



School of Science

December 15, 2015

*Ronnie Mae Weiss, Senior Program Manager
Bara Litman, Program Manager*



Welcome!

- Email or call us for help finding child care, schools, eldercare, or any work-life service
- Drop by and browse the Lending Library with ~1,200 volumes on a range of work-life topics
- Drop by or call to schedule an in-person or phone consultation on any work-life topic
- Register yourself and/or your spouse/partner for an Infant-Toddler Briefing
- Register yourself and/or your spouse/partner for a work-life seminar, discussion group, or workshop

Location: Building E19-611

Hours: Monday through Friday
9:00 a.m. – 5:00 p.m.

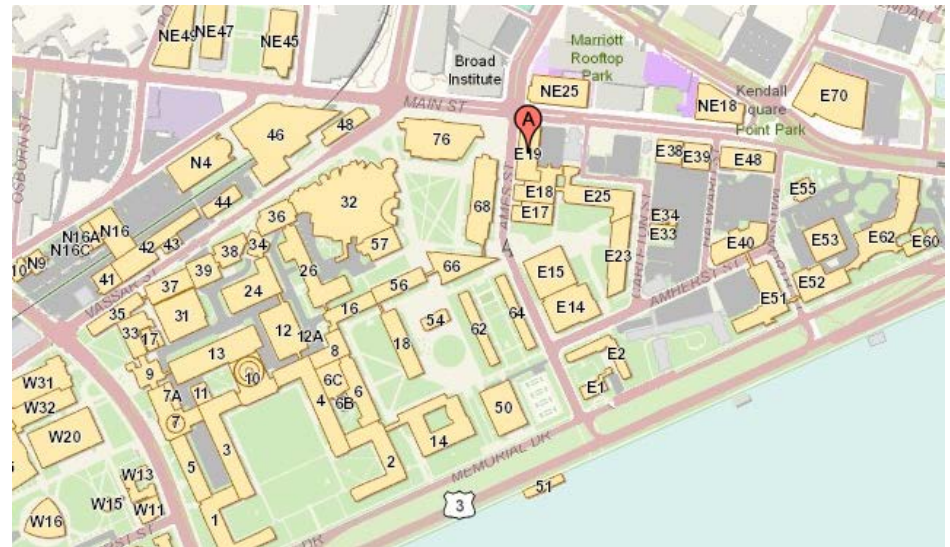
Phone: 617-253-1592

Email: worklife@mit.edu

Web: <http://hrweb.mit.edu/worklife>

Twitter: Follow us [@mitworklife](https://twitter.com/mitworklife)

Yammer: Join the Work-Life Group



MIT Work-Life Center Overview

The Center offers direct services and spearheads projects that enhance the quality of life for the MIT community.

Through consultations, caregiving support, and on-site child care centers and lactation rooms, we provide information and help with work-life integration, and we serve as a bridge to resources within and outside MIT. Our policy and advocacy work at the Institute is a catalyst for change, and it brings MIT innovations such as the adoption benefit, state-of-the-art child care facilities, job flexibility guidelines, and special reports on teens and young adults.

Our services are available to:

- Faculty
- Staff (including managers and administrators)
- Postdoc Associates
- Postdoc Fellows
- Graduate Students
- Partners and families



Topics



Resource and Referral Service: Workplace Options Work-Life 24/7

To compliment and extend our on-site programs, we offer a 24/7 resource and referral program that is:

- Available around-the-clock every day of the year
- Accessible world-wide, by toll-free telephone (877-847-4523) and online (hrweb.mit.edu/worklife/worklife-resources)
- Available in 150 languages with an instant translation service
- Free for faculty, staff, postdoctoral fellows, graduate students, and families
- Able to make referrals to local, national, and international services, and offer information on MIT-specific benefits and services

Information and referrals are available in the following areas:

Children

- Child care centers, family day care, nannies
- Back-up care
- Lactation support
- Summer camps
- Adoption
- Public and private schools K-12
- Special needs
- College preparation

Financial

- Access by phone or in-person to qualified financial advisors
- Includes financial on debt management, budgeting, and retirement planning

Daily Living

- Moving/Relocation
- Pet sitters
- Apartment rentals
- Home-buying and Selling
- Employment for spouses and partners
- Home repair
- Funeral homes
- Special-occasions, e.g. weddings
- Volunteer opportunities

Legal

- Access to qualified legal advice and council, by phone or in-person determined by your need
- Includes legal consultation on separation and divorce, real estate, and estate planning

Our Scope of Services: “Here’s how we can help you”

Whatever you’re going through...

- Can anyone help me with my spiraling debts?
- Are there resources to help me talk with my son about getting a divorce?
- Are there lawyers who can help me get military benefits for my disabled daughter?
- Can you help me find services for my wife who’s had a stroke?
- Where can I get help figuring out if my teenager is depressed?
- Are there schools in the Boston area that focus on African-American heritage?
- Do you have books in your library about autism?
- Can you help me find someone to walk my dog?
- Where can I find an exterminator to get rid of the squirrels in my walls?

Whatever phase of life you’re in...

- How can I find a retirement community for my dad?
- Does MIT have resources to help me with adopting a child?
- How can I figure out if I can afford to buy a home?
- How do I find a good child care center and how much will it cost?
- Are there lactation rooms on campus that I can use while I’m breastfeeding?
- Are there resources to help me figure out when I can afford to retire?
- Can graduate students get maternity leave?
- Are there books for children about having two dads?
- Can you help me find a caterer for my wedding?

Wherever you are in the world...

- Are there social workers who could provide case management for my parents in Florida?
- How can I find activities for my 7-year old daughter when she visits from Kampala in July?
- How can I find an English-speaking attorney in El Salvador to help with a car rental agency that overcharged me?
- Will my daughter be okay if we speak Arabic at home and her teachers speak French at school?
- Are there assisted-living facilities for my mother in Singapore?
- How can I find a sitter for my baby while I’m presenting at a conference in Phoenix?
- Will my family be comfortable in Boston if I decide to come to MIT?
- How can I connect with my religious community here?
- Can you help me find a college for my daughter in Sydney, Australia?

Contracted Backup Child Care and Adult Care Services

- **Back-up child care** providers can assist when normal child care or school arrangements are disrupted (school closings, vacations, provider illness) or when a child is mildly ill. Providers are available to come to your home, workplace, or another meeting place.
- **Back-up adult care** providers can offer companionship, meal preparation, light housekeeping, or prompts for medications. They can also provide personal care (assistance with bathing and dressing) and accompany an adult to a doctor's appointment. Adult care providers are available to come to your home or to the home of your family member.

**Backup Child Care and Adult Care for
Benefits-eligible MIT Employees,
Postdoctoral Associates
and Postdoctoral Fellows:**

Up to 15 child care and/or adult care referrals annually, at \$16 per hour provided by Care.com

Senior Care Planning Benefit

Senior Care Services are available to benefits-eligible employees, postdoctoral associates and fellows.

- In-depth phone consultations with a Licensed Geriatric Social Worker. Call Care.com weekdays from 9 a.m. – 6 p.m. at 855-781-1303, ext. 3 for assistance, including:
 - Customized, comprehensive action plans
 - Facilitated family meetings with siblings and extended family
 - Vetted providers across the U.S., including geriatric care managers, elder law attorneys, at-home care services, senior housing, adult day programs, transportation, and Alzheimer/dementia care
- In-person consultations with a Care.com Licensed Geriatric Social Worker at the MIT Work-Life Center
 - Jennifer Gibbons, LICSW, a Care Advisor on the Care.com team, is available twice a month for free, in-person consultations by appointment, at the Work-Life Center
- Senior caregiver support groups
 - Jennifer Gibbons also leads senior care support groups at the MIT Work-Life Center on topics including, *Caring for Your Aging Relative*, and *Caring for a Family Member with Alzheimer's/Dementia*.

Care.com Self-Directed Search Benefit

In addition to our customized child care search service, we now offer free access to the expansive Care.com website. Search on your own to find child care, after-school care, tutors, adult care, home and convenience services, dog walkers, and more.

Unlimited free access to Care.com premium platform for:

- Full time, part time, & temporary Child Care, Senior Care, Pet Care, Home & Lifestyle, and Self
- 24x7 Access to 6 million providers nationwide
- Articles, guides, & tools to help educate and guide employees
- Preliminary Background Checks are included at no additional cost
- Preferred Back ground Check and Premier Background Checks may be purchased by faculty/staff/postdocs for an additional fee depending upon the type of check requested

Planning and Paying for College Benefit

Personalized consultations, on-line resources, seminars, and webinars to help navigate the complex college admissions process; plan and pay for your child's college education; and develop a repayment strategy for your child's or your own student loans.

Services available at no cost:

- On-line resources
- Webinars
- On-site workshops
- Individual counseling with college admissions advisors
- Individual counseling with a college financial planning specialist

Comprehensive Special Needs Resource

For parents of children who are struggling with developmental, emotional, or learning challenges—from birth through young adulthood, expert on-line tools, seminars, and webinars offer a roadmap to support success in school.

Services available at no cost:

- Interactive website with state-specific and need-specific information and resources
- Webinars
- Individual counseling with a special needs specialist

MIT Employee Assistance Program (EAP)

Starting Spring, 2016, the EAP will offer support for emotional well-being for faculty, staff, postdoctoral associates, postdoctoral fellows and family members.

What will the MIT EAP provide for all employees and family members?

- Help with stress (2012 MIT Employee Engagement Survey – 45% site relationship with partner or spouse as a source of stress)
- 24/7 Support, counseling and resources for improving emotional well-being
- Help for family members who may be struggling
- Phone counseling and in-person counseling – free and confidential

What will the MIT EAP provide for managers and Human Resources staff?

- Consultation for managers and HR on employee concerns and behaviors which may be affecting job performance
- Help with prevention and early identification of employee problems
- Organizational change and crisis support – 24/7

Work-Life Center Fall 2015 Seminars Series

CARING FOR AGING PARENTS...

What worries you the most?

Caring for Aging Parents

- Communicating and Negotiating with Siblings to Care for Aging Parents
- Don't Let Them Slip Away: Caring for Loved Ones with Alzheimer's/Dementia
- Supporting Friends and Loved Ones with Cancer
- *Caregiver Support Group: Caring for Your Aging Relative*
- *Caregiver Support Group: Caring for a Family Member with Alzheimer's/Dementia*

PARENTING...

A little help figuring it out

The Early Years: So Young, So Small, So Complicated

- The Importance of Dad's Role in Helping Kids and the Family Flourish
- Raising Bilingual Children
- Communication and Limit-Setting with Your Preschool Child
- Breastfeeding Support Group for New Mothers

The School Years: It's Not Easy Being a Kid

- Comprehensive Resources to Help Children with Special Needs Succeed in School*
- Navigating Youth Sports
- Summer Camp: Finding the Right Fit for Your Child
- *Parenting Group: Raising Children of All Ages as an LGBT Parent*

THE TEEN YEARS AND BEYOND...

Parenting teens and planning for college

Parenting Teens

- Helping Your Teen Land Their Ideal Summer Job or Internship
- Helping Teens Navigate Their Complicated Online Life
- Raising Teens: Leveraging Your Past Experience to Inform Your Parenting
- *Parenting Group: Raising Children of All Ages as an LGBT Parent*

Planning and Paying for College

- Planning for College: How to Maximize Your Child's Success*
- U.S. College Admissions 101: Demystifying the Application Process
- Paying for College*
- Student Loan Repayment Strategies*

WORK-LIFE...

Creating the life we want to live

Work-Life

- Buying Your First Home: What You Need to Know Before Getting Started
- Get What's Yours: The Secret to Maxing Out Your Social Security Benefits
- The Years Beyond 50: Composing a Further Life, "The Age of Active Wisdom"
- Student Loan Repayment Strategies*
- Supporting Friends and Loved Ones with Cancer

YOUNG PROFESSIONALS...

Navigating your life and career

Young Professionals

- Developing Your Negotiation and Communication Skills for Challenging Conversations
- Eating Healthy and Staying Active on Your Own Schedule and Budget
- Student Loan Repayment Strategies*
- *Workshop Series: Navigating Your Life and Career*

Technology Childcare Centers (TCC)

Tuition and scholarship information, and application form are available online: <http://childcare.mit.edu/>

TCC is managed by Bright Horizons in partnership with the MIT Work-Life Center.

All of our centers are accredited by the National Association for the Education of Young Children (NAEYC), with the exception of The David H. Koch Childcare Center, which will become eligible to apply in 2015.

Campus Child Care Centers: 263 children

- The David H. Koch Childcare Center, 219 Vassar Street
- Eastgate Childcare Center, Buildings E55 and 68
- Stata Childcare Center, Building 32
- Westgate Cooperative Preschool, Building W85

Ages: 8 weeks – Kindergarten entry

Hours: 8:00 a.m. – 5:45 p.m.

Full-day Schedule: 5 days (M–F); 3 days (M, W, F); or 2 days (T, TH)

Lincoln Laboratory Childcare Center, Lexington: 111 children

Ages: 8 weeks – Kindergarten entry

Hours: 7:30 a.m. – 5:45 p.m.

Full-day Schedule: 5 days (M–F); 3 days (M, W, F); or 2 days (T, TH)



Support for Breastfeeding Mothers

MIT has been repeatedly recognized by the Massachusetts Breastfeeding Coalition for "improving the health of the Commonwealth through excellence in supporting breastfeeding mothers and babies."

- MIT lactation support guidelines and federal law require that employers provide "reasonable break time" and a private place (other than a bathroom) to express milk during the workday.
- The Work-Life Center has spearheaded efforts to create lactation rooms across campus. Our website offers resources to support breastfeeding mothers and help both mothers and their supervisors in finding appropriate accommodations for breastfeeding needs on campus.
- Breast pumps, refrigerators and microwaves are available at some of the lactation rooms across campus. Check with the Lactation Room Coordinator for details.



Eastman Laboratories (6-236) and (6C-247); **Koch Institute** (76-154); **Koch Biology Building** (68-577A); **Building W92** (W92-238); **Building W98** (W98-414); **Health Services** (E23-471); **N52** (N52-172); **Brain and Cog. Sciences** (46-2033N); **Tang Center** (E51 Basement); **Green Building** (54-827A); **600 Technology Square** (NE49-3053); **Ford Building** (E19) (E19-618); **Muckley Building** (E40-196A); **Maclaurin Buildings** (10-384); **Maclaurin Buildings** (3-369)

<http://hrweb.mit.edu/worklife/child-care-parenting/breastfeeding-support/lactation-rooms/campus>

Discussion

- How can we improve our communications and outreach so that MIT community members are aware of all the benefits that are available to support their work-life balance?
- What are some of the work-life/EAP issues you are facing or hearing about from your clients and colleagues?
- What work-life/EAP resources seem particularly critical to you?
- In what areas do you see additional need or gaps in service?

Thank You!