

Family Care Initiatives

The Office of Human Resources provides programming to support families in every stage of life. These programs are called the Family Care Initiatives. We strive to be a constant support for families as they grow and their needs change. Our Concierge Service can answer questions and provide helpful resources, our website provides information and guides, and the Family Care Mailing List updates families about educational events, program changes and relevant resources.

Email: hrfamilycare@andrew.cmu.edu

Our Concierge Service Can Help

Child Care	Child care centers	Search for child care centers to meet your criteria
	In-home care	Provide resources to assist in a nanny search
	Care shares	Explain how to set up care shares and find other families
	Interim or gap care	Find local options and explain Care for Business benefits
	Financial assistance	Explain federal assistance programs and program discounts, assist with DCRA's and the Sliding Scale Benefit
School Age Care	Navigating school options	Discuss different public, charter and private options
	Before and after school care	Find before and after care that works with your child's school
	Summer camp	Find summer camps in your area and the subsidized cost
	Tutoring	Find tutoring programs to meet your needs
	Enrichment activities	Provide guides or find activities in your area
	Backup care	Explain Care for Business backup care days
Elder Care	Residential care	Research long-term care homes to fit your needs
	Assistance programs	Identify programs to help with transportation, food, etc.
	Social opportunities	Find senior centers, activities and companionship programs
	In-home care	Find agencies or explain Care for Business benefits
	Support groups	Find groups to offer support for elderly relatives or caregivers
Pet Care and Household Help	Pet care facilities	Research pet care facilities and boarding options
	Cleaning services	Find local cleaning services
	In-home care/help	Explore options for in-home help locally or explain the Care for Business benefits

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New or Expecting Parents

Our concierge specialists offer 30-minute sessions for parents planning to add a child to their family. These sessions provide important logistical considerations and an overview of relevant CMU programs. Sessions are also accompanied by a resource guide, which is available on our website.

Lactation Support Program

Whether you are on campus or at home, Carnegie Mellon's award-winning lactation support program is designed to ensure parents have the time and resources they need. Visit our [website](#) to find helpful resources, [request access](#) to campus lactation rooms, or review our [Lactation Support Policy](#).

Employer-Provided Dependent Care Benefits

The IRS places an annual limit on the amount of employer-provided tax-free child and dependent care benefits you may receive. That limit is \$5,000 per family. CMU provides the following child and dependent care benefits, the combination of which are subject to this tax-free \$5,000 limit:

Dependent Care Reimbursement Accounts - Carnegie Mellon University offers a Dependent Care Reimbursement Account that can help full-time, benefits-eligible employees afford dependent care expenses by paying with pre-tax income.

Sliding Scale Benefit - Benefits-eligible employees who have children attending the Cyert Center can apply to receive a limited amount of tuition assistance. The income requirements, exclusion criteria and enrollment deadlines for this program are listed on the website.

Care for Business - Eligible staff, faculty and graduate students can access a free premium membership for Care.com, which can be used to find a nanny or babysitter, form a care share, find elder care, or find pet care and household help. CMU also provides the following features:

- **Backup care days** - Access 15 backup care days where a provider can be sent to your home for a subsidized rate to assist with elders or children. For child care, you also have the option for in-center care. Reimbursement is available when you use your own provider, and up to five days can be used for summer camps.
- **LifeMart** - Offers discounts on a variety of services related to senior care, childcare, travel, home and auto, and pet care. The offers are subject to change and may not be accepted by all providers.
- **LifeCare Family** - Receive assistance with screening in-home care providers for children and elders.

Educational Resources and Events

Educational guides and events for a range of dependent care topics can be found on the Family Care Initiatives webpage. Our guides cover topics such as affording child care, finding quality care, preparing for a new child, school options, enrichment activities and more.

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