

## Possible Pools of Direct Care Workers: Family and Friends

What we learned...	What it means to you...
<p>More than half (59 percent) of paid family and friend caregivers no longer providing home care (“leavers”) said they would probably or definitely serve again as a paid home-based caregiver for family members.</p> <p>Almost half (43 percent) of the leavers said they would care again for people who were not family.</p> <p>The proportions of leavers willing to care again for family and strangers were much larger than expected. (UCLA)</p>	<p>Paying family members and friends to provide care can expand the workforce. By drawing more of these individuals into caregiving, this approach can expand the pool of available workers.</p> <p>In order to keep these caregivers in the workforce, be sure to provide them with timely information about available home care work soon after they finish caring for their family member. They need to know more about direct care job opportunities.</p>
<p>Nearly two-thirds of paid family and friend caregivers (60 percent) said they were attracted to direct care work so they could care for a family member, friend or neighbor. (Conn)</p>	<p>It may be helpful to direct outreach efforts, including education about direct care opportunities, to family members, friends and neighbors of person receiving care.</p>
<p>Most paid family and friend caregivers (79 percent) said they signed onto the work because “she (or he) needed me.” These caregivers also were motivated because they “could make a difference.”</p> <p>Paid family and friend caregivers who continued to work as direct care workers when no longer needed by family members said a primary reason was “to help others” or “to affect people’s lives.” (UCLA)</p>	<p>Recruiting and retaining family and friends as paid caregivers should stress the altruistic elements of the job, emphasizing the fact that caregivers are needed and able to help others.</p> <p>Emphasize the opportunity to make a difference in someone’s life.</p>
<p>Nearly half of all paid family and friend caregivers (43 percent) named flexible hours as one of the top three reasons they took and stayed in a direct care position.</p> <p>These caregivers need flexibility in part because many of them (37 percent) also work in other low-wage, part-time positions. (Conn)</p>	<p>Explore ways to provide workers with flexible schedules that allow them to meet obligations outside the workplace, including other employment.</p> <p>This also suggests that if they had guaranteed hours, they wouldn’t need to be working multiple jobs.</p> <p>Home health agencies can often provide more opportunities for part-time work.</p>