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Are you trying to kill me?




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Today's Agenda



Define It



Understand the Challenges



Exam Current Laws



Put It into Practice



Identify Resources


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Define It

Caregiving Leave

- Leave to care for a family member with a serious illness

Parental Leave

- Leave to care for a newborn or newly adopted child

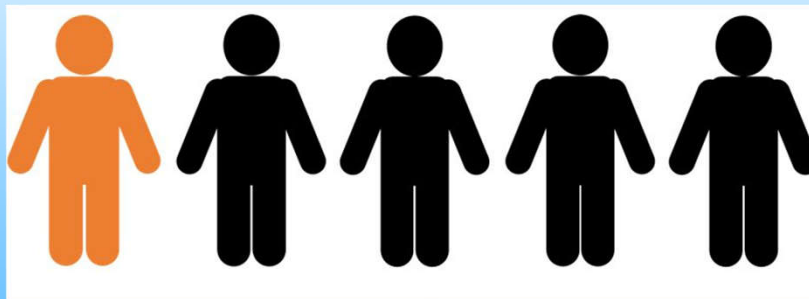
Medical Leave

- Leave to care for your own serious health condition

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Understand the Challenges



Nearly 1 in 5 U.S. works are caregivers for ill, elderly or special-needs adults.

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Source: Caregiving in the U.S., AARP, 2020.

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Understand the Challenges

61%
Women



39%
Men



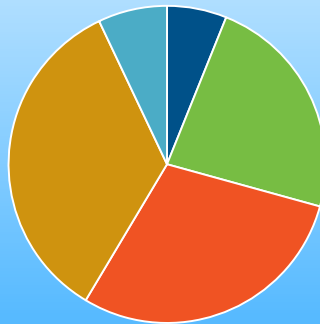
The median age of caregivers for other adults is 51.

Source: Caregiving in the U.S., AARP, 2020.

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Understand the Challenges

Caregivers of Adults by Generations



- Generation Z (born after 1996)
- Millennials (born 1981-1996)
- Generation X (born 1965-1980)
- Baby Boomers (born 1946-1964)
- Silent Generation (born 1928-1945)


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Source: Caregiving in the U.S., AARP, 2020.

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Understand the Challenges

Caregivers spend an average of **24 hours** per week providing care.



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Source: Caregiving in the U.S., AARP, 2020.

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Understand the Challenges

Mental

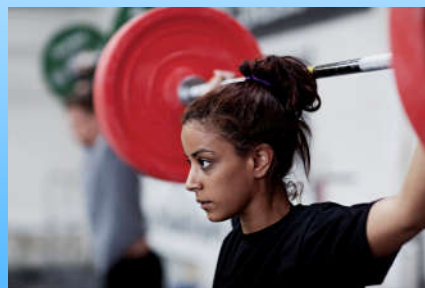
- 53% don't believe they have a choice
- 4 in 10 say its emotional stressful

Physical

- 21% report their own health is fair to poor
- Self-reported exhaustion, neglect & injuries

Financial

- 45% report financial impact
- 1 in 5 report high degree of financial strain



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Source: Caregiving in the U.S., AARP, 2020.

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Understand the Challenges



50% said their workplace supervisors do not know about their caregiving responsibilities outside of work.


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Source: Caregiving in the U.S., AARP, 2020.

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Exam Current Laws

Family and Medical Leave Act of 1993

provides unpaid, job-protected time off for approved reasons, including the need to care for a seriously ill family member.




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Exam Current Laws

Problems with Relying on the FMLA Alone



40% OF PRIVATE
SECTOR WORKFORCE
NOT COVERED



IT'S ONLY 12-WEEKS



UNPAID


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Exam Current Laws

Problems with Relying on the FMLA Alone

79%

Caregivers report
they do not have
access to caregiver
support benefits at
their workplaces


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Exam Current Laws

Problem with Relying on FMLA Alone
How Caregiving Impacts Work

61% Any of these

53% Go in late, leave early, take time off

15% Went from full-time to part-time/reduced hours

14% Leave of Absence

8% Received warning about performance or attendance

7% Turn down promotion

6% Quit working

5% Retired early

4% Lose job benefits

Source: Caregiving in the U.S., AARP, 2020.

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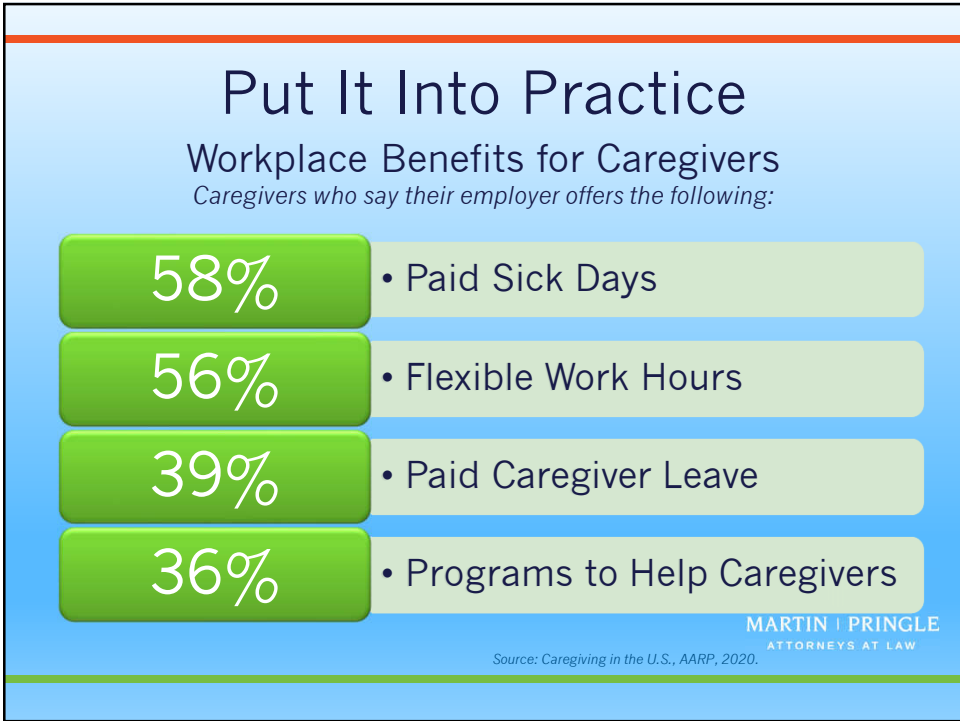
Put It Into Practice

One in 5 of your employees is a caregiver for an ill, elderly, or special needs adult. Statistically, you know that only half of them have told you about their struggles. What benefits or resources do you have in place (or wish your had in place) to help them?

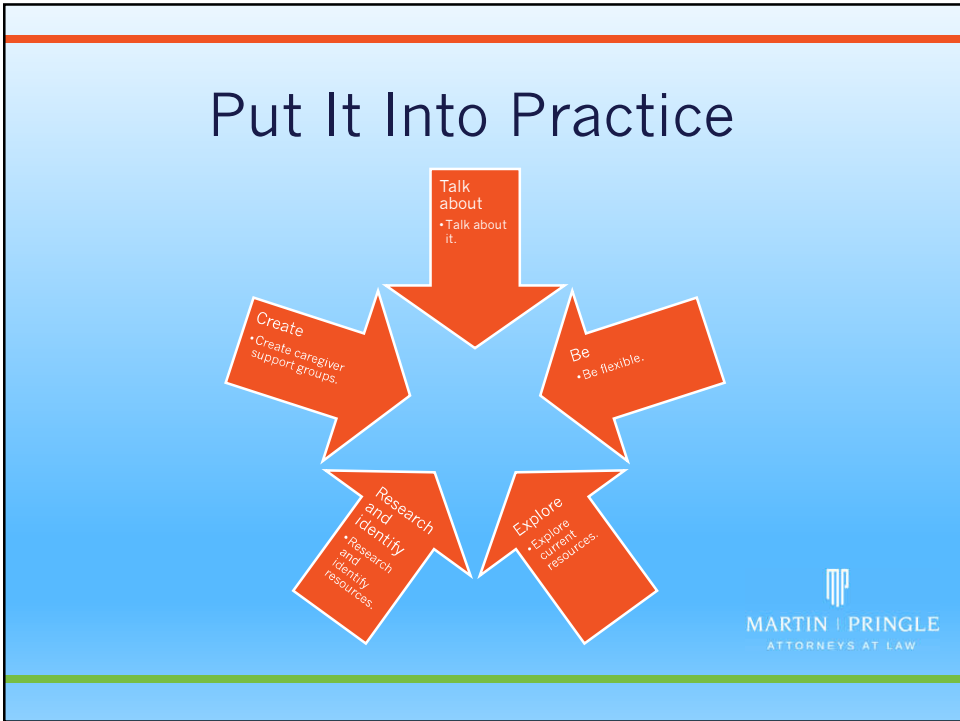


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Identify Resources



Source: Caregiving in the U.S., AARP, 2020.

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Identify Resources

- <https://www.caregiving.org/resources/>
- <https://www.hhs.gov/programs/providers-and-facilities/resources-for-caregivers/index.html>
- <https://www.caregiver.org/resource/caregiving-home-guide-community-resources/>
- <https://www.caregiver.org/caregiver-resources/all-resources/> (Series of videos)
- <https://www.aarp.org/caregiving/>
- <https://states.aarp.org/kansas/caregiver-resources> (Kansas specific resources)
- <https://www.heart.org/en/health-topics/caregiver-support/resources-for-caregivers>
- <https://mhanational.org/mental-health-resources-caregivers>
- <https://www.alz.org/help-support/caregiving>
- <https://www.nia.nih.gov/health/caregiving>
- https://www.caregiver.va.gov/Publications_Resources_Topic.asp
- <https://www.cancer.org/treatment/caregivers.html>
- <https://www.cpaaa.org/helpful-links>
- <https://www.caring.com/caregivers/caregiver-support/>



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Questions

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