

How Caregivers and Workers Fare in Cash and Counseling

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Why Study Caregivers and Workers?

- **Informal Caregivers**
 - Provide more care than paid sources
 - Help care recipients avoid nursing homes
- **Directly Hired Workers**
 - Are an important but overlooked group

Methods

- **Effects on Primary Informal Caregivers**
 - Identified at baseline; interviewed at 10 months
 - Compared treatment and control group caregivers
- **Experiences of Directly Hired Workers**
 - Identified and interviewed 9 to 10 months after baseline
 - Benchmarked against agency workers

Primary Informal Caregivers

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Caregiver Characteristics: 3 States

- **N = 1,000 – 1,400 (for Adults); 829 (for Children)**
- **Female (~80%)**
- **Related to Care Recipient (~90%)**
- **Married (50 to 60%)**
- **Dependent Children (20 to 30%)**
- **Employed (40 to 50%)**

Caregiver Payment

- **Some treatment group caregivers were paid for caregiving during followup**

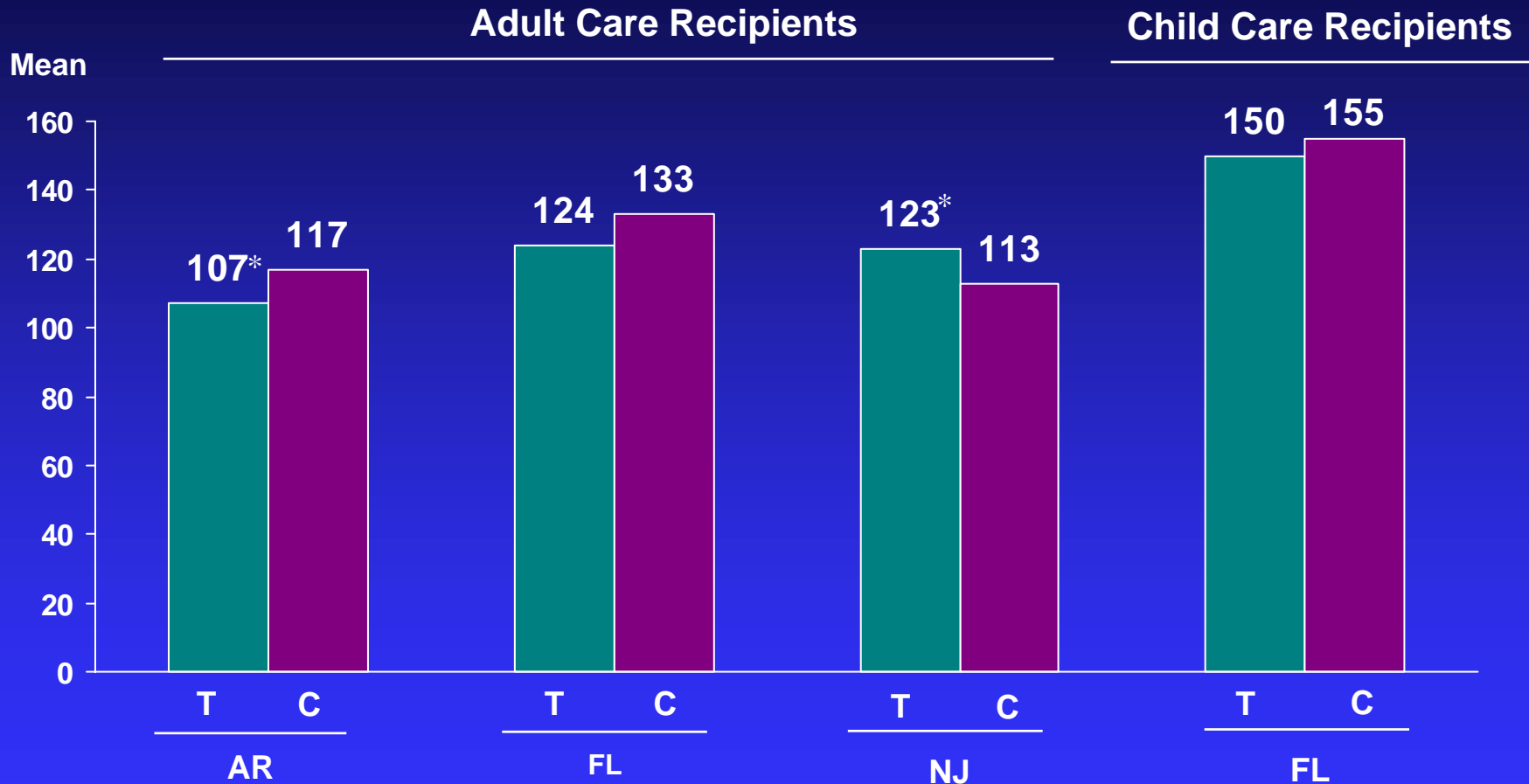
56% Arkansas

42% New Jersey

29% Florida (for Adult Care Recipients)

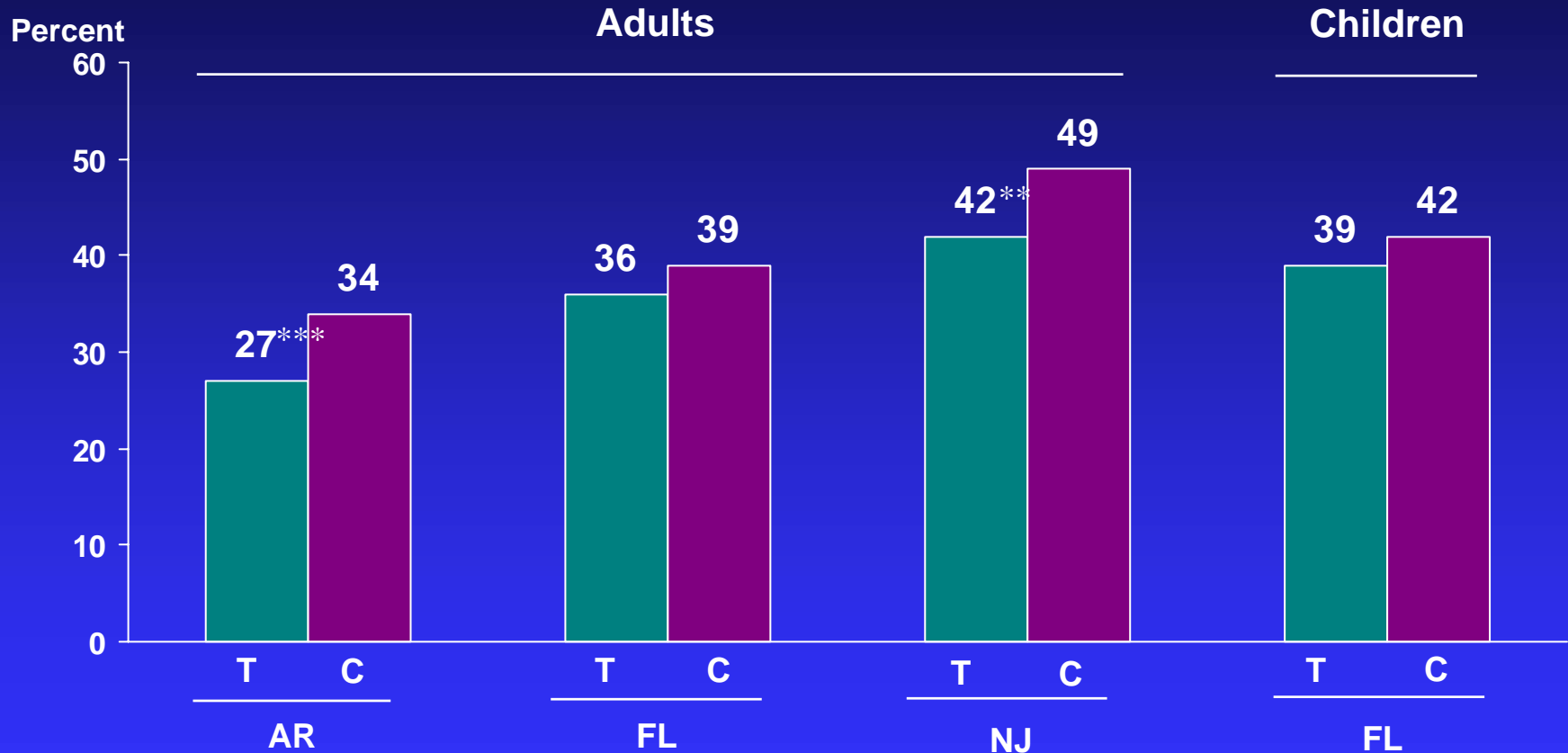
21% Florida (for Children)

Hours of Care Provided in 2 Weeks



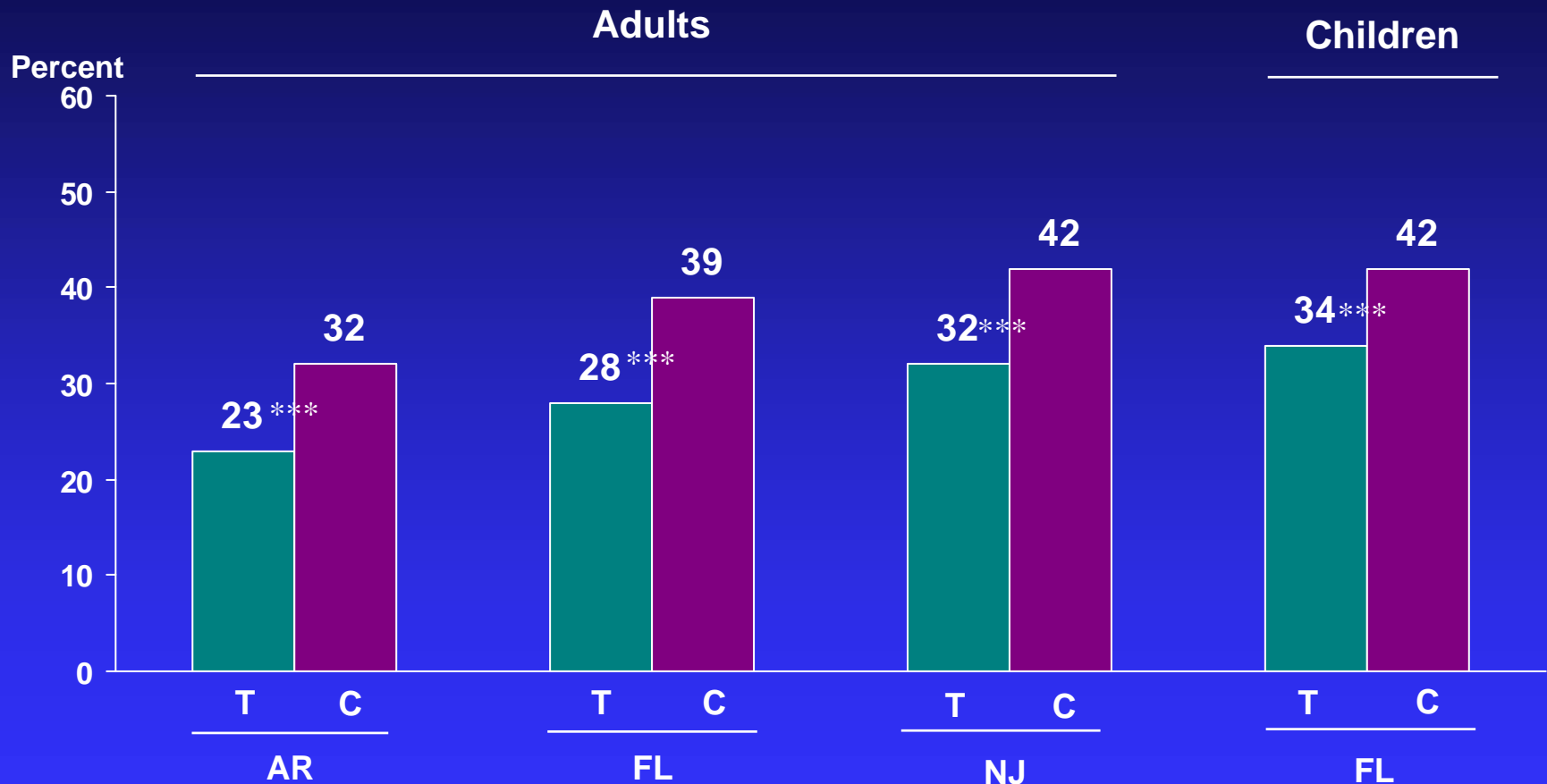
*, **, *** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

Experienced Great Emotional Strain



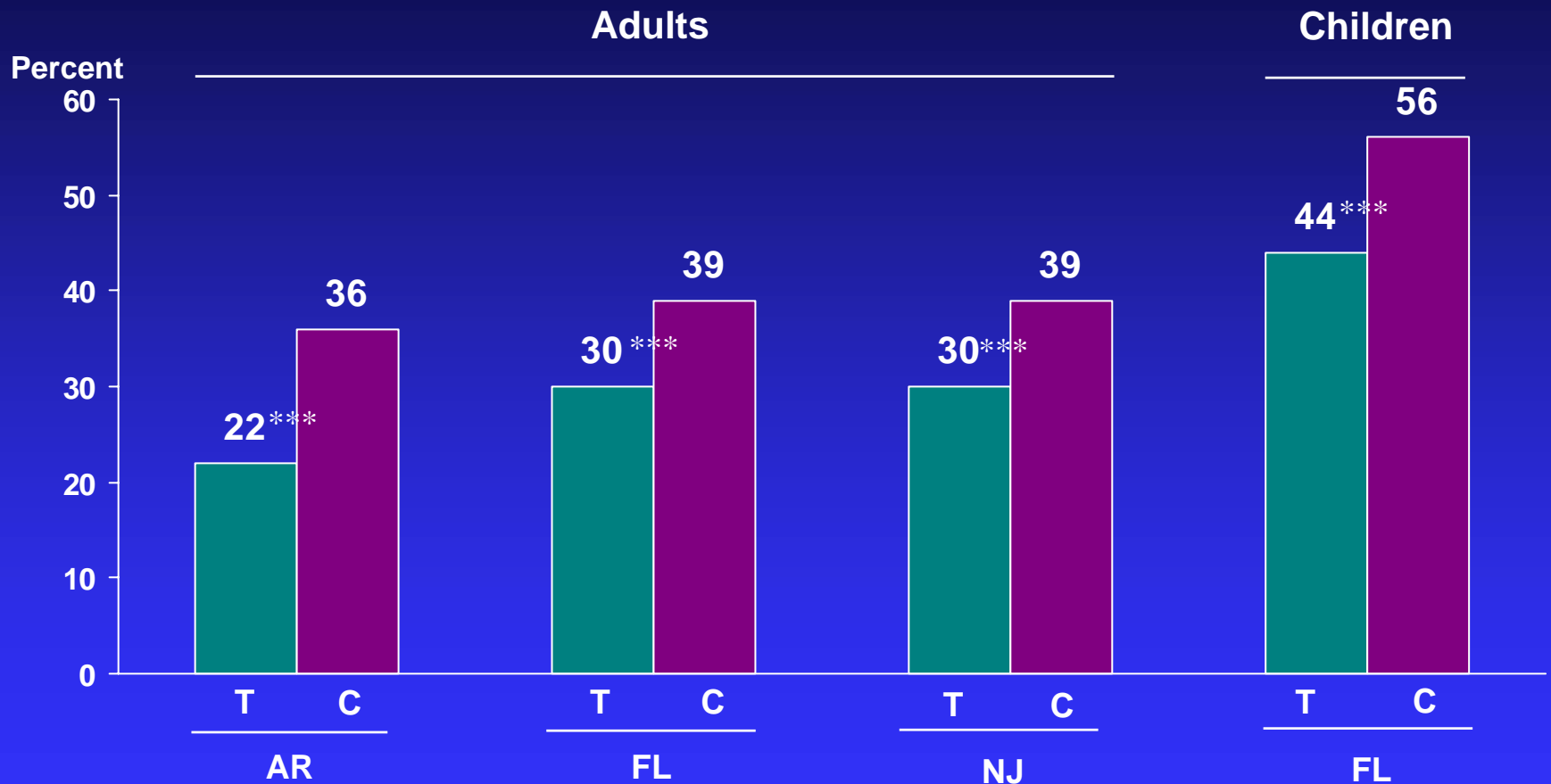
*,**,*** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

Experienced Great Physical Strain



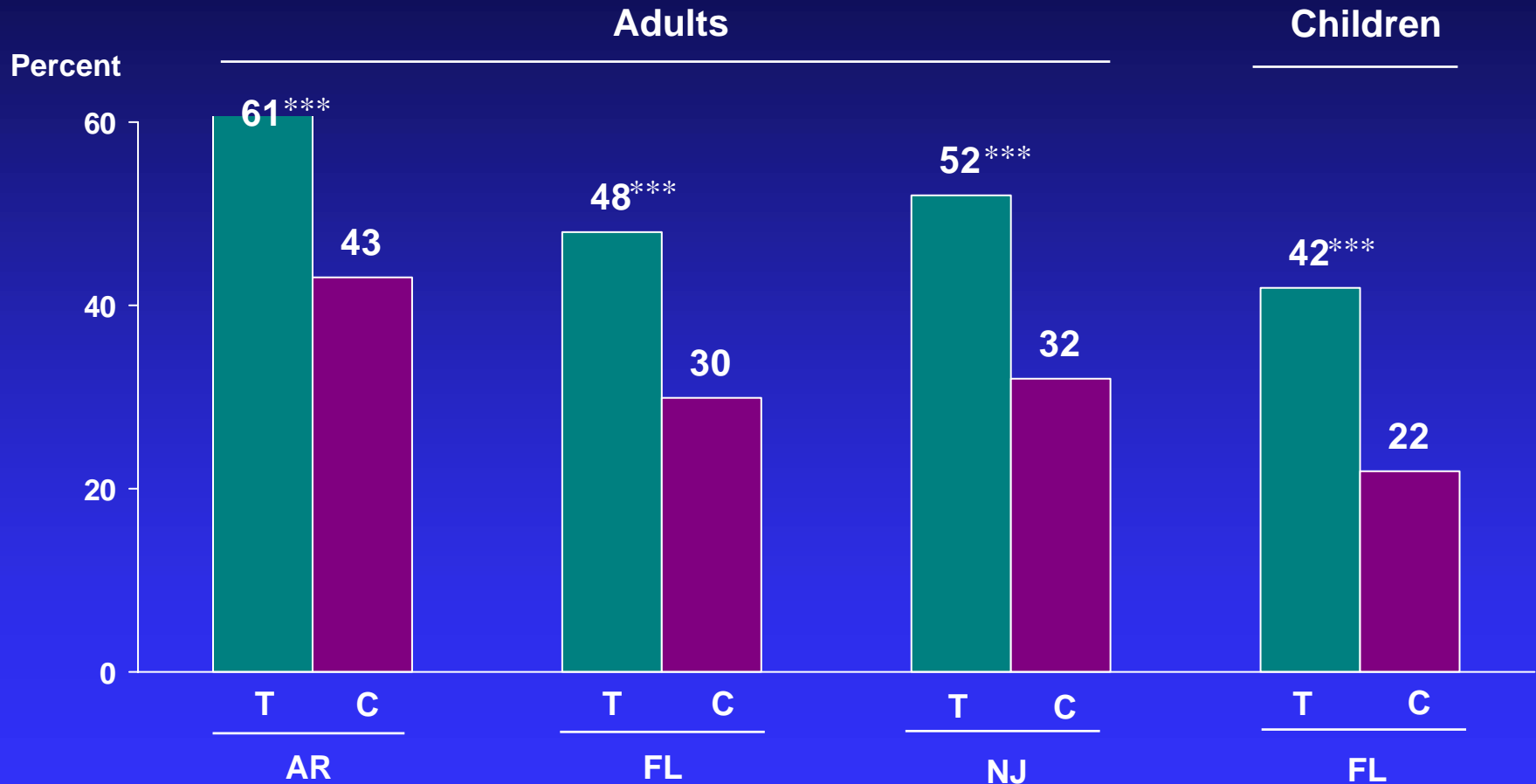
*,**,*** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

Experienced Great Financial Strain



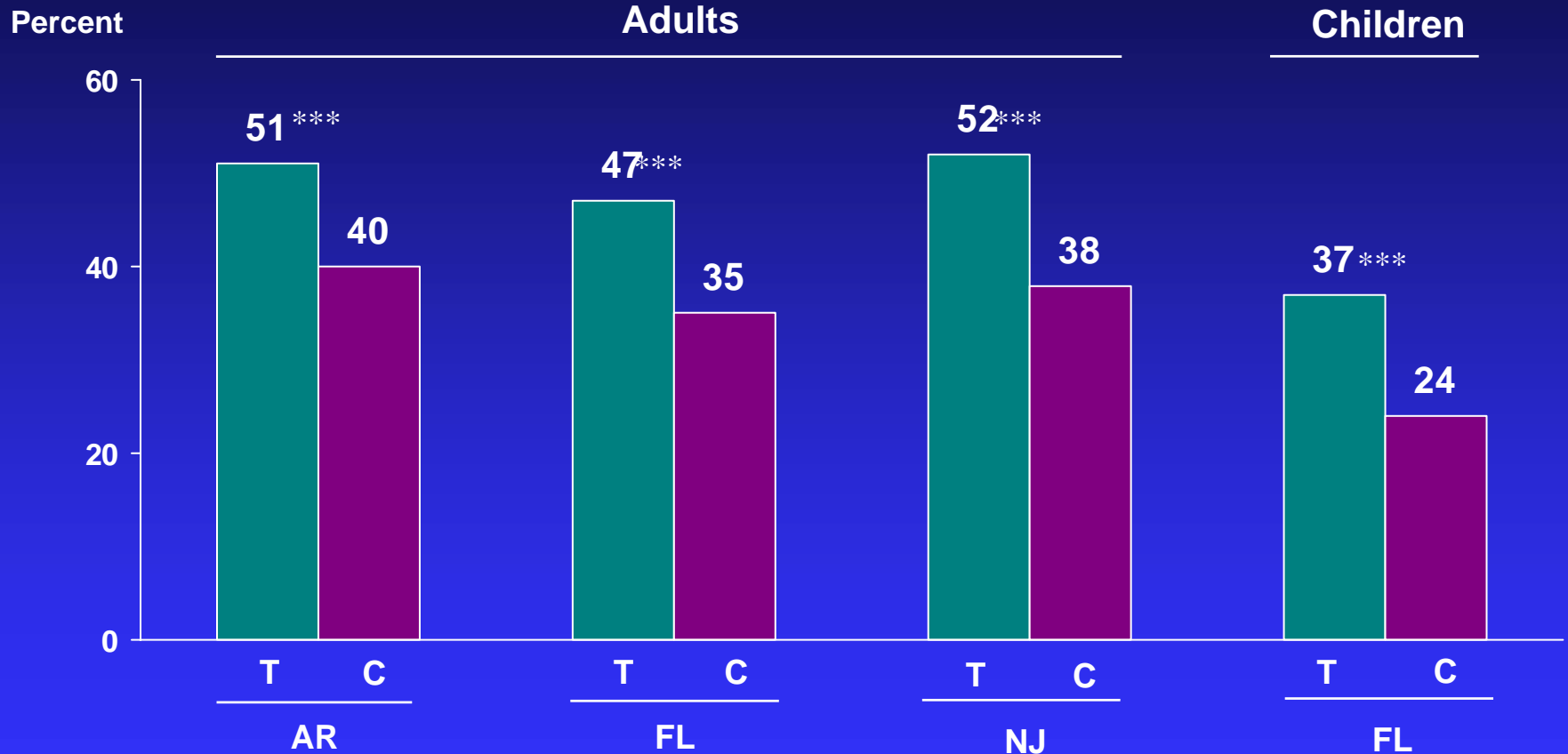
*,**,*** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

Very Satisfied with Overall Care



*, **, *** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

Very Satisfied with Own Life



*, **, *** Significantly different from control group at .10 (*), .05 (**), or .01 (***) level.

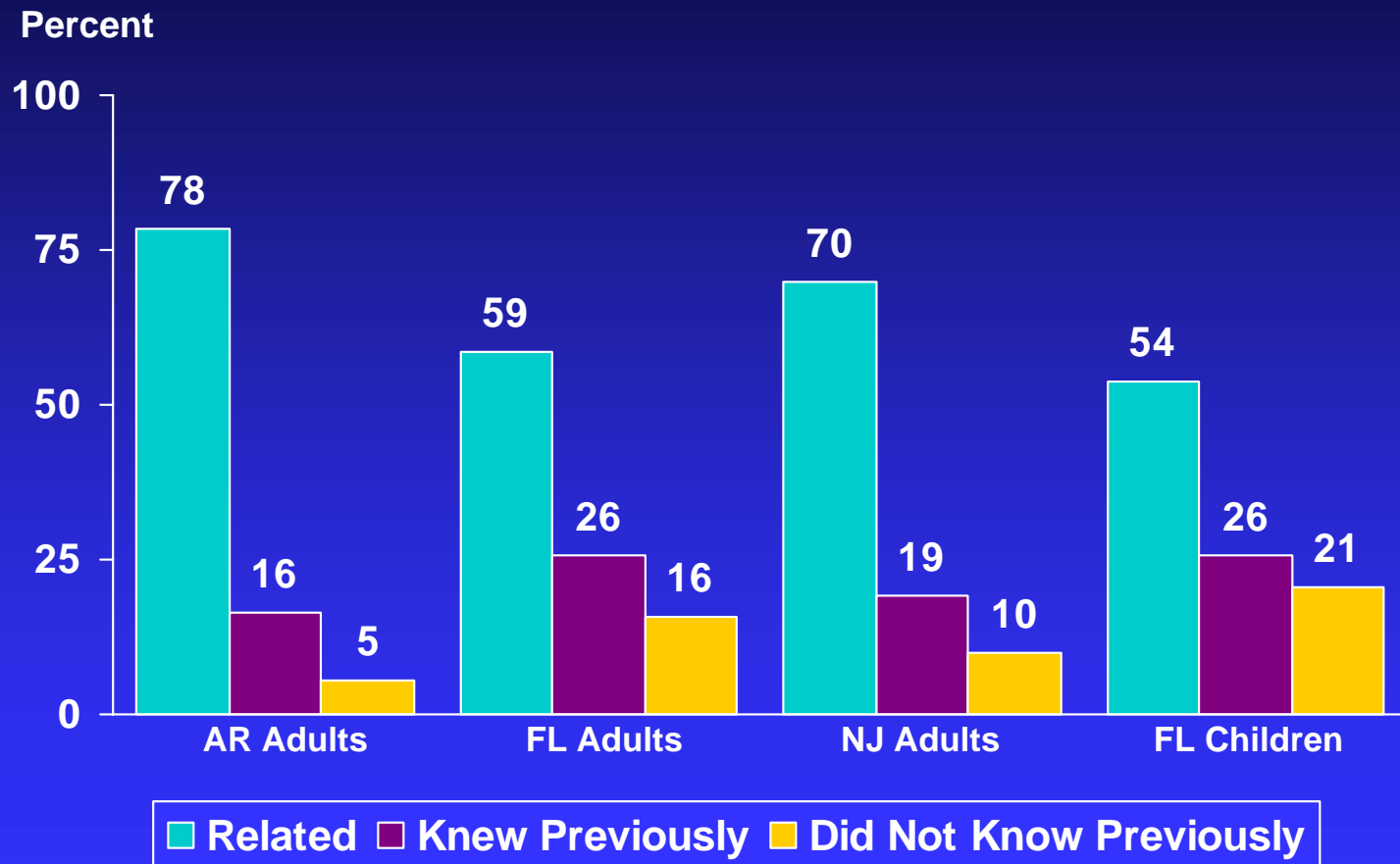
Conclusions

- **Positive effects stemmed from several factors**
 - Allowance, hours, other workers, payment
- **Cash and Counseling could postpone burnout**
 - Reduction in Arkansas nursing home use

Directly Hired Workers

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Relationship of Consumer to Directly Hired Worker



Hours of Care Provided by Directly Hired Workers

- Paid Hours per Week
 - 12 (Arkansas) to 20 (Florida, New Jersey)
- Unpaid Hours per Week
 - 59 to 74% provided some unpaid hours
 - 25% provided more than 41 unpaid hours

Working Conditions

	Directly Hired	Agency
Hourly Wage		
AR	\$6.00	\$6.30
FL and NJ	\$10.00	\$9.00
Receives Fringe Benefits	2 to 5%	17 to 24%
Very Satisfied with Wages and Benefits	41 to 50%	19 to 23%
Very Satisfied Overall	79 to 85%	69 to 83%

Training and Preparedness of Directly Hired Workers

- Half trained in personal care or routine health care

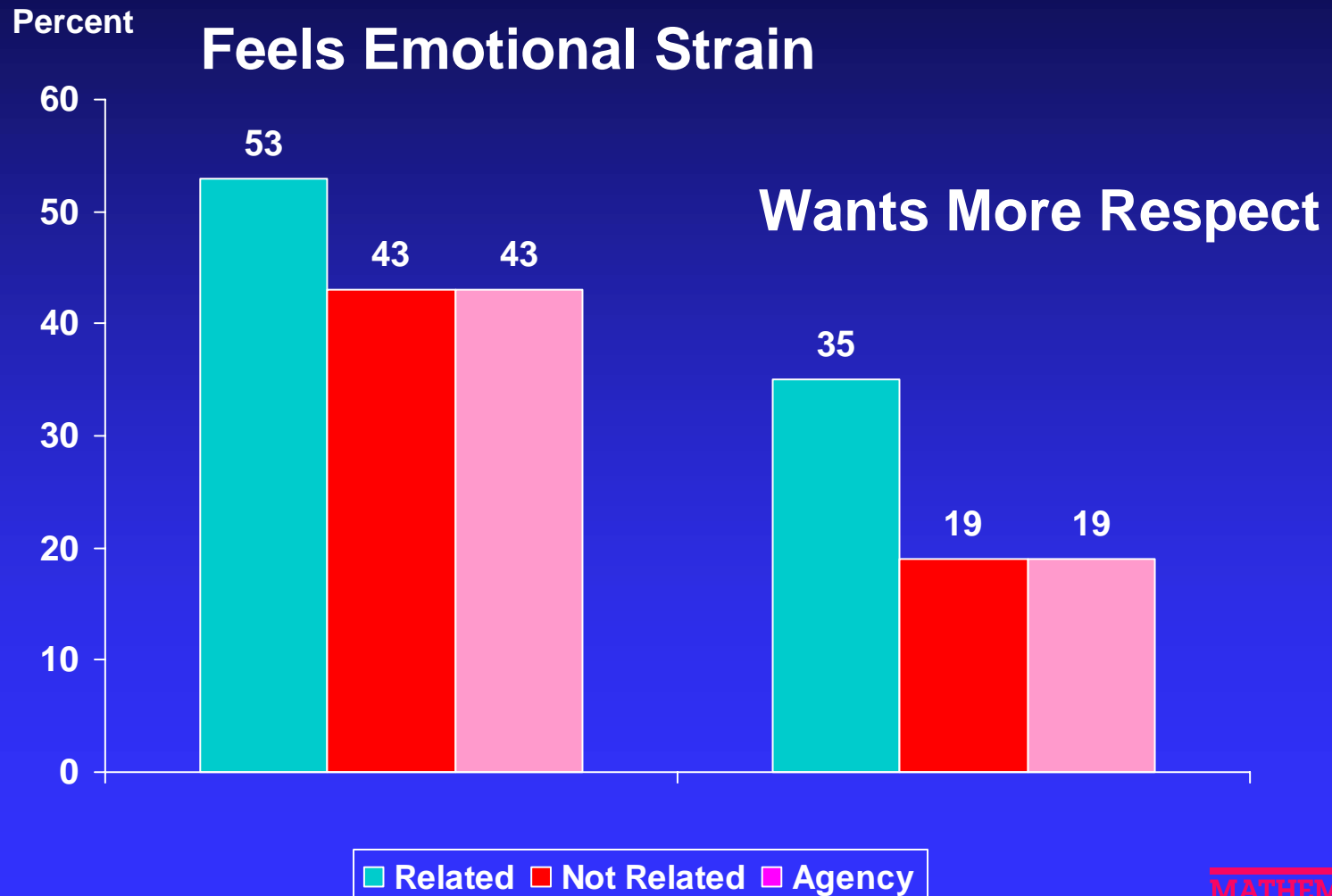
On the other hand—

- Felt well-informed about care recipient's condition (~90%)
- Felt fully prepared for job (>90%)
- Injuries and physical strain similar to agency workers providing equal hours of care

Worker Well-Being

- **Directly Hired Workers More Likely to:**
 - **Experience emotional strain**
 - **Want more respect from consumer's family**

Worker Well-Being (cont'd)



Conclusions

- **More emotional involvement than professional detachment**
 - Relationships with consumers were strong
- **More hands-on experience than formal training**
 - But training is a good idea
- **More overall satisfaction than financial compensation**
 - The work force is dependable

