

## The impact of caregiving in the workplace

At any given time, 20 to 50 percent of all workers are involved in a caregiving situation which can result in a whole host of challenges both at home and in the workplace.

According to a study by MetLife, both men and women who are employed caregivers report that caregiving is a main reason for needing to change work schedules and/or miss some work. Typically, caregivers also have more stress-induced illnesses and use their health care plan more.

Decreases in productivity, coupled with increases in absences, and a higher turnover rate are all common problems faced by employed caregivers and their employers.

### What employed caregivers want<sup>1</sup>

Caregivers' self-assessed needs include:

- A simple process to access resources and services
- Management and/or coordination of care and services
- Stress relief
- Respite from their responsibilities
- Consultation and referral
- Education and support
- Flexible hours or telecommuting
- Financial assistance

<sup>1</sup> *Creating Communities of Care*, U.S. Department of Health and Human Services, Administration on Aging



### Wisconsin Family Caregiver Support Program

**The Wisconsin Family Caregiver Support Program** provides help to family members and friends who help or care for:

- ◆ Persons age 60 and over;
- ◆ Individuals with Alzheimer's disease and related disorders regardless of age.

**The program also assists:**

- ◆ Grandparents or relative caregivers 55 years of age and older who are caring for children under age 19, or who are caring for a relative with a disability who is 19 to 59 years of age.

To find caregiving help anywhere in Wisconsin, call toll-free:

**(866) 843-9810**

Or, visit the website at:

**[www.wisconsincaregiver.org](http://www.wisconsincaregiver.org)**

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## Caregiving in the Workplace

**Help for people who are balancing work with the demands of caregiving**

The Wisconsin Family Caregiver Support Program is a reliable resource for linking employees to the local support and resources that can improve their caregiving situation.



## Employed caregivers What kind of help is available?

Contacting the Family Caregiver Support Program connects caregiving employees with these local services and resources:

### Information & Education

Caregivers can talk to trained specialists who listen and learn about their situation and provide assistance and links to available services and resources including different care and housing options. They can also attend caregiver seminars where they will learn about topics such as coping with specific illnesses, managing stress, and hiring in-home help.

### Support

Caregivers can get involved in support groups that meet to provide mutual emotional support and exchange ideas, tips, and resources.

## Assistance & Services

The Family Caregiver Support Program helps you connect to caregiver resources; following are some of the kinds of services that may be available in your area:

**Adult Day Care:** These facilities are a safe place for people who cannot be left alone during the day because of physical or mental limitations. They provide social, recreational and health-related services.

**Case Management:** Case managers are caring professionals who work with family members and those needing care to determine their needs and arrange for help.

**Respite Care:** This service provides caregivers a temporary break or rest from caregiving activities.

**Home Health & Personal Care Services:** Home health care professionals come into the home to provide health care services including dispensing medications, checking vital signs, providing tube feedings, and other essential care. Personal care services assist people who need help with daily activities such as bathing, dressing, shopping, walking, housekeeping, and preparing meals.

**Financial Help:** Get information and/or find out if you qualify for programs such as energy assistance, food stamps, prescription drug assistance and Social Security. You can also learn about long-term care financing options.

## Help is at your fingertips!

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**Legal Help:** Legal assistance is available to anyone 60 and over for certain types of legal matters including government program benefits, tenant rights, and consumer problems.

**Home Delivered Meals:** Better known as “Meals on Wheels,” these nutritious meals are delivered to older people in their homes.

**Transportation:** Rides are available for people who are older or disabled who don’t have private transportation, and who cannot use public transportation to meet their needs.

**Emergency Response Systems:** These services provide an in-home, 24-hour electronic alarm system enabling an individual to call for help if they have an emergency.

**Telephone Reassurance:** Trained volunteers call or stop by to reassure and support a person who is homebound.