

## Childcare/Eldercare Needs: A Growing Challenge for Today's Workers

The National Association of Child Care Resource and Referral Agencies reports that over eleven million children under age 5 with working parents are in some form of child care arrangement each week. On average, these children spend 36 hours per week in partial or full day programs. Recent research by the National Institute of Child Health tracked 1,364 children born in 1991 who were enrolled in a wide range of daycare programs. The conclusion -- children exposed to high quality daycare "scored higher on measures of academic and cognitive achievement when they were 15 years old and were less likely to misbehave than those with lower quality child care." So clearly, the goal of working parents is to find **affordable** child care that also provides the **richest** academic and social environment. A difficult challenge, but your EAP can help! There are two ways we can assist in identifying quality child care in your local area:

- **By phone:** Simply contact us via the toll-free numbers listed at the bottom of this newsletter and select option #1. A friendly and professional "personal assistant" will provide you with specific contact information for programs in close proximity to your home or workplace.
- **By Web:** Log on to your EAP Information Resources site and select *Work and Life* on the horizontal topic bar. Scroll down to the Child Care Locator and select Child Care Centers. Enter your work or residential zip code and a list of certified facilities will appear. You can then click on each for specific contact information.

At the other end of the spectrum, research conducted by the Sloan Work and Family Research Network

revealed that at least 35% of the workforce reported providing "special attention or care for a relative or in-law, 65 years of age or older, helping them with things that were difficult or impossible for them to do themselves." And of these workers, 36% required taking time away from work in order to accommodate these needs. Further, MetLife reveals that nearly 60% of those providing primary care for an adult over the age of 50 are working at full time jobs.



The strain on these workers is noteworthy: Gail Hunt, President of the National Alliance for Caregiving, conducted research which found that "62% of employed caregivers went in late, left early or took time off during work."

Again, your EAP can help you find eldercare solutions that fit your specific needs. You may call and speak with a personal assistant or conduct your own research at the Information Resources site. Visit the *Work and Life* section and scroll down to the Eldercare Locator where you will find zip code specific resources including In-Home Services; Geriatric Care Managers; Housing and Assisted Living Options and Nursing Homes.

If you are in need of childcare information, eldercare options – or if you are a member of the "sandwich generation" with both – your EAP is ready to help!