

Caregiver Resources Web-based TTT Key Facilitator Discussion Points

1. Managers are employees

- Stress that managers may also be caregivers and may need to use the same resources and benefits discussed in this session.

2. Caregivers

- Not every member of a family may be willing or able to care for a loved one. Not every family member may step up to assist with caregiving, even if they are in the same city.
- When a family member is not in the same city as a caregiver and their loved one, they still may voice opinions as to what type of care and how that care should be provided.

3. Caregiver Challenges

- A good analogy for caregiver challenges is the use of an oxygen mask on an airplane. When on an airplane, the flight attendants tell you to put your oxygen mask on first before helping others. With caregivers, especially those who are the sandwich generation, they care for everyone else but themselves. This may lead to increased stress, financial burden and little time for self.

4. Options for Working Caregivers

- Clearly state, there are **no new caregiver benefits**. Our benefits package is the same. In the light of our aging society and aging workplace, the emphasis is on how we use the existing State of Ohio benefit.

5. Group Activity Part One

- Participants have a lot of artistic leeway to discuss potential factors in this scenario. The purpose of this activity is for managers to realize the depth of issues Pat must deal with daily, as a caregiver.

The following are some of the issues caregivers may experience:

- Professional – traveling as an inspector, taking time off from work (if spouse was ill before passing do they have any leave balances left), and being away from the office (impact to job);
- Personal – being a single parent, being a primary caregiver, coordinating medical appointments, assistance for father, and coordinating everyone’s schedules/events;
- Emotional – grieving a spouse, supporting the children, worry about father, and stress; and
- Financial – income most likely cut in half with death of spouse, dealing with loss of income, and possibly helping father with medical bills.

6. Your Role as a Manager

- As a manager, it is your job to get your team’s work done no matter how many people are in the office daily. If you have people out of the office for an extended time, the work still must get done. By documenting your processing and cross-training ahead of time, you can keep the work flowing with minimum disruption to your team.

7. Implementing Caregiving

- Consider letting employees extend their lunch period if they have a need to provide caregiving during the day.
- You may need to have difficult conversations with your caregivers regarding productivity and attendance. If you have good goal and measurements, the conversation will be easier to conduct. If you have any questions on how to conduct the meeting, please contact your human resources area for assistance.

8. Group Activity: Balancing Work Responsibilities

- The most important thing we can remember when supporting Pat is to first ask Pat what he or she needs.
- When running short on time, conduct this activity as one large group instead of breaking the class into smaller groups. Simply say “let’s complete this activity together.”