

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