



# Employee NEWSLETTER

Employee Assistance Program  
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## Managing Sandwich Generation Stress

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**As the elderly population grows and a new crop of young adults are financially struggling to attain a solid financial foothold, individuals 'sandwiched' between aging parents and adult children are adequately referred to as 'the sandwich generation'. This is because they are often put in the position to care for both their children and parents simultaneously, and this support is often both emotional and financial.**

If you are part of the Sandwich Generation, the weight of your personal life could be affecting your work-life in a unique manner. Sandwich Generation employees often face unique hurdles compared to their coworkers. Sandwichers may hesitate to come to their employer with their personal issues in fears of being labeled a liability. Whether you're an employer or employee, discovering that your company's EAP can help with Sandwich Generation stress often comes as a surprise.

### Sources of Stress

- **You're overbooked**

There's been a social movement in the focus on self-care. But for those in the Sandwich Generation, the concept of free time is almost laughable. Between work, making lunches, helping with homework, driving to appointments, maintaining the home, and everything in-between, there's not much time left for even a lunch break.

- **Your bank accounts are stretched**

Sandwichers often struggle financially. Raising one child costs an average of \$233,000 (without college) and polls show that Sandwichers can spend nearly \$7,000 a year in out-of-pocket costs caring for their loved ones. When mortgage payments, student loans, credit card debt, and saving for retirement are added in, Sandwichers are often playing a financial game they can't win.

- **You're battling emotional stress**

With little free time and drained bank accounts, it's no wonder Sandwich Generation stress is running rampant. Research shows that adults caring for both their children and parents are more likely to experience anxiety and depression. Those outside of the Sandwich Generation may not realize the burdens their coworkers carry, and for those doing the heavy lifting, we want them to know you're not alone.

### How First Choice Health EAP Can Help

- **Caregiving solutions**

Your EAP can provide Sandwichers with several resources they may not have thought of on their own. Between help finding affordable yet reputable childcare solutions to securing caregiving assistance for aging family members, the EAP can help you focus in the office knowing your loved ones are being properly cared for. This is all done with your budget in mind.

- **Scheduling solutions**

The EAP can help on an individualized level when it comes to managing schedules and responsibilities. We can help you develop new management skills and learn how to better prioritize your responsibilities.

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The EAP can also help you learn how to set healthy boundaries and protect your time.

- **Health solutions**

The strain of caregiving can be detrimental to mental health. We can help you develop coping skills and build resilience for when your responsibilities get to be too much. We can also provide coaching on how to approach difficult scenarios or topics with aging parents (e.g. financial issues or declining health).

### Contact Us for Support

Please know that you are not alone. Remember First Choice Health EAP is here for you 24/7. Contact us today at 800-777-4114 or on our website at [www.firstchoicceap.com](http://www.firstchoicceap.com) to start the conversation.

**Sources:**

<https://www.seniorliving.org/caregiving/sandwich-generation>

<https://www.wseap.com/sandwich-generation-stress/>

<https://www.pewresearch.org/social-trends/2013/01/30/the-sandwich-generation/>

