

# Securian Financial Caregivers in the Workplace – Survey Data

Survey conducted by Securian Financial November 3-17, 2023

**Q. We know that being a caregiver can have a variety of impacts on your wellness (mental, physical, financial, social, etc.). Please select which of the following you feel has been impacted due to taking on a role as a caregiver. Please select all that apply.**

**These things have been affected due to my role as a caregiver:**

Mental wellness	1007	57.2 %
Physical wellness	783	44.5 %
Social wellness (e.g., relationships with others)	907	51.6 %
Performance at work	653	37.1 %
Financial wellness (e.g., ability to plan for your own financial future)	949	54.0 %
Something else that has been affected (please tell us):	31	1.8 %
None of the above	162	9.2 %
<b>Total</b>	<b>1759</b>	<b>100.0 %</b>

**Q. Please select how much you agree or disagree with the following statements: I expect my employer to provide benefits/resources to support me as a caregiver.**

Strongly agree	772	43.9 %
Somewhat agree	603	34.3 %
Neither agree nor disagree	275	15.6 %
Somewhat disagree	73	4.2 %
Strongly disagree	36	2.0 %
<b>Total</b>	<b>1759</b>	<b>100.0 %</b>

**Q. Please select how much you agree or disagree with the following statements: I look to my employer as a resource to find support for my role as a caregiver.**

Strongly agree	678	38.5 %
Somewhat agree	609	34.6 %
Neither agree nor disagree	272	15.5 %
Somewhat disagree	124	7.0 %
Strongly disagree	76	4.3 %
<b>Total</b>	<b>1759</b>	<b>100.0 %</b>

**Q. Of these potential benefits that your employer may offer to support employees in caregiving roles, which, if any, have you used/taken advantage of?**

Benefit	Offered	Utilized*
PTO (specific # of days)	94%	79%
Health and/or wellness programs	90%	62%
Flexible working hours	86%	82%
Unpaid leave (specifically for caregiving)	84%	45%
Flexible working location	82%	76%
Paid leave specifically for caregiving	78%	60%

Subscription to mental wellness apps	77%	54%
Employee Resource Group for caregivers	74%	49%
Access to emergency backup care	71%	47%
Financial assistance for caregiving expenses	69%	55%
PTO (unlimited)	65%	57%
<b>Total</b>	<b>1759</b>	<b>--</b>

\* Percent calculated among those whose employers offer the benefit

**Q. Of the benefits that you have used, please share with us how helpful\* they were for you as someone in a caregiving role.**

Benefit	Very Helpful	Somewhat Helpful	Neither Helpful nor Unhelpful	Somewhat Unhelpful	Very Unhelpful
PTO (specific # of days) (n.1308)	70.8%	24.0%	4.3%	0.6%	0.3%
Health and/or wellness programs (n.982)	65.2%	30.1%	4.0%	0.6%	0.1%
Flexible working hours (n.1242)	79.6%	18.0%	1.9%	0.4%	0.0%
Unpaid leave specifically for caregiving (n.665)	57.1%	29.9%	6.2%	2.7%	4.1%
Flexible working location (n.1088)	78.9%	18.2%	2.1%	0.6%	0.2%
Paid leave specifically for caregiving (n.824)	82.0%	15.4%	1.8%	0.7%	0.0%
Subscription to mental wellness apps (n.729)	61.5%	32.0%	5.2%	1.2%	0.1%
Employee Resource Group for caregivers (n.643)	69.5%	25.5%	3.7%	0.6%	0.6%
Access to emergency backup care (n.593)	71.8%	24.3%	3.5%	0.0%	0.3%
Financial assistance for caregiving expenses (n.673)	75.5%	20.7%	2.8%	0.9%	0.1%
PTO (unlimited) (n.651)	71.9%	22.9%	4.9%	0.2%	0.2%

\* Percent calculated among those who have used the benefit

**Q. Regardless of whether you've used any benefits or not, which of the following are reasons that prevent you from using one (or more) caregiving or wellness-related benefits offered by your employer? Please select all that apply.**

I'm concerned about privacy/confidentiality	419	23.9 %
I'm not sure of what's available	343	19.6 %
I'm worried using these benefits will reflect poorly on me as an employee / my performance	299	17.1 %
I don't feel the benefits/resources fit my needs	292	16.7 %
I'm not sure how much it costs	285	16.3 %
The process to sign up/use is complex	275	15.7 %
I don't know what benefits are best for my situation	274	15.7 %
I'm worried somebody at my company will judge me for using these resources/benefits	253	14.5 %
I'm not sure I qualify for benefits/services	238	13.6 %
I don't have time to learn about benefits/resources available and their processes	225	12.9 %
I'm worried the person I'm caregiving for will judge me for using these resources/benefits	218	12.5 %
I don't want to pay for it / think it's expensive	217	12.4 %
I'm unclear on how to sign up/use benefit	198	11.3 %
I'm unable to access the resources in person (e.g., not offered remotely)	184	10.5 %
I don't feel the benefits/resources are culturally relevant	123	7.0 %
Something else (please tell us):	92	5.3 %
<b>Total</b>	<b>1750</b>	