

The Difference Collaborative

Supporting Family Caregivers in the Workplace



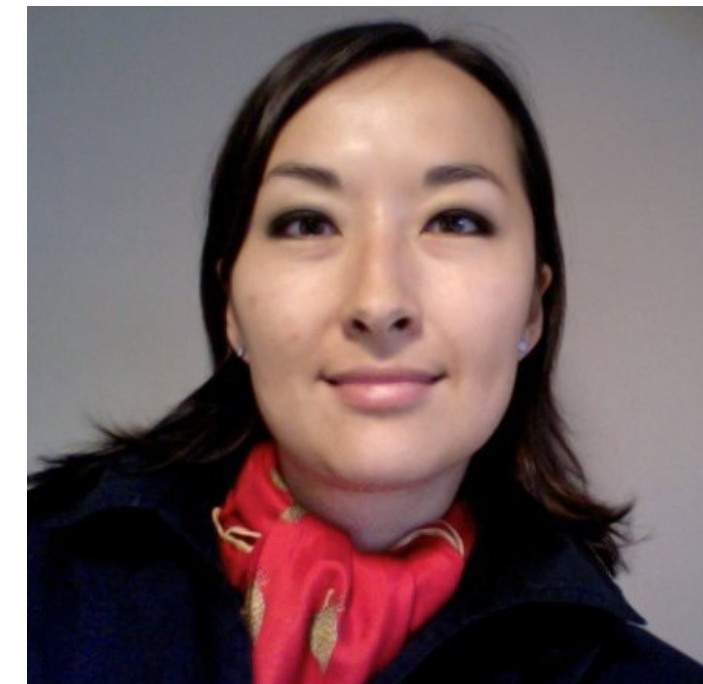
Geri Baumblatt



George Karavattuveetil



Carol Zindler



Olga Masevich



Pete Wendel



Alan Arriaga



Who We Are

A mission-driven, multidisciplinary team that helps employers understand and improve the experience of employees who serve as family caregivers and their colleagues.

Who Caregives?¹

61% Work (PT or FT)

41% Reduce hours/change schedule

13% Resign

9% Change jobs or careers

THE NEXT FAMILY CAREGIVERS **MILLENNIALS**²



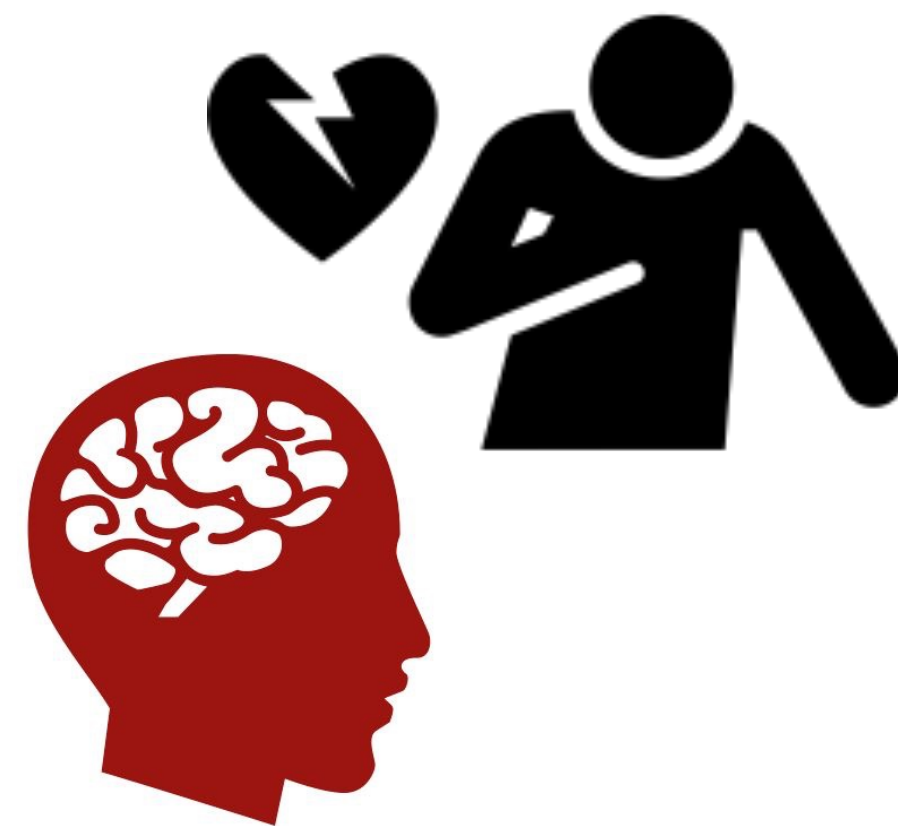
One-in-four of the nearly **40 million** family caregivers in America is a millennial.



Median Duration: 5 years

National Alliance for Caregiving 2004.

Impact on Health & Wellbeing



1. Haley et al, 2009; 2 Cuijpers, 2005; 3. Girgis et al, 2013; 4. Spillman et al, 2014; 5, Slgado-Garcia et al 2015; 6. Dassell@ Carr, 2014 & Steinberg et al, 2010; 7 Darragh et al, 2015; 8. Capistrant 2012 & Ji et al 2012; 9. George & Gwyther, 1986, Selzer & Li, 2000, Skaff & Perrin 1992; 10. Haley et al, 2009

Understanding the Experience of Nurse Family Caregivers

2018 Convenience Sample

196 Nurse/Family Caregivers

54 Managers/Leadership



Society for
**Participatory
Medicine**



How has family caregiving impacted your health & wellbeing?



Orgs

92%

72%

74%

26%

44%

22%

57%

43%

Nurses

81% Increased stress

57% Sleep issues

42% Loss of own social life

23% Family strife

21% Depression

16% Loneliness

15% Worsening existing health problems

13% New health problems

Do nurses experience challenges returning to work after extended family caregiving or after caregiving ends?

Orgs	Nurses	
44%	25%	Hard to engage & focus
37%	21%	Hard to manage same stress level at work
57%	14%	Trouble keeping up with procedure changes





To your knowledge, does nurse family caregiving contribute to any problems at your organization?

Orgs

Nurses

65%

47%

Staffing/census

43%

46%

Nurse burnout

30%

22%

Team dynamics

22%

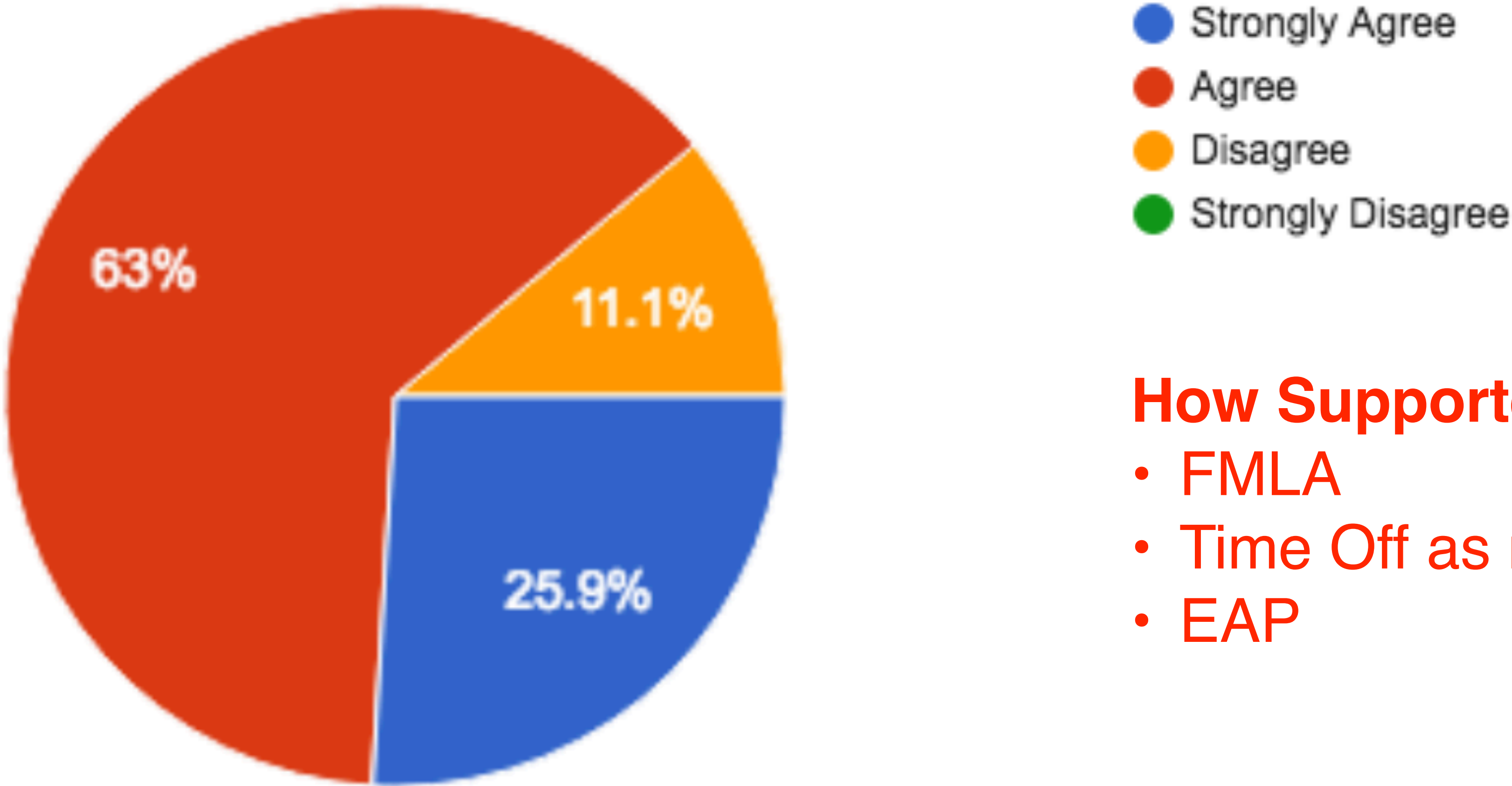
10%

Quality of care delivery

How much do you agree with this statement? "Our organization supports employees with family caregiving."

54 responses

89% Managers & Leadership Agree/Strongly Agree

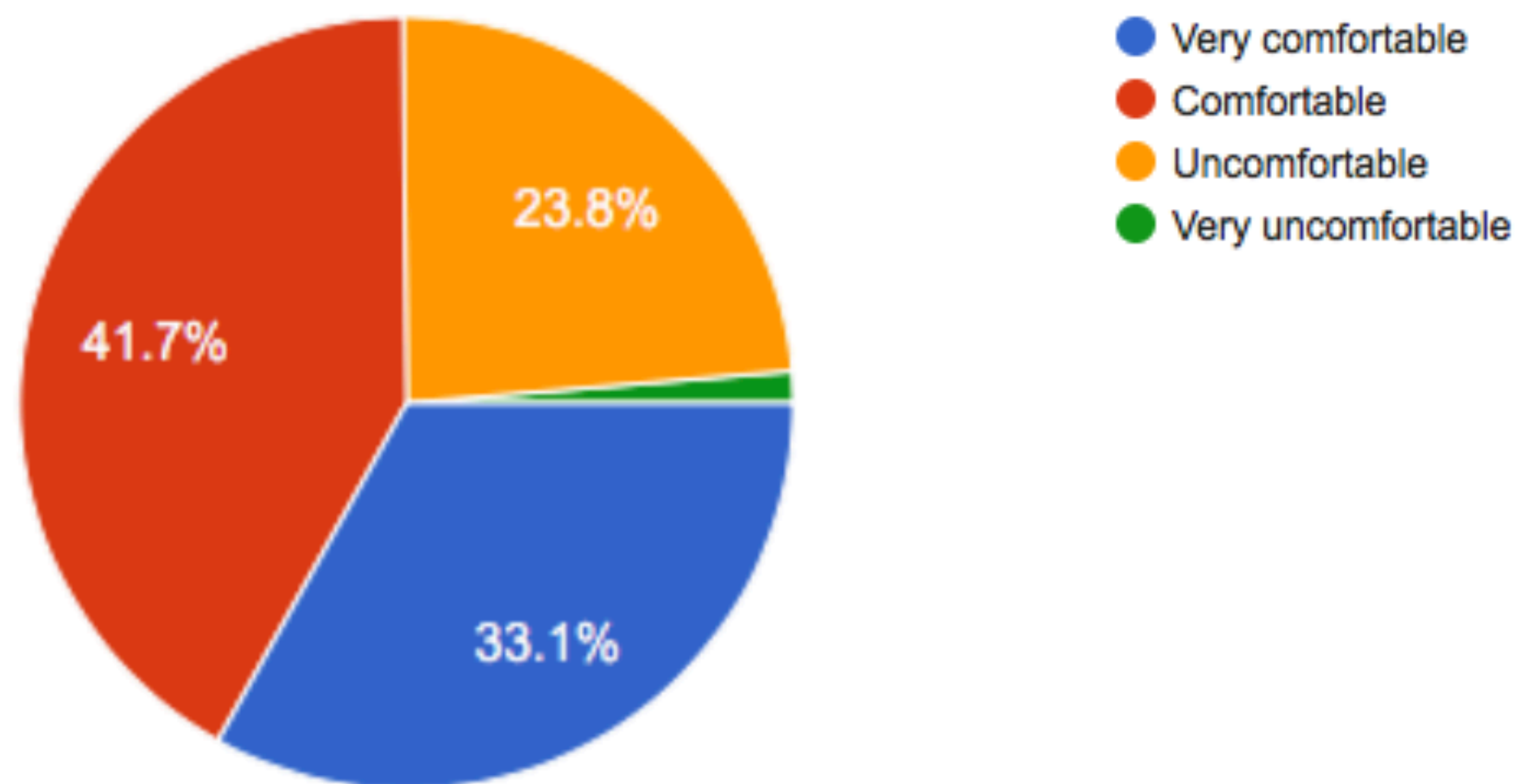


How Supported:

- FMLA
- Time Off as needed
- EAP

If needed, how comfortable would you be talking with your manager to plan for ongoing and urgent family caregiving challenges?

192 responses



The leadership has always expressed concern and supported me 100% by enabling me to adjust my schedule or take time off.

... I was still reluctant to use it for fear of it counting against you.

May manager was very understanding short term, not long term.

Forges stronger teams or erodes them

We all find ways to support them: switching shifts, donating PTO, bringing meals, organizing babysitting, rides, etc.

We bond on the highs & lows.

They shame me for not picking up shifts.

They begrudge the extended leave... It's made for a hostile work environment in a small team.

Have nurses' experiences as family caregivers informed the way your organization works with patients and families?

72% I don't know

15% Yes

13% No



Nurses share their experiences in staff meetings, letting others know how it feels to "be on the other side". I notice some people then extend this into their practice at the bedside.

How might we...

Minimize the negative effects
&
Amplify the positive effects of
family caregiving?