

Working Caregivers: Programs, resources and support

This document includes a variety of both internal and external options to support you in your caregiving.

Please feel free to outreach to the Caregiver Employee Resource Group at erg.caregiver@vancouver.ca if you have questions and/or if there are other recommended internal or external resources to be added here that would benefit other City caregivers.

Internal & City Specific

<u>Caregiver Employee Resource Group</u>	Provides opportunities for caregiving employees to connect and learn together
<u>Homewood Health Employee Family Assistance Program</u> Homewood's <u>Life Smart Coaching</u> programs include New Parent Support, Childcare and Parenting, Elder and Family Care For other caregiver-specific resources, see the <i>Lifestage Care</i> section of Homewood's Homeweb portal for caregivers of: <ul style="list-style-type: none"> • Children and Teens • Seniors 	Provides confidential, professional counselling support and other resources for employees and their families for a wide range of needs that may impact work performance and wellness. Includes Childcare and Eldercare resource locators. If you are creating a Homeweb account for the first time, the activation code is CV9750.
<u>GreenShield+ Well-being</u>	COMING SOON Caregiver Support Programs will be available late 2025 on GreenShield's online Well-being platform. These resources are designed to assist members balancing work and caregiving responsibilities – more details to come.
<u>Mental Health & Well-Being Resources</u>	Resources to provide employees with knowledge and skills to support mental well-being
<u>Fit City</u> Includes <u>Wellness Rooms</u> at several City facilities to provide private, quiet, work-free space for personal rest and respite as well as for nursing parents	Programs, resources and supports to support employee physical and mental well-being

<p><u>Leaves from Work</u></p> <p>Examples include:</p> <ul style="list-style-type: none"> • Maternity and Parental Leave • Compassionate Care and Bereavement Leave • Family Illness Leave (Sick Leave option) - see the Exempt Employee Benefits Handbook or your applicable Collective Agreement 	Options to support employee health and well-being and for those who may need to take time away from work for specific family needs
<p><u>Employee Benefits</u></p> <p>Includes:</p> <ul style="list-style-type: none"> • Health and dental plans • Time-off entitlements (e.g. Wellness Days / Earned Days Off) • Vacation • Assistance with life events 	Available benefits to support the health and well-being of employees and their families
<p><u>Flexible Work Program</u></p>	Opportunities for staff to work remotely where operationally feasible and according to their department's standards
<p>CityLearn Courses:</p> <ul style="list-style-type: none"> • Building Resilience • Stress Less: Smart Self- Management • Preventing Burn-Out • LeadershipConversation Series 	Courses/programs available through CityLearn that support expanding your personal capacity
<p><u>Breastfeeding, Chestfeeding and Expressing Milk in the Workplace Policy</u></p>	Outlines expectations for employees and managers to allow parents to breastfeed, chestfeed or express or pump breastmilk during the workday while on the City's premises
<p>Childcare Resources: Getting childcare</p>	Information to assist with finding childcare options

External & Non-City Specific

<p><u>Employment Insurance Caregiving Leave</u> NEW</p>	Three types of caregiving leaves are offered and funded through the federal governments' employment insurance program.
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<p><u>Family Caregivers of BC</u></p>	<p>A BC non-profit organization with the purpose to provide supports to anyone in a caregiving situation/role. Includes a 1-800 support line, caregiver coaching, support groups, articles, pod casts and more.</p>
<p><u>Stories for Caregivers</u></p> <ul style="list-style-type: none"> • Caregiver Toolkit 	<p>An on-line initiative designed to generate awareness and build empathy and understanding about caregiving through the creation of uplifting and inspiring web series that showcase the inspiring work of caregivers across Canada.</p>
<p><u>Westcoast Families Society & Resource Centre</u></p>	<p>A source of resources, referrals and information for families looking for childcare and those who provide it and provides consultation and guidance to government, researchers and other organizations to promote and support excellence in early care and learning across BC.</p>
<p><u>Canadian Centre for Caregiving Excellence</u></p>	<p>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.</p>
<p><u>Petro Canada CareMakers Foundation</u></p> <p>eLearning Modules (for managers and/or peers of employees who are caregivers) –</p> <ul style="list-style-type: none"> • The caregiving experience • Having a supportive conversation with a caregiver 	<p>The goal of the Petro-Canada CareMakers Foundation is to support family caregivers while inspiring a collective commitment to the cause throughout Canada.</p>