Care and Career Support: Health Systems to Employers
How can we assist caregivers today?
Goals of Webinar

- Cancer and Caregiving
- Lived Experience
- Care & Career Support Solutions
  - Health Systems
  - Employers and Employees
Cancer Landscape

- Worldwide in 2020, 19.3 million new cancer cases and almost 10 million deaths.\textsuperscript{1}
- >1.9 million new diagnoses expected and >609,000 deaths in 2022 in U.S.\textsuperscript{2}
- 18.1 million cancer survivors in U.S. in 2022 or 5.4\% of population and expected to increase to 26 million by 2040.\textsuperscript{3,4}
  - Survival variations by cancer type
  - Pronounced disparities by race and ethnicity\textsuperscript{5,6}
Caregiving in U.S?

- 53 million adults care for an adult or child
- 47.9 million adults care for an adult
  - 82% are < 65 ($\bar{x} = 49.4$)
  - 61% female
  - 61% non-Hispanic white; 17% Hispanic or Latino; 14% non-Hispanic African American or Black; 5% Asian American
  - 68% had some college or more
  - > younger caregivers caring for 1+ person
Cancer Caregiving in U.S.

- 6% of caregivers/~2.8 million care for cancer
- Caregiver demographics:
  - 58% female
  - 65% white; 16% Hispanic or Latino; 11% African American or Black; 8% Asian American
  - 44% < age 50; 75% < age 65
  - 50% employed
  - 63% some college or >
  - 46% household income <$50,000
  - 38% of cancer survivors were <65

* 2015 data
The Care Experience…

● Common Tasks
  ○ Practical support
  ○ Medical or nursing support
  ○ Communication, advocacy, decision making, and planning
  ○ Monitor symptoms and side effects

● Considerations
  ○ Sociodemographic variations\(^9,10\)
  ○ Cancer type and progression\(^11\)
  ○ Dual-level ("Sandwich") caring\(^12\)

https://www.caregiving.org/research/sandwich-caregiver/
Varies by care context (even within cancer), disease burden (stage and progression), and sociodemographic factors.\textsuperscript{7, 13, 14, 15}
Financial and Career Strain in Caregiving

Medical Out-Of-Pocket Costs
- Cost sharing for cancer care
- Prescription costs
- Loss of insurance
- Caregivers medical costs

Non-Medical Out-Of-Pocket Costs
- Travel (hotel, gas, parking, public transportation)
- Home help
- Child care

Income Loss
- Reduced hours
- Forgone promotions or career development
- Quitting
- Retiring early
- Reduced savings

Absenteeism/Presenteeism
- Project delays
- Lost productivity
Christina Sisti, DPS, MPH, MS

NCCS CPAT Member, Cancer Survivor and Caregiver
Solutions
Considerations for Health Systems and Employers
Why Health Systems and Employers Together?

- Regular points of contact for survivors and caregivers
- Potential to improve outcomes for caregivers\(^{18}\) and survivors alike\(^{19, 20}\)
- Potential of long-term benefit in health-related spending for systems and employers\(^{17, 21-22}\)
- Inter-related
Possible Health System Solutions

- Adopt person- and family-centered models of care
  - Engage caregivers, recognize needs, and resource, especially financial burden

- Assess greater and ongoing use of telehealth for caregiver engagement
  - Advance access to technology

- Ensure comprehensive, equitable care
Assisting Caregivers Today (ACT)
Care and Career Checklists

Employee and Employer Checklists
### What can I do to get the most employee support while providing care or to plan ahead?

<table>
<thead>
<tr>
<th></th>
<th>Engage with Human Resources</th>
<th>Your Care Recipient’s Employer Benefits</th>
<th>Adjust Your Work Schedule</th>
<th>Consider Financial Supports</th>
<th>Plan for Future Caregiving</th>
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<tbody>
<tr>
<td>01</td>
<td>• Schedule a meeting as early as possible</td>
<td>• Review access to Employee Assistance Plan benefits (if offered)</td>
<td>• Utilize Time Off balances (vacation, sick, and personal)</td>
<td>• Flexible Spending Accounts</td>
<td>• Consider engaging early in retirement planning options</td>
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<tr>
<td>02</td>
<td>• Review Medical Plan benefits for special support programs</td>
<td>• Use a Paid Time Off donation program (if provided)</td>
<td>• Inquire about Flexible Work Arrangements</td>
<td>• Consider Voluntary Life, Long-Term Care, Critical Illness, and/or Hospital Insurance for self and future care recipients</td>
<td>• Explore Social Security benefits, early payouts on life and retirement benefits</td>
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<tr>
<td>01</td>
<td>Enable a Care and Career Supportive Culture</td>
<td>- Culture of empathy for caregiving modeled by leadership&lt;br&gt;- Consider Flexible Work Arrangements&lt;br&gt;- Paid Time Off donation program&lt;br&gt;- Consider funding an Emergency Relief Program&lt;br&gt;- Provide a centralized caregiving support specialist</td>
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<tr>
<td>02</td>
<td>Provide Core Benefits</td>
<td>- FMLA (50 or more employees)&lt;br&gt;- Paid Leave (State/Local dependent)&lt;br&gt;- Comprehensive Medical and Prescription plans</td>
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<td>03</td>
<td>Offer and Expand Voluntary Benefits for Financial Wellness</td>
<td>- Long-Term Care Insurance&lt;br&gt;- Critical Illness Insurance&lt;br&gt;- Retirement - employer matching program</td>
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<tr>
<td>04</td>
<td>Recognize and Provide Psychosocial Support</td>
<td>- Employee Assistance Programs&lt;br&gt;- Support groups&lt;br&gt;- Peer mentors</td>
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Discussion & Questions
Contact Information

Margaret L. Longacre: longacrm@arcadia.edu
Michele Cygan: cyganm@arcadia.edu
Mary Sweeney: sweeneym@arcadia.edu
References

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