

Workplace Support for Caregivers and Therapeutic Nutrition: Measuring Your Success

Some employers may be concerned that there is limited data on the value of caregiving programs in the workplace. However, certain metrics can help employers monitor and evaluate the productivity cost of caregiving and the impact of policy and program changes. These can include employee satisfaction and engagement scores (See **Employee Satisfaction Survey**), rates of absenteeism, recruitment, retention, turnover and disability, and the launching a successful therapeutic nutrition program for caregivers and mature workers.

For caregiving employees and employers, there is a true cost to caregiving related to the employee's own health. According to a recent Met-Life study on working caregivers and employer health care costs (based on a case-study analysis of Health Risk Appraisals from 17,097 employees with a major multi-national manufacturing corporation):

- Nearly 12% reported caregiving for an older person;
- Caregiving employees generally reported poorer health and more chronic disease than non-caregivers;
- There was an 8% differential in increased health care costs between caregiving and non-caregiving employees;
- This differential costs U.S. employers an extra estimated \$13.4 billion/year; and
- Excess medical costs reached almost 11% for blue-collar caregivers and over 18% for male caregivers

Collecting the following data and comparing changes 6 months and 1 year after implementing your program will help you ensure your program's success. In some cases, you may need to contact your Human Resources department to obtain this information.

	Before Program	6 Months After	1 Year After
Number of employees			
Health care costs per employee per month			
Annual days absent for employees			
Number of caregiving employees per year who have left your company			
Increase/decrease in employee satisfaction (Using the <i>Employee Satisfaction Survey</i>)			
Number of employees who have requested information about your therapeutic nutrition program for caregivers and mature workers			

References

1. Witters D: The cost of caregiving to the U.S. economy. *Gallup Business Journal*. Dec 1, 2011. <http://businessjournal.gallup.com/content/151049/cost-caregiving-economy.aspx>
2. National Alliance for Caregiving, University of Pittsburgh Institute on Aging, MetLife Mature Market Institute: The MetLife Study of Working Caregivers and Employer Health Care Costs, New Insights and Innovations for Reducing Health Care Costs for Employers, Feb 2010. <http://www.metlife.com/assets/cao/mmi/publications/studies/2010/mmi-working-caregivers-employers-health-care-costs.pdf>