

Eldercare Quarterly

A newsletter for the informed employer

Improving the lives of employed caregivers...an employer benefit

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Men Who Care

Eldercare has traditionally been the role of women, but times are changing. A 2003 MetLife study reported that:

- Nearly 50% of all persons helping elders are men
- Less than half of men providing eldercare talk to co-workers or managers about their dual roles
- Fewer than 1/3 of were aware of any eldercare resources offered by their employers

How does your workplace help the men **and** women balancing work and eldercare responsibilities?

Source: MetLife Mature Market Institute Report, 2004, "Sons At Work"

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The Changing Face of Family Caregiving *How the Demographic Shift Will Impact Business*

In the past, caring for older adults was typically done by women, either in their home, or in the home of the loved one. But as the numbers of elder Americans grows, two important trends are developing that will impact dynamics within

caregivers, providing help to an adult over 50 that lives an hour or more away. As the population of older adults boom, we will see these trends, and the impact on businesses, continue to grow.

These impacts are

ules (i.e., taking days multiple off, and leaving early or late) to accommodate the extra time and travel necessary with long-distance caregiving, and poorer states of health compared to others not providing long-distance care. These caregivers can also face monthly out-of-pocket expenses (nearly \$200 on care, and another \$200 for travel), adding to the challenge of staying productive and healthy at work while providing eldercare.

There is great opportunity to provide access to information, resources, and a supportive, flexible environment for the changing eldercare-givers. How well a business can manage the many degrees of caregiving may well predict success of the business itself.

"The combined stress of caring [long-distance] for someone and the stress of the potential of losing my job is becoming overwhelming."

~2004 MetLife Report, "Miles Away" pg. 9

business organizations: more men are becoming eldercare-givers, and there is an increase in those providing care from a distance.

Research indicates that one-half of all caregivers are men, with the majority of them working full or part-time. Men are also more likely to be long-distance



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 ries of
 reports by the MetLife Mature Market Institute, available free at www.maturemarketinstitute.com. The most salient include workers making significant adjustments to work sched-

Managed Caregiving: Understanding Your Employees Will Save Money

Unmanaged caregiving can cost your business up to 15% of your annual salary budget. Unaware of where to turn, and afraid that frustrations will fall on deaf ears, employees who are helping older family members face many challenges while trying to balance their work with the demands of caregiving.

This results in decreased productivity, poor work-relationship dynamics, and, many times, in the loss of an employee who decides to leave the paid labor force to provide care. What can employers do to help their employees *and* save money? Manage the caregiving present in the workforce.

- Understand the prevalence of eldercare in your business
- Understand the unique consequences that caregiving relationships place on your organization
- Respond with appropriate communication channels and resources for your current—and future—caregiving employees