

Welcome to the SIG University Webinar Series

# Back to School: How Employers Can Help Support Parents

Dulany Dent | *President / Owner, The Nanny Network*

*August 27, 2020*



During the webinar if you have any questions please feel free to...

📱 Text Richard: (443) 250-8606

✉ Email Richard: [richard@silbs.com](mailto:richard@silbs.com)

💬 Zoom Chat: Enter questions via the “Chat” feature in the Zoom meeting

QUESTIONS?

# REMINDERS

1. Slides and resources will be emailed after the webinar and are available on [silbs.com/sig-university](https://silbs.com/sig-university)
2. Complete our 2-minute post webinar [SURVEY](#)\*\* All completed surveys will be entered to win a \$100 donation to the charity of your choice! Help us support local non-profits and offer us valuable feedback!

Congratulations to our last webinar winner:

**Mariella Pierce from Baltimore Scrap Corp!**

*SIG is proud to support BARCS!*





# WEBINARS

## RECORDINGS

### [Moving Out of Your Comfort Zone and Into the Struggle: A Discussion on Leading through Change](#)

**Presenter:** *Chevonne Hall-Smith, CEO of Baltimore Leadership School for Young Women*

### [Reducing Mental Health Stigma in the Workplace](#)

**Presenters:** *Liz Entin, SIG's Director of Health Strategies, Solutions, Kelly Greenwood, CEO of Mind Share Partners, Kerry Graves, Executive Director of NAMI Metro Baltimore and Charita Cole Brown, NAMI Volunteer*

## UPCOMING

### [Taking Virtual Open Enrollment to the Next Level](#)

**SEPTEMBER 1<sup>ST</sup>, 1 PM – 2 PM EST**

**Presenters:** *Jennifer Bundy-Cobb, Health & Welfare Services Director Alera Group, Jill Sherer-Murray, Bestselling Author, TEDx Speaker*



# 2020 MID-ATLANTIC BENCHMARKING SURVEY

## You are invited to participate! 2020 Mid-Atlantic Benchmarking Survey

This survey represents 2.4 million employees, \$28.5 billion healthcare dollars spent and over 22,000 companies that will participate nationwide.

The results will give you data so you can start goal planning your benefits in these areas;

- Medical Plans
- Dental, Life, and Disability Benefits
- Innovative Benefits & Strategies
- Wellness & Vision
- Other Specialty Benefits

[silbs.com/benchmarking](https://silbs.com/benchmarking)

# AMERICAN HEART ASSOCIATION HEART WALK

- SIG is teaming up with [American Heart Association - Maryland](#) and Heartwalking to improve the health of Baltimore and citizens nationwide!
- We kindly ask for support in our efforts to make Baltimore a healthier place for us all by helping us reach our fundraising goal of \$10,000. Donate to our cause [here!](#)





# Back to School: How Employers Can Help Support Parents

SIG University

August 27, 2020

[www.nanny-network.com](http://www.nanny-network.com)



# About Me :: Dulany Dent



Originally from Wilmington, Delaware

Played team sports, high school and collegiate level (team captain)

Attended Colgate University, B.A. in Economics (NCAA Division 1 field hockey and women's lacrosse)

Started my career in finance (investment management and private equity) and went on to get my MBA in Finance from the University of Pennsylvania's Wharton School

Acquired the Nanny Network in 2006

Treasurer, Board of Directors of the Association of Premier Nanny Agencies

Have spent the past 7 years focusing in on our own corporate program and speaking to small, medium and large employers in the region

Developed custom software platform





# About Me



**Our nanny, Maria**

# Family Care Benefits Industry + History

Several large, national players (Bright Horizons, Care.com, LifeCare)

Local agencies, small businesses, boots on the ground

Back-up Child Care

- In-home care and in-center care

Elder Care

Tuition Assistance/Reimbursement

Large companies only

Impending changes to Family Care Benefits industry as a result of COVID-19

## Available Services

- In-home back-up child care
- School@Home Academic Support Services - NEW!
  - In-home Private Educators
  - Virtual eLearning Aides
- Household Management Services (laundry, errands, grocery shopping, pet care)
  - Sidekick
- Long-term search (discount program) - NEW!
  - Cornerstone agency offering but new to corporate package

# Industry Pricing Models

1. Pay up front
2. Pay as you go
3. Companies subsidize 80% minimum of the cost
4. Employees pay a co-pay

# Distance Learning Support



## eLearning Aides (virtual)

- 2 years of professional child care experience
- Tech saavy
- Organization, time management, assignment completion
- Homework helper
- Nanny Educator

## Private Educators (in-home)

- Bachelor's degree required
- Other requirements
  - Teaching experience (classroom, homeschool, tutor, etc.);
  - Degree in Education; **OR**
  - Teaching certificate
- More advanced academic support
- Academic specialists/subject-specific tutoring



# Our 7-Step Vetting Process

1. Completion of detailed application
  - Must meet minimum child care requirements
2. Online pre-screen
3. Personal Interview
4. Thorough Reference checks
5. Background Check (updated annually)
6. Agency Training/Orientation
7. Infant and Child CPR + First Aid training

**The Nanny Network is celebrating its 25th anniversary in 2020!**

## What is One to One?

- ❖ A consortium of 6 of the nation's top family care staffing agencies
- ❖ Geographic coverage includes 20 major cities nationwide
- ❖ 120 years of combined industry expertise
- ❖ 1500+ providers combined
- ❖ Active participation in Association of Premier Nanny Agencies, Society of Human Resources Management, the American Staffing Association, and the Better Business Bureau
- ❖ Large volume staffing, servicing of Fortune 500 companies

NEW YORK  
WASHINGTON, DC  
PHILADELPHIA  
BALTIMORE  
MIAMI  
CHARLOTTE  
ST. LOUIS

LOS ANGELES  
SAN FRANCISCO  
SAN DIEGO  
SEATTLE DALLAS  
PHOENIX  
TUCSON  
ATLANTA



# Participating Companies





# Contact Information

**Dulany Dent**  
President + CEO

410.321.1566 x1003  
[dulany@nanny-network.com](mailto:dulany@nanny-network.com)

Let's connect on [LinkedIn](#)

Get to know us... [watch our video.](#)

<https://nanny-network.com/>

# Thank You for Attending

Complete Your Survey – We Value Your Feedback!  
Check your email for your HRCI/SHRM Certificates.

Follow Us    



#SIGU