

**Aging and Adult Dependent Care Committee  
(AADCC)**

**July 10, 2018  
Building 45, Conference Room F1/F2  
2:00 PM to 4:00 PM**

**Attendees**

Ms. Jill Bartholomew, NCI  
Ms. Lynn Cave, NCI  
Ms. Sarah Martyn Crowell, OD  
Dr. Deborah Henken, NICHD  
Ms. Shuntrice Holloman, ORS  
Dr. Chao Jiang, NIAID  
Ms. Judith Lavelle, NIAID  
Ms. Martina Lavrisha, CC

Dr. Dawn Lea, NHGRI  
Ms. Sandra Loether, OD  
Mr. Russell Mason, ORS  
Ms. Cooper McLendon, NIA  
Dr. Elka Scordalakes-Ferrante, NIDCD  
Mr. Roy Wheat, NINDS  
Ms. Erin Williams, NIA  
Dr. Dan Xi, NCI

**Guests**

Mr. Chris Gaines, ORS  
Dr. Alexis Brown, OPM

Ms. Donna O'Neil, ORS

**I. Welcome and Introduction of Members, Liaisons and Guests**

Co-Chairs welcomed everyone to the July meeting. Co-Chairs gave a brief review of the purpose of the 2018 Work Plan, activities for each Workgroup, and co-coordinators and members of each workgroup.

**II. Communications Workgroup Report**

The Communication Workgroup will be working to raise awareness of current Dependent Care resources offered by the Child and Family Program. The Workgroup has devised a communication plan to raise awareness and promote services. The Workgroup will promote services such as; listserv, resource and referral service toll free number and outreach events. To increase activity to the listserv, the Communication Workgroup will push more information out to the Adult Care Support listserv. The Workgroup will assign monitors to the listserv from the AADCC to engage users. To increase awareness and utilization of the Adult-Dependent Care Resource and Referral Services, the workgroup will develop an infographic that will list several scenarios in which the service can assist with adult-dependent care needs.

The Communication Workgroup has developed a communications plan to identify primary and secondary audiences, market research and developing key

messaging. The primary audience was identified as NIH Employees, supervisors, Administrative Officers and the Management Analyst Group. Market research would include surveys, listserv emails and Google Analytics to monitor website traffic trends. Key messaging would be included in: Tweets, NIH Publications and marketing materials. Key messaging would coincide with health observance months and holidays.

### **III. Partnership Workgroup Report**

The goal of the Partnership Workgroup is to identify resources and engage in partnerships within NIH and the community.

The Partnership Workgroup is considering creating an Aging and Adult-Dependent Care (AADC) navigator including functions, such as a secure web-based search engine tool that enables users to customize their search and get information and resources based on information entered into the database. The Partnership Workgroup suggested participating in the 2018 HHS Ignite Accelerator project to support the development of the AADC navigator. The HHS Ignite Accelerator is an internal innovation startup program for staff within the Department that want to improve the way their program, office, or agency works.

The workgroup would like to reach out to all Institutes and Centers to obtain current information as it relates to aging and dependent care. The workgroup would also like to help find evidenced-based resources on aging and dependent care. A committee member suggested using existing NIH resources and encouraging the aging population to participate in NIH clinical trials.

Future ideas for partnerships include the following: NCCIH, Explore Village Movement, NIH “All of Us” program and Institutes/Centers performing research related to dependent care.

### **IV. Research Workgroup**

The Research Workgroup has reviewed and summarized multiple surveys to identify some of the needs of NIH Employees. The surveys that the Workgroup reviewed included:

- 2012 Life @NIH Survey,
- 2016 NIH WorkLife Benchmark Study,
- 2017 OPM WorkLife Study, and
- Adult-Care-Support Listserv.

The Workgroup has identified key interest of listserv subscribers. The key interest is transportation and back up care needs. The Research Workgroup will be collaborating with the Communications Workgroup to promote more real time interaction and to help grow the listserv.

After reviewing the 2012 Life @NIH Survey, the Research Workgroup reported the finding of the current need for dependent care in 2012 was 8% of NIH employees and it was expected to increase in 2017 to 24%. The findings also identified that supervisors felt they had not received guidance on worklife programs available to staff. The workgroup will collaborate with the NIH Child Care Board to update and re-administer the survey to incorporate specific aging and adult-dependent care questions. The workgroup is also considering a survey just for aging and dependent care.

#### **V. OPM Federal Work-Life Survey**

Dr. Alexis Brown, Office of Personnel Management presented the survey results from the OPM Federal Work-Life Survey on NIH Aging and Dependent Care. OPM's Federal Work-Life Survey is a systematic assessment of worklife programs across the federal government. The sample size included 196K randomly selected Federal employees. The survey looked at six major areas:

- Workplace Flexibilities
- Family & Dependent Care
- Managing Work & Dependent Care
- Worksite Health & Wellness
- Employee Assistance Programs
- Your Workplace

The survey results revealed that 11% of NIH employees currently have caregiving responsibilities and in the next five years, the number is expected to grow to 33%. Cost of care is a major concern among this group. The NIH has a greater positive impact on how employees perceive adult care services compared to government-wide efforts. The next OPM survey will most likely be conducted in the next two years.

Dr. Brown was asked if there were any other agencies that NIH could consult with to improve the current NIH Aging and Adult-Dependent Care services/resources. Dr. Brown responded that NIH is currently above and beyond what other agencies are providing and NIH is considered the gold standard.

#### **VI. Discussion**

The committee members asked if they could suggest language for the next OPM survey to gather more data as it relates to dependent care. Dr. Brown responded that recommendations for survey language are solicited and it is worth the committee's effort to make suggestions.

The committee asked if the next survey should be specific or broad. Dr. Alexis recommended that the survey start broad encompassing aging and selfcare then breaking down to specific topics. She also suggested that the committee consider the use of focus groups, white papers and interviews to gather data.

A committee member suggested reaching out to retired employees for information regarding dependent care needs that would have been helpful for them at NIH. It was determined that retired employees could be reached via exit interviews, but the response rate is low at 24-26% according to OHR data.

## **VII. Announcements and Adjourn**

**Go4Life** will be holding a Facebook Live Event Thursday, September 13<sup>th</sup> 2:00 PM-2:30 PM. The event will feature four NIH Employees in their 50's and 60's speaking about their experience being physically active and how it has positively impacted their lives. There will be a trainer available during the event to answer any specific questions about exercise.

**2018 Elder and Adult-Dependent Care Fair** was held June 27<sup>th</sup> in the Building 10 South Lobby. In attendance at the Fair were Easter Seals, LifeWork Strategies, The Arc of Montgomery County, Alzheimer's Association of the National Capital Area, Montgomery Hospice and Montgomery County DHHS. In attendance from NIH were NIA, NINR, NIAAA, EAP and Child and Family Programs. The Fair provided NIH employees information on a variety of topics related to dependent care.

The AADCC volunteers assisted with the consensogram. There was a total of 52 employees that visited the consensogram. Results from the consensogram concluded:

- most employees are interested in learning more about aging in the workplace,
- employees are not familiar with the NIH Back-Up Care Program, and
- employees suggested the use of the website as the means to raise awareness of resources.

There were approximately 460 employees that visited the Fair.

**Next Meeting: Tuesday, October 2, 2018**