

Dementia in Our Community



Overview

- Aging & Disability Resource Centers
- Dementia Care Specialist Position
- Dementia Overview & Prevalence
- Caregiving in the Workplace
- Dementia & Business Collide
- Resources & Opportunities
- Q & A
- Contact Information

Aging & Disability Resource Centers



Aging & Disability Resource Centers (ADRC)

- Available statewide
- Provide unbiased information and counseling relative to aging or living with a disability
- Serve all income levels
- Not a call center- individualized, personal approach
- To find your local ADRC, visit:
<https://www.dhs.wisconsin.gov/adrc/consumer/index.htm>

***ADRC Scope of Services**

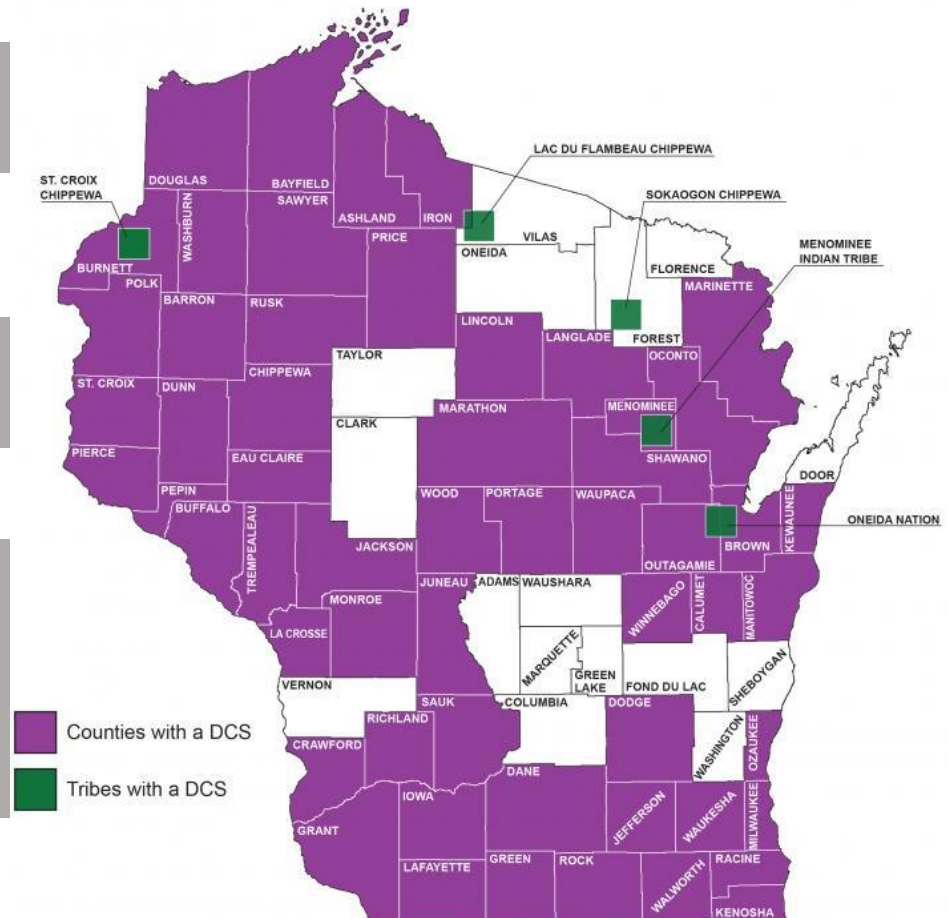
- Information and Assistance
- Long-Term Care Options Counseling
- Dementia Care Specialist (Selected Counties)
- Caregiver Support
- Access to Publicly-Funded Long-Term Care
- Youth Transition Services
- Benefits Counseling
- Health and Prevention Services
- Marketing, Outreach and Public Education
- Adult Protective Services*

Dementia Care Specialist

Community Based Support for:

- People with Dementia
- Family/Unpaid Caregivers
- Organization or Group Trainings, Education, Initiatives & Professional Consultation

Aging and Disability Resource Center and Tribal Dementia Care Specialists (DCS)

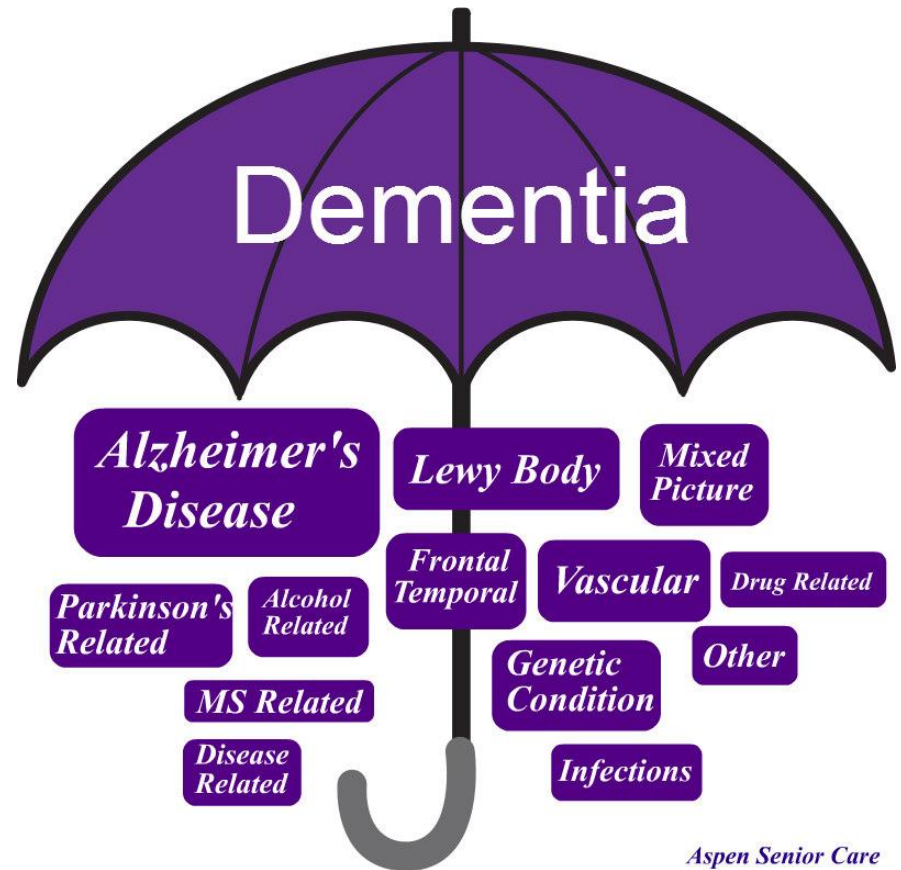


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Dementia: A Growing Concern for Our Community

What is Dementia?

- Term for a collection of symptoms
thinking, memory, reasoning, planning, language, social skills, visual perception, judgment, personality
- Many different causes of dementia
- Symptoms severe enough to interfere with daily life
- Decline is from a previously higher level of function
- Dementia is **NOT** normal aging



*Alzheimer's Disease



- Irreversible, progressive and fatal disease
- Plaques & Tangle accumulations
- Typically starting in hippocampus (memory)
- **Accounts for more than 70% of dementia cases, and often co-occurring.**
- Affects over 5million Americans
 - ***1 in 10 people 65+***
 - ***1 in 3 people 85+***

Source: Alzheimer's Association

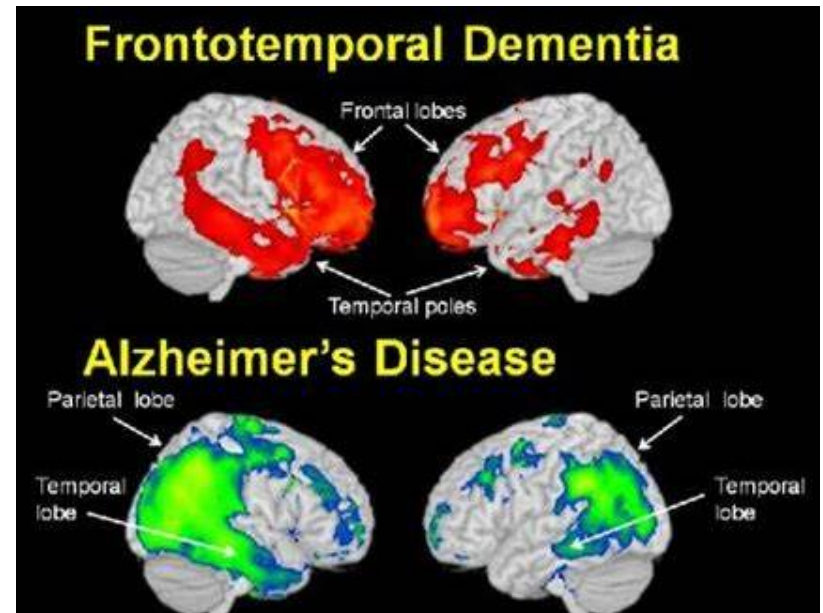
*Lewy Body Dementias



- Note Rare
- Abnormal deposits of the protein “lewy bodies”
- 2 types
 - Lewy Body Disease Dementia
 - Parkinson’s Disease Dementia
- **Onset age 50+**
- *key distinguishing features from Alzheimer’s:
 - ✓ *varying level of alertness/attention*
 - ✓ *difficulty planning/organizing*
 - ✓ *visual hallucinations*
 - ✓ *motor features*
 - ✓ *less prominent memory loss*

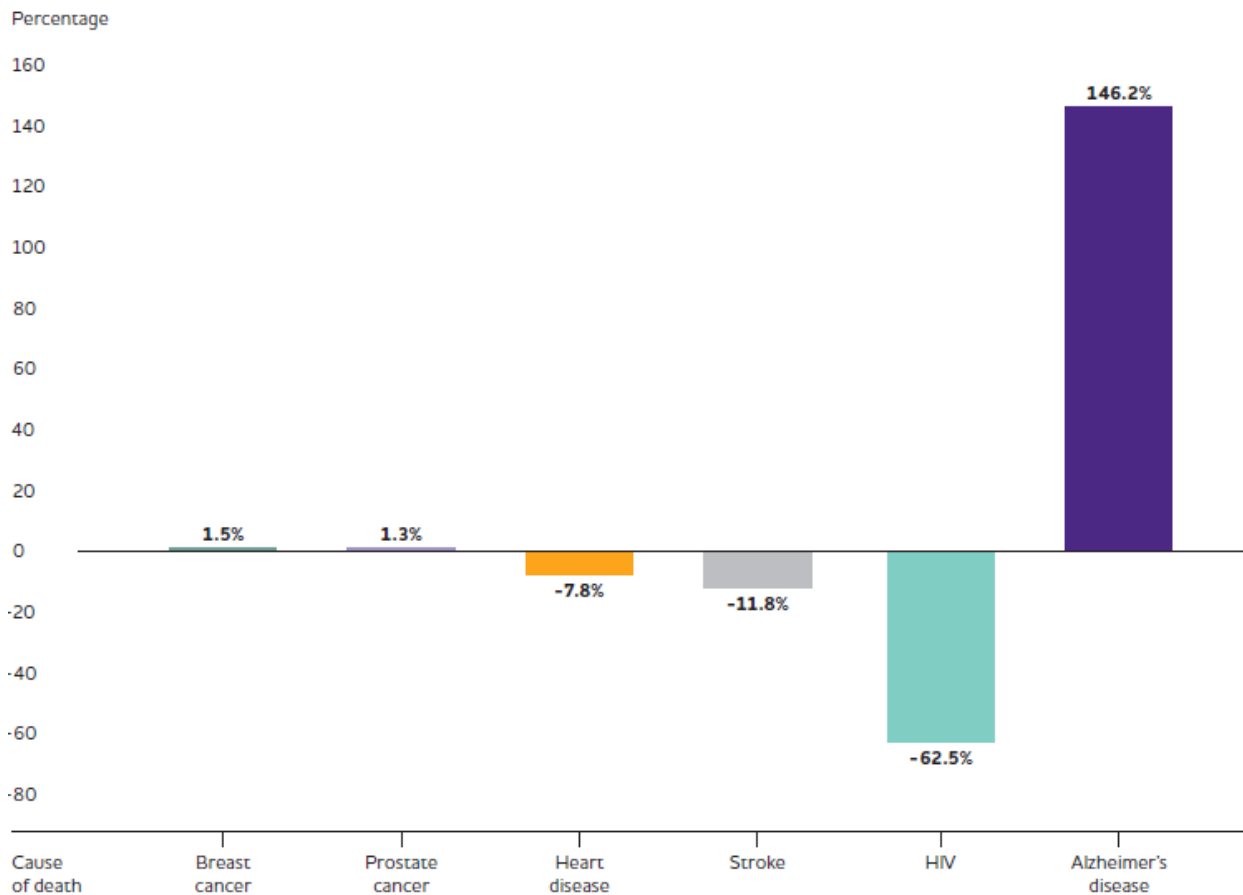
*Frontotemporal Dementias “Pick’s Disease”

- Rare **but research/better detection changing*
- Dementias affecting **personality, behavior, language and movement**
- Gradual loss of thinking, talking, walking and socializing
- Damage to neurons in the Frontal and Temporal lobes
- “Prime of life”— 60% **age 45-64yrs.**




Alzheimer's Disease is the 6th leading cause of death... only 1 in the top 10 causes of death that cannot be prevented, cured or slowed

Percentage Changes in Selected Causes of Death (All Ages) Between 2000 and 2018



Local Numbers—People living with Dementia

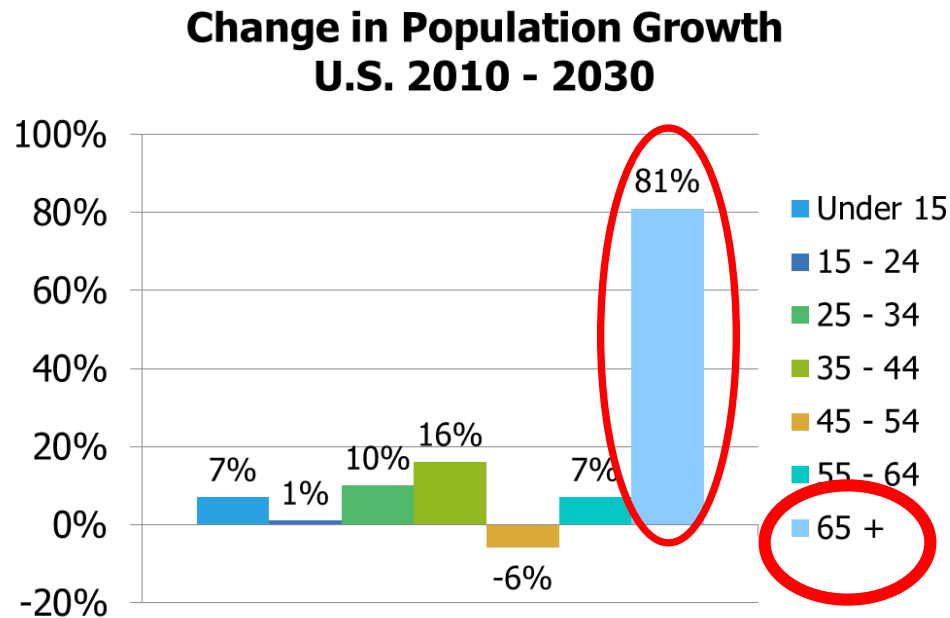
Persons 65+ Living with Dementia	2010	2015	2020	2025	2030	2035	2040
La Crosse County	1,856	2,094	2,369	2,826	3,356	3,932	4,397



Double #s over the next 10 years

Why the Increase?

- Life threatening diseases have decreased d/t successful treatments (cancer, heart disease)
- Early detection tools available
- Growing racial and ethnic diversity (higher prevalence)




Source: WI Department of Health Services Office on Aging
& Alzheimer's Association

Staggering Statistics

- Alzheimer's disease kills **more than breast and prostate cancer COMBINED**
- Women's estimated lifetime risk of developing Alzheimer's Disease at age 65 is 1 in 6 & 1 in 11 for breast cancer
- **More than 70%** of people living with dementia **live in the community**

Source: Alzheimer's Association



Caregiving in the Workplace

YOU CALL IT

"visiting the doctor
with my wife."



WE CALL IT

caregiving.

YOU CALL IT

"making meals
for my friend."



WE CALL IT

caregiving.

YOU CALL IT

"helping family
understand my
wife's memory loss."



WE CALL IT

caregiving.

YOU CALL IT

"picking up my
partner's prescription."



WE CALL IT

caregiving.

Who is a Caregiver?



AMHERST H.
WILDER
FOUNDATION

Here for good.



Caregiving

- One in six of all employees are caregivers and 61% report work related impacts
 - 10% left the workforce or retired early
- 549,000 caregivers in WI
 - Providing 588 million hours of care
 - Valued at \$5,837million
- Nationally in the past 12 months
 - 43.5 million adults have provided unpaid care to an adult or a child
- Average Caregiver is 49-year-old woman
 - In WI 45% of Caregivers are men
 - Millennials Largest growing group of caregivers

*Understanding Caregiver Challenges

Juggle
full-time job and
multiple
responsibilities &
decisions



Providing
caregiving in the
morning, working
during the day and
caregiving in the
evening



Little or no time to
care for self





Dementia & Business Collide

Impact on Employees and Employers

Millennials and Dementia Caregiving in the United States



USA TODAY

NEWS SPORTS LIFE **MONEY** TECH TRAVEL OPINION 48° CROSSWORDS VIDEO SUBSCRIBE

BREAKING NEWS Jimmy Carter calls Trump's decision to hire Bolton as national security adviser

At Work: Dementia affects companies

Andrea Kay, Gannett Published 3:00 p.m. ET Feb. 23, 2013 | Updated 12:17 p.m. ET Feb. 24, 2013

STORY: Concern rises over Alzheimer's costs

MORE: Andrea Kay's column index

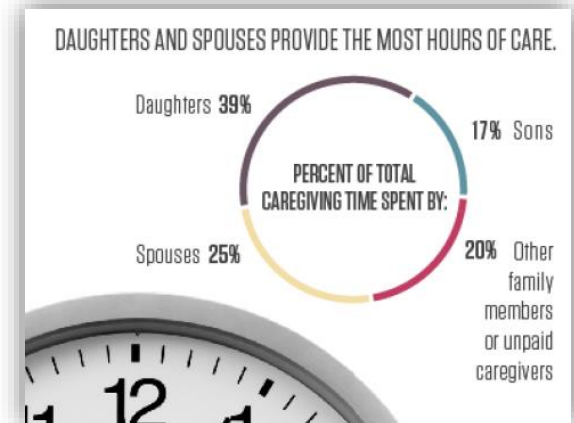
Few people want to discuss this subject, but it needs discussing. Right now, it affects your health, career and pocketbook.

And if you run a business, it affects your bottom line.

The subject: dementia, Alzheimer's disease and how they're taking their toll on the productivity of the American workforce.

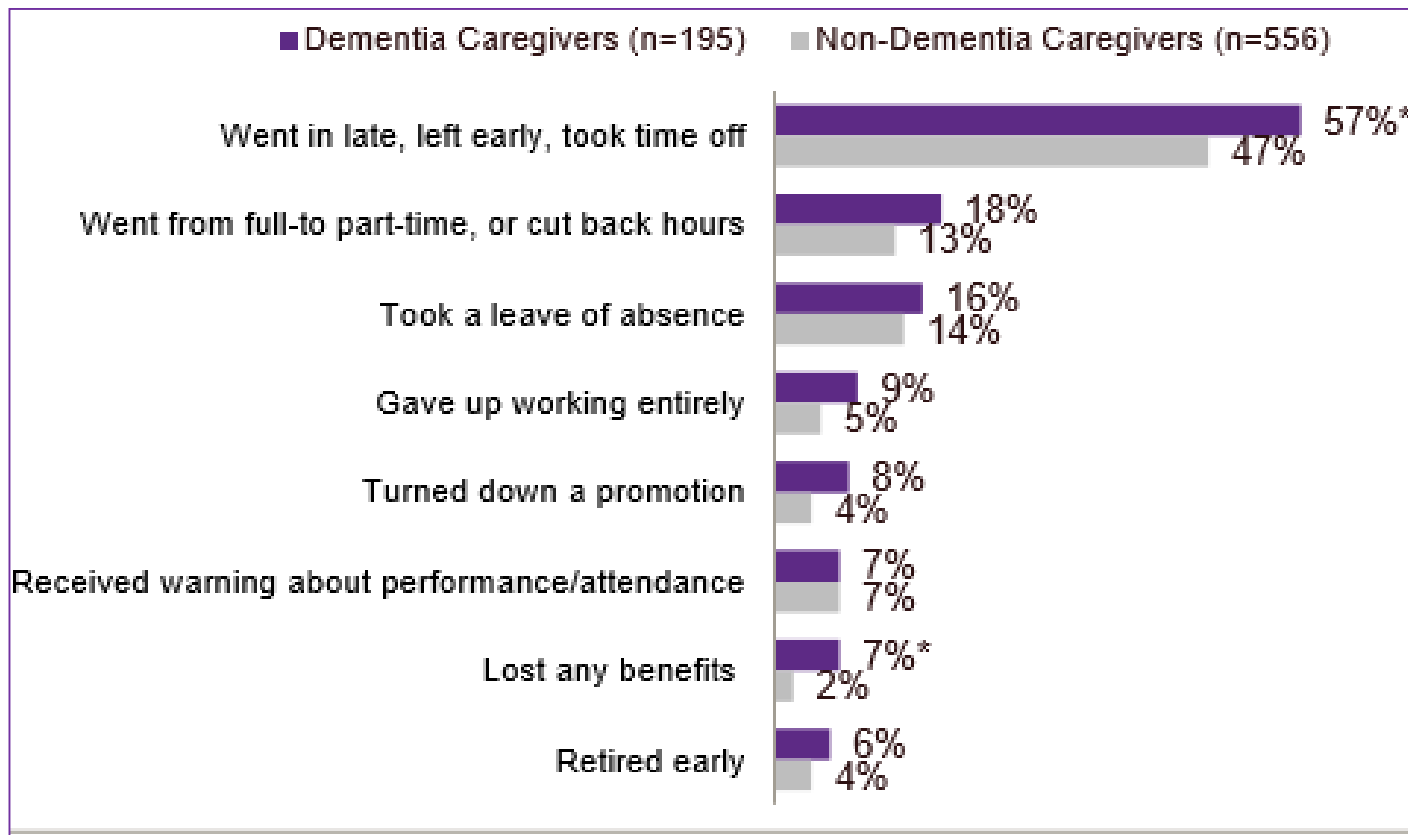
STORY HIGHLIGHTS

- 1 in 8 Americans 65 and older has Alzheimer's disease



<https://www.usatoday.com/story/money/columnist/kay/2013/02/23/at-work-alzheimers-dementia/1937653/>

What does this mean to you??



- Increase of working with persons with dementia in your job
- Personally Diagnosed
- Caregiver for Family Member
- Neighbors Affected
- Staff or Co-Workers Affected
- Citizens/Clients Affected
- ?

[Early Onset Alzheimers Disease In The Workplace](#)

[Why-more-millennials-are-becoming-caregivers](#)

Hidden Costs of Caregiving to Employers

Costs Associated With Turnover

- Frequency of turnover costs
- Lost institutional knowledge
- Temporary hiring and overtime



Costs Associated With Productivity Loss

- Absenteeism
- Presenteeism
- Unexpected events
- Replacement

Financial Impact

IN 2018, Alzheimer's and other dementias will cost the nation

\$277 BILLION

BY 2050, these costs could rise as high as

\$1.1 TRILLION



Costs include:

- Health insurance premiums, deductibles, co-payments and services not covered by Medicare/Medicaid, medications, disability, unemployment, hospitalizations, home care, adult day services, assisted living, nursing home...
- People with dementia have more than three times as many hospital stays per year compared to other elderly people



Resources & Opportunities

Dementia Friendly Business – Purple Angel Initiative

A free on-site educational opportunity for your employees to:

- Recognize possible signs of dementia in customers, clients, patients, etc.
- Understand and use dementia friendly communication skills
- Be knowledgeable of local resources
- Ensure the built environment is dementia/age friendly
- Support employee caregivers



*handouts

Dementia Friendly Here in La Crosse: Citizens State Bank, Trust Point, RSVP, La Crosse Park & Rec. Neighborhood Centers



Dementia Friends Initiative

What is Dementia Friends?

An information session led by a Dementia Friends Champion.

The session includes:

- education on the basics of dementia
- activities that help people understand living with dementia
- Communication tips

What makes me a Dementia Friend?

Each person leaves the session with their own concrete action that will help them become a better “Dementia Friend.” The action can be as big or as small as you choose—every action counts!





Low Cost Solutions

- Lunch time seminars rated #1 preference for information
- Employee email
- Employee newsletters
- Fact sheets
- Individual meetings



“To Build a dementia friendly community through collaborative partnerships that will raise awareness, provide education and encourage community engagement that will ultimately enhance the quality of life for everyone”



Follow us on Facebook:

Dementia Friendly Community – La Crosse County Dementia Coalition



Email: dementiafriendlylax@gmail.com

*Dementia Friendly Community

- Across all sectors of a community
- Raises awareness, transforms attitudes and moves people to action
- Supports caregivers with accessible environments & resources
- Promotes meaningful participation in community life for everyone

Healthcare:

- Pharmacies
- Residential Care Providers
- Acute Care Providers
- MDC Catchment Areas

First Responders:

- Paramedics
- EMTs
- Firefighters
- Law Enforcement

Business:

- Supermarkets
- Retail Business Staff
- Restaurants
- Financial Institutions

Government & Public Service Agencies:

- Local Government Staff
- Social Service Providers
- City/County Leadership
- AAA/ADRC Planning & Service Areas

Caregivers & Family

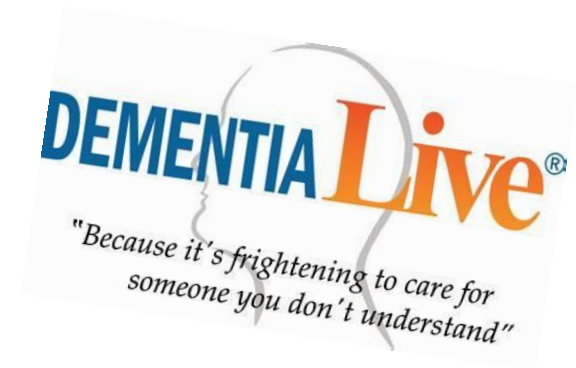
Community:

- Places of Worship
- Homeless Shelters
- Civic Organizations
- Transportation, Housing, Public Spaces



Dementia Summits

- Area Leader Summit



- Clergy Conversations



- Emergency Services & Crisis Summit **postponed from March*
- Area Businesses **coming 2021*

Contact

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Dementia Care Specialist

ADRC-La Crosse

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La Crosse, WI 54601

608-386-0767

kflock@lacrossecounty.org

****HANDOUTS****

www.lacrosscounty.org/adrc

www.facebook.com/Dementia-Friendly-Community-La-Crosse-County-Dementia-Coalition-109029630543747

A **WOW** EXPERIENCE

For Businesses, Churches, Organizations, Families, Caregivers



*"Because it's frightening to care for
someone you don't understand"*

Experience what it may be like to live with dementia. In living "in their shoes" we create compassion, understanding and can make changes to enhance the quality of life for our community members living with dementia

- Open to the public
- Free of charge

Resources – Caregiving in the Workplace

- Aging & Disability Resource Centers
<https://www.dhs.wisconsin.gov/adrc/consumer/index.htm>
- Supporting Caregivers in the Workplace: A Practical Guide for Employers
https://nebgh.org/wp-content/uploads/2017/11/NEBGH-Caregiving_Practical-Guide-FINAL.pdf
- ReAct Best Practices
<https://respectcaregivers.org/wp-content/uploads/2017/05/AARP-ReAct-MASTER-web.pdf>
- AARP Employer Toolkit
<https://www.aarp.org/work/employers/caregiving-resources.html>
- Sample Employee Assessment Surveys
<http://articles.extension.org/pages/27975/employed-family-caregiver-survey>
- What Every Employer Needs to Know
<https://fyi.uwex.edu/balancingcare/files/2015/02/Manual-2nd-and-Current-Print-2015.pdf>
- WI Family Caregiver Support Programs and Alliance
<http://wisconsincaregiver.org>

Resources – Dementia in the Workplace

- American Disabilities Act (ADA)
www.ada.gov
- Job Accommodations Network (JAN) Employers with Alzheimer's Disease
<https://askjan.org/disabilities/Alzheimer-s-Disease.cfm>
- Alzheimer's & Dementia Alliance of Wisconsin
www.alzwisc.org/employer%2oguides/Employer%2oGuide.pdf
- Alzheimer's Association Workplace Alliance
<https://www.alz.org/AWA/AWA.asp>
- Office of Disability Employment Policy
www.dol.gov/odep
- Aging & Disability Resource Centers (ADRC) - Free cognitive screens
<https://www.dhs.wisconsin.gov/adrc/consumer/index.htm>
- Coping with Cognitive Decline at Work
www.shrm.org/hr-today/news/hr-magazine/pages/coping-with-cognitive-declines-at-work.aspx
- WI Department of Health Services Employer Toolkit
<https://www.dhs.wisconsin.gov/dementia/employers.htm>