



Human Resources Leadership Guide Preserving Employment in an Aging Society

WHAT ARE EMPLOYER'S CHALLENGES?

What Are The Big Challenges For The CareWise™ Organization



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

IDENTIFYING THE CHALLENGES FOR ALL ORGANIZATIONS

Here We Look At The Challenges That Employee-Caregivers Bring To Work Each Day. From An Understanding Of These Challenges We Help You Create A Foundation For Employer And Employee-Caregiver Collaboration And Action That Can Benefit Everyone Involved.

WHY IS CAREGIVING AN EMPLOYER CHALLENGE? SHOULDN'T CAREGIVERS SHOULDER THE BURDEN?

Well Employee-Caregivers really do shoulder the burden but they also need employer support to remain productive while managing their Caregiver responsibilities for win-win outcomes!

Let's start by saying that being an Employee-Caregiver may seem like a personal choice - and therefore is not an employer responsibility. It's true that for some family Caregivers

and that's without introducing the employment situation.

So now employers find themselves faced with sharing some of these challenges and find it means looking for employment solutions to keep their employees on the job as they increasingly struggle to balance their "dual" employee and Caregiver roles.

With maybe 30%+ of the workforce having some level of caregiving responsibility, employers face little option but to find win-win workplace solutions supporting employee Caregivers is an increasingly necessary and important part of running the organization.

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Bottom line... Employers are faced with the stark options of being an “employer-of-choice” by adopting pro-employee policies and practices so that many of their Employee-Caregivers are able to maintain their job employment, make a strong contribution to organization success and still function as the supportive family member they need to be... OR not engaging with the challenges that are on-going, and face the real probability of losing experienced, capable, mature employees in an endless loop as the ongoing impact of Caregiver responsibilities across the workforce constantly impact on their performance.

Yes a net benefit! For most organizations being pro Employee-Caregiver is a organization plus opportunity! For example:

For every dollar invested in flextime, organizations can expect a return of between \$1.70 and \$4.34, and for every dollar invested in telecommuting options expect between \$2.46 and \$4.45. See Activity Sheet: Is It Cost Effective to Address the Costs of Caregiving in My Organization?

So as you identify the challenges for your organization you know that

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SO... ABOUT YOUR EMPLOYMENT POLICIES CHALLENGE?

Start with a review of your employment policies and practices. Do they mention the words Employee-Caregiver? Probably not!

At CareWise Solutions we strongly advise using our “Information to Understanding and Action” process to address the policy-to-practice issues in your organization.

This means starting with Information (the facts).

Find out what other employers are doing with their employees who are caregivers.

Learn from their experiences and what they have learned.

DEVELOPING A CAREWISE™ POLICY. AGED CARE ISN'T THE SAME AS CHILD CARE!

CareWise Solutions suggests that it's time to rethink the traditional workforce policies that are typically restricted by, or embedded in, practices that constrain - rather than support innovation and change.

For example:

The use of child care employee support processes doesn't translate well for aged care support.

Think about it like this - child care support is limited by the increasing age and independence of children so caregiver responsibilities decrease as children transition from infancy to adulthood to adulthood.

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