University of Kentucky

Balancing Career and Caregiving
A Strategic Approach to Manage the Day-to-Day

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https://hr.uky.edu/work-life-and-well-being/elder-care

Caregiving Where Do You Fit?

“There are only four kinds of people in the world.
Those who have been caregivers.
Those who are currently caregivers.
Those who will be caregivers, and
Those who will need a caregiver.”

— Rosalyn Carter

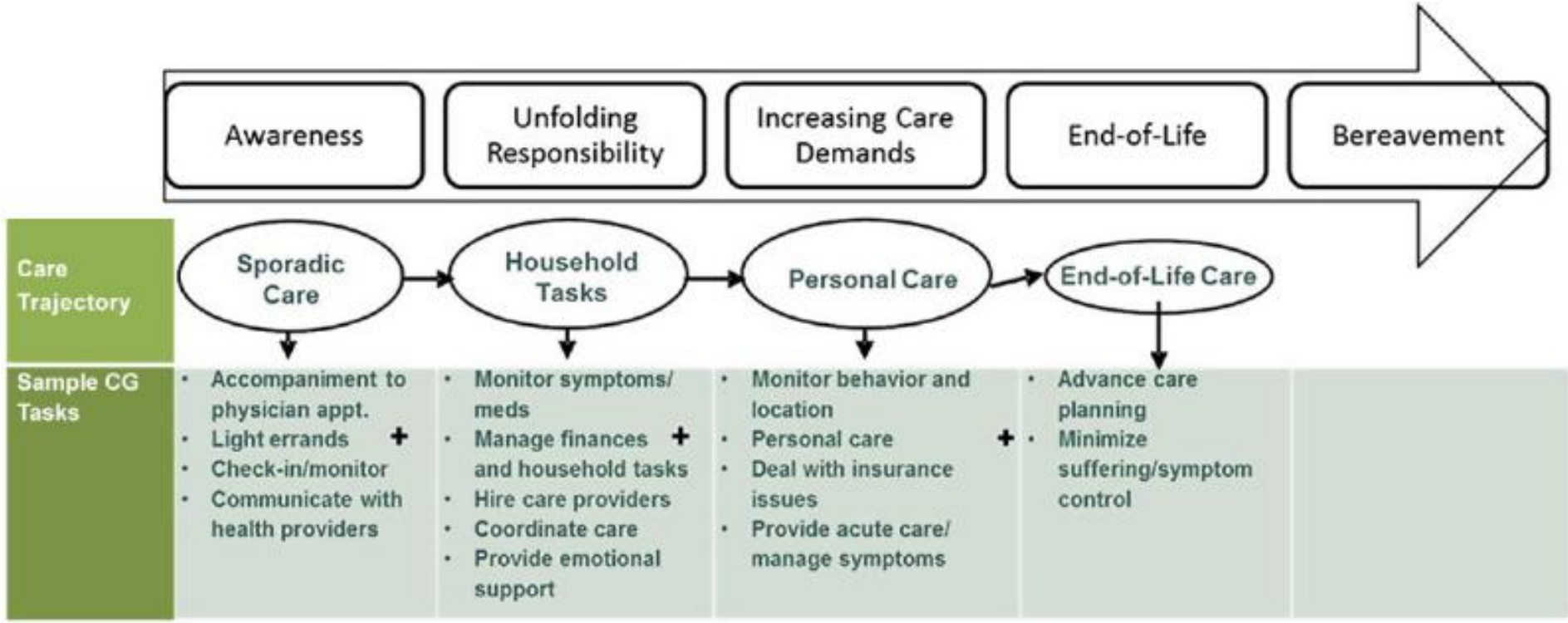
Facts:

- About 25% of American families (nearly 66 million) serve as unpaid caregivers to adult family members, special needs children, life partners and others in need.
- Informal caregivers can be defined as those that are not professionally trained or compensated by institutions and that provide consistent care for family, friends, and loved ones.
- If caregivers were paid on the open market for their services, society would have to spend about $375 billion annually.
- Caregivers spend an average of 20 hours per week on caregiving; additional time is needed when the care recipient has more than one disability.

Facts:

- One-third of all caregivers describe their own health as fair to poor. Caregivers may have depression and are more likely to become physically ill.
- In 1900, average Americans could expect to live 47 years. Today, life expectancy is 75 years, but chronic illness is common in the later years. As a result, older people now require about two years of care prior to death.
- Caregivers often worry that they will not live longer than the person they care for.
- There are varying challenges to each caregiving role. Those can include financial strain, mental health struggles, difficulty navigating the caregiving role, lack of support to ease burden, giving up a job, and burnout.

Caregiving Trajectory

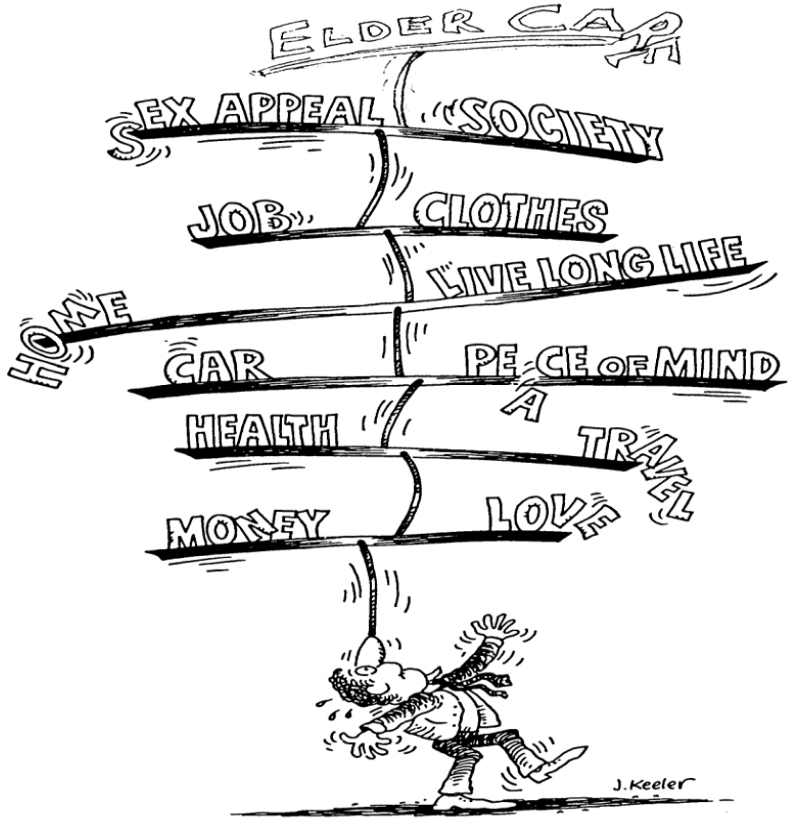


Role Reversal

Principles of Caregiving

- Caregiving doesn't ask if you're ready it just begins.
- Acknowledge that you are a caregiver.
- Love, honor, and value yourself including giving yourself grace - often.
- Seek, accept, and at times demand help. Have your "to-do" list ready.
- Caregiving will never be one-size-fits-all.
- Set boundaries when possible.
- Choose to take charge of your life.
- Put your oxygen mask on first.
- Remind yourself you are doing the best you can.

Juggling It All…Is This You?



Proactive Planning vs. Reactive Crisis Response

Benefits of Planning Ahead

- Peace of Mind
- Improved Access to Care
- Financial Preparedness
- Personalized Care

Challenges of Planning Ahead

- Resistance to Change
- Evolving Needs
- Complexity of Options

Proactive Planning vs. Reactive Crisis Response

Benefits of Crisis Response

- Immediate Action
- Clear Needs Assessment

Challenges of Crisis Response

- Limited Options
- Increased Stress
- Financial Strain
- Fragmented Care

Planning Means Better Care and Less Stress

Proactive planning allows for

- More personalized care
- Better financial preparation
- Reduced stress on families
- Earlier conversations
- Brings in all family members
- Time to work with professionals on a comprehensive plan
- Navigate complex elder care with greater confidence
- Ensure better outcome for your loved one

When possible…Take it off your plate

- Know your loved one's wishes. Prepare advance directives
- Get included in medical MyChart (POA)
- Set up a file system for important information to stay organized
- Home safety check & modification to prevent falls
- Create a budget & set up auto-pay for utilities, credit cards, etc.
- Educate loved one on scams – take every precaution available
- Order groceries online & have them delivered
- Utilize Uber or GoGo Grandparent for safe senior transportation
- Engage a neighbor to check-in and help when possible

Recognize that even with the best planning, crises may still occur

Benefits of Elder Care Services

Did You Know? Employees who use elder care services report

- Fewer absences from work
- Fewer workday disruptions
- Reduced stress
- Reduction in personal expenses, such as long-distance travel

Elder Care Resources

Confidential Consultations | Online request form

https://hr.uky.edu/webform/elder-care-services-consultation

Referrals Locally or Out-of-state

Monthly Opportunities

- Workshops
- Support Group, 3rd Wednesday at Noon
- Newsletter & Blog

Website & Online Resources

- Elder Care Resources Directory & Toolkits
- Facebook Private Group
- Elder Care Teams Channel

Annual Caregivers' Events

- Virtual Dementia Tour
- Aging and dementia related events

YouTube Playlist of Recorded Workshops

https://hr.uky.edu/work-life-and-well-being/elder-care

For support contact

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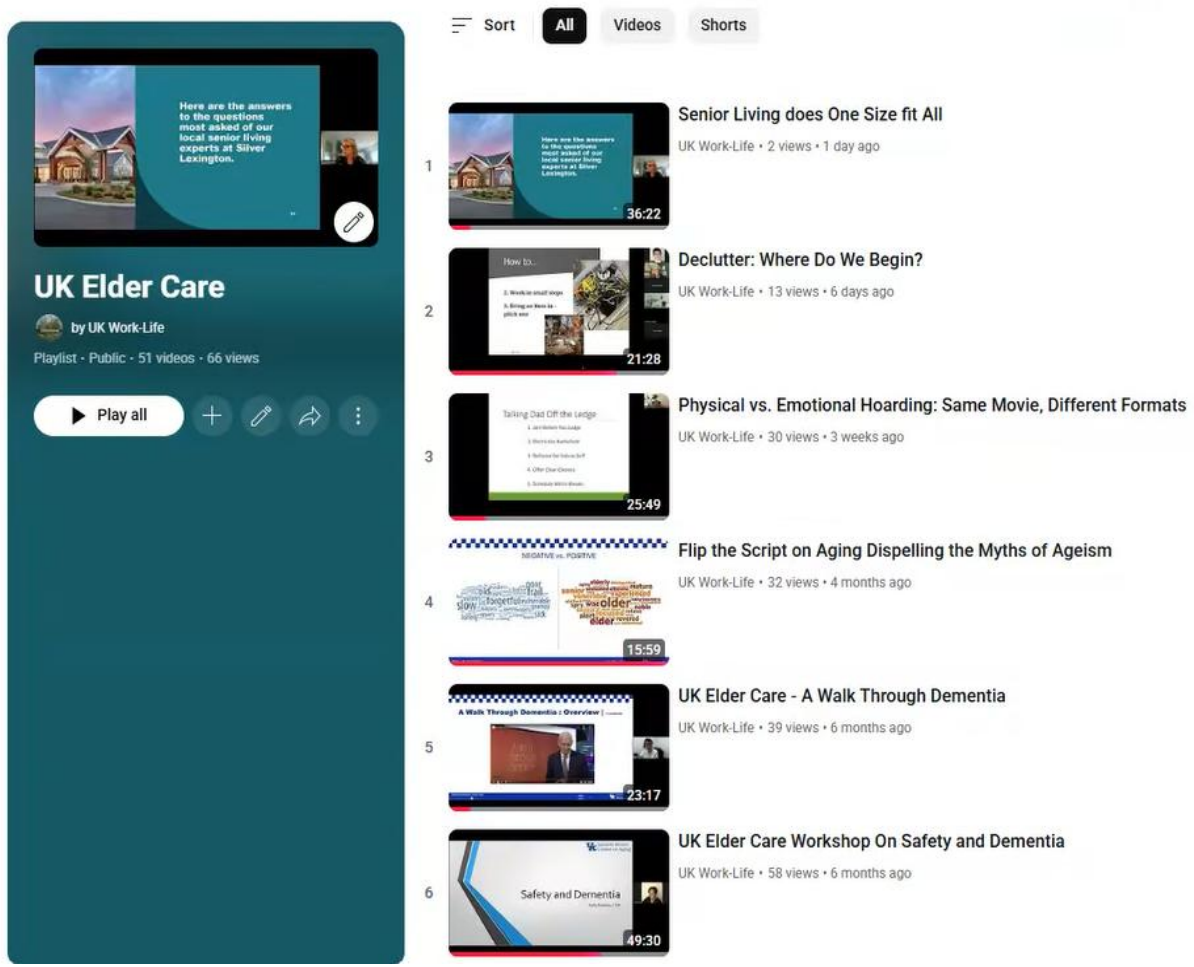
UK Elder Care YouTube Playlist - Previously Recorded Workshops

https://www.youtube.com/playlist?list=PLJHRhw3pdEV4xaJB0qrLJPLwlpmzPeEzK



Paid Elder Care Leave – Eligibility

- 2 weeks paid (based on FTE) good for 1 year.
- Does not have to be taken all at one time.
- Can only receive additional award if serious medical condition(s) different from any previous award(s) or for different parent.
- Can only be used to care for parents.
- Available on the first day of employment with UK.
- For regular staff with FTE .5+
- Faculty, WEPPs and Post Docs not eligible.
- Contact FMLA Office for details and questions.

FMLA & Elder Care Paid Leave Contact Information

email LeaveAdminFMLA@uky.edu

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Other services that
support caregivers' work-life and well-being

- **Monthly virtual workshops and support groups**
- **Mental Health** (therapists)
  Virtual and in-person appts., 5 free sessions, QPR
  OTHERS: LiveHealth Online, I-RAFT, Adolescent Medicine, Dept.
- **Nutrition** (dietician)
  EatWell, demos, small groups, CSA vouchers, WondrHealth for intuitive eating
- **Personal Finance**
  CAPTRUST, Enrich, Savi
- **Personal Resilience** (health coaches)
  BeWell, personalized plans, small groups
- **Physical Activity** (fitness experts)
  MoveWell, 3 fitness memberships, gyms, classes
- **UK Employee Discounts website**
- **Hinge Health**
- **MetLaw Legal Services**
- **Flexible Spending Accounts**
- **Tuition Assistance Program (Family & employee education program)**
- **Crisis program**
- **UK discounts**

ALL OFFER

workshops, consultations, events, outreach and customized support

Resources at Home – Local Community Resources

- Start here…Area Agency on Aging Every county in the country is connected to an AAA
- Professional Care Managers (private pay vs public programs)
- Geriatric Clinics; Memory Disorders Clinics (UK Sanders-Brown)
- Senior Citizen's Center – social workers on staff
- Emergency Response System
- Telephone Reassurance programs
- Elder Law Attorneys
- Financial Planners
- Veteran's Administration – VA Aid and Attendance
- Senior Move Managers
- Senior Living Placement Advisors
- Home Modifications and Equipment
- Churches

Technology | Medical Alert

Alexa for Seniors: Using Alexa to Age in Place https://www.theseniorlist.com/aging-in-place/alexa/

Amazon Alexa — a virtual assistant has a wide range of uses for older adults. Struggling with medication reminders or worried about a fall? Alexa can bring comfort that your loved can get the help they need when they need it.

Medical Alert Buyers Guide & Resources https://www.medicalalertbuyersguide.org/

Guardian Medical Monitoring https://guardianmedicalmonitoring.com/

Lifeline Medical Alert https://www.lifeline.com/

Medical Guardian https://www.medicalguardian.com/

Fall Call and Elder Check Now https://www.fallcall.com/

Detect Smart **Fall Detection Technology** to rate the severity of a fall

Technology | APPs for Coordinating Caregiving

Lotsa Helping Hands | Coordination, Communication, Support

Care Calendar Website | Lotsa Helping Hands

Care calendar
Well wishes for family
Announcements
Photo Gallery

CaringBridge
A no-cost, 501 ©(3) nonprofit health platform
Surrounds family caregivers with support while they care for a loved one on a health journey.
Tools to share and document updates to simplify care coordination.

www.caringbridge.org

CaringBridge Founder Sona Mehring on How it All Started 2:25 mins

Carely: Improving the Family Care Experience

https://www.youtube.com/watch?v=WaeYJianUg0 1:19 mins

Caregiving From A Distance…A Unique Challenge

State and National Resources

Elder Care Locator

(800) 677-1116 or www.aoa.dhhs.gov/elderpage/locator.html

Alzheimer's Association

(800) 272-3900 or www.alz.org

AARP

Provides an array of publications about community resources and housing that can be ordered.
(800) 424-3410 or www.aarp.org

National Hospice & Palliative Care Organization

(800) 658-8898 or www.nhpco.org

State and National Resources

National Association of Home Care www.nahc.org

National Adult Day Services Association www.ncoa.org/nadsa

National Association of Geriatric Care Managers www.caremanager.org

American Association of Homes & Services www.aahsa.org

Administration on Aging www.aoa.gov

Centers for Medicare and Medicaid Services www.cms.hhs.gov

State and National Resources

National Center for Assisted Living www.ncal.org

Department of Veterans Affairs www.va.gov

Nursing Home Compare www.medicare.gov/nhcompare/home.asp

Ombudsman Locator www.ltcombudsman.org

- Kentucky State Ombudsman 800-372-2991

Family Caregiver Alliance Resources by State
https://www.caregiver.org/connecting-caregivers/services-by-state/

Web Sites

- Family Caregiver Alliance www.caregiver.org
- Elder Care On-Line http://www.ec-online.net/
- AARP http://www.aarp.org/families/
- Alzheimer's Association www.alz.org
- Caregiver Action Network www.caregiveraction.org
- Disease Specific National & Local Associations (Parkinson's, Stroke, etc.)

Legal Planning

- Legal Hotlines www.legalhotlines.org/index.cfm
- National Academy of Elder Law Attorney, Inc. www.naela.com
- National Hospice and Palliative Care Organization provides free state-specific advance directives http://www.nho.org/templates/1/homepage.cfm

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