# Elder Care Resource Guide

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### Types of Elder Care

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<tr>
<td><strong>Independent Living (Retirement Community)</strong></td>
<td>Independent living communities focus on letting the resident enjoy retirement and let them worry less about having to take care of the daily responsibilities of home ownership. Residents in these communities are, for the most part, healthy and active. The community typically offers a variety of amenities such as indoor and outdoor walking areas, swimming pools, fitness centers, restaurants, office equipment, libraries and/or video rental, theatres, meeting rooms, etc. Services are designed to be convenient and could include things such as maintenance, transportation, security, housekeeping, and meal preparation. These services could be included in the cost of a home or apartment or could be an additional cost.</td>
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<tr>
<td><strong>Assisted Living Facilities</strong></td>
<td>Assisted Living Facilities are housing options for seniors that are unable to live independently, but do not yet need nursing home care. They are typically congregate housing options that provide services such as meals, housekeeping, laundry and personal care in a home-like setting. The residents have their own suite or studio apartment. Most offer a rental arrangement where residents or their families cover the expense. In some cases, long term care may help with some of the costs. Assisted living facilities provide transportation to medical care for their residents. Some offer it onsite. Assisted Living Facilities offer a person various levels of care dependent on the amount of help the resident requires. Costs can vary greatly in an Assisted Living Facilities and need to be discussed in depth prior to deciding on one. Cost generally increases as an individual’s level rises in need for care. Levels are assessed on a resident’s activities of daily living. These include: bathing, clothing, grooming, mobility, continence, caregivers, eating, medication, laundry, and dementia.</td>
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<tr>
<td><strong>Nursing &amp; Rehabilitation Center or Nursing Home</strong></td>
<td>What is known as a traditional nursing home is a facility that provides 24 hour nursing care and rehabilitative services and assistance to its residents. These are for individuals who are unable to safely reside at home or in one of the other levels of care. Nursing homes provide medically supervised care to residents that typically are either elderly, disabled, or chronically ill. There are times when nursing homes are used only temporarily to help an individual be rehabilitated from a crisis such as a fall or a stroke, until they are able to return to their previous living situation. Other times, residents require long term medical care with this level of support. Nursing care can also be used at times as a short term respite for someone in need of relief from caregiving responsibilities. There are nursing &amp; rehabilitation centers that specialize in certain types of care, and it is wise to do your research before committing to one. Medicare (short-term only), Medicaid, private payment, and long term care insurance are all methods of payment for nursing home care.</td>
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</table>
### Continuing Care Retirement Community
Continuing Care Retirement Communities offer various levels of care that allow an individual to enjoy an active retirement without all the responsibilities of home ownership. These also allow residents to make friends and stay in their community through the years while they age, requiring more supervision and medical attention.

These communities generally have different levels of care all within the one campus. In a CCRC, it is not uncommon to find single-family homes, townhouses, apartments all on the same grounds as an ACLF and a nursing home.

Contracts vary in these types of communities, as well as the types of services that could be included in the various levels of care. Continuing Care Retirement Communities can become costly and may include a substantial entrance fee. Each resident is assessed to be sure they are placed properly into the community.

### Geriatric Care Managers
Care managers are typically registered nurses or licensed social workers with a great deal of knowledge and experience working with elderly patients. They are very familiar with diseases and health issues of the elderly, as well as services available to help them. A quality care manager is able to help assess and make recommendations for a geriatric individual, and do so while minding respect and dignity to that person. They work closely with family members, doctors and community agencies to help coordinate care for their patient.

### Home Care
Housekeeping - Assistance with shopping, cooking, laundry, cleaning, etc.

In Home Nurse/Personal Care - Assistance with activities of daily living such as bathing, dressing, getting up and down, grooming, medication management, and eating.

Respite Care - Provides a caregiver temporary relief from the responsibilities of caring for individuals with chronic physical or mental disabilities.

Ancillary Services - Equipment or services which are necessary for the health and safety of a person.

### Adult Day Care
Community centers provide respite to caregivers by offering health, therapeutic and social activities to elderly adults that would otherwise require supervision.
Preparing for Elder Care

Preparing to care for an aging parent or family member is not always possible. When it is, we recommend you learn as much as you can about your parents’ needs and wishes before a crisis arises.

When discussing issues with your parents, it is important to be sensitive to their feelings and keep in mind that some of the topics may be difficult to talk about. Use open-ended questions to give them room to share their views with you. It is wise to break up the questions into more than one session.

Avoid bringing up the past or any unresolved issues that could interfere with the significance of this conversation. And, lastly, if you need help with this type of discussion, we suggest utilizing either FSAP or a professional mediator.

Here are some issues that may be helpful to discuss with your aging parent or family member:

**Personal Goals**

1. Thoughts about what remaining independent means
2. Different stages of aging, and effect on them & you
3. Goals & dreams they would still like to achieve
4. Location to friends & family
5. Health as it pertains to their future independence

**Housing Options and Issues**

1. Discuss various living options and preferences
2. What if they can no longer stay in their home
3. Retirement communities & assisted living
4. What is most important to them with regards to where they live

**Trust**

1. Who do they trust to make decisions for them when they can no longer make rational ones?
2. Living wills, power of attorney, and wills should be done early and with someone they trust
3. Medical caregivers

**Legal & Financial Issues**

1. Be sure legal documents are in order and understood by family
2. Living will, will itself, and power of attorney
3. Understanding of parent(s) financial status including insurance, resources, and needs
4. What needs to be done to meet everyone’s needs
Healthcare

1. Parent(s) current health issues
2. Future health prognosis
3. Family health history if not already known
4. Living will or health directives in place?
5. Names and types of providers your parents have in place
6. Medication they take & questions about any allergies or reactions to medications

Support for Caregivers

Caring for aging adults is quickly becoming the number one dependent care issue today. The ability to balance work and caregiving responsibilities is challenging, but it can be done with some assistance. We have compiled a list of suggestions to help you manage stress and be productive with both your work and personal obligations.

Take Care of Yourself

Be sure you are taking care of yourself. As the saying goes, “You are no good to anyone else, unless you are good to yourself first.” Avoid giving in to urges to eat poorly or avoid exercise because you are too tired from all the stress. Make time for preparing and eating nutritious meals and getting regular exercise. Try to maintain flexible boundaries and avoid committing to too many things. Maintain a regular sleep schedule as much as possible.

Remember it is just as important to keep up with your mental health during this challenging time as your physical health. Seek professional help if feel overwhelmed or depressed. FSAP provides free confidential counseling to Emory employees and dependents.

Involve Others

Don’t be afraid to delegate household chores, home repairs, paying bills, etc., to allow you time to focus on helping your aging parent or family member. Ask friends, children, and neighbors to assist where they can. Respite care is available to help you when you need a break. Some day you may be able to re-pay the favor. It is equally important to let your co-workers and supervisor know what you are dealing with as it could have an impact on your work and demand time away from the office. Most managers understand about caregiver responsibilities and many have had to deal with similar issues themselves.

Maintain a Social Life

Taking care of a sick family member can be very isolating. It is important you maintain some hobbies and livelihood beyond this care taking role. Having fun and participating in other activities helps you maintain your sense of balance.
Take Advantage of Services & Organizations

Solutions to caring for aging adults are not as clear cut as those that come with having children. Often, a person is not sure what their family member needs, only that they need help. These needs grow as time goes on and more help is necessary (which is the opposite from most child care situations). Issues can be even more troublesome when you are living in another state from the person in need of your help. Use our Elder Care Assistance information to help you. Consider looking into national and local services, programs, and vendors, or hire a care manager to help you determine and coordinate appropriate care.

Talk About It

Resentment, frustration, and grief are natural emotions that arise when facing caregiving challenges. Often these feelings develop out of being afraid and feeling overwhelmed. It is very important you deal constructively with these feelings. Emory offers free confidential counseling for you and your immediate family through the Faculty and Staff Assistance Program. The University encourages you to seek help when you are coping with caregiving issues. Caregiver’s Support Groups are available through Emory and can be extremely useful for meeting others facing similar challenges, as well as finding support and solutions.

Emory Healthcare and The Wesley Woods Center host a free caregiver support group for the Emory community. Family and friends challenged with elder care issues are welcome to attend. The Transitions Senior Program is held twice a month and is facilitated by a licensed professional counselor that is employed with the Transitions Senior Program at Wesley Woods.

Research Benefits

It is important you understand the benefits Emory offers with regards to caring for your family member. Sometimes this can be confusing for employees with benefits scattered in several places, thus making it difficult to figure out what may be available to help you. The Emory WorkLife Resource Center has compiled a list of these benefits for you, along with some worksheets and tip sheets to help you learn how to use them most efficiently. If you qualify for benefits under a spouse of significant other, be sure to review their benefit package as well for any assistance that may apply as well.

Meet Other Caregivers in the Emory Community

Use Dependent Care Networking to help you meet others in the community that share similar issues with their aging parents or family members.

Workshops

The Emory WorkLife Resource Center and FSAP provide a variety of free workshops for Emory employees and their dependents coping with caregiver stress and aging parents or family members. Workshops are also available to individual departments if enough interest exists.

WorkLife Workshops
## Elder Care Assistance

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<thead>
<tr>
<th><strong>Dependent Care Resource &amp; Referral Service</strong></th>
<th>BrownRichards &amp; Associates is the Dependent Care Resource &amp; Referral Service that Emory has worked with for over ten years. Experienced elder care counselors are available to help you determine how to address your needs. They offer nationwide assistance for issues that pertain to elder care law, health, housing, finances, and case management.</th>
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<tr>
<td><strong>Wesley Woods</strong></td>
<td>Wesley Woods provides a variety of living and nursing settings for aging adults, including independent apartment and cottage living, assisted living, nursing care, and Alzheimer's care in some of its six locations throughout North Georgia. Wesley Woods provides a comprehensive, regionally oriented service program and serves as a training and research site addressing important problems in aging and health.</td>
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<tr>
<td><strong>Emory Department of Geriatric Medicine and Gerontology</strong></td>
<td>The Division of Geriatric Medicine and Gerontology is dedicated to advancing the healthcare of the elderly population. Based primarily at the Wesley Woods Center of Emory University and the Atlanta VA Medical Center, the program also includes a Geriatrics Center at Grady Memorial Hospital, a major site for training Emory students and residents.</td>
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<tr>
<td><strong>Families in Transition Education &amp; Support Group</strong></td>
<td>Emory Healthcare and The Wesley Woods Center host a free caregiver support group for the Emory community. Family and friends challenged with elder care issues are welcome to attend. The Transitions Senior Program PDF is held twice a month and is facilitated by a licensed professional counselor employed with the Transitions Senior Program at Wesley Woods.</td>
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<tr>
<td><strong>Atlanta Regional Commission</strong></td>
<td>As the area agency on aging, the Atlanta Regional Commission plans and provides comprehensive services to address the needs of the region's older population. The agency provides a continuum of home and community-based services, including information and referral services, case management, transportation, home-delivered meals, senior centers, legal services and more.</td>
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<tr>
<td><strong>Department of Human Services – Aging Services</strong></td>
<td>The Division of Aging Services coordinates with other aging organizations to provide services to appropriately sustain older Georgians in their homes and communities. These services also provide support to family members and caregivers.</td>
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Elder Care Resource Guide

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<td>Help with Medicare Part D</td>
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<td>Adult Protective Services</td>
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<td>Meals on Wheels</td>
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<td>United States Department of Veteran Affairs</td>
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<td>American Cancer Society</td>
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<td>American Heart Association</td>
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<td>American Diabetes Foundation</td>
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<td>Hospice Foundation of America</td>
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<td>Alzheimer's Association</td>
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Elder Care Benefits

The University expects to see an increase in the number of its employees caring for aging parents and family members over the next several years. Emory wants to do what it can to help provide support and resources to help employees and their families maintain work-life balance while undertaking such responsibilities. Below is a list of benefits Emory offers to assist you with elder care.

Leave Policies

Sometimes caring for an aging family member requires extended time away from the workplace. Emory believes this time is very important, and encourages employees to use FMLA to give them unpaid time off to care for a sick family member or help he or she settle into a new living environment. Under FMLA, an employer provides up to 12 weeks of unpaid time off with job protection.

If you need to speak with someone regarding family and/or medical leave, contact Employee Relations at (404) 727-7625. For specific questions regarding leave options, you may also want to consult with your supervisor and your local HR Department. Please note that the WorkLife Resource Center does not administer leave programs.

FMLA Policy
FMLA Instructions for Elder Care
Tip Sheet Preparing for Leave - Elder Care
Tip Sheet Returning from Leave - Elder Care

Workplace Flexibility

Whether returning to work after leave or needing some type of alternative work arrangement to help you juggle caregiving responsibilities, Emory supports you when they can with Workplace Flexibility. The Emory WorkLife Resource Center has staff in place to help you explore this possibility.

Family Friendly Work Options for Caregiving

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Flexible Spending Accounts (FSAs)

Flexible Spending Accounts can be used to help offset certain elder care expenses in some cases. If the person being cared for is legally dependent on you, services such as co-pays, medical supplies, nursing care, etc. may be covered under your FSA. If you have questions about using your FSA to help with elder care expenses, you may contact either your benefits specialist at Emory at (404) 727-7613 or UMR.

Long Term Care Insurance (LTC)

Long Term Care Insurance is a type of health insurance that provides for skilled, intermediate, and custodial care in a private home, adult daycare setting, assisted-living facility, or nursing home provided the person needing the benefit is unable to perform certain activities of daily living without assistance. This type of benefit is not covered by Medicare and can be quite costly and difficult to obtain if doing so at a time of crisis or as an individual. Emory offers LTC as a benefit to its employees and their families at a reduced cost. For more information on this benefit and how it can be useful to help pay for elder care expenses, you may contact either your benefits specialist at Emory at (404) 727-7613 or UnumProvident.

Dependent Care Resource & Referral Service

BrownRichards & Associates understands how difficult it is to deal with elder care concerns. Many people don’t know what services or types of facilities are available, let alone trying to find them when a crisis creates the need for immediate information. BrownRichards focuses on helping employees make sense of their elder care options, by listening and customizing solutions to meet their unique family needs. BrownRichards is a locally owned company that deals with families on a national basis and has worked with Emory for over ten years.

Dependent Care Networking

Living in Atlanta is a lot fun and being a part of the Emory community makes it even better. There are endless activities going on in and around the city. We have compiled a list of resources to help you find support and friendship with others in the Atlanta area.

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<td>Virginia-Highlands / Morningside Parents</td>
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<td>Google Groups</td>
<td>Association</td>
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<td>Atlanta Moms</td>
<td>Grant Park Parents Network</td>
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<td>Emory LaVista Parents Council</td>
<td>WorkLife Message Board</td>
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<td>The Clifton Parent Council</td>
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<td>Yahoo Groups</td>
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CDC Parents Network Listserv

You may want to subscribe to CDCs Parent's Network Listserv for support and helpful information.

1. Open your email program and create a new message.
2. In the TO line, enter ListServ@ListServ.CDC.gov
3. Do not enter anything in the subject line. (Leave blank.)
4. In the body of the email (the message area), enter Subscribe Parents-Network
5. Click Send for your email message.
6. Follow the instructions from the ListServ emails to complete your membership.