

Workforce Caregiver Education Series

Supporting your
employees who do the
most important work in
the world



CARING FOR
Nancy

Caregiving Spills Into an Employee's Worklife



1 IN 6 Americans who work full or part-time help care for a loved one.

Those working **+15** hours per week report caregiving significantly impacts work life.



70% of full-time caregivers suffer work-related difficulties due to their dual roles.

The National Alliance for Caregiving estimates the cost to employers due to lost productivity of employee caregivers is as high as **\$34** billion.



6 out of 10 caregivers experience at least one change in employment because of caregiving, including reduced work hours, a leave of absence, or a warning about performance or attendance.

49% of caregivers arrive to work late, leave early, or take time off to care for a loved one.

Caregiver absenteeism costs the U.S. economy \$25.2 billion in lost productivity.

The caregiver support ratio will start to plummet when the first baby boomers turn 80. In 2030, only 4 potential family caregivers to support 1 elder vs.

7 to 1 in 2010.

Caregiver Education Programs

Often under-appreciated and over-worked, caregivers experience higher levels of mental health disorders, physical ailments and disease as they try to manage work and family demands. Caring for Nancy's Caregiver Education Programs aim to alleviate some of that burden by giving your employees knowledge and support to better manage their lives.

For Employees

- ♥ Resources for all stages of caregiving
- ♥ Support resources for caregivers themselves
- ♥ Reduced stress and increased productivity

For Employers

- ♥ Decreased absenteeism
- ♥ Increased retention because employees feel supported
- ♥ Increased focus and productivity
- ♥ Recruitment highlight for new hires who are caregivers

Employers are often unaware of the caregiving responsibilities of their workers and the effects on their productivity, according to a Harvard Business School report by Joseph B. Fuller and Manjari Raman.¹

¹Gleckman, H. (2019, January 16). Employers Are Clueless When It Comes To Family Caregiving. Forbes. Retrieved from <https://www.forbes.com>.

Program Options

Working with industry experts and employers, Caring for Nancy has created solutions to help you play a role in preparing your employees for the realities they face while caregiving. Each program is approximately 1 hour.

Addressing the Mental & Physical Health of Caregivers

We'll discuss common challenges that caregivers face, including compassion fatigue, depression, anxiety, and addiction. Participants walk away with a menu of options to protect their health and well-being. We'll also tackle hard subjects like dealing with a loved one's loss of independence and what to do when you don't like your loved one.

Options for Housing throughout Stages of Care

Assisted living, respite care, nursing care, living with a loved one...how do you choose what's best for you and the person you care for? How do you know when it's time to make a change? Participants learn about housing and living options, as well as ways to mitigate the stress of relocating a loved one.

Legal and Financial Caregiving

Caregiving often requires managing the legal and financial affairs of another person. We'll cover how to discuss these sensitive topics, such as dealing with Medicare, Medicaid, long-term care planning, and spend-downs. Important documents such as wills, trusts, healthcare directives, power of attorney, and Physician Orders for Life Sustaining Treatment (POLST). Participants will learn about aspects of death such as funeral planning and legacy planning.

Products and Services for Caregiving

Understanding the options for caregiving products and services can feel overwhelming. Participants will get a non-biased overview of transportation options for a loved one, technology services, ADA products, prescription drug administration, medical alert systems, as well as tools for bathing and clothing your loved one.

Understanding Medical Decisions & Advocacy

Employees will learn about common mental health issues associated with aging, as well as red flags that signal insufficient care. We'll look at effective approaches to advocating for your loved one in a health care setting, and cover considerations like prescription drug management, housing, health care directives and more.

Dementia and Alzheimer's Care

Employees learn prevention strategies, recognizing symptoms, as well as steps for approaching and dealing with dementia and Alzheimer's. We'll explore ways of dealing with the grief of a diagnosis, housing and care options, and the importance of getting support for yourself.

End of Life

How do you help your loved one pass on while managing the logistics and emotional turbulence of this stage? Participants learn about end-of-life care options, ways to create a compassionate environment, and practical considerations such as funerals, internment, headstones, and what to expect for paperwork. Amidst all of this, we'll discuss strategies for managing a caregiver's grief and pain during this time.

Choosing Programs for your Employees

I partner with you to uncover which topics will most benefit your employees and customize those programs accordingly.



STEP 1

Assess the needs of employees through leadership meetings, surveys, or focus groups.



STEP 2

Recommend the Caregiver Education Program(s) that best fit those needs and why.



PROGRAM OPTIONS

- ♥ Your choice of on-site events, such as a lunch-and-learn and/or special speakers.
- ♥ Additional sessions based on employees' needs and interests.
- ♥ Personal inventory assessments and individual caregiver planning.
- ♥ Customized solutions, tailored to your employees' needs and your organizational budget.

No matter which program you select, your employees walk away with:

- ♥ Caregiver planning tools, including those for self-care, legal considerations and medication management.
- ♥ Take-home resources that address specific needs. Expert sources include the Minnesota Board on Aging, the V.A., other caregiver support groups, social workers, attorneys, and many more.

Contact me with questions and to get specific details about each Caregiver Education Program.



About Me

Caring for Nancy is named after my mom, Nancy. As her caregiver for 14 years, I was responsible for overseeing all aspects of her life while juggling a family, a demanding job, and a family business. I understand that a caregiver's life is often a contradiction. A caregiver feels enormous responsibility, fear, and overwhelming stress – yet also joy and a deep connection with their loved one.

Caring for Nancy's resources and programs are what I wish I'd had: A source for professional advice, resources for making more informed decisions about caregiving, and connections with others to help ease the hard work of caregiving.



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