

UCI HEALTH

Remote Work While Caring for Older Generations

Lisa Gibbs, MD; Chief, Division of Geriatric Medicine



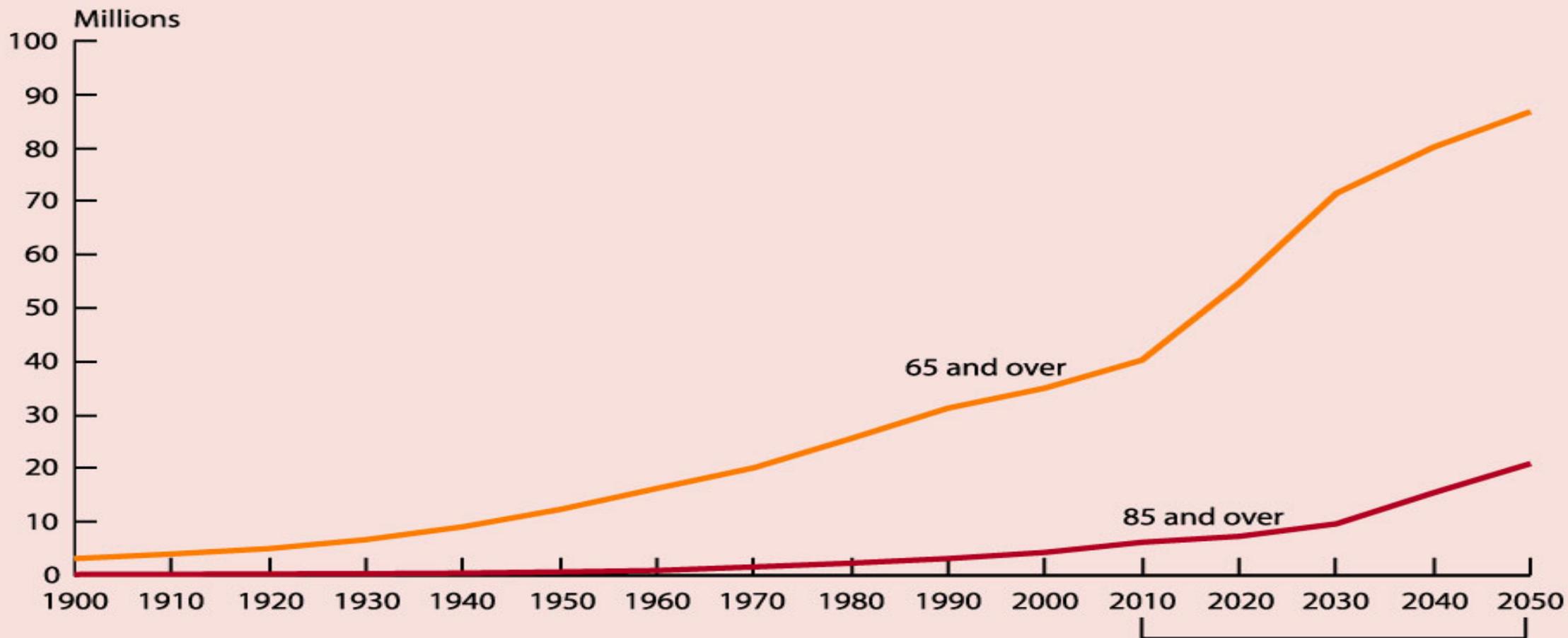
UCI Employees: Caregiving Super Heroes



Caregivers for Older and Dependent Adults

- Demographics
- Caregivers
 - Workforce value
 - Challenges
- COVID-19 Impact
- Pearls to Support Caregiving

Number of people age 65 and over, by age group, selected years 1900-2000 and projected 2010-2050

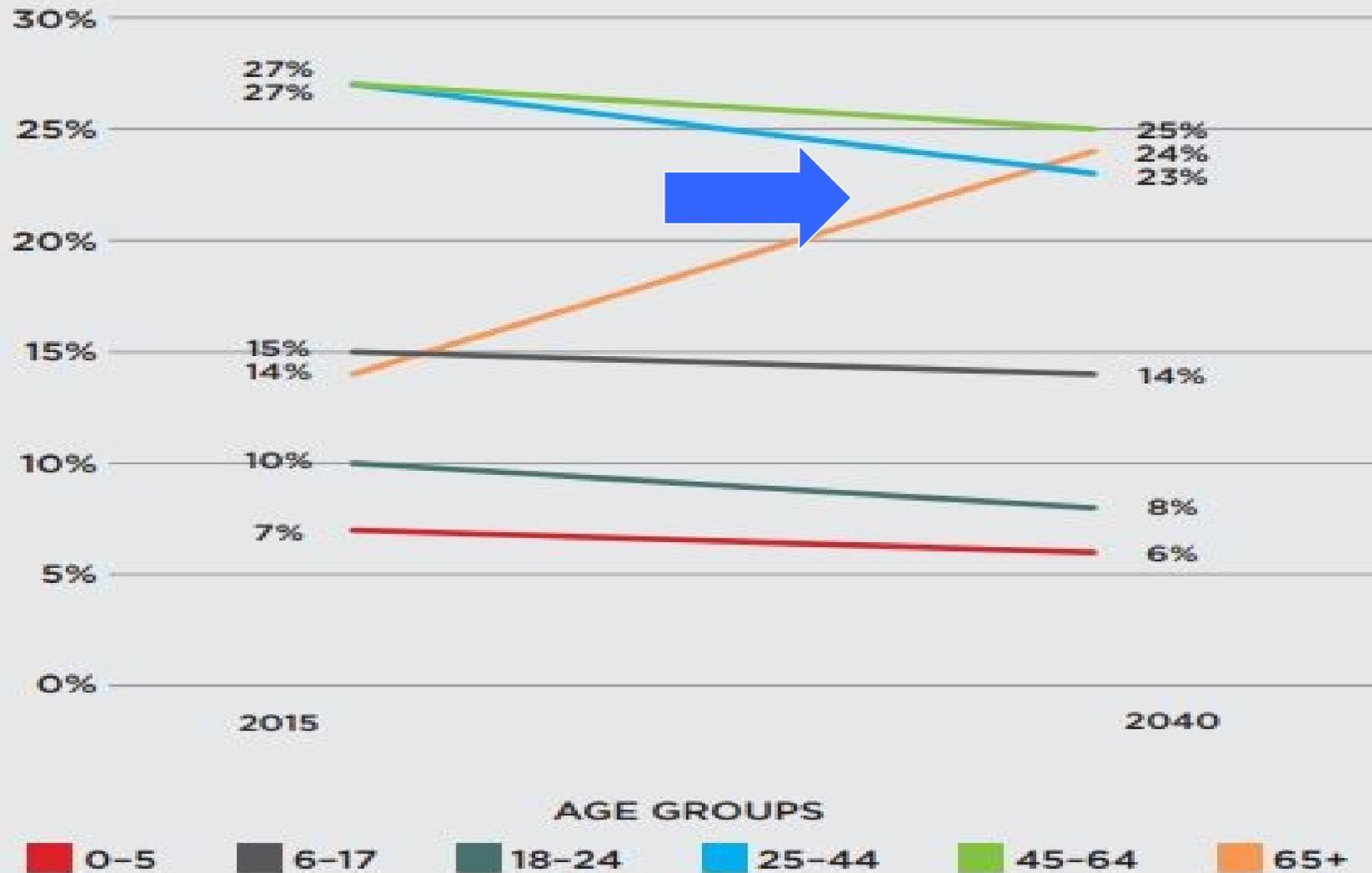


Note: Data for 2010-2050 are projections of the population.
Reference population: These data refer to the resident population.
Source: U.S. Census Bureau, Decennial Census and Projections.

Projected

FIGURE 1.1

Projected Population Growth Increase for 65+ Compared to Other Age Groups





ORANGE COUNTY STRATEGIC PLAN FOR AGING



亞美老人服務中心
Asian American Senior Citizens Service Center



OC Senior Citizens
Advisory Council



Lisa A. Bartlett,
Supervisor,
5th District



Division of Geriatric Medicine and Gerontology

NEARLY ONE IN FIVE (19%) ARE PROVIDING UNPAID CARE TO AN ADULT WITH HEALTH OR FUNCTIONAL NEEDS.*

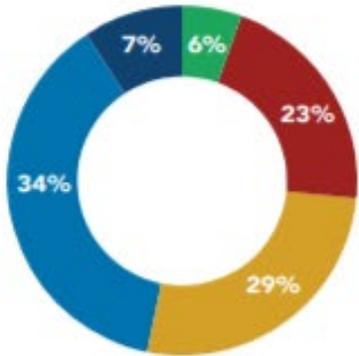
Who are today's family caregivers?



39%
MEN



61%
WOMEN



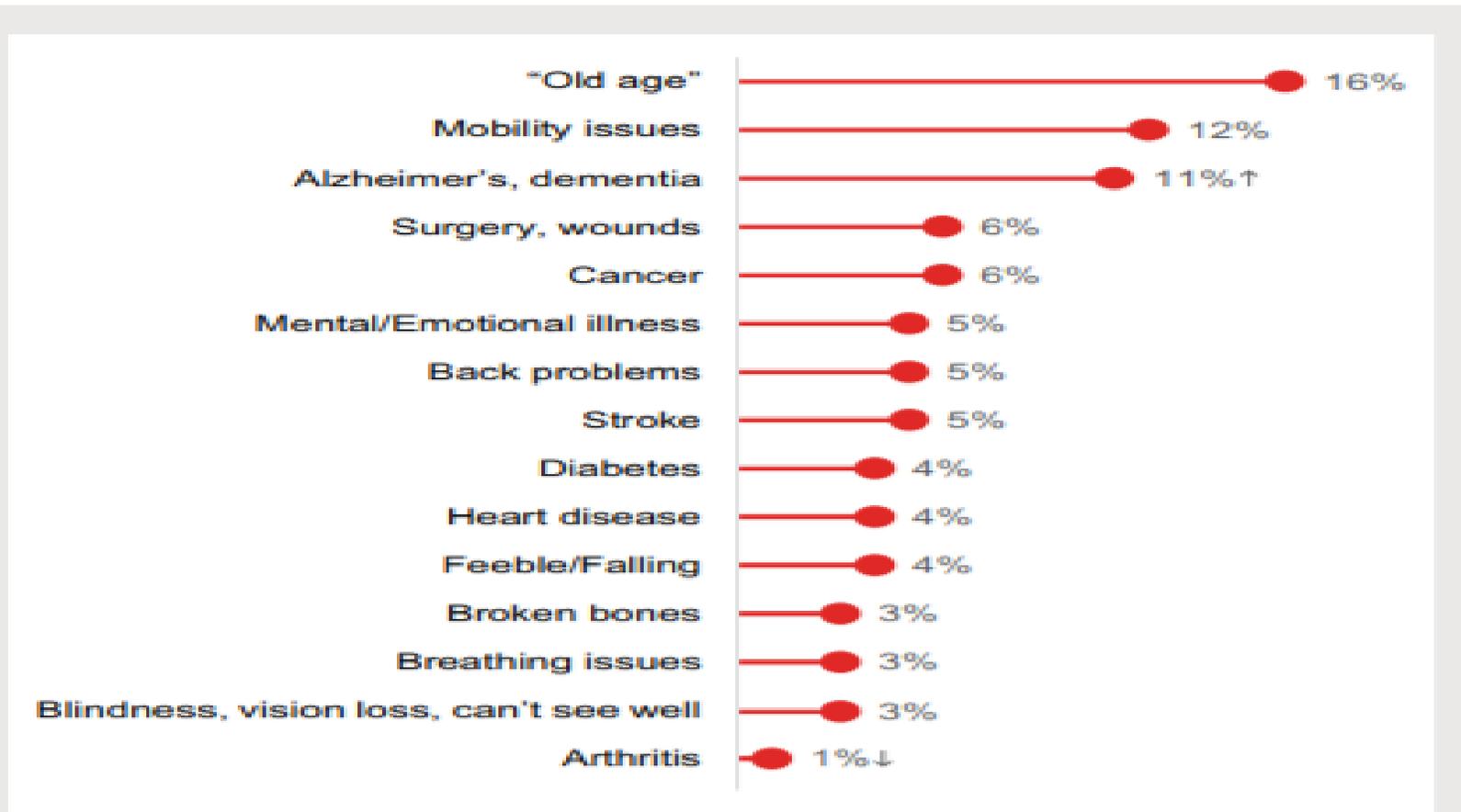
● Boomers ● Gen-X ● Gen-Z
● Millennials ● Silent

45%
HAVE HAD AT
LEAST ONE
FINANCIAL IMPACT



61%
WORK

Figure 25. Care Recipient's Main Problem or Illness



Q18. What is/was the main problem or illness your [relation] has/had, for which they need/needed your care?

2020 Base: Caregivers of Recipient Age 18+ (n=1,392)

The Invisible Workforce Value

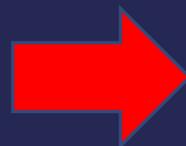
○ In 2019, 16 million family members and friends provided more than 18 billion hours of unpaid care for ADRD

○ Economic value of \$244 billion.

○ Alzheimers Assoc Facts and Figures 2020

Number of Caregivers of People with Alzheimer's or Other Dementias, Hours of Unpaid Care and Economic Value of Unpaid Care by State, 2019*

State	Number of Caregivers (in thousands)	Hours of Unpaid Care (in millions)	Value of Unpaid Care (in millions of dollars)	State	Number of Caregivers (in thousands)	Hours of Unpaid Care (in millions)	Value of Unpaid Care (in millions of dollars)
Alabama	306	349	\$4,576	Montana	51	58	\$757
Alaska	33	38	495	Nebraska	83	95	1,240
Arizona	346	394	5,165	Nevada	153	175	2,289
Arkansas	178	203	2,663	New Hampshire	68	78	1,016
California	1,624	1,849	24,245	New Jersey	448	510	6,684

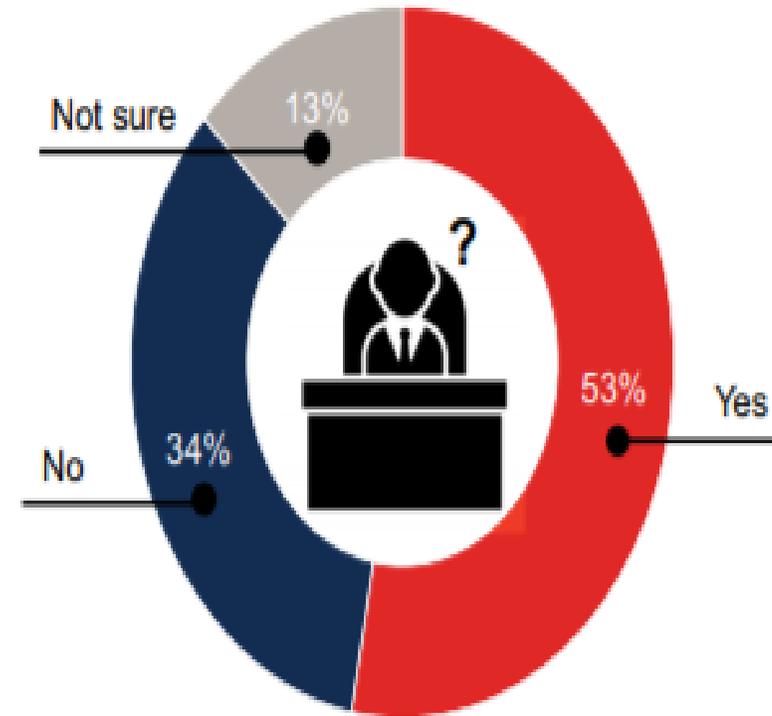


Caregiver Challenges

- Delays in medical care
- Increased rates of chronic conditions
- Financial concerns
- Mental health (anxiety and depression, loss of social life)
- Altered careers/life course

Caregiving Role Disclosure

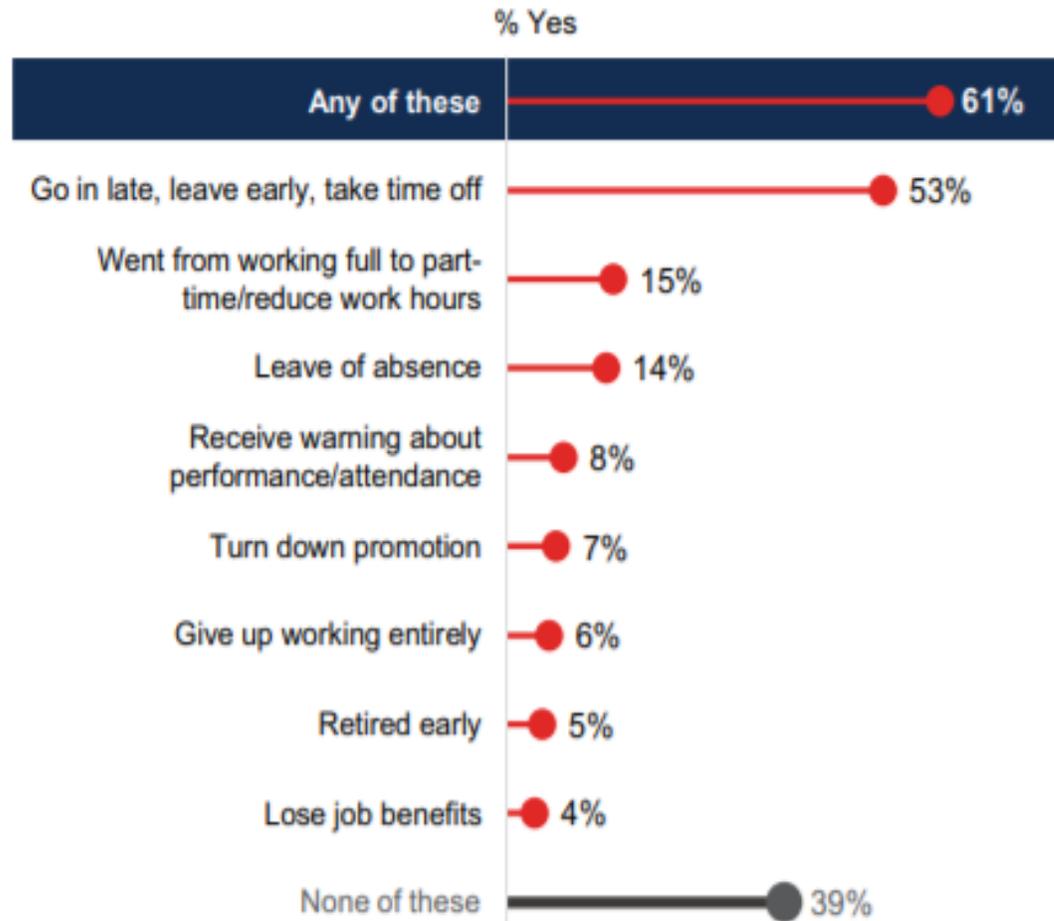
Figure 66. Supervisor Knowledge of Caregiver's Role



N14. Does your supervisor know that you are caring for your [relation]? / At that time, did your supervisor know that you were caring for your [relation]?

2020 Base: Working and Not Self-Employed Caregivers of Recipient Age 18+ (n=707)

Figure 69. Work Impacts as a Result of Caregiving

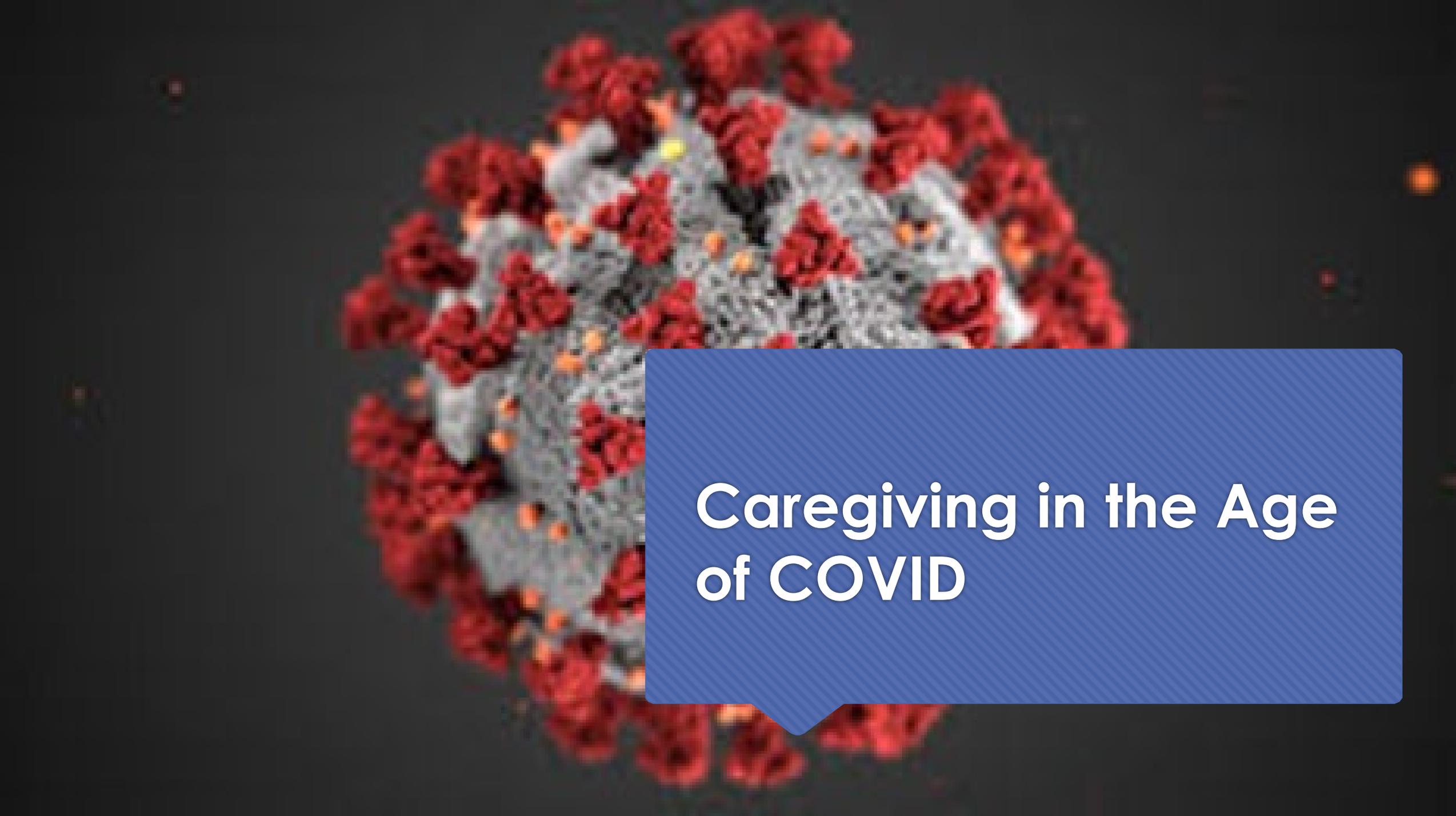


Impact on Employment

Q34. As a result of caregiving, did you ever experience any of these things at work?

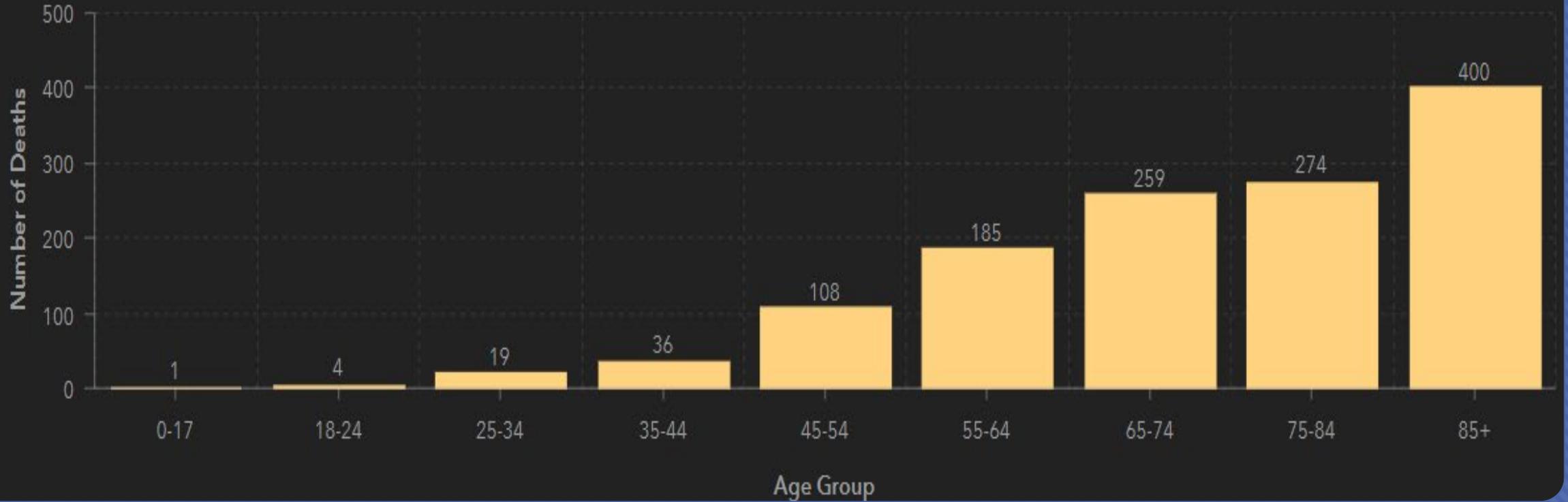
2020 Base: Working and Not Self-Employed Caregivers of Recipient Age 18+ (n=837)

Note: Respondents may select more than one response; results add to greater than 100 percent.

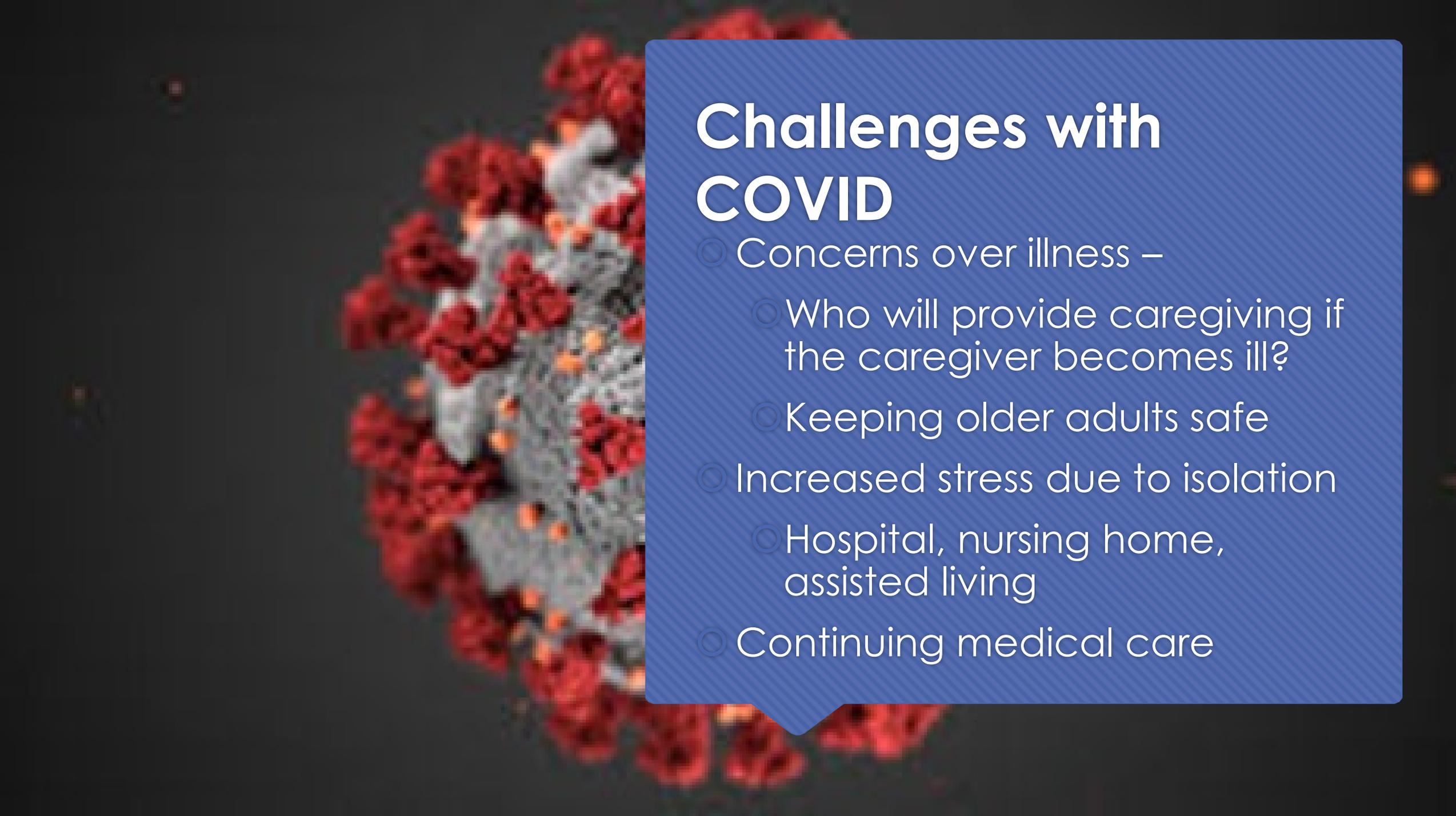


Caregiving in the Age of COVID

Deaths - Age Group



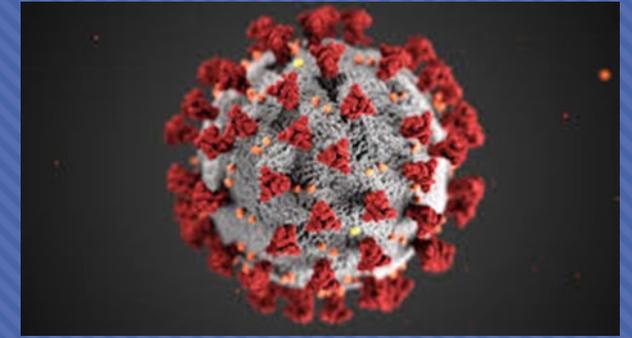
OC Pandemic and Older Adults



Challenges with COVID

- Concerns over illness –
 - Who will provide caregiving if the caregiver becomes ill?
 - Keeping older adults safe
- Increased stress due to isolation
 - Hospital, nursing home, assisted living
- Continuing medical care

Challenges with COVID



- Loss of in-home or paid caregivers due to COVID exposure
- Closure of senior centers, daycare centers

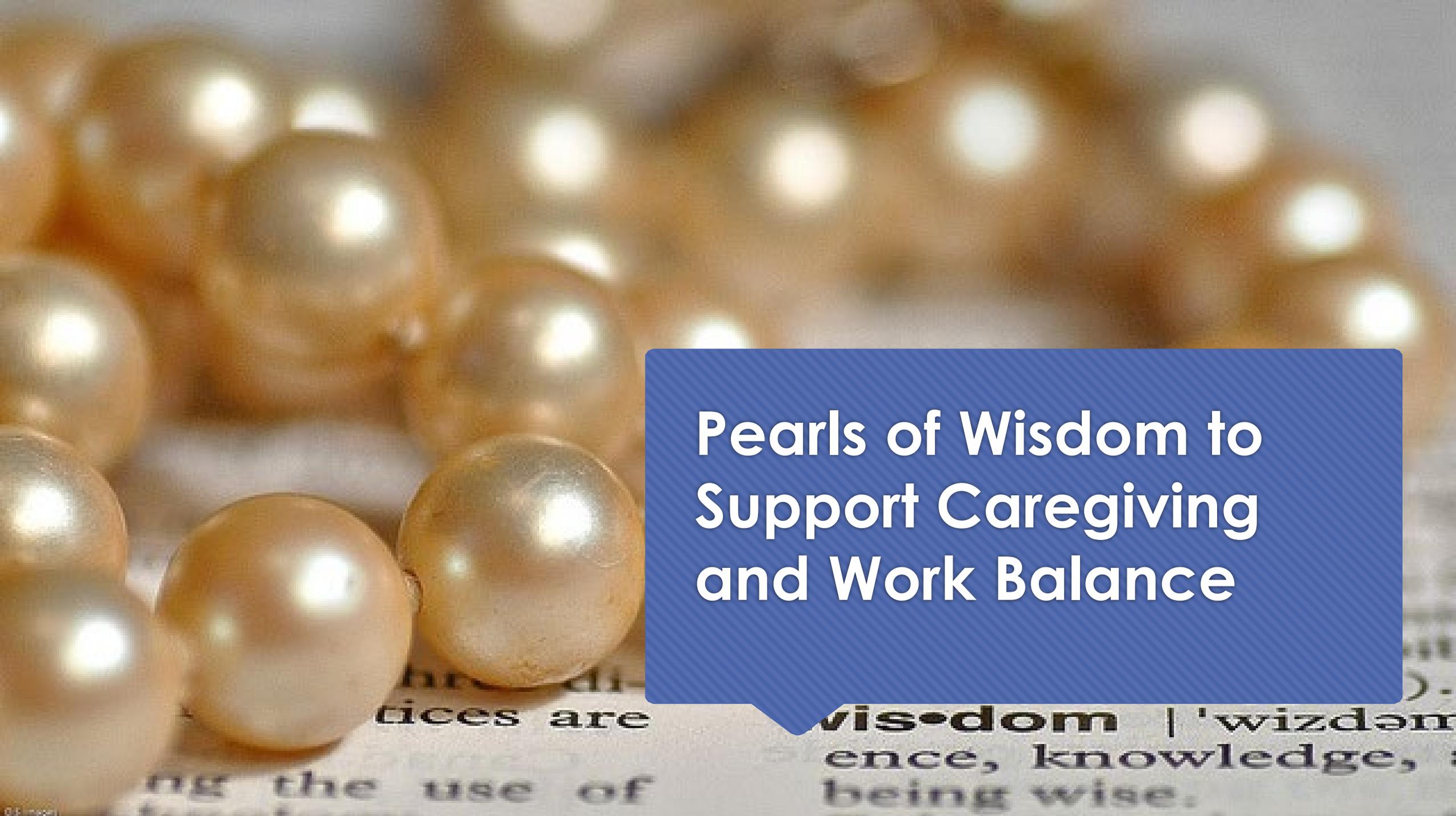
Working Remotely (even without Caregiving)

- No commute!
- No natural work/ home boundaries
- Always 'on' for work/always 'on' at home
- Lack of activity , unhealthy eating habits

When you work from home



And somebody wants to have a video call



Pearls of Wisdom to Support Caregiving and Work Balance

...practices are

...ng the use of

wis·dom | 'wizdəm

ence, knowledge, a

being wise.



Schedule Effectively

- Caregiving Schedule -
Structured framework provides stability for caregivers and care recipients.
 - Cognitive decline/dementia
 - DM
 - Heart failure
 - Toileting
 - Medication compliance

- Work Schedule -
Work objectives scheduled with caregiving needs in mind.
 - Meetings/emails
 - Projects and deadlines

Adapted from: workingdaughter.com/5-exper-tips-for-working-from-home-and-caregiving



Boundaries at Home –

Let your loved ones know that you are home, but your work responsibilities have not changed.



Boundaries at Work –

Avoid the tendency to over work.
If needed ask for flexibility (and some forgiveness)

Adapted from Harvard Business Review-
<https://hbr.org/2020/03/balancing-work-and-elder-care-through-the-coronavirus-crisis>



Set Clear Boundaries



Communicate Clearly

○ Being Open

- Caregiving can be highly unpredictable with a potential for disruption, especially if you are attending to someone with dementia.
- Talk and even “Over-communicate” with coworkers and managers about work activities and other responsibilities
- Don’t assume your supervisor or peers understand your situation

Adapted from Harvard Business Review-
<https://hbr.org/2020/03/balancing-work-and-elder-care-through-the-coronavirus-crisis>



Self Care

- Time management - Home delivered services
- Medical care – Telehealth
- COVID precautions - Social distancing
- Limit the news
- Lifestyle -Stay hydrated, go outside, exercise
- Reduce stress – Meditation, time for yourself
- Sleep



Stay Connected

- A lack of social connection and the feeling of loneliness and isolation are as damaging to one's health as smoking 15 cigarettes a day.

Frank, D. (2018, July 03). Social Isolation: Symptoms, Prevention, Treatments. Retrieved from <https://www.aarp.org/health/conditions-treatments/info-2018/social-isolation-symptoms-danger.html>

- Chronic loneliness is associated with higher numbers of chronic illness and higher depression scores

Theeke, L. A., & Mallow, J. (2013). Loneliness and quality of life in chronically ill rural older adults. *The American Journal of Nursing*, 113(9), 28–38. doi:10.1097/01.NAJ.0000434169.53750.14

ASSIST Program

Assisting and Supporting Socially Isolated Seniors via Telephone

UC IRVINE



PHOTO BY DREW A. KELLEY

UCI medical student Ariana Naaseh, right, and nursing student Ryan Batten are part of the program to listen to isolated older adults.

Student calls offer lifeline to elderly isolated by virus

By Theresa Walker
thwalker@seng.com
@TelITheresa on Twitter

Once she starts talking, Geraldine Buchanan admits, she can keep right on going.

About to turn 91 on Friday, Buchanan, for now, is a prisoner of the pandemic, stuck inside her

Westminster home in an effort to stay safe from the spread of the novel coronavirus. Talking on the phone is an escape.

Buchanan's loquaciousness is OK with Ryan Batten, a 22-year old UC Irvine nursing student who calls her at least once a week. Batten, set to graduate

CALLS » PAGE 9

[OC Register](#)

- Created March 2020 in response to the Covid-19 pandemic to help keep feelings of isolation at bay for isolated seniors
- Medical and Nursing Students assess immediate needs, social determinates of health, and refer to community resources as needed.
- 70 UCISOM and SON students paired since March
- Service available in Vietnamese, Mandarin, and Spanish

ASSIST Program

- Prior to pairing, students provided with training via Zoom by Geriatrics Team and resource support
- For the future doctors and nurses, the calls can help develop a bedside manner — and an ability to listen — that will serve them well in their careers. Understanding of SDOH and resources available to seniors. Empathy.
- Program referrals to Neika Saville, GWEP Project Manager, nsaville@hs.uci.edu



PHOTO BY DREW A. KELLEY

Caregiving

Making the invisible visible.

The image shows the entrance to the UCI SeniorHealth Center. The building has a light-colored facade with a prominent arched entrance. Above the glass double doors, the name "UCI SeniorHealth Center" is displayed in a dark, serif font. The entrance is flanked by two stone pillars, each featuring a square light fixture with a yellow circular glow. A blue speech bubble with a white border and a diagonal line pattern is overlaid on the right side of the image, containing a quote in white text. The scene is captured during the day, with reflections of trees and the sky visible in the glass doors.

UCI SeniorHealth Center

“For the unlearned, old age is winter; for the learned, it is the season of the harvest.”