

Intro:

As a supervisor, you can have a role in supporting caregivers in your team by learning what a caregiver is, increasing your awareness of the struggles working caregivers can face, and providing resources for those who may need it. When caregivers get the support that they need, they can be their best selves at work and with their loved ones. The EAO has compiled the following list of resources available for caregivers on campus.

Who is a caregiver?

Caregivers are all around us. They provide unpaid care for their loved ones, including adult family members and friends in need of assistance.ⁱ Sometimes, caregivers provide direct care to someone, like feeding or bathing. Some caregivers provide supportive care, such as delivering meals, taking a friend to the doctor's office, or helping a parent purchase and organize their medications.ⁱⁱ Many people do not identify as a caregiver, but can still benefit from caregiving resources.

At least 53 million people provided unpaid care to their loved ones in 2020, and those numbers are estimated to have grown during the pandemic.ⁱⁱⁱ As well, more than 11 million Americans are "sandwich caregivers". They provide care for an adult family member due to health needs or disability, while also caring for children at home. The average family caregiver spends over 20 hours a week providing unpaid care, and often provides care over multiple years.^{iv} Caregiving is an important part of many people's lives outside of work, as the majority of caregivers (61%) are also in the workforce.^v

The pandemic has placed additional stress on many caregivers, who have to balance work and personal concerns as their loved ones' care needs become more complex.^{vi} Being a caregiver can be overwhelming and isolating, but it doesn't have to be. Caregivers can access a variety of resources and support, both on campus and in the community.

CAMPUS RESOURCES**The Office of Child Care and Family Resources (OCCFR)**

OCCFR at UW-Madison supports families by administering early education programs and offering a variety of resources to support those caring for children.

Their [list](#) of childcare services can help employees find a care provider that suits their family's needs. These options include:

- Campus childcare centers
- High-quality, off-campus childcare through the UW Child Care network
- Home care provider participating in the UW Family Child Care partnership

OCCFR supports hourly and back-up care through their Kids-Kare program. This program offers free or reduced rates on back-up childcare at Little Chicks Learning Academy in Madison. UW employees can apply for the Kids-Kare program and access affordable back-up childcare [here](#).

OCCFR also provides financial support to eligible UW-Madison employees seeking child care.

- Employed students caring for children can access the [Child Care Tuition Assistance Program](#), or CCTAP, if they meet certain income requirements and needs.
- OCCFR also offers one-time [grants](#) to University Staff members.

- Beyond their internal grant programs, OCCFR has compiled [a list of community resources](#) to connect UW-Madison employees to long-term financial assistance.

Employees can find additional family resources on the OCCFR website, including:

- [A map of lactation rooms on campus](#)
- [A weekly parent support newsletter](#)
- [A list of caregiving resource sessions and events.](#)

The Office of Human Resources (OHR)

In some cases, caregivers will need to take time off to care for their loved ones. Due to the financial burden caregiving can have on households, some working caregivers may have fears or uncertainties of taking that time off to tend to their own or someone else's medical needs. They may also worry that their absence will create burden to their colleagues. Supervisors can help employees by clearly stating their support for taking time off and reminding their employees of leave benefits, even before they show they show signs of needing it.

FMLA and WFMLA allow for unpaid leave. Employees may choose to use sick leave or other accrued paid leave while taking FMLA/WFMLA. UW-Madison does not have a policy requiring employees to use paid leave during an approved leave under FMLA/WFMLA if he or she wishes to take the leave unpaid. Make sure employees have access to [this information](#) and direct employees to local HR representatives and [Divisional Disability Representatives \(DDRs\)](#) who can consult with employees considering taking leave to better understand their options.

Employees may also benefit from reminders that OHR can support employees in setting up [a Flexible Spending Account \(FSA\)](#), where caregivers can save pre-tax income to pay for dependent care. Local HR representatives can help employees navigate this process.

Wisconsin Alzheimer's Institute (WAI)

WAI's services include [a hub for in-person and online resources](#), particularly focused around Alzheimer's, dementia, and other aging-related memory loss. These resources include guides for those caring for people with Alzheimer's, links to nonprofit organizations working with people with memory loss, and [SAIL](#), a membership organization to help people 55+ to live independently.

LifeMatters

Our affiliate partner LifeMatters can support caregivers in a variety of ways:

- UW-Madison employees and family members can access free, confidential counseling through LifeMatters. In addition to one-on-one counseling, LifeMatters also offers couples and family-based counseling that can help caregivers navigate changes in relationship dynamics.
- Convenience services – LifeMatters resource guides can help busy employees search for verified local childcare providers, elder care providers, and support resources according to an individual's unique needs. In addition to care providers, resource guides can look for a wide variety of services need, like plumbers or electricians, places to stay while traveling, a list of local senior centers closest to their loved one while long-distance caregiving.

- Legal resources – LifeMatters can connect caregivers to local attorneys for a free initial consultation, who provide guidance as they complete advance care directives, living wills, or other legal documents that will protect caregivers and their loved ones as they age.

UW-Madison employees can reach out to LifeMatters 24/7 by dialing 800-634-6433 or texting “Hello” to 61295.

COMMUNITY RESOURCES

Wisconsin's Family Caregiver Support Programs

Wisconsin's Family Caregiver Support Programs provide access to the following resources for caregivers:

- [A statewide map](#) sharing the contact information about local area agencies on aging (AAAs) and Aging and Disability Resource Centers (ADRCs), who can inform caregivers about community-based respite care, transportation options, and other wellness programs in their communities. They can also help caregivers understand whether they are eligible for any programs that help cover the cost of caregiving.
- [Resource guides](#) on a variety of caregiving topics, including assistive technology, health care resources, and caregiver support groups.
 - o Click [here](#) to learn more about Dane County's Family Caregiver Support group.
- [An updated calendar](#) of virtual events, meetups, and memory cafes that caregivers can join to find community and better support their loved ones.

Aging and Disability Resource Center of Dane County (ADRC)

The ADRC works with older adults, adults with disabilities and caregivers to connect them to community services that help keep them healthy and safe. Local ADRCs in other parts of the state can be found using [this statewide map](#). They provide the following services to Dane County caregivers:

- Consultations with Information and Assistance Specialists who can share information about local services, including transportation options, meal programs, caregiver respite programs, home modifications, and much more. Email <mailto:adrc@countyofdane.com> or call (855) 417-6892 to get in touch.
- [Information](#) about long-term care options and publicly funded long-term care
- [Community resources](#) for young disabled adults and their caregivers to plan for employment, independent living, and postsecondary education

AGRACE

Agrace is a nonprofit, community-supported health care organization in southern Wisconsin providing personal care, adult daytime care, supportive care, hospice care and grief support to people who are aging, seriously ill, or dying, as well as their caregivers. Learn more about the resources available at Agrace [here](#).

WellMed Charitable Foundation

[WellMed](#) is a nonprofit that provides remote support for caregivers. Their services include:

- Caregiver SOS, a coaching service to help caregivers better understand and deal with the challenges you are facing in their roles. Call 866-390-6491 or email caregiversos@wellmed.net to get in touch.
- [Online trainings](#) on various caregiving-related topics

Commented [HEK1]: I'm wondering if something here needs to mention non dane county residents/caregivers. Maybe something like Most counties in Wisconsin have an ADRC, and it may be termed differently in other states.

Commented [HEK2]:

LifeMatters Monthly Resources and Promotions

Our affiliate partner, LifeMatters, offers promotions, newsletters, webinars and more! Go to mylifematters.com and sign in with Bucky2.

[Next month's promotional content](#) includes the following.

Flyers:

- Cutting Back or Quitting Alcohol Use
- Managing Allergies
- Making an Employer Referral (for Managers)

Posters:

- Hay Fever
- Too Much?
- Be Well

Upcoming Webinar

Topic: Group Support Session for Parents: Helping Children Cope with Conflict in Eastern Europe

Host: Haleh Pals

Date: Tuesday, April 26, 2022

Time: 12:00 pm, Central Daylight Time (Chicago, GMT-05:00)

Session number: 2664 869 7080

Session password: 2TgSs8PPJb9

To join the training session:

1. Go to

<https://prohealthcare.webex.com/prohealthcare/k2/j.php?MTID=tf3d90f10fdabc6651513e379392c2448>

2. Enter your name and email address.

3. Enter the session password: 2TgSs8PPJb9 4. Click "Join Now".

5. Follow the instructions that appear on your screen.

To view in other time zones or languages, please click the link

<https://prohealthcare.webex.com/prohealthcare/k2/j.php?MTID=t38c882d787fb9908e536da02ce563d34>

To access upcoming and pre-recorded webinars, log into mylifematters.com and sign in with the password Bucky2. Webinars are located under "Quick Links."

¹ https://www.hopkinsmedicine.org/about/community_health/johns-hopkins-bayview/services/called_to_care/what_is_a_caregiver.html

ⁱⁱ [Family Caregiver Support | Department of Human Services \(dcdhs.com\)](#)

ⁱⁱⁱ <https://www.caregiving.org/caregiving-in-the-us-2020/>.

^{iv} <https://www.caregiver.org/resource/caregiver-s-tatistics-demographics/>.

^v <https://www.caregiving.org/caregiving-in-the-us-2020/>

^{vi} (https://www.caregiving.org/wp-content/uploads/2020/08/AARP1316_ExecSum_CaregivingintheUS_508.pdf)