



*Who's Your Person? ... What's Your Plan?*

[www.TakingStepsVT.org](http://www.TakingStepsVT.org)

# A wellness program for businesses and organizations to support employees in planning for their future health care needs.



## Partner Organizations

### *Who's Your Person ... What's Your Plan?*

a collaborative initiative undertaken by organizations in Chittenden and Grand Isle Counties, offering educational workshops and resources free of charge about advance care planning and the tools to document health decisions for businesses and their employees.





# Who's Your Person? ... What's Your Plan?

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**ADVANCE CARE  
PLANNING =  
PREVENTION**

**Prevents treatment  
by default**

**Prevents  
overtreatment**

**Minimizes  
unnecessary patient  
and family distress**

**Reduces  
healthcare costs**

## Did You Know?

- ▲ Advance Care Planning is not just for the 50+ crowd!
- ▲ An accident or serious illness can happen to anyone, at any time, at any age.
- ▲ In Vermont, it is not automatically a person's next of kin (spouse, parent, adult sibling, etc.) who can make decisions if a person is unable to speak for themselves.
- ▲ Everyone 18 years of age or over should **take the first step** and choose the person(s) they trust to make medical decisions for them in the event of a health crisis.

## Why Should Businesses Get Involved?

As a business, you spend a lot of time and money ensuring your employees have access to healthcare benefits and wellness programs. For many staff, a few key components are often missing – completing documents to appoint a decision-maker and to outline health goals and treatment preferences in the event of incapacity.

When people plan ahead for their future care, research shows that they often choose a less intensive and less expensive course, resulting in lower health care costs.

### **Advance Care Planning has been shown to increase a sense of well-being, resulting in:**

- ▲ Less stress, depression and anxiety for your employee and their family.
- ▲ Higher satisfaction with the healthcare experience.
- ▲ Earlier access and support from palliative care and hospice services.
- ▲ Improved access to grief and bereavement support.



Nationally, the average cost for a patient's last two years of life is \$26,000.

In La Crosse, WI 96% of residents have completed advance care planning.

... and the average cost of care in the last two years of life is just \$18,159.

### Some Interesting Facts You Should Know:

The majority of people are not prepared to face a major health crisis that may necessitate health decisions being made by others.

- ▲ Accident and sudden illness do not discriminate on the basis of age.
- ▲ Even though advance directives have been promoted by health professionals for nearly 50 years, only about a third of U.S. adults have them.
- ▲ People over age 65 are significantly more likely to complete some form of an advance directive than are younger people.
- ▲ If someone's wishes change, advance directive documents can, and should, be changed.
- ▲ There's no need to involve a lawyer in creating or revising advance directives. In Vermont, these documents need only be witnessed by two adults and do not have to be notarized.
- ▲ **Most importantly**, for advance directives to be effective, people need to have conversations with their appointed decision-maker and other loved ones about their values and what matters most to them.



### Contact Us Today!

### Take the First Step in Helping Your Employees Plan for Their Future Healthcare Needs

Please contact Sarah Brown, Project Manager, to schedule a workshop or training for your employees, board or membership:

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802-505-6395 | [www.takingstepsvt.org](http://www.takingstepsvt.org)