

AARP Employer Caregiving Program Series

AARP is bringing you live, virtual programs you can use to help employees balance their work and caregiving needs. Select one of the topics below, or select a series of 3-5 topics, and provide us with your preferred date(s) and time(s). Questions? Email AskCaregiving@aarp.org.

Topic	What We'll Cover
Caregivers at Home	
Preparing to Become a Family Caregiver	<p>We're hosting a virtual program to help you prepare to take on a caregiving role for a parent, partner, friend, or loved one.</p> <p>Most of us will have to care for an aging loved one or an ill partner during our career. Often, we don't have much notice. You'll leave with AARP's <i>Prepare to Care</i> resources you can use together with your care recipient and plenty of ideas for creating broader communities of support.</p>
Financial Well-Being for Working Family Caregivers	<p>The average family caregiver spends over \$7,000 annually on out-of-pocket care related expenses!</p> <p>Join us to learn how to anticipate caregiving costs, have productive financial conversations with your loved ones, and find resources to help. We'll discuss the financial implications for caregivers who are considering pulling back or quitting their job due to their care responsibilities—and some ideas on how you can navigate those pressures to protect your own long-term financial health. You shouldn't have to risk your own financial health to care for your loved ones.</p>
Self-Care for Working Family Caregivers	<p>When we are caring for kids and/or adults in our lives, we often put our own well-being on the back burner.</p> <p>Join us for a conversation about how to take actions both big and small that can enhance your own well-being—so you can protect your own financial, physical, social, and mental health even as you care for your loved ones. You'll leave with a suite of AARP resources and your own plan for steps you can take towards self-care.</p>
Preparing to Age at Home	<p>We're hosting a virtual program for those who plan to age in their home – whether a loved one, a friend, or yourself.</p> <p>Join us to learn how to create a safe, decluttered physical space, a support network, and a care plan that can make aging in place a safe, enjoyable and affordable experience. You'll leave with AARP's full suite of <i>Home Fit Guide</i>, decluttering resources, and other tools to help you prepare to age in place.</p>
How to Pay for Care	<p>Whether aging at home or planning to move to a residential community, the costs of providing for care add up. For many families, coming up with a plan to pay for care is stressful. Working family caregivers often feel the pressure to find the solution—or be the solution.</p> <p>Join us to learn about options for how to pay for the care most people need as they age. You'll leave with AARP resources you can use to explore support from government, health system, community and employer resources that your entire care team can explore.</p>

<p>Legal Topics for Family Caregivers</p>	<p>We all know that our loved ones (and we ourselves) should have our legal plans and documents in place, but most people are overwhelmed at the thought. Most of us have family members who need help getting their affairs in order, too.</p> <p>Join us to learn the basics of which legal documents and issues are most important, how you can create them, and how you might use them when they are needed. You'll leave with AARP resources you can use to guide these conversations with your care recipient, and we hope you'll be able to more confidently navigate the legal landscape of caregiving.</p>
<p>Medicare 101</p>	<p>Do you or a family member need help navigating Medicare, but don't know where to start?</p> <p>Join us for an overview of the different parts of Medicare, coverage, costs, and options for Medicare plans. We'll also talk about how and when to enroll. You'll leave with resources, tools, and a better understanding about how to make Medicare decisions</p>
<p>Downsizing & Decluttering</p>	<p>You or your loved one may have spent a lifetime accumulating treasures, trinkets and memories, but now it's time to declutter. Whether to create a safer place to age at home, or to prepare for a downsizing move, the process of decluttering is on nearly everyone's "to do" list. For many working family caregivers, it feels overwhelming.</p> <p>Join us to learn how to approach decluttering with your family member. You'll leave with AARP resources you can use to handle not just the logistics, but the conversations, emotions, health and safety considerations, and time management you need—because you don't want to use your valuable PTO to clean out the garage (again!)</p>
<p>Caregivers at Work</p>	
<p>Navigating My Workplace as a Caregiver</p>	<p>A whopping 44% of working family caregivers don't tell their supervisors about their caregiving responsibilities. That doesn't need to be you!</p> <p>Join us to talk about how to navigate your work and your relationships with your managers, peers, and loved ones so you can thrive in your career while balancing caregiving responsibilities. There's no one-size-fits-all plan, so you'll leave with your own personalized action plan to help you manage both the risks and opportunities of being a working family caregiver.</p>
<p>Sandwich Generation: Caring for Kids and Adults</p>	<p>Workers who are caring for both child(ren) and an adult are in the Sandwich Generation—feeling pressed from the needs of both generations. Join us to learn how to anticipate and navigate this journey, and how to keep your professional life and relationships thriving while you honor your caregiving responsibilities.</p> <p>We'll pay special attention to how the life stage of caregiving intersects with your career phase. Sandwich Generation workers can be just starting their career or planning to ramp towards retirement. They may be caring for a newborn and a grandparent, a teenager and a spouse, or a college student and a 90-year-old parent. Regardless of your own scenario, you'll leave with ideas and resources to ease your stress.</p>
<p>Making the Most of My Benefits as a Caregiver</p>	<p>Most working family caregivers don't have the time to navigate and use all the employer benefits that can support them as family caregivers and parents.</p>

	<p>Join us for a tactical look at the workplace benefits and policies that can support caregivers and/or parents. We'll have a guest speaker from AARP who can highlight benefits caregivers often don't fully use—and why they should.</p>
<p>Early Career Working Family Caregivers</p>	<p>Among the fastest growing groups of working family caregivers are those early in their career. Many are taking on long-term caregiving roles for family members while navigating the big opportunities that can shape their careers for years to come. They are also the least likely of any employee group to tell their supervisor about their caregiving roles.</p> <p>Whether this is you, or someone on your team, join us to learn about the unique needs of young working family caregivers and discuss ideas to help them thrive at work and in life. You'll leave with a set of AARP resources to help young caregivers find support for both caregiving and career.</p>
<p>Leadership Support</p>	
<p>Leading a Caregiver-Inclusive Team</p>	<p>Since 73% of workers are caring for a child, an adult or both, nearly every manager has caregivers on their team.</p> <p>Join us to learn best practices for leading a team where employees can thrive during career phases when they have care responsibilities. We'll also discuss how a caregiver-inclusive workplace can benefit your team's productivity, retention - and your own career as a leader. This session is geared to people managers but is valuable for everyone.</p>
<p>Caregiving as a DEI Challenge & Opportunity</p>	<p>If we look hard at where current DEI efforts plateau, we're likely to find aspects of our workplaces where employees feel they have to choose between caring for those they love and doing the work they love.</p> <p>Join us to learn what the data tells us about how and why specific employee populations experience family caregiving-related obstacles at work. We'll discuss how to leverage DEI work, ERGs, manager training, and corporate culture to create a more caregiver-inclusive workplace.</p>
<p>How Every ERG Can Support Family Caregivers</p>	<p>Every Employee Resource Group (ERG) likely has family caregivers among its membership, since 1 in 5 employees provides part-time care for an adult.</p> <p>Only half of working family caregivers tell their supervisors about their caregiving, so ERGs can become a valuable place for caregivers to find community, support and resources. Join us to learn five ways every ERG can support its caregivers. You'll leave with AARP's <i>Caregiving ERG Toolkit</i> to make it easy for your ERG to take action.</p>

This program series is brought to you through AARP. For questions on how to host a series for your team, email AskCaregiving@aarp.org

