



Millennials: The Emerging Generation of Caregivers

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Objectives

1. Describe relevant demographic statistics for the Millennial caregiver
2. Identify personal, psychosocial, emotional, and physical challenges experienced by Millennial caregivers
3. List possible resources and strategies healthcare providers can offer to Millennial caregivers
4. Illustrate ways employers can support Millennial caregivers in their roles



A Caregiving
Story



Who are the Millennials?

- Born between 1980 and 1996
- Often characterized by being “self-absorbed” and “allergic to adult responsibility”

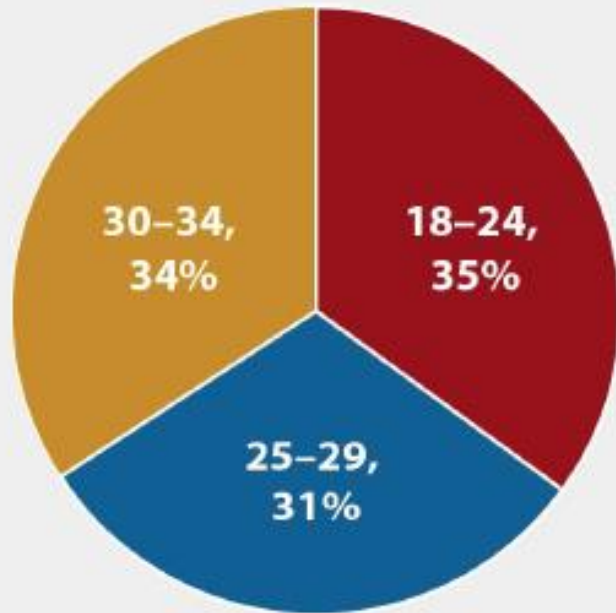
But is that really the case?

- As boomers age out of caregiving, they are passing the torch to millennials



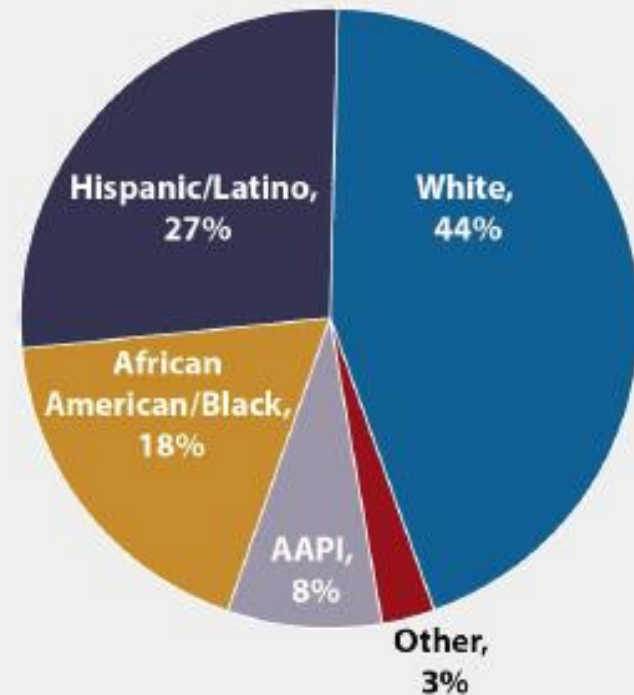
Characteristics of Millennial Caregivers

Millennial Family Caregivers by Age Group



Source: AARP Public Policy Institute analysis of Caregiving in the U.S. 2015.

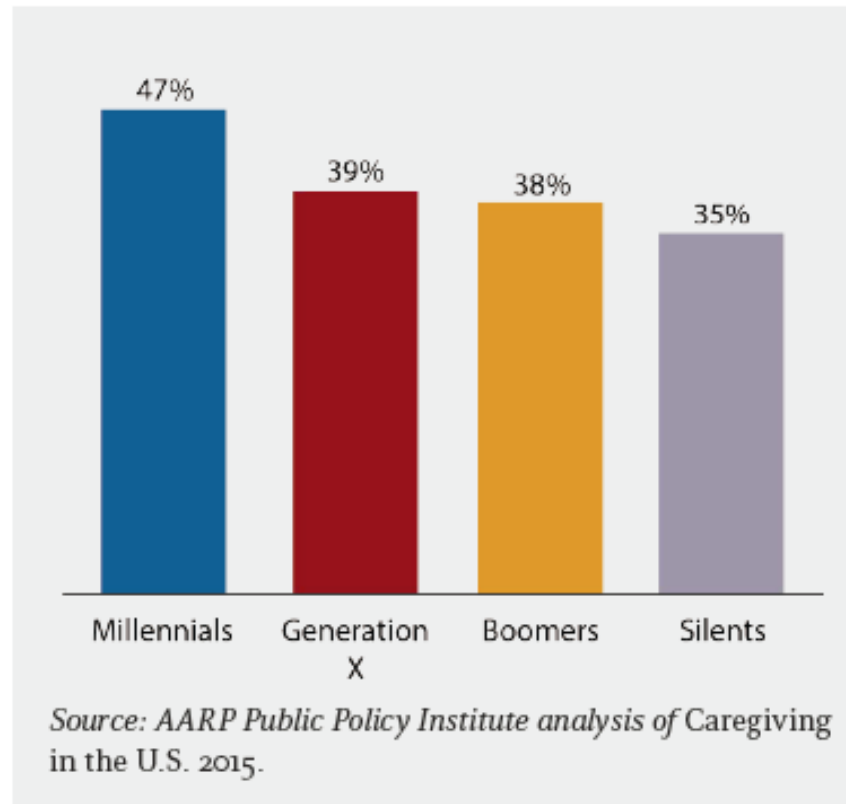
Millennial Family Caregivers by Race/Ethnicity



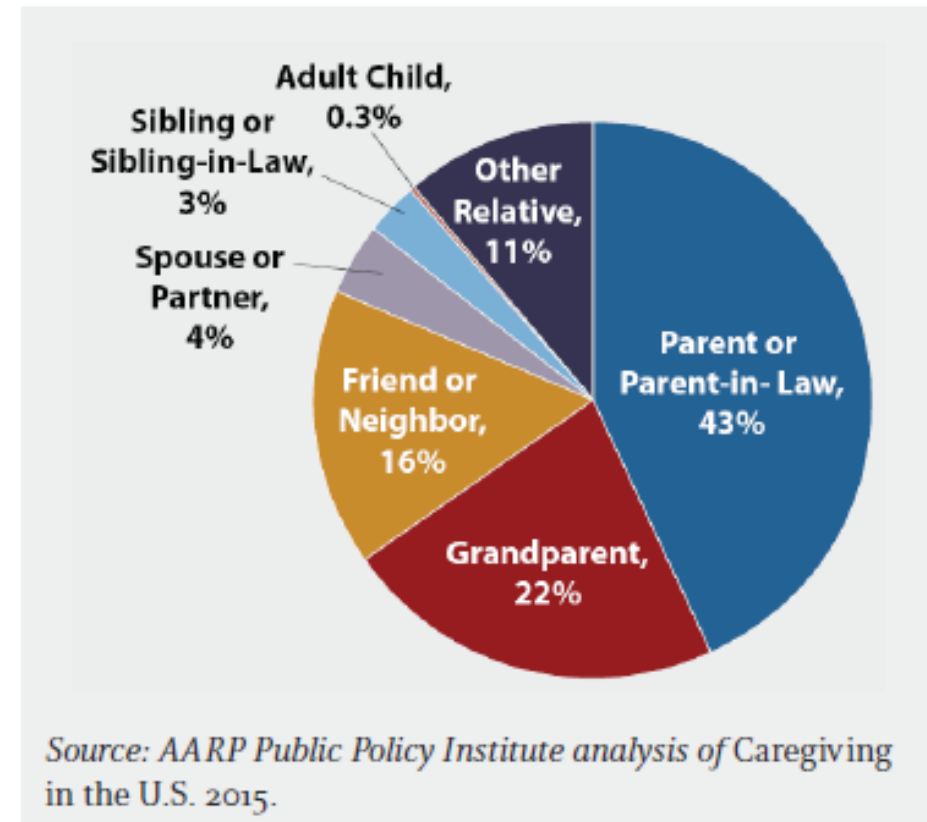
Source: AARP Public Policy Institute analysis of Caregiving in the U.S. 2015.

Characteristics of Millennial Caregivers

Men as a Share of Family Caregivers by Generation

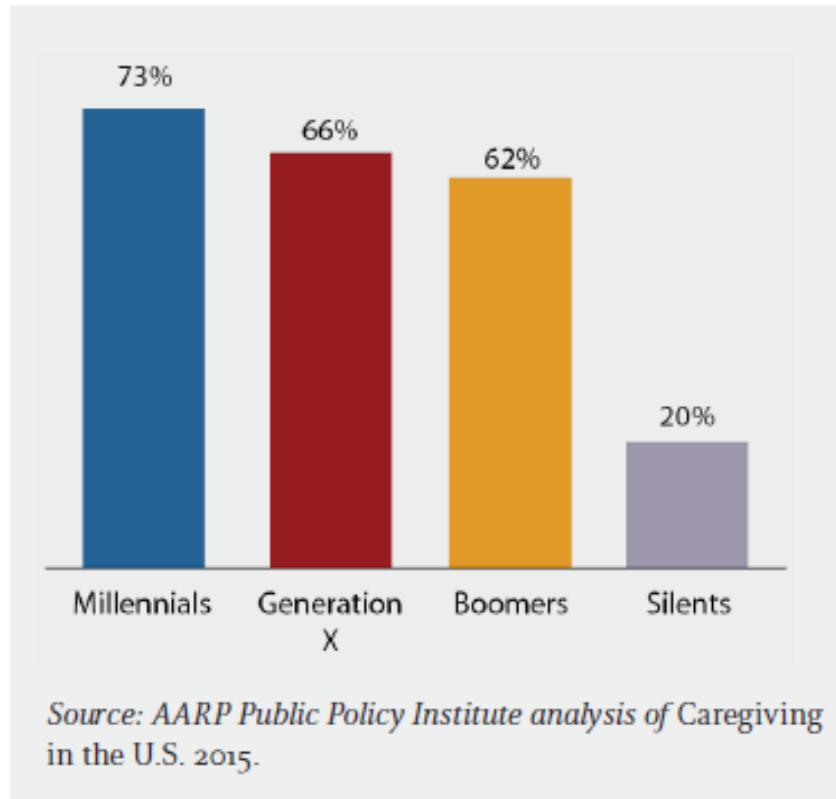


Relationship between Millennial Family Caregivers and Care Recipients

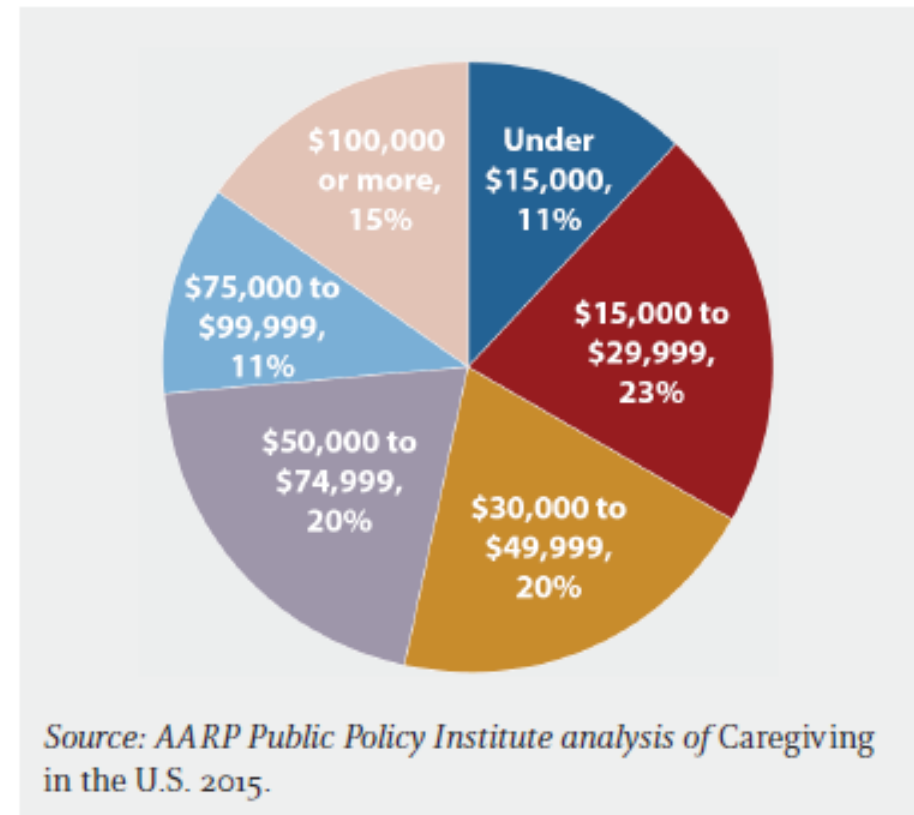


Characteristics of Millennial Caregivers

Share of Family Caregivers Who Are Employed, by Generation

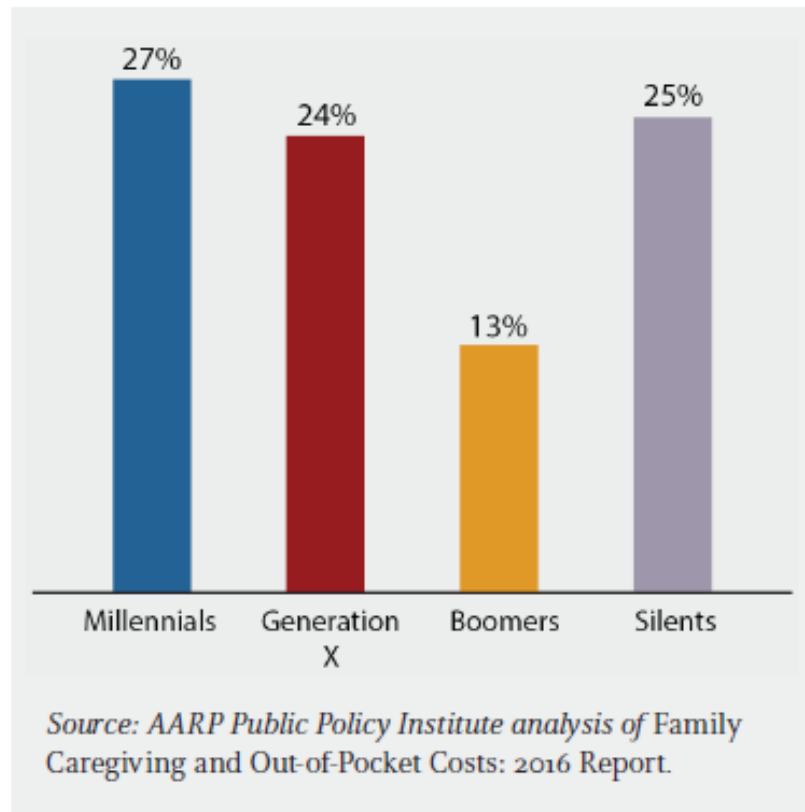


Annual Household Income of Employed Millennial Family Caregivers

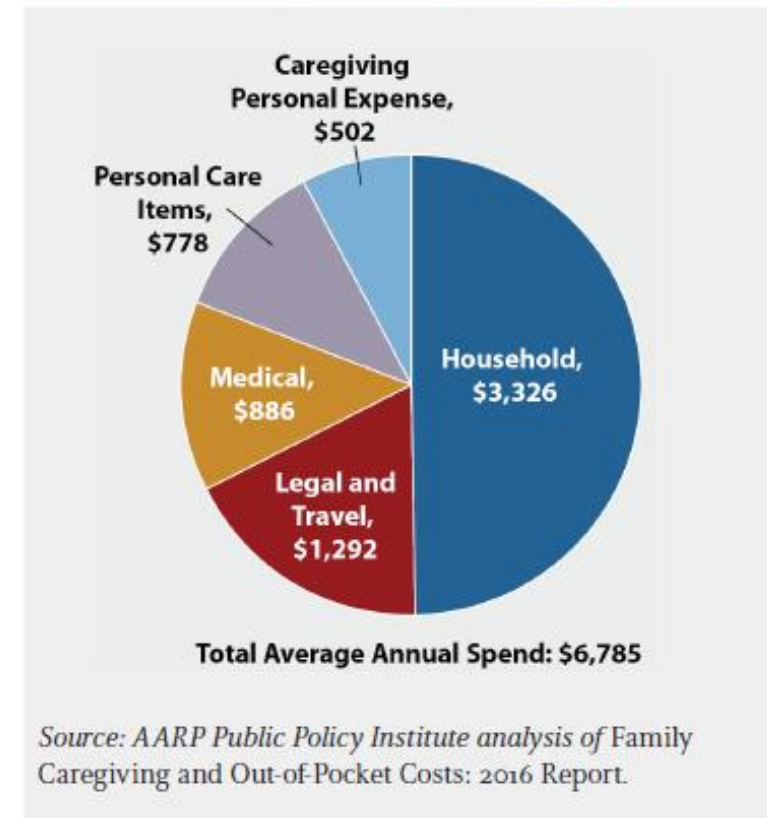


Characteristics of Millennial Caregivers

Out-of-Pocket Caregiving Costs as a Share of Income



Share of Millennial Family Caregiver Out-of-Pocket Expenses by Category



Tasks they Perform



Physical care



Personal care



Administering
medications



Grocery shopping,
bills, cleaning,
cooking



Homework, driving
siblings to school



Emotional support



The Issue of Self-Identification

- May not feel their help “counts” as caregiving
- Caring at a distance
- Emotional support for siblings and others
- When they disqualify themselves, their role is at risk for demotion

Balancing Work and Caregiving

73% of Millennial family caregivers also have a job

More than half (54%) say their caregiving role affected their work in a significant way

Most say neither their supervisors nor their coworkers know that they have caregiving responsibilities

For those that have disclosed, most say they receive little support from their employer

Issues in the Workplace

61% experience at least one change in their employment

49% arrive to their place of work late/leave early/take time off

15% take a leave of absence

14% reduce their hours/take a demotion

7% receive a warning about performance/attendance

5% turn down a promotion

3% lose job benefits

6% give up working entirely

Impact to Employers



Burnout, depression, poor health and a compromised commitment to employers



Poor work performance, loss of productivity

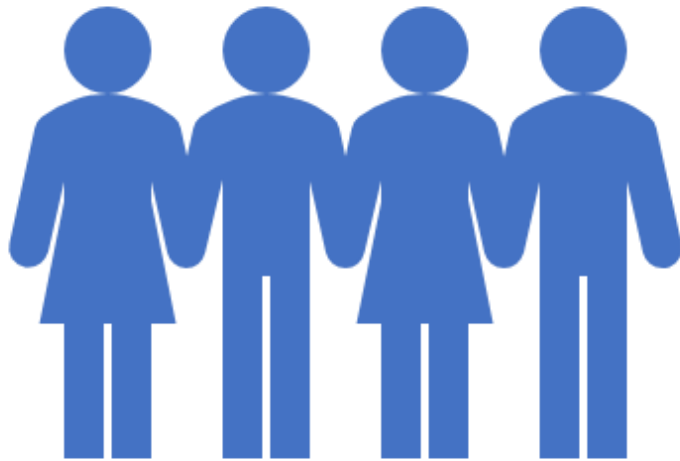


Increases in absenteeism, health care subsidies, paid time-off, sick leave, and FMLA claims



Employers lose an estimated \$33 billion annually due to their employees' caregiving disruptions

By the Numbers



- 40 million people in the U.S. who are already serving as unpaid caregivers
- 10 million+ millennials in the U.S. are acting as unpaid caregivers
- Millennials make up 25%—one in four—of America's 40 million unpaid family caregivers



Defining the Landscape

- Who is the millennial caregiver?
- What is the millennial caregiver doing?
- Who is the care recipient?
- What is the impact of providing care?

Challenges of Millennial Caregivers

- Tasks and Time
- Mental Health Caregiving
- Talking (or Not)
- Money



Challenges of Millennial Caregivers

Social support

Help navigating
the healthcare
system

Caregiving support

Sorting out options
for care

Having difficult
conversations with
elderly relatives

Emotional and
mental health
support

Policies and
conversations

Millennial Concerns

- Elder orphans
- Balancing requests of parents with what is actually best for them as they age
- Finances
- Supporting parents while they are supporting everyone else
- Caring for those with dementia/Alzheimer's
- Mom and Dad still work like they're young
- How to advocate for aging parents

Ten Things Millennials Should Know



YOU ARE NOT
ALONE



SUPPORT MUST BE
CUSTOMIZED



LONG-TERM CARE
IS EXPENSIVE



MEDICARE
DOESN'T COVER IT



TALK TO YOUR
FAMILY

Ten Things Millennials Should Know



Talk with doctors



Build a circle of support



Self-care is caregiving, too



It's okay to ask for help



Share your support and experience



Get Taken Seriously!

- Be assertive, and you will be taken seriously
- Be flexible about your vision of the future
- Always challenge the status quo
- Build your self-care support system
- Caregiving is challenging, rewarding and natural




Self-Care Tips

- Breathe
- Be flexible as you adjust your life
- Don't go it alone
- Connect with other caregivers
- Where's your oxygen mask?
- Utilize available resources
- Relish the recharge
- DON'T feel guilty!



Given the intersection of caregiving and employment, clearly, employers have an important role to play.



How Can We Help?

- Help to gain knowledge
 - Insurance
 - Primary and specialty physicians
 - Diagnoses and impact on caregiving
 - Care plan
 - Medications, dosage, route
 - Wishes for care
 - How to advocate



Supporting Millennial Caregivers

- Implement a caregiving leave program intended to help employees balance their work requirements with the demands of providing caregiving to a family member
- Respite care
- Support groups
- Financial resources (e.g., grants, scholarships)
- Training for OUR staff on identifying millennial caregivers and supporting their needs
- Inclusive conversation about caregiving

Resources

The Family Caregiver Alliance

National Council on Aging

Medicare's PACE program

Easter Seals

American Association of Caregiving Youth

VA Caregiver Support

Elizabeth Dole Foundation

National Alliance on Caregiving

AARP

The Caregiver Space

Care.com

Public Policy

- Often centered around the “typical” caregiver
- Common misconception is that caregiving only consists of mobility aid
- Millennial caregivers need respite care funding
 - Particularly those in college or without a stable career
- Need for supportive programs to meet their distinctive needs

