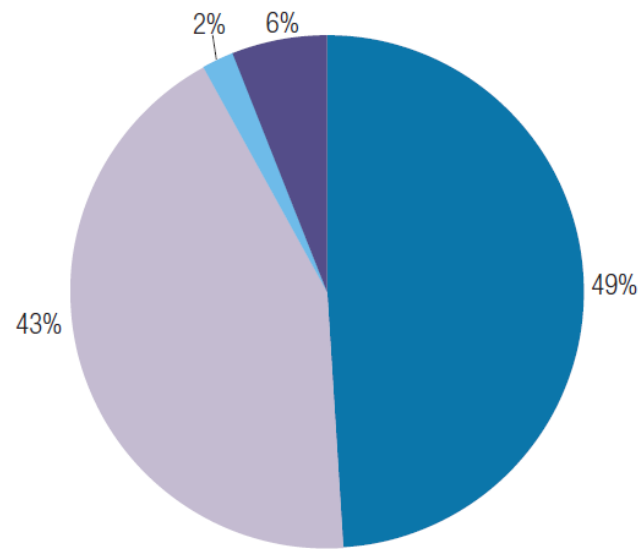
Please characterize where caregiving falls within your priorities for employee health and benefit issues



Top 5	9%
Top 10	53%
Aware, but unable to address it	32%
Not on my radar	6%

Awareness of Caregiving

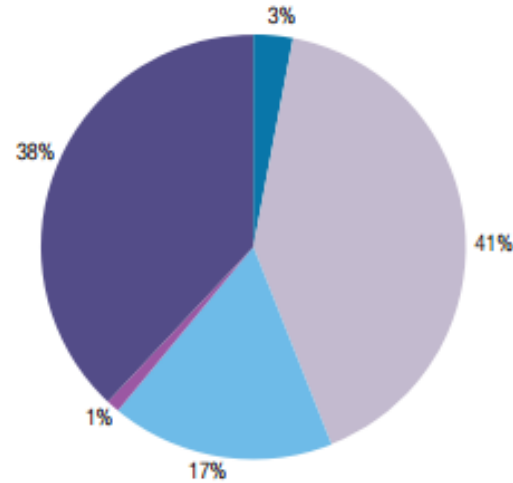
Caregivers are more likely than non-caregivers to abandon self-care.



<div></div>	Strongly Agree	49%
<div></div>	Agree	43%
<div></div>	Disagree	2%
<div></div>	Strongly Disagree	0%
<div></div>	Not Sure	6%

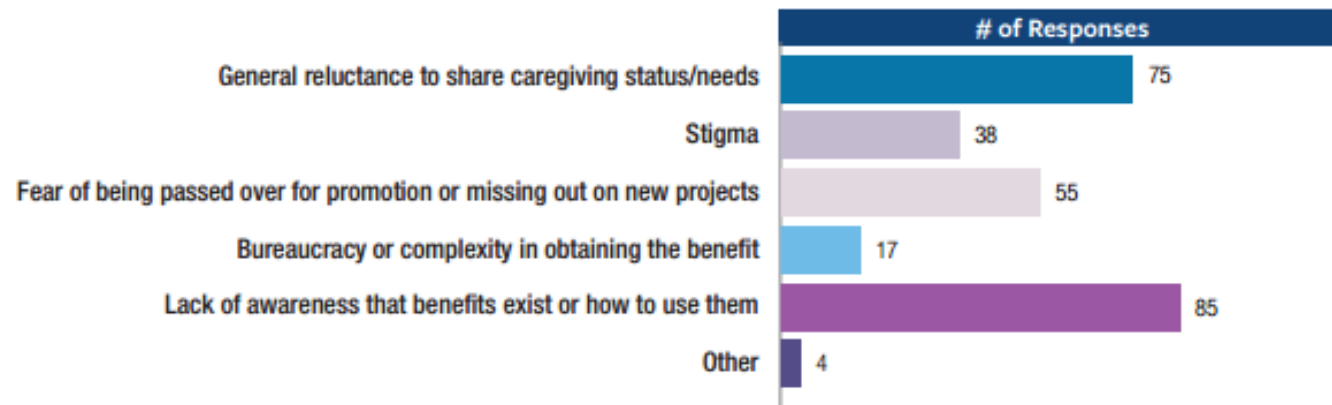
Current Workplace Attitudes

Employees are comfortable identifying their caregiver status to managers and colleagues.



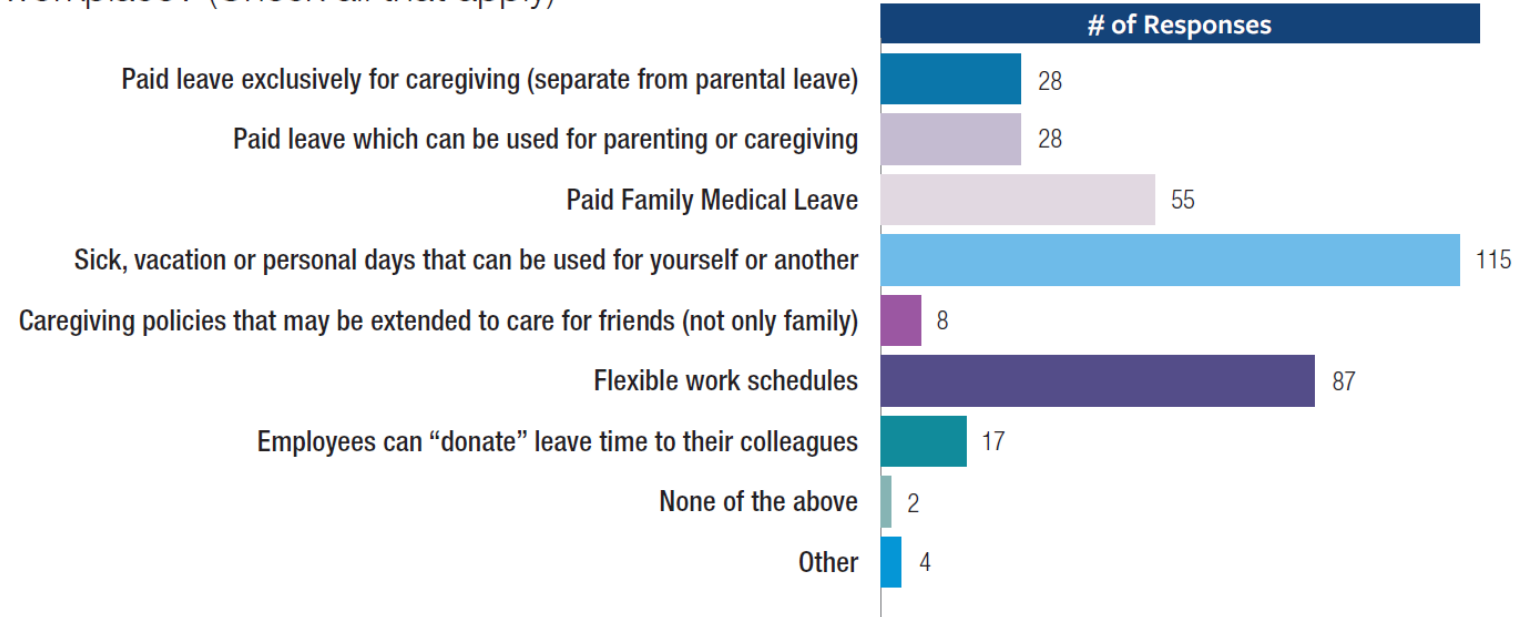
Strongly Agree	3%
Agree	41%
Disagree	17%
Strongly Disagree	1%
Not Sure	38%

Employees may be reluctant to identify they are a caregiver or access caregiving benefits because of the following barriers (check all that apply):

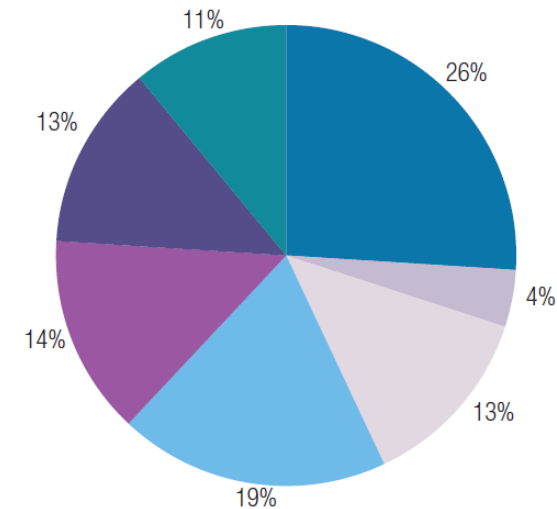


Current caregiving benefits, programs and policies

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



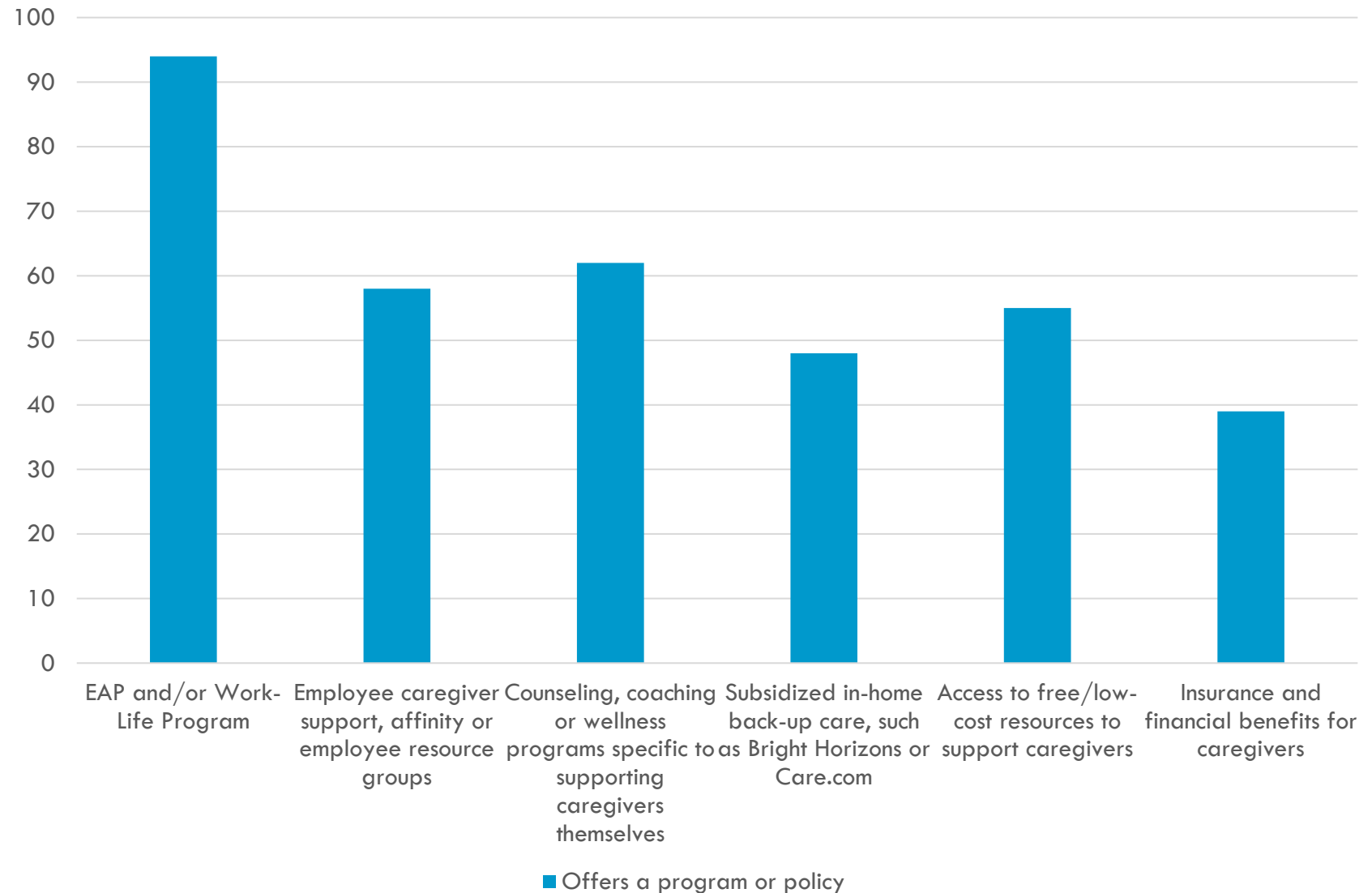
How many hours per year of paid caregiving leave (or other leave types that may be used for caregiving) do employees have access to?



None	26%
Less than 1 week	4%
1 week to less than 2 weeks	13%
2 weeks to less than 4 weeks	19%
4 weeks to less than 8 weeks	14%
8 weeks to less than 12 weeks	13%
12 weeks or more	11%

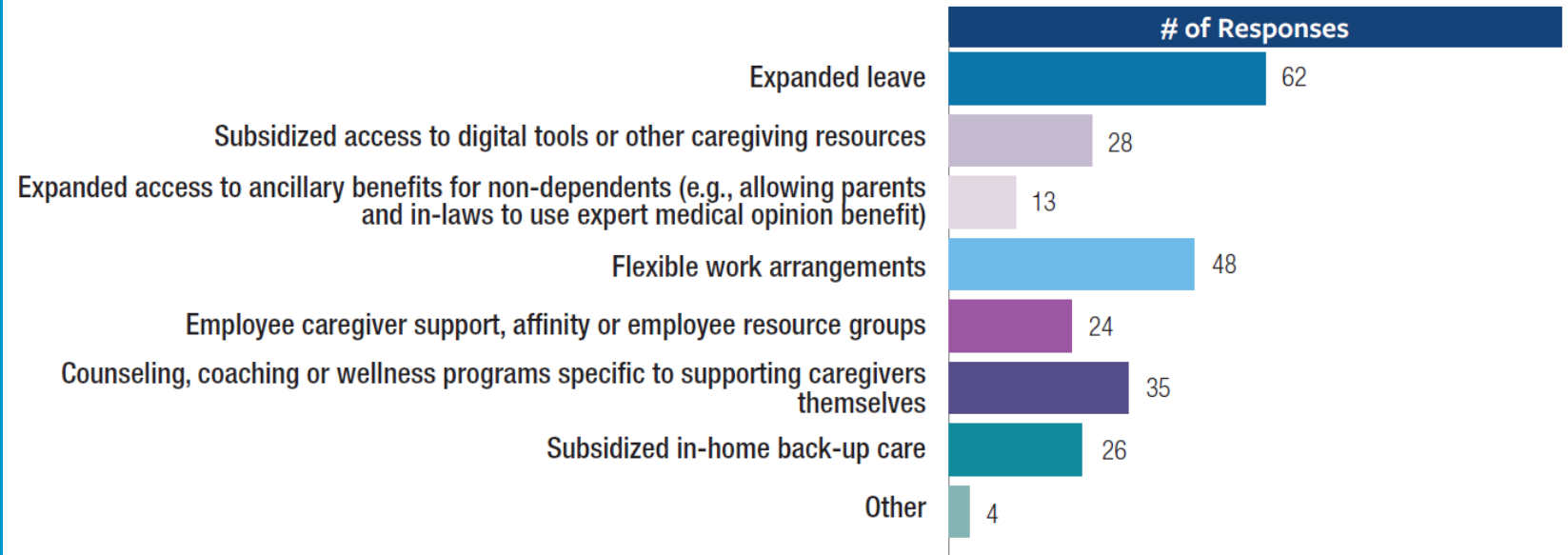
Current caregiving benefits, programs and policies

If you can, provide a rough estimate of what % of your population has taken advantage of this



On the horizon

Your caregiving wishlist: Regardless of any other constraints, if you could implement two new policies, programs or benefits to support caregivers tomorrow, which would you choose? (Choose 2)



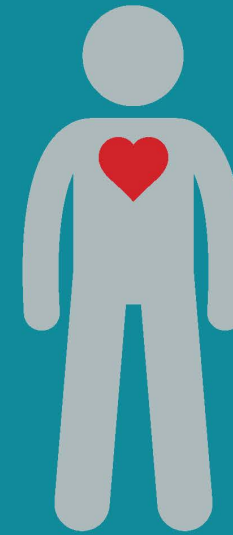
Comparing NYC Metro and CA – Silicon Valley

- **24 of 34 CA respondents from tech companies**
- **NEBGH members from diverse industries (only 3 from tech)**
- **CA: more than half greater than 5,000 employees vs. a quarter from NEBGH**

Some Differences:

- **59% CA have 4 weeks or more caregiving leave vs. 41% NEBGH**
- **Subsidized back-up care offered by $\frac{3}{4}$ CA vs. less than 50% NEBGH**
- **Access to free/low-cost resources – 50% of CA vs. 23% NEBGH**

Read the full results!



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Mike Weiner
EY Assist Leader/Total Rewards
EY

Thank you!

