



Start Seeing Caregivers
Beth Wiggins
Director of Caregiving and Aging Services
Family Means

FREE WEBINAR
June 13, 2018
12 - 1 pm

Handouts:
mngero.org

Tweet:
[@mngero](https://twitter.com/mngero)

Facebook:
[/mngerosociety](https://www.facebook.com/mngerosociety)

Type your questions
during the webinar



Webinar Sponsors



3M[™]
Health Care
Academy





FamilyMeans
CAREGIVING & AGING

Start Seeing Caregivers

Beth Wiggins
Director of Caregiving and Aging Services



Paying Attention



Start seeing caregivers

Who are they?

- Family members and friends who help a person who has health or independence needs, typically without pay
- 43.5 million in the U.S.
- 585,000 – 736,000 in Minnesota
- Average age is 49.2
 - 48% are 18-49 years old
 - 34% are 65 and older

Caregiving in the U.S., National Alliance for Caregiving and AARP, 2015
Older Adults and People with Disabilities Demographic Profile Report, Greater Twin Cities United Way and Metropolitan Area Agency on Aging, 2012



Start seeing caregivers

Who are they?

Race or Ethnicity	Prevalence of Caregiving	Average Age
Hispanic	21%	42.7
African-American	20.3%	44.2
Asian-American	19.7%	46.6
White	16.9%	52.5

Caregiving in the U.S., National Alliance for Caregiving and AARP, 2015



Start seeing caregivers

What do they do?

- Case manager
- Nurse
- Social secretary
- Safety officer
- Home repair specialist
- Insurance rep
- Medication monitor
- Cook and cleaner
- Financial expert
- Paralegal
- Exercise coach
- Driver
- Historian
- Advocate
- Personal care aide
- Paid employment, too



Start seeing caregivers

Are you a caregiver?

- A. Yes, I have daily caregiving responsibilities.
- B. Yes, I'm a caregiver whose help is needed frequently but not every day.
- C. No, I'm not a caregiver now, but I have been.
- D. No, I've never been a caregiver.



Start seeing caregivers

What do they do?

- Average 24.4 hours per week caregiving
- Nearly one in four spend 41+ hours per week
- Average duration = 4 years; Typically longer with dementia caregiving
- Only 31% of caregivers hold this role for less than one year
- 24% are caregivers for more than 5 years
- 15% for more than 10 years

Caregiving in the U.S., National Alliance for Caregiving and AARP, 2015



Start seeing caregivers

Why does this matter?

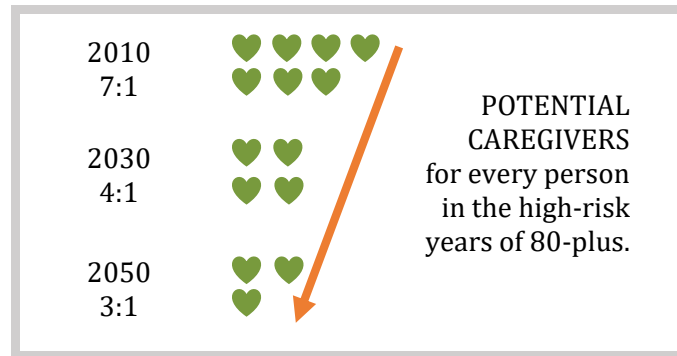


AARP Public Policy Institute, Valuing the Invaluable: 2015 Update



Start seeing caregivers

Why does this matter?



Start seeing caregivers...

...in the workplace

- Most caregivers (59%) in the U.S. are also in the paid workforce
 - In MN 63% of caregivers are employed
- More than one in six workers are caregivers
- On average, employed caregivers work 34.7 hours per week



Start seeing caregivers...

...in the workplace

Implications for Employee Caregivers

- Career
 - Work-related changes – fewer hours, taking leave, skipping promotions, retiring early
 - Work as a source of meaning and fulfillment, purpose, joy



Start seeing caregivers...

...in the workplace

Implications for Employee Caregivers

- Financial
 - Lost wages and benefits - \$304,000
 - More deeply impacting women
 - Implications well into the future – higher incidence of old age poverty

Caregiving in the U.S., National Alliance for Caregiving and AARP, 2015
 MetLife Study of Caregiving Costs to Working Caregivers: Double Jeopardy for Baby Boomers Caring for Parents, 2011
 Women Caregivers are More Likely to Face Poverty, Donato, K. and Wakabayashi, C., 2005



Start seeing caregivers...

...in the workplace

Implications for Employers

- Productivity suffers
 - absenteeism, presenteeism, reduced hours, staff replacement costs, and more
 - losses estimated at \$2,110/year/employee; \$33 billion annually
- Increased healthcare costs

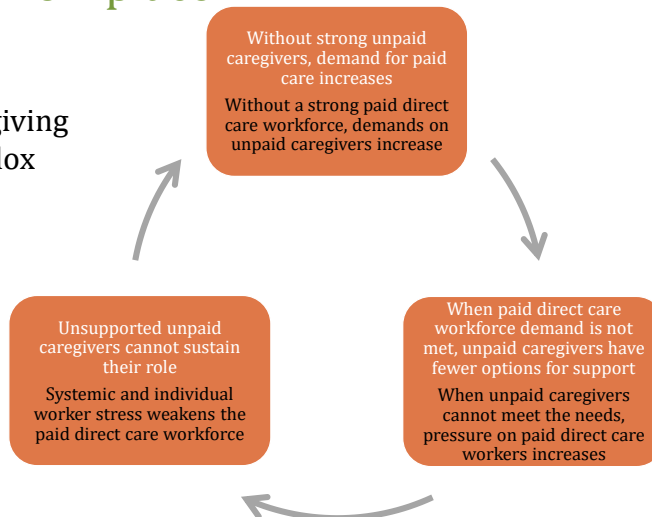
MetLife Mature Market Group, National Alliance for Caregiving, University of Pittsburgh Institute on Aging, The MetLife Study of Working Caregivers and Employer Health Costs: Double Jeopardy for Baby Boomers Caring for their Parents, 2010



Start seeing caregivers...

...in the workplace

The Caregiving Paradox



Minnesota Leadership Council on Aging 2016



Start seeing caregivers...

...in the workplace



4 of 10
workers
do not have
paid leave

U.S. Department of Labor, The Cost of Doing Nothing: The Price We All Pay Without Paid Leave Policies to Support America's 21st Century Working Families, 2015



Start seeing caregivers...

...in the workplace

What would help?

- Paid family leave
- Recognize caregiving as a work-life concern
- Review personnel policies with an inclusive lens
- Provide on-site education
- Allow workplace flexibility
- Offer eldercare support, referral help, resources
- Learn from other employers
 - ReACT Corporate Leadership for Employee Caregivers
respectcaregivers.org



Start seeing caregivers

How much do you know about your workplace benefits related to caregiving?

- A. A lot. I've researched them or used them myself. Ask me anything!
- B. A little. I read the employee handbook once.
- C. None at all. Beats me.



Start seeing caregivers...

...in the healthcare system

We're on the same team

- 46% perform medical and nursing tasks
 - 78% manage medications
 - 35% doing wound care
- Most difficult?
 - Incontinence care
 - Wound Care
 - Medication Management

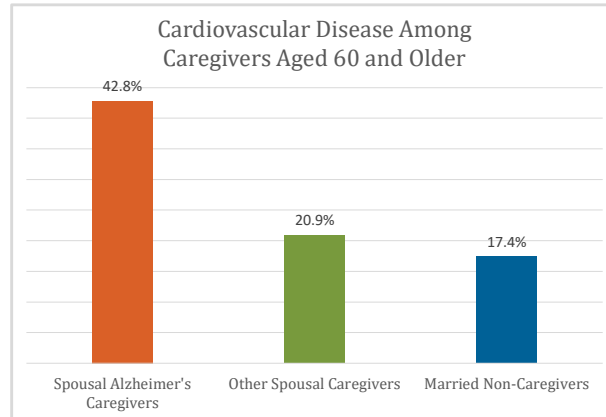
AARP and United Health Hospital Fund, Home Alone: Family Caregivers Providing Complex Chronic Care, 2012



Start seeing caregivers...

...in the healthcare system

As patients, too



Alzheimer's Association Fact Sheet February 2018, Caregiver Data from the 2016 BRFSS



Start seeing caregivers...

...in the healthcare system

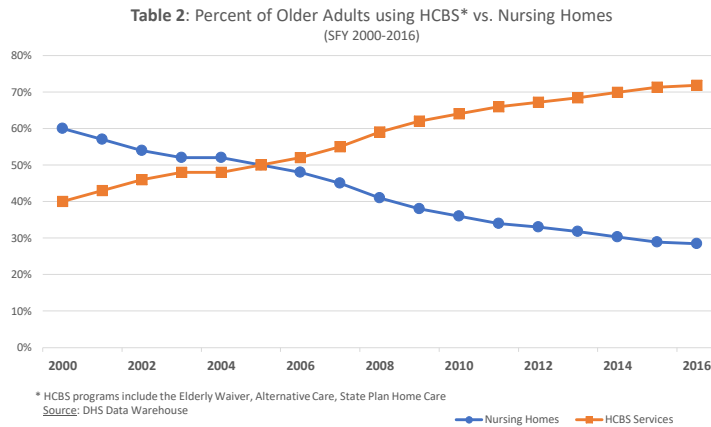
What would help?



Integrate
Assess
Train
Support



Start seeing caregivers... ...in the community



MN2030: Looking Forward Status Check



Start seeing caregivers... ...in the community

Community services do work



confidence, coping, competence



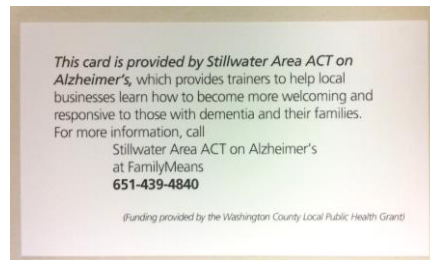
stress, depression, move to residential care setting

- Evidence-based caregiver services
 - Powerful Tools for Caregivers – education
 - REACH – coaching and consultation
 - TCARE – assessment and referral
 - Rosalynn Carter Institute for Caregiving – intervention database
- Beware Research Limitations!



Start seeing caregivers...

...in the community



Start seeing caregivers...

...at the table

How we can help

- Promote lifespan family-friendly workplace policies
- Elevate caregivers as healthcare partners
- Advocate for caregiver services
- Strengthen the case
- Monitor the RAISE Family Caregivers Act; Hold it accountable
- Identify advocates; amplify their voices



Start seeing caregivers



FamilyMeans

BETTER IS POSSIBLE

www.familymeans.org | 651-439-4840

1875 Northwestern Ave. S.
Stillwater, MN 55082

Beth Wiggins

Director of Caregiving and Aging
bwiggins@familymeans.org | 651-789-4033





Questions?
contact
info@mngero.org

NEXT WEBINAR
July 18, noon - 1:30 pm

**Opioids and Older Minnesotans:
What to Know and What to Do**

Aaron Leppin, MD, MSc, Mayo Clinic;

Kate Erickson, MSW, Minnesota Department of Health

Jodie Dvorkin, MD, MPH, Institute for Clinical Systems Improvement