DEPARTMENT OF HEALTH & HUMAN SERVICES Public Health Service

National Institutes of Health
Bethesda, Maryland 20892

www.nih.gov

DATE: May 1, 2020

TO: Ms. Colleen A. McGowan, Director, Office of Research Services

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

SUBJECT: 2019 Aging and Adult-Dependent Care Committee Annual Report

Dear Ms. McGowan:

We are pleased to share with you the second annual report of the Aging and Adult-Dependent Care Committee (AADCC). This report highlights the activities and accomplishments of the eighteen members and six liaisons of the 2019 AADCC. In partnership with the Office of Research Services (ORS) and other stakeholder communities, the AADCC has accepted the challenge to not only understand but to also address the current and future aging and adult-dependent care needs of the NIH community.

The National Institutes on Aging has reported that, for the first time in history, there will be more people over the age of 65 than under 5. As the NIH workforce comprises 51% FTE employees over the age of 50, it is important that the NIH begins to anticipate its employees' needs throughout the various phases of their careers. In only a short time, this committee has made great strides in addressing the diverse and evolving needs of the NIH workforce and has set a solid framework for 2020 and beyond.

Our approach for the final year of the pilot charter, as demonstrated in this report, allowed us to broaden our committee's scope by identifying additional opportunities to leverage data, create and use a communication and marketing plan to increase adult care awareness, and promote resources. We were also successful in identifying ICs and stakeholder groups that could be prospective partners with the AADCC in disseminating information and resources on caregiving and aging.

The NIH leads the federal government in offering its workforce access to a multitude of well-being resources, as clearly demonstrated in the Office of Personnel Management 2017 Work-Life Federal Survey. The NIH family and dependent care services ranked third out of 101 individual federal agencies, and in the 2018 WellCheck, the NIH ranked 8 out of 31 federal agencies. To continue to be recognized as a gold-standard leader within the federal government and to be competitive in recruiting and retaining the most talented workforce, the committee must continue to receive support from the ORS. Without consistent resources, this committee will not be successful in executing the mission set forth by NIH leadership.

We are eager to implement our new charter by presenting our 2020 workplan and look forward to emphasizing healthy aging, in addition to a continued emphasis on addressing the NIH community's caregiving and adult-dependent care needs. We respectfully request that you share this report with Dr. Alfred C. Johnson, Deputy Director for Management, the approving official of the new charter.

To continue our momentum, we respectfully submit the following recommendations:

- Continue to support and fund existing aging and adult-dependent care programs for the entire NIH workforce.
- Provide staffing and funding to develop, implement, and evaluate an aggressive communications plan highlighting aging and adult/elder care issues.
- Continue to support and implement the 2020 Life@NIH Survey with assistance from the AADCC to accurately assess aging, adult-dependent and elder care needs, and overall satisfaction with current programs.
- Continue to offer work-life trainings and collect data from NIH supervisors on the awareness of aging and adult-dependent care issues.
- Continue to include the AADCC in the ORS Website Redesign and initiate the development of a single webpage for various NIH services that assist employees with well-being, work-life, aging, and family responsibilities.
- Explore expanding existing aging and adult/elder-care resources, such as providing a Geriatric Caseworker to assist with caring for an adult.
- Provide resources and staff support to coordinate and execute a mini conference showcasing the NIH research and how to "Take Our Own Best Advice" related to caregiving, aging, and adult/elder care.

We look forward to continuing our partnership with the ORS and to receiving increased support to enhance employees' ability to manage their adult-dependent care responsibilities.

We cordially invite you to respond to the 2019 AADCC Annual Report and provide welcoming remarks, at our upcoming meeting as the AADCC initiates the implementation of its 2020 Workplan. The meeting is scheduled for Tuesday, May 19, 2020, from 2:00 p.m. to 4:00 p.m.

We thank you for your continuing support and welcome your input on additional topics or areas of interest that you would like the AADCC to address.

Sincerely,

Jill A. Bartholomew -S
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Jill Bartholomew
Co-Chair, AADCC

Cooper S. Mclendon -S
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Cooper McLendon
Co-Chair, AADCC

Attachment: 2019 Aging and Adult-Dependent Care Committee Annual Report

cc:
Mr. Timothy Tosten
Ms. Susan Cook