

REACHING MEN AS CAREGIVERS FOR A CAREER IN OLDER ADULT SERVICES

INTRO

Americans are living longer. Over the next several decades, the number of us who are over 65 will nearly double to 88 million – and many of us will need help. Right now, we have a workforce crisis: there aren't enough people to provide high-quality help to older adults.

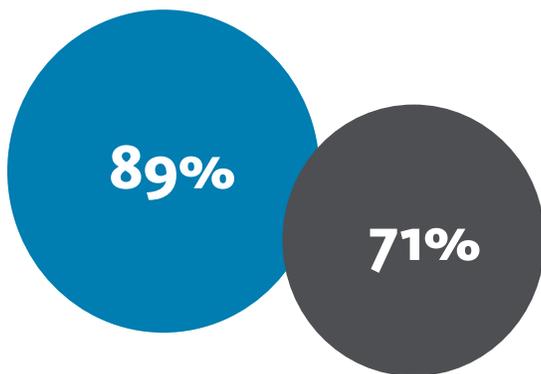
We need to encourage more people to join our field, including men who are interested in a career as a caregiver in older adult services.

BACKGROUND

Women have traditionally been caregivers for older adults due to expectations and gender stereotypes. One study showed the significant financial impact of elder caregiving on women, such as lower retirement funds, higher odds of retiring early, and reduced paid work hours. Despite the reliance on women, we will need to look beyond them to men due to simple math: we will need 2.5 million older adult workers by 2030 just to keep up with the growth of our aging population. While statistics on the number of men in older adult services is hard to find, the Alzheimer's Association stated that 40% of men were (unpaid) family caregivers. [For background on men currently employed as direct care workers, go to the PHI factsheet here.](#)

WHO MAKES UP THIS GROUP

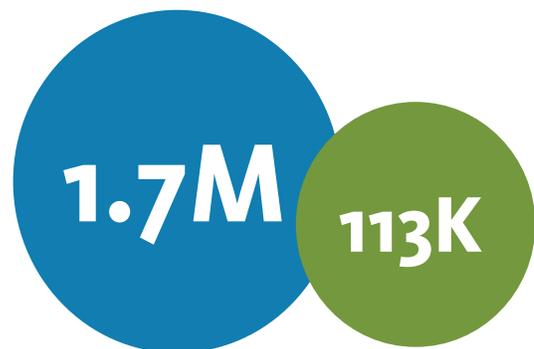
Men in the Workforce, 2018



■ ages 25-54

■ ages 55-64

Men looking for work, 2019



■ Men seeking full-time positions

■ Men seeking part-time positions

TIPS FOR RECRUITING MEN FOR OLDER ADULT SERVICES ([SOURCE: PHI](#))

- Emphasize qualities everyone needs to be successful in older adult services: empathy, commitment, compassion, interpersonal skills, and flexibility.
- Many of the men emphasize working with residents and learning their stories and history. Others mention their desire to “give back” or that each day is different.
- Consider offering a paid internship or weekend volunteer opportunity for people to get a taste of our field. Exposure to the field on a volunteer basis has led men to transition to older adult services.
- Recruit family caregivers; the current statistic is 40% and rising.
- Talk about how men can take their current skills and use them in older adult services — and be ready to tell them what other qualifications they may need.
- Designate a male mentor at your organization to talk to men considering older adult services.

(Sources: Family Caregiver Alliance, Bureau of Labor Statistics, SuperCarers, PHI, New York Times)