

United Way of Northeast Florida
Caregivers in the Workplace

March 12, 2008

A Caregiver's Profile

A “typical” caregiver

- 46 year-old Baby Boomer
- Female
- College educated
- **Employed**
- Cares for her mother 20+ hours/week
- Mom lives less than 30 minutes away

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“Going it alone”

- **52.8% of primary caregivers do not receive help from anyone**
- 28% receive help from family or friends
- 19.2% receive paid help

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Family as caregivers

- **41% of primary caregivers are adult children**
- 23% of primary caregivers are spouses

In Florida...

- There are between 1.6 and 2.9 million caregivers
- 1,860 million caregiving hours

Working caregivers

Employed caregiver profile

- 55% of primary caregivers are middle-aged, below age 65
- **64% of the caregivers of the elderly are employed**
- Full time employed caregivers are closely split between men and women

Consequences: Conflicting roles

- Approximately **half of primary caregivers experienced some level of work conflict** due to their caregiving duties
- Many caregivers do not self identify as caregivers in order to protect their jobs

Consequences: Decreased health

- 1/3 of all caregivers describe their health as fair to poor
- Family caregivers list their top health disorders as **fatigue, depression, chronic stress anxiety, head/back aches, and stomach/intestinal disorders**
- Caregivers account for an estimated 27% increase in the use of company insurance benefits

Consequences: Cost to employers

- 2.4% of caregiving employees leave the workforce every year
 - Replacement costs of employees who leave the workforce are \$6,585,310,888 annually
- Full time employed caregivers cost an average of **\$2,110 each per year**

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Itemized costs of employee caregivers

per caregiving employee, per year

- | | |
|--------------------------------|--------------|
| • Replacing employees | \$413 |
| • Absenteeism | \$320 |
| • Partial absenteeism | \$121 |
| • Workday interruptions | \$394 |
| • Eldercare crisis | \$238 |
| • Supervisor time | \$113 |
| • Unpaid leave | \$212 |
| • Full-time to part-time | \$299 |

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Corporate ideas

- Benefits such as flextime, telecommuting, and job-sharing
- Programs to provide respite care, adult day services, and **caregiver support groups**
- Information, referral, and educational programs
- Employee and/or employer funded long-term care insurance
- Paid time off pools

Best practice

- First Coast Service Options