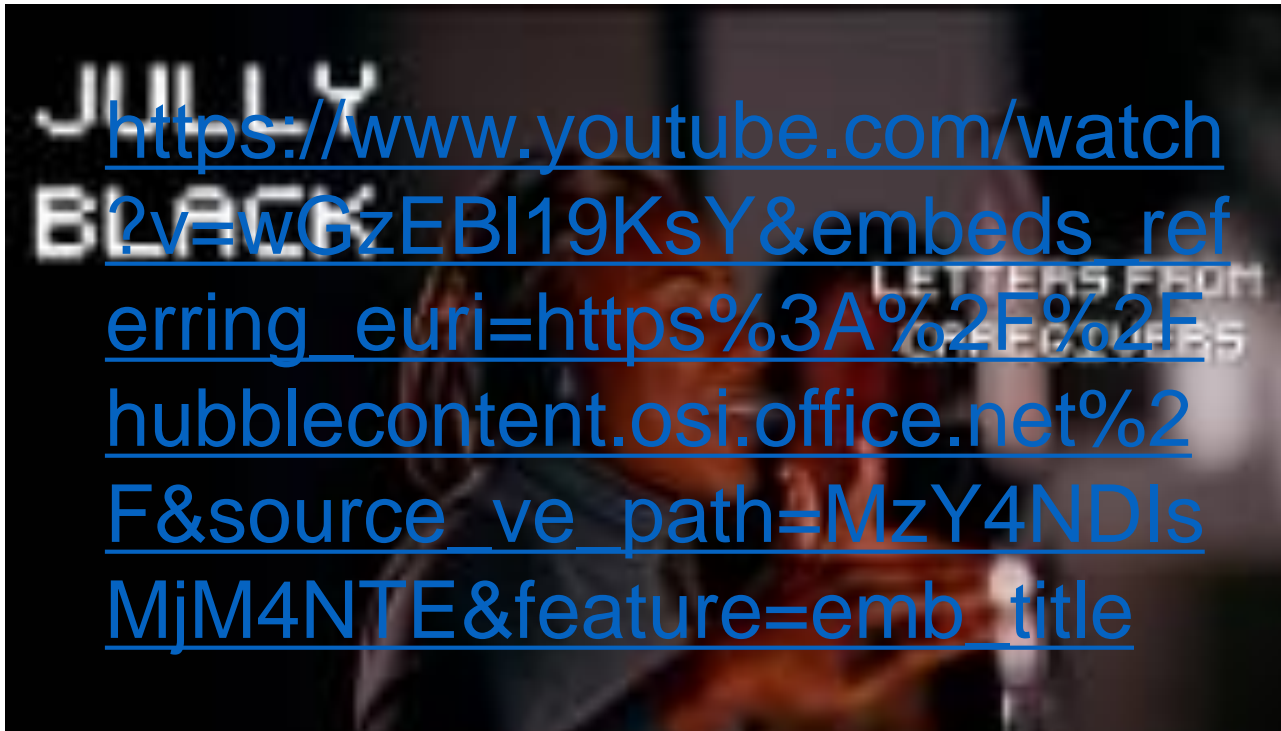


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WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



**We Will  
Begin  
Shortly**

# Join the Workforce Strategy Consultant Team!



## 2023 Workforce Wednesday Schedule

- **January 4:** State of the Workforce – Where Can We Still Make an Impact in Our Current Labor Market?
- **February 1:** Biases, Microaggressions, and Code Switching
- **March 1:** Preparing for The New Workforce
- **April 5:** Cultivating a Supportive Workplace Culture for Youth
- **May 3:** Building a Culture of Worksite Wellness
- **June 7:** A Culture of Leadership as a Tool for Retention
- **July 5:** Growing and Expanding Your Business
- **August 2:** Caregiving and the Workplace – What Caregiver Types Does Your Business Recognize?
- **September 6:** Leveraging Second Chancers for a Better Workforce
- **October 4:** Automation and Upskilling Workers
- **November 1:** Navigating the International Hiring Process
- **December 6:** Still Utilizing Passive Recruiting Strategies? Why Active Recruiting is Now Essential

Register at: <https://www.careerforcemn.com/WorkforceWednesday>

# Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry



**Jessica Miller**

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Interim Director, Workforce Strategy

**mn** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

Leading  
**CareerForce**

WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

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## Caregiving and the Workplace – What Caregiver Types Does Your Business Recognize?

August 2, 2023

# Agenda

- Overview of caregiving and the workforce
- Panel Discussion
  - Maureen Kenney, Live Well at Home Supervisor, MN Department of Human Services
  - Matt Carlson, Child Care Capacity Building Coordinator, Child Care Aware of MN
  - Leah Budnik, Child Care Start-up and Retention Navigator, Child Care Aware of MN
- Resources
- Unplugged

What is a “caregiver” anyway, and who do they care for?

**Currently, a caregiver can be caring for one or more of the following:**

- An aging parent
- Their children or grandchildren
- A spouse with a debilitating condition
- A family member with an emergent condition
- An adult disabled child
- A friend or neighbor who requires support to live successfully in their own home
- A relative who has no immediate family



# Non-Working Caregivers

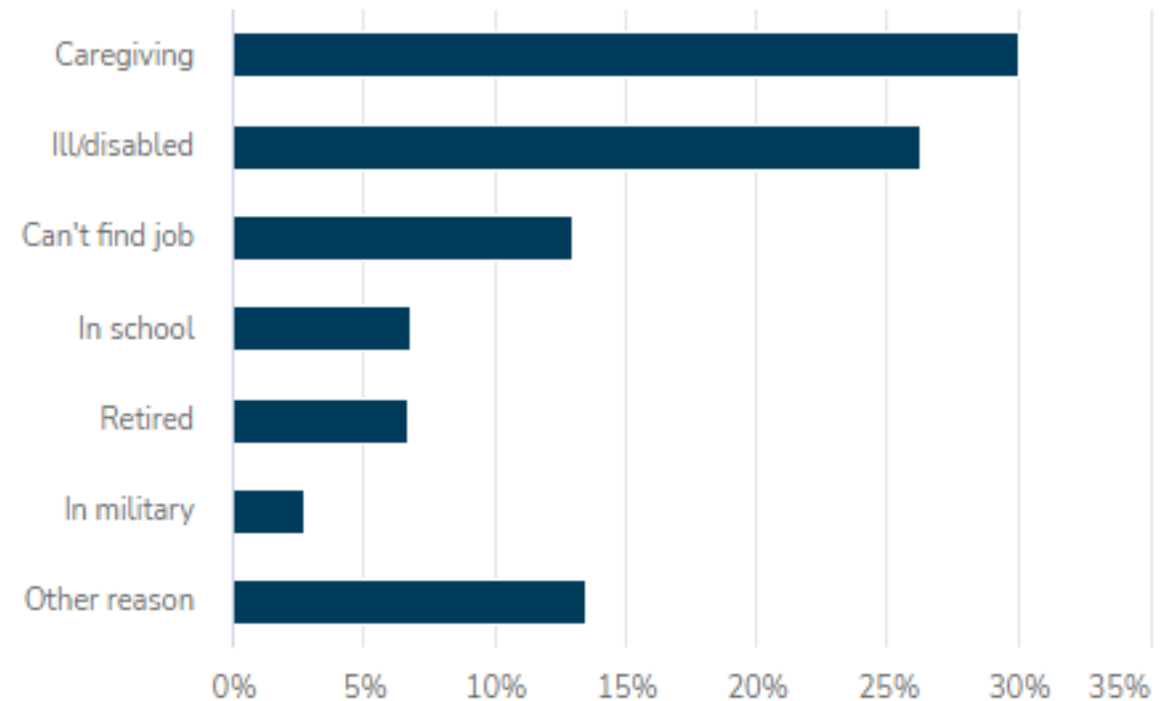
Nearly 14% of women aged 25–54 are full-time caregivers, along with 1.5% of men that age

Caregiving is the single most common reason people aged 25–54 give for not working.

Around 18 percent of full-time caregivers report no children in their homes

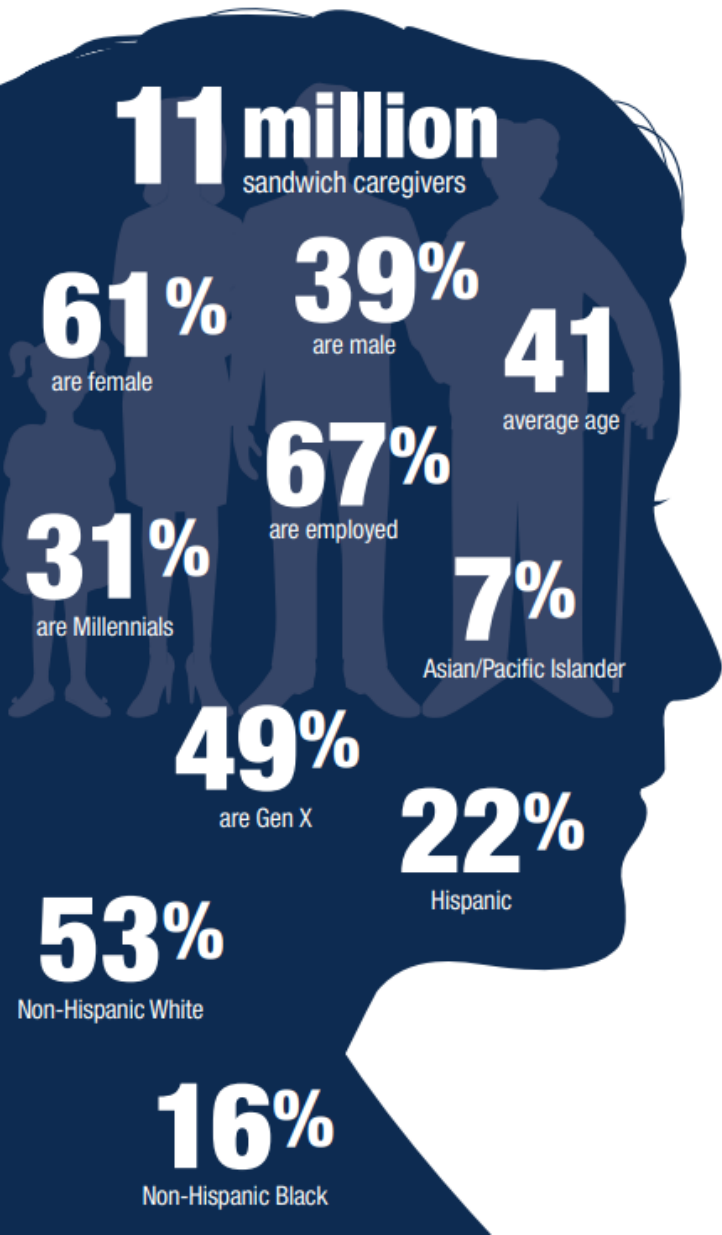
Reasons why prime-age Americans aren't working

Share of nonworking population aged 25–54



Source: Minneapolis Fed calculations using data from IPUMS-CPS, University of Minnesota





# PORTRAIT OF A SANDWICH CAREGIVER

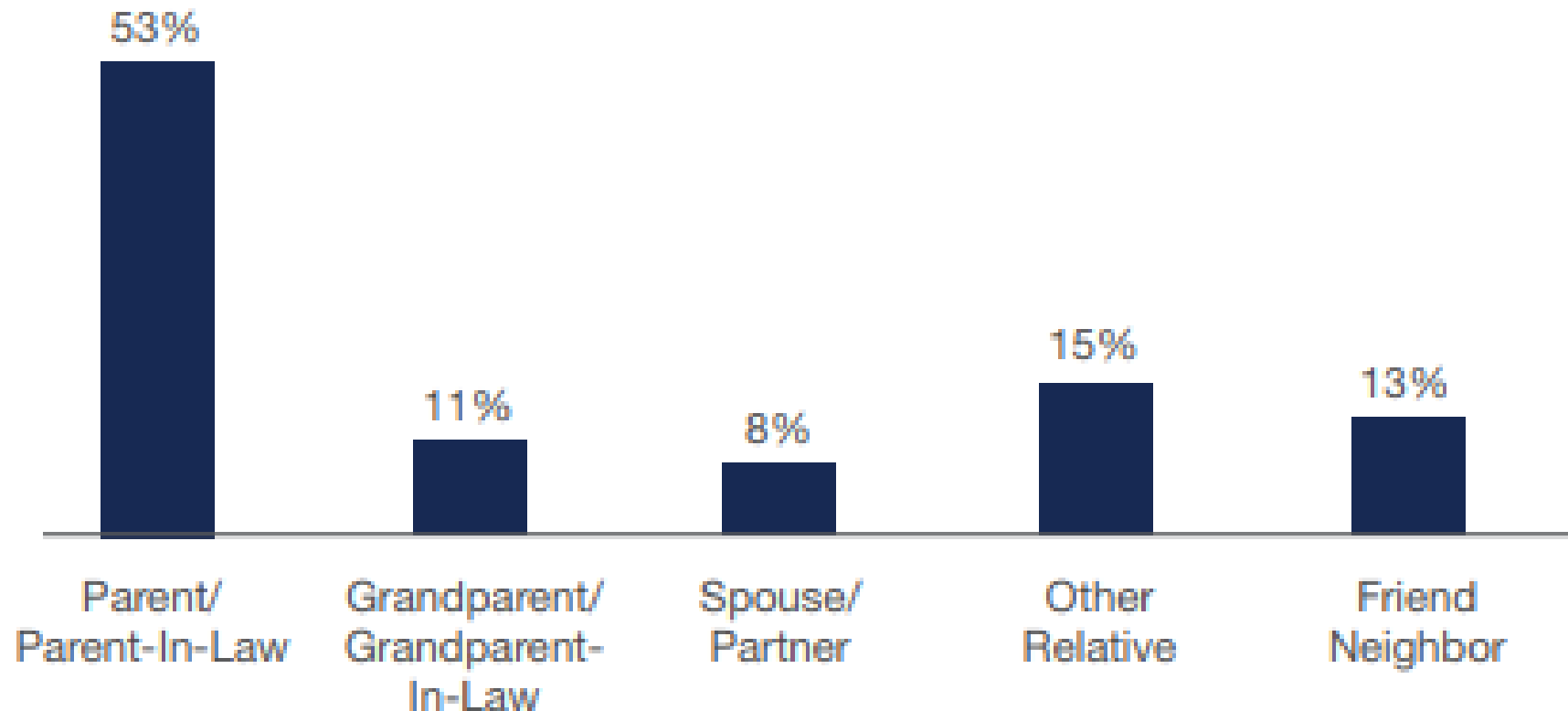


MassMutual

SpecialCare  
a special needs program developed by MassMutual

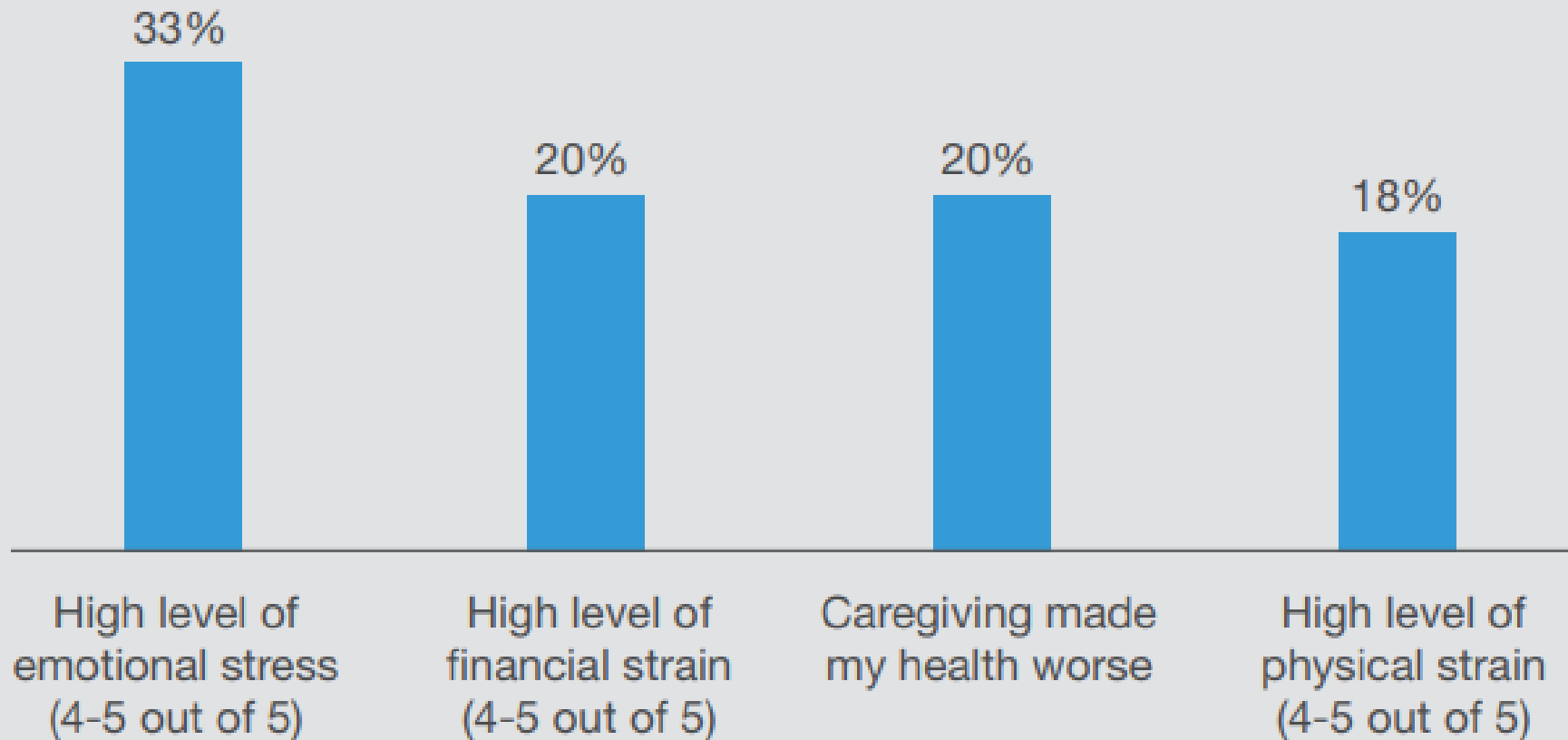
# Caregiver Relationships

**Figure 4: Sandwich Caregiver and Recipient Relationship (n=328)**



# Stress/Strain

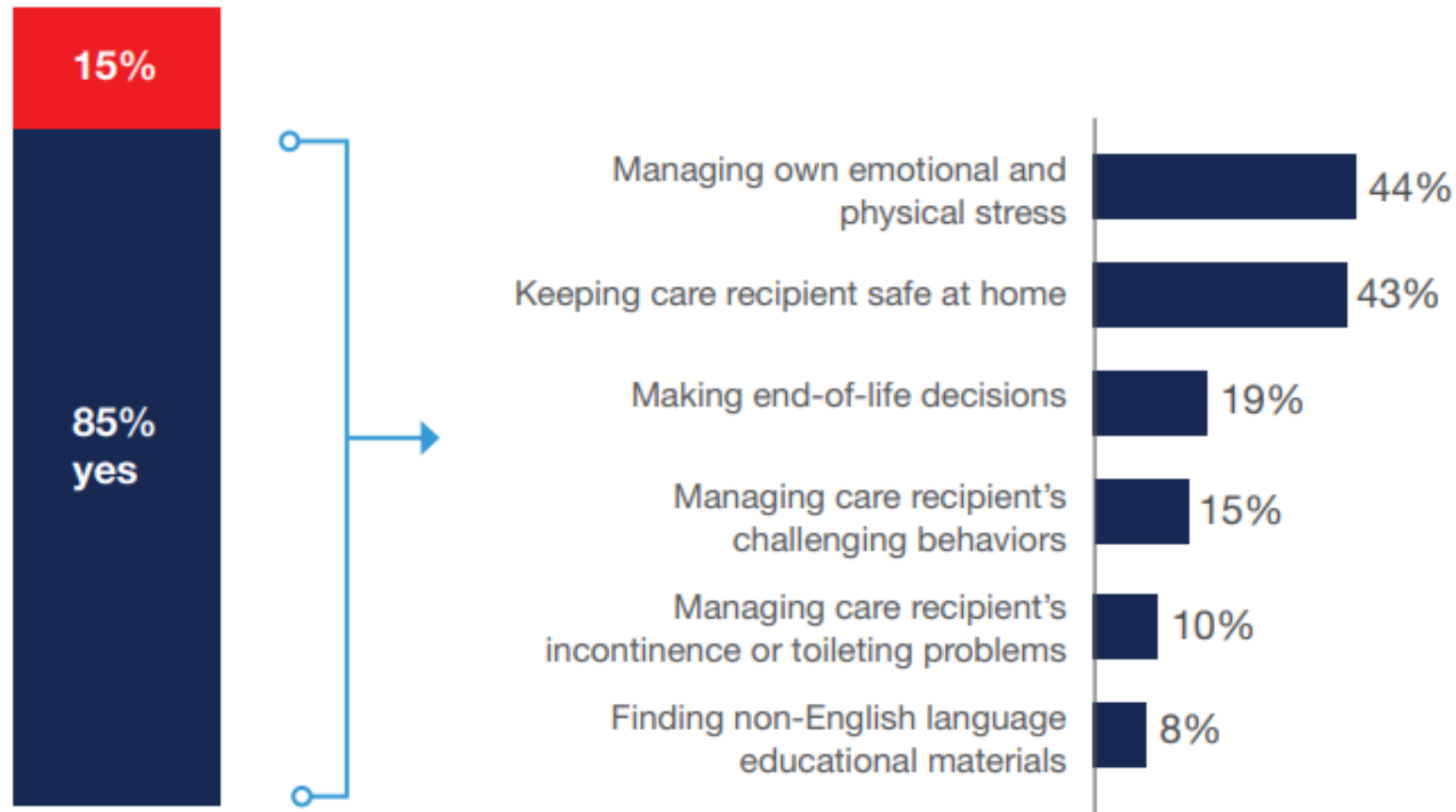
**Figure 17: Stress and Strain on Sandwich Caregivers (n=342)**



# Supports Needed

Figure 19: Support for Sandwich Caregivers (n=212)

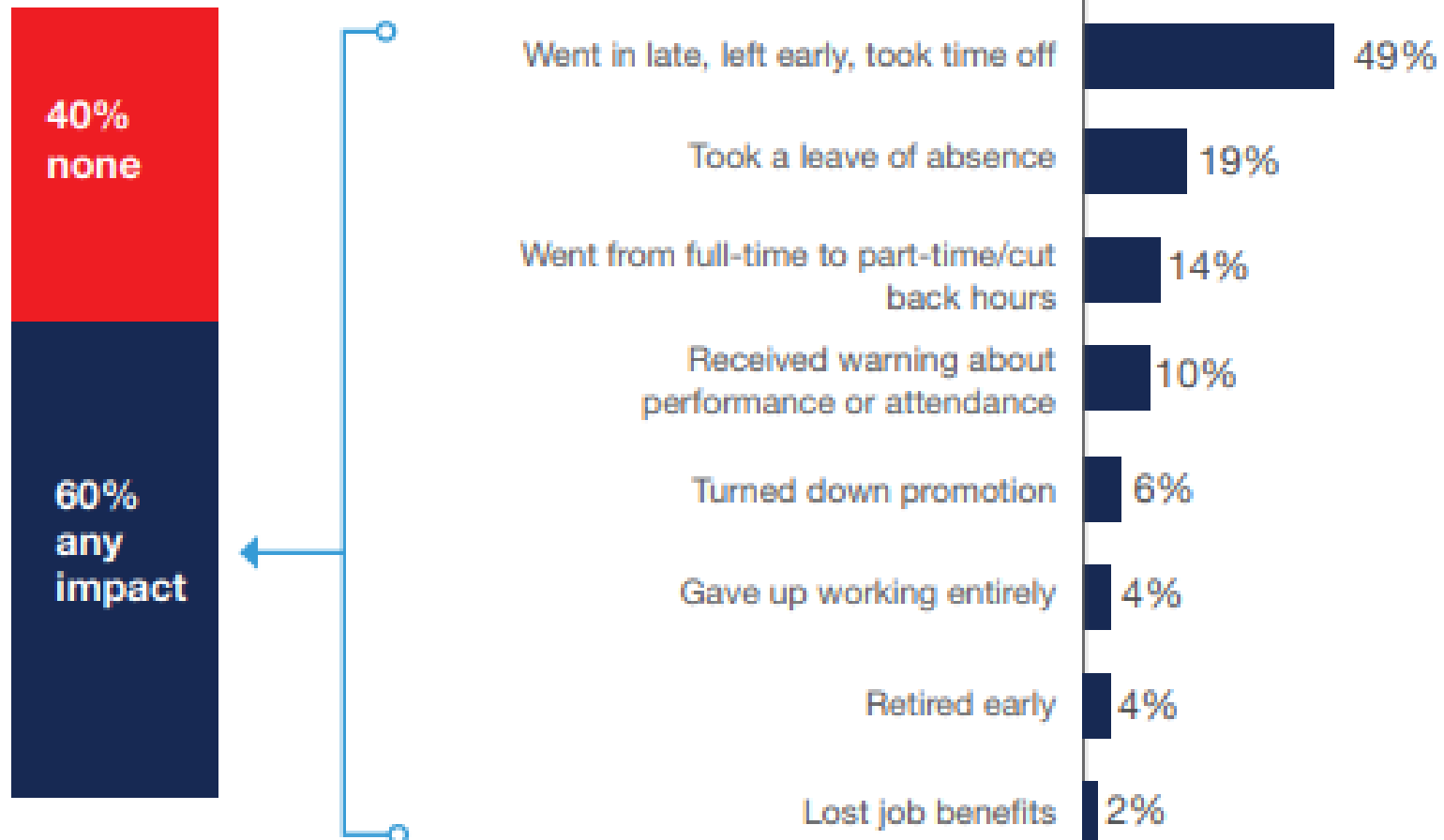
Seeking help?



# Impact on Work

Figure 18: Impact of Caregiving on Employment

Impact on Employment



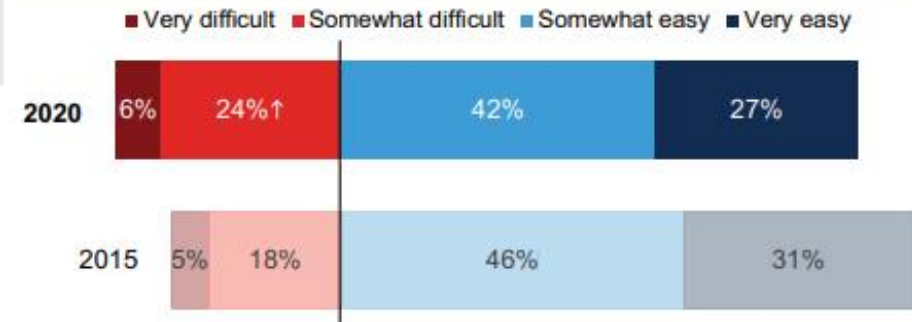
# Navigating Systems

Figure 1. Prevalence of Caregiving by Age of Care Recipient, 2020 Compared to 2015

	2020 Prevalence	Estimated Number of U.S. Adults Who Are Caregivers	2015 Prevalence	Estimated Number of U.S. Adults Who Are Caregivers
<b>Overall</b>	21.3%*	53.0 million	18.2%	43.5 million
<b>Caregivers of recipients ages 0-17</b>	5.7%*	14.1 million	4.3%	10.2 million
<b>Caregivers of recipients ages 18+</b>	19.2%*	47.9 million	16.6%	39.8 million
<b>Caregivers of recipients ages 18-49</b>	2.5%	6.1 million	2.3%	5.6 million
<b>Caregivers of recipients ages 50+</b>	16.8%*	41.8 million	14.3%	34.2 million

\* Significantly higher than in 2015.

## Use of Coordinating Care



Q38. (If responsible for coordinating) Please think about all of the health care professionals or service providers who give/gave care or treatment to your [relation]. How easy or difficult is/was it for you to coordinate care between those providers?

2020 Base: Caregivers Involved in Care Coordination for Recipient Age 18+ (n=1,200)

2015 Base: Caregivers Involved in Care Coordination for Recipient Age 18+ (n=1,042)

Note: Results are rounded and don't know/refused responses are not shown; results may not add to 100 percent.

# Panelists



**Maureen Kenney,  
Live Well at Home  
Supervisor,  
MN Department of Human  
Services**



**Matt Carlson,  
Child Care Capacity  
Building Coordinator,  
Child Care Aware of MN**



**Leah Budnik,  
Child Care Start-up and  
Retention Navigator,  
Child Care Aware of MN**

# Panel Discussion



# Resources

- Find Your Workforce Strategy Consultant:  
<https://mn.gov/deed/business/help/workforce-assistance/wf-strategy.jsp>
- Childcare Wayfinder <https://www.childcarewayfinder.org/>
- Childcare Aware MN <https://www.childcareawaremn.org/>
- Senior Linkage Line <https://mn.gov/senior-linkage-line/>
- DHS – Live Well At Home <https://mn.gov/dhs/live-well/>
- Work and Caregiving: Finding Balance - resource for employees -  
[https://mn-careerforce-prod-files.s3.us-gov-west-1.amazonaws.com/files/2022-09/Employee%20WorkingCaregiver\\_Brochure.pdf](https://mn-careerforce-prod-files.s3.us-gov-west-1.amazonaws.com/files/2022-09/Employee%20WorkingCaregiver_Brochure.pdf)

# Resources

- Beyond the Workday: Finding Balance for the Working Caregiver - resource for employers - <https://mn-careerforce-prod-files.s3.us-gov-west-1.amazonaws.com/files/2022-09/Employer%20Working%20Caregiver%20Guide.pdf>
- Parent Aware Intermediary Toolkit: Helping Parents and Families Find Child Care [https://www.parentaware.org/wp-content/uploads/2020/09/Parent-Aware-Intermediary-Toolkit\\_FINAL.pdf](https://www.parentaware.org/wp-content/uploads/2020/09/Parent-Aware-Intermediary-Toolkit_FINAL.pdf)
- Minnesota Business Vitality Council's Child Care Business Supports Working Group Report [https://mn.gov/deed/assets/child-care-mbvc-report-acc\\_tcm1045-526238.pdf](https://mn.gov/deed/assets/child-care-mbvc-report-acc_tcm1045-526238.pdf)

# Resources

- Employer Guide to Childcare Assistance and Tax Credits  
[https://www.uschamber.com/assets/documents/024285\\_Fed\\_Childcare-Guide\\_v2.pdf](https://www.uschamber.com/assets/documents/024285_Fed_Childcare-Guide_v2.pdf)
- Sandwich Caregiving in the US:  
<https://www.caregiving.org/research/sandwich-caregiver/>
- AARP Caregiving in the US:  
<https://www.aarp.org/content/dam/aarp/ppi/2020/05/full-report-caregiving-in-the-united-states.doi.10.26419-2Fppi.00103.001.pdf>
- Employer's Guide to Supporting Employees with Caregiving Responsibilities: [https://respectcaregivers.org/employers-guide-supporting-employees-caregiving-responsibilities/?expand\\_article=1](https://respectcaregivers.org/employers-guide-supporting-employees-caregiving-responsibilities/?expand_article=1)

# Resources

- Who's not working? Behind the full-time caregivers leaving the workforce: [https://www.minneapolisfed.org/article/2023/whos-not-working-behind-the-full-time-caregivers-leaving-the-workforce?utm\\_source=BigBlast&utm\\_medium=email&utm\\_campaign=20230706](https://www.minneapolisfed.org/article/2023/whos-not-working-behind-the-full-time-caregivers-leaving-the-workforce?utm_source=BigBlast&utm_medium=email&utm_campaign=20230706)
- The impact of caregiving on the Sandwich Generation—and employers: <https://www.care.com/business/sandwich-generation/>
- Why You're Losing Your 'Sandwich Generation' Employees: Three Things Businesses Need To Do Differently: <https://www.forbes.com/sites/forbeshumanresourcescouncil/2022/04/21/why-youre-losing-your-sandwich-generation-employees-three-things-businesses-need-to-do-differently/?sh=42e4ad5d8632>

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**Next Session:**

***Leveraging Second Chancers for a Better Workforce***

**Wednesday, September 6<sup>th</sup>**

**11:00 a.m. – Noon**

**(Noon-12:30 p.m. Unplugged Audience Q&A)**

# Follow Your Heart to a Caring Career

What kind of engagement with the campaign are we seeing so far?

- **Caring Career content on CareerForceMN.com**
  - More than 120,000 views of CaringCareer content since 6/1
- **FB, IG and Google ads**
  - Thousands of clicks and millions of impressions during June
- **GovDelivery mass emails**
  - Emails every other Tuesday during the summer to 432,000+ MN job seekers
  - Emails every other Wednesday to 6,400+ Caring Career Employers

<https://www.careerforcemn.com/CaringCareer>

Follow Your Heart  
to a Caring Career



Find your fit in health care  
employment that makes a real  
difference in the lives of others

**CareerForce**  
Minnesota's Career Resource

# Employer Engagement

**There are many ways for employers to engage with the campaign:**

- Use #CaringCareerMN on your social posts
- Host career exploration events – share with CareerForce
- Host job fairs/open houses – share with CareerForce
- Contact your local CareerForce for on-site opportunities (Job Club, hiring events, Employer of the Day)
- Print and distribute occupational handouts and other materials
- **Resources will live on after paid campaign ends – and we'll make updates down the road so please share feedback**

**<https://www.careerforcemn.com/CaringCareerEmployerResources>**

# Thank You!

DEED Workforce Strategy Consultants



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# UNPLUGGED – Q AND A

