

EFFECTIVE WORKPLACE SERIES

ELDER CARE AT THE WORKPLACE

SUPPORTED BY:
THE ALFRED P. SLOAN FOUNDATION

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WHY IS ELDER CARE AN IMPORTANT WORKPLACE ISSUE?

"Elder care resources help employees care for their loved ones and continue to care about their companies. A smart organization educates employees about its business needs so they understand the best way to contribute over time. Likewise, it educates itself about its employees' life needs so it can support and retain them over time. If an employee is forced to choose between caring for a loved one and devoting themselves to work, the company will lose. That loss will most certainly be in work quality and, more deleterious in the long term, in the loss of the hearts and minds of employees in their commitment to the firm." **Maureen Corcoran; VP of Diversity; Prudential Financial**



DEFINITION OF ELDER CARE

- The act of providing unpaid assistance and support to family members who have physical, psychological, or developmental needs.
- Making decisions such as choosing a physician for an aging person, or whether to move an elderly person from their home environment to a residential care setting.
- Providing or locating services such as: adult day care, assisted living, hospice care, skilled nursing, home health care, and specialized care such as geriatric care management.

Want more related DEFINITIONS?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=6&area=business

HOW DO ELDER CARE CONCERNS IMPACT YOUR EMPLOYEES?

- Employees are less productive at work when they are worried about caring for an elderly family member.
- Employees may be concerned about the stigma associated with caring for an elderly parent, and how utilization of resources may negatively impact their career mobility.
- Elder caregivers often bring their caregiving stress into the workplace.
- Employees appreciate working for an organization that supports their elder care needs.

% DID YOU KNOW?

- "Nearly 60% of those caring for an adult over the age of 50 are working; the majority of those work full-time" (MetLife Mature Market Institute, & National Alliance for Caregiving, 2006).
- "The proportion of employees having access to elder care resource and referral services through their employers has more than doubled in the past decade—from 11 to 24 percent" (Families and Work Institute, 2002, p. 45).
- "62% of employed caregivers changed their daily schedule, went in late, left early, or took time off during work" (Hunt, 2004).
- "Small and large employers are equally likely (81%) to allow employees time off to provide elder care without jeopardizing their jobs" (Bond, Galinsky, Kim, & Brownfield, 2005, p. 17).

Want more STATISTICS or the full references for above statistics?

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WHY ARE ORGANIZATIONS PROVIDING ELDER CARE SUPPORTS?

- The elderly population is rapidly increasing; so many employees are caring for elderly family members.
- Employees' caregiving responsibilities impact their productivity at work.
- Providing employees with elder care benefits reduces overall costs for organizations such as recruiting and retraining.



REPORTS WITH MORE INFORMATION

- Dobkin, L. (2007). How to confront the elder care challenge? *Workforce Management*. Retrieved April 18, 2007, from <http://www.workforce.com/section/09/feature/24/85/10/index.html>.
- Joyce, A. (2007). Caring for dear old dad gets a little easier. [Electronic version]. *Washington Post*, Retrieved March 28, 2007, from http://www.washingtonpost.com/wpdyn/content/article/2007/03/03/AR2007030300047_pf.html.
- McQueen, M. P. (July, 2006). Employee expanded elder-care benefits. [Electronic version]. *The Wall Street Journal*, Retrieved May 14, 2007, from <http://www.careerjournal.com/salaryhiring/hotissues/20060728-mcqueen.html>.

Want more OVERVIEWS AND BRIEFS or the full references for the above reports?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=7&area=business



SUGGESTED READINGS

- Beauchamp, N., Irvine, A. B., Seely, J., & Johnson, B. (2005). Worksite based internet multimedia program for family caregivers of persons with dementia. *Gerontologist*, 45(6), 793-801.
- Brody, E. M. (2004). Diversity in work status. *Women in the middle: Their parent-care years* (Second ed.). New York, NY: Springer Publishing Company.
- MetLife Mature Market Institute & National Alliance for Caregiving. (2006). *The MetLife caregiving cost study: Productivity losses to U.S. business*. Westport, CT: MetLife Mature Market Institute. Retrieved April 25, 2007, from <http://www.pascenter.org/fr/>.
- Neal, M. B. & Wagner, D. L. (n.d.). Working caregivers: Issues, challenges, and opportunities for the aging network (NFCSP Issue Brief). [Online]. Retrieved from http://www.aoa.gov/prof/aoaprogram/caregiver/careprof/proguidance/background/program_issues/Fin-Neal-Wa.

Want more READINGS?

http://wfnetwork.bc.edu/topic_extended.php?id=30&type=2&linktype=suggested&area=business

The Effective Workplace Series provides a summary of the Elder Care at the Workplace Topic Page. To visit the Elder Care at the Workplace Topic Page, go to <http://wfnetwork.bc.edu/business.php>