Creating A Caregiver-Inclusive Culture
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The States’ Versions
New Jersey—November 2014
Maryland—October 2016
Delaware—January 2017
Pennsylvania—April 2017

The Federal RAISE Caregiver Act
Strategy Create strategy to better support caregivers
Due August 2019
Became LAW February 2018

Creating A Caregiver-Friendly Culture...
What’s in it for YOU?

Caregiver-Staff-Patient
↑ Partnership
↓ Errors
↑ Job Satisfaction
↑ Outcomes/Reviews

5 Secrets (5S) To Understanding Caregivers
STUCK Surprised
Special STRESSED
Sensitive
Secret #1: They’re STRESSED
(More than you might guess)

Stress Level

\[0\] No Stress \[\text{😊} \]

\[9 \frac{1}{2}\] of American family caregivers regularly doing tasks that require medical or clinical skills WITH VERY LITTLE TRAINING

Reinhard, et al. 2017
Journal of Gerontological Nursing

Secret #2: They often feel **STUCK**

Secret #3: They’re usually **SURPRISED**...
SURPRISE!

Medicare/Medicaid
Physical Labor
Wandering
Behaviors

SECRET #4: Their situation is “Special”

SECRET #5: They need us to be SENSITIVE

Last Ideas...

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