

# Common Issues and Statistics Regarding the Family Caregiver in the Workplace

## If employees spent less time worrying about home, would they be more productive at work?

### National studies report:

- 44.4 million Americans—21% of the adult population—are caregivers to older relatives or friends; 60% of these caregivers are employed
- Family caregivers provide more than 80% of all home care services
- Of today's family caregivers, 40% provide some level of nursing support

**These trends result in the demand for workplace eldercare programs.** According to a recent SHRM survey, elder care referrals are offered by 39% of companies with 2,501 to 5,000 employees, and by 31% of companies with more than 5,000 employees.

### What are the employee problems?

- Coming to work late/leaving work early
- Increased absenteeism and workday interruptions, with an average of 166 lost hours of productivity per employee
- Taking unpaid leaves of absence or using personal or sick days to provide care
- Refusing relocation or work-related travel
- Refusing overtime work or new assignments
- Increased healthcare benefit utilization because often they end up more sick than the person for whom they are providing care (in fact, according to a University of Pittsburgh study, caregiver mortality rates are 63% above that of non-caregivers)
- 20% will quit their jobs to provide care full time



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## What are the greatest needs for working caregivers?

- Flexibility in work schedules
- Information about services and aging in general
- Support from coworkers and supervisors
- Help in making decisions about care options and related issues

## How much is unmanaged eldercare in the workplace really costing my company?

Lost productivity due to employees' needs to address eldercare issues is estimated to cost U.S. businesses between \$11.4 and \$34 billion per year. Another national study reported that companies without elder care benefits stand to lose \$2,500 a year per caregiving employee.

## What is the return on investment (ROI)?

The most valuable return on investment for an eldercare program is employee retention. The time, money and valuable expertise that are lost when employees leave is far more costly.

Since 1996, it has been reported that every \$1 spent on eldercare programs gets a return of \$3 – \$5 in productivity, retention and reduced absenteeism.

## What sorts of benefits do eldercare programs typically offer?

- Work time flexibility
- Financial assistance
- Phone or Internet-based resources and referrals
- Face-to-face consulting
- Educational activities like on-site seminars and health fair kiosks

For those employees who serve as caregivers, peace of mind while they are working is key. Independence-4-Seniors works with families to provide respite care solutions they can depend on. In addition to traditional care management services, we offer corporate in-home care back-up and educational programs for employees facing eldercare issues.

Enhance your value as an employer and increase their value as employees. Call (630) 323-4665 for further information.

*Sources: MetLife, Workplace Programs for Family Caregivers, Eldercare Grows Up, University of Pittsburgh, Eldercare in the Workplace: Solutions that Work*