

Caregiving Benefits and Programs

	CORE	COMPREHENSIVE	ADVANCED	OUR COMPANY	TO-DO
Caregiver resource list A list of public resources an employee caregiver can access, including financial planning and elder law assistance, directories of home care agencies, community-based services such as adult day care, and downloadable apps.	*	*	*		
Paid sick days that can also be used for employee or to care for a relative	*	*	*		
Support groups for caregivers — led by experts or fellow caregivers Employers can offer space and time for caregiving employees to meet, share resources and get support from one another. Some companies have such groups led by experts.	*	*	*		
In-house stress-reduction programs: Yoga, meditation, massage discounts Yoga, meditation, massage and other types of stress reduction activities can help caregivers who are dealing with burnout or anxiety — and for employees in general. Some companies have the resources to provide such activities in house, while others can negotiate employee discounts.	*	*	*		
Discounts for yoga, meditation and massages arranged with outside vendors					
On-line or in-person coaching to assist in developing a care plan Employees often need information and help specific to their caregiving situation as well as general assistance in navigating the world of caregiving.		*	*		
Employee Assistance Program (EAP) with caregiver resources EAPs can offer caregiving-specific information, guidance and support to employees.		*	*		
FMLA (including help with filling out forms, etc.)		*	*		
Paid family leave		*	*		
Digital tools to help employees manage caregiving There is a range of apps and other digital products employees can use to better manage caregiving responsibilities including digital tools to select and monitor paid caregivers, tap into social networks that can assist in caregiving tasks, and engage in passive monitoring of relatives at home.		*	*		
Subsidized back-up home care Some companies provide employees with subsidies that help cover the cost of home care services for a relative.			*		
Caregiving platform — one portal for all caregiver benefits and services from child care to care and assistance for parents, spouses and siblings Companies can provide one easy-to-access point of entry for information, resources and any benefits available to caregivers.			*		
Legal and financial counseling for employee and parents Companies with resources can offer one-on-one sessions with elder law and other attorneys and financial planners for themselves and family members.			*		
Health advocacy/navigator program for employees and their parents Companies can hire an outside vendor that assists with finding doctors, scheduling appointments, resolving benefits issues, getting second opinions, and explaining diagnoses.			*		