

Helpful Tips:

Benefit managers, employers and experts share ideas



OPTIMIZE FLEX TIME

- Encourage project teams to work with managers to achieve flexibility and predictability
- Build out schedules that work for everyone on the team



EXTEND TELEHEALTH BENEFITS

- Allow family members to use employee telehealth benefits to reduce transportation hassles and enable employees to spend more time at work
- Telehealth conferences are a good way to involve employees and families in a family member's care



PROVIDE USEFUL TIPS TO EASE THE BURDEN

- For example, compile a directory of food delivery services on an employee portal
- Make suggestions about how to automate bill paying
- Little things can make a big difference



CONNECT EMPLOYEES WITH SPECIALIST GUIDANCE

- Consultants can help employees develop a caregiving plan tailored to specific caregiving circumstances
- Elder law and financial planning specialists exist in most communities
- Caregivers shouldn't have to do it all alone



RECOGNIZE DIVERSITY

- Employees' family members may not speak English, so providing information in multiple languages can help
- Consider content that's culturally appropriate



BE SENSITIVE TO PRIVACY NEEDS

- Dedicate a huddle room or private area for phone calls or handling difficult emotions
- Open plan offices lack privacy – and that can add to an employee-caregiver's stress level



TAILOR COMMUNICATIONS TO INCREASE ENGAGEMENT

- Have communications team members develop fact sheets on specific scenarios (e.g., "What do I need to know about being a caregiver?" or "My family member has dementia.")
- Assemble publicly available background information and lists of resources, along with any employer-sponsored benefits and services
- Get creative