

LifeCare Leadership Series

Caregivers in the Higher Education Workforce

February 25, 2014

Welcome

- Thank you for joining us today for what promises to be an enlightening and informative session on the subject of caregiving in the higher education workforce.
- Our panelists will be discussing the unique challenges, solutions, and best practices experienced by higher education institutions.

Housekeeping

- The webinar is scheduled for 50 minutes.
- The webinar is being recorded and will be made accessible for future reference
- The webinar will be interactive
 - Q&A
 - Real-time polling

Our Speakers

Panelists

Audrey Adelson, MSW, WLCP
Work-Life & Family Programs Consultant
Emory University

Sherri Snelling
Author of A Cast of Caregivers – Celebrity Stories to Help You Prepare for Care
CEO and founder of The Caregiving Club

Moderator

Roberta Wachtelhausen
SVP, Commercial Sales, Client Services & Marketing
LifeCare, Inc.

National Trends

- By 2020, 1 in 4 workers will be age 50
- 7 out of 10 caregivers work full or part time
- Caregivers are 15% of today's labor force
- 8 million caregivers live long-distance
- Average 20 hours a week caregiving
- Spend on average 4.6 years caregiving
- 17% spend more than 40 hours a week caring for an older parent



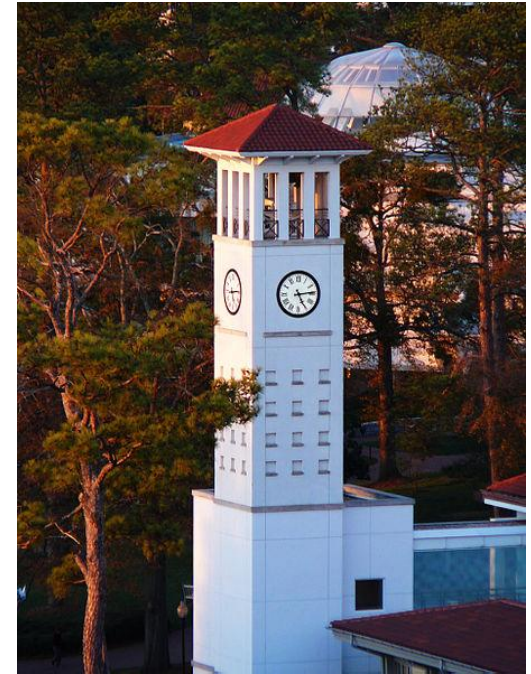
Emory University – Vital Statistics

- Founded in 1836
- Located in Atlanta, GA

- 14,513 Students enrolled
 - 7,836 Undergraduate
 - 6,677 Graduate and Professional
- 27,937 Employees
 - 13,023 University Faculty and Staff
 - 14,914 Emory Healthcare



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Emory University – The Caregivers

- Based on a dependent care needs assessment, the university expected a significant increase in the number of employees with family caregiving responsibilities.
- Many of these employees would be part of the sandwich generation.
- Concerns about:
 - Increasing employee engagement
 - Reducing absenteeism
 - Minimizing the need for an employee to miss time from work or drop out of the workforce
 - Possible impact on health care costs
- In 2010, Emory University leadership endorsed a working group charged to explore the feasibility of enhancing support for employee caregivers.

Emory University – The Working Group

- Comprised of a team of caregiving and aging experts
- Conducted a thorough review of existing policies, programs and practices, current research, benchmarking and best practices, including a special focus on dementia and aging in place.
- Met every month over the course of a year.
- Recognized that a wealth of resources was already available, but was very decentralized and still much was unknown outside of the university. Still more support was going to be needed.
- Developed a report that included a comprehensive and prioritized list of recommendations based on a Stages of Caregiving model.

What Employers are Facing Nationally

- Employees needing flexible work arrangements
- Financial Issues
 - ½ spend 10% of income
 - \$284,000 - \$324,000 in lost compensation
 - 4 in 10 stopped saving, incurring debt
 - U.S. businesses realize up to \$31 billion in productivity loss
- Stress-related health issues
 - 91% suffer depression
 - 87% suffer insomnia
 - 38% have weight fluctuation
 - 10% turn to bad health habits



Emory University – Work Group Recommendations

- Embrace flexibility as a key business strategy and as a means to better support employee caregivers
 - Reason neutral approach to approving flexible work arrangements
 - Based on job suitability and work performance
 - Combination of formal and informal arrangements
- Create, expand and clarify policies to better support employee caregivers.
 - FMLA, Sick Leave, Personal Leave
- Enhance the Emory WorkLife Resource Center website
- Increase collaboration with the internal employee assistance program
- Add additional benefits to support the needs of caregivers.

What's Needed

- Culture of Conversation
- Flex time or telecommuting
- Support groups
- Wellness programs
- Employee Assistance and Education



Poll Results

Do you have programs in place at your institution to support caregivers?

Yes- Our programs are developed and administered internally	13%
Yes- Our programs are supported by an external solutions provider	34%
Yes- Both internal team and external provider	22%
No- Currently being planned for the future	9%
No- No planning taking place	6%
No Answer	16%

Has your institution implemented any of these to meet the needs of employees?

Flexible work schedules	34%
Work/Life programs with strong emphasis on senior care services	9%
Backup Care for children and/or aging adults	25%
Professional Care Management (in-home safety and cognitive assessments)	0%
Other	6%
No Answer	25%

Thank you for your attendance today!