



AUSTIN  
BUSINESS GROUP  
— ON HEALTH —

The logo features the word "AUSTIN" in a serif font, with "AUST" in blue and "IN" in red. A red swoosh curves across the letters "U", "S", "T", and "I". A blue five-pointed star is positioned above the letter "I". Below "AUSTIN" is the text "BUSINESS GROUP" in a black serif font. At the bottom, the phrase "ON HEALTH" is written in a black serif font, flanked by horizontal lines on both sides.

# Announcements

- Thanks for joining!
- Mute/Unmute yourself (Alt+A)
- Use the chat box for questions

Moderators for today's meeting include:



Claire Hahn – ABGOH Chair



Mary Faria – MHFC Chair

# Agenda

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- Announcements & Introductions
  
- ABGOH Networking Session
  - ▣ “Caring for the Caregiver: Helping Employees Find Balance”
  - ▣ Breakout Sessions
  - ▣ Questions & Answers
  
- Closing Remarks

# Today's Speaker



Ashley Bischoff, MAS  
Program Coordinator  
Chronic Disease & Injury Prevention  
Austin Public Health

# Caring for the Caregiver

Helping Employees Find Balance  
Virtual Networking Event

Stress

## Help Your Team Beat WFH Burnout

by Bobbi Thomason

January 26, 2021



Tim Macpherson/Getty Images

Harvard Business Review

# Since the Start of the Pandemic and an Increase in Remote Work

RETIREMENT GUIDE | SIDE HUSTLE GUIDE | FINANCIAL WELLNESS COUNCIL | COLLEGE VOICES | MONEY 101 NEWSLETTER

INVEST IN YOU. READY. SET. GROW.

## Remote work burnout is growing as pandemic stretches on. Here's how to manage it

PUBLISHED: THU, JUL 29 2020-7:00 AM EDT



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### KEY POINTS

- Over two-thirds, or 69%, of employees are experiencing burnout symptoms while working from home, according to Monster.
- Stress and financial anxiety are high, yet workers are not taking enough time off to recharge, fearing they could be the next layoff if they don't work hard enough.



CNBC



Managing People | 3 Tips to Avoid WFH Bu

Managing People

## 3 Tips to Avoid WFH Burnout

by Laura M. Giurge and Vanessa K. Bohns

April 03, 2020



Henry Jones/Getty Images

Harvard Business Review

Fortune

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COMMENTARY • REMOTE WORK

## Working from home poses serious dangers for employers and employees alike

11:26 AM EDT

August 10, 2020



Most Popular

## Work-From-Home Burnout: Causes And Cures



Ashley Stahl Contributor @ Careers

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in



GETTY

Forbes

# What Does Burn Out Look Like?

Tired, exhausted, overwhelmed

Feeling like a failure, as though you are not doing your job well

Frustrated

Cynical

Disconnected from others, lacking feelings, indifferent

Depressed

# Who is Impacted by Burnout?

EVERYONE!



Especially Caregivers – those who are balancing their work duties, home duties, childcare duties, and caring for other adults in or out of the home.



# A Picture of Caregiving During the Pandemic

Caregiving in the U.S. 2020  
The National Alliance for Caregiving (NAC) and AARP

Nearly one in five (19%) are providing unpaid care to an adult with health or functional needs.

More Americans (24%) are caring for more than one person up from 18% in 2015.

More family caregivers (26%) have difficulty coordinating care up from 19% in 2015.

More Americans (26%) are caring for someone with Alzheimer's disease or dementia up from 22% in 2015.

More Americans (23%) say caregiving has made their own health worse up from 17% in 2015.

Family caregiving spans across all generations, including Boomers, Gen-X, Gen-Z, Millennials, and Silent.

61% of family caregivers are also working.

# Caregivers of Children vs Adults

**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.

# S&P Global/ AARP Research 2020

- Surveyed 53 US companies in the S&P 1200
    - July 23 – October 1, 2020
  - Surveyed 1,573 people at firms larger than 1,000 employees
    - August 20- September 8, 2020
  - Research also uses market intelligence data showing performance of companies and relies on interviews with executives from several large US corporations.
- 

## Findings

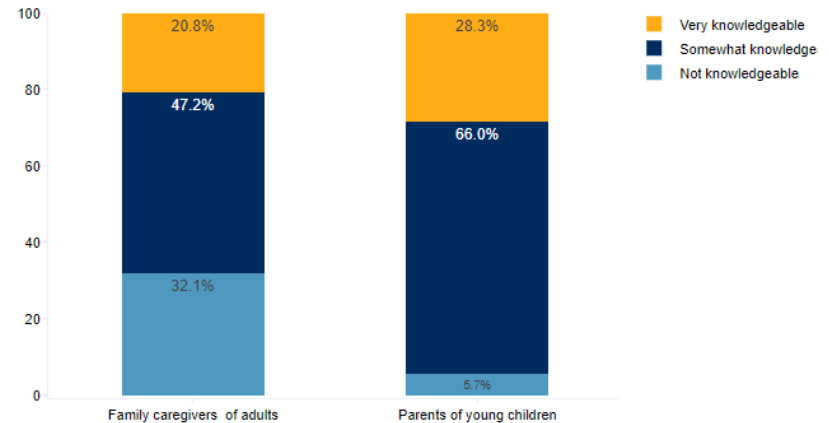
- 58% of parents reported an increase in the amount of time required for childcare duties since the pandemic began.
- 56% of companies have implemented flexible work hours
- 48% began offering mental-health or self-care resources
- More than 60% of respondents increased benefits and resources since the start of the pandemic

# What About Caregivers of Older Adults?

There's a discrepancy

- 66% of employers said they were supportive of new parents vs 32% who said they were supportive of adult caregivers
- 60% said benefits for parents are a high priority vs 30% said high priority for family caregivers.
- 94% who felt knowledgeable of the needs of parents vs 68% who felt knowledgeable of family caregivers needs

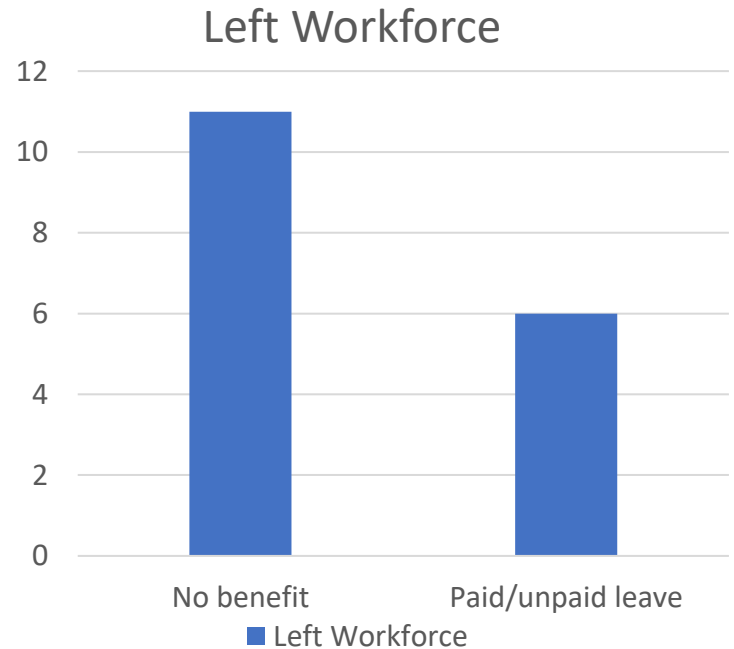
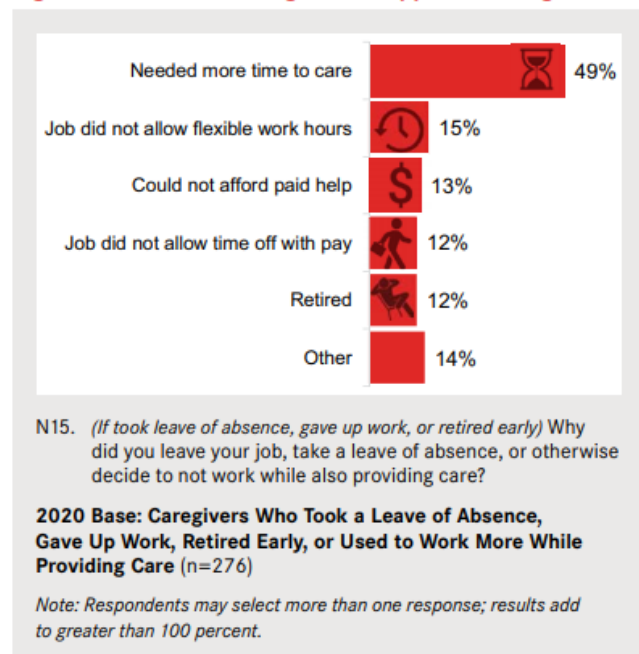
Company Knowledge Of Caregiver/Parent Needs



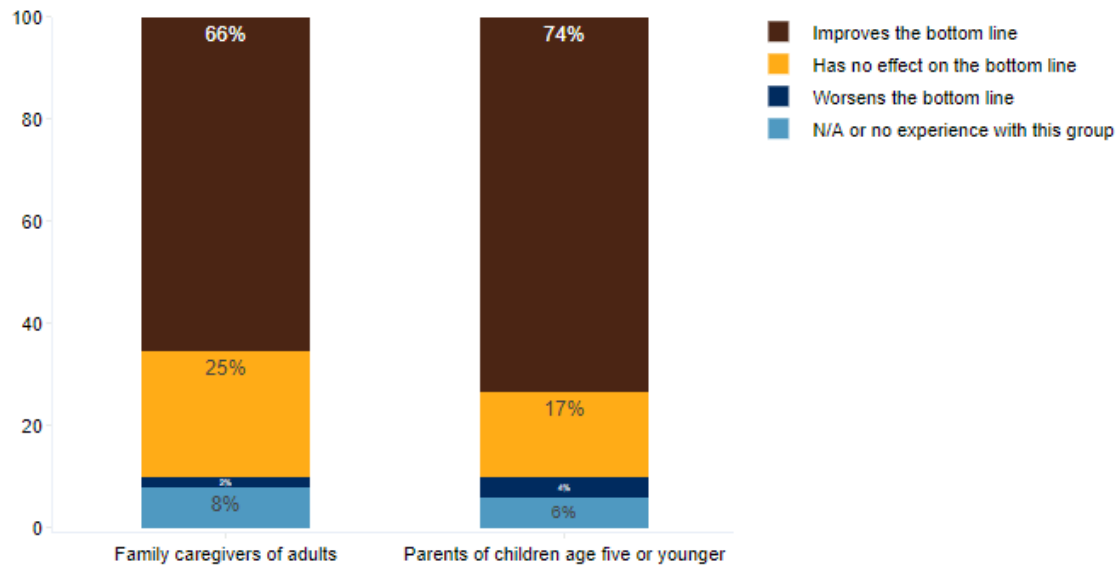
Q9a/b. In general, what level of knowledge would you say your company has about the needs of [family caregivers/parents of young children] in your workplace? (All respondents, n=53)  
Source: S&P Global/AARP survey of companies 53 U.S. companies in the S&P 1200 Index fielded between July 23 and Oct. 1, 2020

# Benefits of Implementing Family Friendly Policies

Figure 71. Reasons Caregivers Stopped Working



### Perceived Impact Of Support On The Company's Bottom Line



Q13. To what extent would you say that supporting the following types of employees in the workplace affects your company's bottom line? (All respondents, n=53)

Source: S&P Global/AARP survey of companies 53 U.S. companies in the S&P 1200 Index fielded between July 23 and Oct. 1, 2020.

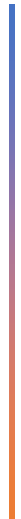


# Questions For Your Breakout Groups

Question 1: What behaviors would you expect to see in employees getting close to burn out and how do those behaviors look different for remote workers?

Question 2: What existing programs could be altered to be inclusive of adult caregivers?

For example, expand sick days to include wellness days so employees can use them to help care for an adult in need or to have a self care day when they are feeling burned out.





**BREAKOUT**



# Ideas for supporting caregivers

- Provide a caregiver resource list such as a directory of home care agencies, adult day cares, elder law assistance etc.
  - Create a support group for caregivers
  - Sick days that can be used to care for someone else → Wellness days
  - Allow flex scheduling
  - Send frequent communications to employees informing them of the benefits available to them
- 
- In-house stress reduction programs such as daily meditation, yoga classes or massage discounts
  - Subsidize back-up home care
  - Create a platform for all caregiving resources
  - Provide free legal and financial counseling

APH is in the process of creating a caregiver toolkit for employers with example policies and programs. Published by August 30<sup>th</sup>, 2021.

# Takeaways

- Everyone in the workforce has dealt with some level of burnout throughout the pandemic
- For some, burnout can look like disinterest, frustration, exhaustion
- Caregivers are juggling many priorities with little or no time to care for themselves
- Employers can have a positive impact on caregivers by implementing policies and/or programs that help ease the burden their employees experience
- Generally, employers see a “value add” to their bottom line when they implement benefits for caregivers of all types

THANK  
YOU

Ashley Bischoff, Program Coordinator  
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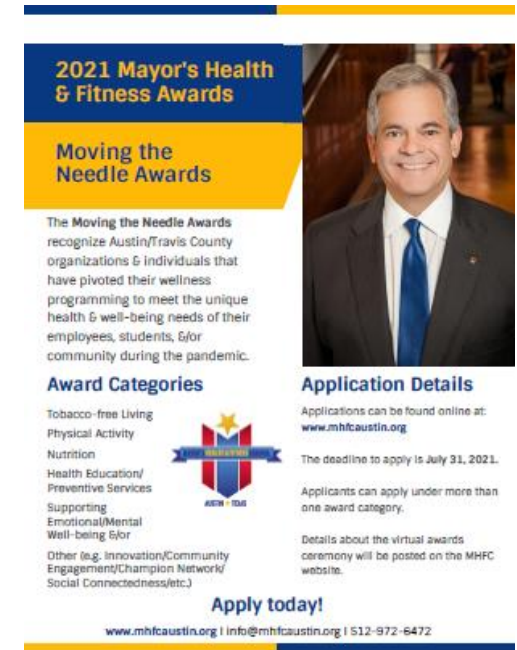
# Questions & Answers

- Please remain muted
- Use the chat box to send us your questions
- A moderator will read questions as they are submitted



# Announcements

- Thank you to our speaker, Ashley Bischoff!
- Today's presentation will be posted to the MHFC website.
- Session evaluation in the chat box.
- Apply for the Moving the Needle Awards today!



**2021 Mayor's Health & Fitness Awards**

**Moving the Needle Awards**

The Moving the Needle Awards recognize Austin/Travis County organizations & individuals that have pivoted their wellness programming to meet the unique health & well-being needs of their employees, students, &/or community during the pandemic.

**Award Categories**

- Tobacco-free Living
- Physical Activity
- Nutrition
- Health Education/ Preventive Services
- Supporting Emotional/Mental Well-being &/or
- Other (e.g. Innovation/Community Engagement/Champion Network/ Social Connectedness/etc.)

**Application Details**

Applications can be found online at: [www.mhfcAustin.org](http://www.mhfcAustin.org)

The deadline to apply is July 31, 2021.

Applicants can apply under more than one award category.

Details about the virtual awards ceremony will be posted on the MHFC website.

**Apply today!**

[www.mhfcAustin.org](http://www.mhfcAustin.org) | [info@mhfcAustin.org](mailto:info@mhfcAustin.org) | 512-972-6472



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