



Family & Caregiving Programs

JHU Office of Benefits & WorkLife

Graduate Students and Trainees
October 22, 2020

Welcome

The Family Services team strives to support families with the integration of work and family life.

At this time of increased uncertainty, Hopkins families have identified **caregiving** as an area of need - for school age care, elder care, flexible child care and financial assistance.

In response, the University has broadened the slate of offerings and we are increasing communication and visibility to make sure that everyone is aware of the tools available.

Thank you for participating today. Throughout this period, your experience and feedback is essential to creating solutions that work.

Family and Caregiving Programs

- Covid-19 Caregiving Relief Fund
- Child Care Voucher
- Backup Care
- Child Care Scholarship
- LifeMart Discounts
- Tutoring Discounts

Affordability



- 3 Partner Child Care Centers
- Preferred wait list at two Y locations
- Komae cooperative babysitting

Availability



- Care@Work Premium Membership and Expert Assistance
- Maryland Family Network: LOCATE child care resource and referral

Choice



- Elder Care
- mySupport
- Coping & Thriving Webinars
- Lactation Support (over 40 lactation rooms at all campuses)

Support



<https://hr.jhu.edu/family-programs/>



Resources on the HR Website



Child Care →

Learn about JHU programs designed for families in need of child care.



New and Expectant Parents →

Learn about benefits and resources that can help as you start and grow your family.



School Age and Educational Resources →

Find in-person school age care, e-learning options, and tutoring support.



Elder Care →

Access resources that can ease the challenges of caring for an aging adult.



Use **CTRL F5** and **refresh** if it's been a while since you've visited the site.

410-516-2000

benefits@jhu.edu

<https://hr.jhu.edu/family-programs/>



JOHNS HOPKINS
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HUMAN RESOURCES

Eligibility: Students and Learners

GROUPS	Care@ Work	Voucher & Scholarship	Covid-19 Caregiving Relief Fund	MD Family Network	Komae	Lactation Support	mySupport	Life Mart
Postdoctoral Fellows	Full-time, benefits eligible people			All folks		All folks	Yes	All folks
Residents, Interns, and Housestaff							Yes	
Doctoral Students							JHSAP	
Medical Students							JHSAP	
Part-time, undergrads, masters students, visiting scholars	No	No	No	No	Yes		No	

Eligibility: Students and Learners

All Hopkins affiliates may use:	<ul style="list-style-type: none">• Komae• MD Family Network• LifeMart• Lactation Support
For full-time, benefits eligible doctoral students, medical students, postdoctoral fellows, medical residents and clinical fellows, only:	<ul style="list-style-type: none">• Care@Work• Child Care Vouchers & Scholarships• COVID-19 Caregiving Relief Fund
For graduate master's, doctoral, and medical students*:	<ul style="list-style-type: none">• Johns Hopkins Student Assistance Program (JHSAP)
For full-time, benefits eligible postdoctoral fellows, medical residents and clinical fellows, only:	<ul style="list-style-type: none">• mySupport

**Includes master's, doctoral, and medical students from BSPH, CBS, SAIS, SOE, SOM, SON, AAP (KSAS), EP (WSE).*

Finding Care

- Maryland Family Network LOCATE
- Care@Work Premium Membership
- Komae Cooperative Care
- Y of Central Maryland
- Varsity Tutors

JHU Partner Centers

Homewood ELC

- info@homewoodelc.com
- 410-516-4545
- 200 Wyman Park Drive Baltimore, MD 21211

Weinberg ECC

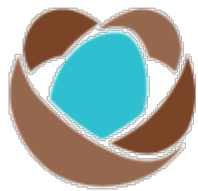
- weinbergecc@jhu.edu
- 443-642-4103
- 2100 Ashland Avenue Baltimore, MD 21205

JH Child Care & Early Learning Center (Bright Horizons)

- jhopkins@brighthorizons.com
- 410-614-4111
- 98 North Broadway Baltimore, MD 21231

Maryland Family Network - LOCATE

- Enhanced resource and referral with state experts on **MD state licensed** child care.
- Customized referral to registered family child care providers and licensed group programs for infant to school age:

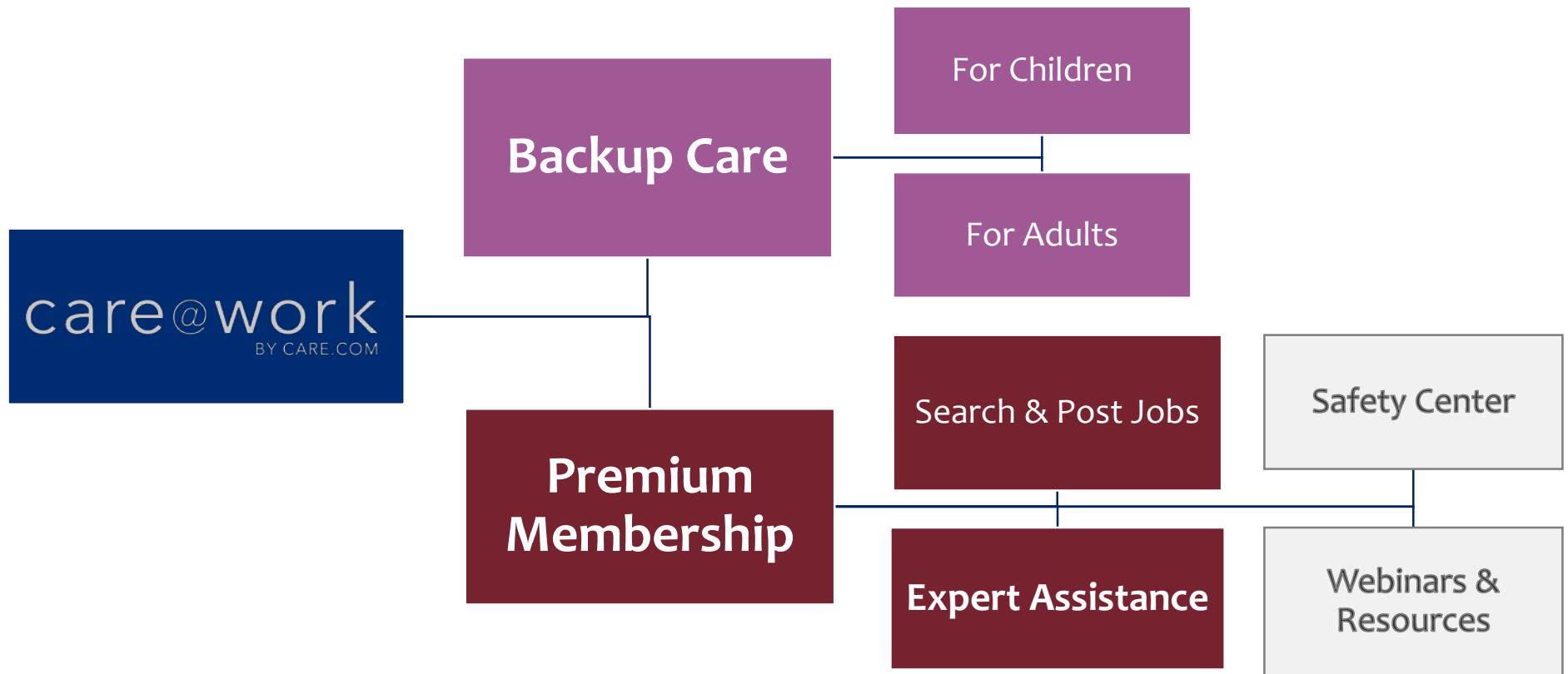


MARYLAND
FAMILY
NETWORK

- full-day centers
- preschool and Head Start programs
- public pre-K programs
- private kindergartens
- school-age programs
- summer programs and camps

How to Register: Go to “Finding Child Care” on the JHU Family and Caregiving page and click the link for LOCATE. Complete the form or call 1-800-999-0120, option 2, and a referral specialist from LOCATE will contact you.

Care@Work Overview



Register at: johnshopkins.care.com using your JHED ID

What is Komae?



Komae is a cooperative childcare app, providing a flexible care management option for parents returning to work.

Trusted Care

No matter how big Komae's network grows, your babysitting requests only show up to other parents you have personally connected with on the app.

Cash Savings

Babysitting on Komae is free when you're trading equally with friends. And if you need to purchase points, it's only \$5 an hour!

Create Groups

Create groups on the app and invite your neighborhood, school group, or colleagues to join.

Post a Need

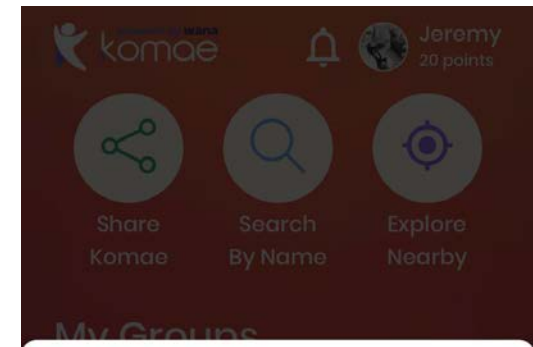
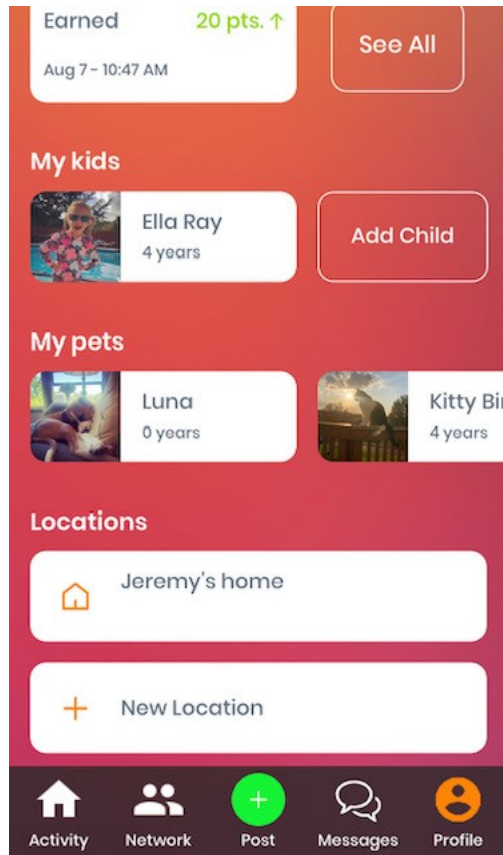
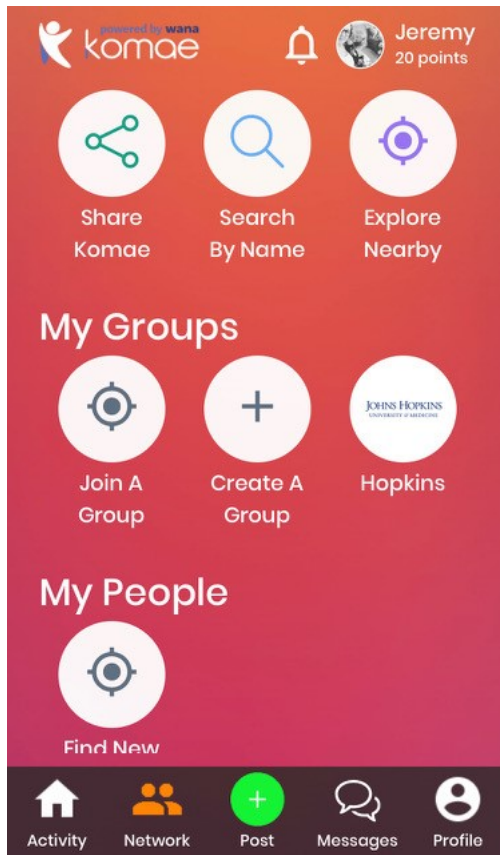
Send one message to let your entire village know when you need a sitter and say goodbye to playing phone tag.

Post an Availability

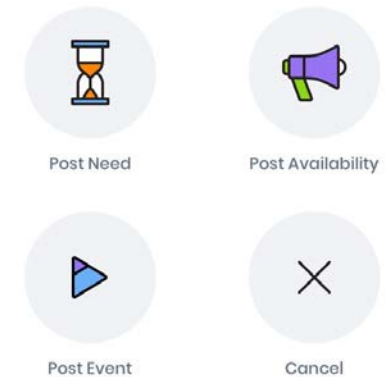
Have a free night? Need more points? Post an availability encouraging your network to post a sit.

<https://www.mykomae.com/hopkins/>

Komae: Getting Started



Post



Y Academic Support Centers



The Y in Central Maryland

Spots are reserved at the Henderson Hopkins Academic Support Center for Hopkins families.

- Students ages 5-12
- Monday-Friday: weekly sessions or single full days;
 - full-day 7am-6pm, half-day 7am-12pm or 1-6pm
- Masks required; must bring laptop, headphones, school supplies, water bottle, & lunch
- Wi-fi provided at all locations for video chats and other online learning needs
- Students in small groups of 10-12 in quiet spaces for study and remote learning time
- Active Y members receive a 10% discount; 2% sibling discount (2 or more)

Your child's school teacher(s) will lead all instruction, directions and assignments as they normally do. Y associates are specially trained in virtual learning support. Y associates help students stay on task, help with schoolwork and homework as needed, and provide fun enrichment opportunities to supplement the school day.

<https://hr.jhu.edu/benefits-worklife/family-programs/school-age/>

Varsity Tutors



📞 We're open! Call now: (800) 836-0181



Johns Hopkins: Save 20% on
Expert Live Instruction for
Students of All Ages

GET STARTED ►

Award-winning live instruction platform



<https://varsitytutors.com/partners/johnshopkins/>



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HUMAN RESOURCES

Paying for Care

- Care@Work Backup Care
- Child Care Voucher
- Covid-19 Caregiving Relief Fund

Backup Care

When your regular care is unavailable, use Backup Care to find vetted in-center or in-home care.

- In-home backup care for kids and adults
- In-center backup care for children

Get the help you need.

Choose an option below:

I want to search on my own ▼

I need backup care

Give me personalized guidance ▼

Choose kids or adults, then select "I need back up care."

You receive **20 days of backup care** per year at these rates:

Your Annual Salary	You Pay
\$39,999 and below	\$6 per hour
\$40,000 to \$74,999	\$8 per hour
Over \$75,000	\$10 per hour
In-Center Child Care	\$15 per day

Register at
johnshopkins.care.com
using your JHED ID

Child Care Voucher – 2021 Funds

Eligibility: **full-time, benefits-eligible JHU** faculty, staff, doctoral and medical students, post-doctoral fellows, residents, and house staff.

For children ages 0-5, not in kindergarten

For any type of paid care (not just licensed) during scheduled work hours

One Pre-K Child Under Age 6	Two Pre-K Children Under Age 6	Three Pre-K Children Under Age 6	Voucher Award
Family Adjusted Gross Income (AGI)			(Per Family)
≤\$46,000	≤\$56,000	≤\$66,000	\$5,000
\$46,001 - \$72,000	\$56,001 - \$82,000	\$66,001 - \$92,000	\$2,500
\$72,001 - \$96,000	\$82,001 - \$106,000	\$92,001 - \$116,000	\$1,000

For each additional pre-K child under the age of 6, the income caps rise \$10,000.

Students/Learners must apply between **November 1-30, 2020**, to receive a full year of funding in 2021.

Awards follow the calendar year. Additional enrollment periods are in February and September 2021, and for those with a qualifying life event, such as a being a new student, birth, adoption, or marriage.

COVID-19 Caregiving Relief Fund

COVID-19 Caregiving Relief Fund (CCRF)

Applications Open NOW

CCRF provides eligible employees and students reimbursement for unanticipated caregiving and educational expenses incurred as a direct result of COVID-19.

- **Monthly Caregiving Fund:** Eligible expenses related to school and caregiving must be incurred on or after 9/1/2020.
- **Technology Fund:** Computer and technology expenses must be incurred on or after 7/1/2020 and are capped at \$1,000 for all income levels up to \$175,000.

Salary Level	Monthly award*
0 - \$50,000	\$800
\$50,001 - \$100,000	\$600
\$100,001 - \$175,000	\$400

**Monthly Caregiving Fund award per eligible affiliate (maximum)*

Salary Level	One-time award*
0 - \$175,000	\$1,000

**One-time award per eligible affiliate (maximum)*

<https://hr.jhu.edu/CCRF/>

CCRF Eligible Expenses

In order to be eligible, all expenses must be:

- Related to caregiving or educational needs of a dependent child or adult immediate family member;
- Incurred as a direct result of the COVID-19 pandemic;
- Incurred on or after 9/1/2020 (or computer & technology expenses from 7/1/2020); AND
- Validated by documentation of the expenses incurred.

Please note: if married, both adults need to be working or studying full-time to be eligible for the monthly caregiving fund.

CCRF: Eligible Technology Expenses

- Incurred on or after July 1, 2020
- Maximum of \$1,000 per eligible Hopkins affiliate
- Computers or technology related **equipment** for use by a dependent child (K-12) for remote learning
 - Laptop, Chromebook, microphone, camera, noise-cancelling headphones, WiFi extenders/boosters
- *Incremental WiFi service costs are not eligible for the technology fund, but may be eligible for the monthly caregiving fund.*

<https://hr.jhu.edu/CCRF/>

CCRF: How to Apply

[About CCRF](#)[Eligibility](#)[How to Apply](#)[FAQ's](#)

HOW DO I APPLY?

EMPLOYEES:

To begin the application process, please log into the [Benefits portal](#) by clicking on [myChoices Health and Life Enrollment](#). Once you have enrolled in your 2021 benefits, you can then submit a life event to apply for the fund.

You will be asked to verify whether your claim relates to a **dependent child** or **adult immediate family member**. If your dependent child is not already on file, you will need to submit dependent verification with your application. Information on acceptable documents can be found [here](#).

STUDENTS:

(Doctoral Students, Postdoctoral Fellows, Medical Students, Residents, Interns, Trainees)

To complete your application, click [here](#).

REIMBURSEMENTS

Save your receipts! Reimbursements will be handled by Discovery Benefits. You will receive an email when your application is approved and you are able to access Discovery Benefits to file for reimbursement.

<https://hr.jhu.edu/CCRF/>

Additional Family and Caregiving Resources

Life Management Resources

mySupport	JHSAP
<ul style="list-style-type: none">• Emotional, well-being, parenting and life support/coaching• Mental health counseling – one time or repeating• Out-of-state child care searches; educational resources• Elder care consultation, support and resources	<ul style="list-style-type: none">• Short term counseling• Crisis response• Healthy relationship support• School-life coaching and adjustment
<p>443-997-7000 https://resourcesforliving.com/ Username & Password = JHU</p>	<p>443-287-7000 Toll Free: 866-764-2317</p>
<p>https://hr.jhu.edu/benefits-worklife/support-programs/</p>	<p>https://jhsap.org/</p>

Upcoming...

RECORDED WEBINARS

Care@Work: Supporting Kids Who Learn Differently

Care@Work: Making Distance Learning Work

October is Depression Awareness Month.

<https://hr.jhu.edu/benefits-worklife/family-programs/child-care/>

CCRF

Applications are now OPEN.

Detailed FAQ can be found on the website:
<https://hr.jhu.edu/CCRF/>

COMMUNITY ENGAGEMENT

HOLIDAY TURKEY PROGRAM

Donate \$25 to provide a basket of fresh turkey and vegetables from a local farm for a family in need.

For Thanksgiving: by **Nov 13**

For December holidays: by **Dec 11**

ADOPT-A-FAMILY / SENIOR

Partner with local organizations to donate gift cards during the holiday season to families and senior citizens in need.

Brighten the holidays by “adopting” a family or senior.

<https://hr.jhu.edu/benefits-worklife/community-engagement/>



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Questions?

JHU Family Support Services

JHU Office of Benefits & WorkLife

worklife@jhu.edu | 410-516-2000 | benefits@jhu.edu

<https://hr.jhu.edu/family-programs/>

Thank you!

Appendix

New and Expectant Parents

- Family Leave
- Lactation Support
- Adoption Assistance
- Gestational Surrogacy Program
- Additional Resources



<https://hr.jhu.edu/benefits-worklife/family-programs/new-expecting-parents/>

Elder Care

- Backup Care
- Dependent Care Flexible Spending Account (DCFSA)
- Lifemart Employee Discounts
- mySupport



<https://hr.jhu.edu/benefits-worklife/family-programs/elder-care/>

CCRF Eligible Expenses

- **Remote Learning Support:** Incremental tutoring and other costs incurred to support remote learning for a school age **dependent child** (including virtual or in-person tutoring, eLearning coaches, learning pods and drop-off learning centers)
- **Remote Learning Support:** Educational or special needs services provided to a **dependent child** to supplement those normally provided in a school setting, for example, occupational or speech therapy
- **Remote Learning Support:** Incremental Wi-Fi service charges incurred to support remote learning for a **dependent child**
- **Childcare:** Incremental school age childcare costs for a **dependent child** to supplement or replace time that dependent children would have been in school (including school age care in-home, in-center care, learning pods)
- **Childcare:** Incremental childcare costs for a pre-Kindergarten **dependent child** incurred as a result of the ordinary care being impacted by COVID-19 (e.g., ordinary care provided by a high-risk grandparent or other family member)
- **Elder Care:** Incremental eldercare costs for **adult immediate family members**. For example, household services usually provided by a family member or adult day center, or that are newly required due to COVID-19
- **Technology Equipment** is defined as expenses for a tablet, computer, laptop, printer, webcam, speaker, microphone, headphones, and Wi-Fi extender expenses for a school age **dependent child** incurred by COVID-19 (desks and chairs are not included) and limited to a maximum benefit of \$1,000 per JHU Affiliate for expenses incurred on or after July 1, 2020.

CCRF Non-Eligible Expenses

- Expenses that are not reasonable, not necessary or not incurred as a direct result of the COVID-19 pandemic
- Caregiving and remote learning support expenses incurred prior to September 1, 2020
- Technology equipment expenses incurred prior to July 1, 2020
- In-home childcare provided by an immediate family member
- Regular childcare arrangements or enrichments already in place prior to COVID-19
- Expenses submitted for reimbursement through a dependent care flexible spending account, JHU Childcare Voucher, JHU COVID-19 Employee Relief Fund, or reimbursed through any other means
- Private school tuition
- Test prep classes
- Cost of holding empty slots in a childcare center if you are not actively attending
- Transportation
- Recreation or sports lessons
- Computer for adults or non-dependents
- Desk, chair, school supplies or other office equipment
- Doordash, GrubHub or other meal delivery services
- Household services such as cleaning, gardening and maintenance
- Non-essential, luxury or decorative items or services
- Undocumented expenses and other expenses not permitted under the law
- Any expense that is not incremental and was an expense the JHU Affiliate was already incurring or would have incurred regardless of the pandemic

Eligibility: University & Medicine

GROUPS	Care@Work	MFN	Komae	Voucher & Scholarship	DCFSA	LSP	mySupport	LifeMart
Faculty & staff	Full-time, benefits eligible people	All people	All people	Full-time, benefits eligible people	Full-time, benefits eligible people	All people	All people	All people
Postdocs, fellows, residents, interns, housestaff					No			
Medical and doctoral students								
Temporary, limited, casual	No	No	Yes	No	No	Yes	No	Yes



Eligibility: Hospital, Health System, Bayview +

GROUPS	Care@Work	MFN	Komae	LSP	mySupport	LifeMart
Hospital & Health System	Full-time, benefits-eligible people	All people	All people	All people	Full-time, benefits-eligible people	All people
Community Physicians						
Health Care; Home Care Group; Home Health Services; Peds at Home; Pharmaquip						
Bayview; Sibley Memorial; Suburban; Howard County Hospital & TCAS; All Children's Hospital						
Emergency Medical Services	No	No	Yes	Yes	No	Yes
Temporary, Limited, Casual						



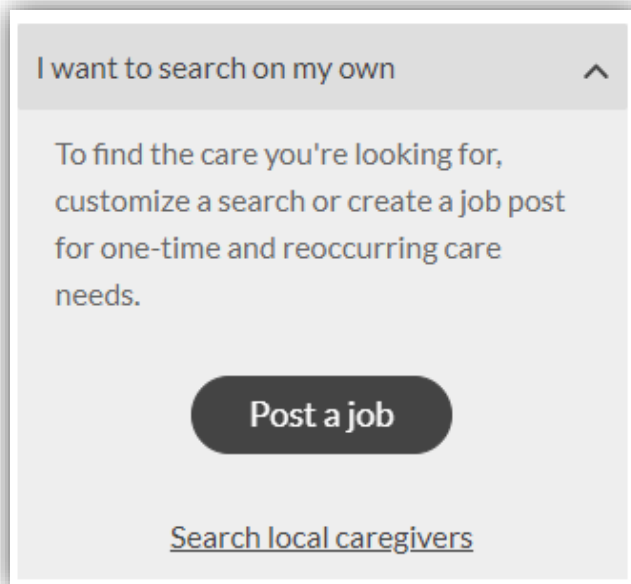
Care@Work – Who is Eligible?

Johns Hopkins full-time, benefits-eligible:

University faculty and staff	Hospital and Health System employees
University / Medicine postdocs, fellows, residents, interns, housestaff	Community Physicians, Health Care, Home Care Group, Home Health Services, Pharmaquip, and Peds at Home employees
University medical and doctoral students	Bayview, Emergency Medical Services, Suburban, Howard County Hospitals & TCAS, and All Children's Hospital employees

Searching for Care

Care@Work Membership gives you free access to the world's largest online community for finding care. Use your membership to find:



Nannies and babysitters	Pet sitters and groomers
Senior caregivers	Summer or vacation camps
Housekeepers	Special needs caregivers
Personal assistants	Errand runners
Transportation assistance	Tutors

- | | |
|---|---|
| <ul style="list-style-type: none">• Post a job• Search and filter• Use keyword Hopkins | <ul style="list-style-type: none">• Expert Assistance• Safety Center• Resources and Webinars |
|---|---|

Hopkins Keyword

Post a job and add
“**Hopkins**” to attract
Hopkins-friendly
providers.

Want to add anything else?

Anything else the day care center should know?

Hopkins

Scroll down to free-text area

Search on your own
for Hopkins-friendly
providers.

Hourly rate ▾ Availability ▾ Experience ▾ More filters

Scroll down to keyword search

KEYWORD SEARCH

SEARCH BY KEYWORD

Example: Spanish, live-in, e

Hopkins

Become a Caregiver

care@work
BY CARE.COM

Looking for extra work?

Earn money while schools and daycare centers are closed.

Become a caregiver on Care.com. It's easy to get started! Use keyword "Hopkins" to show that you are available to care for Hopkins families.

- 1 Go to Care.com and select "Find Jobs."
- 2 Build your caregiver profile by selecting the service(s) you offer, including: babysitting, special needs care, tutoring, senior care, pet care and more.
- 3 Fill out your personal information to join the platform. If you already have an account on Care.com, you will need to use a different email to create a caregiver account.

[Become a caregiver](#) ➔



Expert Assistance

Care Specialists help you find child care.

How it works:

1. Needs Assessment
 2. Provider Screening
 3. Present Top Candidates
 4. Family Interviews & Screening
 5. Hire
- Saves you valuable time
 - Can take 1-5 weeks from request to hire

Give me personalized guidance ^

From lining up part-time help to finding a long-term solution, our team can help screen local caregivers and bring top candidates to your attention.

[855-781-1303](tel:855-781-1303)

[More information](#)

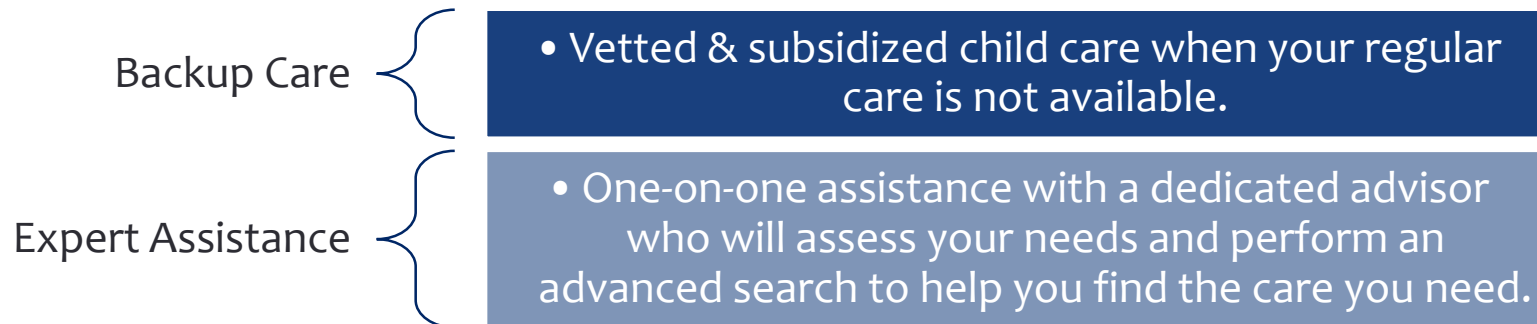
Register at: johnshopkins.care.com using your JHED ID;
Call 855-781-1303 (ext. 4) or email: expertassistance@care.com

Care@Work: Back-to-School Resources

Use your **Care.com Premium Membership** to help you find:

- An in-person or online tutor to keep your kids on track with specific subjects
- A caregiver or tutor to help your kids with distance learning while you work
- A pod teacher if you want your kids to be schooled at home – alone or with others
- A local family to partner with on a nanny share based on your similar needs
- A babysitter or nanny to watch your younger children while you work

Here's how your other Family Care Benefits can help:



Safety and Extras



Create your account at
johnshopkins.care.com
using your JHED ID

Safety Resources, Community
Guidelines for Families &
Caregivers, CareCheck & more

Komae – Eligibility



Anyone can
use Komae

- Hopkins affiliates start by joining the Hopkins group
- Invite your friends, family, and neighbors to join the app, it's free

Groups &
Networks

- Create and join other groups
- Spread the word to grow the network

<https://www.mykomae.com/Hopkins/>

Child Care Safety

Choosing safe care is your responsibility as a parent, and we have resources to help you make safe decisions.



- Care@Work's Safety Center
- Maryland Excels
- Maryland Family Network
- NAYEC, National Association for the Education of Young Children

<https://hr.jhu.edu/benefits-worklife/family-programs/child-care/finding-child-care/>

Tutoring and Educational Support

Finding School Age Care

- Care@Work
- Komae
- MD Coidsitters
- Y Academic Support Centers
- Coppermine

Tutoring, e-Learning, and Educational Resources

- Varsity Tutors
- Nanny Network
- Center for Talented Youth (CTY)



Additional Hopkins Resources:

- School of Education
- IDEALS Institute

<https://hr.jhu.edu/benefits-worklife/family-programs/school-age/>

LifeMart Discounts

All JHU employees can register for a free account with LifeMart. LifeMart discounts offers savings on a host of products and services – from new and used cars to hotel rooms, restaurants, tickets to theme parks, and even child care, pet insurance, home-delivered meal kits, and more.

LifeMart
Employee Discount Program



Current Family & Child Care Offerings

JHU Childcare Scholarship

JHU scholarships of \$7000-\$13,000 per child enrolled are available for the three centers that are Johns Hopkins partners: **Homewood Early Learning Center, Bright Horizons, and the Weinberg Early Childhood Center.** These scholarships can be used in addition to vouchers. They are available to full-time employees of the university, post-doc students, full-time doctoral students, residents, and house staff.

Families can stack the scholarship and voucher!

Add the scholarship for each child to the family voucher amount to calculate the total.

One Pre-K Child Under Age 6	Two Pre-K Children Under Age 6	Scholarship at a JH Center
Family Adjusted Gross Income (AGI)		(Taxable, Per Child)
≤ \$46,000	≤ \$56,000	\$13,000
\$46,001 – \$72,000	\$56,001 – \$82,000	\$10,000
\$72,001 – \$96,000	\$82,001 – \$106,000	\$7,000

For each additional pre-K child under the age of 6, the income caps rise \$10,000.



Divisional School Contacts

Berman Institute	Julia Chill jchill@jhu.edu	
Carey Business School	Jeanette Proakis Carey.Student@jhu.edu	
Krieger School	Renee Eastwood rseitz5@jhu.edu	includes non-resident and post-certified full-time doctoral students
Peabody Conservatory	Donna Cureton dstinne1@jhu.edu	
SAIS	Jon Youngs jyoungs1@jhu.edu	
School of Education	Teresa Murray teri.murray@jhu.edu	
School of Medicine	SOM Benefits Office SOMBenefits@jhmi.edu	
School of Nursing	Registrar's Office SON-RegistrarsOffice@jhu.edu	includes fulltime PhD or DNP students, and all DNP Advanced Practice Students; excludes Executive DNP students
School of Public Health	Edna Koimur ekoimur1@jhu.edu	
Whiting School of Engineering	Christine Kavanagh christinekavanagh@jhu.edu	includes non-resident and post-certified full-time doctoral students

