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Bright Horizons



Employee Caregivers

Balancing Careers and Aging Loved Ones

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Impact on the Workplace



1 in 6 Employees
provide some level of care for
a family member or friend¹



**Average length
of caregiving⁴**

44%

Say their supervisor
doesn't know about their
caregiving role²

70%

Nearly 70% of caregivers
scale back their careers³

1. "Caregiving Toolkit for Employers," AARP Family Caregiving & Northeast Business Group on Health
2. "Caregiving in the U.S.," AARP, National Alliance for Caregiving, June 2015
3. Lynn Feinberg and Rita Choula, "Understanding the Impact of Family Caregiving on Work," AARP Public Policy Institute, October, 2012
4. 2 National Alliance for Caregiving and AARP, 2015



WHAT DOES SHE NEED?

We wanted to find out...



IT'S HARD TO PLAN FOR

Caregiving duties can arise
without warning...
and change on a dime

THERE'S NO TIMETABLE

Caregiving roles can span
a year or a decade

THE 'VILLAGE' IS REAL

Many people pitch in to help

INFORMATION OVERLOAD

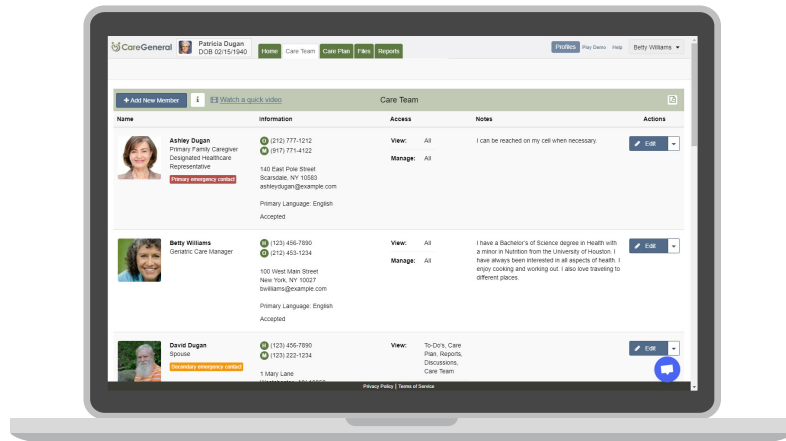
Files, tasks and contacts pile up
quickly... adding to the stress



“I CAN BE SUCCESSFUL IF...”

- I’m supported at work
- I’m organized
- I know what to do next
- Everyone is on the same page
- Help is there when I need it





Modern Care Platform

- Managing all aspects of a care plan
- Tracking schedules, to-dos, and discussions
- Communicating with a care coach and other members of the care team

Personalized Coaching

- Answers to individualized questions
- Quick replies and in-depth consultations
- Referrals to expert providers and services
- Integration with back-up care