Engaging Employers in Respite and Caregiver Support

ARCH Webinar
July 11, 2019
Presenters

Kristin Litzelman, PhD
University of Wisconsin-Madison
School of Human Ecology and
Division of Extension

Sharon J Johnson
DHHS Program Coordinator
Children & Family Services
NE Dept of Health and Human Services

Kim Falk
Respite Employer
Engagement Coordinator
University of Nebraska Medical Center
Munroe-Meyer Institute
The Employed Caregiver Survey:
A tool for understanding the scope and needs of employees with caregiving responsibilities

Kristin Litzelman, PhD
University of Wisconsin-Madison
School of Human Ecology and Division of Extension
ARCH Respite Webinar | July 11, 2019
Objectives

• Describe the prevalence of caregiving among workers
• Recognize the impacts of caregiving on employees and employers
• Discuss the Employed Caregiver Survey as a tool to understand and act on the needs of caregiving employees
Employed Caregivers

• ~ 40 million US adults are caregivers
  • 60% (~24 million adults) also work a paying job

• On average, at or near full-time level employment (34.7 hours/week)

• One in four provide more than 21 hours of care/week

Employed Caregiving Spans Age-groups

Most (61%) make some kind of work place accommodation

- Any Accommodation (61%)
- Flex time (49%)
  (go in late; leave early; take time off)
- Pull back (14%)
  (reduce work hours; take less-demanding job)
- Stop working (6%)

Failing to support caregiving employees has consequences for employers

• E.g., increased absenteeism, unplanned absences, increased employee turnover, decreased employee retention, productivity loss and increased disability costs

• Example from Canada, 2012:
  • 9.7 million days of absenteeism
  • 256 million fewer hours of paid work
  • Loss of 557,698 employees from the paid labor force

Caregiver-friendly workplace policies

• May include:
  • flexible work arrangements;
  • support and referral services;
  • educational opportunities;
  • more extensive supports (e.g., case management; adult day care facilities)

• Beneficial outcomes for employer and employee, e.g.,:
  • Increase employee retention/decrease turnover
  • Reduce absenteeism
  • Decrease stress and role conflict

Purpose of the employed caregiver survey

• Help employers understand the prevalence and needs of their employees who have caregiving responsibilities
• Opportunity to enhance and/or better disseminate caregiver-friendly policies and supports
The Employed Caregiver Survey

• Administered to an organization’s employees via UW-Madison
  • Survey request form
  • Employer receives anonymous survey link to distribute
  • Survey is open for up to 6 weeks

• 20 items (~10 minutes)

• Employer receives aggregate report
Employers get information on:

- Proportion of respondents who have caregiving responsibilities
- Distribution of types and intensity of caregiving (e.g., tasks, hours/week)
- Impacts on work (e.g., arrive late/leave early; feeling unfocused; turned down promotion)
- Topics about which they want more information
Example: Acme Widget Corporation (AWC)

- 65% of respondents were caregivers
- Most common activities:
  - Driving to appointments (56%)
  - Home maintenance, repairs, yard work (51%)
- Significant subset engages in intensive care tasks:
  - Personal care (bathing, feeding): 23%
  - Assisting with medications (19%)
- 44% were the primary caregiver
- Work impacts in the past year
  - Two-thirds left work early to provide care
  - 54% missed days of work
  - 50% unable to focus
  - 13% turned down work-related travel
  - 13% considered changing employer
  - 16% considered leaving work entirely
- Topics they’d like to learn more about
  - 50% caregiving benefits offered through employer
Facilitating employer self-reflection

• Response to the report
  • Was the number of employee caregivers higher or lower than expected?
  • Increase employer’s awareness of issues faced by caregiving employees?
  • Change awareness of the work-related impacts of caregiving?

• Checklist of workplace supports
  • Offered?
  • How often used?

• Intentions
  • Offer additional workplace supports
  • Provide caregiving information
Connecting employers and caregivers with resources

• [https://fyi.extension.wisc.edu/balancingcare/home/](https://fyi.extension.wisc.edu/balancingcare/home/)
  • Videos
  • Blog posts
  • Success stories
  • Resources
What’s next

• Updating the resources
• Connecting with other initiatives
• Continuing to connect the dots for employers and employed caregivers
Questions?

Learn more: https://articles.extension.org/pages/27975/employed-family-caregiver-survey

Contact me: Litzelman@wisc.edu
Nebraska’s Respite Employer Engagement Initiative
Respite Employer Engagement Initiative Presenters

Sharon J Johnson, DHHS Program Coordinator
Children & Family Services
Nebraska Department of Health and Human Services
531-220-6077 or Sharon.J.Johnson@nebraska.gov

Kim Falk, Respite Employer Engagement Coordinator
University of Nebraska Medical Center
Munroe-Meyer Institute
402-559-4951 or kim.falk@unmc.edu
Respite Employer Engagement Development

• ACL Respite Grant 2015 Pilot Project initiated

• Nebraska Department of Health and Human Services wanted to address respite needs for working family caregivers

• University of Nebraska Medical Center (UNMC) and Nebraska Medicine lead the way as major employers in Omaha
Respite Employer Engagement Development

• Pilot Project Goals:

  • Prepare employers for the aging of the baby boomer population;

  • Create a way for employers to provide respite resources for working caregivers when needed; and

  • Develop a replicable model for employers across the state and nation.
UNMC/Nebraska Medicine Respite Projects

3 year grant with the Administration for Community Living and contracted through Nebraska DHHS

- Respite Evaluation
- Employer Engagement
- College Curriculum
Family Caregiving in the U.S.

• More than 43 million adults in the U.S. are family caregivers of an adult or a child with a disability or chronic condition.

• 80% of those needing long-term services and supports in the U.S. are living at home.

Sources: 1) National Alliance for Caregiving and AARP Public Policy Institute Caregiving in the US 2015
2) Congressional Budget Office (2013) Rising Demand for Long-Term Services and Supports for Elderly People
Background:

Families are the backbone of our Long-Term Services and Supports Systems. They need a break to continue in their caregiving role.
Nebraska Evaluation: Respite Decreases Caregiver and Care Recipient Stress

### Level of Strain in Relationship with Spouse Decreased

(1 = Not at all Strained to 5 = Extremely Strained)

<table>
<thead>
<tr>
<th>Year</th>
<th>Before Respite</th>
<th>With Respite</th>
<th>If Respite Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>3.64</td>
<td>2.64</td>
<td>3.15</td>
</tr>
<tr>
<td>Two</td>
<td>3.62</td>
<td>3.48</td>
<td>3.15</td>
</tr>
<tr>
<td>Three</td>
<td>3.72</td>
<td>2.54</td>
<td>3.44</td>
</tr>
</tbody>
</table>

Source: Dr. Jolene Johnson, UNMC/MMI Respite Evaluation 2016-2017

### Relationship Strain with Care Recipient Decreased When Respite was Provided

(1 = Not at all Strained to 5 = Extremely Strained)

<table>
<thead>
<tr>
<th>Year</th>
<th>Before Respite</th>
<th>With Respite</th>
<th>If Respite Ended</th>
</tr>
</thead>
<tbody>
<tr>
<td>One</td>
<td>3.69</td>
<td>2.54</td>
<td>3.01</td>
</tr>
<tr>
<td>Two</td>
<td>3.88</td>
<td>2.74</td>
<td>3.16</td>
</tr>
<tr>
<td>Three</td>
<td>3.16</td>
<td>1.91</td>
<td>3.36</td>
</tr>
</tbody>
</table>

Source: Dr. Jolene Johnson, UNMC/MMI Respite Evaluation 2016-2017
Nebraska Evaluation: Respite Improves Caregiver Health

Year Three: N=78

Source: Dr. Jolene Johnson, UNMC/MMI Respite Evaluation 2016-2017
Nebraska Evaluation:
Increasing Caregivers vs. Decreasing Providers

Data from eLifespan Network
FY 2016

Source: Dr. Jolene Johnson, UNMC/MMI Respite Evaluation 2016-2017
### Caregiver Support Ratio

<table>
<thead>
<tr>
<th>Year</th>
<th>Person in Need of LTSS</th>
<th>Number of Caregivers Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td><img src="image1.png" alt="Person" /></td>
<td><img src="image2.png" alt="Caregivers" /></td>
</tr>
<tr>
<td>2030</td>
<td><img src="image1.png" alt="Person" /></td>
<td><img src="image2.png" alt="Caregivers" /></td>
</tr>
<tr>
<td>2050</td>
<td><img src="image1.png" alt="Person" /></td>
<td><img src="image2.png" alt="Caregivers" /></td>
</tr>
</tbody>
</table>

Source: AARP, 2013 ‘The Aging of the Baby Boom and the Growing Care Gap: A Look at Future Declines in the Availability of Family Caregivers’
Employer Role

• Employers need to recognize their role in supporting working family caregivers

6 out of 10 family caregivers report having had to drop out of the workforce, reduce their work hours or have received a bad evaluation due to their caregiving responsibilities.

(AARP, 2015)
UNMC/Nebraska Medicine
Respite Employer Engagement Pilot

Objective
- Evaluate the impact of employers offering and promoting respite to their employees

3 Year Project
- Partner with UNMC & NE Medicine’s HR or Employee Relations Departments
- Employee Assistance & Wellness Programs
- Public Relations

Model for Replication
- NE Lifespan Respite Network local efforts
## Respite Employer Engagement

### Baseline Questions

<table>
<thead>
<tr>
<th>Baseline Questions of Respite</th>
<th>Answers</th>
</tr>
</thead>
<tbody>
<tr>
<td>What is your current understanding of Respite Care?</td>
<td>7 out of 8 had a general understanding of Respite.</td>
</tr>
<tr>
<td>What respite information are you currently providing to UNMC/Nebraska Medicine employees?</td>
<td>4 had knowledge of EAP’s dissemination of Respite Resources and 4 had no knowledge of this.</td>
</tr>
<tr>
<td>Approximately how many Respite referrals have you made in the past year and to what organization do you send referrals?</td>
<td>Nobody knew of any referrals and EAP does not track that information.</td>
</tr>
</tbody>
</table>
Respite Employer Engagement Pilot Program Steps

- Attend all New Hire Orientations
  1. Explain Respite Care Resources and share brochures including:
     Nebraska Lifespan Respite Network brochures
     Nebraska Lifespan Respite Subsidy applications
     Nebraska Lifespan Respite Provider applications
  2. Collect contact information for further follow up and data collection.
- Create a Respite Resources website or link on our campus website including links to Department of Health and Human Services, Nebraska Resource and Referral System and other Respite Resources
- Lunch and Learn opportunities and attend Wellness Events and Health Fairs
- Present Respite to Managers, Department Heads and Supervisors
- Partnership with Nebraska Respite Network
  1. Consistent referral source for our employees.
  2. Collect data on numbers of employees that are using the referral.
  3. Continue to expand resources and supports of Respite Care!
Impact of Attendance at UNMC-Nebraska Medicine New Hire Orientations

- Orientations Attended: 140
  - Employee Assistance Program
  - UNMC/NE Medicine HR Managers
  - NE Medicine Employee Relations
  - Marketing & Wellness Programs

- 756 Respite Brochures Requested
- Reached over 8000 Employees
- 150 Follow-up contacts
Respite Care Resources Website

Are you one of the 200,000 caregivers in Nebraska?
Do you have respite?

Family caregivers play a critical role in supporting individuals who need long-term services and supports. Respite provides an opportunity for family caregivers of individuals with disabilities, chronic health conditions or who are aging to take a much-needed break to care for themselves. Research shows that when family caregivers make time for themselves, they are better caregivers and continue in the caregiving role.

https://www.unmc.edu/mmi/faculty-staff/respite-resources.html
Respite Employer Engagement Next Steps

Nebraska Lifespan Respite Network Partnership – Let us help!

- Respite Resources are already available.
- We are a consistent referral source for your employees.
- We collect data on numbers of employees that are using the referral.
- We will continue to expand resources and supports of Respite Care.
Statewide Respite Employer Engagement Initiative
*Employer Presentation
Statewide Respite Employer Engagement Initiative

Sharon J Johnson, DHHS Program Coordinator
Children & Family Services
Nebraska Department of Health and Human Services
531-220-6077 or Sharon.J.Johnson@nebraska.gov

Kim Falk, Respite Employer Engagement Coordinator
University of Nebraska Medical Center
Munroe-Meyer Institute
402-559-4951 or kim.falk@unmc.edu
Who Needs Respite?

- Do you know there are over 200,000 caregivers in Nebraska?
- How many of your employees are caregivers?
- How could employers offer support to caregivers?

Family caregivers play a critical role in supporting individuals who need long-term services and supports. Respite provides an opportunity for family caregivers of individuals with disabilities, chronic health conditions or who are aging to take a much-needed break to care for themselves. Research shows that when family caregivers make time for themselves, they are better caregivers and continue in the caregiving role.
Respite Care Resulted in Fewer Health Symptoms Reported by Family Caregivers

N=78

- Fatigue
- Sleep problems
- Anxiety
- Irritability or anger
- Headache
- Sadness or depression
- Muscle tension/pain
- Lack of Motivation
- Restlessness
- Stomach upset
- Change in sex drive
- Chest pain

With Respite
Before Respite

Nebraska Respite Evaluation By: Jolene Johnson, Ed. D.
Associate Director, Department of Education and Child Development, Munroe-Meyer Institute/University of NE Medical Center
Family Caregiving in Nebraska

In 2013, nearly 200,000 family caregivers in Nebraska provided 182 million hours of care. The value of their caregiving is estimated at $2.5 billion.

It is from AARP’s *Valuing the Invaluable, 2015 Update*
Family Caregiving in the U.S. and Nebraska

- More than 43 million adults in the U.S. are family caregivers of an adult or a child with a disability or chronic condition.
- 80% of those needing long-term services and supports in the U.S. are living at home.

Sources:
1) National Alliance for Caregiving and AARP Public Policy Institute
   Caregiving in the US 2015
   Rising Demand for Long-Term Services and Supports for Elderly People
## Caregiver Support Ratio

<table>
<thead>
<tr>
<th>Year</th>
<th>Person in Need of LTSS</th>
<th>Number of Caregivers Available</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td><img src="image1.png" alt="Person Icon" /></td>
<td><img src="image2.png" alt="Caregivers Icon" /></td>
</tr>
<tr>
<td>2030</td>
<td><img src="image1.png" alt="Person Icon" /></td>
<td><img src="image2.png" alt="Caregivers Icon" /></td>
</tr>
<tr>
<td>2050</td>
<td><img src="image1.png" alt="Person Icon" /></td>
<td><img src="image2.png" alt="Caregivers Icon" /></td>
</tr>
</tbody>
</table>

Source: AARP, 2013 ‘The Aging of the Baby Boom and the Growing Care Gap: A Look at Future Declines in the Availability of Family Caregivers’
Employer Role

Employers need to recognize their role in supporting working caregivers.

6 out of 10 family caregivers report having had to drop out of the workforce, reduce their work hours or have received a bad evaluation due to their caregiving responsibilities.

(AARP, 2015)
# University of Nebraska Medical Center ~ Nebraska Medicine Respite Employer Engagement Pilot

## Objective
- Evaluate the impact of employers offering and promoting Respite to their employees

## 3 Year Project
- Partner with UNMC & NE Med’s Human Resources and Public Relations Depts.
- Provide Respite Resources for Employee Assistance Programs & Wellness Programs

## Model for Replication
- Nebraska Lifespan Respite Network statewide outreach
RESPITE EMPLOYER ENGAGEMENT INITIATIVE STEPS

Respite Care Resources Website

Are you one of the 200,000 caregivers in Nebraska?
Do you have respite?

Family caregivers play a critical role in supporting individuals who need long-term services and supports. Respite provides an opportunity for family caregivers of individuals with disabilities, chronic health conditions or who are aging to take a much-needed break to care for themselves. Research shows that when family caregivers make time for themselves, they are better caregivers and continue in the caregiving role.

The Nebraska Resource and Referral System (NRRS)/Respite
This website is a free service available 24 hours, seven days a week. It provides assistance in finding Nebraska Lifespan Respite Network-screened respite providers that best fit a family’s needs and location.
RESPITE EMPLOYER ENGAGEMENT INITIATIVE STEPS

Impact of Attendance at UNMC/NE Medicine New Hire Orientations

140 Orientations Attended

- Employee Assistance Program
- UNMC/NE Medicine HR Managers
- NE Medicine Employee Relations
- Marketing & Wellness Programs

756 Respite Brochures Requested
Reached over 8000 Employees
150 follow-up contacts
RESPIE EMPLOYER ENGAGEMENT INITIATIVE STEPS

Offer additional presentations for employee outreach

Department Heads → Managers → Supervisors → Employees in need of Respite

Employee Assistance Programs
- Distribute Respite Resources
- Assist employees in need
- Caregivers need a break
- Stay focused on work

Wellness Programs
- Distribute Respite Resources
- Support Mental Wellness
- Relieve Stress
- Take time to take care of yourself
RESPITE EMPLOYER ENGAGEMENT INITIATIVE STEPS

Nebraska Lifespan Respite Network Partnership – Let us help!

- Respite Resources are already available.
- We are a consistent referral source for your employees.
- We collect data on numbers of employees that are using the referral.
- We will continue to expand resources and supports of Respite Care.
Nebraska Lifespan Respite Programs*

*Funded with state and/or federal funds

Respite is providing a short-term break to those caring for family members with special needs.

March 2019

Respite email: DHHS.Respite@Nebraska.gov
<p>| Name of Program                                      | Eligibility                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Contact Information                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Website                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Lifespan Respite Subsidy Program                    | Individual of any age with a special need requiring ongoing supervision; lives with an unpaid caregiver in a non-institutional setting &amp; meets financial criteria. Planned respite of $125/month and Exceptional Circumstances of up to additional $1,000/eligibility year.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Lifespan Respite Subsidy email: <a href="mailto:DHHS.Respite@nebraska.gov">DHHS.Respite@nebraska.gov</a> Social Services Worker at (402) 471-9188 Respite Coordinators at 1-866-RESPITE (1-866-737-7483)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | nrrs.ne.gov/respite or <a href="http://dhhs.ne.gov/Pages/hcs_programs_lifespan-respite.aspx">http://dhhs.ne.gov/Pages/hcs_programs_lifespan-respite.aspx</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| SSI/DCP (Supplemental Security Income/Disabled Children's) Program | Children ages birth to 16 active pay SSI (Social Security Insurance).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Call the nearest local office or <a href="mailto:DHHS.MHCP@nebraska.gov">DHHS.MHCP@nebraska.gov</a> Lincoln (402) 471-5379, North Platte (308) 530-3087                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | <a href="http://dhhs.ne.gov/Pages/hcs_programs_dcp.aspx">http://dhhs.ne.gov/Pages/hcs_programs_dcp.aspx</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| Subsidized Adoption                                  | Adoption subsidy approved by DHHS prior to the finalization of an adoption. Adoptive parent(s) may request an increase in the subsidy rate if your child encounters an unusual expense not generally incurred by a family and which is based on the child’s special needs. Note: Private or out-of-state subsidized adoptions have unique considerations and may qualify for Lifespan Respite Subsidy.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Sub-Adopt Program Specialist or Assigned DHHS Worker                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <a href="http://dhhs.ne.gov/children_family_services/Pages/adoption.aspx">http://dhhs.ne.gov/children_family_services/Pages/adoption.aspx</a>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |</p>
<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Eligibility</th>
<th>Contact Information</th>
<th>Website</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>HCBS Waivers for People with Developmental Disabilities</strong>&lt;br&gt;“To be eligible for any waiver, an applicant must: 1) Be a citizen of the United States of America or a qualified alien under the federal Immigration and Nationality Act and be lawfully present in the United States; 2) Be a resident of the State of Nebraska; and 3) Have active Medicaid.**</td>
<td>A developmental disability is defined in Nebraska Revised Statute 83-1205. It is a severe, chronic disability, including intellectual disability, other than mental illness that: 1) Is due to a mental or physical impairment; 2) Began before age 22; 3) Is likely to continue; 4) Results in substantial limitations in three areas: a) Conceptual skills; b) Social skills; and c) Practical skills; and 5) Results in need for special services and supports.</td>
<td>1-877-667-6266 Lincoln (402) 471-8501 apply anytime at: <a href="http://dhhs.ne.gov/Children_Family_Services/AccessNebraska/Pages/accessnebraska_index.aspx">http://dhhs.ne.gov/Children_Family_Services/AccessNebraska/Pages/accessnebraska_index.aspx</a></td>
<td><a href="http://dhhs.ne.gov/developmental_disabilities/Pages/aDDIF.aspx">http://dhhs.ne.gov/developmental_disabilities/Pages/aDDIF.aspx</a></td>
</tr>
<tr>
<td><strong>Comprehensive Developmental Disabilities (CDD) Waiver</strong></td>
<td><strong>Allows persons of all ages with developmental disabilities to maximize their independence as they live, work, socialize, and participate to the fullest extent possible in their communities. A participant must have a developmental disability and needs that require services like those provided by an intermediate care facility for persons with developmental disabilities (ICF/DD).</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Developmental Disabilities Adult Day (DDAD) Waiver</strong></td>
<td><strong>Allows persons ages 21 and over with developmental disabilities to maximize their independence as they live, work, socialize, and participate to the fullest extent possible in their communities. A participant must have a developmental disability and needs that require services like those provided by an intermediate care facility for persons with developmental disabilities (ICF/DD).</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Name of Program</td>
<td>Eligibility</td>
<td>Contact Information</td>
<td>Website</td>
</tr>
<tr>
<td>-----------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Aged and Disabled (AD) Waiver</td>
<td>Provides aged persons and persons of all ages with disabilities options for services and community supports, other than a nursing facility. A participant must have physical and health needs that require services like those provided by a nursing facility.</td>
<td>1-800-358-8802 all ages OR children ages 4-17 call Health &amp; Human Services (855) 632-7633; adults 18 &amp; older with physical disabilities contact closest League of Human Dignity; adults 65 and older contact Area Agency on Aging or 1-844-843-6364</td>
<td><a href="http://www.dhhs.ne.gov/Pages/hcs.aspx">www.dhhs.ne.gov/Pages/hcs.aspx</a></td>
</tr>
<tr>
<td>Title III of Older Americans Act (National Family Caregiver Support Program)</td>
<td>Provides support services to informal family caregivers of individuals 60 years of age and older. The Caregiver can receive support in the form of care management, respite, education and training, information and assistance and various supplemental services. A service can be approved if it allows the caregiver to successfully maintain their caregiving role. Another aspect of the NFCSP is support for grandparents or relative caregivers who are the primary caregiver for a grandchild who is eighteen years of age or younger.</td>
<td>Local Area Agency on Aging office OR DHHS State Unit on Aging (402) 471-2307</td>
<td><a href="http://dhhsemployees/sites/mltc/Pages/MLTCHome.aspx">http://dhhsemployees/sites/mltc/Pages/MLTCHome.aspx</a></td>
</tr>
<tr>
<td>Name of Program</td>
<td>Eligibility</td>
<td>Contact Information</td>
<td>Website</td>
</tr>
<tr>
<td>--------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Foster Care/Child Protective Services</td>
<td>Children who are unable to live safely at home. The Department provides the child with a substitute family approved or licensed by the Department. DHHS and a family team work with children and families to find solutions for needs, including respite. Licensed and kinship foster parents may pay for respite themselves as caregivers using foster care maintenance funds.</td>
<td>ACCESS Nebraska Customer Services (800) 383-4278 OR 1-866-RESPITE (1-866-737-7483) OR <a href="mailto:dhhs.childrenandfamilyservices@nebraska.gov">dhhs.childrenandfamilyservices@nebraska.gov</a></td>
<td><a href="http://dhhs.ne.gov/children_family_services/Pages/jus_jusindex.aspx">http://dhhs.ne.gov/children_family_services/Pages/jus_jusindex.aspx</a></td>
</tr>
<tr>
<td>Medicaid through Personal Assistance Services and Skilled Nursing Care Services</td>
<td>Active Medicaid and program-specific eligibility. Applicant must request respite resource from Access Nebraska Medicaid &amp; Long-Term Care staff who determines eligibility.</td>
<td>Medical Eligibility Customer Service Contact: Call (855) 632-7633 In Lincoln (402) 473-7000 In Omaha (402) 595-1178 8:00 am - 5:00 pm Monday thru Friday</td>
<td><a href="http://dhhs.ne.gov/Children_Family_Services/AccessNebraska/Pages/accessnebraska_index.aspx">http://dhhs.ne.gov/Children_Family_Services/AccessNebraska/Pages/accessnebraska_index.aspx</a></td>
</tr>
<tr>
<td>Name of Program</td>
<td>Eligibility</td>
<td>Contact Information</td>
<td>Website</td>
</tr>
<tr>
<td>---------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Adult Protective Services (Title XX)</td>
<td>Persons who are 18 years of age or older and have a substantial functional or mental impairment OR 18 years of age or older and have a guardian that was appointed by the Nebraska probate code AND there are allegations of abuse, neglect, or exploitation, including self-neglect.</td>
<td>Call the 24-hour toll-free Adult &amp; Child Abuse and Neglect Hotline at 1-800-652-1999 OR Local Law Enforcement</td>
<td><a href="http://dhhs.ne.gov/children_family_services/Pages/nea_aps_apsindex.aspx#Eligibility">http://dhhs.ne.gov/children_family_services/Pages/nea_aps_apsindex.aspx#Eligibility</a></td>
</tr>
<tr>
<td>Alternative Response</td>
<td>Intake accepted for assessment per program guidelines. DHHS conducts family assessments to determine family’s strengths and needs as well as assess for child safety. Families are connected to the supports and services they need, including respite.</td>
<td>Call the 24-hour toll-free Adult &amp; Child Abuse and Neglect Hotline at 1-800-652-1999. <a href="mailto:DHHS.AlternativeResponse@nebraska.gov">DHHS.AlternativeResponse@nebraska.gov</a></td>
<td><a href="http://dhhs.ne.gov/children_family_services/Pages/children_family_services_alternative-response.aspx">http://dhhs.ne.gov/children_family_services/Pages/children_family_services_alternative-response.aspx</a></td>
</tr>
<tr>
<td>Name of Program</td>
<td>Eligibility</td>
<td>Contact Information</td>
<td>Website</td>
</tr>
<tr>
<td>----------------</td>
<td>-------------</td>
<td>---------------------</td>
<td>---------</td>
</tr>
<tr>
<td>Nebraska Western Iowa Veterans Administration Caregiver Support Program: General Caregiver Support Services and Comprehensive Assistance for Family Caregivers</td>
<td>If the veteran is not connected to the VA, visit their local county Veteran Service Officer. If the veteran goes to the VA contact their PACT team social worker for services. Caregiver may contact the Caregiver Support Coordinator. Program specifically developed to support Caregivers of Veterans. Assists with accessing a range of services available to veterans that may help ease Caregiver burden. Identifies and creates support resources to help educate Caregivers, alleviate stress and improve wellness of Caregivers.</td>
<td>Caregiver Support Coordinator at each VA Medical Center. 1-855-260-3274 to reach VA’s Caregiver Support Line. Joni S. Morin, MSW, LCSW, Caregiver Support Coordinator, Nebraska Western Iowa / VA Health Care System / (402) 995-4618</td>
<td><a href="http://www.caregiver.va.gov">www.caregiver.va.gov</a></td>
</tr>
<tr>
<td>Name of Program</td>
<td>Eligibility</td>
<td>Contact Information</td>
<td>Website</td>
</tr>
<tr>
<td>------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>--------------------</td>
<td>-----------------------------------------------</td>
</tr>
<tr>
<td>U.S. Air Force (USAF) Exceptional Family Member Program (EFMP)</td>
<td>The Exceptional Family Member Program (EFMP) supports military families with special medical and educational needs. The program has three components: 1. Identification and Enrollment 2. Assignment Coordination 3. Family Support. A family member who has special needs is a: 1. Spouse, child, or dependent adult who, regardless of age, has special medical needs and 2. Requires medical services for a chronic condition such as asthma, attention deficit disorder, diabetes, multiple sclerosis, etc. 3. Receives ongoing services from a medical specialist or 4. has significant behavioral health concerns. A child (birth through 21 years) with special educational needs who is eligible for, or receives 1. special education services through an Individualized Education Program (IEP) or 2. Early Intervention Services (EIS) through an Individualized Family Service Plan (IFSP)</td>
<td>(402) 417-9331</td>
<td><a href="http://www.offuttafrc.com/cms/index.php/programs/efmp">http://www.offuttafrc.com/cms/index.php/programs/efmp</a></td>
</tr>
</tbody>
</table>
Respite Employer Engagement Sustainability

• Pilot funded with ACL respite grant funds then transitioned to state dollars

• Statewide technical assistance of approved outcome-based model
  • Workplace wellness, employee assistance and human resource supports

• Increase number of employers per six local networks sharing respite resources

• Strategic planning with local job centers to engage business community
Respite Employer Engagement Lessons Learned

- Consistent sustainability priority
- Strategic technical assistance essential
- Targeted outreach
Respite Employer Data Collection & Evaluation

- Tracking employer outreach activities
  - Verified actions by business to inform employee caregivers of respite resources;
  - Listing of caregiver support benefits offered as company’s well-being strategy;
  - Employee caregiver stories; and
  - Respite utilization data of employee caregivers impacted by employer engagement activities to support return on investment of employer engagement obligated funding.
Respite Employer Engagement Initiative

Questions & Answers

Thank you for joining the Respite Employer Engagement Initiative Webinar!