

UI Staff Council Meeting

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# 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



University Human Resources  
Family Services

# The Sandwich Generation

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- 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

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- 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**



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

**IOWA**

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