

Caring for our elders: A contemporary conundrum for working people

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Abstract

As the U.S. population of individuals older than age 65 increases, so does the number of employees providing informal care to aging family members and friends. Yet few studies have investigated the types of elder care issues that employees encounter and the strategies used to care for their elder loved one. Using quantitative data, the authors describe the types of elder care situations experienced by individuals employed at one large organization. The authors present demographic information about employee caregivers and the people for whom they are seeking services, the reasons employees seek elder care consultation and services, and the types of services offered by the elder care program. Employees' perceived benefits of utilizing elder care resources programs are also examined. Implications for practice, policy, and further research are discussed.