Pulled from All Sides: The Sandwich Generation at Work

Moderator: Dr. Karen Jacobs, Editor

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Pulled from All Sides:
The Sandwich Generation at Work

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Family Caregiver Support Program
Southern Maine Agency on Aging
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We will consider...

• Sandwich generation employees’ situations and challenges
• Potential negative effects
• Strategies for
  – Employers
  – Employees
Terminology

• Family caregivers
• Sandwich generation
Caregiver Stressors

• Negative emotions
• Relationship changes
• Physical issues
• Environmental challenges
• Time constraints
• Competing demands
Competing Demands

• Work
• Eldercare
• Parenting
• Spousal relationships
• Other life demands
• Leisure???
• Self-care???
Effects of Stress

• Physical
• Emotional
• Behavioral
Costs to Employers

• Absenteeism
• Workplace disruptions
• Reduced work hours / status
• Presenteeism
• Cost of replacement
• Loss of expertise, experience, institutional memory
• Healthcare costs
Reducing Healthcare Costs

• Additional costs with caregivers
  – Stress-related conditions
  – Less preventive care
  – Delayed treatment
  – Health risk behaviors
• Addressing stress can reduce costs
Strategies for Employers

• Goals
  – Attraction
  – Retention
  – Productivity
Getting Started

• Needs assessment
• Committee for work / family issues
• Benefits
• Training
Applying Current Benefits

- Employee Assistance Programs
- Flexible scheduling
- Compressed work schedules
- Telecommuting options
- Paid time off / sick time
- Dependent care benefits
- Group discounts
- Child care benefit application
Other Low / No Cost Supports

- Resource information
- Education
- Health and wellness fairs
- Use of phone / internet
- Support groups and information
Workplace Resources

• Wellness programs
  – Stress management
  – Assistance with negative health behaviors
  – On-site medical screening
  – Health coaching
  – Time management training
Supervisor Training

• Understand work-life policies
• Understand legal requirements
• Guidance for best practices
Strategies for Employees

• Connect with resources
• Ask for and accept help
• Set priorities and realistic goals
• Develop appropriate boundaries
• Help children cope
• Inform supervisors and coworkers
In conclusion...

- Managing multiple priorities is a reality
- Many strategies can help
  - Sustain the situation
  - Prevent negative health consequences
- Employer interventions can be powerful
- Resources are available
Selected Resources

- www.caregiving.org
- www.familiesandwork.org
- www.thehartford.com
- www.worldatwork.org
- www.metlife.com
- www.mayoclinic.com
- www.tiaa-cref.org
- www.pewsocialtrends.org

Search terms: sandwich generation, caregiving, eldercare, working caregivers, caregiver stress
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Thank you
Thank you for attending.

QUESTIONS?

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