

Guidebook Appendix

Study Reports, Handbooks, Planning Guides, and Workbooks

2008

Corporate Eldercare Programs: Their Impact, Effectiveness, and Implications for Employers.

LifeCare, Inc: Shelton, CT. 2008.

The study examined the "presenteeism" levels of employees at a large healthcare company who care for aging loved ones, the extent to which they needed to make changes to their normal work schedules, their perceived levels of caregiving burden, their self-reported health, and their attitudes toward the support their employers provided. Employees who participated in the study fell into three basic categories: (1) users of a resource and referral program, (2) users of a geriatric care management program; and (3) employees who used no programs for assistance. The study was designed and conducted by the National Alliance for Caregiving and the Center for Productive Aging, Towson University, program faculty and staff, and it was funded by LifeCare. Among the study's most important findings -- especially for the nation's employers -- is the fact that "presenteeism" improved over time for users of the Geriatric Care Management program. Essentially, this indicates that people who used the GCM program were more focused on work after using the program than they were before using it. Additionally, GCM program users were less likely than the other groups to self-report deterioration in their health over time. Based on these findings, employers who invest in eldercare support programs (especially those with large employee populations) could realize significant returns in productivity and lower healthcare expenses.

Available online (will need to download report as a pdf file):

<http://www.openminds.com/library/030308lifecare.htm>

2007

Evercare Study – Family Caregivers --- What They Spend, What They Sacrifice. Evercare, 2007.

A study undertaken to explore the extent to which family caregivers are paying for goods and services on behalf of the person they are helping. Surveys of family caregivers have revealed that many are assisting the care recipient financially, in addition to helping them with their everyday activities.

Available online:

http://www.caregiving.org/data/Evercare_NAC_CaregiverCostStudyFINAL20111907.pdf

2006

The MetLife Caregiving Cost Study: Productivity Losses to U.S. Business. MetLife Mature Market Institute & National Alliance for Caregiving. New York, NY: Metropolitan Life Insurance Company. 2006.

This study estimates the productivity losses to U.S. business of employees who must make workplace accommodations as a result of caregiving responsibilities. These include costs associated with replacing employees, absenteeism, crisis in care, workday interruptions, supervisory time, unpaid leave, and reducing hours from full-time to part-time.

Available online:

<http://www.caregiving.org/data/Caregiver%20Cost%20Study.pdf>

2005

National Study of Employers (NSE). Families and Work Institute. Authored by James T. Bond, Ellen Galinsky, Stacy S. Kim, and Erin Brownfield. 2004.

This study focused on the prevalence of offered benefits, differences between small and large employers, and significant trends from the 1998 study to 2005. One finding was that small businesses offer more flexibility. For example, significantly more employees of small businesses than of large business change their starting and quitting times on a daily basis.

Available online:

<http://familiesandwork.org/site/research/reports/2005nse.pdf>

2004

Caregiving in the U.S. National Alliance for Caregiving and AARP, 2004.

A national survey providing information and estimates on the number of people who work while caring for another adult, and those needing to adjust their work life. It also contains special reports on selected states. Available online:

<http://www.caregiving.org/data/04finalreport.pdf>

Families care: Alzheimer's caregiving in the United States. Chicago, IL; Bethesda, MD: Alzheimer's Association National Office; National Alliance for Caregiving, 2004.

Contains data on caregiver employment.

Available online:

http://www.alz.org/national/documents/report_familiescare.pdf

Miles Away: The MetLife Study of Long-Distance Caregiving. MetLife Mature Market Institute, 2004.

Family care from a distance is a fact of life for millions of Americans. Living at a distance from an aging parent or grandparent can make care provision a complex and difficult challenge. And, for many of those who are caring at a distance, these challenges affect not only the personal activities of the care providers, but their work and career as well. In 2004, the MetLife Mature Market Institute and the National Alliance for Caregiving undertook a survey of long-distance caregivers to examine these challenges.

Available online: <http://www.caregiving.org/data/milesaway.pdf>

When employees become caregivers: A manager's workbook. 2004. Center for Medicare and Medicaid Services. Publication CMS-11035.

Baltimore, MD.

This CMS document guides employers on how to make needed eldercare and Medicare information available to caregiving employees at little or no cost. The guide contains four user-friendly sections including: challenges to American business, meeting employee eldercare needs, seminars on aging and eldercare, and training for supervisors.

Available online:

http://assets.aarp.org/www.aarp.org_/articles/careers/EmployeesBecomeCaregivers.pdf

2003

Caregiving and retirement planning: What happens to family caregivers who leave the work force. Policy brief. Young, L.; Newman, S. San Francisco, CA: Family Caregiver Alliance, 2003.

Available online (will need to download report as a pdf file):

http://www.caregiver.org/caregiver/jsp/content_node.jsp?nodeid=1054

Handbook for Long-Distance Caregivers: An Essential Guide for Families and Friends

Caring for Ill or Elderly Loved Ones. Family Caregiver Alliance. 2003. Authored by Bob Rosenblatt and Carol Van Steenberg.

This booklet offers a roadmap for those new to the challenges of caring from afar for ill or elderly loved ones. It includes information on: how to assess your care situation; develop a care team; hold a family meeting; access community organizations and private agencies; and balance work and caregiving.

Available online:

http://www.caregiver.org/caregiver/jsp/content/pdfs/op_2003_long_distance_handbook.pdf

Metlife Study of Sons at Work: Balancing Employment and Eldercare. Bethesda, MD; Towson, MD: National Alliance for Care giving; Center for Productive Aging, Towson University, 2003.

Through an on-line survey of nearly 1400 employed caregivers at three Fortune 500 companies, this study looks at how caregiving situations are different for employed men and women who are providing eldercare, and how gender makes a difference in balancing work and family.

Available online:

<http://www.geckosystems.com/downloads/sonsatwork.pdf>

Workplace Programs for Family Caregivers: Good Business and Good Practice. D. Wagner. Family Caregiver Alliance, National Center on Caregiving. 2003.

A good summary of workplace program designed to support employees involved in caregiving. Includes a summary of events key events in the development of workplace eldercare programs since 1985.

Available online:

http://www.caregiver.org/caregiver/jsp/content/pdfs/op_2003_workplace_programs.pdf

2002 or Earlier

Americans with disabilities: 2002: household economic studies. Steinmets, E.

Washington, DC: U.S. Department of Commerce, 2006. Current Population Reports P70-107.

Data on the noninstitutionalized disabled in the United States, including individuals with Alzheimer's.

Available online:

<http://www.census.gov/prod/2006pubs/p70-107.pdf>

Futurework: trends and challenges for the 21st century. Washington, DC: U.S. Department of Labor. 1999.

Chapter 3 contains trends on work and family.

Available online (sections of the report may be downloaded as pdf files):

<http://www.dol.gov/oasam/programs/history/herman/reports/futurework/report.htm>

MetLife juggling act study: balancing care giving with work and costs involved. Westport, CT: MetLife Mature Market Institute. 1999.

In early 1999, the MetLife Mature Market Institute sponsored a pilot study following up on a subset of the 1997 respondents to determine the total financial and personal costs of caregiving to workers. This study was produced by the National Alliance for Caregiving and the National Center on Women and Aging at Brandeis University. In the past, studies have measured the costs of eldercare by approximating the value of the services that would have been required if a family member did not provide them. This study offers a more complete accounting of the losses faced by caregivers by measuring the long-term effects from wage reductions, lost retirement benefits, compromised opportunities for training/promotion, lost “plum” assignments and stress-related health problems.

Available online:

<http://www.caregiving.org/data/jugglingstudy.pdf>