Caregiving is Here to Stay: Are we ready?

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MY WEEK:

Monday
Monday #2
Monday #3
Monday #4
Friday
Saturday
Pre-Monday
Consider what this is doing to your company...

• Replacing, retraining, reorganizing work force
• Increased insurance and medical costs
• Increased short and long terms absences
• Presenteeism
What’s being done about it? Some major milestones

2008 - The MetLife Study of Caregiving Costs to Working Caregivers
2013 - Creation of React
2014 - Canada wide inquiry undertaken by ESDC
2015 - The Canadian Employers for Caregivers Plan (CECP) led by ESDC
2015 - Ceridian launches a Caregiver Research study
Major Gaps

- EAP investment to savings ratio
- EAP’s can be:
  - overly generalized
  - overly localized
Challenges to implementation

• Fairness of policies - universality of practices in a highly individualized experience
• Understanding the cost benefits
• BandAid response- big wounds, patchwork solutions
• Reactivity versus creativity – caregiving requires proactive planning
• Access to supports based on job role (management to assembly line, union limits)
• Leadership awareness and sensitization
Finding Employee Solutions

Culture
Where does family caregiving fit into our caring culture?

Policies
• Promoting balance b/w work and home

Sensitization and Training
• Management training
Finding More Solutions

Identification

• Non-service has value – just asking the questions (survey)

• Early identification / validation

Flexible supports

• Technology in central location (teleconferencing, webinars, on-line worksheets, community links, SKYPE consultations)
Finding EAP Solutions

- Central line with “deeper dive” with training to identify source (therapy not always needed)
- North American reach for services/resources – technology essential
  - Specialists in all areas identified
  - Community/non-profit in all areas identified
Simplify.
Get in Touch With Us

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