

WHY Should You Support Working Caregivers ?

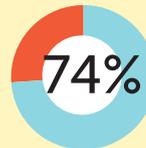
In
2014



1,700,000 family caregivers in Ohio provided care worth an estimated \$17.5 million to their parents, spouses, partners, and other adult loved ones. ¹



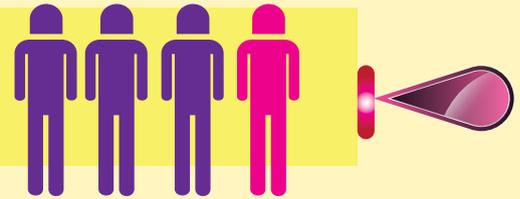
Family caregivers



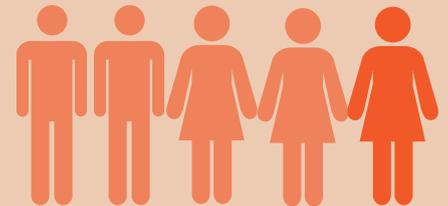
worked at a paying job at some point during their caregiving experience.



Nearly 1 in 4 (22%) workers age 45 to 64 report being family caregivers. This is the largest of any age group in the labor force.²



Businesses can't afford to NOT support Caregivers



1 in 5 (19%) retirees left the workforce early to care for an ill spouse or family member.

Nearly 7 in 10 (68%) caregivers report making work accommodations (cutting back on hours, taking leaves of absence), or receiving warnings about performance or attendance.

Estimated \$33.6 billion yearly lost in U.S. businesses productivity from full time working caregivers.

Research also shows a link between working caregivers with eldercare responsibilities and their health care costs.

Employers face costs associated with replacing employees, absenteeism, workday distractions, supervisory time, reductions in hours from full time to part time.

Employers paid about 8% more for the health care of caregiver employees compared to non-caregivers, potentially costing U.S. businesses \$13.4 billion per year.

¹ AARP Ohio

² National Alliance for Caregiving (NAC) and AARP, Caregiving in the U.S. 2009 (Bethesda, MD: NAC, and Washington, DC: AARP, November 2009). Funded by the MetLife Foundation

WE Can Help You Help Them

Area Agencies Can Help

Ohio's network of 12 Area Agencies on Aging offer a wide range of services to support caregivers.

These programs can increase caregiver retention by:

- reducing stress
- resolving working issues
- planning for various scenarios



Benefits of Caregiver Support Programs

Support programs can help working caregivers better manage their caregiving responsibilities and their jobs.

Studies show that workplace supports that include resource and referral services:

- improve worker retention
- increase productivity
- reduce stress levels and
- improve health among workers



Employers have found caregiver support benefits to be a competitive advantage both new employee recruitment and retention of existing employees.

Caregiver support services can include:

- Workplace employee assessment – survey of employees
- Workplace customized training and educational programs
- Health and wellness programs for caregivers
- Leading support groups
- Resource materials (e.g. handbooks; online resources)
- Individualized referrals and follow up
- Personal consultation
- Family mediation
- Caregiver planning
- Support navigation – caregiver and/or their family member

