



WELCOMING A BABY? ADOPTING? CHILD CARE INFORMATION SESSION

**Presented by Harvard Longwood Campus Human
Resources**

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<https://hlc.harvard.edu/resources-to-help-support-parents-with-young-children/>

CHILD CARE CENTERS

- Bring your child to a center
- Licensed by the State of Massachusetts.
- Cost for full time infant care in Massachusetts varies based on location – anywhere from \$1600 - \$2500 (*estimated range based on experience and discussion*)
- NAEYC Accreditation (National Association for the Education of Young Children): not all centers are accredited.
- Child Care Centers around LMA: Bright Horizon@ Landmark, Longwood Childcare Center. WorkLife Program Manager sits on advisory board, represents LMA concerns.
- Locating Care: EAP's



FAMILY CHILD CARE

- Bring your child to the caregivers home
- May be licensed by the State of Massachusetts
- Cost for full time infant care in Massachusetts varies based on location – anywhere from \$800 - \$1500 (*estimated range based on experience and discussion*)
- Locating Care: EAP's



IN HOME CARE

- NOT licensed care in the USA, falls under household employment laws.
- The provider is in your home caring for your child(ren).
- Average cost of care is ~\$2600/month
- Locating Caregivers: Nanny Agencies, Au Pair Agencies, Ads, Care.com, Sittercity.com



TYPE of CARE	Advantages	Disadvantages
Child Care Centers	<ul style="list-style-type: none"> •Multiple staff •Supervised Care •Structured 	<ul style="list-style-type: none"> •Illnesses are common •Not flexible with hours •Less individual attention
Family Child Care	<ul style="list-style-type: none"> •Flexible hours/schedules •Less expensive than centers •More individual attention 	<ul style="list-style-type: none"> •Back-up for when the provider can't provide care •Less supervision •Not as much variety
In-Home Care *Live in *Live out *Shared	<ul style="list-style-type: none"> •One to one care •Flexible hours/days •Parent has more say in the care for their child •More likely to be healthier 	<ul style="list-style-type: none"> •Could be expensive! •Not supervised or regulated •Lack of privacy in your home



WHAT TO LOOK FOR

- “Check list items” that are important to you: location, cost, hours of operation, accreditation
 - Note: recommend to call references
 - <http://www.mass.gov/edu/birth-grade-12/early-education-and-care/licensing/> - Licensing Resources and Information
- What else is important to you? Back-up for vacations, licensing, training, and professional organization. Do your ideas/philosophies align?
 - Milestones/habits: bottle feeding, potty training, thumb sucking/pacifiers, discipline etc.
- Strongly recommend transition visits. Ask provider to have at least a couple of transition visits (half-days are good) prior to starting care.



AVAILABLE RESOURCES

- Easing the cost of child care (tax credit, Dep. FSA, & scholarships)
- Back-up child care services: Care.Com, SOURCE, WATCH, Harvard Student Employment Office
- Online Parent's Forum
- EAP: information and referrals, legal and financial advice, mental health counseling and more
- Mood disorders: can be prevalent amongst expecting moms and new parents. Information and resources are available.
- Lacation Rooms
- Educational Support – Work/Life seminars



PLANNING A LEAVE & RETURN

- Start thinking about your day to day workflow
 - What's important and will likely need to be passed along and continued
 - How can the appropriate people have access?
- If applicable, develop a plan with your supervisor regarding coverage while you are out
 - Set a check-in schedule that's easy and convenient for you
- Returning to work
 - Schedule practice runs (transition visits) for exact drop off time
 - Expect the unexpected, take it easy on yourself, come back to a shorter week if possible



FMLA & PARENTAL LEAVE

- **FMLA: Family Medical Leave Act**

This act protects your job when you are out on a leave to care for yourself, children, or aging relatives.

- **Parental Leave**

Harvard University gives all new parents, including adoptive parents, 20 days of leave to bond with your new child. These days must be taken within the first 13 weeks of your child's arrival.

[Harvard Longwood Campus Maternity Leave Eligibility Grid](#)

NEXT STEPS

1. Start obtaining a “list” of Child Care locations to call and set up appointments to visit.
2. Have conversations with your supervisor about your leave and return.
3. Complete your paper work for your Leave of Absence and make an appointment with HR to turn it in.
4. Enjoy the anticipation stage of becoming a parent!



Questions?

