You Are Not Alone

Millions of people juggle the competing demands of working and providing care for an older family member or friend. Most working caregivers want to excel at their jobs and care for their family. But trying to do it all can be emotionally and physically exhausting.

Fortunately, there are many resources available to support working caregivers and help them find balance.

Work & Caregiving: Finding Balance

Did you know?

• Nearly 60 percent of people caring for an adult over the age of 50 in the U.S. are working. The majority of those work full-time.¹

• At least 60 percent of working caregivers have made some work-related adjustments as a result of their caregiving responsibilities.²

• 92 percent of eldercare in Minnesota is provided by family caregivers.³

Sources from front cover:

3 Minnesota Department of Human Services, 2005.
Get Organized

To maximize your success as a working caregiver, it’s important to plan ahead and stay organized. This also shows your employer that you are seeking solutions that work for everyone.

- Arrange for time off in advance, whenever possible.
- Schedule time during lunch or breaks to make/receive caregiving related phone calls.
- Educate yourself about community services and resources that you may need in the future.
- Make sure the family member(s) you care for have completed medical, financial, legal and insurance documents and put them in a safe place.
- Ask your family member to complete an advance directive (living will/health care directive). Forms available at www.mnaging.org.
- Create a back-up plan in case of an emergency. Designate one or two people who could help while you’re at work.

It’s Okay To Ask For Help

- Accept help from others when they offer and suggest specific things they can do.
- Take time for yourself. Keep doctor appointments, routine medical tests and get flu shots.
- Seek information, services and technology that make it easier to care for others and you.

Get Started

There are many great resources (free and low-cost) to help working caregivers. Why wait? Get started today.

Minnesota Area Agencies on Aging

Minnesota’s seven Area Agencies on Aging (AAAs) and their local service providers are dedicated to addressing the needs of older adults and their families by providing a range of services and resources available in their communities. Visit www.mn4a.org to find your local AAA.

Additional Resources

The Senior LinkAge Line®
1-800-333-2433
The Senior LinkAge Line® is a statewide phone-based service to help caregivers find local support services. Face-to-face services are also available.

MinnesotaHelp.info®
MinnesotaHelp.info
An online directory of resources for older adults and caregivers. Includes the Long-Term Care Choices Navigator, a web-based interactive planning tool for caregivers.

Eldercare Locator
www.eldercare.gov
1-800-677-1116
A public service of the U.S. Administration on Aging to locate resources for older adults in other states.

Achieving work-life balance is a cooperative effort. The most successful solutions should work for everyone—employee and employer.

Talk to your supervisor or human resources staff about your family caregiving and work responsibilities.

- Review your employee manual so you are aware of available policies, benefits, and services. Approach your supervisor and explain your situation clearly and briefly.
- Be specific with your needs and requests. Offer suggestions that will help you, such as coming to work early, staying late, or working from home.
- Keep your supervisor informed of changes and follow through with work commitments.

Inquire about what’s available at your workplace, such as:

- Flexible and reduced hours, work at home and telecommuting options.
- Workplace caregiver education and services, on-site support groups, and employee assistance programs (EAP).
- Flexible spending and dependent care accounts.

Flexibility must work for both the employer and the employee.