Emory Caregiver Support Program

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Goal: To enhance support of employees responsible for the care of an aging, sick, or chronically ill adult family member or adult with special needs.

- Leave policies
- Benefits to help manage caregiving responsibilities
  - Nationwide information and referral
  - Nationwide professional care management
  - Long term care Insurance
- In-person and online education and guidance
- Resources to help with flexible work arrangements
- Resources to help managers and HR reps
- Caregiver wellness
The Emory WorkLife Resource Center

Resources for Caregivers

Support at Emory
- Wellness & Emotional Support
- Flexible Work Arrangements
- Benefits & Leave Options
- Religious/Faith-Based Support

Resources at Emory
- Emory HealthConnection
- Wesley Woods Center
- Emory Stroke Center
- Emory Healthcare Rehabilitation Medicine

Beyond Emory
- In Georgia
- In the United States
- Internationally
- On the Web

Geriatric Care Management: What is it all about?
Caring for an elderly family member? Feeling overwhelmed by the increasing demands placed upon you as a caregiver? Are the issues becoming more complex and beyond your capabilities? Uncertain where to turn for help?

Continue reading

Going Home for the Holidays
It is not uncommon for family members to live apart from one another today. Often times, the holiday season is the only time family members can gather and spend quality time together.

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Helen Meets LifeCare
This video can be viewed in a separate window.
Leave Policies

Family and Medical Leave Act - FMLA

• Language has been clarified and is in better alignment with the language used in the federal definitions included in FMLA
• Expanded to include the care of in-laws (including SSDP and in-loco-parentis) and adult children
• Encourage the use of intermittent leave as a viable option

Sick Leave

• Expanded to include the care of in-laws (including SSDP and in-loco-parentis) and adult children
• Expanded to include the stated family members regardless of if they reside outside of the employee’s home
• Impact on Personal Leave – now able to used accrued sick leave to receive paid time off for the care of in-laws and adult children
Benefits

Free and Unlimited Nationwide Resource & Referral
Available through BrownRichards & Associates

• Telephonic consultation with adult care specialist
• Help identifying care needs and prioritization of what to do first
• Basic education to caregiving topics
• Guidance
• Locating care options including living facilities and providers, fees, availability, etc.
• Tip sheets to help you evaluate care
• Locating eldercare attorneys, specialists, financial planners, movers, etc.
Benefits

6 Hours Free Nationwide Professional Care Management
Available through LifeCare

A Professional Care Manager is a social worker or nurse who is trained in assessment, care planning and care management of adults with special needs, ill spouse/partner, and older adults.

- In-home assessments
- Facility reviews
- Post-hospitalization assessments
- Ongoing care coordination

Each care plan is customized to include results of assessments/reviews and related care recommendations:
Optional Long Term Care Insurance
Available through UNUM

Long term care is designed for people who need assistance with daily living activities due to an accident, illness or advancing age. You may receive long term care either in your home or in a facility.

Coverage is portable, which means you may continue coverage when you leave Emory.

Benefits are paid when a physician certifies a person can no longer perform at least two of the following:

- Bathing
- Dressing
- Eating
- Toileting
- Transferring
Education and Guidance

Available In-Person and Online

• Emory WorkLife Resource Center Website
• WorkLife Library
• Caregiver Workshop Series
• Resources to help with Dementia and Alzheimer’s Disease
Flexible Work Arrangements

Available at www.worklife.emory.edu

Flexible Work Arrangements:
• Flexible Scheduling
• Compressed Workweek
• Telecommuting
• Job Sharing
• Reduced Work Schedule

Resources:
• Consultation
• Training
• Coaching
Managers & HR Reps

Dependent Care for Managers
Available @ www.worklife.emory.edu

• Resources to help support employee caregivers
• Research
• Consultation & training
• Leave policies
• Check list of programs
• Workplace flexibility
• Tips for managers
Caregiver Wellness

Behavioral mental health and wellness services for employee caregivers and eligible family members
• Short-term individual, couples & family counseling
• Individual fitness and nutrition coaching
• Wellness programs
• External referrals
• 24-hour on-call assistance

Collaboration with EWLRC to expand support and education to employee caregivers and their families
• Caregiver workshop series
• Grief and Loss Support Group

Increased collaboration with the Emory Alzheimer’s Disease Research Center
• Memory screenings available at wellness fairs and through referral
Coming Soon…

Free Onsite or Telephonic Care Consultation

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