

## **The Caregiver Resource Center's Corporate Eldercare Seminars**

As the US population continues to age and the number of employee caregivers grows, eldercare issues will continue to have the potential to severely impact a company's bottom line; in terms of workplace productivity, retention and employee satisfaction.

It makes good business sense for employers to implement programs to assist employees in addressing their elder care issues, while at the same time strengthening their bottom line.

### ***The Potential Impact on the Employee***

The Department of Labor estimates that 30% of the workforce is caring for an aging parent or relative. These working caregivers are paying a heavy price as they struggle to balance their personal and work responsibilities.

By 2011, it is expected that this caregiver workforce figure will jump to 54%, when 5 million baby boomers turn 65.

Despite the ever increasing numbers of elder caregivers in the workplace, these employees continue for the most part to struggle in silence. This can be attributed to a number of factors, such as employee caregivers do not self identify, caregiving is an emotionally laden and very personal experience, denial, workers feel it is not a legitimate work life concern, stigma, fear of job loss, demotion, or not receiving a promotion, and fear of retribution. Whatever the reason, the bottom line is that employees try to juggle work and home duties as best they can, and are often reluctant to involve their employer even when they are struggling.

### **A Sampling of Employee Seminar Topics**

Alzheimer's Disease

Alternative Housing and Living Arrangements

Avoiding Caregiver Stress

Balancing Work & Caregiving

Care for the Caregiver

Challenges of Caregiving: Strategies to Survive the Process

Dementia

Depression is Not a Normal Part of Aging

Elder Abuse

Family Dynamics and Eldercare

Geriatric Depression

Home Safety — Is your loved one's home safe

How to Talk with Your Loved Ones About Aging

Legal and Financial Planning

Locating Community Eldercare Resources

Long Distance Caregiving

Mental Health Issues

Navigating the Healthcare Maze

Preparing for Eldercare Emergencies

Putting all the Pieces Together - Becoming a "Savvy Consumer" Role of the Family Caregiver

Safety and Independence

Staying at Home

Substance Abuse and the Elderly

Talking with your Parents' Doctors

The Elder Caregiving Journey

Understanding the Psychological Aspects of Elder Caregiving

Understanding the Seven (7) Stages of Caregiving

What is Normal Aging

When to Step in and Start Helping

### ***The Potential Impact on the Supervisor / Manager***

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

A study conducted by the Eldercare Task Force of the New York Business Group on Health (NYBGH) a nonprofit coalition of businesses, found that the attitudes of immediate managers are important determinants as to whether or not employees will come forward in order to seek assistance for eldercare concerns. It was found that more than corporate receptivity to eldercare services, it is the relationship between the employee and the immediate supervisor that may have a significant impact in the utilization of eldercare services.

*Eldercare Task Force of the New York Business Group on Health (NYBGH), Fall 2002*

### ***A Sampling of Supervisor / Manager Seminar Topics***

An Introduction to the Company's Eldercare Program

Working Elder Caregiving - Why Supervisors Should Care

How to Recognize and Respond to Eldercare Issues in the Workplace

The Sandwich Generation

Understanding Caregiver Stress

The Government's Response To The Needs Of Working Caregivers

What the Supervisor Can Do to Help the Caregiving Employee

Elder Caregiving - The Silent Problem

Supervisor Sensitivity - When Employees Become Elder Caregivers

The Relationship between Family Caregiving and Presenteeism

Understanding Eldercare Issues in the Workplace

***The Caregiver Resource Center*** has been providing geriatric care management services for individuals, families and businesses for more than twenty years. For more information contact Linda Ziac - President at (203) 861-9833 or visit [www.CaregiverResourceCenter.com](http://www.CaregiverResourceCenter.com)