

ipsos-ff7254.idreporting.com

25 August 2021 23:56 UTC Universe = 1000 cases

1 Age Groups vs Age Groups (2) 2 Age Groups vs Gender 3 Region vs Age Groups 4 Region vs Gender 5 Gender vs Age Groups 6 Gender vs Gender (2) 7 What is your age? vs Age Groups 8 What is your age? vs Gender 9 What is your race / ethnicity? (Select all that apply) vs Age Groups 10 What is your race / ethnicity? (Select all that apply) vs Gender 11 Are you currently working, or have you worked in the last year? vs Age Groups 12 Are you currently working, or have you worked in the last year? vs Gender 13 Do you believe that employers should make it a priority to support employees with caregiving responsibilities? (Select all answers with which you agree) vs Age 14 Do you believe that employers should make it a priority to support employees with caregiving responsibilities? (Select all answers with which you agree) vs 15 In the past year have you provided unpaid help to a loved one or loved ones (e.g., spouse/partner, parent, close friend, adult child, etc.) other than a child under age 18 in any of the following ways? (Select all that apply) vs Age Groups 16 In the past year have you provided unpaid help to a loved one or loved ones (e.g., spouse/partner, parent, close friend, adult child, etc.) other than a child under age 18 in any of the following ways? (Select all that apply) vs Gender 17 Have you had to adjust work to help your loved one(s)? vs Age Groups 18 Have you had to adjust work to help your loved one(s)? vs Gender 19 How much help do(es) your loved one(s) need? vs Age Groups 20 How much help do(es) your loved one(s) need? vs Gender 21 How much stress do you feel about helping your loved one(s)? vs Age Groups 22 How much stress do you feel about helping your loved one(s)? vs Gender 23 In general, how has COVID impacted your responsibility in helping your loved one(s)? vs Age Groups 24 In general, how has COVID impacted your responsibility in helping your loved one(s)? vs Gender 25 How has helping your loved one(s) affected your wellbeing (mental and/or physical health) during COVID? vs Age Groups 26 How has helping your loved one(s) affected your wellbeing (mental and/or physical health) during COVID? vs Gender 27 Do you feel empowered to succeed in helping your loved one(s)? vs Age Groups

28 Do you feel empowered to succeed in helping your loved one(s)? vs Gender 29 Which of the following, if any, are the most challenging elements of helping your loved one(s)? (Select all that apply) vs Age Groups 30 Which of the following, if any, are the most challenging elements of helping your loved one(s)? (Select all that apply) vs Gender 31 Have you told your employer about your responsibilities of caring for your loved one(s)? vs Age Groups 32 Have you told your employer about your responsibilities of caring for your loved one(s)? vs Gender 33 If not, why have you not told your employer? (Select all that apply) vs Age Groups 34 If not, why have you not told your employer? (Select all that apply) vs Gender 35 Do you need more help from your employer / HR to navigate your role in helping your loved one(s)? vs Age Groups 36 Do you need more help from your employer / HR to navigate your role in helping your loved one(s)? vs Gender 37 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would feel more loyal to my company. vs Age Groups 38 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would feel more loyal to my company. 39 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support. I would be more likely to stay at the company for longer. vs Age Groups 40 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more likely to stay at the company for longer. vs Gender 41 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more likely to recommend the company to others. vs Age Groups 42 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more likely to recommend the company to others. vs Gender 43 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be less stressed about balancing caregiving responsibilities and my job. vs Age Groups 44 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be less stressed about balancing caregiving responsibilities and my job. vs Gender 45 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more likely to tell my employer about my caregiving situation. vs Age Groups 46 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more likely to tell my employer about my caregiving situation. vs Gender 47 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more motivated to help the company succeed. vs Age Groups 48 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would be more motivated to help the company succeed. vs Gender 49 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would feel that the company cares about my wellbeing. vs Age Groups 50 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, I would feel that the company cares about my wellbeing. vs Gender 51 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, it would not affect my perception of my employer. vs Age Groups

52 How much do you agree or disagree with the following statements? - If my employer offered more caregiving support, it would not affect my perception of my
employer. vs Gender
53 Does your employer currently provide any resources to support employees with caregiving responsibilities? (Select all that apply) vs Age Groups
54 Does your employer currently provide any resources to support employees with caregiving responsibilities? (Select all that apply) vs Gender
55 Within the next 3 years, do you expect to provide unpaid help to a loved one or loved ones (e.g. parent, spouse/partner, close friend, adult child, etc.) other than a
child under age 18? vs Age Groups
56 Within the next 3 years, do you expect to provide unpaid help to a loved one or loved ones (e.g. parent, spouse/partner, close friend, adult child, etc.) other than a
child under age 18? vs Gender
57 How much do you agree or disagree with the following statements? - I believe employers should make it a priority to support all employees' families, including
those with aging and vulnerable loved ones. vs Age Groups
58 How much do you agree or disagree with the following statements? - I believe employers should make it a priority to support all employees' families, including
those with aging and vulnerable loved ones. vs Gender
59 How much do you agree or disagree with the following statements? - It would affect my perception of my employer to know that the company offers resources to
assist employees with adult and elder care needs. vs Age Groups
60 How much do you agree or disagree with the following statements? - It would affect my perception of my employer to know that the company offers resources to
assist employees with adult and elder care needs. vs Gender
61 How much do you agree or disagree with the following statements? - I would feel better about my employer for offering adult and elder care support. vs Age
62 How much do you agree or disagree with the following statements? - I would feel better about my employer for offering adult and elder care support. vs
63 How much do you agree or disagree with the following statements? - Knowing my employer offers adult and elder care support would make me feel more
supported as an employee. vs Age Groups
64 How much do you agree or disagree with the following statements? - Knowing my employer offers adult and elder care support would make me feel more
supported as an employee. vs Gender
65 How much do you agree or disagree with the following statements? - Knowing my employer offers adult and elder care support would make me feel more loyal
as an employee. vs Age Groups
66 How much do you agree or disagree with the following statements? - Knowing my employer offers adult and elder care support would make me feel more loyal
as an employee. vs Gender
67 How much do you agree or disagree with the following statements? - I believe caring for adults and elders is a prevalent challenge in the workforce. vs Age
68 How much do you agree or disagree with the following statements? - I believe caring for adults and elders is a prevalent challenge in the workforce. vs
69 How much do you agree or disagree with the following statements? - Employers that offer robust adult and elder care support are more attractive companies to
work for. vs Age Groups
70 How much do you agree or disagree with the following statements? - Employers that offer robust adult and elder care support are more attractive companies to
work for. vs Gender
71 How much do you agree or disagree with the following statements? - I would be more likely to take a job at an employer that offers adult and elder care support.
vs Age Groups
72 How much do you agree or disagree with the following statements? - I would be more likely to take a job at an employer that offers adult and elder care support.
vs Gender

Contents

Age Groups

Age Groups (2)

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
18-34	332 33% CD	332 100% A	0 0%	0 0%
35-49	321 32% BD	0 0%	321 100% A	0 0%
50-65	347 35% BC	0 0%	0 0%	347 100% A

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Age Groups

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	A	В	C
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
18-34	332 33%	146 31%	186 35%
35-49	321 32% C	188 39% AC	133 25%
50-65	347 35%	142 30%	205 39% B

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Region

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	Α	В	С	D
Unweighted Base	999	332	321	346
Weighted Base	999	332	321	346
New England	50	11	17	22
	5%	3%	5%	6%
Middle Atlantic	135	42	41	52
	14%	13%	13%	15%
East North Central	144	40	44	60
	14%	12%	14%	17%
West North Central	61	23	19	19
	6%	7%	6%	5%
South Atlantic	205	62	71	72
	21%	19%	22%	21%
East South Central	62	22	18	22
	6%	7%	6%	6%
West South Central	120 12% D	47 14% D	49 15% D	24 7%

Mountain	70	21	23	26
	7%	6%	7%	8%
Pacific	152 15%	64 19% C	39 12%	49 14%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Region

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	999	476	523
Weighted Base	999	476	523
New England	50	20	30
	5%	4%	6%
Middle Atlantic	135 14%	57 12%	78 15%

East North Central	144	64	80
	14%	13%	15%
West North Central	61	31	30
	6%	7%	6%
South Atlantic	205	92	113
	21%	19%	22%
East South Central	62 6%	20 4%	42 8% B
West South Central	120 12%	72 15% C	48 9%
Mountain	70	29	41
	7%	6%	8%
Pacific	152 15%	91 19% C	61 12%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Gender

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
Male	476	146	188	142
	48%	44%	59%	41%
			ABD	
Female	524	186	133	205
	52%	56%	41%	59%
	С	С		С

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Gender

Gender (2)



	Total	Male	Female
	A	В	С
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
Male	476 48% C	476 100% A	0 0%
Female	524 52% B	0 0%	524 100% A

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

What is your age?

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347

Weighted Base	1000	332	321	347
18	16 2%	16 5% ACD	0 0%	0 0%
19	13 1% CD	13 4% ACD	0 0%	0 0%
20	19 2% CD	19 6% ACD	0 0%	0 0%
21	16 2% CD	16 5% ACD	0 0%	0 0%
22	20 2% CD	20 6% ACD	0 0%	0 0%
23	13 1% CD	13 4% ACD	0 0%	0 0%
24	15 2% CD	15 5% ACD	0 0%	0 0%
25	26 3% CD	26 8% ACD	0 0%	0 0%
26	14 1% CD	14 4% ACD	0 0%	0 0%
27	20 2% CD	20 6% ACD	0 0%	0 0%
28	14 1% CD	14 4% ACD	0 0%	0 0%
29	22 2%	21 6%	1 0%	0 0%

$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		CD			
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $		CD	ACD	-	-
$ \begin{array}{c c c c c c c c c c c c c c c c c c c $	30	29	29	0	0
CD ACD \sim 31 24 24 0 0 32 2% 7% 0% 0% 32 25 25 0 0 33 23 23 23 0 0 34 20 19 1 0 34 20 19 1 0 35 36 4 32 0 36 4 32 0 0% 36 36 0 36 0 37 38 0 36 0 36 36 36 0 36 0 36 37 30 0 30 0 38 38 25 0 25 0 39 25 0 23 0 39 28 0% 33 0 33 0 33 0 33 <tr< td=""><td></td><td>3%</td><td>9%</td><td>0%</td><td>0%</td></tr<>		3%	9%	0%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		CD	ACD		
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	31	24	24	0	0
$\begin{array}{ c c c c c } \hline \mbox{CD} & ACD & \mbox{ACD} & \mbox{CD} & \mbox{SM} & \mbo$		2%	7%	0%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		CD	ACD		
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	32	25	25	0	0
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$		3%	8%	0%	0%
$\begin{array}{ c c c c c c c c c c c c c c c c c c c$		CD		0/0	0/0
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	22	22	22	0	0
$ \begin{array}{ c c c c c c c } & 2\% & 7\% & 0\% & 0\% \\ \hline CD & ACD & & & & & & & & & & & & & & & & & & &$	22	25	25	0	0
$\begin{array}{ c c c c c c c c c c c c c c c c c c c$		2%	7%	0%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		CD	ACD		
$ \begin{array}{ c c c c c c c } 2\% & 6\% & 0\% & 0\% & 0\% & 0\% & 0\% & 0\% & 0$	34	20	19	1	0
$ \begin{array}{ c c c c c c } \hline \begin{tabular}{ c c } \hline tabular$		2%	6%	0%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		CD	ACD		
$ \begin{array}{ c c c c c c } & 4\% & 1\% & 10\% & 0\% \\ & BD & D & ABD \\ \hline & & ABD \\ \hline & & 4\% & 0\% & 11\% & 0\% \\ & 4\% & 0\% & 11\% & 0\% \\ & & BD & & ABD \\ \hline & & & ABD \\ \hline & & & & ABD \\ \hline & & & & & \\ \hline & & & & & \\ \hline & & & &$	35	36	4	32	0
$ \begin{array}{ c c c c c c } \hline & BD & D & ABD \\ \hline & 36 & 0 & 36 & 0 \\ & 4\% & 0\% & 11\% & 0\% \\ & 4\% & 0\% & 11\% & 0\% \\ & BD & ABD & \\ \hline & ABD & \\ \hline & & ABD & \\ \hline & & BD & & ABD & \\ \hline & & BD & & ABD & \\ \hline & & BD & & & \\ \hline & & & BD & & \\ \hline & & & BD & & \\ \hline & & & & \\ \hline & & & & \\ \hline & & & &$		4%	1%	10%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		BD	D	ABD	
$ \begin{array}{c c c c c c c c c c c c } & 4\% & 0\% & 11\% & 0\% & \\ BD & & ABD & & \\ 37 & 30 & 0 & 30 & 0 & \\ 30 & 0\% & 9\% & 0\% & \\ 3\% & 0\% & 9\% & 0\% & \\ BD & & ABD & & \\ 38 & 25 & 0 & 25 & 0 & \\ 3\% & 0\% & 8\% & 0\% & \\ BD & & & ABD & & \\ 3\% & 0\% & 8\% & 0\% & \\ BD & & & ABD & & \\ 39 & & & & & \\ 39 & & & & & \\ 39 & & & & & & \\ 39 & & & & & & \\ 39 & & & & & & \\ 40 & & & & & & \\ 40 & & & & & & \\ 40 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & & \\ 41 & & & \\ 41 & & & & \\ 41 $	36	36	0	36	0
$ \begin{array}{ccccccccccccccccccccccccccccccccc$		4%	0%	11%	0%
$\begin{array}{c ccccccccccccccccccccccccccccccccccc$		BD	•/-	ARD	• • •
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	37	30	0	30	0
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	57	3%	0%	0%	0%
$\begin{array}{c ccccc} 38 \\ 38 \\ 38 \\ 39 \\ 39 \\ 40 \\ 40 \\ 41 \\ 41 \\ 41 \\ 41 \\ 41 \\ 41$		378	078		078
$ \begin{array}{cccccccccccccccccccccccccccccccccccc$	20	BD	0	ABD	0
3% 0% 8% 0% BD ABD ABD ABD 39 23 0 23 0 2% 0% 7% 0% BD ABD ABD 0% 40 33 0 33 0 40 33 0 33 0 40 33 0 33 0 40 10% 0% ABD 0% 40 33 0 33 0 40 33 0 33 0 40 33 0 33 0 3% 0% 10% 0% BD ABD 0 0% 41 18 0 18 0 2% 0% 6% 0% 0%	38	25	0	25	0
BD ABD 39 23 0 23 0 2% 0% 7% 0% BD ABD ABD 0 40 33 0 33 0 3% 0% 10% 0% BD ABD 0% 0% 41 18 0 18 0 2% 0% 6% 0% ABD		3%	0%	8%	0%
$\begin{array}{cccccccccccccccccccccccccccccccccccc$		BD		ABD	
2% 0% 7% 0% BD ABD ABD ABD 40 33 0 33 0 3% 0% 10% 0% BD ABD 0% 0% 41 18 0 18 0 2% 0% 6% 0%	39	23	0	23	0
BD ABD 40 33 0 33 0 3% 0% 10% 0% BD ABD ABD 41 18 0 18 0 2% 0% 6% 0%		2%	0%	7%	0%
40 33 0 33 0 3% 0% 10% 0% BD ABD ABD 41 18 0 18 0 2% 0% 6% 0% BD ABD ABD		BD		ABD	
3% 0% 10% 0% BD BD ABD ABD 41 18 0 18 0 2% 0% 6% 0% BD ABD ABD 0	40	33	0	33	0
BD ABD 41 18 0 18 0 2% 0% 6% 0% BD ABD ABD ABD		3%	0%	10%	0%
41 18 0 18 0 2% 0% 6% 0% BD ABD		BD		ABD	
2% 0% 6% 0%	41	18	0	18	0
BD ABD		2%	0%	6%	0%
		BD		ABD	

42	18 2% BD	0 0%	18 6% ABD	0 0%
43	17 2% BD	1 0%	16 5% ABD	0 0%
44	17 2% BD	0 0%	17 5% ABD	0 0%
45	22 2% BD	0 0%	21 7% ABD	1 0%
46	16 2% BD	0 0%	16 5% ABD	0 0%
47	14 1% BD	0 0%	14 4% ABD	0 0%
48	14 1% BD	0 0%	14 4% ABD	0 0%
49	8 1% B	0 0%	6 2% B	2 1%
50	21 2% BC	0 0%	0 0%	21 6% ABC
51	15 2% BC	0 0%	0 0%	15 4% ABC
52	16 2% BC	0 0%	0 0%	16 5% ABC
53	15 2% BC	0 0%	0 0%	15 4% ABC
54	20	0	0	20

	20/	00/	00/	C0/
	Z% BC	0%	0%	ABC
55	19	0	0	19
	2%	0%	0%	5%
	BC			ABC
56	21	0	0	21
	2%	0%	0%	6%
	BC			ABC
57	14	0	0	14
	1%	0%	0%	4%
	BC			ABC
58	31	0	0	31
	3%	0%	0%	9%
	BC			ABC
59	25	0	0	25
	3%	0%	0%	7%
	BC			ABC
60	18	0	0	18
	2%	0%	0%	5%
	BC			ABC
61	24	0	0	24
	2%	0%	0%	7%
	BC			ABC
62	24	0	0	24
	2%	0%	0%	7%
	BC			ABC
63	22	0	0	22
	2%	0%	0%	6%
	BC			ABC
64	27	0	0	27
	3%	0%	0%	8%
	BC			ABC
65	31	0	0	31
	3%	0%	0%	9%
	BC			ABC
68	1	0	0	1
	0%	0%	0%	0%

75	0	0	0	0
	0%	0%	0%	0%
Mean	42.08	26.83	40.47	58.17
Median	40.0	27.0	40.0	58.0

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

What is your age?

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	Α	В	С
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
18	16	7	9
	2%	1%	2%
19	13 1%	2 0%	11 2%

			В
20	19	10	9
	2%	2%	2%
21	16	9	7
	2%	2%	1%
22	20	6	14
	2%	1%	3%
23	13	6	7
	1%	1%	1%
24	15	5	10
	2%	1%	2%
25	26	13	13
	3%	3%	2%
26	14	8	6
	1%	2%	1%
27	20	10	10
	2%	2%	2%
28	14	4	10
	1%	1%	2%
29	22	7	15
	2%	1%	3%
30	29	12	17
	3%	3%	3%
31	24	11	13
	2%	2%	2%

21	25	11	14
52	25	11	14
	3%	2%	3%
33	23	13	10
	2%	3%	2%
		• / -	_,_
34	20	10	10
	2%	2%	2%
	_/*	_/.	_/*
35	36	20	16
	1%	1%	3%
	470	470	570
36	36	25	11
	10/	E 9/	20/
	470	576	270
		C	
37	30	20	10
	20/	40/	20/
	3%	4%	۷%
		С	
38	25	13	12
	20/	20/	20/
	3%	3%	2%
39	23	13	10
	20/	20/	20/
	2%	3%	2%
40	33	24	Q
	201	2- 1	201
	3%	5%	2%
		С	
41	18	9	Q
71	20/	201	201
	2%	2%	2%
42	18	9	Q
	20/	201	201
	2%	2%	2%
43	17	11	6
т. у	1/	11	0
	2%	2%	1%
14	17	11	6
44	1/	11	0

	2%	2%	1%
45	22	12	10
	2%	3%	2%
46	16	5	11
	2%	1%	2%
47	14	6	8
	1%	1%	2%
48	14	8	6
	1%	2%	1%
49	8	6	2
	1%	1%	0%
50	21	11	10
	2%	2%	2%
51	15 2% B	2 0%	13 2% B
52	16	7	9
	2%	1%	2%
53	15	7	8
	2%	1%	2%
54	20	8	12
	2%	2%	2%
55	19 2%	4 1%	15 3% B
56	21	5	16
	2%	1%	3%

			В
57	14	8	6
	1%	2%	1%
58	31	13	18
	3%	3%	3%
59	25	13	12
	3%	3%	2%
60	18	7	11
	2%	1%	2%
61	24	10	14
	2%	2%	3%
62	24	9	15
	2%	2%	3%
63	22	9	13
	2%	2%	2%
64	27	15	12
	3%	3%	2%
65	31	12	19
	3%	3%	4%
68	1	0	1
	0%	0%	0%
75	0	0	0
	0%	0%	0%
Mean	42.08	41.62	42.51
Median	40.0	40.0	41.5

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

What is your race / ethnicity? (Select all that apply)

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
American Indian or Alaska Native	23 2%	13 4% D	5 2%	5 1%
Asian / Asian American	60 6% D	36 11% ACD	14 4%	10 3%
Black / African American	96 10% D	46 14% AD	30 9%	20 6%
Hispanic / Latino	71 7%	41 12%	15 5%	15 4%

	D	ACD		
Native Hawaiian or Pacific Islander	4	2	0	2
	0%	1%	0%	1%
White / Caucasian	776 78% B	206 62%	266 83% B	304 88% AB
Other	12	5	3	4
	1%	2%	1%	1%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

What is your race / ethnicity? (Select all that apply)

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	А	В	С
Linwoighted Pase	1000	176	524
onweighted base	1000	470	J24

American Indian or Alaska Native	23	11	12
	2%	2%	2%
Asian / Asian American	60	26	34
	6%	5%	6%
Black / African American	96 10%	32 7%	64 12% B
Hispanic / Latino	71 7%	43 9% C	28 5%
Native Hawaiian or Pacific Islander	4	1	3
	0%	0%	1%
White / Caucasian	776	379	397
	78%	80%	76%
Other	12	3	9
	1%	1%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Are you currently working, or have you worked in the last year?

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
Yes, full time (30+ hours per week)	524 52% D	152 46%	221 69% ABD	151 44%
Yes, part time (less than 30 hours per week)	123 12% C	54 16% C	28 9%	41 12%
No, I'm retired	92 9% BC	4 1%	3 1%	85 24% ABC
No, I'm a student	54 5% CD	49 15% ACD	4 1%	1 0%
No, I'm a homemaker	88 9%	26 8%	26 8%	36 10%
No, I'm unemployed	119 12%	47 14%	39 12%	33 10%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Are you currently working, or have you worked in the last year?

Gender

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
Yes, full time (30+ hours per week)	524	317	207
	52%	67%	40%
	С	AC	
Yes, part time (less than 30 hours per week)	123	40	83
	12%	8%	16%
	В		В
No, I'm retired	92	46	46
	9%	10%	9%
No, I'm a student	54	21	33
	5%	4%	6%
No, I'm a homemaker	88	5	83
	9%	1%	16%
	В		AB
No, I'm unemployed	119	47	72
	12%	10%	14%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Do you believe that employers should make it a priority to support employees with caregiving responsibilities? (Select all answers with which you agree)

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
No, I do not believe caregiving should be an employer priority.	194 19%	60 18%	52 16%	82 24% C
Yes, because it's the right thing to do.	384 38% B	106 32%	130 40%	148 43% B

Yes, because it affects employee wellbeing	364	114	117	133
	36%	34%	36%	38%
Yes, because it affects inclusion and diversity	158	55	51	52
	16%	17%	16%	15%
Yes, because it affects recruitment and retention	186	59	58	69
	19%	18%	18%	20%
Yes, because it affects team productivity	244	74	94	76
	24%	22%	29%	22%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Do you believe that employers should make it a priority to support employees with caregiving responsibilities? (Select all answers with which you agree)

Gender



	Total	Male	Female
	А	В	С
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
No, I do not believe caregiving should be an employer priority.	194 19%	89 19%	105 20%
Yes, because it's the right thing to do.	384 38%	183 38%	201 38%
Yes, because it affects employee wellbeing	364 36%	153 32%	211 40% B
Yes, because it affects inclusion and diversity	158 16%	74 16%	84 16%
Yes, because it affects recruitment and retention	186 19%	98 21%	88 17%
Yes, because it affects team productivity	244 24%	125 26%	119 23%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

In the past year have you provided unpaid help to a loved one or loved ones (e.g., spouse/partner, parent, close friend, adult child, etc.) other than a child under age 18 in any of the following ways? (Select all that apply)

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	1000	332	321	347
Weighted Base	1000	332	321	347
Purchasing/delivering groceries or food, cooking or preparing meals	331 33%	105 32%	117 36%	109 31%
Caring for home (e.g., cleaning, doing dishes, mowing lawn, etc.)	296 30% D	103 31%	110 34% D	83 24%
Providing legal guidance or support (e.g., power of attorney)	105 11%	36 11%	43 13% D	26 7%
Providing financial guidance or support	220	67	92	61

	22%	20%	29% ABD	18%
Providing emotional support	380 38%	118 36%	145 45% AD	117 34%
Providing physical care (e.g., bathing, feeding, dressing, etc.)	176 18%	57 17%	70 22% D	49 14%
Managing medications (reminders or helping to take)	180 18%	49 15%	74 23% AB	57 16%
Driving or providing transportation	271 27%	81 24%	89 28%	101 29%
Accompanying to medical appointments (virtual or in- person)	229 23%	61 18%	77 24%	91 26% B
Picking up/delivering medications	225 23%	62 19%	77 24%	86 25%
Other tasks to help	141 14%	44 13%	49 15%	48 14%
No, I have not provided unpaid help to a loved one in the past year	310 31% BC	84 25%	64 20%	162 47% ABC

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

In the past year have you provided unpaid help to a loved one or loved ones (e.g., spouse/partner, parent, close friend, adult child, etc.) other than a child under age 18 in any of the following ways? (Select all that apply)

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	1000	476	524
Weighted Base	1000	476	524
Purchasing/delivering groceries or food, cooking or			
preparing meals	331	144	187
	33%	30%	36%
Caring for home (e.g., cleaning, doing dishes, mowing			
lawn, etc.)	296	131	165
	30%	28%	31%
	5070	2070	51/0
Providing legal guidance or support (e.g., power of			
attorney)	105	68	37
	11%	14%	7%
	С	AC	
Providing financial guidance or support	220	127	93

	22%	27% C	18%
Providing emotional support	380	178	202
	38%	37%	39%
Providing physical care (e.g., bathing, feeding, dressing, etc.)	176	88	88
	18%	18%	17%
Managing medications (reminders or helping to take)	180	94	86
	18%	20%	16%
Driving or providing transportation	271	144	127
	27%	30%	24%
Accompanying to medical appointments (virtual or in-	229	108	121
person)	23%	23%	23%
Picking up/delivering medications	225	114	111
	23%	24%	21%
Other tasks to help	141	71	70
	14%	15%	13%
No, I have not provided unpaid help to a loved one in the past year	310 31%	126 26%	184 35% B

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Have you had to adjust work to help your loved one(s)?

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Yes, I left my job	51 7% D	22 9% D	22 9% D	7 4%
Yes, I reduced hours or took a job with fewer hours	118 17% D	52 21% D	45 18%	21 11%
No, but I am considering leaving my job because of challenges balancing work and care for my loved one(s)	37 5%	18 7%	13 5%	6 3%
No, but I am considering reducing my hours	52 8% D	23 9% D	23 9% D	6 3%
No, I find it challenging to balance, but I don't have the option to adjust or leave work	86 12%	24 10%	29 11%	33 18% AB

No, helping my loved one(s) has not conflicted with my				
work	220 32%	67 27%	77 30%	76 41% ABC
No, my work situation changed due to COVID, but it has allowed me to help my loved one(s) more	126 18%	42 17%	48 19%	36 19%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Have you had to adjust work to help your loved one(s)?

Gender

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Yes, I left my job	51 7%	30 9%	21 6%

Yes, I reduced hours or took a job with fewer hours	118	70	48
	17%	20%	14%
No, but I am considering leaving my job because of challenges balancing work and care for my loved one(s)	37	24	13
	5%	7%	4%
No, but I am considering reducing my hours	52	33	19
	8%	9%	6%
No, I find it challenging to balance, but I don't have the option to adjust or leave work	86	37	49
	12%	11%	14%
No, helping my loved one(s) has not conflicted with my	220	107	113
work	32%	31%	33%
No, my work situation changed due to COVID, but it has allowed me to help my loved one(s) more	126 18%	49 14%	77 23% B

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much help do(es) your loved one(s) need?

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
They're independent, and they need financial, legal, and/or emotional support	254 37% D	96 39% D	109 42% D	49 26%
They need some help with daily needs	298 43%	101 41%	112 44%	85 46%
They are fully dependent on care from others	82 12%	33 13%	22 9%	27 15%
We have been navigating medical crises	29 4%	12 5%	6 2%	11 6%
They are recently deceased	27 4%	6 2%	8 3%	13 7% AB

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

How much help do(es) your loved one(s) need?

Gender

No filters applied. Base: All answering

Ipsos				
	Total	Male	Female	
	A	В	C	
Unweighted Base	690	350	340	
Weighted Base	690	350	340	
They're independent, and they need financial, legal,				
and/or emotional support	254	132	122	
	37%	38%	36%	
They need some help with daily needs	298	152	146	
	43%	43%	43%	
They are fully dependent on care from others	82	44	38	
	12%	13%	11%	
We have been navigating medical crises	29	15	14	
	4%	4%	4%	
They are recently deceased	27	7	20	
	4%	2%	6%	
			В	

Overlap formulae used
ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much stress do you feel about helping your loved one(s)?

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
No stress	149 22%	50 20%	65 25%	34 18%
Minor stress	193 28%	66 27%	67 26%	60 32%
Moderate stress	207 30%	77 31%	74 29%	56 30%
Significant stress	84 12%	38 15%	25 10%	21 11%

Extreme stress	57	17	26	14
	8%	7%	10%	8%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

<u>Contents</u>

How much stress do you feel about helping your loved one(s)?

Gender

Ipsos			
	Total	Male	Female
	Α	В	C
Unweighted Base	690	350	340
Weighted Base	690	350	340
No stress	149 22%	82 23%	67 20%
Minor stress	193 28%	97 28%	96 28%
Moderate stress	207	86	121

	30%	25%	36% B
Significant stress	84	49	35
	12%	14%	10%
Extreme stress	57	36	21
	8%	10%	6%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

In general, how has COVID impacted your responsibility in helping your loved one(s)?

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Decreased significantly	30 4%	10 4%	11 4%	9 5%

Decreased slightly	67 10% D	25 10% D	35 14% D	7 4%
Not changed	259 38%	93 38%	81 32%	85 46% C
Increased slightly	215 31%	84 34%	77 30%	54 29%
Increased significantly	119 17%	36 15%	53 21%	30 16%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

In general, how has COVID impacted your responsibility in helping your loved one(s)?

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	А	В	С

Unweighted Base	690	350	340
Weighted Base	690	350	340
Decreased significantly	30	15	15
	4%	4%	4%
Decreased slightly	67 10%	42 12% C	25 7%
Not changed	259	122	137
	38%	35%	40%
Increased slightly	215	103	112
	31%	29%	33%
Increased significantly	119	68	51
	17%	19%	15%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How has helping your loved one(s) affected your wellbeing (mental and/or physical health) during COVID?

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	A	B	C	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Significantly improved my wellbeing	86	27	50	9
	12%	11%	19%	5%
	D	D	ABD	
Slightly improved my wellbeing	107	40	50	17
	16%	16%	19%	9%
	D	D	D	
Did not affect my wellbeing	263	84	90	89
	38%	34%	35%	48%
				ABC
Slightly worsened my wellbeing	193	76	57	60
	28%	31%	22%	32%
				С
Significantly worsened my wellbeing	41	21	10	10
	6%	8%	4%	5%
		С		

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How has helping your loved one(s) affected your wellbeing (mental and/or physical health) during COVID?

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	Α	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Significantly improved my wellbeing	86 12% C	62 18% AC	24 7%
Slightly improved my wellbeing	107 16%	62 18%	45 13%
Did not affect my wellbeing	263 38%	119 34%	144 42%
Slightly worsened my wellbeing	193 28%	87 25%	106 31%
Significantly worsened my wellbeing	41 6%	20 6%	21 6%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Do you feel empowered to succeed in helping your loved one(s)?

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Yes	525 76%	181 73%	214 83%	130 70%
No	73 11%	38 15% ACD	19 7%	16 9%
Not sure	92 13%	29 12%	24 9%	39 21% ABC

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Do you feel empowered to succeed in helping your loved one(s)?

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Yes	525 76%	285 81%	240 71%
Νο	73 11%	38 11%	35 10%
Not sure	92 13% B	27 8%	65 19% AB

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Which of the following, if any, are the most challenging elements of helping your loved one(s)? (Select all that apply)

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Knowing what to do and understanding the options	200 29%	76 31%	68 26%	56 30%
Navigating hard conversations and decisions	173 25%	59 24%	62 24%	52 28%
Physical intensity	135 20%	53 21%	46 18%	36 19%
Time intensity	237 34%	86 35%	90 35%	61 33%
Cost of care	157 23%	62 25%	55 21%	40 22%
Emotional and/or mental stress	304	103	112	89

	44%	42%	44%	48%
Feeling supported	191	71	71	49
	28%	29%	28%	26%
Maintaining healthy boundaries with my loved one(s) and family	195	69	75	51
	28%	28%	29%	28%
N/A, I do not find it challenging	90	27	33	30
	13%	11%	13%	16%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Which of the following, if any, are the most challenging elements of helping your loved one(s)? (Select all that apply)

Gender

Ipsos			
	Total	Male	Female
	А	В	С

Unweighted Base	690	350	340
Weighted Base	690	350	340
Knowing what to do and understanding the options	200	106	94
	29%	30%	28%
Navigating hard conversations and decisions	173	88	85
	25%	25%	25%
Physical intensity	135	66	69
	20%	19%	20%
Time intensity	237	122	115
	34%	35%	34%
Cost of care	157	85	72
	23%	24%	21%
Emotional and/or mental stress	304	143	161
	44%	41%	47%
Feeling supported	191	98	93
	28%	28%	27%
Maintaining healthy boundaries with my loved one(s) and			
family	195	105	90
	28%	30%	26%
N/A, I do not find it challenging	90	44	46
	13%	13%	14%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Have you told your employer about your responsibilities of caring for your loved one(s)?

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	494	166	210	118
Weighted Base	494	166	210	118
Yes	273 55%	82 49%	130 62%	61 52%
No, but I plan to	76 15% D	33 20% D	32 15%	11 9%
No, and I have no plans to	145 29%	51 31%	48 23%	46 39% AC

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Have you told your employer about your responsibilities of caring for your loved one(s)?

Gender

No filters applied. Base: All answering

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	494	280	214
Weighted Base	494	280	214
Yes	273 55%	160 57%	113 53%
No, but I plan to	76 15%	45 16%	31 14%
No, and I have no plans to	145 29%	75 27%	70 33%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

If not, why have you not told your employer? (Select all that apply)

Age Groups

No filters applied.

Base: All answering

A low base warning is set at 75 and is indicated by *

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	221	84	80	57
Weighted Base	221	84	80	57
N/A, I have told my employer	10 5% D*	5 6% D*	5 6% D*	0 0%
I don't believe they care	47 21%	22 26%	12 15%	13 23%
It's not a comfortable topic	34 15% C	21 25% C	3 4%	10 18% C*
I don't want others to think I may be unreliable	33 15%	17 20%	9 11%	7 12%
I don't want it to negatively affect my career opportunities	35 16%	18 21%	9 11%	8 14%
I don't want others to think it affects the quality of my work	56	24	21	11

	25%	29%	26%	19%
It's private and I don't believe they need to know	105	37	34	34
	48%	44%	43%	60%
I don't want others to think I'm using it as an excuse	53	23	16	14
	24%	27%	20%	25%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

If not, why have you not told your employer? (Select all that apply)

Gender

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	221	120	101
Weighted Base	221	120	101
N/A, I have told my employer	10 5%	5 4%	5 5%

I don't believe they care	47	25	22
	21%	21%	22%
It's not a comfortable topic	34	21	13
	15%	18%	13%
I don't want others to think I may be unreliable	33	18	15
	15%	15%	15%
I don't want it to negatively affect my career opportunities	35	19	16
	16%	16%	16%
I don't want others to think it affects the quality of my work	56	26	30
	25%	22%	30%
It's private and I don't believe they need to know	105	61	44
	48%	51%	44%
I don't want others to think I'm using it as an excuse	53	32	21
	24%	27%	21%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

<u>Contents</u>

Do you need more help from your employer / HR to navigate your role in helping your loved one(s)?

Age Groups

No filters applied. Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	494	166	210	118
Weighted Base	494	166	210	118
Yes	183 37% D	68 41% D	90 43% D	25 21%
Νο	259 52%	81 49%	108 51%	70 59%
Not sure	52 11% C	17 10%	12 6%	23 19% ABC

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

<u>Contents</u>

Do you need more help from your employer / HR to navigate your role in helping your loved one(s)?

Gender

No filters applied. Base: All answering

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	494	280	214
Weighted Base	494	280	214
Yes	183 37% C	124 44% C	59 28%
Νο	259 52%	130 46%	129 60% B
Not sure	52 11%	26 9%	26 12%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

<u>Contents</u>

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would feel more loyal to my company.

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	Α	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	243 35% D	92 37% D	103 40% D	48 26%
Agree	239 35%	81 33%	89 35%	69 37%
Neutral	167 24%	61 25%	53 21%	53 29%
Disagree	30 4%	9 4%	10 4%	11 6%
Strongly Disagree	11 2%	5 2%	2 1%	4 2%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would feel more loyal to my company.

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	Α	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	243	134	109
	35%	38%	32%
Agree	239	134	105
	35%	38%	31%
Neutral	167	65	102
	24%	19%	30%
	B	2070	B
Disagree	30	12	18
	4%	3%	5%
Strongly Disagree	11	5	6

2%	1%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be more likely to stay at the company for longer.

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	254	98	110	46
	37%	40%	43%	25%
	D	D	D	
Agree	230	87	79	64
	33%	35%	31%	35%

Neutral	163 24%	49 20%	56 22%	58 31% ABC
Disagree	35	10	10	15
	5%	4%	4%	8%
Strongly Disagree	8	4	2	2
	1%	2%	1%	1%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be more likely to stay at the company for longer. Gender

Ipsos			
	Total	Male	Female
	А	В	С

Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	254	139	115
	37%	40%	34%
Agree	230	127	103
	33%	36%	30%
Neutral	163 24%	67 19%	96 28% B
Disagree	35	14	21
	5%	4%	6%
Strongly Disagree	8	3	5
	1%	1%	1%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be more likely to recommend the company to others. Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	245 36% D	97 39% D	98 38% D	50 27%
Agree	234 34%	81 33%	88 34%	65 35%
Neutral	172 25%	51 21%	62 24%	59 32% B
Disagree	26 4%	12 5%	6 2%	8 4%
Strongly Disagree	13 2%	7 3%	3 1%	3 2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

<u>Contents</u>

How much do you agree or disagree with the following statements?

If my employer offered more caregiving support, I would be more likely to recommend the company to others. Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	245	142	103
	36%	41% C	30%
Agree	234	121	113
	34%	35%	33%
Neutral	172	69	103
	25%	20%	30%
			В
Disagree	26	12	14
	4%	3%	4%
Strongly Disagree	13	6	7
	2%	2%	2%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be less stressed about balancing caregiving responsibilities and my job.

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	234 34% D	97 39% D	95 37% D	42 23%
Agree	227 33%	83 33%	84 33%	60 32%
Neutral	186 27%	52 21%	66 26%	68 37%

				ABC
Disagree	30	11	8	11
	4%	4%	3%	6%
Strongly Disagree	13	5	4	4
	2%	2%	2%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be less stressed about balancing caregiving responsibilities and my job.

Gender

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340

Strongly agree	234	120	114
	34%	34%	34%
Agree	227	126	101
	33%	36%	30%
Neutral	186	84	102
	27%	24%	30%
Disagree	30	14	16
	4%	4%	5%
Strongly Disagree	13	6	7
	2%	2%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be more likely to tell my employer about my caregiving situation. Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	A	В	C	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	198 29% D	83 33% D	78 30% D	37 20%
Agree	246 36%	90 36%	93 36%	63 34%
Neutral	195 28% B	52 21%	70 27%	73 39% ABC
Disagree	40 6%	18 7%	13 5%	9 5%
Strongly Disagree	11 2%	5 2%	3 1%	3 2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements?

If my employer offered more caregiving support, I would be more likely to tell my employer about my caregiving situation. Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	198	117	81
	29%	33% C	24%
Agree	246	127	119
	36%	36%	35%
Neutral	195	82	113
	28%	23%	33%
			В
Disagree	40	18	22
	6%	5%	6%
Strongly Disagree	11	6	5
	2%	2%	1%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would be more motivated to help the company succeed.

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	Α	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	239 35% D	96 39% D	99 39% D	44 24%
Agree	238 34%	90 36%	86 33%	62 34%
Neutral	172 25%	49 20%	59 23%	64 35% ABC

Disagree	28	9	8	11
	4%	4%	3%	6%
Strongly Disagree	13	4	5	4
	2%	2%	2%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the
following statements?
If my employer offered more caregiving support, I
would be more motivated to help the company
succeed.
Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	Α	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	239	134	105

	35%	38%	31%
Agree	238	130	108
	34%	37%	32%
Neutral	172 25% B	67 19%	105 31% B
Disagree	28	12	16
	4%	3%	5%
Strongly Disagree	13	7	6
	2%	2%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would feel that the company cares about my wellbeing. Age Groups



	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	275 40%	104 42%	110 43%	61 33%
Agree	257 37%	87 35%	96 37%	74 40%
Neutral	126 18%	41 17%	43 17%	42 23%
Disagree	22 3%	12 5% C	4 2%	6 3%
Strongly Disagree	10 1%	4 2%	4 2%	2 1%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, I would feel that the company cares about my wellbeing. Gender

No filters applied. Base: All answering

Ipsos			
	Tota	l Male	Female
	A	В	С
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	275	149	126
	40%	43%	37%
Agree	257	135	122
	37%	39%	36%
Neutral	126	51	75
	18%	15%	22%
			В
Disagree	22	8	14
	3%	2%	4%
Strongly Disagree	10	7	3
-	1%	2%	1%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)
How much do you agree or disagree with the following statements? If my employer offered more caregiving support, it would not affect my perception of my employer.

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	A	В	C	D
Unweighted Base	690	248	257	185
Weighted Base	690	248	257	185
Strongly agree	142	55	59	28
	21%	22%	23%	15%
Agree	168	66	64	38
	24%	27%	25%	21%
Neutral	199	69	67	63
	29%	28%	26%	34%
Disagree	128	44	49	35
	19%	18%	19%	19%
Strongly Disagree	53	14	18	21
	8%	6%	7%	11%
				В

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? If my employer offered more caregiving support, it would not affect my perception of my employer.

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	A	В	C
Unweighted Base	690	350	340
Weighted Base	690	350	340
Strongly agree	142 21%	78 22%	64 19%
Agree	168 24%	94 27%	74 22%
Neutral	199	92	107

	29%	26%	31%
Disagree	128	63	65
	19%	18%	19%
Strongly Disagree	53	23	30
	8%	7%	9%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Does your employer currently provide any resources to support employees with caregiving responsibilities? (Select all that apply)

Age Groups

No filters applied.

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	494	166	210	118
Weighted Base	494	166	210	118

Job flexibility (e.g. flexible scheduling or working location)	182 37%	66 40%	68 32%	48 41%
Family leave (i.e. your employer has established a policy beyond FMLA or state and local laws)	141 29%	49 30%	59 28%	33 28%
Caregiver referral service	60 12%	21 13%	30 14%	9 8%
Backup care	64 13% D	27 16% D	31 15% D	6 5%
Financial subsidy for care	92 19% D	22 13% D	65 31% ABD	5 4%
Expert guidance and/or concierge support	63 13% D	20 12% D	38 18% D	5 4%
Ability to take sabbatical for caregiving	90 18%	21 13%	48 23% B	21 18%
Employee resource groups for caregivers	84 17% D	33 20% D	43 20% D	8 7%
Services to cope with the stress of caregiving	79 16% D	27 16%	41 20% D	11 9%
Other resources	21 4%	6 4%	11 5%	4 3%
As far as I know, my employer does not provide any of these resources	116 23%	34 20%	39 19%	43 36% ABC

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Does your employer currently provide any resources to support employees with caregiving responsibilities? (Select all that apply)

Gender

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	494	280	214
Weighted Base	494	280	214
Job flexibility (e.g. flexible scheduling or working location)	182 37%	96 34%	86 40%
Family leave (i.e. your employer has established a policy beyond FMLA or state and local laws)	141 29%	87 31%	54 25%

Caregiver referral service	60 12% C	45 16% C	15 7%
Backup care	64 13%	46 16% C	18 8%
Financial subsidy for care	92 19% C	73 26% AC	19 9%
Expert guidance and/or concierge support	63 13% C	49 18% C	14 7%
Ability to take sabbatical for caregiving	90 18%	59 21%	31 14%
Employee resource groups for caregivers	84 17%	56 20%	28 13%
Services to cope with the stress of caregiving	79 16%	48 17%	31 14%
Other resources	21 4%	15 5%	6 3%
As far as I know, my employer does not provide any of these resources	116 23%	50 18%	66 31% B

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Within the next 3 years, do you expect to provide unpaid help to a loved one or loved ones (e.g. parent, spouse/partner, close friend, adult child, etc.) other than a child under age 18?

Age Groups

No filters applied. Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Yes	34 11%	12 14%	10 16%	12 7%
No	179 58%	45 54%	33 52%	101 62%
Not sure	97 31%	27 32%	21 33%	49 30%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

Within the next 3 years, do you expect to provide unpaid help to a loved one or loved ones (e.g. parent, spouse/partner, close friend, adult child, etc.) other than a child under age 18?

Gender

No filters applied.

Base: All answering

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Yes	34 11%	17 13%	17 9%
No	179 58%	79 63%	100 54%
Not sure	97 31%	30 24%	67 36% B

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I believe employers should make it a priority to support all employees' families, including those with aging and vulnerable loved ones. Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	Α	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	85 27%	26 31%	14 22%	45 28%
Agree	90 29%	19 23%	21 33%	50 31%
Neutral	107 35%	32 38%	21 33%	54 33%

Disagree	19	5	6	8
	6%	6%	9%	5%
Strongly Disagree	9	2	2	5
	3%	2%	3%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I believe employers should make it a priority to support all employees' families, including those with aging and vulnerable loved ones. Gender

No filters applied.

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	85	29	56

	27%	23%	30%
Agree	90	36	54
	29%	29%	29%
Neutral	107	46	61
	35%	37%	33%
Disagree	19	9	10
	6%	7%	5%
Strongly Disagree	9	6	3
	3%	5%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? It would affect my perception of my employer to know that the company offers resources to assist employees with adult and elder care needs.

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	A	B	C	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	81	22	13	46
	26%	26%	20%	28%
Agree	100	19	24	57
	32%	23%	38%	35%
Neutral	99	35	22	42
	32%	42%	34%	26%
		D		
Disagree	18	3	3	12
	6%	4%	5%	7%
Strongly Disagree	12	5	2	5
	4%	6%	3%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements?

It would affect my perception of my employer to know that the company offers resources to assist employees with adult and elder care needs.

Gender

No filters applied.

Ipsos			
	Total	Male	Female
	A	В	C
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	81	30	51
	26%	24%	28%
Agree	100	42	58
	32%	33%	32%
Neutral	99	40	59
	32%	32%	32%
Disagree	18	7	11
	6%	6%	6%
Strongly Disagree	12	7	5
	4%	6%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I would feel better about my employer for offering adult and elder care support. Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	Α	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	89 29%	26 31%	15 23%	48 30%
Agree	97 31%	22 26%	18 28%	57 35%
Neutral	99 32%	30 36%	23 36%	46 28%
Disagree	17	4	6	7

	5%	5%	9%	4%
Strongly Disagree	8	2	2	4
	3%	2%	3%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I would feel better about my employer for offering adult and elder care support. Gender

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	89 29%	32 25%	57 31%
Agree	97	41	56

	31%	33%	30%
Neutral	99	39	60
	32%	31%	33%
Disagree	17	8	9
	5%	6%	5%
Strongly Disagree	8	6	2
	3%	5%	1%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? Knowing my employer offers adult and elder care support would make me feel more supported as an employee. Age Groups

No filters applied.

Base: All answering

A low base warning is set at 75 and is indicated by *

Ipsos				
	Total	18-34	35-49	50-65

	А	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	92 30% C*	28 33%	12 19%	52 32% C*
Agree	107 35%	21 25%	27 42%	59 36%
Neutral	84 27%	23 27%	19 30%	42 26%
Disagree	17 5% D	9 11% D	5 8% D*	3 2%
Strongly Disagree	10 3%	3 4%	1 2%	6 4%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? Knowing my employer offers adult and elder care support would make me feel more supported as an employee. Gender

Ipsos			
	Total	Male	Female
	A	В	C
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	92	37	55
	30%	29%	30%
Agree	107	38	69
	35%	30%	38%
Neutral	84	37	47
	27%	29%	26%
Disagree	17	9	8
	5%	7%	4%
Strongly Disagree	10	5	5
	3%	4%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements?

Knowing my employer offers adult and elder care support would make me feel more loyal as an employee.

Age Groups

No filters applied.

Base: All answering

Ipsos				
	Total	18-34	35-49	50-65
	A	В	C	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	89	28	14	47
	29%	33%	22%	29%
Agree	96	19	23	54
	31%	23%	36%	33%
Neutral	98	29	22	47
	32%	35%	34%	29%
Disagree	15	5	4	6
	5%	6%	6%	4%
Strongly Disagree	12	3	1	8
	4%	4%	2%	5%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? Knowing my employer offers adult and elder care support would make me feel more loyal as an employee. Gender

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	89 29%	35 28%	54 29%
Agree	96 31%	33 26%	63 34%
Neutral	98 32%	41 33%	57 31%

Disagree	15	10	5
	5%	8%	3%
Strongly Disagree	12	7	5
	4%	6%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I believe caring for adults and elders is a prevalent challenge in the workforce. Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	81 26%	21 25%	13 20%	47 29%

Agree	104 34%	20 24%	22 34%	62 38% B
Neutral	100 32%	34 40% D	24 38%	42 26%
Disagree	17	7	4	6
	5%	8%	6%	4%
Strongly Disagree	8	2	1	5
	3%	2%	2%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I believe caring for adults and elders is a prevalent challenge in the workforce. Gender



Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	81	28	53
	26%	22%	29%
Agree	104	45	59
	34%	36%	32%
Neutral	100	40	60
	32%	32%	33%
Disagree	17	8	9
	5%	6%	5%
Strongly Disagree	8	5	3
	3%	4%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? Employers that offer robust adult and elder care support are more attractive companies to work for.

Age Groups

Ipsos				
	Total	18-34	35-49	50-65
	A	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	95	27	16	52
	31%	32%	25%	32%
Agree	99	20	20	59
	32%	24%	31%	36%
Neutral	96	32	22	42
	31%	38%	34%	26%
Disagree	13	2	5	6
	4%	2%	8%	4%
Strongly Disagree	7	3	1	3
	2%	4%	2%	2%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements?

Employers that offer robust adult and elder care support are more attractive companies to work for.

Gender

No filters applied. Base: All answering

Ipsos			
	Total	Male	Female
	A	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	95	39	56
	31%	31%	30%
Agree	99	37	62
	32%	29%	34%
Neutral	96	38	58
	31%	30%	32%
Disagree	13	8	5
	4%	6%	3%
Strongly Disagree	7	4	3
	2%	3%	2%

Overlap formulae used

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I would be more likely to take a job at an employer that offers adult and elder care support.

Age Groups

No filters applied.

Base: All answering

A low base warning is set at 75 and is indicated by *

Ipsos				
	Total	18-34	35-49	50-65
	А	В	С	D
Unweighted Base	310	84	64	162
Weighted Base	310	84	64	162
Strongly Agree	68 22%	17 20%	11 17%	40 25%
Agree	87 28% C*	24 29%	11 17%	52 32% C*
Neutral	128 41%	36 43%	35 55% D*	57 35%

Disagree	16	3	6	7
	5%	4%	9%	4%
Strongly Disagree	11	4	1	6
	4%	5%	2%	4%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)

Contents

How much do you agree or disagree with the following statements? I would be more likely to take a job at an employer that offers adult and elder care support.

Gender

Ipsos			
	Total	Male	Female
	А	В	С
Unweighted Base	310	126	184
Weighted Base	310	126	184
Strongly Agree	68	25	43

	22%	20%	23%
Agree	87	38	49
	28%	30%	27%
Neutral	128	49	79
	41%	39%	43%
Disagree	16	9	7
	5%	7%	4%
Strongly Disagree	11	5	6
	4%	4%	3%

ColumnProportions (5%): Minimum Base: 0(**) Small Base: 75(*)