

Employees as Caregivers: Who is affected?

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Average Work Day for the Employee Caregiver

- It is 9:00 a.m. on a Monday morning. Do you know where your employees' attention is?
- Is it on work?
 - Employee getting started on work project
 - Phone Call #1 – Issue regarding father with dementia
 - Phone Call #2 – Issue regarding school aged child
- Profile
 - Female, Mid-40's, 2 - School Aged Children, Long Distance Caregiver, Power of Attorney

Typical Caregiver

- A 46-year-old Baby Boomer woman with some college education who works and spends more than 20 hours per week caring for her mother who lives nearby.
- Female caregivers provide more hours of care and provide a higher level of care than male caregivers.
- Almost seven in ten (69%) caregivers say they help one person.
- The average length of caregiving is 4.3 years.
- Many caregivers fulfill multiple roles. Most caregivers are married or living with a partner (62%), and most have worked and managed caregiving responsibilities at the same time (74%).

(Recent study by the National Alliance for Caregiving & AARP)

Juggling Act

- Caring for a Chronically ill or disabled parent or relative
 - Many times “long distance”
- Raising a family – “Sandwich Generation”
- Managing a career
 - Balancing financial needs of both parent & self
- Managing own health concerns
 - Often compromised, accumulatively leads to health problems

Source: MetLife Caregiver Study

Prevalence

- America is graying and graying fast. By 2030, 1 of 5 people in the U.S. will be over the age of 65.
- Elders are living longer and as they age, they need increased assistance – 50% of those over 85 need support and assistance.
- About 40 million Americans provide unpaid family care to someone over the age of 50 (1 out of 6 Americans is involved in providing care).

Source: MetLife Caregiver Study

Effects on Employees

- 1 in 10 American workers is a caregiver
 - 84% Make phone calls at work.
 - 69% arrive late or leave early
 - 67% take time off during the workday
 - 29% make up work at another time
 - Loss of concentration
 - Increased absenteeism

Source: MetLife Caregiver Study

Implications Employers

- Work disruptions due to employee caregiving responsibilities result in productivity losses of \$1,142 per year per employee.
- According to the Washington Post, researchers estimate that the cost of informal caregiving in terms of lost productivity to U.S. businesses is \$29 billion annually.

(Washington Post)

Example

- 40-year old female employee
- Aging parents both with chronic illnesses
- Time off work 4-6 days month – ongoing
 - Exceeded “PTO”
- Promotional review on hold
- Business loss

Bottom Line

- Employers have a financial stake in designing responsive and effective programs to support their caregiving employees

What Employers Can Do

- Create an open and supportive environment for employee communication
- Offer “Flex Schedule” when possible

Studies indicate that flex scheduling improved job performance, decreased lateness and employee turnover, and increased job satisfaction.

- Companies with 50 or more employees must comply with the Family and Medical Leave Act (FMLA), which allows for up to 12 weeks of unpaid leave to care for a seriously ill parent, spouse or child, while protecting job security. Smaller firms can use the FMLA guidelines to provide support for individual employees.

What Employers Can Do (con't)

Provide information on helpful internet sites and resources

- www.caregiver.org
- AARP
- Specific Disability websites
Alzheimer's Association, American Cancer Society, etc

Provide a Geriatric Care Management Benefit

- Telephonic
- Linkage
- Independent – www.caremanager.org
- Example - Careguide

Value of a Professional Geriatric Care Manager (PGCM)

- **Experience** working with older adults along with the **knowledge** of how to effectively work through complicated systems to ensure **quality** outcomes
- Increased client and family **satisfaction** reflecting well on you
- Reduced turnover of caregiving staff, with professional oversight care runs smoothly leading to increased “**peace of mind**”
- PGCMs can be your resource for eldercare services, thus **saving you time** due to our knowledge of available quality services
- **Cost effectiveness** achieved due to on-going re-evaluation process / **customized** approach

Be Pro-Active

- Taking action immediately starts to increase productivity, lessen direct and indirect financial costs, and enhance employer/employee work/life relationship – which directly impacts on employee morale, satisfaction and retention.