

**MOMENTUM** 2022 Annual Conference and Trade Show - August 30 - September 1, 2022 *LeadingAge Ohio*



**Millennials: The Emerging Generation of Caregivers**

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**Objectives**

1. Describe relevant demographic statistics for the Millennial caregiver
2. Identify personal, psychosocial, emotional, and physical challenges experienced by Millennial caregivers
3. List possible resources and strategies healthcare providers can offer to Millennial caregivers
4. Illustrate ways employers can support Millennial caregivers in their roles

2

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**Who are the Millennials?**

- Born between 1980 and 1996
- Often characterized by being “self-absorbed” and “allergic to adult responsibility”

But is that really the case?

- As boomers age out of caregiving, they are passing the torch to millennials

3

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### Characteristics of Millennial Caregivers

**Millennial Family Caregivers by Age Group**

Age Group	Percentage
18-24	35%
25-29	31%
30-34	34%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

**Millennial Family Caregivers by Race/Ethnicity**

Race/Ethnicity	Percentage
White	44%
Hispanic/Latino	27%
African American/Black	18%
AA/BI	8%
Other	2%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

4

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### Characteristics of Millennial Caregivers

**Men as a Share of Family Caregivers by Generation**

Generation	Percentage
Millennial	47%
Generation X	57%
Boomer	58%
Silent	55%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

**Relationship between Millennial Family Caregivers and Care Recipients**

Relationship	Percentage
Parent or Parent-in-Law	43%
Grandparent	22%
Adult Child	10%
Friend or Neighbors	14%
Spouse or Partner	4%
Sibling or Sibling-in-Law	3%
Other Relative	11%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

5

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### Characteristics of Millennial Caregivers

**Share of Family Caregivers Who Are Employed, by Generation**

Generation	Percentage
Millennial	73%
Generation X	66%
Boomer	62%
Silent	29%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

**Annual Household Income of Employed Millennial Family Caregivers**

Income Bracket	Percentage
Under \$15,000	11%
\$15,000 to \$29,999	24%
\$30,000 to \$49,999	20%
\$50,000 to \$74,999	20%
\$75,000 to \$99,999	11%
\$100,000 or more	14%

Source: AARP Public Policy Institute analysis of Caregiving in the U.S., 2015.

6

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### Characteristics of Millennial Caregivers

**Out-of-Pocket Caregiving Costs as a Share of Income**

Generation	Share of Income
Millennials	27%
Generation X	24%
Boomers	13%
Silents	25%

Source: AARP Public Policy Institute analysis of Family Caregiving and Out-of-Pocket Costs 2020 Report

**Share of Millennial Family Caregivers: Out-of-Pocket Expenses by Category**

Category	Amount
Personal Care Items	\$278
Household	\$3,336
Medical	None
Legal and Financial	\$1,293
<b>Total Average Annual Spend</b>	<b>\$4,785</b>

Source: AARP Public Policy Institute analysis of Family Caregiving and Out-of-Pocket Costs 2020 Report

7

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### Tasks they Perform

Physical care

Personal care

Administering medications

Grocery shopping, bills, cleaning, cooking

Homework, driving siblings to school

Emotional support

8

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### The Issue of Self-Identification

- May not feel their help “counts” as caregiving
- Caring at a distance
- Emotional support for siblings and others
- When they disqualify themselves, their role is at risk for demotion

9

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### Balancing Work and Caregiving

- 73% of Millennial family caregivers also have a job
- More than half (54%) say their caregiving role affected their work in a significant way
- Most say neither their supervisors nor their coworkers know that they have caregiving responsibilities
- For those that have disclosed, most say they receive little support from their employer

10

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### Issues in the Workplace

- 61% experience at least one change in their employment
- 49% arrive to their place of work late/leave early/take time off
- 15% take a leave of absence
- 14% reduce their hours/take a demotion
- 7% receive a warning about performance/attendance
- 5% turn down a promotion
- 3% lose job benefits
- 6% give up working entirely

11

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### Impact to Employers

- Burnout, depression, poor health and a compromised commitment to employers
- Poor work performance, loss of productivity
- Increases in absenteeism, health care subsidies, paid time-off, sick leave, and FMLA claims
- Employers lose an estimated \$33 billion annually due to their employees' caregiving disruptions

12

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### By the Numbers



- 40 million people in the U.S. who are already serving as unpaid caregivers
- 10 million+ millennials in the U.S. are acting as unpaid caregivers
- Millennials make up 25%—one in four—of America's 40 million unpaid family caregivers

13

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- Who is the millennial caregiver?
- What is the millennial caregiver doing?
- Who is the care recipient?
- What is the impact of providing care?

14

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### Challenges of Millennial Caregivers

- Tasks and Time
- Mental Health Caregiving
- Talking (or Not)
- Money



15

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### Challenges of Millennial Caregivers

Social support    Help navigating the healthcare system    Caregiving support    Sorting out options for care

Having difficult conversations with elderly relatives    Emotional and mental health support    Policies and conversations

16

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### Millennial Concerns

- Elder orphans
- Balancing requests of parents with what is actually best for them as they age
- Finances
- Supporting parents while they are supporting everyone else
- Caring for those with dementia/Alzheimer's
- Mom and Dad still work like they're young
- How to advocate for aging parents

17

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### Ten Things Millennials Should Know

YOU ARE NOT ALONE    SUPPORT MUST BE CUSTOMIZED    LONG-TERM CARE IS EXPENSIVE    MEDICARE DOESN'T COVER IT    TALK TO YOUR FAMILY

18

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### Ten Things Millennials Should Know



Talk with doctors



Build a circle of support



Self-care is caregiving, too



It's okay to ask for help



Share your support and experience

19

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### Get Taken Seriously!

- Be assertive, and you will be taken seriously
- Be flexible about your vision of the future
- Always challenge the status quo
- Build your self-care support system
- Caregiving is challenging, rewarding and natural

20

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### Self-Care Tips

- Breathe
- Be flexible as you adjust your life
- Don't go it alone
- Connect with other caregivers
- Where's your oxygen mask?
- Utilize available resources
- Relish the recharge
- DON'T feel guilty!

21

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Given the intersection of caregiving and employment, clearly, employers have an important role to play.

22

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How Can We Help?

- Help to gain knowledge
  - Insurance
  - Primary and specialty physicians
  - Diagnoses and impact on caregiving
  - Care plan
  - Medications, dosage, route
  - Wishes for care
  - How to advocate

23

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Supporting Millennial Caregivers



- Implement a caregiving leave program intended to help employees balance their work requirements with the demands of providing caregiving to a family member
- Respite care
- Support groups
- Financial resources (e.g., grants, scholarships)
- Training for OUR staff on identifying millennial caregivers and supporting their needs
- Inclusive conversation about caregiving

24

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## Resources

- The Family Caregiver Alliance
- National Council on Aging
- Medicare's PACE program
- Easter Seals
- American Association of Caregiving Youth
- VA Caregiver Support
- Elizabeth Dole Foundation
- National Alliance on Caregiving
- AARP
- The Caregiver Space
- Care.com

25

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## Public Policy

- Often centered around the “typical” caregiver
- Common misconception is that caregiving only consists of mobility aid
- Millennial caregivers need respite care funding
  - Particularly those in college or without a stable career
- Need for supportive programs to meet their distinctive needs



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