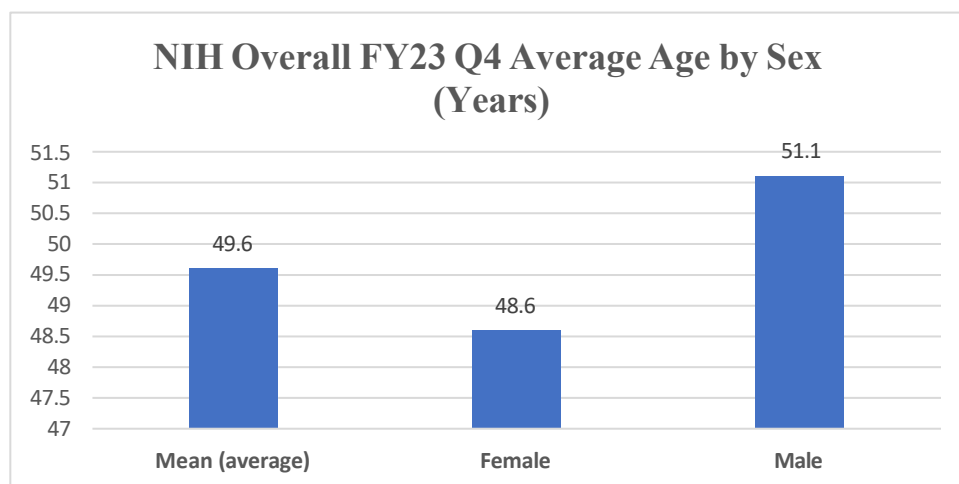




DATE: December 3, 2024
TO: Alfred C. Johnson, Ph.D., Deputy Director for Management,
Office of the Director
FROM: Martina Lavrisha and Melissa Porter, Co-chairs,
Aging and Adult-Dependent Care Committee
SUBJECT: 2023 Aging and Adult-Dependent Care Committee Summary Letter

Dear Dr. Johnson:

On behalf of the NIH Aging and Adult-Dependent Care Committee (AADCC), we want to express our gratitude to you and the Office of Research Services (ORS) for your continued support of the significant work of the committee. This is especially important given the evolving dynamics of the NIH workforce. The average age of NIH employees is 49.6 years with males slightly older than females (figure 1). Since 2015, an average of 2.4% of NIH employees have retired annually with an additional average of 1.4% projected to retire annually over the next 10 years. The average number of years employees continue to work past retirement eligibility age is 6.38 years.¹



Note: Produced by the NIH Office of Equity, Diversity, and Inclusion: Data Analytics Branch. Data are included for onboard employees as of 9/30/2023.

¹ Age and retirement data are included for fiscal years ending September 30. Data are included for onboard employees classified as permanent or temporary full-time, and part-time or intermittent. Data for Contractors, Fellows, Trainees, Commissioned Corps (CC), Advisory Council (EI) and ZZ pay plans are not included. Data sources: NIH Office of Human Resources, Workforce Analytics Workbench (retirement data), and NIH Office of Equity, Diversity, and Inclusion (age data).

This report is a summary of the 2023 AADCC's accomplishments and goals. The committee made significant contributions to research and promoted services and support for NIH employees, trainees, and contractors faced with adult-dependent care responsibilities. In 2023, the committee has continued to look at ways to support the NIH population with challenging caregiving responsibilities as well as concerns pertaining to aging.

The committee's most significant challenge is the need for more awareness of the many programs and services available to NIH staff. We identified goals with a focus on partnerships with various committees, stakeholders, and departments, service evolution with the addition of Elder Coach services and webinar offerings, and organizational streamlining with MS Teams for communication and program management.

Accordingly, the AADCC focused on increasing awareness of available resources for 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 Safety, Health & Wellness Day, Work and Family Month, Lunch and Learn webinars addressing aging concerns, and NIH-wide emails on aging and adult dependent care topics.
- The committee has used a variety of media to promote elder services to a diverse NIH employee population. We have used QR codes, flyers, and emails to promote the Elder Coach services and the Resource & Referral Services.
- A virtual tree of resources that will quickly connect employees to available NIH resources, i.e., Leave Bank, EAP, etc., is located on the AADCC website.
- Articles were submitted to the quarterly Wellness Newsletter and ORS News2Use newsletter. Postings were placed on the Adult Care Support List Serv weekly.

The AADCC values the synergies and benefits of partnerships for cross-promotion of activities and services. We meet quarterly with key stakeholders, including NIH Well Being Ambassadors and the NIH Health and Wellness Council (HWC) co-chairs. Our goal was to increase collaboration and establish relationships among key stakeholders. Examples of this effort include:

- Brainstormed with NIH Child Care Board on membership drive experiences and ways to publicize resources.
- Presented AADCC resources at NIH Wellness Webinars.
- Amplified communication through partnerships with the Health and Wellness Council and ORS social media feeds.
- Presented at NIAID New Hire Connections on AADCC and Resource & Referral Services in August.
- Co-sponsored webinar with NIMH on Lifestyle Medicine and subsequently partnered with another listserv, Healthy Eating, to promote healthy lifestyle eating changes.
- Partnering with OD and EDI on exit survey data to identify gaps/areas of need related to aging and resource awareness by NIH employees.

Four virtual committee meetings were held in 2023. For the meetings, we coordinated our partners to educate and inform committee members and other partners who were invited to participate, as well as the NIH Well Being Ambassadors and the NIH Health and Wellness Council.

Presentations were as follows:

- LifeWork Strategies Resource and Referral Services 2022 data with Susan Borst
- MS Teams and Artificial Intelligence (AI) by Lisa Oganissian
- Audio Description for Video Format by Gary Morin
- 2023 Data of Service Utilization by Katherine Rhoderick from LifeWork Strategies

Highlights of committee initiatives include:

- Coordinated and conducted an NIH-wide Webinar in April titled “Advocating for School-Aged Children with Special Accommodations” by Jenny Mullins, Co-Founder and Program Director of Advocacy31nine. The webinar had 75 registrants.
- Coordinated a lunch and learn webinar on Living with Purpose: Embracing the Later Years with Dignity and Fulfillment by Lakelyn Eichenberger, Ph.D. of Home Instead, Inc. in August. The webinar had 213 registrants.
- Submitted articles for Wellness@NIH Quarterly Wellness News throughout the year with the following published –on the Aging and Adult Dependent Care Committee introducing the new co-chairs, heart health tips and links to social media and review of fall observances highlighting health aging month.
- Co-sponsored a talk on Lifestyle Medicine with NIMH physician Adriana Pavletic, MD, Ph.D., during the last week of Work and Family Month. The theme for Work and Family Month in 2023 was “You and Your Family’s Mental Health.”
- Coordinated and tracked weekly postings to the 400-member NIH Adult Care Support Listserv.
- Surveyed NLM director Patricia Brennan, RN, Ph.D. on resource utilization prior to her retirement.

The AADCC has made important contributions that support the NIH workforce. The committee hopes to continue to have a positive, meaningful impact and welcomes interaction with NIH leadership to better understand priorities as we transition into a return to the workplace.

The committee has voted to renew the AADCC Charter for the 2025-2030 term, and we appreciate your consideration in renewing the Charter by the date of expiration on December 16, 2024.

We welcome your recommendations about whom to contact and how to elevate aging and adult dependent care services among other NIH partners and the community at large. We also invite you to attend any AADCC meetings and to engage in discussions about how this committee can assist with pertinent aging and caregiving issues. We also extend an invitation to Dr. Bertagnolli to attend any of our meetings. The AADCC meets quarterly in February, June, September, and December on the third Tuesday from 2:00 to 4:00 pm.

We have been honored to have served as co-chairs for this year.

Sincerely,

Martina Lavrisha, Co-Chair, AADCC

Melissa Porter, Co-Chair, AADCC

cc:

Tammie Edwards, Director, DATS, ORS

Timothy J. Tosten, Associate Director, PES, ORS

Colleen A. McGowan, Director, ORS