

Caregiving and Business



Employer

The burden of caregiving is costly to business. The estimated annual cost of lost productivity is between \$11.4 and \$29 billion for U.S. businesses. Caregiving cost businesses when employees have to miss or interrupt their work due to an eldercare crisis. Some employees may ultimately choose to quit to meet their caregiving responsibilities, leaving employers to fill the gaps.

Despite losses to both the employee and the employer, only 23 percent of companies with 100 or more employees have caregiver support programs in place. Sixty percent of caregivers make informal work arrangements so they can perform their responsibilities. Many companies, however, do not have policies that explicitly permit or define these supports.

Employee

More than 14 million caregivers balance work with caregiving roles. The duties of caregiving can have a direct impact on work productivity. Employed caregivers may need to alter their work schedules to come in late, leave early, take long lunches, make or receive phone calls at work, or otherwise deal with sudden caregiving-related crises.

Two-thirds of caregivers are employed full or part-time.

Flexibility can help employees complete their job tasks and still fulfill their caregiving role. Some employees might be hesitant to ask for special caregiving accommodations for fear it will limit job advancement or opportunities.

What You Can Do

Services are available to you and your employees at no cost. Call your local area agency on aging and ask how they can support your caregiver employees with services for their older relatives and themselves.

It is important for employers to understand and support caregiving issues. You can reduce employee stress, retain good employees, improve business efficiency, and reduce cost. Most people who provide care do not identify themselves as caregivers. Don't wait for your employees to approach you with caregiving concerns. Use this packet to create a caregiver program that fits your business' needs and provides benefits to your employees and your company.

For more information on caregiving, contact your local area agency on aging at:

1.800.252.9240

or visit us on the web at:

WWW.DADS.STATE.TX.US