AGING AND ADULT-DEPENDENT CARE COMMITTEE (AADCC)

2018

Annual Report

2018 ANNUAL REPORT

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AADCC Background and Purpose

Employer-sponsored information resources and support systems about elder care, adult-dependent care, and planning for aging are effective components of recruiting and retaining a skilled, dedicated workforce. NIH can support the productivity and performance of employees coping with these multi-faceted and complex care situations by providing targeted policies, information, and services. The Aging and Adult-Dependent Care Committee (AADCC) was established in 2014 by a bridging committee between the NIH Child Care Board and the NIH Health and Wellness Council. The committee was formed in response to results of the 2012 Life@NIH Survey that clearly indicated a deficit in awareness of existing aging and adult-dependent care resources for employees and guidance received by supervisors in promoting work-life services to their employees. The survey results also demonstrated the increasing demand rate for these services would triple within a five-year period.

The AADCC charter was signed on December 12, 2016 by Mr. Timothy J. Tosten, Acting Director, Office of Research Services (ORS). In 2017, the bridging committee established an infrastructure for the new committee and held an NIH-wide membership campaign targeting federal employees who had an interest in promoting aging and adult-dependent care resources, information, and related services. Eighteen voting members were welcomed at the first meeting on February 13, 2018 by Mr. Tosten.

The purpose of the AADCC is to:

- Explore, collect information/data, and assess services in order to provide employees with the tools and support systems they need to plan for aging, and for providing adult-dependent care;
- Promote aging and adult-dependent care resources, information, and related services which are provided to the NIH workforce by the ORS;
- Research and recommend effective actions that meet the needs of the diverse NIH workforce, in collaboration with the ORS Division of Amenities and Transportation Services, Child and Family Programs;
- Advise the ORS Director about aging and adult dependent care needs of the NIH workforce; and
- Report to the ORS Director regarding aging, adult-dependent, and elder care programs and policies in support of the NIH Mission.

Membership and Workgroups

The AADCC membership is comprised of 18 voting members and 6 liaisons. Voting members were selected to represent a full range of careers and caregiver experiences within the NIH community. This diverse group leverages their combined talents to address research and evaluate the aging and adult dependent care needs of the NIH workforce. Members serve for a two-year term and are required to attend quarterly meetings each calendar year. Participation on the AADCC is an official duty, requires supervisor approval, and may be included as a non-critical element on an employee's performance plan.

Voting Members 2018 - 2020

Ms. Jill Bartholomew, NCI (Co-Chair)
Ms. Cooper McLendon, NIA (Co-Chair)
Dr. Yvonne Bennett, OD
Ms. Agustina Boswell, NCI
Ms. Lynn Cave, NCI
Ms. Sarah Martyn Crowell, OD
Dr. Deborah Henken, NICHD
Ms. Linda Kiefer, OD
Ms. Judith Lavelle, NIAID
Ms. Martina Lavrisha, CC
Ms. Dawn Lea, NHGRI
Ms. Sandy Loether, OD
Ms. Lisa Poe, NHGRI
Ms. Annette Price, OD
Ms. Heather Rogers, NIDDK
Mr. Roy Wheat, NINDS
Ms. Erin Williams, NIA - Deceased
Dr. Dan Xi, NCI

Liaisons

Ms. Eva Chen, NIH Employee Assistance Program
Ms. Susan Cook, ORS
Dr. Chao Jiang, NIH Child Care Board
Mr. Rusty Mason, ORS
Ms. Toni Peterson, Office of Human Resources
Dr. Elka Scordalakes-Ferrante, NIH Health and Wellness Council

Executive Secretaries

Ms. Tonya Lee, ORS
Ms. Shuntrice Holloman, ORS

2018 Work Plan

The AADCC developed and implemented an annual work plan that outlined many goals for the 2018 calendar year. The following were the areas of focus, most of which include work that will continue into 2019. To accomplish the activities and goals outlined by the full committee, the AADCC was divided into three workgroups: Communications, Research, and Partnership. The full committee met four times, with each workgroup meeting at least three times throughout the year. The 2018 Work Plan is outlined below by workgroups.

Purpose

- Promote aging and adult-dependent care resources, information, and related services which are provided to the NIH workforce by the ORS;
- Research and recommend effective actions that meet the needs of the diverse NIH workforce, in collaboration with the ORS Division of Amenities and Transportation Services, Child and Family Programs; and
- Report to the ORS Director regarding aging, adult-dependent, and elder care programs and policies in support of the NIH Mission.

Activities

- Submit recommendations to the ORS Director to create and enhance policies and services.

Communications Workgroup

- Develop, review and revise marketing and outreach materials within the established brand for NIH outreach efforts; and
- Explore communication strategies to increase program awareness and utilization.

Partnership Workgroup

- Identify additional private and public resources and partners serving the aging and adult-dependent populations.

Research Workgroup

- Identify additional populations for targeted outreach that may be underserved or underutilized; and
- Monitor and report program utilization and identify gaps of aging and adult-dependent care resources.

Communications Workgroup – Ms. Martina Lavrisha & Ms. Lynn Care, Co-coordinators

The Communications Workgroup efforts focused on reviewing current marketing materials, surveys and communication strategies to identify ways to increase awareness and utilization of aging and adult-dependent care resources. The Workgroup reviewed existing surveys such as the Office of Personnel Management (OPM) 2017 Federal Work Life Survey and the 2012 Life@NIH Survey. The Workgroup also reviewed and discussed statistics from the NIH Employee Assistance Program (EAP) regarding caregiver stress, the NIH Resource and Referral Services utilization data, and the NIH Leave Bank requests. The Workgroup successfully incorporated their ideas into a cohesive communications plan.

To increase communication of aging and adult-dependent care resources, an *NIH Record* article showcasing the ORS Resource and Referral Services was published in the November 30, 2018 issue. The article featured vignettes of several callers who had success with the service.

The Workgroup also created the ORS Resource and Referral Services Infographic which showcased all the services offered to the NIH community (see Appendix A.) The Workgroup was inspired by the NIAAA Treatment Navigator Infographic.

The Workgroup developed and implemented two market research surveys: Adult Care Support Listserv and NIH Clinical Center Nursing Department. The Adult Care Listserv is an interactive platform for NIH families who are caring for or will be caring for an adult or elderly loved one. The listserv was launched in March 2016 and currently has 350 subscribers. Subscribers were asked to volunteer to answer questions surrounding their experiences with the ORS Resource and Referral Services and the Adult Care Support Listserv. Seven interviews were conducted. The feedback indicated little to no awareness about the ORS Resource and Referral Services and the need to increase the frequency of postings on the listserv. The Workgroup developed an annual health related observances calendar to guide regular monthly communications.

In December, Dr. Gwenyth R. Wallen, RN, Chief Nurse Officer and Senior Investigator, Nursing Research and Translational Science, Clinical Center sent out the NIH Clinical Center Nursing Department Survey to 1139 Clinical Center nurses (see Appendix B.) The survey was developed by the Workgroup to better understand the needs of this unique group providing and supporting patient care, including the nurses' needs for family care resources and the nurses' familiarity with NIH caregiving resources to assist them with meeting their family caregiving needs. The data will be analyzed by the Communications and Research Workgroups in early 2019. Publication of the results is planned for the NIH nursing periodical *CRN News* February 2019 issue.

An assessment of the 2017 Resource and Referral Services utilization yielded the following results:

- 69% of the callers were new users;
- 80% were women;
- Majority of users were either under three years at NIH or over 10 years;
- Every IC had usage; and
- Child and Legal services were the top two services.

Proposed Work Plan for 2019

The Communications Workgroup will:

- Distribute ORS Resource and Referral Services Infographic to help increase awareness and utilization of the five types of services.
- Publish articles in various publications highlighting aging and adult-dependent care issues and resources.
- Work closely with the NIH communications contacts to help with dissemination of aging and adult-dependent care information via multiple social media outlets, including Twitter chat.
- Expand dissemination of promotion and marketing efforts using stakeholders identified by the Partnership Workgroup, such as EAP, Office of Human Resources (OHR), Health and Wellness Council, the NIH Child Care Board, and Institutes and Centers.
- Partner with the OHR Leave Bank, a successfully marketed NIH program, to learn program marketing strategy successes and challenges, with the goal to enhance the familiarity of resources offered by ORS.
- Increase Adult Care Support Listserv activity by disseminating information in alignment with annual health-related observances calendar, repost previous posts that are evergreen, and add regular weekly post about resources.

Partnership Workgroup – Ms. Linda Kiefer and Dr. Dan Xi – Co-coordinators

The Partnership Workgroup explored existing resources across NIH to determine what information was available to the NIH workforce, as well as which resources could be useful to caregivers and an aging population. The Workgroup discovered numerous health databases, education toolboxes, webpages, and studies supported by multiple ICs pertaining to aging and adult dependent care. The Workgroup found that in FY17 NIH funded 7,912 Aging and 298 Caregiving Research projects, many of which were funded by NIA, NINR, and NCATS. This information informed the Workgroup which ICs could be prospective partners to the AADCC in the dissemination of information and resources on caregiving and aging.

The AADCC partnered with ORS to host the Third Annual Elder and Adult-Dependent Care Information and Resource Fair as part of the Safety Health and Wellness Day on June 27, 2018. This event provided 460 participants the opportunity to engage with seven community providers, three ICs, and twelve NIH programs that provide resources related to aging, adult-dependents, and caregiving. The community providers included: Easter Seals Serving DC/MD/VA, LifeWork Strategies, The ARC of Montgomery County, Montgomery Hospice, Life Matters, Alzheimer's Association of the National Capital Area, and Area Agency on Aging, Montgomery County DHHS. The following ICs provided materials: NIA, NINR, and NIAAA.

2018 Elder and Adult-Dependent Care Fair

The AADCC also conducted a consensogram to poll participants on their caregiving status, topics of interest, and awareness of aging and adult-dependent care programs [see Figure 3].

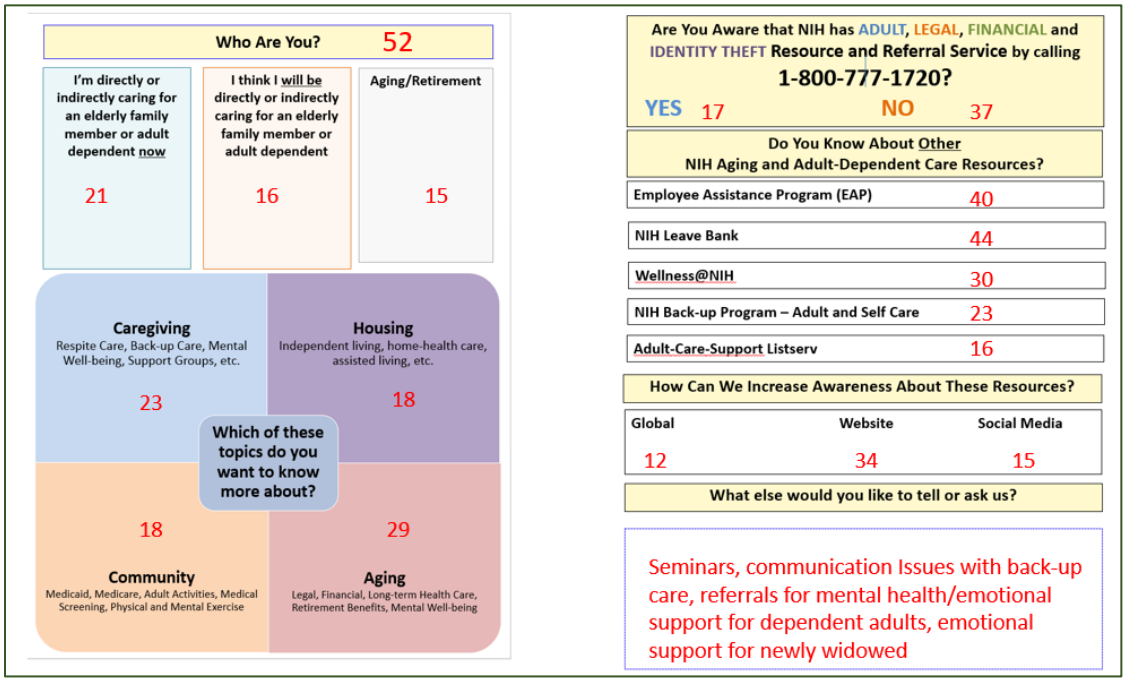

Figure 3: 2018 Consensogram with data

In addition to identifying prospective partners, the data gathered by the Partnership Workgroup from the 2012 Life@NIH Survey and the 2017 OPM Federal Work Life Survey indicated:

- Half of the NIH workforce is currently or expects to be caring for an adult-dependent within 5 years;
- Information/resources are not widely known and/or difficult to access;
- People prefer to access information online using technology, and;
- People want more flexible leave options and employee discounts.

Proposed Work Plan for 2019

The Partnership Workgroup will:

- Partner with the NIH Health and Wellness Council to enhance the Wellness@NIH website to include relevant studies, NIH-funded research, and NIH toolboxes for caregivers and seniors.
- Invite ICs to showcase their relevant research initiatives at upcoming wellness/caregiver fairs.
- Collaborate with the OHR to raise awareness of existing leave and flexible work schedule options and explore succession planning training for supervisors and employees.
- Work with EAP to locate resources for aging parents unable to retire while continuing to care for adult dependents with intellectual and developmental disabilities.

Research Workgroup – Ms. Sandra Loether and Ms. Jill Bartholomew – Co-coordinators

In order to evaluate resource utilization, the Research Workgroup completed comprehensive analyses on surveys related to the aging and adult-dependent care needs of the NIH workforce. Specifically, the Workgroup reviewed the following surveys: 2012 Life@NIH, 2016 NIH Work Life Benchmark Study, 2017 OPM Federal Work-Life Survey Results, and the 2017 NIH Federal Employee Viewpoint Survey. The accumulated survey data provided the Workgroup with the information required to identify gaps of aging and adult-dependent care data and resources.

Dr. Alexis Brown with OPM Work-Life & Leadership and Executive Development compiled the attached Federal Work-Life Survey Results: NIH Aging & Adult Dependent Care presentation (see Appendix C.) Dr. Brown extricated the NIH data from the 2017 OPM Federal Work-Life Survey and held a discussion on developing strategies to move forward based on the findings. The data continues to support the trend established in the 2012 Life@NIH Survey that the number of employees expecting to have caregiving responsibilities in the next five year will triple [Figure 1].

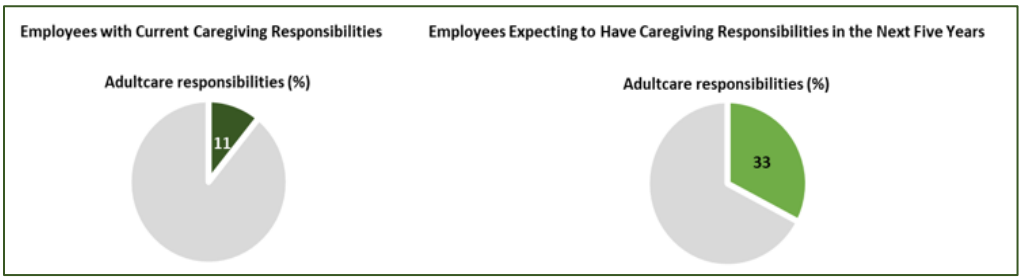

Figure 1: Percentages of employees with caregiving responsibilities currently and within the next five years.

Employees reported having access to family and dependent care resources had a greater impact on their performance, morale, health, management of stress, and desire to stay at NIH than other government-wide efforts [Figure 2].

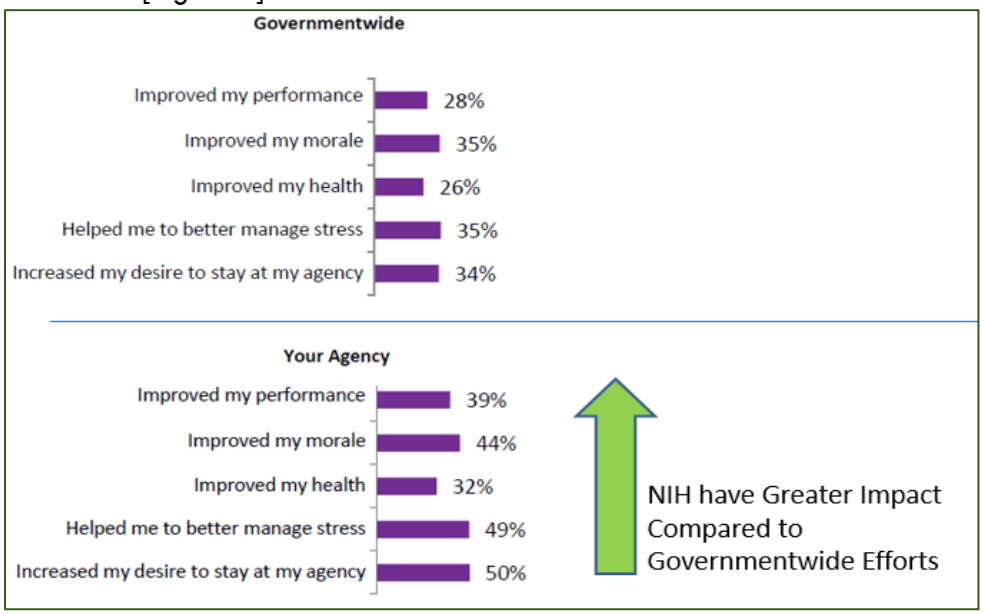

Figure 2: The impact of having family and dependent care services reported by the employee.

Employees with adult care responsibilities reported using Telework (60%) and leave entitlements (72% Annual and 62% Sick) to manage their care responsibilities. Below are strategies recommended by the OPM to the NIH for promoting awareness of family and dependent care program:

1. Improve program awareness through effective marketing;
2. Develop training for senior leadership, managers, and supervisors;
3. Promote availability of Back-up Care; and
4. Develop strategies with HR professionals – recruitment, retention, and performance.

The Workgroup did a preliminary review of NIH Policies related to the aging and adult-dependent care issues. There were two policies that were immediately identified: 2300-600-1 - NIH Telework Policy and the 1481 – NIH Workplace Wellness Policy. The Workgroup will expand their review in 2019.

The Workgroup identified multiple opportunities to improve data collection in existing surveys and other ongoing activities. Specific recommendations include proposing changes to questions in the Federal Employee Viewpoint (FEVS)-related elder care programs. The 2017 FEVS contained questions related to employee's participation in elder care programs but did not gather information on employee's satisfaction with programs and services. Without this data, it is difficult to assess employees' experiences with these services. Prior to sending the recommendations to OPM, the 2018 FEVS incorporated detail changes to gauge satisfaction for the following work-life programs: Telework, Alternative Work Schedule, Health and Wellness Programs, Employee Assistance Program, Child Care Programs, and Elder Care Programs. The Workgroup will assess the 2018 data and determine if further recommendations are needed.

In collaboration with the EAP liaison, the Workgroup analyzed EAP Workplace Outcome data collected from January 2012 through December 2017. Results confirmed 26% improvement in presenteeism, 16% improvement in life satisfaction, and 18% improvement in dealing with workplace distress. NIH EAP is an important service to the NIH and its workforce.

Proposed Work Plan for 2019

The Research Committee will:

- Assist in developing questions for the 2020 NIH Work-Life survey to determine the best value of NIH resources for its aging workforce and the caregiving responsibilities of that workforce.
- Continue partnering with ORS and EAP to assess program use and identify gaps in aging and adult-dependent care resources.
- Review the NIH IC Exit Survey data to better understand service utilization rates and turnover factors.
- Review evaluation data from the WorkLife@NIH Supervisor Training to determine future training topics for supervisors.
- Create a plan to assess, monitor and evaluate current aging and adult-dependent programs and services annually.
- Consider adding a dropdown function in ITAS so employees can accurately capture their leave intentions related to caregiving.
- Compare 2017 and 2018 FEVS work-life program data and develop recommendations, if needed.

Recommendations

Based on the AADCC efforts provided in the report, the AADCC makes the following recommendations to ensure aging and adult-dependent care programs and services remain relevant and meet the evolving needs of the NIH community:

- Provide resources to produce the ORS Resource and Referral Infographic in various formats;
- Provide resources to support the creation of a 2020 NIH Work-Life Survey to accurately assess aging, adult-dependent and elder care needs and overall satisfaction with current programs; and
- Continue to support and fund existing aging and adult-dependent care programs.

2019 Draft Work Plan

Based on the Workgroup's action items for 2019, the AADCC 2019 Draft Work Plan is presented below and will be voted on at the first meeting of the year on February 26, 2019.

Communication Workgroup

- Market ORS Resource and Referral Infographic to help increase the awareness of services and programs.
- Publish articles and increase presence on social media, including Twitter chat.
- Disseminate information in alignment with annual health-related observances.
- Develop relationship with NIH communications contacts to help with dissemination of information via multiple social media outlets.
- Collaborate with the NIH Office of Human Resources and the NIH Leave Bank on raising awareness of existing leave and flexible work schedule options through education and training.
- Collaborate with the Communications and Partnerships Workgroups to explore effective dissemination channels for aging and adult-dependent care resources, such as the Wellness@NIH website.

Partnership Workgroup

- Increase collaboration with partners such as EAP and the NIH Health and Wellness Council to promote the ORS Resource and Referral Services.
- Partner with the NIH Leave Bank staff to learn about program marketing strategy successes and challenges from their successfully marketed NIH program.
- Partner with the NIH Health and Wellness Council to provide input and resources for enhancing the Wellness@NIH website.
- Invite ICs to showcase their relevant research initiatives at upcoming wellness/caregiver fairs.
- Continue to partner with EAP to assess program use and identify gaps in aging and adult-dependent care resources, such as locating resources for aging parents who are unable to retire while continuing to care for adult-dependents with intellectual and developmental disabilities.

Research Workgroup

- Assist in developing questions for the 2020 NIH Work Life survey to determine the best value of NIH resources for its aging workforce and the caregiving responsibilities of that workforce.
- Review the NIH IC Exit Survey data to better understand service utilization rates and turnover factors.
- Continue to review the NIH policies related to aging and adult-dependent care issues.

Appendix A: ORS Resource and Referral Services Infographic

Appendix B: Clinical Center Nursing Department Survey

Email and survey sent to 1139 Clinical Center Nurses

From: Wallen, Gwenyth (NIH/CC/NURS) [E]
Sent: Monday, December 17, 2018 1:00 PM
To: CC-NURS Staff <nurs@mail.cc.nih.gov>; CC-NURS ExtraDept Credentialed Nursing Staff <CC-NURSExtraDeptCVProgram@cc.nih.gov>
Subject: How Can We Make NIH Aging and Adult-Dependent Care Resources Work for You?

Dear NIH Nursing Colleagues,

Like many of you I have found at times that balancing work and life becomes a challenge especially since I love my family, friends and my role as a nurse at the NIH. Do any of the following describe you?

- Wondering what work/life integration programs and services NIH offers
- Have aging parents, young children and/or adult-dependents
- A supervisor responsible for answering questions about NIH work/life integration programs and services

If so, we need your feedback!

To benchmark current use/awareness and to assist the NIH with planning for future workforce needs, the NIH Aging and Adult-Dependent Care Committee (AADCC), has developed this survey on select work/life integration programs and services just for YOU!

This survey, which should only take 5 minutes, addresses a broad spectrum of employee needs, including aging services, child and dependent care, and wellness supports. At the end of the survey you will have the option to provide comments.

Your responses, which will be confidential, will be compiled with the sum total of responses and analyzed. Survey results will be published in The CRN News and used by the AADCC and other interested groups in supporting work/life integration programs and services.

Thank you for taking the time to respond to this survey. Your feedback will help the NIH continue to provide work/life integration programs and services that support both productivity and work place satisfaction.

Please complete your survey by 12/31/2018

Survey Link:
https://www.surveymonkey.com/r/KMJ6QKK

Sincerely,

Gwen

Gwenyth R. Wallen, RN, PhD

Chief Nurse Officer

Senior Investigator, Nursing Research and Translational Science

National Institutes of Health, Clinical Center

Building 10/Room 6-1484

Bethesda, MD 20892

Clinical Center Nursing Survey - Questions

1. What is your Institute/Center (IC)?

- CC
- CIT
- CSR
- FIC
- NCATS
- NICCIH
- NCI
- NEI
- NHGRI
- NHLBI
- NIA
- NIAAA
- NIAID
- NIAMS
- NIBIB
- NICHD
- NIDA
- NIDCD
- NIDCR
- NIDDK
- NIEHS
- NIGMS
- NIMH
- NIMHD
- NINDS
- NINR
- NLM
- OD

2. What best describes the work you perform?

- Administrative/Management/Information Systems
- Direct Patient Care

3. What is your age range?

- Under 25
- 25-34
- 35-44
- 45-54
- 55-64
- 65+

4. How long have worked at NIH?

- Less than one year
- 1 – 3 years
- 4 – 7 years
- 8 – 10 years
- 11+ years

5. What is your gender?
- Female
- Male

6. Do you have supervisory responsibilities?
- Yes (respondents must also answer Question 7)
- No (respondents will see Not Applicable for Question 7)

FOR SUPERVISORS ONLY (THOSE RESPONDENTS WHO CHOSE "YES" ON QUESTION 6)

7. I received guidance on how to communicate with staff about available work/life integration services/programs.
- Yes
- No

8. Please check all of the following that apply to you.
- I have adult dependent(s) for whom I am responsible
- I anticipate having adult dependent(s) for whom I would be responsible during my tenure at NIH
- I have adult dependent(s) who live with me
- I have adult dependent(s) who do not live with me
- I have children 12 years or younger
- I anticipate having children 12 years or younger during my tenure at NIH
- I have an adult child(ren) with special needs
- I am a single parent
- None of the above apply to me

9. Please indicate your awareness for each of the following work/life services/programs. Scale range is (1) I am not aware of this service/program (2) I am aware of this service/program.
- Adult-Dependent Care Resource and Referral Services
- Legal Resource and Referral Services
- Financial Resource and Referral
- Child Care Resource and Referral Services
- Back-up Care for Self-care, Adult and Child
- Lunch & Learn Seminars on Adult, WorkLife and Child relate topics
- NIH Adult Care Support Listserv
- Aging and Adult-Dependent Care Committee
- Child Care Subsidy Program

- Lactation Rooms and Support (Nursing Mothers Program)
- Wellness Events and Services
- R&W Clubs
- Fitness Center/Fitness Classes
- Employee Assistance Program (EAP)
- Alternative commuting support (Transhare, Ridefinders Network, vanpool, etc.)

10. Please consider the following work/life integration services/programs and indicate their importance to you. Scale range is (1) Not at all Important to (5) Extremely Important
    - Child Care Resource and Referral Services
    - Adult-Dependent Care Resource and Referral Services
    - Legal Resource and Referral Services
    - Financial Resource and Referral
    - Back-up Child and Dependent Care Program
    - Child Care Subsidy Program
    - Lactation Rooms and Support (Nursing Mothers Program)
    - Lunch & Learn Seminars on Parenting/Dependent Care Issues
    - NIH Adult Care Support Listserv
    - Wellness Events and Services
    - R&W Clubs
    - Fitness Center/Fitness Classes
    - Employee Assistance Program (EAP)
    - Alternative commuting support (Transhare, Ridefinders Network, vanpool, etc.)

11. What are the best ways for you to learn about work/life services/programs at the NIH? Check all that apply.
    - NIH New Employee Orientation
    - IC Orientation
    - Flyers, brochures, pamphlets, posters
    - Email/Global announcements
    - Parenting Listserv
    - Referral service
    - Lunchtime seminars
    - Human Resources
    - Coworker
    - Other (please specify) (optional)_____

12. Have you used the 1-800-777-1720 **Adult-Dependent Care** Resource and Referral Services?
    a. Yes
    b. No

13. How satisfied were you with the service you received? Scale range is (1) Did Not Meet My Expectations to (5) Exceeded My Expectations

Not Applicable, if respondent responded "no" to question 12

14. Please consider the following adult care services/programs and indicate their importance to you in your current or future role as an adult caregiver. (Optional Ratings) Scale range is (1) Not at all Important to (5) Extremely Important

- Adult Dependent Care Resource and Referral Service
- Financial Resource and Referral Service
- Legal Resource and Referral Service
- Adult/Elder Back-Up Care
- Adult Day Care
- Housing Options
- Transportation Services
- Meal Services
- Home Health Aides
- Employee Assistance Program (EAP) Caregiver Support
- Long-distance Caregiving
- Communication Tips – how to discuss adult care issues with my supervisor
- Evaluating Care Options
- Retirement Planning
- Adult Care Support Listserv
- Health and Wellness Webinars
- Medicare and Medicaid Information Resources
- Preventing Elder Fraud
- Support Groups

15. Please rate the following statements. (Optional Ratings) Scale range is (1) Strongly Disagree to (5) Strongly Agree

- I know how to access information about adult-dependent care services/programs when I need them.
- I feel comfortable participating in adult-dependent care services/programs that are available to me.

16. What additional programs or services could NIH offer that would increase your work place satisfaction and/or productivity? (Optional)

_____

SUBMIT

END OF SURVEY

Post-submission message:

Thank you for taking the survey. To learn more about NIH Adult-Dependent Care Services/Programs visit https://www.childfamilycare.ors.nih.gov.

Appendix C: OPM Presentation: Federal Work-Life Survey Results: NIH Aging & Adult Dependent Care

OPM.GOV

Federal Work-Life Survey Results: NIH Aging & Adult Dependent Care

Presented by Alexis Brown
Work-Life & Leadership and Executive Development
U.S. Office of Personnel Management

family & dependent care

RECRUIT, RETAIN AND HONOR A WORLD-CLASS WORKFORCE FOR THE AMERICAN PEOPLE

OPM.GOV

What is the Federal Work-Life Survey?

OPM's Federal Work-Life Survey is a systematic assessment of work-life programs across the Federal Government.

What we wanted to know:

- Employee participation and satisfaction with programs
- Current and future needs of employees
- Intended program outcomes that benefit both agencies and employees
- Barriers that restrict the use of work-life programs
- How does the Federal Government programs compare to other employment sectors

33

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Why We Conducted the Survey

34

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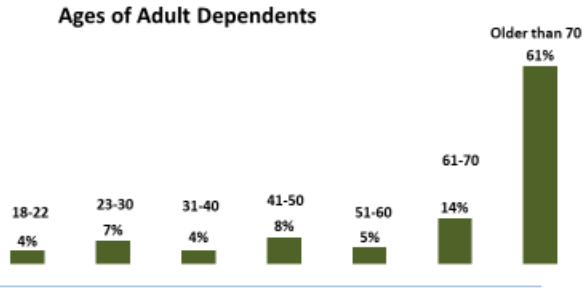
What We Learned: Who has Adult Care Responsibilities

11%

of NIH employees have adult care responsibilities



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What We Learned: What does the Future Look Like

Employees with Current Caregiving Responsibilities

Adultcare responsibilities (%)

Employees Expecting to Have Caregiving Responsibilities in the Next Five Years

Adultcare responsibilities (%)

Expected to triple!

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What We Learned: What does the Future Look Like

Employees with Current Caregiving Responsibilities

Adultcare responsibilities (%)

11

Employees Expecting to Have Caregiving Responsibilities in the Next Five Years

Adultcare responsibilities (%)

33

Expected to triple!

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What We Learned: Care Arrangements

Top Paid and Unpaid Care Arrangements

45%	39%	29%	17%	14%
Employee cares for adult dependent(s) in employee's own home without assistance	Care in adult dependent's own home by employee or other relative	Care in employee's own home by spouse/partner or other relative	Care in adult dependent's own home by non-relative (e.g., hired day nurse)	Back-up care for unplanned need

Satisfaction with Adult Care Arrangement

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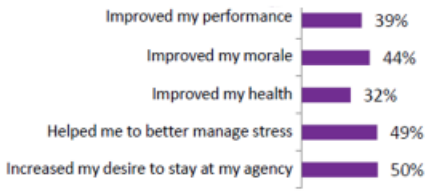
What We Learned: What are the Outcomes

Governmentwide

Your Agency



NIH have Greater Impact Compared to Governmentwide Efforts

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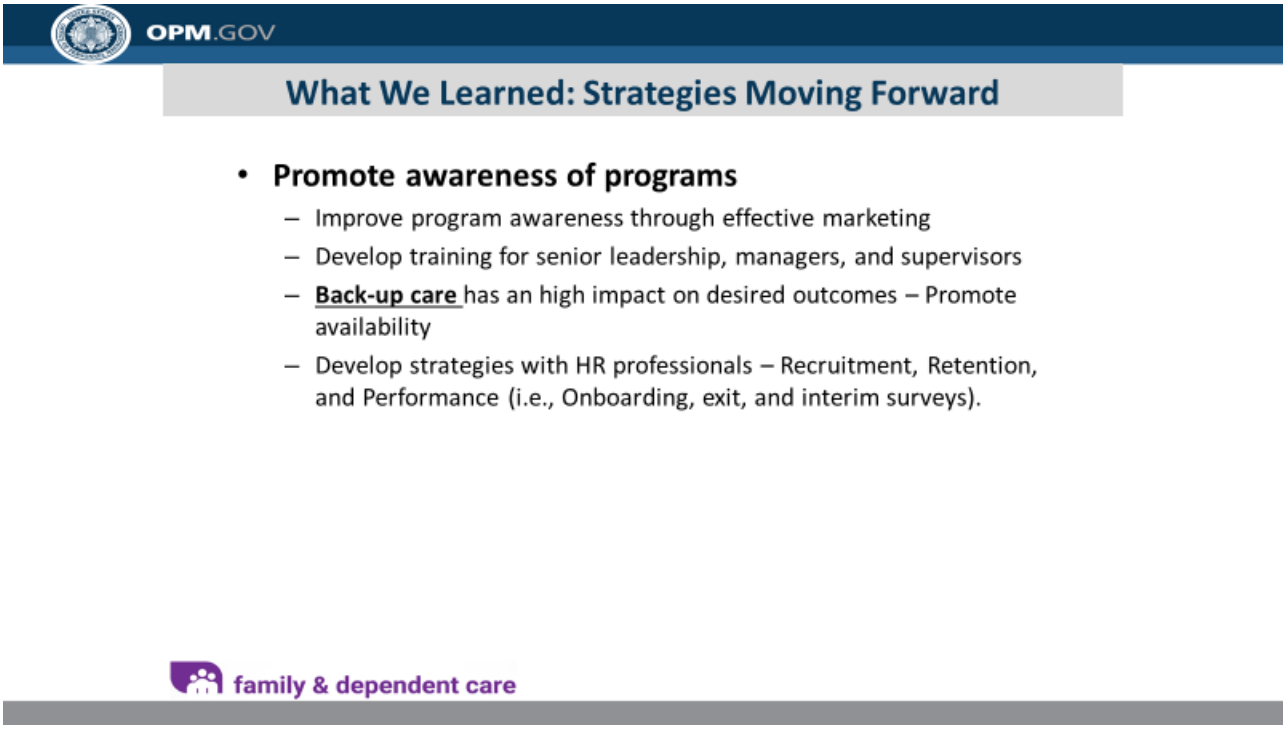
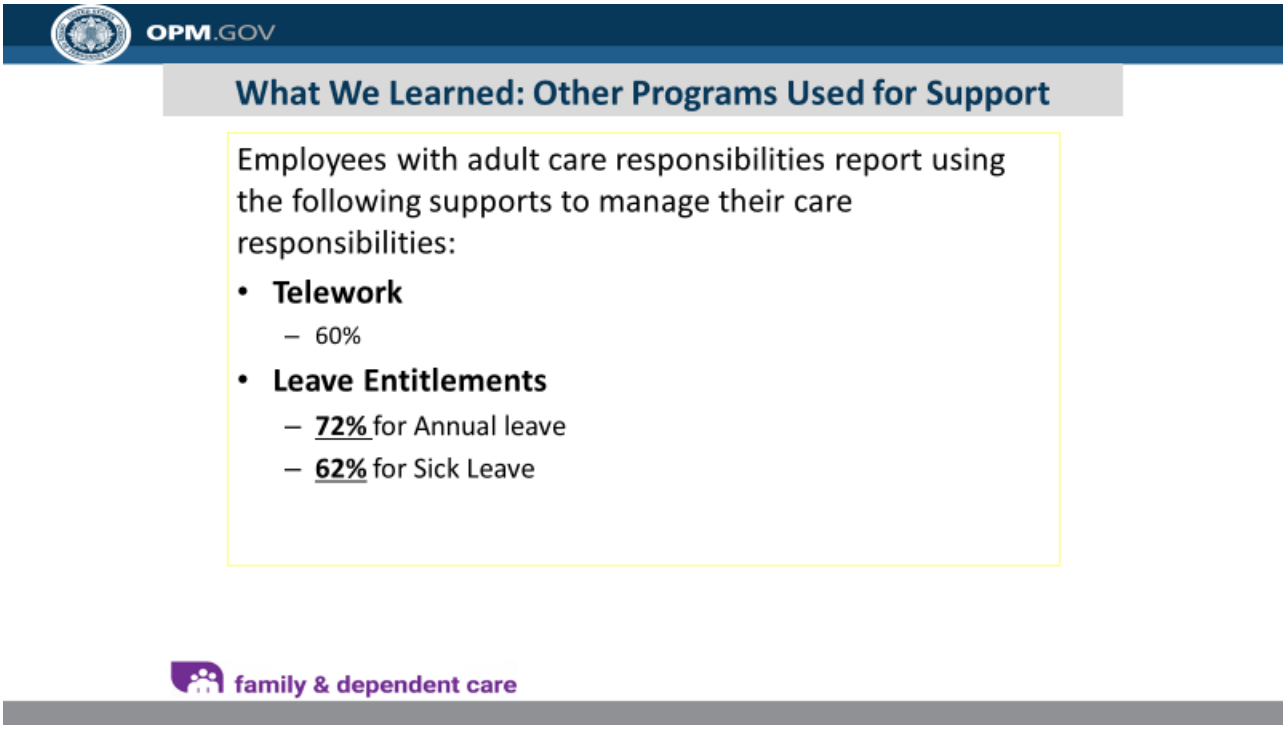

OPM.GOV
What We Learned: Strategies Moving Forward
• Promote awareness of programs
– Improve program awareness through effective marketing
– Develop training for senior leadership, managers, and supervisors
– Back-up care has an high impact on desired outcomes – Promote availability
– Develop strategies with HR professionals – Recruitment, Retention, and Performance (i.e., Onboarding, exit, and interim surveys).
family & dependent care


OPM.GOV
What We Learned: Other Programs Used for Support
Employees with adult care responsibilities report using the following supports to manage their care responsibilities:
• Telework
– 60%
• Leave Entitlements
– 72% for Annual leave
– 62% for Sick Leave
family & dependent care