Developing An Eldercare Program

A M E R I C A N
BUSINESS *Cares*

Balancing organizational
and human needs related
to working caregivers

1. What working caregivers say they need

- ➢ A stated corporate policy for caregivers
- ➢ A source to help them understand and locate caregiving resources
- ➢ Fact sheets, checklists or guides to help with caregiving responsibilities
- ➢ Help in planning
- ➢ Logistical flexibility - work hours; time for calls, etc.

Sources: National Institute of Business Management - Work Life Today and Last Acts Campaign

2. Your options fall into 3 categories:
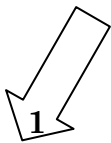
- ➢ Policies
- ➢ Benefits
- ➢ Services

3. Plan around four broad categories of needs:

- ➢ Emotional
- ➢ Educational
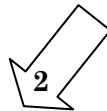- ➢ Practical / logistical
- ➢ Financial

4. Learn about other employers' models

5. Phase in programs and benefits

It's OK to start small … but start!

3

Expanded benefits;
phased retirement plans;
EAP-type programs;
case mgt. services;
transportation
assistance, etc.

2

Flexible work practices;
caregiver fairs; resource and
referral services; access to
financial products (LTC)

1

Educate management;
Information based support
to employees:
forms, checklists,
workbooks, resource
locators, planning tools