



National Institutes of Health  
Office of Management

# 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.*

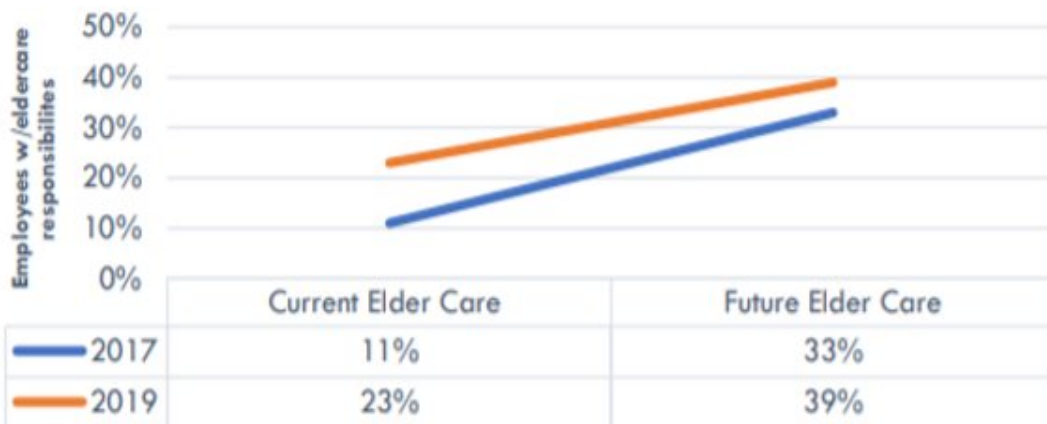


- Promote aging and adult-dependent care resources, information, and related services which are provided to the NIH workforce.
- Research and recommend effective actions that meet the needs of the diverse NIH workforce.
- Report to the Office of Research Services (ORS) Director and the NIH Deputy Director 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

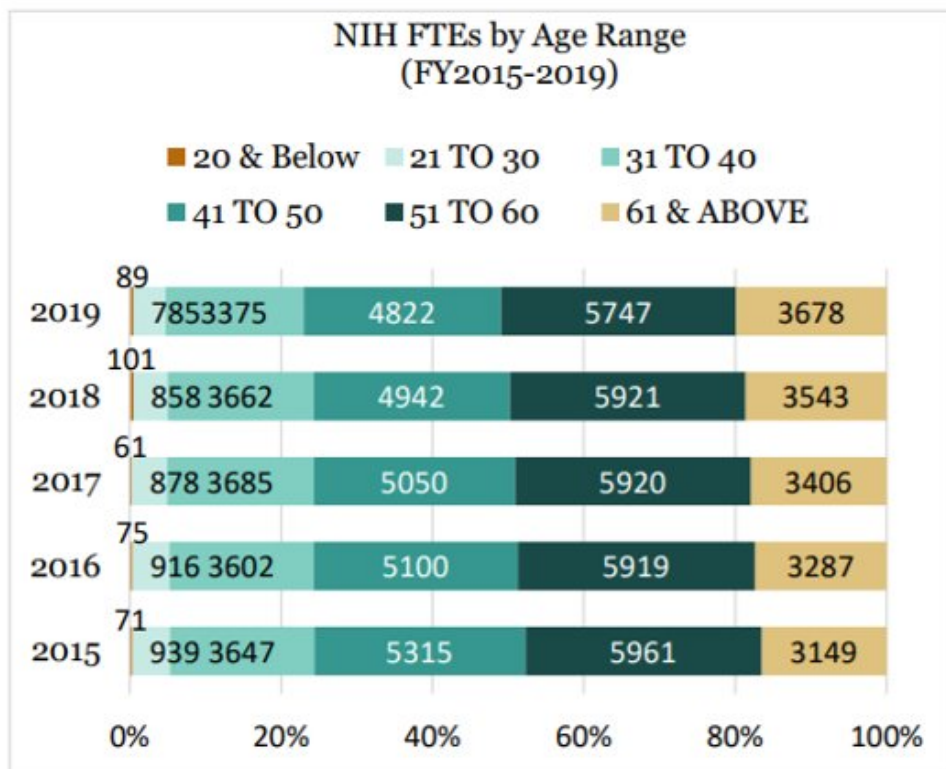


Chart 5: NIH FTEs by Age Range (FY2015-2019)

### 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

- 13 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 301-602-8380 or [ts2@nsl.nih.gov](mailto:ts2@nsl.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.ors.od.nih.gov>  
Or call 1-877-8-CARES (347-2736)

**NIH National Institutes of Health**  
Serving Discovery Into Health

**BackUpCare**

## EAP- Caregiver Support

**Caregiver Stress**

**Employee Assistance Program**  
Navigating life's transitions

Office of Research Services, Division of Occupational 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 counseling and referral services.

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

**NIH National Institutes of Health**  
Building 31, Room 3B17  
3015 Rockville Pike  
Bethesda, MD 20892

## Lunch and Learn Webinars



Office of Research Services  
Serving the NIH Community

## Resource and Referral Service

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

**ADULT & ELDER CARE SERVICES**  
Let the primary caregiver of an adult elder with service needs and/or other people who live with you. The 1-800 number provided me with a list of adult day centers, adult respite care services and back-up care services for my son and daughter.

**CHILD CARE SERVICES**  
I'm a new mom who is looking for information on daycare options close to work. The 1-800 number connected me to local facilities and gave me resources on how to manage life as a new parent.

**FINANCIAL PLANNING SERVICES**  
Managing my family's finances and my parents' finances is very stressful. The Referral Service contacted me with a free 30-minute consultation that provided me with the best information for a local financial adviser.

**IDENTITY THEFT SERVICES**  
I recently had my identity stolen. The Referral Service helped me understand how to report the crime and provided me with a list of things I should do to protect myself.

**LEGAL CONSULTATION SERVICES**  
I've just received a letter from a lawyer and I don't want to be prepared in the event that anything happens. The Resource and Referral Service gave me information on how my parents could get and use the Power of Attorney.

Our office makes referrals to assist you in every phase of your life. We have staff who are highly trained and experienced in a variety of programs, services, products, materials 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
- Transportation Services
- Meal Services
- Adult Day Care
- Home Health Aides
- Preventing Elder Fraud
- Long-distance caregiving
- Communication tips
- Evaluating care options
- Child care providers
- Nanny / in-home care
- Back-up care resources
- Adoption information
- Special needs resources
- College planning
- Tips for paying for care
- And more...

This program is sponsored by the NIH Office of Research Services, Division of Amenities and Transportation Services.

For more information visit:  
<http://www.ors.od.nih.gov/resource/referralservice>



# Who Can I Contact for More Information?

Program Area	Name	Email
NIH Aging and Adult Dependent Care Committee (AADCC)	Melissa Porter Martina Lavrisha AADCC Co-Chairs	<a href="mailto:porterm@mail.nih.gov">porterm@mail.nih.gov</a> <a href="mailto:lavrishamm@cc.nih.gov">lavrishamm@cc.nih.gov</a>
NIH Health and Wellness Council (HWC)	Stacie Rios Udana Torian HWC co-chairs	<a href="mailto:stacie.rios@nih.gov">stacie.rios@nih.gov</a> <a href="mailto:udana.torian@nih.gov">udana.torian@nih.gov</a>
NIH Child Care Board	Jackie Franco, Board Co-Chair Seema Nayak, Board Co-Chair Susan Borst, Program Manager	<a href="mailto:jaclyn.dozier@nih.gov">jaclyn.dozier@nih.gov</a> <a href="mailto:seema.nayak@nih.gov">seema.nayak@nih.gov</a> <a href="mailto:susan.borst@nih.gov">susan.borst@nih.gov</a>
Nurses Wellness Committee	Michelle van der Merwe, RN, BSN, CMSRN, OCN, Committee Chair	<a href="mailto:michelle.fleming@nih.gov">michelle.fleming@nih.gov</a>
ORS Worklife Program	Tonya Lee Worklife Coordinator	<a href="mailto:leet2@mail.nih.gov">leet2@mail.nih.gov</a>
Well-being Ambassadors	Alisha Sutton, FIC Well-being Ambassadors Primary Contact	<a href="mailto:alisha.sutton@nih.gov">alisha.sutton@nih.gov</a>
Employee Assistance Program, EAP	Karen Bressler Alisha Turner Augustyn	<a href="mailto:karen.bressler@nih.gov">karen.bressler@nih.gov</a> <a href="mailto:alisa.turneraugustyn@nih.gov">alisa.turneraugustyn@nih.gov</a>
OD Well-being Campaign	Sandra Scarbrough Leslie Pont, Program Manager	<a href="mailto:sandra.scarbrough@nih.gov">sandra.scarbrough@nih.gov</a> <a href="mailto:leslie.pont@nih.gov">leslie.pont@nih.gov</a>

# 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!