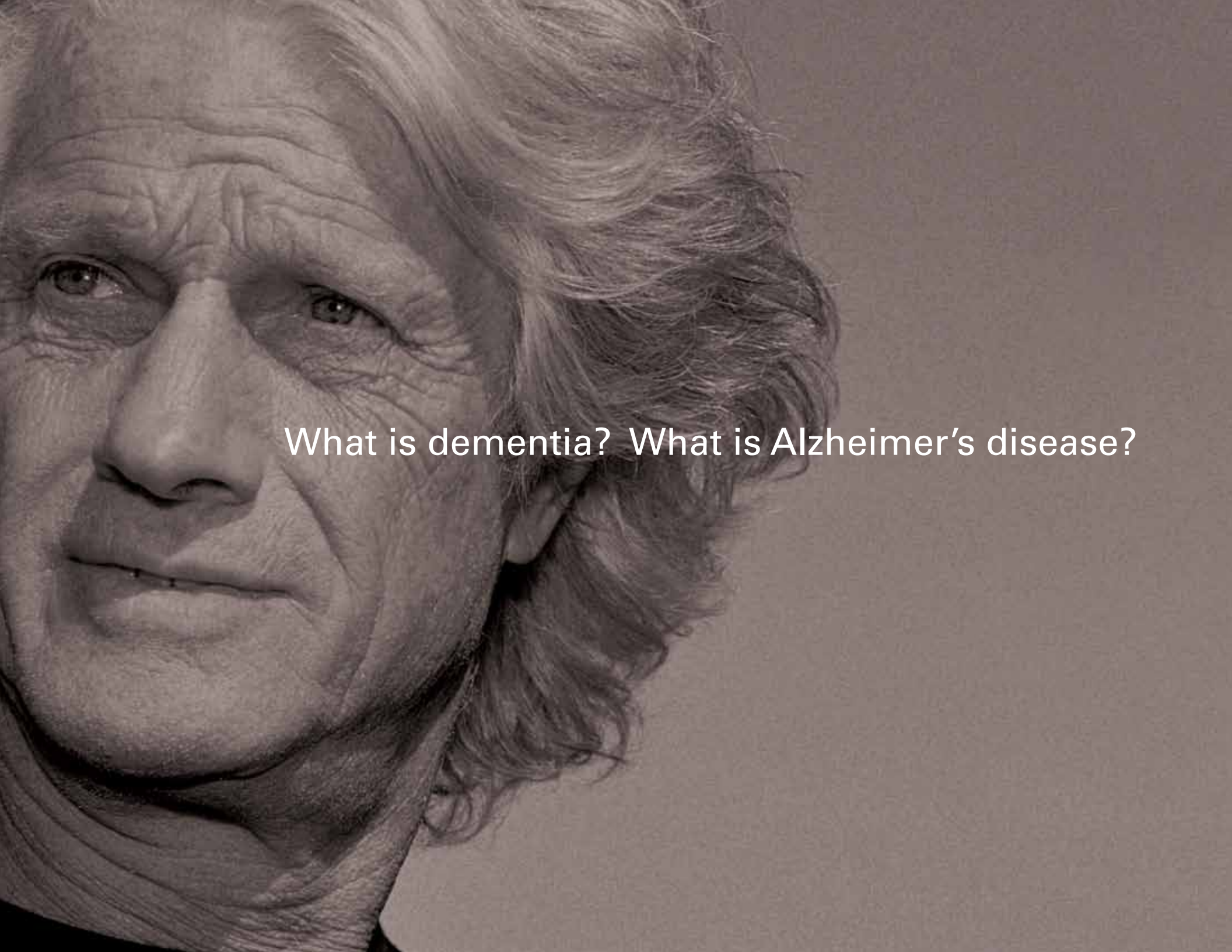




## The 48-hour Work Day: Alzheimer's Disease and Your Employees

Western and Central Washington State Chapter



What is dementia? What is Alzheimer's disease?

Dementia is characterized by the loss of or decline in memory and other cognitive abilities. Alzheimer's disease is the most common type of dementia and accounts for 60 to 80% of dementia cases.

In advanced Alzheimer's, people need help with bathing, dressing, using the bathroom, eating and other daily activities. Those in the final stages of the disease lose their ability to communicate, fail to recognize loved ones and become bed-bound and reliant on 24/7 care.

Warning signs of Alzheimer's disease include:

- Memory loss that disrupts daily life.
- Challenges in planning or solving problems.
- Difficulty completing familiar tasks at home, at work or at leisure.
- Confusion with time or place.
- Trouble understanding visual images and spatial relationships.
- New problems with words in speaking or writing.
- Misplacing things and losing the ability to retrace steps.
- Decreased or poor judgment.
- Withdrawal from work or social activities.
- Changes in mood and personality.

Facts and Figures\*

- Every 69 seconds, someone develops Alzheimer's.
- 110,000 Washingtonians have Alzheimer's.
- 310,000 Washingtonians provide unpaid care for someone with a form of dementia.
- These numbers are expected to triple by 2050.
- Alzheimer's has no cure or treatment to stop its progression; Alzheimer's is a progressive, fatal disease.
- Almost 2/3rds of all working caregivers report having to go to work late, leave early or take time off to provide care. Yet they get less support for elder care than they do for child care.

\*Source: 2011 Alzheimer's Disease Facts and Figures

24/7



## Elder care will affect most baby boomers

Nearly 75% of the estimated 78 million U.S. baby boomers have living parents, step-parents or in-laws who will eventually require care. The average length of care is about 4.5 years, but nearly one-third of current caregivers have reported providing care for more than five years.

The demand for informal caregivers – like family members, friends or neighbors – is expected to increase by more than 20% in the next 15 years and by 85% in the next 40 years as baby boomers age. Nearly 62 million Americans already care for another adult at least part-time, an expensive and time-consuming undertaking.

Even caregivers who hire paid help can expect to spend an average of 24 hours each week on actual care, according to a 2007 study by the National Alliance for Caregiving and Evercare.

## Stress is a major factor in Alzheimer's care

Caregivers of persons with Alzheimer's disease and other dementias shoulder a particularly heavy burden of care. Compared with other caregivers, the type of care they provide is more physically and emotionally demanding and more time-consuming, and it takes a heavier toll on work and family life. But they are not getting the help and support they need.



- Alzheimer's caregivers provide the most difficult kinds of personal care – e.g. bathing, feeding and dealing with incontinence – tasks that are even harder to do for a person with dementia who may be confused, disoriented, and unable to assist in even these most basic activities of daily living.
- Nearly 1 in 4 provide “constant care” – committing 40 hours a week or more.
- They do so for a long time – 71% for more than a year and 32% for five years or more.

Like other caregivers, the majority of Alzheimer's caregivers work full- or part-time. But even more than other caregivers, their responsibilities at work are adversely affected by the demands of caregiving.

Two-thirds of working Alzheimer's caregivers reported that they missed work because of their caregiving responsibilities; 14% gave up work entirely or chose early retirement; 13% cut back on their work hours or took a less demanding job; 8% turned down a promotion; 7% lost job benefits.



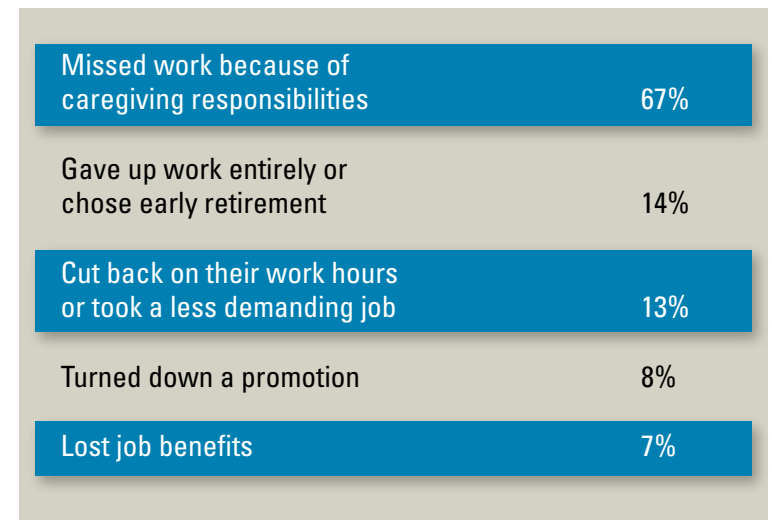
For the caregiver who is trying to balance competing obligations on family income and the caregiver's own retirement security, and for the employer who bears the cost of reduced productivity, there is an adverse effect.

Alzheimer's caregiving is about much more than activities of daily living (ADL). Caregivers face special challenges arising from their loved ones' cognitive impairment, and even more than other caregivers, they are addressing basic health care needs and struggling to negotiate the care system.

*Compared with other caregivers, the type of care they provide is more physically and emotionally demanding and more time-consuming*

They are looking for information and help in carrying out these broader responsibilities. Some of the most challenging non-ADL issues are quite unique to dementia care and arise from the impaired memory, cognition and judgment of a person with dementia.

### Alzheimer's Caregivers in the Workplace



The cost to U.S. businesses from the lost productivity of employees caring for elderly family members is **more than \$33 billion\*** per year. We are in the midst of an epidemic for which government, business and the American public are ill-prepared.

## The cost of caregiving to U.S. businesses

	Cost per employee	Total cost to U.S. employers
Replacing employees	\$413	\$6.6 billion
Absenteeism	\$320	\$5.1 billion
Partial absenteeism	\$121	\$1.9 billion
Workday interruptions	\$394	\$6.3 billion
Elder care crisis	\$238	\$3.8 billion
Supervisor time	\$113	\$1.8 billion
Unpaid leave	\$212	\$3.4 billion
Full-time to part-time	\$299	\$4.8 billion
<b>Total</b>	<b>\$2,110</b>	<b>\$33.6 billion</b>

\*Total estimated annual costs to employers for all full-time employed caregivers in the MetLife Caregiving Cost Study: Productivity Losses to U.S. Business, 2006, U.S. MetLife Mature Market Institute

## Impact on Washington business

According to a Federal government-sponsored health study in Washington State:

- 23 days of annual work productivity are lost on average.
- 69% of caregivers are employed.
- Over half were aged 45–64.
- Nearly 60% were female.
- 25% provided 40 or more hours of care a week.
- 40% of caregivers reported high levels of emotional stress and loss of work productivity.
- 13% were “long distance” caregivers, where the loved one lived more than one hour’s travel time from the caregiver.
- 70% of those in the workforce who also care for a loved one with Alzheimer’s or a related dementia make tough decisions that impact their careers because of their caregiving responsibilities.



## Working together

How can you support your Alzheimer’s caregiving employees? With your help, we can work to secure a brighter future for our families, our communities and your business through the implementation of policies to overcome this disease by:

- Referring employees to supportive information that specifically addresses Alzheimer’s.
- Implementing workplace programs that support caregivers and positively affect workplace productivity; making certain that the Alzheimer’s Association is known to Human Resources and is a part of your Employee Assistance Programs (EAP).
- Your business’s sponsorship of Alzheimer’s Association awareness-building, education and fundraising events.
- Support your local Alzheimer’s Association through employer match of workplace giving, event sponsorships and with volunteers.

*On average, 23 days of work productivity are lost per year.*

## How can the Alzheimer's Association help?

The Alzheimer's Association offers effective programs and services, free-of-charge, that are proven to help individuals and families affected by Alzheimer's and related dementias, as well as assists businesses in helping employees better manage the special challenges associated with dementia caregiving.



- Caregiver self-care awareness training and support.
- Accurate information and resources 24/7 by phone through Helpline at **800.272.3900** and the web at **[www.alzwa.org](http://www.alzwa.org)**.
- One-on-one coaching and support by a professional social worker who can help employees navigate caregiving responsibilities and plan ahead.
- Consumer tips about health care services and financial information.
- Trained staff that provides guidance about work-life balance.
- Resources and information to help educate your staff about brain health, Alzheimer's disease and related dementias, and our services and programs.
- Advocacy by being a voice for those affected by Alzheimer's disease.

- Online and in-house library services.
- Training for those who interface or work with individuals with Alzheimer's disease and related dementias.
- Research information: clinical trials participation, research updates.

78 million baby boomers are once again changing the culture of the workplace. 61% would like to remain in the workplace beyond age 65; something their predecessors did not do. In trying to achieve this, many boomers are part of the "sandwich generation" raising a family, working and caring for an aging loved one.

Our Chapter of the Alzheimer's Association helps human resource professionals, employee assistance programs, and supervisors make a positive and supportive difference in the workplace. Our Chapter programs and services, which are free-of-charge, directly benefit the lives and productivity of employees who are caring for an aging loved one, specifically those with memory-related concerns.

Contact our office at **800.272.3900** to schedule a time to meet and discuss how our Chapter, serving the 23 counties of western and central Washington State, can provide these benefits and work in partnership with your organization.

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*Our vision is a world without Alzheimer's disease. Our mission is to eliminate Alzheimer's disease through the advancement of research, to provide and enhance care and support for all affected, and to reduce the risk of dementia through the promotion of brain health.*

the compassion to care, the leadership to conquer