Caught in the Middle: How EAPs and Work/Life Programs can help address the needs of Sandwich Generation Caregivers

Amanda S. Krisher, MSW, LGSW
Johns Hopkins University
Office of Work, Life and Engagement
Objectives

1) Understand and define what a Sandwich Generation Caregiver is, and recognize concerns specific to these Caregivers

2) Discuss ways EAPs and Work/Life Programs can address the needs of Sandwich Generation Caregiver

3) Discuss how serious illness (i.e. dementia) can further impact Sandwich Generation Caregivers following the screening of The Sandwich Generation
What is a Sandwich Generation Caregiver?

- Someone caring for both their children and loved ones (dictionary.com, 2011).

- According to the American Association of Retired Persons (AARP) there are an estimated 66 million family caregivers in the United States, roughly 30% of the U.S. Population (Aro & Francis, 2011).
Some Statistics

- Today nearly 50% of people in their sixties have at least one parent living compared to 4% - 7% of people in their sixties at the beginning of the 20th century.

- By 2000, 52% of young adults (age 18-24) lived with their parents compared to 25% in 1990.

- Nearly 10 million Boomers are raising kids or supporting adult children in addition to financial providing for aging parents.

- 53% feel forced to choose between caring for parents or children at least once a week.

- 64% of Sandwich Generation Caregivers say they live paycheck to paycheck compared to 42% of individuals only caring for minor children.

- 72% of Sandwich Generation Caregivers worry about not having enough time to spend with their family compared with 45% who only have child care responsibilities.

Responsibilities of Sandwich Generation Caregiver

**Children & Family**
- Attending school events
- Home maintenance
- Employment responsibilities
- Attending to religious responsibilities
- Personal time

**Parents & Loved Ones**
- Scheduling or helping parent or loved one get to appointments
- Assisting with meal preparation
- Paying the Bills

Cartoon: "It's so hard taking care of my parents AND my kids. One minute I'm dealing with liverwurst and onions, the next minute I'm dealing with PB&J."
Financial Cost of Caregiving

- According to a caring.com survey 42% of caregivers spent more than $5000 a year on caregiving.

- In 2008 the AARP estimated that each year caregivers spend $375 Billion in care.

Personal Cost of Caregiving

- Late to work
- Requesting additional time off from work
- Declining promotions
- Difficulty concentrating
- Giving up “me time”
- Fatigue
- Social isolation and loneliness

(Bullard-Steck, 2010 and J.Krishe. (2011 April 15). E-mail interview), Brewer, 2002)
Primary Issues in Elder Care

Family Dynamics
What Can You Do?
**Addressing Primary Issues**

<table>
<thead>
<tr>
<th>Finances</th>
<th>Family Dynamics</th>
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<tbody>
<tr>
<td><strong>Referrals</strong></td>
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<tr>
<td>- Care management</td>
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<td>- VA</td>
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<td>- Financial Planner</td>
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<td>- Elder law attorney</td>
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<td><strong>Assistance with personal money management</strong></td>
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<td>- Family of Origin work</td>
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<td>- Family Meetings</td>
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<td>- Family Therapy</td>
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<td>- Boundaries Setting</td>
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<td>- Assertiveness Training</td>
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Career Related Topics

- Strategies for improving or maintaining a trusting relationship
- Flexibility
- Career Progress
- Examining Changing Roles in Society
Tips for Making a Plan

- Have a family meeting to involve family members in the process
- Create a family budget
- Talk to your manager about flexible time arrangements
- Contact local community resources (i.e. County Department on Aging, Home Care groups, etc.)
- Make sure your parents/loved ones important paperwork is in order (i.e. Will, Advanced Directives, Power of Attorney, etc.)
- Make friends with other parents at your child[ren’s] school. If you need to miss an activity then you have someone to help transport your child or fill you in on what you missed
Tips for Family Meetings

- If possible, schedule a meeting before a crisis occurs
- Involve as many family members as possible, including the elder
- Every effort should be made to make the meeting as convenient as possible
- Avoid allowing the meeting to become a “gripe session”
- Treat all family members equal and encourage open and honest communication
- Focus on the positives
- Divide tasks and responsibilities as fairly as possible
- Record and implement plans and decisions from the meeting
Planning Guides

- AARP: Prepare to Care: A Planning Guide for Families
  http://www.aarp.org/content/dam/aarp/home-and-family/caregiving/2012-06/01/prepare-planning-guide.pdf

- Senior Emergency Kit – Home Instead Senior Care

- The Complete Eldercare Planner by Joy Loverde

- Caregiver Action Network Toolbox:
  http://caregiveraction.org/resources/toolbox/
Financial Resources

- Tax Counseling for the Elderly
  - Find counselors using locator function on AARP site, check local library, senior center of IRS office.
    - IRS 1-800-829-1040
    - AARP 1-887-227-7669
Hired Help, Home Care & Assisted Living

- ElderCare Locator
  [http://eldercare.gov/Eldercare.NET/Public/Index.aspx](http://eldercare.gov/Eldercare.NET/Public/Index.aspx)

- National Association of Professional Geriatric Care Managers

- National Academy of Elder Law Attorneys

- National Center for Assisted Living
  [http://www.ahcancal.org/ncal/Pages/default.aspx](http://www.ahcancal.org/ncal/Pages/default.aspx)

- Consumer Consortium on Assisted Living
  [http://www.ccal.org/](http://www.ccal.org/)

- Assisted Living Federation of America

- Independent Living Assessment
  [http://www.lifelinesys.com/content/independent-living-assessment](http://www.lifelinesys.com/content/independent-living-assessment)
Technology Resources - Apps

- Medication
  - My Med Box Plus
  - iPharmacy Pro

- Medical
  - Sunlight Health
  - iBiomed

- Other
  - Elder411

- Organization
  - Task Pro
  - Cozi Family Organizer
  - CareZone
Parenting Resources

Maryland Family Network
http://marylandfamilynetwork.org/

The Family Tree
http://www.familytreemd.org/

Mariposa Child Success Programs
http://www.mariposaeducation.org/

Nanny Network
http://www.nanny-network.com/

Sittercity
http://www.sittercity.com/
Well-being Resources

Online
- Family Caregiving 101
  http://familycaregiving101.org/
- Children of Aging Parents
  http://www.caps4caregivers.org/

Apps
- iYoga+ HD
- Yoga Free HD
- Authentic Yoga with Deepak Chopra
- Buddhist Meditation (Lite)
- Workout Trainer with Skimble
Promoting Self Care

Someone always needs something from me

- What do I do for myself?
- Where can I cut back my responsibilities?
- What can I delegate to others?
- Where do I draw strength?
- What makes me laugh? Gives me joy? Peace?
- When do I need more help?
Bring it all together:
What EAPs & WorkLife Programs can do

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<th>Office of Work, Life and Engagement at Hopkins</th>
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<tr>
<td>- Monthly workshops focusing on parenting or aging adult issues</td>
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<tr>
<td>- Parenting Network</td>
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<td>- Provide information about local community resources</td>
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<tr>
<td>- Individual consultations</td>
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<td>- Backup care &amp; child care referral programs</td>
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<th>Other Suggestions</th>
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<td>- Host an activity during Sandwich Generation Month (July)</td>
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<td>- Support group for caregivers</td>
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<td>- Provide information regarding flexible work arrangements</td>
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<td>- Information regarding illnesses</td>
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<td>- Other Suggestions?</td>
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The Impact of Serious Illness

The Sandwich Generation

Julie Winokur & Ed Kashi
The Impact of Serious Illness

In your small group discuss:

1) Reactions
2) Major stresses Julie & Ed face
3) What resources would you provide Julie & Ed if they came to you for assistance?
Final Thoughts

- Today nearly 50% of people in their sixties have at least one parent living compared to 4% - 7% of people in their sixties at the beginning of the 20th century.

- Nearly 10 million Boomers are raising kids or supporting adult children in addition to financial providing for aging parents.
Resources for Caregivers

- Maryland Department of Aging [http://www.mdoa.state.md.us/](http://www.mdoa.state.md.us/)
- Family Caregiver Alliance [http://www.caregiver.org/caregiver/jsp/home.jsp](http://www.caregiver.org/caregiver/jsp/home.jsp)
Reference


- Bullard-Steck, S. (2010, September 2). An EAP model for caregiving & end of life issues. Presented at Chesapeake Chapter, EAPA meeting, 7272 Park Circle Drive, suite 170, Hanover, MD.

Reference


