Promoting Self-Care to the Caregiver

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Objectives:

• Awareness of caregiving as an issue and concern for employers
• Information on present and future statistics
• Why employers should care
• Understanding the Caregiver
• What CAN Employers DO to promote self-care to Caregivers?
Caregiving Statistics in the U.S.

A caregiver is someone who provides assistance to another person who needs help.
Addressing the Present, Prepping for Future

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<th>Present</th>
<th>Future</th>
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<td>• 40 million adults – 16% of population providing care</td>
<td>• 2050 – 88 million adults age 65+</td>
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<td>• 12 million age 80+</td>
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<td>• 60% of caregivers female, 40% male</td>
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<td>• 25% millennials</td>
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<td>• 1 in 6 employees are caregivers</td>
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Concerns for the Employer

• Absenteeism, Presenteeism, Lost Productivity
• Increased Healthcare Costs
• Turnover Costs
• All these factors cost employers $38 Billion each year
The Toll of Caregiving

- ARRP Study: 50% report they had no choice in assuming caregiver role
- 56% work full-time
- 60% had to make accommodations at work due to caregiving
- 50% reported supervisor was unaware of their caregiving responsibilities
- 22% reported their own health suffered
Why Self-Care Can Be Difficult

- Caregivers need reminders of their right to self-care
- Caregivers need advocates both at home and in the workplace
- Caregivers need help in HOW not WHAT
What CAN Employers DO to Promote Self-Care to Caregivers?

• Know your employees – what are your company demographics?
  
  aggregate population data
  employees as people
• Review your leave policies
  remind employees of their leave options
• Asset mapping – what are the available resources?
  budget, physical space, leadership buy-in, etc.
What Employers Can Do to Promote Self-Care (continued)

• Decrease stigmatization – Change Agents/Angels, Share Stories, Support Groups

• EAPs – phone and in-person counseling, referrals to geriatric case managers

• Bring in a speaker to address the subject of caregiving
What Employers Can Do to Promote Self-Care (continued)

• Digital Tools – only 7% of caregivers use them
  
  – Opportunity to identify easy-to-use and inexpensive platforms
  – Begin with AARP and National Alliance for Caregiving

Offer a tech coach to help caregiver find and set up apps and programs
What Employers Can Do to Promote Self-Care (continued)

• Acknowledge Special Health Months
  – November is National Family Caregivers Month
  – November is also Alzheimer's Awareness and Hospice Month
Remember – We work with people!

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"There are only four kinds of people in the world -
Those who have been caregivers,
Those who are currently caregivers,
Those who will be caregivers
And those who will need caregivers."

Rosalynn Carter