

# The Changing Face of Caregivers in a Society Which Values Aging in Place

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“There are only four kinds of people of  
in the world: those who have been  
caregivers, those who are currently  
caregivers, those who will be caregivers,  
and those who will need caregivers.”

-First Lady Rosalynn Carter



# Setting the Stage

- Surge in aging has changed the traditional face of caregivers
- 1 in 5 Caregivers provide over 40 hours of care per week
- In July of 2014, only 6,225 caregivers were identified as such in the system of services in the Allegheny County Area Agency on Aging (Allegheny County Area Agency on Aging, 2014).
  - Why don't they self-identify or seek help more frequently?
- Pennsylvania ranked 35/50 in 2013 in terms of legal & system supports for family caregivers (Reinhard, et al., 2014).



# Community Outreach

- Provided information directly to caregivers
- Participated in the AAA Red Cross community education program for caregivers
- Distributed fliers & launched website to reach those who don't self-identify
- Published self-care techniques in the Allegheny County AAA Aging Waiver newsletter

**Who did we identify and what responses did we receive?**



# Why don't they utilize services?

- **Two types of non-users of services:**
  - Unaware of current resources and a lack of knowledge about the region's services
  - Do not perceive themselves as caregivers for a variety of reasons (Blackburn & Dulmus, 2007).
    - **Sandwich Generation:** "Family comes first."
    - **Senior / Spousal:** "In sickness and in health, until death do us part."
    - **Male:** "Caregiving is not masculine."
    - **Professional:** "Just my job."



# Sandwich Generation

## Description:

- Although not new, they are a population which is going to have much more influence - growing numbers
- Education and involvement in care
- Baby Boomers and Gen X'ers

## Specific Stressors:

- *Internal*: growing animosity towards parent, dealing with role reversal, possible self-neglect of their own health
- *External*: Feelings of social isolation, loss of job or independence

## Policy Implications:

- *Legislative*: FMLA
- *Institutional*: Lou Vitolo of Bayer Business & Technology show support that should be pervasive





# *Are you a Baby Boomer?*

- Are you finding yourself checking in with your parents more often?
    - Have you recently cut back on hours at your job or reduced your leisure activities?
    - Are you experiencing stress in managing multiple roles in life?
    - Are you providing for children?
    - Have you begun to learn new skills around the house or related to health-care?



If one or more of these statements describe your life, we want to make it easier for you to have access to support specific to your needs. Please contact us for concise access to the most current accumulation of resources aimed at identifying the needs of you and your family.



# Senior to Senior Caregiving

## Description:

- Caregivers 60 and older
- Primary source of care for a spouse, partner, sibling, or friend.

## Specific Stressors:

- *Internal:* Feelings of guilt, feelings of anxiety, feel that their efforts are not appreciated
- *External:* Increase of life responsibilities, balancing own physical and mental health care, sleep deprivation.

## Policy Implications

- *Legislative:* FMLA Act changes as of March 27, 2015
- *Institutional:* Increase recruitment of respite care volunteers, increase support group services, and create more programs such as the Familylinks Caregiver First Initiative, and fund and advocate for more adult day care services which provides respite to caregivers.





- Are you 60 years of age or older?
  - Are you currently caring for your spouse, family member or loved one?  
Are you having difficulties maintaining your own physical and emotional health?
  - Have you recently begun to learn new skills pertaining to your spouse, family member or loved one's

If you answered yes to any of these questions, we want to make it easier for you to have access to support specific to your needs. Please contact us for concise access to the most current accumulation of resources aimed at identifying the needs of you and your loved one.



# Male Caregivers



## Description:

- Anyone who identifies with the male gender
- Finds themselves caring for a loved one.

## Specific Stressors:

- *Internal*: exhaustion, emotional arousal, goal discrepancy stress, worrisome feelings
- *External*: negative feelings toward the recipient, trouble balancing two roles at once, negative social connotations to male caregivers

## Policy Implications:

- *Legislative*: FMLA Act
- *Institutional*: society often fails to recognize males as caregivers, businesses/social groups might not be as forgiving to one who is constantly absent due to caregiving duties



# Are you a male taking on multiple family roles?

- ⇒ Do you identify as a male?
- ⇒ Are you currently a son, husband, boyfriend, partner, nephew, uncle, friend, or the like?
- ⇒ Do you find yourself assisting someone on a daily/weekly basis?
- ⇒ Are you struggling with stresses you've never faced before?
- ⇒ Do you ever feel out of your element?

If you answered yes to any of these questions, we want to make it easier for you to have access to support specific to your needs.  
Please contact us for concise access to the most current accumulation of resources aimed at identifying the needs of you and your loved one.

The Hartford Foundation

There are Resources  
out there for you!

Please Email for more info:  
[hartforddbcsafetyyou@gmail.com](mailto:hartforddbcsafetyyou@gmail.com)

# Professional Caregiving

## Description:

- RNs, LPNs, CNAs, aids in NHs & PCHs, HHAs, SWs, and other staff

## Specific Stressors:

- *Internal*: chronic or delayed response to grief (never a satisfactory conclusion to it); effects of grief are hidden, subtle; professional loss accumulates, acclimated to seeing/caring for these people daily; “distant mourners” around family
- *External*: must stick to a busy schedule to ensure that all residents are cared for even if overwhelmed (sometimes 30 more residents that need care); environment where sickness is everywhere

## Policy Implications:

- *Institutional*: Memorial services held in facilities; bereavement services for staff
  - A University of Pennsylvania Interdisciplinary study found that 72% of nursing home staff experienced at least one symptom of grief within the last month. 96% of staff reported they would use additional support services if they were offered (Rickerson, et al., 2005).





Are you a Certified Nursing Assistant (**CNA**), Licensed Practical Nurse (**LPN**) or Registered Nurse (**RN**) working in a long term care facility?

- Do you find yourself bringing the stress and emotions of work home with you at the end of the day?
  - Do you feel emotionally connected to the residents you care for?
  - Have you struggled with grief after the passing of a patient?

If you answer yes to one of these questions, we want to make it easier for you to have access to support specific to your needs. Please contact us for concise access to the most current accumulation of resources aimed at identifying the needs of you in the workplace.

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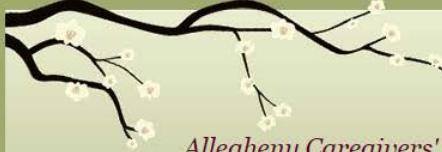
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*Allegheny Caregivers' Resource*

**A safe place**

Helpful links and Resources  
How To: Self Care  
Professional caregivers  
Senior to Senior Caregiving  
Sandwich generation  
Male caregivers

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## A safe place

### Who is a caregiver? (You are!)

According to the Family Caregiver Alliance, a caregiver is anyone who provides assistance to another individual that may be incapacitated.

An informal caregiver is an unpaid individual such as a family member, friend or neighbor who provides ongoing or frequent hands on assistance and care to an elder loved one in order improve their well-being and help them live safely.

**Caregivers often perform the following tasks for their loved one:**

- Assist with transportation to and from doctor appointments, and shopping needs;
- Assist with house chores and maintenance;
- Assistance during meal preparation;
- Assist during bathing and hygiene; and
- Assist with medication, wounds and other medical related tasks.



As of July 2014, only 6225 caregivers in Allegheny County were identified by the Area Agency on Aging for their participation in supportive services.



# Conclusion

Chances are, the topic of caregiving is something we will all face, either now, in the past, or some time in the future.

We attempted to reach out to the underserved and non-identifying caregivers here in Allegheny County...and we faced some limitations.

**Where do we go from here?**

**How do we change the status quo on this issue?**

These identified populations of caregivers show independence and commitment to their loved ones. Many policy and societal changes can be enacted to provide these people with everyday support and knowledge. Involving them in services could improve the quality of life for the care recipients and the caregivers themselves.

For a digital copy of pamphlet, please email:  
[HPPAEsafeplace@gmail.com](mailto:HPPAEsafeplace@gmail.com)

*Thank you for your attendance and for  
continuing this discussion in your practice!*



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