



Human Resources Leadership Guide Preserving Employment in an Aging Society

Caregiving And Employment



**Supporting High
Quality Work, Life**

THE CHALLENGES

The Challenges Facing Employee Caregivers Can Be Mitigated By Shifting to Pro-Care Workforce Values .

Expecting Dual Employment - Employees Doing Their Paid Job And Unpaid Caregiver - Is Personally And Economically Unsustainable. Dual Employment Costs Employers Over 5% Of Operating Revenues.



FUTURE – PROOF YOUR BUSINESS

THE CARE CHALLENGED EMPLOYEE WORKFORCE

“Bill of Rights” for Care Challenged Employees

All people encountering decisions of personal accountability for care of another person or accepting care roles must be informed of responsibilities impacting their lives and families, educated and counseled to understand dependent care roles, financial implications for them and their families. Should be offered corporate policy, employment and career options.



COMMITMENT



Freedom of WORK/LIFE/CARING status disclosure without recrimination. Team and leadership buy-in to needs.

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WELCOME ARE YOU READY FOR THIS JOURNEY?

CareWise Solutions is focused on supporting Employee-Caregivers and influencing their Employers to address and meet head on the challenges faced daily, as they grapple with the conflicting demands and pressures of their dual caregiving and worker roles.

When the hard hitting impact of employees' caregiving roles cause major care related disruptions to the organization, everyone has a part to play to achieve Win-Win.

The CareWise goal is to provide the understanding and resources needed by Employee-Caregiver and

A hand-drawn diagram on a chalkboard titled "EMPLOYEE CAREGIVER MODEL". At the top left, "Lifeworkx" is circled, with an arrow pointing to "Employment", which is also circled. Below "Employment" is "Caregiving Skills". A central box labeled "Your Life Works" has three arrows pointing down to "Protect Wellness - Time - Money", "Job Success", and "Quality Family Caring". A man in a suit is shown in the bottom left, looking thoughtful. The bottom of the slide features the Lifeworkx logo, the name "Jeannette Galvanek", a small circular portrait of a woman, and the website "info@LifeWorkx2021.com" and "www.LifeWorkx2021.com".

EMPLOYEE CAREGIVER MODEL

Lifeworkx Jeannette Galvanek info@LifeWorkx2021.com www.LifeWorkx2021.com

NOW I AM (OR ABOUT TO BE)
AN EMPLOYEE-CAREGIVER

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work, or leaving work early occasionally for their doctor's appointment... Just normal daughter or son help!

Then it starts to get more difficult as their care and support needs increase and you find yourself having to arrive late and leave work too often, or you can't go to the work function on Friday evening because you forgot and double booked

cooking dad's dinner and doing his washing, or the project deadline at work is now blown out by mom's fall and hospitalization this morning...

And you are stressing out hoping that your prayers that it isn't a broken hip are answered!!

So it comes down to this: What can I do to help myself? What can my employer do to help me?

employer than to head out the door. Usually without a future roadmap".

There are many reasons why you might want to quit...

Maybe you are feeling the stress and burnout that can come with caregiving and have reached an emotional tipping point or sheer exhaustion has taken hold and this is pushing you to react.

Often the reaction is ... "I have to get out of here. I can't cope with the job AND what I need to do for mom at the same time.

I have had enough."

Our psychologist gives this advice...."It is a common reaction for Employee-Caregivers to feel trapped in their dual roles as the workplace and life caregiver."

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you haven't prepared properly for the personal impacts that this decision creates. In your rush to make quick decisions, you may not really address the actual causes of your stress and the range of options that are available.

To make matters worse, when you leave you can cut yourself off from many formal and informal sources of support. Remember that the caregiving job will continue even if you switch employers. Or you take on part time or freelancing work.

Exploring your caregiving requirements and job preferences with your employer may open options that were not of your radar screen. Again our psychologist has this to say, "Managing work and caregiving challenges starts with good

CAREGIVERS AND EMPLOYMENT WHAT DO EMPLOYEE-CAREGIVERS HAVE TO SAY?

- *"My team is great! When I got back from the hospital after mom's fall they said... "We took care of your diary and the project deadline... don't worry about us here. We are such a close team that we can manage these things easily!"*
Marissa, Manager, Insurance
- *"I knew that it was at the point where I had to have THE discussion with my manager... My late arrivals and early finishes were very noticeable. It didn't go well! Big lesson for me. Be organized in what to say! I wasn't! I lost it and neither of us handled it well!"* Cory, Shift Supervisor, Manufacturing
- *"I have to discuss this again, so I am going to check my vacation policies and decide what I*

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CAREGIVERS AND EMPLOYMENT MANAGING THE TIME FAMINE OF JUGGING CAREGIVING AND EMPLOYMENT?

Perhaps you have personally experienced the time famine that comes with being an Employee-Caregiver.

Juggling work, family and caregiving will be an ongoing test.

Some people in this position prefer to go it alone... Others find that opening a family and employer discussion is important... and can lead to solutions that you haven't considered.

Creating a family care approach including agreeing on everyone's roles is often another step forward.

Family needs change over time this can become a natural conversation between for example your employer (and colleagues in some cases), family and your aging parents. This is not always possible, as the caregiver may have other family members who are also caregivers.

a long term and variable need. On average, the time frame is 5 ½ years! Do you gulp or sip? It depends. Take the time to do your reality check.

If you decide to take a leave of absence or exit your employer, your finances are a priority. Here is more advice from one of our psychologist friends ...” Maybe at first you feel relief, but once the paycheck stops and the bills keep arriving, your stress levels can go through the roof. This is especially the case if you have to focus on finding new employment, as well as providing the day to day care”.

Then there are the social interactions with your workplace friends and colleagues possibly you don't appreciate their support right now but you may see it differently when you are in a similar situation.

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Aim to untangle the emotions and thinking that are driving you before you do anything else.

If your work has an Employee Assistance Service, ask your manager for an appointment. These feelings are an alarm bell that it is best to listen to! Be sure to remind yourself that if you don't take care of number one, you can't take care of number two! "Many organizations understand that retaining your experience, capabilities, customers or clients, networks, and relationships with other employees is very difficult and expensive to replace. They may surprise you with their willingness to work with you to find solutions to your situation in a positive way to get win-win outcomes." (John Davies, Psychologist (retired), 2018)



Hopefully, the employee "care penalty box" will go the same way of the

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