



DEPARTMENT OF HEALTH & HUMAN SERVICES

Public Health Service

National Institutes of Health
Bethesda, Maryland 20892

DATE: January 31, 2021

TO: Alfred Johnson, Ph.D., Deputy Director for Management

FROM: Jill Bartholomew and Cooper McLendon, Co-Chairs, NIH Aging and Adult Dependent Care Committee

SUBJECT: 2020 Annual Summary of the Aging and Adult-Dependent Care Committee

Dear Dr. Johnson:

On behalf of the NIH Aging and Adult-Dependent Care Committee, we want to express our sincere appreciation to you and the Office of Research Services (ORS) for your continued support of the important work of the committee, especially in such a challenging and historic time. The impact of the COVID-19 pandemic on the NIH workforce has further reinforced the value of our committee, which exists to explore and consider ways to assist the NIH in managing the complex care needs of our diverse staff.

The committee has made great strides in continuing to research and promote services and supports for NIH employees, trainees, and contractors faced with enhanced caregiving needs and adult dependent care responsibilities. As a result of the impact of the pandemic on the committee and its members, we are submitting a summary of the AADCC's accomplishments and goals in lieu of a 2020 annual report.

In 2020 the committee has continued to look at ways to support the NIH population with complex caregiving responsibilities. We understand that out of all of the support groups offered by ORS, the adult caregiver had the highest attendance with 37 participants indicating that employees are seeking resources to effectively manage the demands of the current and unprecedented environment.

The greatest challenge we face as a committee is the lack of awareness of the many programs and services available to NIH staff. With the support of ORS, the AADCC focused on an increasing awareness of the resources that are available to NIH Federal employees, trainees, and contractors. We worked closely with ORS, Division of Amenities and Transportation Services (DATS), to promote existing services and programs through virtual outreach events such as the NIH Work and Family month, webinars, and NIH-wide emails on aging and adult dependent care topics. Additionally, the committee participated in various ORS-sponsored virtual events.

Highlights of our work in 2020 include:

- Provided a trans-NIH webinar on palliative and hospice care with speakers from NIA, NINR, and the Clinical Center This included 177 live registrants and 121 live participants.
- Asked to participate in the OPM Federal Workplace Health Collaborative Presentation to share about the AADCC and NIH aging and adult dependent care resources. The Federal Workplace Health Collaborative is represented by 67 federal agencies and over 101 Worklife and well-being managers. The NIH AADCC was presented as the gold standard for other federal agencies and participants were interested in hearing about the many programs and services NIH offers as well as ways to promote them.
- Provided weekly updates and initiated discussions on the interactive NIH Adult Listserv to increase awareness of services – subscribers have increased to more than 400 NIH staff
- Participated in the NIH Stakeholder Panel during Work and Family Month with 130 employees registered and 89 live attendees.
- Promoted new initiatives, such as the Work-Life@NIH Support Groups, sponsored by the ORS
- Arranged for the following presentations to the AADCC to broaden knowledge of existing community services
 - The Montgomery County Police Autism/IDD, Alzheimer's/Dementia Outreach Unit
 - LifeWork Strategies, Adventist Health Care, (NIH contractor for the ORS Resource and Referral Services Presentation) – Ms. Treverne Brown-Thomas, Account Manager & Ms. Kathleen Crowley, Work/Life Services Supervisor
 - Dr. Lisbeth Neilsen, Director, Division of Behavioral and Social Research, National Institute on Aging
 - Ms. Alexandra Ratie, NIH Leave Bank
 - Ms. Anna Verschoore, NIH Employee Assistance

In the upcoming year, the AADCC will:

- Continue to increase awareness of services; provide education through webinars and partnering with other groups internal and external to NIH
- Continue outreach efforts to other NIH groups and organizations which are concerned with aging and adult dependent care issues
- Assist ORS in exploring additional aging and adult dependent care options to serve the NIH community
- Review evaluation data from Lifework Strategies webinars, Employee Assistance Program (EAP) helpline, and Federal Employee Viewpoint Survey (FEVS) data to obtain any feedback about any themes, trends, specific needs for those 50 and over
- Examine how to effectively demonstrate, with data and anecdotal information, the positive impact that NIH aging and adult dependent care support services have on the work and lives of the NIH community
- Contribute to the quarterly Wellness@NIH Newsletter
- Review and revise AADCC content, access, and design on the new ORS website

Since its inception, the AADCC has made impactful strides toward supporting the workforce, even throughout a global pandemic. To continue to be an effective and impactful committee, we are interested in understanding the vision and priorities of NIH leadership as we transition into a new year. We welcome your advice about whom to contact and how to elevate aging and adult dependent care services among other partners within the NIH.

If additional information about the work of the AADCC would be helpful and of interest, we would be pleased to set up a (virtual) meeting at your convenience. We welcome your attendance at any meeting of the AADCC. We look forward to reporting our successes, recommendations, and questions to you in the coming year.

Sincerely,

Jill Bartholomew
Co-Chair, AADCC

Cooper McLendon
Co-Chair, AADCC

cc

Ms. Colleen McGowan

Mr. Timothy Tosten

Ms. Tammie Edwards