

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

As the US population continues to age and the number of employee caregivers grows, elder care 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 the company's 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.

As of 2011, each year 10,000 baby boomers will turn 65 years of age. Statistics show that 85% of persons 65 years of age and over, will require some form of caregiving assistance within their lifetime. "Eldercare is an evolving challenge for employees and organizations alike."

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 are 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  
Elder Caregiving - The Silent Problem  
How to Recognize and Respond to Eldercare Issues in the Workplace  
Supervisor Sensitivity - When Employees Become Elder Caregivers  
The Government's Response to The Needs of Working Caregivers  
The Relationship between Family Caregiving and Presenteeism  
The Sandwich Generation  
Understanding Caregiver Stress  
Understanding Eldercare Issues in the Workplace  
What the Supervisor Can Do to Help the Caregiving Employee  
Working Elder Caregiving - Why Supervisors Should Care

***The Caregiver Resource Center*** has been providing care management services for individuals, families and businesses since 1990.

For more information contact Linda Ziac, President of The Caregiver Resource Center at 203-861-9833 or visit us at [www.CaregiverResourceCenter.com](http://www.CaregiverResourceCenter.com)