

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

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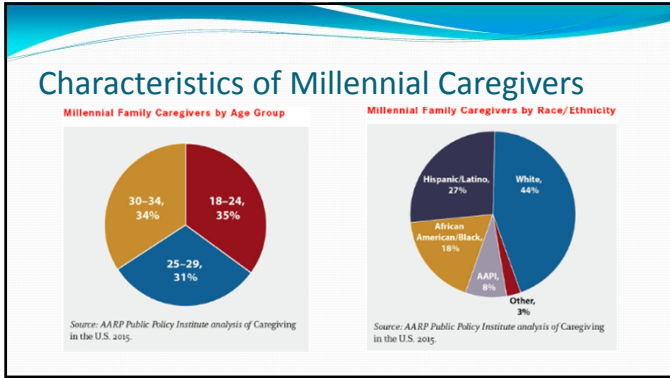
Who are the Millennials?

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

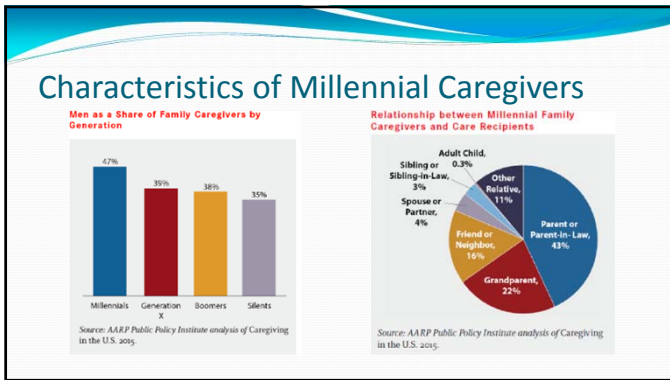
But is that really the case?

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

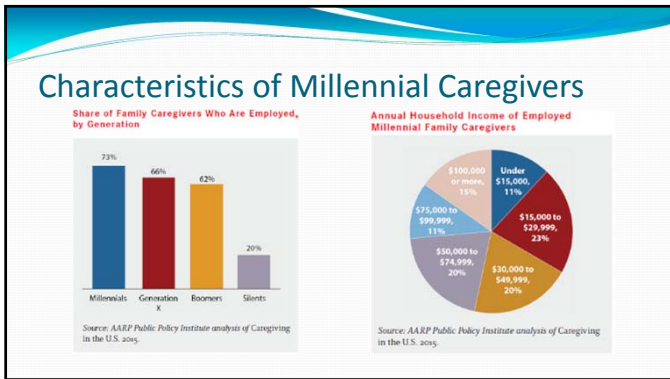
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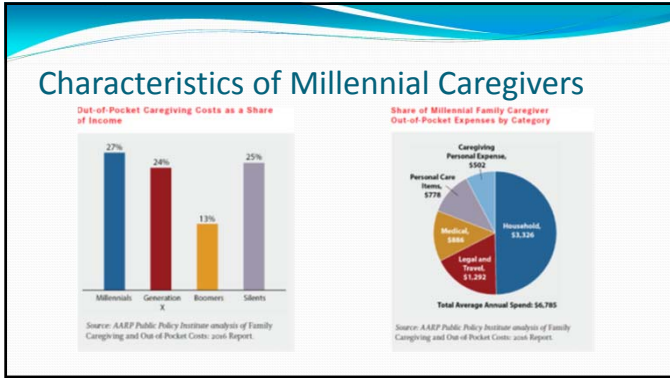
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- ### Tasks they Perform
- Physical care
 - Personal care
 - Administering medications
 - Grocery shopping, bills, cleaning, cooking
 - Homework, driving siblings to school
 - Emotional support

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- ### 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

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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

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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

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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

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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

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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?

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Challenges of Millennial Caregivers

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

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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

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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

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Ten Things Millennials Should Know

1. You are not alone	6. Talk with doctors
2. Support must be customized	7. Build a circle of support
3. Long-term care is expensive	8. Self-care is caregiving, too
4. Medicare doesn't cover it	9. It's okay to ask for help
5. Talk to your family	10. Share your support and experience

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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

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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!

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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

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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

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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

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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

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