

Human Resources Leadership Guide Preserving Employment in an Aging Society

Caregiving Caregivers And Employment



**Achieving High Quality
of Work, Life and Caring**

THE FACTS AND FIGURES

*Who And What Are Caregivers,
Am I One? What Issues Do They
Face? What About Employment
And Caregiving?*

Let's Look At It This Way!



WELCOME ARE YOU READY TO GET STARTED ON 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 a worker roles.

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

The CareWise Solutions goal is to

WHAT IS CAREGIVING?

If you have aging, ill or disabled parents, children, relatives or friends the chances are that you are already providing some form of "care".

Maybe you are even caring for more than one person. Such as your elderly mom and dad?

A Caregiver is a person who provides caregiving support. This person could be either paid (e.g. a home health nurse or aide) or this Caregiver could be unpaid (e.g. family member).

A person needing care typically has significant medical, social and financial challenges and needs assistance in these activities of daily life (ADLs)

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focus is on the roles, responsibilities and challenges faced by unpaid/ family Caregivers as they manage the life-work-social-family and other challenges that they face at each step along their caregiving journey.

UNPAID (FAMILY) CAREGIVING

THE INTERNATIONAL SCENE

The International Alliance of Carer Organizations (IACO) released a report recently that looks at government recognition and support for Caregivers.

(Global State of Care, International Alliance) from helping with daily activities to more complex medical

JEAN'S STORY PART 1 BECOMING A CAREGIVER I DIDN'T SEE IT COMING!

Mom and dad and me moved here from Scotland when I was a teenager.

We had a good life and everything was great until dad died unexpectedly at 72.

They had been very active and independent but that soon changed after his death. I didn't see how much they

needed each other! And they didn't want to bother me with their "niggles" - but with dad gone mom fell to pieces... not only missing dad but in all parts of her life...

Her personality changed, she was forgetful, helpless, argued with family, accused her grandson of theft and suddenly couldn't even do basic cooking and cleaning.

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WHAT IS FAMILY CAREGIVING?

It's what families and friends do when the call comes. Let's call it family caregiving. This family caregiving is sometimes referred to as "unpaid caregiving"

Because this is what it is in the USA at least!

For example...

Maybe you don't consider yourself a Caregiver when you:

- Help with tasks such as: regularly doing mom's household chores because she isn't doing them properly
- Take mom or dad shopping once a week
- Take them to the grocery and pharmacy

OUR AGING POPULATION! The USA Is Getting Older!

According to the U.S. Census, by 2030 more than one in five of U.S. residents will be age 65 or older. This represents a 40.7 percent increase in the size of the older population between 2012 and 2030. By contrast, the overall U.S. population is expected to grow only 12.4 percent from 313.9 million to 358.5 million during the same time period.

As the population ages, more and more of us will be engaged in some level of caregiving often while we maintain our employment and juggle our social commitments and lifestyle.

You are probably surprised to learn that today, men are approaching the 50% mark of family Caregivers.

Caregiving does not favor any one of the family members or the caregiver.

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For many but not all Employee Caregivers it is a labor of love. But even the most dedicated find that there are emotional ups and downs as the pressures and demands can feel and often are relentless. It often becomes an emotional, financial, social and employment roller coaster.

For some it is an unwanted duty and they can feel resentment, anger, impatience... and experience a range of other strong and associated behaviors that impact on their health and wellbeing.

The reality for most family Caregivers is that they find themselves on a continuum of commitments that will continue to grow from entry level to advanced care.

For example Caregivers may find themselves in a situation where they

JEAN'S STORY PART 2 BECOMING A CAREGIVER THE START OF THE JOURNEY!

The doctor did her tests and explained that mom had early signs of dementia!!

I thought so but it was still a shock!

But what did it mean? I was confused, emotional up and down.

The doctor was great and looking back the best advice she gave me was to contact the Alzheimer's Association or The Dementia Society of America (<https://alz.org/> OR <https://www.dementiasociety.org/> But that came later!

Now I needed to figure out what was needed and what it meant for me.

And I was getting worried about work. What if I needed time off?

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