



The CVFCA is a non-profit organization representing area agencies and organizations, family caregivers of older adults and community members committed to the needs and interests of family caregivers.

Mission:

The purpose of the CVFCA is to support and strengthen family caregivers of older adults through advocacy, education and community resources.

Sponsored Events:

- Annual Caregiver Town Hall Meeting
- Sacred Heart Hospital Annual Caring for the Caregiver Conference
- Connecting Caregivers with Services/Resources through Health Care Providers
- Caregivers in the Workplace
- Annual Hospice Foundation Teleconference

For more information on the CVFCA, contact Bonnie Baskett-Harvey at (715) 831-0100.



What Can the CVFCA do for Employers and Employees?

- Increase awareness of caregiving resources and provide the information you need, the answers you want and access to a host of service providers.
- Available presentations:
 - Navigating the Social Service Maze: Finding Community Resources
 - Taking Care of Yourself as a Caregiver
 - The Work of the Caregiver
- Promote and provide educational opportunities such as: *Elder Care and Work: Finding the Balance* seminar (\$15), support groups, caregiving events, literature, brochures, information for newsletters, posters, websites, eldercare packets.
- Information and Referral.
- Encourage utilization of services.
- Advocate for funding and resources.

Services are **FREE**, for more information contact Lisa Wells, Eau Claire County Department on Aging & Resource Center (715) 839-4735 or lisa.wells@co.eau-claire.wi.us

Caregiving...



What if:

Your employee, Tamara, is performing a typical task. The phone rings. The neighbor of Tamara's aging father says that her dad is outdoors and seems confused. That full day of deadlines ahead fades as Tamara realizes that a trip to her father's house is next on the agenda. Just as she's leaving her office, the school nurse calls to say that Tamara's child is ill and needs to be taken home.

Tamara is "sandwiched" between two generations who depend on her care and she must juggle family and work responsibilities. She is a worker and a **Family Caregiver**.

Common Effects at Work for Caregivers Like Tamara?

- Extra phone calls.
- Late arrivals.
- Early departures.
- Time off during workdays to attend to family needs.



Many caregiver employees give up training, promotion, travel or challenging opportunities. Some even give up their jobs.

Source: www.darts1.org

What Defines a Family Caregiver?

Family caregivers are family members or close friends who directly provide care, manage the care of or pay for the care of people who need medical and non-medical assistance, emotional support and advocacy because they are ill, disabled or aged and frail, according to the *Institute for Health and Aging*.

How Big is the Caregiving Issue?

- 80% of all care given to older adults is done by family caregivers.
- 14.4 million Americans juggle jobs and caregiving responsibilities.
- Approximately 64% of caregivers of the elderly are employed.
- Two-thirds of working caregivers report conflicts between work and caregiving which require them to rearrange their work schedules, work fewer than normal hours and/or take unpaid leaves of absence.
- Caregiver stress accounts for a 27% increase in use of company health insurance benefits.
- Nearly half (47%) of employed caregivers spend more than 40 hours per week on caregiving activities.



Top Working Caregiver Needs

- Easy and simple process to access resources and services.
- Education and support.
- Respite from their responsibilities and time for themselves.
- Consultation and referral.
- Ease of time restraints and stress relief.
- Financial assistance.

How Can Your Organization Help?

It is important for employers to understand and support caregiving issues. You can help reduce employee stress, retain good employees, improve business efficiency and reduce cost. So what can YOU do?

- Create environments that foster positive attitudes towards caregiving.
- Start a caregiver support group.
- Consider conducting an informal, anonymous survey of your employees to identify their needs.
- Host a "brown bag" lunch with presentations on a variety of caregiving topics. Promote and provide educational opportunities.
- Share the information through websites, flyers, newsletters, new employee packets, posters and brochures.
- Provide flexible work options.