

Eldercare Solutions for Businesses and Their Employees



*“The Caregiver Resource Center
was invaluable in supporting and
guiding our family when mom
had a stroke.”*

*S. Williamson
Norwalk, CT*

Our services are individually designed to meet the unique needs of your company.

- On-Site Services
- Workplace Surveys
- Employee Seminars
- Training for Supervisors
- Caregiver Newsletters
- Information & Referrals
- Consultations
- Counseling & Guidance
- Caregiver Support Groups
- Caregiver Fairs
- Case Management
- Crisis Management

***Serving the Business
Community for 20 Years***



Linda Ziac, LPC, LADC, BCPC, CCM
The Caregiver Resource Center

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Eldercare Solutions for Businesses and Their Employees



***Serving the Business
Community for 20 Years***

**The Caregiver
Resource Center**

The Bottom Line for Business

“Employers, whether they believe it or not – are paying for eldercare.”

SHRM - The Aging Workforce

MetLife Studies confirm that unaddressed workplace eldercare issues are negatively impacting on a company's bottom line.

- **Absenteeism**

10.5% of caregivers were absent, a minimum of 6 days per year, at an estimated cost of \$3.9 billion annually.

- **Partial Absenteeism**

59% of full time employees reported that they adjusted their work schedule - 69% of caregivers arrived late or left early and; 67% took time off during the workday, to attend to an elderly relative, at a cost of \$4.8 billion.

- **Workday Interruptions**

87% of workers made telephone calls for caregiving responsibilities while at work, resulting in a cost of \$3.7 billion.

- **Eldercare Crises**

60% of employed caregivers reported an eldercare crisis within the previous six months, resulting in an estimated loss of three days of work, estimated at a cost of \$1.8 billion.

Source: MetLife Study 1999, 2001

Increasing Demands on Supervisors

Elder caregiving affects more than just the employee and their family. More and more, we are seeing that the effect of elder caregiving is spilling over into the workplace. One of those being most directly affected is the employee's supervisor.

Supervisors Are:

- **Providing emotional support.**
- **Arranging coverage for absent or late workers.**
- **Counseling about benefits.**
- **Dealing with workday disruptions.**

Increasingly, supervisors find themselves picking up the pieces in a variety of ways, from offering emotional support to employees, to adjusting their day to deal with workday disruptions.

It is estimated that supervisors spend 55.7 million hours of company time per year dealing with employed caregivers, for a total cost to business of over \$800 million annually.

By training supervisors and co-workers to recognize and respond to eldercare issues in a timely and effective manner, these issues can be addressed before they become a problem.

Source: MetLife Study 1999, 2001

The Caregiver Resource Center

“In my job as department manager, I was finding that more and more of my time was being taken up with helping employees deal with their personal problems.”

The Caregiver Resource Center provides a wonderful resource for management and line staff alike. Thank you for being there when we need you.”

*T. O'Rourke
Bronxville, NY*

The Caregiver Resource Center, a division of Employee Assistance Professionals, Inc. has been serving the business community for 20 years.

Our mission is to assist elders and their loved ones in understanding the aging process, facilitating open communication; and providing information, support, and guidance through the caregiving process.

All of our services are individually designed to meet your unique needs.

We are available to provide services on a case-by-case basis, or as a full service company program.

Linda Ziac - President
(203) 861-9833



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