

Aging and Adult-Dependent Care Committee (AADCC)



"There are only four kinds of people in the world: those who have been caregivers, those who are currently caregivers, those who will be caregivers, and those who will need caregivers."

Rosalynn Carter

AADCC Charter was signed in 2016

- ***Mission:*** *The AADCC, will research, promote and recommend effective actions to meet the aging and adult-dependent care needs of the diverse NIH workforce. The AADCC will advise the NIH Leadership on targeted programs and policies to support the productivity and performance of employees with adult-dependent care responsibilities, and an aging workforce. Employer-sponsored resources and support systems related to adult dependent care and an aging workforce are effective components of recruiting and retaining a skilled dedicated workforce.*

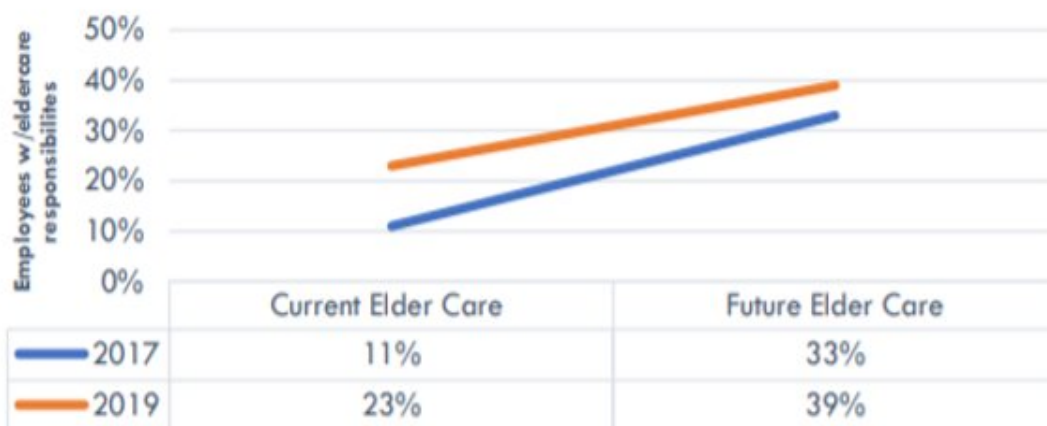


- Promote aging and adult-dependent care resources, information, and related services which are provided to the NIH workforce.
- Research and recommend effective actions that meet the needs of the diverse NIH workforce.
- Report to the Office of Research Services (ORS) Director and the NIH Deputy Director for Management (DDM) regarding aging, adult-dependent, and elder care programs and policies in support of the NIH Mission.



Current and Future Elder Care Needs

Current and Future Elder Care Needs



Results from both surveys showed an increasing number of NIH employees with eldercare responsibilities. See Chart 1.

Chart 1: Comparison of Current and Future NIH Elder Care Needs

NIH FTEs by Age Range

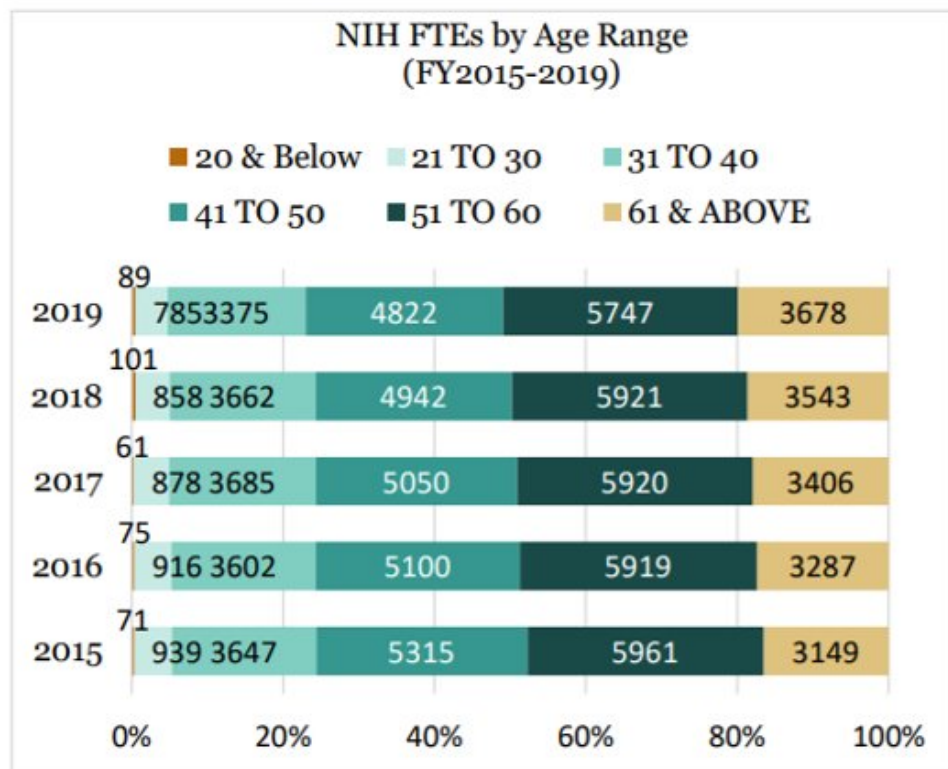


Chart 5: NIH FTEs by Age Range (FY2015-2019)

Notable Findings:

- Female > male caregivers
- Largest cohort: 51 – 60 years
- Avg retirement age: 65
- Hiring reduction across NIH

AADCC Impact:

- Targeted focus on screenings, health seminars, LTC insurance, life transitions, etc.
- Recruitment and retention implications

Aging and Adult-Dependent Care Committee (AADCC)

Office of Research Services
Serving the NIH Community

- 9 Voting Members
 - Interest in aging and adult dependent care topics
 - Diverse representation from various ICs and employment categories across the NIH workforce
- Liaisons and Stakeholder Groups
 - NIH Child Care Board
 - Health and Wellness Council
 - Employee Assistance Program
 - Office of Human Resources
 - Office of Research Services
 - Well-being Ambassadors



Adult Care Support Listserve

ADULT CARE SUPPORT LISTSERV

Do you or are you:

- Caring for an elderly family member?
- Have questions/concerns about transition planning for an adolescent or young adult with special needs?
- Providing long distance caregiving for an adult family member?
- Worry about your own caretaking plans?

This interactive email list is intended to allow the NIH community to share information and resources on all aspects of aging and adult dependent care. It is a collaborative space where you can share experiences and resources on elder care and dependent care topics such as:

- Caregiver support and resources
- Information on housing options
- Back-up care resources
- Special needs resources

To subscribe to the email list, go to the NIH LISTSERV page: <https://list.nih.gov>. Browse the list or go directly to Adult-Care-Support.

You will receive a confirmation when you are subscribed, with additional guidance about the list and its rules. Please read this guidance carefully. It contains useful information that will help you maximize the list's benefits.

For additional information contact: Tonya Lee, NIH Child and Family Programs Manager at 301-402-8380 or tfp22@mail.nih.gov.

Back-up Care- Adult/Elder

DID YOU KNOW...

You have access to care for elderly family members across the country?

Family Care. SOLVED.

[The NIH Back-up Care Program] helps me from taking unnecessary leave, leaving early, or having to stop working on what I'm doing. I also do not have to reorganize my work schedule in order to care for my mom.

— NIH Federal employee

Register Now at No Cost. Be Ready for Tomorrow.

<https://backupcare.nih.gov>

Or call 1-877-8N-CARE (626-2736)

The NIH Back-up Care Program provides a nationwide network of fully-credentialed providers. One call to the call center and all adult and pediatric care needs and management will be made for you.

Federal employees are covered up to 10 days of on-call regular emergency call coverage. One immediate access to care requests at the following rates: home care is \$15 per hour (1 hour minimum). You can use back-up care when:

- Your substitute relative is unable to
- An adult or older needs care at his or her home after surgery or illness
- A family member with special needs requires immediate attention
- Your regular caregiver is unavailable

NIH National Institutes of Health
Turning Discovery Into Health

Back-Up Care

EAP- Caregiver Support

Caregiver Stress

Employee Assistance Program
Navigating life's transitions

Office of Research Services, Division of Organizational Health and Safety

65.7 million people in the U.S. are caregivers. 52 million are caring for those with a disability or chronic illness

1 in 6 Americans working full or part-time are caregivers. Are you one of the 1 in 6?

EAP can help! We offer free, confidential counseling for employees dealing with the stress of a caregiving job or caring for a loved one.

Services include assessment, short-term consulting and referral services

To request a confidential consultation call (301) 496-3164.

NIH National Institutes of Health
Building on Research. Advancing Health.

Resource and Referral Service

**NIH OFFICE OF RESEARCH SERVICES
RESOURCE & REFERRAL SERVICE**
1-800-777-1720

ADULT & ELDER CARE SERVICES
Get the primary caregiver of an adult (over 18 years old) with a chronic condition or disability the information and resources you need. The R&RS provides you with a list of services, including: home care, respite care, and more.

CHILD CARE SERVICES
If you are a parent and are looking for information on daycare options close to work, The R&RS can connect you to local facilities and give you the resources you need to manage life as a parent.

FINANCIAL PLANNING SERVICES
Managing my family's finances and my retirement is a complex task. The R&RS provides me with a list of resources, including: financial planning, estate planning, and more.

IDENTITY THEFT SERVICES
I've had my identity stolen. The R&RS provides me with a list of resources, including: identity theft, credit monitoring, and more.

LEGAL CONSULTATION SERVICES
I've been involved in a lawsuit. The R&RS provides me with a list of resources, including: legal consultation, mediation, and more.

Legal and Financial

An Important Service for NIH Employees:
If you are a caregiver, contact us for free consultation and resources to help meet your family's needs. Support is only a phone call away.

1-800-777-1720

NIH Dependent Care Resource & Referral Service

NIH Employees, trainees and contractors have free, unlimited access to a Work/Life Specialist, who can help you to assess your caregiving role and support you by providing a range of resources and referrals. Examples include:

Housing Options	Home Health Aides	Evaluating care options	Special needs resources
Transportation Services	Preventing Elder Fraud	Child care providers	College planning
Meal Services	Long-distance caregiving	Nanny / in-home care	Tips for paying for care
Adult Day Care	Communication tips	Back-up care resources	And more...
		Adoption information	

This program is sponsored by the NIH Office of Research Services, Division of Organizational Health and Safety. For more information visit: <http://www.ors.od.nih.gov/resource/referralservice>

Lunch and Learn Webinars



Who Can I Contact for More Information?

Office of Research Services
Serving the NIH Community

Program Area	Name	Email
NIH Aging and Adult Dependent Care Committee (AADCC)	Melissa Porter Mike Lindquist AADCC Co-Chairs	porterm@mail.nih.gov mike.lindquist@nih.gov
NIH Health and Wellness Council (HWC)	Alonda LeCounte	alecounte@niaid.nih.gov
NIH Child Care Board	Jackie Franco, Board Co-Chair, Tuba Fehr, Board Co-Chair Susan Borst, Program Manager	jaclyn.dozier@nih.gov tuba.fehr@nih.gov susan.borst@nih.gov
NIH Wellness	Jan Tortarella	jan.tortarella@nih.gov
Well-Being Ambassadors	Jenny Jones	jenny.jones@nih.gov
Employee Assistance Program, EAP	Ann Stephan	ann.stephan@nih.gov

Where Can I Learn More?

- Visit our Website: <https://ors.od.nih.gov/pes/dats/childcare/Pages/Aging-and-Adult-Dependent-Care-Resources.aspx>
- Join the Listserv! To subscribe to the email list, go to the NIH LISTSERV page: <https://list.nih.gov>. Browse the list or go directly to Adult-Care-Support.
- Participate in an AADCC Meeting!