UI Staff Council Meeting

Elder Caregiving Resources and Support

Rhonda Halterman, Founder/Owner Livwell Seniors
Elder Caregiving Resources in Partnership with UI Family Services
Work/Life Harmony

“Our support services abruptly ended when my father’s housekeeper died unexpectedly.” — University Employee
The Sandwich Generation

→ Parent over 65 and child under 18
  • Not a specific generation
→ 71% are between 40 and 59
→ 33% are Baby Boomers
→ 42% are Gen Xers
→ 1 in 7 providing financial support
→ 63% of the 40.4 million employed Americans provide unpaid care
  (Labor Department)
→ By 2034, adults over 65 will outnumber children (Census Bureau)

Caregiver Employee

→ 18% - 22% of U.S. workers provide care
→ Provide an average of 20 unpaid caregiving hours/week
  • Most are full-time workers
  • Just over half are hourly workers, with 40% being in salaried positions
→ Close to 1/3 have voluntarily left their job
  • Affordable paid help
  • Inability to find high-quality help
  • Difficulty meeting work demands
→ Estimated productivity loss due to presenteeism is 11%
→ Caregiver employees missed 3.2 workdays in prior month
Is Your Loved One at Risk?

• Poor nutrition?
• Isolation?
• Medication management?
• Frequent falls?
• Inability to drive?
• Forgetfulness?
• Financial vulnerability?
• Legal affairs?

“Gratitude is a powerful word: one I have been thinking about a lot lately…my mom passed away earlier this month. Without your help, the road would have been impossible for me to navigate. Your service was invaluable to me at a very difficult time.”

Employee of University of Iowa Law Library
“I don’t have enough time in my day to devote to my personal life and my parents or loved one appropriately!”

- Using vacation time and sick leave
- Increased mental and/or physical health problems
- Fear of losing your job, reduced productivity, and increased employee turnover
- Work-life balance
- Long-distance concerns
- Hours spent researching and locating appropriate resources
- Information overload, knowing what is really needed
- Stressing over safety and security of their loved one
- Time spent navigating a complicated healthcare system
“I appreciate that my employer cares about me and makes these services available to support me.”

University Employee

- In-home assessments
- Educational presentations
- Referrals to:
  - Home care
  - Senior apartment
  - Independent living
  - Assisted living
  - Memory care
  - Ancillary services
  - Support organizations

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