



# The Professional Nanny Training Series

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## Introduction to Nanny Care

### **What Exactly Is A Nanny required qualifications**

There are no across the board requirements for working as a nanny. Agencies generally require at least 1 year of childcare experience, possible nanny experience, verifiable childcare references, CPR / First Aid certification, and the ability to pass a background check. Higher level agencies have stricter requirements for education and experience.

### **difference between a nanny, au pair, and babysitter**

**Nannies** provide long term, full-time or part-time care for a child in his own home. The nanny is responsible for caring for the whole child, meeting the developmental needs of the child's social, emotional, cognitive and physical development.

A nanny is NOT a person who cares for a child in HER home.

**Babysitters** provide occasional, custodial care for a child. The babysitter is responsible for keeping the child safe and entertained.

Many people in the industry define the difference by the level of professionalism each caregiver brings to the job and her ability to provide quality care. Not by the job definition. Nannies bring high levels of professionalism and ability and babysitters a much lower level. In other words, same job and good vs. bad caregiver.

**Au pairs** are young men and women who are part of a cultural exchange program sponsored by the State Department. They live with host families for 1 to 2 years and receive a weekly stipend in exchange for up to 45 hours of childcare. There are restrictions on the type of tasks

they can be asked to do. We often refer to any young woman from a foreign country working as a nanny as an “au pair”. But technically it’s a very small number of caregivers.

### **your role in the private service field**

Nannies are domestic workers by definition because they work in a private home although many American nannies don’t identify with the various domestic workers group. They are also part of the household staffing industry which serves the needs of employers who hire people to work in their private homes. In upper end positions, a nanny often works with a housekeeper, gardener, household manager or personal assistant.

### **What Does a Nanny Do**

#### **caring for the whole child**

- physical ~ involve both large (gross) motor skills and fine motor skills
- cognitive ~ centered on a child's ability to think, learn and solve problems
- social and emotional ~ centered on children gaining a better understanding of their own emotions and the emotions of others and learning how to interact with others
- language ~ involve both language and nonverbal communication

#### **typical job responsibilities and schedule**

Nannies are responsible for hands-on childcare and tasks related to the care of the child. Nannies typically work a 45 to 60 hour work week.

#### **other household positions**

**Nanny:** consistent, quality childcare and child-related duties like children’s meals, children’s laundry and play room upkeep.

**Household Manager:** duties relating to keeping the household running smoothly like scheduling repairman, buying household supplies, supervising the housekeeper.

**Personal Assistant:** duties related to managing the home life and/or business life of family members like scheduling, errand running and shopping.

**Cook:** grocery shopping and preparing healthy, simple meals.

**Housekeeper:** light housekeeping duties like vacuuming, changing sheets, and family laundry.

**Family Assistant:** combination of all or some of those positions. The number of tasks from each category depend on the family’s unique needs.

Job Responsibilities Inventory (end of publication)

## **Unique Aspects of the Nanny Job**

### **the live-in option**

Minimum space should be private bedroom and bathroom. Some jobs offer separate spaces in the house or apartments. The live-in benefit includes room and board. That's the space and food for meals on and off duty. Some will say that it's typical for an employer to deduct the cost of room and board from the nanny's wage. It's not typical. Live-ins make just slightly less than live-out nannies in "real" nanny jobs.

### **bringing your own child to work**

Some nannies are able to bring their own child to work with them. Some take a slightly lower salary in exchange for the benefit. Many don't.

### **nanny shares**

One nanny works for multiple families (usually two). She cares for the children together in one child's home or rotating between both homes. Or she cares for each family's child individually but the couple shares the management and expense of the nanny. Each family generally pays 20 to 25% less than the nanny's typical rate. So it's cheaper for the family but the nanny makes more than working for a single family.

### **traveling with your family**

Going with your employers on vacation or business trips is a typical nanny duty. The family is responsible for all related expenses and the nanny is paid for all working hours.

### **having a private home as your work environment**

- no real boundaries between the parents' personal space and your work space (e.g. kitchen, laundry)
- you have to adjust your style to meet the family's style (e.g. neatness, order)
- you become part of their family life (e.g. visiting relative, marriage stress)

### **working with a stay-at-home parent**

- "too many cooks in the kitchen" syndrome
- "what should I be doing?" syndrome
- difficult for child
- personality hiccups
- micromanagement

## **Business Side of Being a Nanny**

### **time-keeping**

Track ALL your hours even if you are never asked to turn them in.

### **being paid legally vs. under the table**

- proof of income
- unemployment
- workers compensation
- short or long term disability
- child care tax credit
- safety from audit
- Social Security retirement contribution
- professionalism

### **employee vs. independent contractor**

Nannies are considered employees, not independent contractors. And it doesn't matter what the employer says or what the nanny and employer agree to.

### **regular and overtime wages**

Nannies are entitled to regular wages for hours up to 40 or 8 to 10 each day and overtime for all additional hours.

**THIS IS IMPORTANT** Most parents and nannies negotiate on the TYPICAL work week, not a 40 hour work week. So the REGULAR RATE is the hourly rate for all the hours the nanny works IN her typical schedule and the OVERTIME RATE is the hourly rate for all the hours the nanny works OVER her typical schedule

EXAMPLE: The nanny's typical work week is 50 hours. The parents and nanny agree she'll be paid \$15 per hour for those 50 hours. If she works any extra hours, she'll be paid \$22.50 for each additional hour. Technically, she'll be paid \$13.64 per hour for the first 40 hours and \$20.45 for any additional hours.

### **unemployment**

Nannies who pay taxes are entitled to unemployment if they're fired and in some cases, if they quit.

### **worker's compensation**

Nannies who pay taxes are entitled to workers compensation if hurt on the job. If it's not required in your state, your employer should provide it through a private carrier. It's strict liability so the nanny doesn't have to prove fault or sue.

### **using your own car for work**

In most states, the nanny needs an insurance rider to cover the use of her car for work. Most require the employer to pay for the additional cost of the rider.

Nannies should be reimbursed for each mile at the IRS rate.

Nannies are generally responsible for the deductible for any accident while on duty. But not always. If you want your employer to pay it in full or part, talk with your employer about it.

Nannies should track all the miles they drive for work.

Parents should provide car seats and booster seats for their nanny's car.

### **retirement savings and other unique legal and financial issues you face as a nanny**

Nannies aren't able to set up the typical retirement account through their employer. Employers don't get any tax breaks if they contribute to your retirement account. Your retirement is completely up to you.

### **nanny contract**

- termination protection
- terms of employment
- work environment
- clear expectations
- cover common problems

## **The Nanny Job Market**

### **who's hiring**

lower level tier

- low pay
- few if any benefits
- experience doesn't help you advance in next job search
- difficult work environment
- lack of respect
- high turnover
- lots of work, little reward

mid and upper level tier

- competitive pay
- standard or expanded benefits
- experience leads to advancement in next job search
- enjoyable work environment
- viewed and respected as childcare professional
- job security
- lots of work, lots of reward

### **the nanny career path**

- entry, mid, advanced level jobs

- childcare experience (e.g. daycare, preschool)
- nanny experience (e.g. summer nanny, afterschool nanny)
- education (e.g. degree, continuing education)
- specialized skills
- personality and social skills

### **wage and benefit expectations**

- location, location, location
- in every area, it's above minimum wage
- your resume counts, but your personality and the connection you have with the family matters just as much if not more
- your wage is based on the job description, your qualifications and how well you present yourself
- nannies don't earn X dollars more per hour for additional children
- stay-at-home and work-from-home parents are becoming more prevalent
- the highest paying jobs are with stay-at-home moms, tend to involve a lot of travel, flexible schedule, pitch in attitude and very little personal life
- the most balanced jobs are with professional couples

### **the effect of location on your job prospects**

- not every area is a nanny area even when there are nanny jobs online
- you can accept sub-standard pay or relocate
- wages cap out in every market except for executive jobs
- the number and size of agencies in your area is the best indicator of the strength of your market

### **avenues for finding a nanny position**

- online job sites
- social media
- placement agencies
- your own search strategy

### **generally accepted qualifications for agencies**

- legally allowed to work in US
- childcare experience
- nanny experience
- verifiable references
- education
- CPR / First Aid certified
- background check

- personality
- drive
- swim
- one year commitment
- live in placement area
- own car with current insurance
- skills test
- resume

### **background screening**

- proof of work eligibility
- Social Security verification
- criminal background check
- DMV check
- references
- employment verification
- education verification
- drug test
- medical clearance
- credit check

### **Documentation**

- resume
- traditional portfolio
- [job search portfolio](#)
- certifications

### **Professional Community**

#### **nanny and childcare organizations**

- NAEYC
- INA

#### **your local nanny community**

- [local face-to-face nanny support group](#)
- facebook groups, [Nanny Care Tribe](#)
- agency networking events

### **continuing education training**

- [National Nanny Training Day](#)
- [Nannypalooza](#)
- INA conference
- local support groups trainings
- [NAEYC](#) annual, state and local conferences
- online training