



Quick Guide
Supporting caregivers through flexible work options

Employers now offer far more flexibility to working caregivers than they did in the past. Here are three general approaches, along with data from the 2015 Talent Management Study indicating how common it is among United States employers.

About the option	How common is it?
<p>Schedule flexibility: One approach is to provide scheduling flexibility that can enable employees to adjust starting and quitting times on a daily or weekly basis. Flexible scheduling might also enable workers to take longer breaks and make up for the lost time either at the end or the beginning of their shifts. It is also possible to make more enduring changes, such as integrating options for compressed workweeks (e.g., four - 10 hour days instead of five - 8 hour days) if those arrangements enhance fit.</p>	<p>The 2015 Talent Management Study reveals that 2 in 3 employers report that their employees most commonly have flexibility to fit their work into different times in the day or week. A more detailed analysis of these data reveals some important distinctions between employers in their approach to schedule flexibility. Some employers (ranging from 8% to 37% depending on the type of flexible work option) make specific types of arrangements widely available to their workforces. For example, we found that 37% of employers make the option to adjust starting and quitting times available to most or all of their employees. In contrast, other employers are much more restrictive in their allocation of these types of flexible arrangements. For example, 43% of employers do not offer the option of a compressed work week to all of their employees.</p>
<p>Location flexibility: Another approach is to enable workers to have work location flexibility. This can be accomplished, for example, by enabling employees to work from home on a regular or periodic basis. Often this type of location flexibility is accompanied by schedule flexibility.</p>	<p>Our study shows that this option is less available than schedule flexibility alone. Nonetheless, 1 in 3 employers say that they the typical employee in their workplace has some capacity to do this. A more detailed analysis reveals that relatively few employers make options for location flexibility widely available in their companies. And 1 in 4 companies (29.5%) do not allow any employees to work off site. Nonetheless, the 2015 Talent Management Study shows that most employers offer some options to work offsite to at least some of their employees, and some make these options expansive.</p>
<p>Reduced work load: A third approach is to enable employees to temporarily reduce their work load, such as moving from a 40 hour workweek to a 30 hour workweek.</p>	<p>Reductions in work load are even less common than work location flexibility, but often this option is an essential resource when employees adjust to new caregiving arrangements.</p>