



Caregiving is up front and
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personal for your
personal for your
Organization
Organization

Don't be caught unprepared

AARP Survey



- ❖ **National Survey on Caregiving in the US**
- ❖ **AARP with International Communications Research**
- ❖ **1509 interviews**



neighborly
CARE NETWORK

Balancing Home and Work

❖ 23.2% of all households are involved in caregiving

(22,411,200 households)

❖ 64.2 % are employed

❖ 51.8% FT

❖ 14.4 million FT and PT
Caregivers

(Natl. alliance for Caregiving/AARP survey, 1997)

Direct Impact on Productivity



- ❖ **Alter work schedule**
- ❖ **Come in late**
- ❖ **Leave early**
- ❖ **Take long lunches**
- ❖ **Phone calls at work relating to caregiving**
- ❖ **Miss work**
- ❖ **Take relatives to appointments**
- ❖ **Deal with a sudden crisis**

Turnover

- ❖ One-Tenth had to give up work permanently
- ❖ 3.6% took early retirement
- ❖ 6.4% quit
- ❖ 7.3% took a less demanding job
- ❖ Over 17% had to quit, take retirement because of caregiving responsibilities.
- ❖ Estimated more than 4% will leave their work in a given year.

Cost to Business



- ❖ **Replacement costs**
- ❖ **Absenteeism costs**
- ❖ **Costs due to partial absenteeism**
- ❖ **Costs due to workday interruptions**
- ❖ **Costs due to eldercare crisis**
- ❖ **Costs associated with supervising employed caregivers**



Replacing Employees

Cost Per Employee

**Total US
Employer Cost**

<u>FT quit1yr.</u>	<u>Cost</u>
M 59,642	1,630,553,866
W 180,981	3,303,262,439
Total 240,623	4,933,816,305

Based on weekly median wage of \$701 male
\$468 female

Absenteeism Cost



Cost Per Employee

**Total US
Employer Cost**

<u>FT</u>	<u>days absent</u>	<u>Cost</u>
M	156,205	131,399,945
W	473,997	266,196,973
Total	630,202	397,596,918

Based on weekly median wage of \$701 male
\$468 female

Partial Absenteeism



Cost Per Employee

Total US Employer Cost

	Total	Cannot make	
FT	number	up	Cost
M	837,082	184,166	161,375,558
W	2,540,085	558,843	326,923,158
T	3,377,167	743,009	488,298,716

Based on weekly median wage of \$701 male
\$468 female

Costs Due to Workday Interruptions



❖ FT	Hrs. Lost	Cost to Employers
❖ M	71,002,434 ❖ 50 hrs./yr.	\$1,244,317,663
❖ W	215,453,391	\$2,520,804,670
❖ Total	286,455,825	\$3,765,122,333

Based on weekly median wage of \$701 male
\$468 female

Costs due to Eldercare Crisis



Gender	# Affected by Crises (60%)	#unable to make up 50h/y	Cost
M	852,029	2,556,088	\$ 358,363,487
W	2,585,441	7,756,322	\$ 725,991,745
Total	3,437,470	10, 312,410	\$1,084,355,232

Based on weekly median wage of \$701 male \$468 female

Costs Associated with Supervising Caregivers



FT by Gender	# Supervisors	With supportive time	Cost
M	1,150,239	13,802,873	266,084,889
<u>W</u>	<u>3,490,345</u>	<u>41,884,139</u>	<u>539,048,871</u>
Total	4,640,584	55,687,012	805,133,760

Based on weekly median wage of \$701 male \$468 female



All Costs to Employers

	Cost per. emp.	Total US Cost
Replacement		\$ 4,933,816,305
Absenteeism	\$69	\$ 397,596,918
Partial Absent.	\$85	\$ 488,298,715
Interruptions	\$657	\$ 3,765,122,333
Crises	\$189	\$ 1,084,355,232
Supervisors		
Time	\$141	\$ 805,133,760
Total	\$1,142	\$11,474,323,263

Levels of Care Associated with direct Cost



- ❖ **Levels III, IV, V**
- ❖ **Representing 9 hrs. to 56 hrs. per week**
- ❖ **Assistance with 2 ADL's**
 - ❖ **Bathing, feeding, toileting, transferring, walking**
- ❖ **Assistance with 4 or more IADL's**
 - ❖ **Financial**
 - ❖ **Management**
 - ❖ **Asst. with Meds**
 - ❖ **Shopping**
 - ❖ **Asst. with meals**



Employed Caregivers at Levels

Caregivers	%	M	F
Level III	57%	606,209	1,664,237
Level IV	49%	654,182	1,842,696
Level V	31%	159,658	802,135
Total		1,420,049	4,309,068

It Pays to Ask

EBN Quick Poll

How many of their company's employees are long-term caregivers?

- ❖ 62% of employers don't know
- ❖ 32% know the numbers from anecdotal reports
- ❖ 6% know through confidential surveys



Employees Staying Mum

“No ask, no tell policy”

- Stigma
- Career Advancement concerns
- Male caregivers less likely than female to discuss caregiving with co-workers

(2003 Metlife)

The Aging Population



Caregiving Costs will rise significantly in the next 15 Years.

- **1st wave of America's 76 million baby boomers will turn 65**
- **More than one million baby boomers expected to live to be centurions**



Caregiving Costs To American Businesses



- ❖ **Costs to American Businesses, where employees provide assistance to a frail elderly relative, is estimated anywhere from 11 to 29 Billion dollars annually**
- ❖ (June 2004, U. S. Senate Special Committee on Aging)

Long Range Planning for emerging crisis



- ❖ **Flex Time**
- ❖ **Employee Assistance Programs**
- ❖ **Eldercare referrals**
- ❖ **Long-Term Care Insurance Programs**

Neighborhood Care Network



Senior Care Resource for a Continuum of Care

- ❖ **Adult Day Care**
- ❖ **Senior Dining**
- ❖ **Transportation**
- ❖ **Home Health Care**
- ❖ **Referral Service**
- ❖ **Memory Care**
- ❖ **Education**

“There are only four kinds of people in this world

Those who are caregivers

Those who were caregivers

Those who will be caregivers

And those who will need the help of a caregiver.”

-

Former First Lady Rosalynn
Carter

Adult Day Services



When the sun sets in a loved one's life, you may be the one they will depend on. Are you ready?

