

Follow-Up Interview with a Representative of the Employer ***(Information to be collected when Survey results are shared with the employer)***

Date:

Interviewer:

Position of person interviewed:

Workplace (name of company/organization/agency):

Approximate number of employees completing the Survey:

As you know, employees at NAME OF EMPLOYER/WORKPLACE completed the Employed Family Caregiver Survey, which is designed to collect information on the experience of balancing work and caring for a family member who is frail and elderly (e.g. an older parent). After employees completed the survey, a report was generated that showed the response percentages to survey questions. The purpose of this interview to learn what may have occurred at NAME OF EMPLOYER/WORKPLACE as a result of the survey's findings. You were selected because you are familiar with the survey and its results.

1. Which of the following statements best describes the general response by human resource personnel who read the final report?

- The number and percentage of employees involved in eldercare was much higher than expected
- The number and percentage of employees involved in eldercare was a little higher than expected
- The number and percentage of employees involved in eldercare was about the same as expected
- The number and percentage of employees involved in eldercare was a little lower than expected
- The number and percentage of employees involved in eldercare was much lower than expected

2. For persons at NAME OF EMPLOYER/WORKPLACE who know about employee benefits (example: persons working in human resources), to what extent did the survey's results increase awareness of issues faced by employees who balance work and eldercare?

Significantly increased awareness 5 4 3 2 1 No increased awareness

3. One of the items on the survey listed fourteen ways that caring for an elderly loved one might impact work. These are listed below. Check all of the impacts of which you were unaware until after the results of the survey were made available.

- Rearrange work schedule
- Arrive at work late
- Leave work early
- Miss days of work
- Take leave of absence
- Be at work, but feel unable to focus
- Use break or lunch times to arrange for caregiving services
- Respond to calls or emergencies during work hours
- Reduce hours of work
- Turn down work-related travel
- Turn down a promotion
- Turn down work relocation
- Consider changing employer
- Consider leaving work entirely

4. List any impacts of caregiving on work you have observed, but are not among the fourteen listed above.

5. Listed below are several workplace supports that might be helpful to employees who simultaneously juggle work and caring for an elderly loved one. For each support, please indicate (a) whether it is offered at NAME OF EMPLOYER/WORKPLACE, and (b) how often it is used by employees who are caregivers.

WORKPLACE SUPPORT	OFFERED?		HOW OFTEN USED BY EMPLOYED CAREGIVERS? 0 = Never 1 = Rarely 2 = Sometimes 3 = Frequently			
	Yes	No	0	1	2	3
▪ Flexible work hours	Yes	No	0	1	2	3
▪ Job sharing	Yes	No	0	1	2	3
▪ Option to work at home/telecommute	Yes	No	0	1	2	3
▪ Unpaid leave to care for a family member	Yes	No	0	1	2	3
▪ Personal Time Off or other paid leave which can be used to care for an elderly family member	Yes	No	0	1	2	3
▪ Family health insurance	Yes	No	0	1	2	3
▪ Pension/retirement plan	Yes	No	0	1	2	3
▪ Program that allows employees to set aside pre-tax dollars to pay for care of an elderly family member (e.g. aged parent)	Yes	No	0	1	2	3
▪ Subsidy for parent care	Yes	No	0	1	2	3
▪ On-site adult day care center	Yes	No	0	1	2	3
▪ Resources and referral services for elder care	Yes	No	0	1	2	3
▪ On-site support for family-related issues	Yes	No	0	1	2	3
▪ Seminars on balancing work and family issues, such as eldercare	Yes	No	0	1	2	3
▪ Employee assistance program (EAP)	Yes	No	0	1	2	3

6. If one of the workplace supports listed above is not currently offered or available at NAME OF WORKPLACE, please indicate the extent it is likely to be offered in the future as a result of having participated in the Employed Family Caregiver Survey.

Not very likely at all 1 2 3 4 5 Very likely

7. As a result of the Survey's results, are you planning to provide any caregiving information to employees?

___ Do not know

___ No

___ Yes (if "yes", please describe in the space below)