

How Much is Eldercare Costing Your Company's Bottom Line

The average full time elder caregiver, costs their employer \$2,110 per year

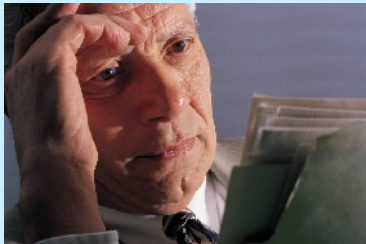
Source: MetLife Productivity losses to U.S. business, July 2010

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.

Supervisors are:

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

Source: MetLife Study, February 2010



Why is Elder Caregiving a "Silent" Problem in the Workplace

- Employee caregivers don't self identify
- Caregiving is an emotionally laden, very personal experience
- Workers feel it is not a legitimate work-life concern

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

The Caregiver Resource Center



Care Solutions for Individuals, Families and Businesses

"Serving the Community since 1990"

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A Toolkit – Preparing Your Employees For Their Elder Caregiving Journey



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➤ The Caregiver Resource Center's mission is to assist companies and their employees:

- understand the aging process
- facilitate open communication
- access information & resources
- obtain support, & guidance through the caregiving process

➤ Our services help:

- reduce stress, related illnesses and medical care utilization
- maximize employee productivity
- sustain supervisors' focus on operations
- equip senior management with a cost effective management tool

Elder Caregiving and the Workplace

The Department of Labor estimates that 30% of the workforce is caring for an aging parent or relative.

The cost to U.S. businesses from the lost productivity of working elder caregivers is more than \$33 billion per year, according to the MetLife *Study "Productivity Losses to U.S. Business."* The average full time elder caregiver costs their employer \$2,110 per year. Source: MetLife July 2006 and February 2010

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.

A Toolkit - Preparing Your Employees For Their Elder Caregiving Journey

A 6 part educational workshop series, provided on-site, designed to provide working elder caregivers with the necessary understanding and tools; to care for a family member, neighbor or friend, while also caring for themselves.

Classes are held for 2 ½ hours once a week for 6 weeks; or as otherwise requested.

Session 1

- The Greying of America
- The Face of Today's Caregivers
- Where Are You On Your Caregiving Journey
- Asking the Right Questions

Session 2

- Financial Matters
- Insurance

Session 3

- Legal Documents
- Geriatric Assessment
- Care Planning

Session 4

- Housing Options
- Home Care Services



Session 5

- Working with Doctors
- File of Life
- Community Resources
- Elder Abuse

Session 6

- Caregiver Support & Self Care
- Putting the Pieces All Together to Develop an Advance Care Plan

The Benefits for Employees

- Increased knowledge and skills
- Understanding of advance care plans
- Support and self-care
- Access to community resources
- Tools to help balance the demands of caregiving and work responsibilities

The Benefits for Employers

- Cost effective tool to help reduce productivity losses
- Empowered employees with increased knowledge and skills
- Decreased employee distractions & employees who are more focused on their job
- Improved morale and organizational loyalty

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