

**Supporting
Working
Parents
through
COVID-19**

help



Focused Topics

The latest on what parents need to know about coronavirus including CDC recommendations

Productivity practices when working from home (WFH) with children

Tips for supporting an engaging, positive home life with activities

Configuring backup care when you're working from home



Video: Coronavirus & Children

What should I know about coronavirus and children?

Hear from one of our infectious disease experts



Boston Children's Hospital

Less concern for children contracting the virus vs. them being effective transmitters



[Link To Video](#)

How to stay healthy

CDC Recommendations



Clean hands with soap & water or alcohol based sanitizer (60% concentration or higher).



Disinfect high-touch, common areas daily. Metal surfaces can hold the virus for 9 days.



Wash clothes/toys with warmest water & dry completely if you've been in public spaces.



Keep immunity high. Zinc with Vitamin C is highly accessible.

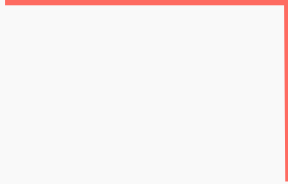
COVID-19, Children, and Breastfeeding

Are the symptoms of COVID-19 different in children than in adults?

No

- The symptoms are milder: typically cold-like symptoms such as fever, runny nose and cough. Vomiting and diarrhea have also been reported.
- Children with compromised immune system may be at greater risk as is the norm for respiratory viruses. This is not otherwise confirmed.

[California Department of Public Health](#)
[CDC](#)



Should mothers stop breastfeeding with suspected or confirmed COVID-19 cases?

It's unclear

- Breast milk best source of nutrition for infants but much is unknown.
- Decision made with family and healthcare provider for most up to date info.

The New Normal

We need to remind all managers that it's time to get creative and iterate. Here are the most important points to truly digest and be mindful of:

- Flexible hours are to be understood whenever possible.
- Conference calls will have background noise. Kids, babies, pets. Employ "mute when not speaking" rule for all, but find acceptance.
- Schools may very well be out through end of year. Parents will find their groove, but they need mental space to do it.
- Most US cities were childcare deserts already. We do not know the landscape on the other side of this. Many centers will not survive and this means a long road ahead for many parents securing care.
- Encourage Parent Employee Resource Group development or support..

Helpr can help.

Preparing your home environment & family for work

1

Expectations for work

How does it affect:

Your role

Your coparent/partner

Coworkers

Working hours

2

Preparing and re-working

Home setup

Childcare decisions

Parent Resource Group



Your trusted sitter

Care share

Parents, Don't Set Yourself Up For Failure



kristenanniebell



**to all the parents out there!!
while they are planning for remote
learning, just got this from coco's
school principal.**

My advice for any parents wanting to homeschool during the school shut down - don't. It's going to be stressful. If things get worse you're going to be stressed, your kids are going to be stressed. You kids might be scared of things they've heard or seen on TV. Arguing with your kids to do work is not what anyone needs right now. Instead, cuddle up together and read, read, read. Take turns reading. Read them your favourite novel (yes, you can read novels to kindergarten age kids). Do a puzzle. Build a fort. Bake. Watch TV together. Paint. Get out the lego and build together. Set up a tent in your livingroom and camp out.

Look at photos of when you were a kid.
In other words. Don't stress about them forgetting. Don't stress about homeschooling them. Just spend time together. Your kids won't learn much if they're feeling stressed. Though this is a scary time, it could very well be a time they remember as the best time in their life.

hang in there everyone 🍷

WFH Productivity Practices

1

Talk to your kids about what you need

Children need structure. If your kids are old enough to understand the rules, it can pay off to go through practice runs to make sure they can follow it.

Put scenarios in a hat to act out ideal behavior for each.

3

Work when they're sleeping

Working while your kids are sleeping isn't just a productivity tip for parents of newborns; this can work for all parents. Discuss new scheduling requirements with your manager and team to level set.

2

Take breaks to be with them

Don't be afraid to schedule yourself breaks to play with your kids throughout the day. For example, with elementary school aged children, if you can tell them that playtime will be in an hour once you've gotten some work done, that makes interruptions less likely while allowing you to spend some time with them guilt-free.

4

Get in-home childcare & Care share

Parents are getting childcare with [Helpr](#) from as low as \$1-6 per hour. This gives a certain part of the day to schedule work meetings or phone calls that need to be distraction-free.

Share care responsibilities with family or friends yourself or with a backup care program.

Tips for engaging home life with kids

Create (loose) structure

Use the kids' school schedule as a loose guideline and accept that it won't be exact.

Try not to fixate on the orderly. Accept the mess.

Playtime

Be generous with independent playtime. The benefits of boredom include creativity, emotional attunement, and overall mental health.

Get moving

Use YouTube for indoor exercise and outdoor activities to take a break together with fresh air.

Schedule screen time

Set times when your kids can use technology and don't feel shame for offering more when YOU need it. There are tons of interactive ways to use a screen.

Planning The Day Without Childcare

For Co-Parents

- Get organized. Take turns with care and duties.
- Rotate feeding times for longer deep-work periods. Each time we begin a new activity, it can take 20 minutes to reset our brains for highest functioning.

For Single Parents

- Figure out your best work hours and use them to your advantage. If you're more productive early mornings, do what you can to free those hours up.
- Schedule the hours that your personal body clock hits a wall to be resting time with your baby.
- Care share when possible.
- Let your team know your schedule

How to make it work when you have an infant (0-2 years)



Planning The Day Without Childcare

For Co-Parents

- Take turns with meals, care, and duties
- Stockpile as many activity ideas each day possible.
- We've all seen the meme about creating a fake coworker to blame everything on. Employ this strategy for a little levity.

For Single Parents

- Figure out your best work hours and use them to your advantage.
- Stockpile as many activity ideas each day possible. Take weekends and evenings to create craft kits and idea lists. They don't have to be elaborate. The idea is to bring safe materials to the foreground that don't need to be supervised.
- Care share when possible.
- Schedule the hours that your personal body clock hits a wall to be the time with your baby.

How to make it work when you have an toddler (2-4 years)



Planning The Day Without Childcare

For Co-Parents

- Take turns with meals, care, and duties
- Stockpile activities for your kids to do together (if they have siblings) or to do solo and take turns as monitor.
- Encourage older siblings to teach.
- Find an online extracurricular class, in addition to online educational classes such as [Khan Academy](#), (available ages 4-18).
- Take breaks during your least productive times.

For Single Parents

- Figure out your best work hours and use them to your advantage
- Stockpile activities for your kids to do together (if they have siblings) or to do solo. Take weekends and evenings to create craft kits and idea lists. They don't have to be elaborate. The idea is to bring safe materials to the foreground that don't need to be supervised.
- Encourage siblings to teach each other.
- Find an online extracurricular class, in addition to online educational classes such as [Khan Academy](#), (available ages 4-18).
- Take breaks during your least productive times.

How to make it work when you have a school age child (5-12 years)



Activities to do with kids during school closures, quarantining, or anytime



Bake as a reward for good behavior



Let your child pick a weekly learning theme



Keep in touch via email penpals, letters, and facetime



Write/Read stories and illustrate or act them out

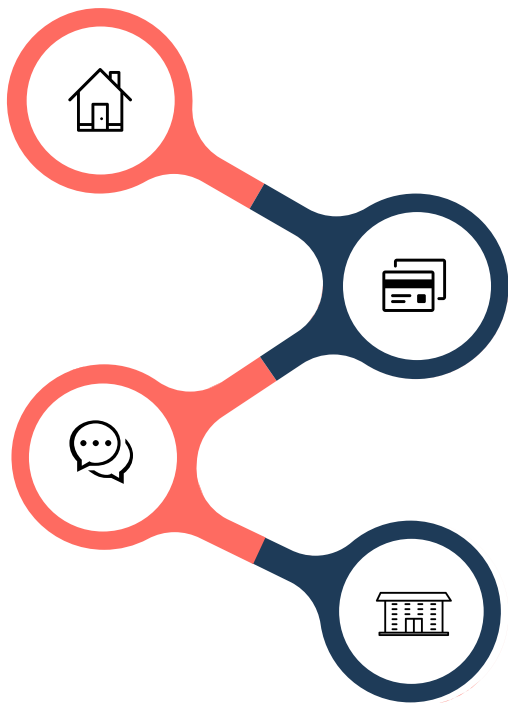


Make a reading tent, take a daily photo and then rebuild



Dance and sing using trusted Youtube & Podcast sources

Suite of Services



Backup Care: Out-of-Network

Employees can utilize their trusted network of child and adult care providers for backup care.

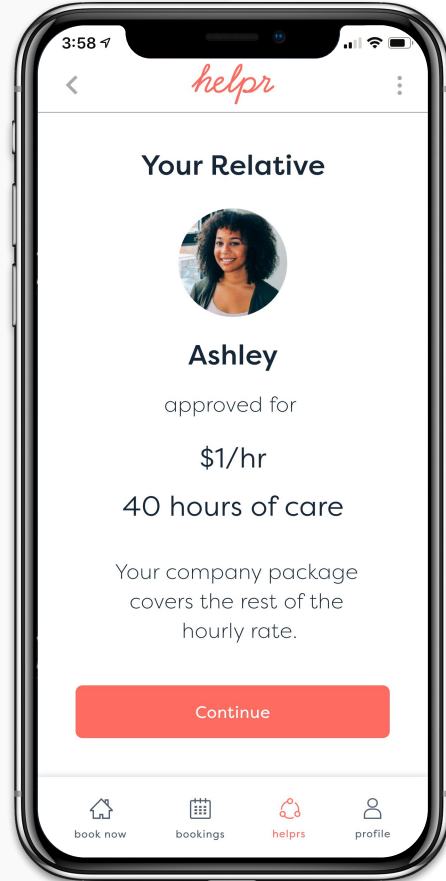
FSA Dependent Care Solution

Helpr opens access to Dependent Care FSA funds for in-home care needs.

Core Care

1:1 consulting & concierge services for employees seeking primary care. Onsite customization available.

Backup Care Platform



Out-of-Network: Trusted care providers selected by the employee

Near and Dear

Employees can invite their trusted care providers to take care of the family.

Payment

Helpr manages all care provider payments and eliminates cash exchange.

Tax Thoughtful

Helpr manages tax reporting to make compliance a priority, with no heavy lifting for employees.

The Care Agreement

1

Come to an agreement as to what your containment community looks like

Does your sitter have roommates? Do they care for other families? Learn about your greater community's shelter-in-home rules to understand your full exposure risks. .

Get to know your new community. Get on a call, facetime!

2

Know your best-case schedule AND know things change

What does this care provider anticipate their availability to be if feeling healthy and no known exposure?

It may not be worth it to expose your family to a new community if help is only available 1-2 weeks.

3

Encourage honesty

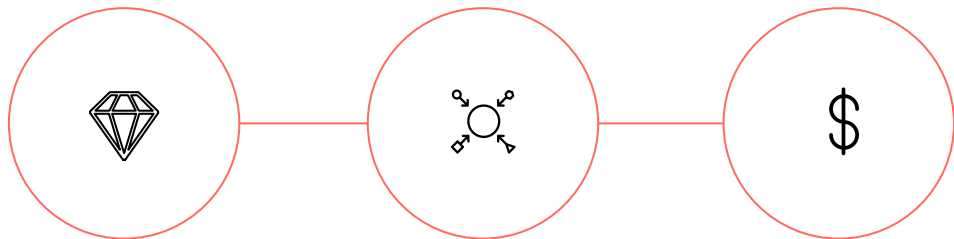
Try your best to nurture a heartfelt relationship with your care provider. Both parties are taking a risk in this arrangement.

Agree to suspend care if either party experiences symptoms or exposure.

Pay sick-time when you can afford to in order to encourage

Dependent Care FSA Solutions

No risk to the company



Effective

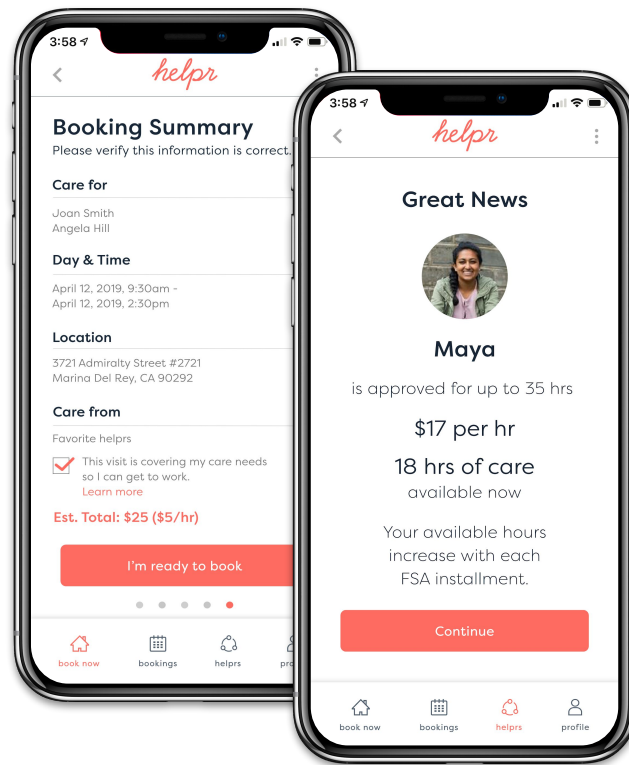
Help your employees access pre-tax dollars for the type of care they actually depend on. Traditional DCAP FSAs offer little support beyond traditional daycare and senior facilities.

Inclusive

Available to support families in managing child or adult care anywhere in the US. This includes children with special needs and adults with disabilities.

Savings

Employees save an average of 28% on care when using pre-tax dollars. Employers save 7.65% on all wages administered through an FSA account. Higher utilization serves all.



Core Care Program

Families face dynamic challenges in selecting primary care and education for their dependents. Often overlooked is the time and stress related to finding a sustainable and reliable solution that allows for consistency in the modern work schedule. **We secure discounts for center-based care wherever available.**

**THIS PROGRAM CAN BE USED
FOR LOCAL SITTER
SCREENING DURING COVID 19
NEW SITTER RECRUITMENT**

Core Care

Through 1:1 consultations, Helpr finds multiple solutions to puzzle care together and build permanent and customizable care solutions for families.

Direct Hire

- Part-time and full-time nannies
- Regular babysitters
- Adult aides & adult companions

The Helpr team does all of the recruiting and sourcing for families. We can also screen candidates that families have sourced themselves.

For preferred candidates, Helpr will

- Review resumes
- Call references
- Run background checks
- Perform interview
- Set up payroll (optional)

*Families will be active participants in the interview process

Program Match

- Daycare facilities
- Extracurricular & after school programs
- Senior facilities

The Helpr team researches quality programs that meet families' standards. We will send the family top options based on schedule, locale, care philosophy, and budget.

When desired, we manage application process, schedule site visits, and handle waitlists.

Menu of Engagement Services

All Helpr clients receive full access to select monthly engagement services to offer their employees. The culture component of family support drives camaraderie and thus productivity and retention. We do the heavy lifting so that your company can be a most progressive employer.

The bottom line: companies with engaged employees outperform those with lower engagement levels by up to 202%

WEBINARS	EVENTS	WORKSHOPS
✓ Lactation Consultancy	✓ Bring Your Child To Work Day	✓ Parent ERG Development
✓ Pre & Post Natal Fitness (Mom & Dad)	✓ Social Impact Clothing Drive	✓ Care Share
✓ Primary Care Selection (Child & Elder)	✓ Sitter/Parent Meet & Greet	✓ Baby Gear Registry Support
✓ Children's Gender Identity Inclusion Training		

Remote Support



For remote support, we're assembling our sitters to be available for:

- Virtual tutoring
- Virtual at-home lessons
- Virtual music classes

helpr

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