

America CARES Online Participant Survey

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Data Overview

- ▲ Participants in the America CARES Forum were asked to participate in a web-based survey upon registration
- ▲ 128 individuals responded to the survey

Caregiver Type	N	Percentage
Paid care-worker	15	12%
Unpaid care -adult	73	57%
Unpaid care - child	7	5%
Unpaid care - both	24	19%
No care-work	24	19%

- ▲ 62% of respondents indicated they had participated in policy work regarding care workers or family caregivers

Ratings of Policy Support

- ▲ The survey asked respondents to *rate* their support for 20 policies to aid family caregivers and care workers in the domains of:
 - Coordination of Support
 - Financial Challenges
 - Physical, Mental, and Financial Health
 - Balancing Work and Family Responsibilities

- ▲ Respondents used a 5-pt. scale, with higher numbers indicating more support (Do Not Support, Somewhat Support, Support, Very Much Support, Strongly Support).

- ▲ All policies proposed were well supported; all ratings fell above the mid-point of the scale

Top Five Most Strongly Supported Policies

- ▲ **HOUSING** - Ensuring housing is adapted, safe, and suitable for older adults and people with disabilities, $M(SD) = 4.37(.90)$
- ▲ **RESOURCE REFERRAL** - Development of a comprehensive and frequently updated repository of social and supportive services resources available at the local level, $M(SD) = 4.32(.92)$
- ▲ **ID & ASSESS CAREGIVERS** - Development and implementation of methods for routinely identifying, assessing and supporting family caregivers within Medicare, Medicaid, and the Department of Veterans Affairs, $M(SD) = 4.31(.85)$
- ▲ **FLEXIBLE WORKPLACE** - Incentives for employers, through tax credits or other means, to routinely offer flexible workplace policies, including flexible start and end times, time-banking, compressed work weeks, and teleworking, $M(SD) = 4.30(.86)$
- ▲ **EXPAND PACE & OTHER COMMUNITY-BASED** - Piloting of expanded Program of All-Inclusive Care for the Elderly (PACE) programs, or other community-anchored programs for Medicare beneficiaries that expand access to both medical and long-term services and supports (LTSS), $M(SD) = 4.28(.88)$
- ▲ *4 of the 5 are in the category of **Coordination of Support***

Federal Policy – Most Often Ranked as Number 1

- ▲ Participants also asked to *rank* their top three priorities for federal policy
- ▲ Each of the 20 policy options was ranked as a top federal priority by at least one respondent
- ▲ These two policies were most often ranked number 1:
 - **FLEXIBLE WORKPLACE** - Incentives for employers, through tax credits or other means, to routinely offer flexible workplace policies, including flexible start and end times, time-banking, compressed work weeks, and teleworking
 - **CARE WORKER PAY** - Reasonable pay of \$15 an hour and benefits for paid care workers

Federal – Most Often Selected among Top Three Priorities

- ▲ We asked participants to select and rank three policy priorities. These were the policies that participants selected most frequently.
- ▲ The most often listed federal policy was:
 - **\$ FOR FAMILY CAREGIVERS** - Financial support to protect the income and retirement benefits of family caregivers: this could include Social Security credits to offset time spent out of the workforce, or tax credits to defray out-of-pocket costs.
 - 29 (40%) respondents ranked this among their top three priorities
- ▲ The second most prioritized policy was:
 - **FLEXIBLE WORKPLACE** - Incentives for employers, through tax credits or other means, to routinely offer flexible workplace policies, including flexible start and end times, time-banking, compressed work weeks, and teleworking
 - 20 (28%) of respondents ranked this in the top three

State – Most Often Selected among Top Three Priorities

- ▲ We asked participants to select and rank three policy priorities for states. These were the policies that participants selected most frequently.
- ▲ From this perspective the top ranked state policy was:
 - **RESOURCE REFERRAL** Development of a comprehensive and frequently updated repository of social and supportive services resources available at the local level
 - 29 (45%) of respondents ranked this among their top their choices
- ▲ The second most prioritized policy was:
 - **CARE WORKER PAY** Reasonable pay of \$15 an hour and benefits for paid care workers
 - 21 (33%) of respondents ranked this among their top three choices

Examining Federal Policy Priorities By Policy Experience

- ▲ Respondents who *worked in policy* most often ranked this as the top federal priority:
 - **LONG-TERM CARE PUBLIC FINANCING** - A publicly financed state or federal insurance program to assist older adults, people with disabilities, and their families in paying for long-term care (15%)

- ▲ Respondents who *did not work in policy* most often ranked this as the top federal priority:
 - **MEDICARE SHOULD FOCUS MORE ON CAREGIVERS** - Require CMS to develop and test payment models that incentivize physicians to identify, engage and support family caregivers (16%)

Accord on State Policy Priorities

- ▲ Both respondents who worked in policy and those that didn't agreed on the top two policy priorities for states:
 - **FLEXIBLE WORKPLACE** - Incentives for employers, through tax credits or other means, to routinely offer flexible workplace policies, including flexible start and end times, time-banking, compressed work weeks, and teleworking
 - **CARE WORKER PAY** - Reasonable pay of \$15 an hour and benefits for paid care workers

Other Policy Options Less Frequently Selected

- ▲ Coordination of Support
 - Expansion of federal data collection on the experience of family caregivers
 - Ensuring housing is adapted, safe, and suitable for older adults and people with disabilities
- ▲ Financial Challenges
 - Development of training and certification standards for an Advanced Care Aide category that would expand the scope of practice for direct care workers
 - Provision of support for child care and transportation benefits for full-time care workers
- ▲ Physical, Mental and Financial Health
 - Create a public-private multi-stakeholder innovation fund for research and innovation to address the needs of caregiving families*
 - Build on the Personal and Home Care Aide State Training (PHCAST) demonstration and other care worker training programs to develop “best practices” training curricula and standards
- ▲ Balancing Work and Family Responsibilities
 - Creation of locally chartered or national “Caregiver Corps” program allowing trained volunteers to provide practical assistance and companionship to older and disabled adults in the community

Participant Generated Policy Recommendations

- ▲ Educate the public about long-term care needs and costs
- ▲ Enable home remodeling to encourage aging in place – preferred tax
- ▲ Develop on-line training for caregiving – provide competition as incentive
- ▲ Develop on-line matching program for consumers and paid caregivers
- ▲ Eliminate wait lists for Medicaid waiver programs
- ▲ Create measures to monitor progress in eldercare and caregiver issues
- ▲ Medicare expansions: day care, respite, physician time with caregivers and caregiving back-up
- ▲ Allow Medicare Advantage plans to pay for important non-medical services
- ▲ Develop monitors to detect in-home abuse (paid or volunteer caregivers)
- ▲ Require geriatrics training for physicians and other providers
- ▲ Have caregivers involved in MediCaring Communities

In Summary– An Emerging Consensus?

- ▲ We support wide array of policies
- ▲ When having to make choices, we tend to support:
 - *MAKING CAREGIVING MORE POSSIBLE*
- ▲ **RESOURCE REFERRAL**
- ▲ **MEDICARE TO PUSH FOCUS ON CAREGIVERS**
- ▲ **FLEXIBLE WORKPLACE**
 - *PAYING FOR THE WORK*
- ▲ **CARE WORKER PAY**
- ▲ **\$ FOR FAMILY CAREGIVERS**
- ▲ **LONG-TERM CARE PUBLIC FINANCING**

Caregivers can have the support they want and need



**But only if we
deliberately build that future!**