



YOUR ROADMAP TO CAREGIVING: BEING THERE FOR ADULT LOVED ONES

**A WEBINAR FOR EMPLOYEES FROM YOUR
EMPLOYEE ASSISTANCE PROGRAM**

February 10, 2021



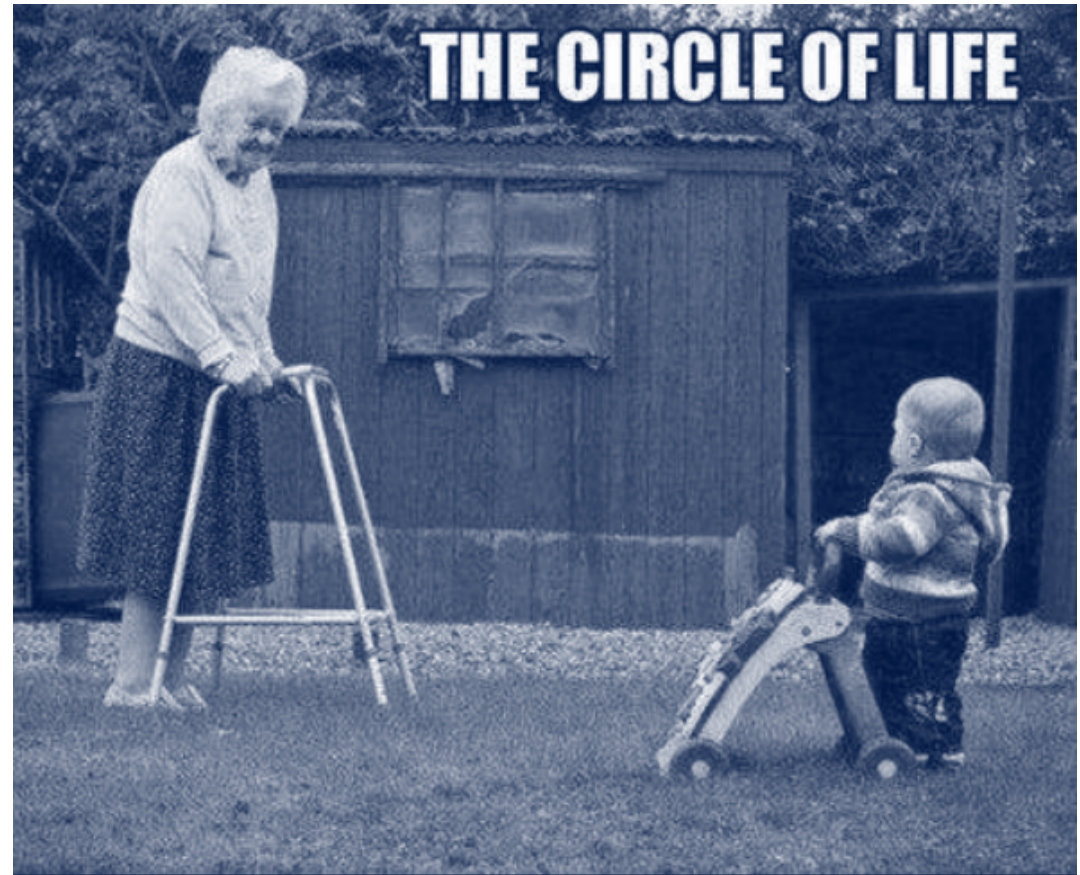
Federal
Occupational
Health

INTRODUCTION

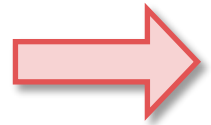


POLL

What is your current caregiving situation?



Choose all that apply from the polling panel, then click **Submit**.



OBJECTIVES

- Define caregiving and review statistics and cultural views
- Consider when and how to begin the caregiving conversation
- Outline elements involved in making a plan, and factors that impact care choices
- Discuss enlisting help, preparing for emergencies, and addressing your changing relationship
- Provide tips for tending to your needs

SECTION 1

CAREGIVING STATISTICS AND CULTURAL ASPECTS

DEFINITION



Eldercare is:

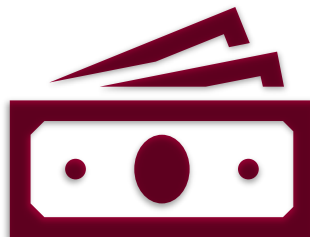
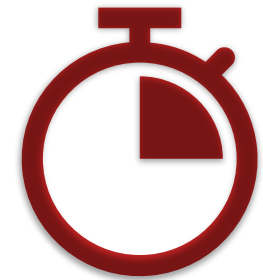
- *Providing unpaid **care to someone age 65 or older** who needs help because of a condition related to aging.*
- *Care **can be provided to household or non-household members**, including persons living in retirement homes or assisted care facilities.*
- *Eldercare **can involve a range of care activities**, such as assisting with grooming, preparing meals, and providing transportation.*
- *Eldercare also **can involve providing companionship or being available to assist** when help is needed, and thus it can be associated with nearly any activity.*

CAREGIVING STATISTICS



10.4 million people
ages 15+ provided
unpaid care
(2017-2018)

Caregivers provided
assistance an average
of **3.4 hours a day**



Value of work:
**Approximately \$470
billion**

CULTURAL VIEWS ON ELDERCARE

Attitudes vary by cultural experience

**Hispanic, African,
and Asian Americans**

Are more likely
to report seeing
caregiving
activities
firsthand in their
own homes

**European
Americans**

Expressed that
they had no
direct examples
of caregiving
growing up

ONSET OF NEED

- Providing care for seniors is rarely pre-planned
- Care is usually provided by one person
- Who ends up being a caregiver within a family is often shaped by:
 - Existing relationships
 - Gender roles
 - Cultural norms and expectations
 - Geographic proximity as well as a host of other factors



The typical caregiver is a **49-year-old female** caring for a **69-year-old relative** due to a long-term physical condition

SECTION 2

CAREGIVING ROADMAP ESSENTIALS

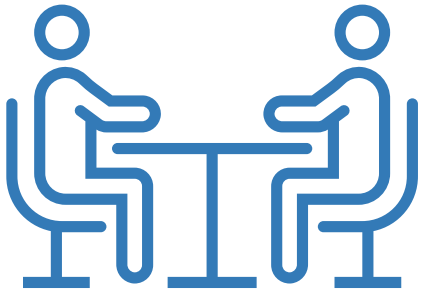
GUIDING PRINCIPLES FOR ARRANGING CARE

Your response to your loved one's need in that moment will be influenced by

- The loved one's wishes
- Medical necessity
- Financial resources (including health insurance)
- Access to family support
- Access to community resources



START A CONVERSATION



- **It's never too early**
 - Start talking before the first signs of decline
- **It's not easy**
 - Expect some resistance from your loved one AND yourself
 - Remind your loved one that planning ahead ensures they have a say and help them cope in the future
 - Planning ahead will mean less stress and work for you

EXAMPLES OF CONVERSATION STARTERS

Draw on circumstantial facts:

"Given your health and what the doctors told us, I think we need to talk about some things."

Ask your loved one for their advice:

"We are saving for our retirement and wonder how you handled this for your parents."

Talk about someone else's situation:

"What do you think about how his family managed his care?"

Use an article or TV show as a springboard:

"I read an interesting article on new aging-in-place technologies. Have you heard about them?"

BREAKING THE SILENCE

What to do

- Pick a time when you're both calm and won't be interrupted
- Listen
- Be open with facts and gentle
- End the discussion before your loved one gets tired or overwhelmed
- Leave the conversation open
- If they change the subject, try again at another time

What not to do

- Lie or hide information
- Make decisions for them
- Dismiss concerns or be quick to offer solutions
- Arrive armed with legal paperwork
- Start this conversation over a holiday or special celebration

DISCUSSION TOPICS

Needs and goals

Daily activities

Current housing

Medical care

Health insurance

End of life care

Legal matters

- Updated and valid will
- Advance directive
- Living will
- Durable powers of attorney for healthcare and finances

GATHER NECESSARY DOCUMENTS

- Living wills
- Burial trusts
- Insurance policies
 - Life, disability, long-term care, and special health conditions
- Powers of attorney
 - Financial and healthcare
- Bank statements
 - Money market and savings accounts, CDs
- Other financial documents
 - Stocks, bonds, retirement accounts



DISCUSS WITH FAMILY AND MAKE DECISIONS

- Have a family meeting
- Identify a likely in-person caregiver
- Prepare for care alternatives
 - Refer to the roadmap essentials
 - What are your loved one's needs?
 - What is financially feasible?
 - Should we consult with a Geriatric Care Manager or the local Department of Aging to get advice?
 - Do we all agree on the plan, as well as with the backup plan and potential next steps?

ENLIST HELP

From family members

- Select a back-up caregiver
- Appoint a communications person
- Appoint a person to keep track of finances
- Set the expectation that everyone needs to help in some way

From the community

- Home health aids
- Shopping, driving help
- Companion care

From online technology

- Start a private social group (CaringBridge.org or another)
- Share a calendar for loved one's appointments
- Track medications, dosages, and schedules with apps (CareZone)
- Coordinate care (LotsaHelpingHands.com)



CREATE A MISSION STATEMENT

Example:



I want to care for my loved one the best way possible to help them maintain their dignity and independence for as long as possible.

– Avoid statements like:

- I want to provide care because no one else will care for them the way I will.
- I want to provide care to prove that I am the *good child*.

- **Don't make promises to yourself, your family, or your loved one that you can't be certain you can keep**

PREPARE FOR AN EMERGENCY



Be aware of vital information

- Medications
- Doctors' names and contact information
- All current health conditions and medical history



Gather and display important documents

- Place documents in a zip top bag, envelope, or file
- Attach documents to a door or the refrigerator



Consider alert devices and equipment

- Wearable alert device
- Installed emergency call button
- Fall detector

SECTION 3

SUPPLEMENTAL AND ALTERNATIVE CARE OPTIONS

AGING IN PLACE



“The ability to live in one’s own home and community safely, independently, and comfortably, regardless of age, income, or ability level”

*Centers for Disease
Control and Prevention, 2009*

GETTING COMMUNITY HELP



Telephone reassurance programs



Transportation vans



Chore and house cleaning services



Taxi vouchers at a reduced cost



Senior centers



Home medical equipment companies



Geriatric care managers



Loan closets



Meals on Wheels, home food delivery, group dining



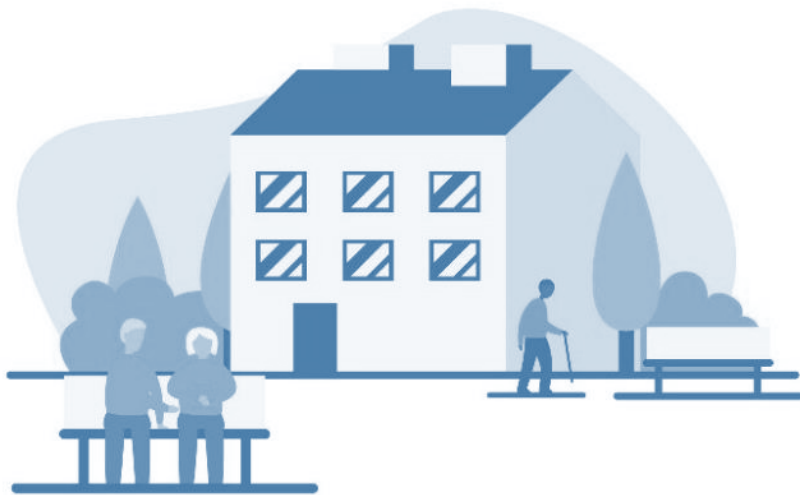
Medical alert devices

OTHER SOURCES OF HELP

- Eldercare Locator: eldercare.acl.gov
- Local Department on Aging
- Local senior center
- Faith-based organizations
- National associations for specific illnesses
 - Alzheimer's Association
 - Parkinson's Foundation
 - National Caregiving Alliance
 - American Stroke Association
- 211: Information and referral lines in many communities
- EAP: 24/7 | 1-800-222-0364 | foh4you.com

WHEN IT'S TIME TO “LEVEL UP”

Assisted Living



- Alternative housing that provides 24-hour supervision and support
- Not for bed-bound individuals or those who cannot independently transfer from bed to chair or move from sitting to standing
- Average monthly cost: \$4,000-\$5000
- Not covered by Medicare

WHEN IT'S TIME TO “LEVEL UP”

Nursing Home



- Best option if loved one requires skilled care from trained medical personnel, such as a nurse, physical, or occupational therapist
- Does NOT include custodial care: dressing, bathing services

WHEN IT'S TIME TO "LEVEL UP"

Hospice



- Available when prognosis involves six months or less to live
- Services can occur at home or in facility
- Payment: varies, check with the health insurance plan

SECTION 4

YOUR SHARED JOURNEY

NAVIGATING THE TURBULENCE OF YOUR CHANGING RELATIONSHIP

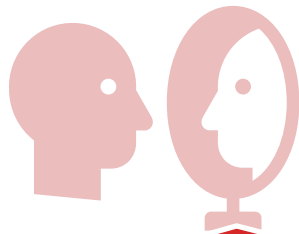
- Who is in charge?
 - Believing that you are now the “parent” will only lead to frustration
 - Think of yourself as the “guide on the side”
- Independence
 - Your loved one will need time to adjust to being dependent
 - Give them space to do as they like, make choices when possible
- Denial
 - Be patient, gently discuss issues and consider if someone else can help

SELF-CARE

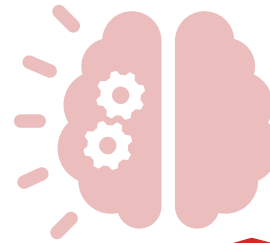
Caregiving isn't a sprint, it's a long-distance run



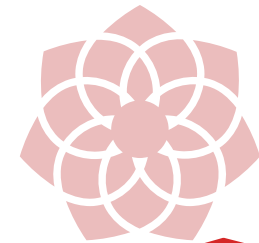
Physical



Emotional



Intellectual



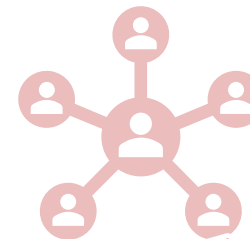
Spiritual



Sensory



Relational

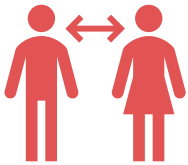


Supportive

CAREGIVING DURING THE PANDEMIC



Take care of your personal health



Practice physical distancing but not social isolation

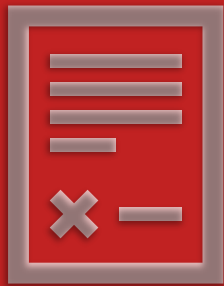


Use technology to stay connected

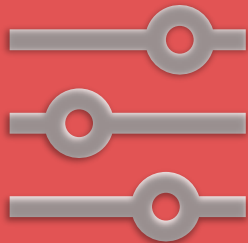


Keep your loved one involved

ADDITIONAL SERVICES FOR THE FEDERAL EMPLOYEE



Legal/financial services through the EAP



Agency work/life benefits

SUMMARY



- Eldercare is a long-distance run
- Self-care is vital
 - Take care of your physical, emotional, and spiritual needs, so you can help your loved one with theirs
- Connect with a caregiving support group
 - Many are now virtual, and you can often find links on your county's website
- EAP is here to support you

RESOURCES

Book

- *How to Care for Aging Parents: A One-Stop Resource for All Your Medical, Financial, Housing, and Emotional Issues* (3rd Edition)
 - Virginia Morris, 2014

Websites

- National Institute on Aging
 - nia.nih.gov
- National Alliance for Caregiving
 - caregiving.org
- Eldercare Locator
 - eldercare.acl.gov/Public/Index.aspx
- Family Caregiver Alliance
 - caregiver.org

Mobile Apps

- CareZone
(iOS/Android)
 - carezone.com
- CaringBridge
(iOS/Android)
 - mobileapp.caringbridge.org/new
- Lotsa Helping Hands
(iOS/Android)
 - lotsahelpinghands.com

Podcast

- Parents are Hard to Raise
 - parentsarehardtoraise.org

THANK YOU



Behavioral Health Services Employee Assistance and WorkLife Programs

24 HOURS A DAY

800-222-0364

TTY: 888-262-7848

foh4you.com

