



“There are only four kinds of people in this world—those who have been caregivers, those who are currently caregivers, those who will be caregivers and those who will need caregivers.”

—Former First Lady Rosalynn Carter—



Why care about eldercare?

Today’s workforce is the “sandwich generation,” caring for both their children and their parents. Coping with these challenges can take a real toll on employees, draining them physically, emotionally and financially.

Most eldercare involves assistance with performing everyday activities of daily living, or ADLs such as bathing, dressing, eating, toileting, moving between bed and a chair, in addition to managing medications. This type of hands on care is often provided by family members. In fact, 79% of America’s estimated 44 million caregivers who are providing ADL assistance to someone over the age of 50 are family members or friends. For those who have a loved one(s) in an Adult Day Care setting, Assisted Living Communities or a Nursing Home, although they may not be directly providing the care for their loved one(s), just having to be on duty 24/7, managing doctors, caregivers, as well as, their loved one(s) can take its toll on the caregiver.

What eldercare costs your business

Eldercare costs U.S. businesses more than \$33 billion in lost productivity—absenteeism, distraction, interruption, replacement costs, reduced hours and more. Managing care and/or arranging care for a loved one can cause serious stress. Studies show that this type stress can lead to significant health issues for the care giver.

That stress filters into employees lives:

- 12% take leaves of absences,
- 36% miss work days and
- 40% rearrange their schedule

Millions more fall into the category of “presenteeism”—physically at work, but mentally dealing with eldercare distractions that impair productivity. Reports show that employee-caregivers display lower work performance, decreased physical well-being and diminished levels of satisfaction at work and at home.

SBG Caregiving Network can help protect your employees and your business

Studies show that employers who implement a comprehensive eldercare solution realize a 50% reduction in lost productivity. Employee-caregivers are twice as likely to remain working and to be more engaged at work when they have access to a comprehensive educational program coupled with needed support for their long-term care caregiving responsibilities. Offering long-term care benefits can be a start, but alone, it may not be enough. The key to turning your benefits program from an expense to an investment is getting employees to participate and that is exactly why you need The SBG Caregiving Network.

The comprehensive SBG Caregiving Network approach can help you recoup your investment by reducing the productivity losses associated with caregiving. By helping employees understand eldercare issues while connecting them with local resources and support we create a win-win-win for organizations, its employees and the loved ones who are being cared for. Give us a call today to find out how reducing eldercare distractions can save your organization money. We will need only about 15 minutes of your time. If you have a little more time we can provide a 1 hour HRCI credit.