



Canadian Centre for  
Caregiving Excellence

Centre canadien d'excellence  
pour les aidants

# Giving Care

## An Approach to a Better Caregiving Landscape in Canada

29 Nov 2022



## Our Vision

Canada leading the way in quality care, where caregiving is valued, caregivers are supported, and people accessing care are central to policies and practices.



## Our Mission

The Canadian Centre for Caregiving Excellence supports and empowers caregivers and care providers, advances the knowledge and capacity of the caregiving field, and advocates for effective and visionary social policy, with a disability-informed approach.



## Our Values



Excellence



Interdependence



Equity and Inclusion



Building Networks



Codesign



Advocacy



# Our Areas of Focus

- Education and Leadership Development
- Support Networks and Knowledge Sharing
- Advocacy and Policy Development
- Inclusion and Underserved Communities



# Giving Care

## An approach to a better caregiving landscape in Canada



# The Why?

Caregivers are the backbone of health and social care systems YET

- The systems and supports for caregivers are insufficient
- Demand for caregiving is high and growing every day
- Aging population and more people with disabilities and complex needs
- Health care systems are in crisis across the country



# The Why? (continued)

## Caregiving is the next frontier of public policy in Canada

- Lays CCCE's definitions, vision, and thinking as we begin our work
- Draws a box around what we will do
- Stakes out policy and advocacy space
- Sparks a national conversation about how we can do better





# Development Process and Overview

- Worked with Springboard Policy to prepare paper
- Held six national focus groups
  - Caregivers
  - Care providers
  - Sector leaders
  - Researchers and academics
  - Emphasis on lived experience
- Focus groups with Caregivers CAN (formerly Caregivers4Change)
- Preview with some federal elected officials (LPC, CPC, NDP) and Senate – Caregiver Caucus
- Research
- Critical Readers



# Critical Readers

 Dr. Janet Fast

 Dr. Jasmeet Parmar

 Dr. Allison Williams


 Dr. Sharon Anderson


 Dr. Laura Funk


 Dr. Hsien Seow


 Hon. Deb Matthews


 Matthew Mendelsohn


 Amy Coupal


 Donna Thomson

 Dr. Bharati Sethi

 Sean Speer

 Katherine Scott

 Dr. Nathan Stall

 Magalie Dumas



# Caregiving is Essential to Canadian Society

- “...[caregiving] bridges the major gap between medical practitioners and care recipients.”
- One in four Canadians is a caregiver and one in two will be a caregiver at some point
- Economic value of caregivers – 5.7 billion hours per year; 4.2% of GDP; \$97.1B annually, \$1.3B in lost productivity, equivalent of over 500k employees drop out of labour force per year
- Nearly 50% of caregivers take time off work
- Caregivers provide 3 hours of care for every hour provided through the medical system
- Breaking point for caregivers - 87% of caregivers experience loneliness, 67% report deterioration in mental health, over half say physical health has deteriorated
- Care providers – demand vs. supply, 1-2 PSWs short in every LTC shift, demand set to double over coming years, low wages, precarious work
- Aging - 6-9.6M seniors between 2014 and 2030, smaller families



# Policy Landscape in 2022

- Caregiver legislation and recognition
- Care recipient programs and services
- Caregiver programs and services
- Supports for caregivers in the workforce
- Financial supports
- Care provider training and support



# Policy Agenda for a Better Caregiving Landscape



# Coordinated Approach to Caregiving

- National Caregiving Strategy
- Common and inclusive definition of caregiving
- Provincial and territorial legislation

To be truly transformative, a national caregiving strategy needs to be grounded in a meaningful consultation with knowledgeable stakeholders. Caregivers, care providers and caregiving organizations are ready to partner with government to change the paradigm around care.

# Services for Care Recipients and Care Providers

- Increase funding for home and community services
- Mandating assessments for caregivers' needs
- Training and support for caregivers
- Integrated care across services and sectors
- Developing and funding navigators



# Develop strategies for supporting employed caregivers

- Expand federal, provincial, and territorial leaves and benefits
  - Streamline and make easier to access
- Flexible work legislation and promotion
- Caregiver-friendly workplace policies
  - Government leadership (federal)

Canadian governments can set an example as leading employers and build awareness of the importance and benefits of supporting caregivers at work. For example, the federal government employs hundreds of thousands of people and should adopt best practices, including the CSA Carer-Inclusive Standard and CFWPs.





# Financial Supports

- Making tax credits and benefits more inclusive
  - Canada Caregiver Credit
- Supporting caregivers directly through allowances or income
- Increasing financial supports for people with disabilities

## Carer's allowances in the United Kingdom and Australia

The United Kingdom and Australia are two jurisdictions among several that use carer's allowances to recognize the value of caregivers' work and encourage caregivers to remain in the workforce.

**The UK Carer's Allowance** provides £68 (\$103) per week to people who spend at least 35 hours a week caring for individuals with a disability.<sup>321</sup> The benefit is directed toward people who are full-time carers and who are unable to obtain a sufficient income as a result.<sup>322</sup> In Scotland, carers now receive an extra lump sum payment twice a year.<sup>323</sup>

**Australia's caregiver policy payment program** provides low-income carers with the Carer Payment, a bi-weekly benefit to full-time caregivers who cannot work due to their caregiving responsibilities.<sup>324</sup> Higher-income carers can access the Australian Carer Allowance, which targets caregivers providing up to 20 hours per week of care.<sup>325</sup> The Carer Allowance is income-tested and provided to carers earning less than 250,000 AUD (\$222 400) per year. It amounts to A\$ 136.50 (\$120) every two weeks.<sup>326</sup>



# Develop the Workforce

- Increasing compensation and funding for care providers
- Supporting the professionalization of care providers
- Supporting immigration to fill workforce gaps

## Professional associations and agencies for support professionals

In the United States, the **National Alliance for Direct Support Professionals (NADSP)** provides supports for DSPs. The NADSP supports DSPs by: providing ongoing educational opportunities; certifying workers to incentivize greater compensation; offering continuing education and access to career advancement; ensuring values and ethics can be learned and implemented in front-line work; and enhancing partnerships between DSPs and the caregiving community to strengthen the quality of care.

The **Alliance of Direct Support Professionals of Manitoba** gives DSPs a unified voice. It seeks to: raise awareness of the work DSPs do in Manitoba; promote accountability among the public, government, agencies and DSPs; develop and promote professional standards; and advocate on behalf of DSPs.<sup>340</sup>

In the United Kingdom, the **National Association of Care & Support Workers (NACAS)** helps care and support workers develop their careers through knowledge, skills development and sharing of best practices.<sup>341</sup> NACAS was formed to help professionalize the workforce, bolster its reputation and help care and support workers feel respected.<sup>342</sup> One key feature of NACAS membership is its training options and professional development for care and support workers, such as DSPs and PSWs.<sup>343</sup>



# Conclusion



“Indeed, supporting both dementia patients and their caregivers isn’t just a political obligation; it’s a moral imperative. Or to put it differently: A society can be judged, not merely by how it treats its most vulnerable members, but by how it treats those who care for them.”<sup>351</sup>

- Toronto Star Editorial



## Snapshot: Giving Care in Canada

Most Canadians will be a caregiver or need a caregiver at some point in their lives, but providing care can come at great emotional, physical, and financial cost. Policy solutions are urgently needed to support Canada's +8 million caregivers and care providers across the country.

### What is a caregiver?

Caregivers are unpaid family members, chosen family, friends and other supports for someone who care due to illness, disability, or other. Caregivers provide care because of a relationship with the person who needs care.



**1 in 4** people identify as a caregiver and **1 in 2** will become one in their lifetime



**Lost economic productivity** due to care responsibilities is estimated at **\$1.3 billion** annually



Caregivers spend **5.7 billion hours** supporting others every year, valued at **\$97.1B**

Caregivers provide **3 hours** of care for every **1 hour** in healthcare and social support systems

Caregivers provide the equivalent support of **2.8 million** full-time paid care providers each year



**69%** of caregivers report deterioration of **mental health**





## What is a care provider?

Care providers are individuals who are trained and paid to provide care. Care providers include such professionals as Direct Support Professionals (DSPs), Personal Support Workers (PSWs) and respite workers.



In 2020, long-term care facilities were **1 to 2 staff short** every shift



Only **50 per cent** of PSWs remain in the sector for more than five years

Most PSWs and DSPs are **women of colour**



High demand and shortage of workers has increased pressures to work **unreasonably long hours, cover additional shifts** and work **short-staffed**

Canada can be the greatest place to give and receive care. Read [\*Giving Care: An approach to a better caregiving landscape in Canada\*](#) to learn more about caregiving across the country and join us in advocating for a brighter future.



# How YOU Can Help

- 🌱 Read our whitepaper and let us know what you think
- 🌱 Take part in our social media campaign -  
<https://canadiancaregiving.org/giving-care/>
- 🌱 Join Caregivers CAN



## Join our public conversation

Most of us will need care or give care at some point in our lives, and we want to draw attention to this reality by inviting you to join our social media campaign **#CdnCaregiving**.

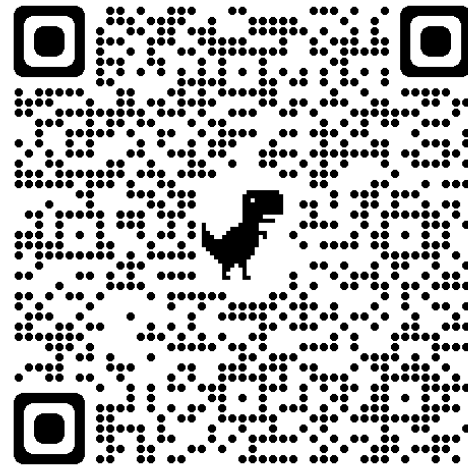
Download one (or more) of the images below that connects with you the most and simply share on your Twitter feed. If you'd like to take it one step further, include your personal statement as to why Giving Care is important to you and your future. Don't forget to use the hashtag **#CdnCaregiving**.





# Canadian Caregivers Advisory Network

Caregivers across Canada need more support and better policy solutions. The Canadian Caregivers Advisory Network brings together caregivers, researchers and allies nationwide to build and advocate for a better future.



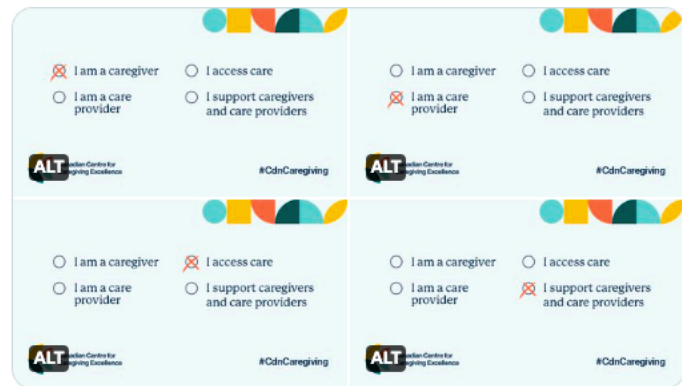
# Social Media Campaign

## 15M+ impressions



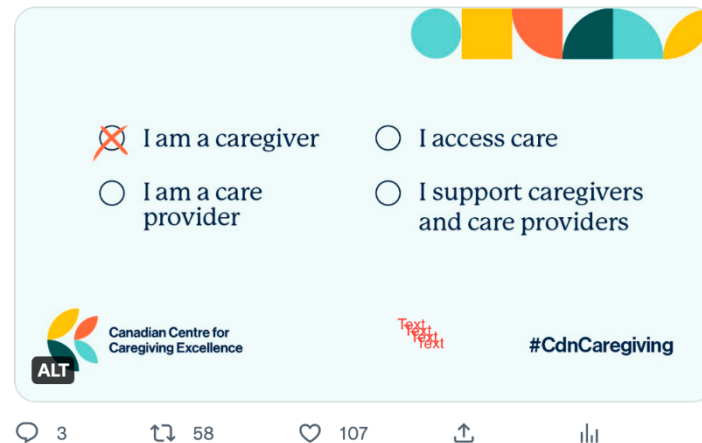
**Canadian Centre for Caregiving Excellence @CdnCaregiving** · Nov 7 ...

Join us in igniting a public conversation about how we can and must do better to support all those who provide care in Canada. Share our new white paper, Giving Care, along with the graphic(s) that resonates with you.  
[ow.ly/rwvG50LvWZ1](https://ow.ly/rwvG50LvWZ1) #CdnCaregiving



**LivMendelsohn @LivMendelsohn** · Nov 7 ...

Caregivers provide 3 hours of care for every hour provided through the rest of the healthcare system. If all caregivers took a week off, Canadians would experience the collapse of our care systems before noon on the first day. Caregivers need support. Join us in demanding better.





# Social Media Campaign





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# Thank you!



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