

NANNY MAGAZINE

FALL 2023

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TO BOOST YOUR NANNY RESUME

**HOW TO QUIT
YOUR NANNY JOB**



MEET THE 2023
NANNY OF THE YEAR
INTERNATIONAL NANNY ASSOCIATION

ALL ABOUT
HEALTH INSURANCE
FOR NANNIES

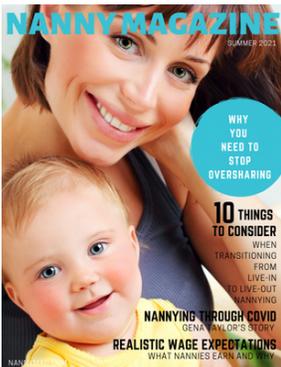
BEHIND THE GLAMOUR
**WORKING FOR
HIGH NET WORTH
FAMILIES**

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FALL 2023



NM

EDITOR IN CHIEF
Michelle LaRowe

CONTRIBUTING WRITERS

Christina Cross, Louise Dunham, Stephanie Felzenberg, Chrystal Gail, Aakash Goel, Angela Johnson, Jocelyn Ozbeytemur, Michelle LaRowe, and Candi Vajana.

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FOUNDER

Jennifer Kuhn, MPS

ADVISORY BOARD

Daniel Butcher, Louise Dunham, Angela Johnson, Michelle LaRowe, Cate Matijevich, Tonya Sakowicz, and Stella Reid.

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EDITOR'S NOTE

Michelle LaRowe

Happy Fall,

Each fall, as many nannies send their charges off to school, they too take a renewed interest in continuing their education.

Kicking off the season with National Nanny Recognition Week, Nannypalooza shortly follows, both bringing recognition to the important work nannies do and unifying those who provide in-home care around the central themes of building community and increasing knowledge.

While years ago, professional development was limited to a conference or two a year, today nannies have access to endless opportunities to increase their nanny knowledge base.

From online conferences and go at your own pace training courses, to podcasts and webinars, to individual coaching sessions and more, today's nannies are empowered to invest in themselves and be the best they can be.

This issue highlights nannies who have done just that and presents opportunities (including free ones!) to boost your resume and be the best you can be.



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FALL 2023

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INDUSTRY NEWS AND EVENTS

NM

NNRW



September 24-30, 2023

National Nanny Recognition Week (NNRW) was created by a group of dedicated industry leaders and nannies, and now, 25 years later it continues to live strong in the hearts and minds of nannies across the country, and internationally.

Today, NNRW is an international effort chaired by Angela Jackson and Kellie Geres, veteran nannies with over 60 years of combined experience.

Local events are happening in cities across the world including US, Europe, Australia and Switzerland. From a neighborhood brunch, to a mail campaign by nannies for nannies, NNRW's reach is far and wide.

For 25 years, NNRW has thrived and brought awareness to the dedicated work nannies do, not for the money or perks, but for a true love of children.

To learn more visit <https://nnrw.org/>.

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The US Nanny Association held its annual conference in September 2023. Visit usnanny.org/conference/ for conference updates for 2024 as they become available.

The 2023 APNA Conference was held September 20-23, 2023 in St. Pete Beach, Florida. Visit theapna.org/ for updates on 2024 as they become available.

Nannypalooza will be held October 6-8, 2023 at the Hilton Washington, DC Dulles. For conference updates, to purchase your ticket, and to learn more about this annual event, please visit www.nannypalooza.com.

International Nanny Training Day will be celebrated in April 2024. More information about this event can be found at nannypalooza.com/nntd.html as it becomes available.

The International Nanny Association will be hosting its 2024 Annual Conference May 16-19, 2024 in Portland, Oregon. Please visit inaconference.org/ to register or learn more about this event.

The **2024 NCS Enrichment Conference** has yet to be announced. Visit <https://newborncaresolutions.com/ncscon/> for updates.

For nanny specific training that can be accessed online and completed at your own pace, please visit NannyTraining.com and GlobalNannyTraining.com to view the full course catalogs.

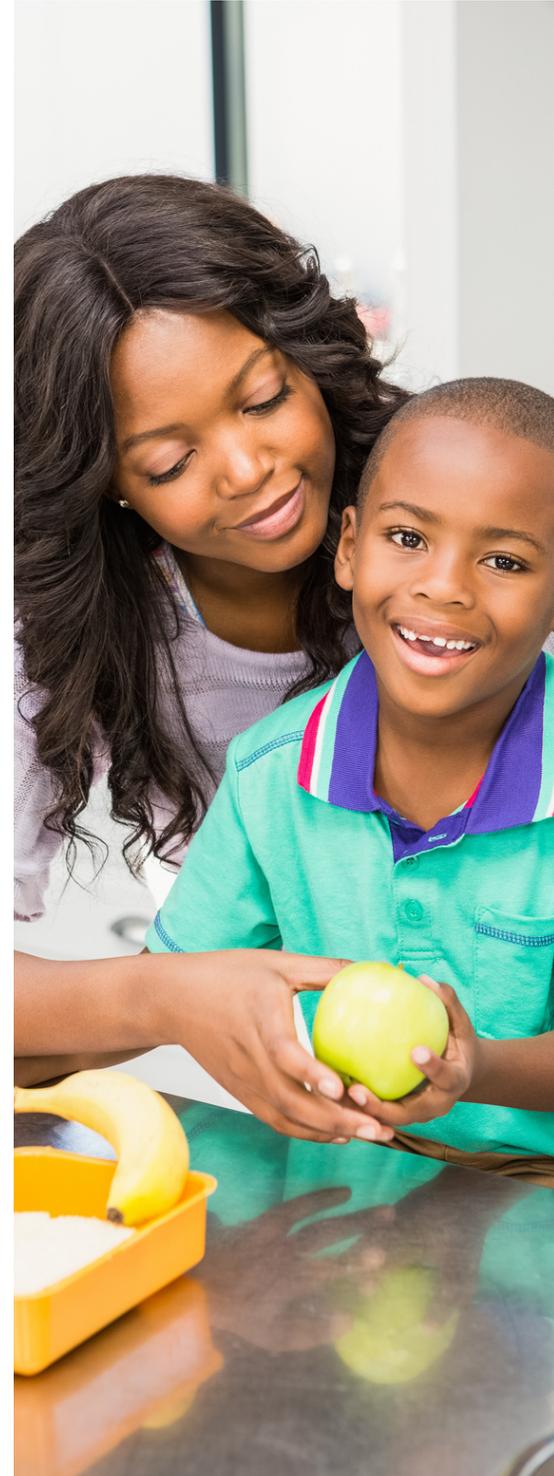


Nanny Industry Calendar of Events

To add your event to this listing, please email info@NannyMag.com.

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ASK THE NANNY

Dear Stephanie,

I have been a nanny with my current family for the past eight months. I really love them, and the job is going great. I work fifty hours a week, and the parents have very demanding jobs. They seem to appreciate and value me. They even attended my wedding a few months back and gave us a generous gift. While we did not plan on it, I am now pregnant. I am excited, but I am totally unsure what to do about my work. Should I tell them now? Wait? I will still need to work and am afraid of what may happen if they aren't supportive. What would you do?

Expecting Your Response

Expecting Your Response,

I hope that everyone will be supportive and excited about your newly expected bundle of joy.

If for some strange reason, your current employer isn't excited or supportive of your wonderful news, I think you would want to know sooner rather than later. You certainly wouldn't want to work for someone that doesn't support your growing family.

You have plenty of time to wait to tell your employers if you want to. But I would want to have as much time as possible to be open and honest with my employers about how having a baby will affect the job.

Hopefully, if you give the parents you work for plenty of notice, they can find temporary help while you are on maternity leave, and you will have the job waiting for you when you are ready to go back to work.

Stephanie Felzenberg

Stephanie Felzenberg has worked as a nanny and family assistant for thirty years. She has been the Nanny Advice Column for Nanny Magazine since 2013. She is the newsletter editor for the US Nanny Association. Stephanie publishes a nanny blog at bethebestnanny.com.



Your employers also need plenty of time to brainstorm with you if you will need to adjust the job description after the baby arrives. Will they be willing to let you bring the baby to work with you? They may want to discuss splitting your long hours with another caregiver to ensure you don't get burned out once you are a mother yourself.

Congratulations on your great news! Don't fear sharing that you are expecting a baby. I think it's better to give you and your employers as much time as possible to plan for your future working with them.

Congratulations and best of luck,
Nanny Stephanie



Stephanie

Submit Your Questions to Stephanie
info@NannyMag.com

AGENCY ADVICE

FROM LOUISE DUNHAM
CEO OF PLACEMENT SOLUTIONS

Dear Agency Owner,

I was placed in a position by an agency that started out amazing. However, after a few months, it has really gone south. The parents are rude, they aren't adhering to our agreement, and each week, I must ask for my pay. I've contacted the agency that placed me, and they've stated that they are not my employer, so they can't help. They've also said that if I don't complete my contract and get a good reference, they won't work with me again. I am not sure I can last another seven months in this role, and I don't want my reputation as a nanny to be ruined. What are my options?

Confused Job Seeker



Louise Dunham

Louise Dunham is the CEO of Placement Solutions, a nanny referral agency based in Melbourne, Australia, established in 1988. She is the author of the book *The State of the Nanny*, a definitive look at this sector of the childcare industry, and is the award recipient of the 2018 Association of Premier Nanny Agencies Lifetime Achievement Award. To learn more about Placement Solutions, visit <https://www.placementsolutions.com.au/>.



Dear Confused Job Seeker,

You have clear options here.

First, as an employee with an agreement (I really hope that is a signed contract), you must set up a meeting with the parents and advocate for yourself and the terms of the agreement. The agreement should contain clauses for politeness and professionalism on both sides and ways to defuse and handle disagreements.

The agency is correct in that they are not your employer, but common courtesy, compassion, and good sense would tell them there are always two sides to every story.

Again, communication is key here, both with the family and the agency. I would explain to the agency via text, phone, email, or letter why you think it would be unfair to not hear your side of the story.

Lastly, you can of course always leave your job if you are unhappy. There are plenty of other agencies to work with should you find yourself in need of a new job.

A PROFESSIONAL GOVERNESS

JOCELYN OZBEYTEMUR



Before You Leave for Work

Preparing for the day is a very important part of being a governess. I have been packing my educational “bag of tricks” for eighteen years now to use with my charges for the following day. I’ve used items from all different sources, such as the library, children’s consignment stores, the Dollar Store, thrift stores, some previous toys/learning materials from my own children, and even a flea market or two. Unless it’s a gift to the child, I rarely buy brand new. It’s fun to be thrifty and creative at the same time. Because I rarely use screen time, it’s important to me to provide quality play and stimulation.

While You Are Working

On the job, it really depends on how we roll. I find with many families I need to do quite a bit of basic housework, whether it’s throwing in a load of laundry, washing dishes, or general tidying before I can get to the actual care of the children. I’m grateful for my work even though at times it seems dull and redundant because I consider it a necessary part of the job. Communication with the parents is essential to learning exactly where each child is at and continuing or even setting the routine for the day. It’s very important not to bowl over a parent with too many of our inner thoughts or opinions as I truly believe they know their children the best. What they are asking for is truly an extension of themselves or a very close support person. To be included in the inner workings of a family is a very personal matter, and living up to their trust in me is always what I strive for. Generally, I continue the children’s routine after the parents leave them in my care. I prepare breakfast, play, read, offer a snack, do a craft and manage naptime. After lunch we go on a one-to-two-hour walk in the stroller, play more, have another nap if appropriate, and have dinner. Of course I do diaper changes, clothing changes and general cleaning in the mix. Much also depends on whether I can take my charges outside of the home in the car. In the past, I have taken them to the zoo, the aquarium, the history museum, the botanical gardens, the farm park, numerous playgrounds, the beach, the art museum, the children’s museum, and many other places. It’s fun to mix up the day a bit and see the little one’s reactions to all their new encounters.

I’d like to include that a governess usually brings a little bit more in terms of education to the children than a typical nanny. Sometimes we have a second language to share or knowledge of how to play an instrument. We can also travel with the family and act as private tutors.

What You Do After

After work, I assess the day and see what worked and what didn’t. I go over in my mind what the children had expressed interest in learning more about and what I might need to address with the parents in terms of discipline issues sometimes. I’m constantly striving to improve.

I’ve serviced over forty-five families in some capacity over the past eighteen years whether I’ve worked full-time, part-time, temporarily, live in, or live out. I’m currently caring for my third set of twins but have also had preemies and children with special needs. I’m a proud graduate of the former English Nanny & Governess School located in Chagrin Falls and worked as a travel nanny too. I truly believe I will be a lifelong governess. It’s very satisfying to touch the lives of others in a meaningful way. One of the highest compliments I have ever received was not about my exceptional care for the children; it was a comment from a parent that things just seem to go so much more smoothly when I’m around. Knowing that the parents trusted me so fully and implicitly made me feel proud.



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OPEN AVAILABILITY VS. FLEXIBILITY

By Michelle LaRowe

Everyone understands that one of the many benefits of employing a nanny is the flexibility that comes with it.

Running a few minutes late due to traffic? No problem.

Work emergency that requires you to stay late? Not an issue.

Got a weekend wedding and need date-night coverage? You've got it!

Overnight care needed due to a work trip, and the grandparents got ill and couldn't come into town to provide coverage? Don't worry, the nanny will have your back.

When a family states that they need flexibility in their job description and during their nanny search, these are some of the exact scenarios that nannies are well prepared for and have come to expect.

But what happens when that occasional need for additional coverage turns into a daily or at least predictable expectation? You've crossed the line from needing flexibility to the need for open availability.

The nanny who is hired for after-school care only is now needed to cover full days whenever school is not in session. The nanny can't have another job because she needs to be available for work.

The nanny is expected to work until the employer has finished his or her work for the day, with no indication of what time that will be. The nanny can't make after-work plans because she may need to be available for work.

The nanny is required to work a split shift but is not paid for hours in between yet must be available if she is needed to provide care during the day. The nanny can't take another job, make appointments, or attend classes because she may need to be available for work.

The nanny is needed to travel with the family, but she doesn't usually work full-time hours. The nanny can't keep her normal obligations outside of her work hours because she is needed for work.

The nanny is expected to be on call when the parents are on call, so she can't have another job because she may be needed to provide care. The nanny can't make any plans because, without notice, she may have to work.

The nanny is encouraged to float hours because of regular schedule changes. The nanny can't make any commitments during her workweek because she is expected to be available when her employer needs her.

So how do nanny employers ensure they have childcare when they need it most?

Advertise accurately for your care needs. Consider your care needs carefully. How many times do you run late per week? How often are schools closed, and you need backup coverage? How frequently are the children home from school sick? What are your summer childcare plans? If you find that you regularly need more coverage than the schedule you are advertising for, adjust your schedule or adjust your expectations regarding the nanny's need to provide the coverage.

Compensate for the availability needed. Structure your schedule and compensation for the maximum amount of coverage you'll need. Plan on paying your nanny for the hours she needs to be available to ensure you have the coverage when you need it most.

Have a backup plan. If you regularly need coverage outside of your typical schedule, consider hiring a second nanny or having an up-to-date call list of screened caregivers that you can use to fill the gaps. If you regularly need weekend coverage, consider hiring a weekend nanny.

Consider the benefits of full-time care. If your availability need is for full-time, but your core needs are part-time, consider transitioning to a full-time nanny/assistant role. If running errands, home organization, grocery shopping, and other non-deep-cleaning-type tasks would be beneficial to you, consider building out your role to build in the availability you need.



Michelle LaRowe

Michelle LaRowe is the editor of Nanny Magazine and has over thirty years of experience in the in-home childcare industry. An award-winning nanny, published author, nanny agency owner, and educator, Michelle's CACHE accredited nanny training program has students enrolled from over thirty countries. Michelle and her husband Jeff were licensed foster parents and added three children to their family through adoption. Michelle resides on Cape Cod with her husband and five children. To learn more about Michelle visit <https://michellelarowe.com/>.

Remember the give and take. Nanny employers who offer their nanny flexibility will often get additional flexibility in return. Does your nanny need to attend a doctor's appointment? Is she running late because she's stuck behind an accident on the freeway? Consider how you respond to these requests if you are seeking additional flexibility in return.

Ensuring you have the coverage when you need it is one of the benefits of hiring a nanny. As the employer, you set the schedule, and you hire someone who can meet your scheduling needs. Honestly evaluating your care needs, transparently communicating them to potential hires, and appropriately compensating your nanny will ensure that you can attract and maintain a nanny who will be there for you when you need her most.



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Nanny Magazine is the premiere trade publication for the in-home childcare industry. Nanny Magazine's readers are nannies who care for children ranging in age from newborn through age 18 and industry related professionals.

Nanny Magazine will cover:

- Current nanny industry trends, issues, and events
- Industry related news
- Hot topics affecting the nannies and children
- Useful products and resources that are of benefit to nannies
- Practical advice by industry professionals
- Nanny and industry leader profiles
- Advertisements geared towards professionals in the nanny industry.

The magazine covers everything from a nanny's relationship with their charges to their complex relationship with the parents. The magazine offers provoking features on hot topics, advice for nannies who are experiencing ethical dilemmas on the job, and relevant information about tax laws and legally binding contracts.

Deadlines are as follows for the digital publication:

- Deadline: September 15 for January 1 Winter Issue
- Deadline: December 15 for April 1 Spring Issue
- Deadline: March 15 for July 1 Summer Issue
- Deadline: June 15 for October 1 Fall Issue

Website and print submissions are accepted on an ongoing basis.

Nanny Magazine is published quarterly as a digital publication. A digital subscription is \$21 per year and includes access to all back issues.



NORLAND LAUNCHES WORLD'S FIRST RESEARCH JOURNAL DEDICATED TO HOME-BASED EARLY CHILDHOOD EDUCATION AND CARE

Norland, the world-famous specialist early childhood higher education provider, is delighted to announce the publication of the world's first research journal dedicated to home-based childcare.

The Norland Educare Research Journal focuses on research that advances and enhances the knowledge base for professional practices and policies for home-based early childhood education and care.

This international, double-blind, peer-reviewed journal is published online only and is available to all, worldwide, free of charge. It is a genuine grassroots academic initiative intended to give voice to researchers of high caliber whose work is underrepresented in the field of educare and provide a home to experienced and new researchers.

The Norland Educare Research Journal is a fully open-access journal. It offers free publication to researchers and authors and free access to papers for readers, reflecting Norland's commitment to democratizing knowledge dissemination.

Dr. Theodora Papatheodorou, editor in chief, research fellow, and manager, says: "Grounded in the work of researchers and practitioners in the field, the journal is intended to deepen iterations of established early childhood discourses, practices, and policies, and to construct situated knowledge on home-based childcare that is of global relevance and local significance.

"Despite being a vital service to parents", she says, "there is limited research available in comparison to the extensive research focusing on center-based provision. The journal intends to fill this gap by bringing together existing research while encouraging further knowledge production to be disseminated among researchers, academics, professionals, and policymakers.

"It is time home-based childcare, especially in the form of in-house childcare offered by nannies, is recognized for what it is: a unique support system for families—beyond the caring of the child—and to be recognized as such by policymakers and legislated accordingly. The challenges currently faced by families and young children, due to global socioeconomic conditions and in the aftermath of the COVID-19 pandemic, necessitate a renewed vision and policy about childcare provision."

Coeditor of the journal and principal of Norland, Dr. Janet Rose, says: "The inaugural issue of the journal is a tribute to the legacy of the educational pioneer Emily Ward, the founder of Norland, who recognized the significance of education and care as indistinguishable ingredients of childcare. She argued that young children should be cared for by trained professionals and their care should be structured and centered around the child, offered in a loving and nurturing environment.

"The launch of the world's first journal for home-based childcare is a continuation of her vision," adds Dr. Rose, "and plays a part in helping to raise the status and value of early-years professionals supporting children in the home."

The Norland Educare Research Journal is one of several important research initiatives at Norland, which has also recently launched the Norland Educare Research Center. The establishment of its new research center reflects Norland's commitment to credible and ethical research, conducted in close collaboration with key stakeholders to transform the lives of children and their families and contribute to research evidence in the field of early childhood studies. Norland will launch the journal and center internationally at the Bright Start International Conference, which takes place both online and in-person in Athens, Greece, on November 3-5, 2023.

The journal is particularly focused on disseminating learning stories coconstructed by practitioners, policymakers, researchers, and caregivers. It is intended to be aspirational, creative, and innovative while maintaining the rigor required in published research. The journal has an ongoing call for papers and proposals of special issues with a distinct thematic focus.

To find out more, sign up to receive journal news, and read the inaugural issue of the Norland Educare Research Journal, visit the Norland Educare Research Journal webpage, <https://www.norland.ac.uk/journal/>.



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HOW TO QUIT

MICHELLE LAROWE

As an award-winning nanny turned educator, Michelle LaRowe has over thirty years of nanny industry experience. Whether it is in an online group or during a one-on-one mentorship conversation, the topic of giving notice always comes up. Here's Michelle's best advice on how to quit your nanny job professionally and increase your odds of retaining a great reference.

One of the most common questions that nannies ask in online nanny groups is “How does this sound?” right before sharing the content of the resignation text or email that they plan to send to their boss.

Too often, the content of these messages is unprofessional and either full of emotional jargon or broken down into a bullet list of every grievance compiled from throughout the relationship in an effort to articulate a justifiable reason for leaving that hurts the nanny more than the family or as a last-ditch effort to right the wrongs and expose hurt feelings and unfair treatment.

Leaving a nanny family comes with a host of emotions, regardless of the reasons for leaving or how long you’ve been employed by the family. Given the intimate nature of a nanny’s workplace and the relationships that are formed with parents and children, providing a rationale in an attempt to minimize the sting of your departure can feel like the right thing to do. But it’s not. Providing notice in a professional manner will position you to leave on the best of terms and help you to secure a positive reference after your departure.

As you prepare your notification of resignation:

1. Do not give notice over text or over the phone. Provide a formal, written letter of your resignation so that your notice is officially documented. Ideally, provide this on your last day of work for the week so that the family has time to process notification of your resignation before you return to work.

2. Stay out of the weeds. Your written letter is the official documentation of your resignation. It is not the time to rehash the details of what went wrong during your employment with the family. Keep your notice professional, short, and simple, and document your projected last day of work.

3. Be sure to follow the terms of your written agreement. If you agree to provide two weeks’ notice, be prepared to work out your notice. Also, be prepared for the parents to let you go immediately and pay out your notice in lieu of having you work.

4. Do not overshare. It can be tempting to outline your rationale for giving notice, but don’t. In addition to being unprofessional, you are providing information that the family may disclose to others, including to a potential employer during a reference call.

5. Remember, references count. If you’re going to want to work as a nanny again, chances are, you’ll need that reference. Remain professional and take the high road to ensure the likelihood of retaining a positive review.

While being short and sweet may feel distant and dry, when it comes to giving notice, it’s the right way to be. If you haven’t resolved your workplace issues by the time you are giving notice, you certainly aren’t going to while doing so.



Dear MB,
I love working for your family. I am so upset, but I must tell you that I am giving my notice. I am struggling with my health and feel that this job does not help it. It’s just too tiring to care for two kids. I need to make a change and take care of myself. I am so sorry to do this. I will stay as long as you need me to, and I will help you find your next nanny. I love your family like my own, and I am so heartbroken.
Love, Nanny



Dear MB,
When I accepted your position, I agreed to sixteen dollars per hour. At the time I did not know that this is not reflective of the going rate and that I am supposed to have taxes taken out of my pay. Now that I know better, I must do better for myself and my career. I love your children but can no longer work for you given what I now know. My last day will be Friday. I deeply care for everyone and am sincerely sorry.
Nanny



Dear MB,
I need to tell you that I got offered a better job and had to take it. I am starting tomorrow. I love the girls but must do what is best for me.
Nanny



Dear MB,
Please accept this letter as my resignation due to you not paying me on time and me not being able to pay my bills. Our relationship is forever broken and cannot be repaired.
Nanny



Dear MB,
Please accept this letter as notification of my resignation effective on March 1. Thank you for the opportunity to work for your family.
Nanny





EXPERT TIPS

HEALTH INSURANCE FOR NANNIES

Christina Cross

What do you know about health insurance in the United States? What constitutes good coverage? Is it affordable? Why do I need it? Is there a tax advantage to paying for it?

Many nannies don't know where to go to find good health insurance coverage or the answers to these questions.

How do I know? I was one of them.

There was a time in my life when I left the corporate world and became a professional nanny. While making this transition, health insurance was my biggest concern. Since my corporate employer had sponsored insurance and most nanny employers did not, I had no clue where to start looking for health coverage.

I made too much money to source insurance through the Federal Health Insurance Marketplace, and other coverage options were too expensive for my budget and offered very little benefit. In a desperate attempt, I ended up purchasing the first plan that came in an Internet search that seemingly met my needs.

It took me some time to realize it wasn't the best idea and understand what I bought and the value (or lack thereof) it brought me.

Now that I have figured it out, I want to share it with all of you.

Most of us think we don't need health insurance because we don't go to the doctors often. We are caring for other people, so when do we have time to care for ourselves? We think I am healthy, so I don't need coverage all the time. We put it off and plan to get it when we need it or when we are older. And then that time comes.

Why is health insurance important?

Health insurance helps ensure financial stability by protecting us from the financial impact of accidents and unexpected illnesses. Medical costs associated with these can quickly add up to thousands and thousands of dollars and become overwhelming. You never know whether you are going to fall down the stairs, get into an automobile accident, or even have emergency surgery for a condition you never knew you had. The financial impact of these scenarios can be enough to devastate the budget of most individuals.

Health insurance also makes treatment more affordable, provides a regular source of care, and gives access to a network of providers who can work together to map out your healthcare needs. With routine checkups and health screenings, preventive care also helps you live a healthier and longer life. Most of all, having health insurance provides peace of mind, easing fears about accumulating large medical debt and knowing you have coverage when you need it most. It also provides reassurance that you will have access to comprehensive medical care.

When looking for health insurance, there are a few things you should take into consideration. If you already have physicians you would like to continue to see, you want to make sure they are in the network of the plan you purchase. This means that they are accepted by your insurance and visits and procedures through that physician are covered. When a physician or facility is out of network, your insurance will not cover any bills received or may do so at a lesser amount. Second, you want to know what you can afford. In addition to monthly premiums, you want to take into consideration any deductibles, copayments, or coinsurance fees.

For some nannies, their biggest decision when choosing health insurance is whether to go with an HMO or a PPO. These both use a network of providers and facilities, but the difference is how the network works. With HMOs, you choose a primary care provider in their network, and they coordinate all your care, including which specialists and procedures you might need. With PPOs you get more flexibility, as you get to choose which doctors you would like to see, giving you fewer restrictions. Sometimes PPOs can be a bit more expensive, but don't let that deter you from getting a quote from a few agencies. Remember, you aren't obligated to purchase, and the information is free.

The cost of health insurance depends on which company you choose, whether you go with public or private insurance, and what your needs are. Some insurance companies offer insurance to both healthy and unhealthy people, so the rates tend to be higher due to covering costs for all insured. Then there are insurance companies that offer medically underwritten plans. This means that if you are overall healthy, their rates are less expensive due to having an insured population that is overall healthy.

Public health insurance, such as Obamacare, may have a lower out-of-pocket cost but is also less flexible, with policyholders being given a limited selection of medical service providers. These plans also have strict eligibility requirements you must meet to qualify for care. These plans tend to be more affordable and can be combined with other insurance plans, making them attractive to some individuals.

Private insurance, such as United Health Care and BlueCross BlueShield, can be customized to your needs, so you aren't paying for items you do not need. They may also have strict guidelines that they need to follow and can be a bit more expensive than public insurance options. Private insurance can also offer perks for being healthy or getting yearly screening exams—like reimbursing you for your gym membership or offering discounts on health-related services.

As a nanny, your health insurance premium (the monthly amount you pay) may be tax deductible. When your family contributes toward your health insurance premiums, those dollars are not considered taxable income. Neither you as the nanny nor your employer is required to pay taxes on those dollars. Your family may choose to pay your health insurance premium directly to the insurance company, or you can be reimbursed for the premium. If your employer is reimbursing you for your coverage, you as the nanny must obtain private coverage. Be sure to consult with a certified public accountant (CPA) to better understand how paying for insurance premiums can impact your tax liabilities.

Asking your nanny family to provide you with health coverage can be daunting but is not impossible. It's been said that having a few minutes of bravery can impact the rest of your life. You won't know whether the family you work for or are considering working for will offer health insurance if you don't ask. They may not even be aware that offering health insurance benefits is an option.

If you are considering asking your employer or potential employer to offer full or partial health insurance premiums, consider the following:

- Make a list of the reasons why an employer paying for your health coverage or partially paying/reimbursing you for your health coverage is important to you. Remember, your health is important so you can be present and well for their family as well as for yourself. Without proper care, you could be out of work longer than would be needed if you had coverage to go to the doctor. You are also covered for accidents and other unknowns.

- Consider the tax benefits for you and your employer. Contributions toward health insurance premiums can be nontaxed dollars for both you and your employer. Perhaps a lower hourly wage and higher health insurance premium is an option for you to consider.

- One of the best ways to find the right coverage is word of mouth. Ask other nannies what they do for health insurance and have your employer do the same with other nanny employers. You may be surprised to learn there's an option that someone else has that works for you.

If you decide health insurance is something you want to purchase, I recommend calling companies to get quotes on coverage that may work for you. Remember you aren't obligated to buy, and the information is free.



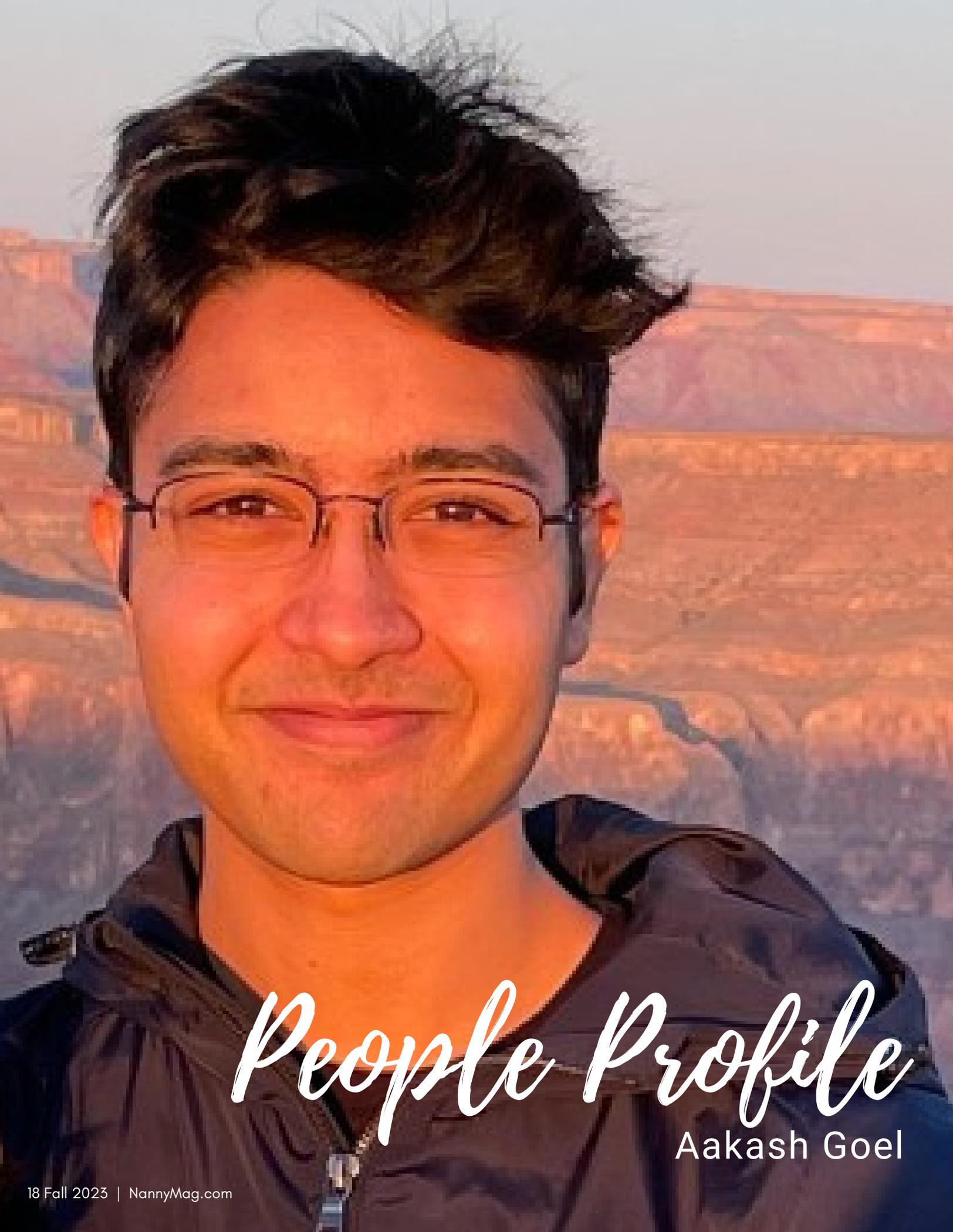
Christina Cross

Born and raised in New York, Christina Cross has over twenty years of experience working with children of all ages and abilities. Christina has started her own insurance company, CMC Health Insurance, and enjoys helping people find the health coverage they need. In her spare time, she enjoys the outdoors, traveling, reading, and kayaking.

CHRISTINA CROSS
LICENSED INSURANCE AGENT

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CMC.HealthInsurance@gmail.com

SCAN TO SCHEDULE YOUR 30 MIN CALL



People Profile

Aakash Goel

Aakash Goel is the founder of Enginehire, a software platform designed specifically to help childcare agencies save time and give their caregivers and clients a truly phenomenal experience. Aakash and his team are honored to be working with over 250 agencies all around the world, ranging from agencies that haven't even launched yet to ones that have been in business for generations! Aakash is an engineer by training and an inventor at heart; he loves working on hard problems and creating things that help people. When he's not working, he loves playing sports, reading, and discovering new restaurants with his wife.

How did you get involved in the nanny industry, and what is your current role?

I got involved in the nanny industry just by good fortune! I studied engineering at university, and while I was in school, I began developing a system to help students find job opportunities. In the process of working on this, I began meeting with a variety of staffing agencies to better understand what they do, and one of these happened to be a nanny agency! I didn't know very much about childcare. My family was very typical middle class, and we couldn't afford it, but I was amazed to see how complex this agency's processes were, how many different systems and tools they needed to run their business, and how much work they did manually. We agreed that there had to be a better way and began working together to develop a new system and process. It ended up taking a couple of years of talking and learning and revising every day, but that's how the Enginehire nanny agency software was born! That first agency told some other agencies about the system, and those agencies told some other agencies, and through this word of mouth, we have been fortunate to gradually grow to partner with hundreds of the agencies in our industry. My current role is to serve as the CEO of our software company Enginehire, with an amazing team of about fifteen of us dedicated to providing the very best technology for our industry!

How has the industry evolved since you've become involved?

One of the events that pushed our industry, and in some ways the entire world, to evolve was the COVID-19 pandemic.

Thankfully, the industry was able to weather this storm and in some cases was even buoyed by it, but one of the evolutions I saw because of it was a greater embrace of technology. Our industry is of course extremely personal and human centric, but we saw many, if not most, agencies pivot from meeting with caregivers and families in person and shift to Zoom, and this seemed to boost efficiency without compromising the experience. We are also seeing as new nannies and new parents enter the industry, they are tech savvy and are more comfortable interacting with software and doing everything on their phones, and since we've gotten involved, we have been trying our best to provide the industry with the tools it needs to successfully make this transition.

What is the biggest challenge you've found agency owners face? Have you helped solve it?

The biggest challenge I've found agency owners face is a lack of organization and systems that they need to function effectively.

*I would love to see a world where childcare is available and accessible to everyone who needs it, and for us, this is an important mission to work toward: childcare for everyone.
-Aakash Goel*



Agency owners were often spending too much time on repetitive, manual tasks like redesigning resumes and rewriting emails, which is not a good use of their unique skills and takes away from the time they may otherwise have to educate parents and advocate for nannies. The software system Enginehire we developed for agency owners is attempting to help solve this problem by saving them time on impersonal tasks so that they have more time to spend on what truly matters: people.

Where do you see yourself in five years?

In five years, I see myself continuing to run Enginehire to the best of my ability and our team continuing to work day and night to provide useful tools and technology for the industry! I am also hopeful that over the next five years, more companies and organizations will begin offering childcare as a benefit to their employees, with governments and corporations helping to cover some portion of the cost. This will be a big boost for our entire industry and make childcare more accessible to “regular” people, and we would love to contribute to the development of this by creating systems to help agencies and caregivers access and service this growing demand.

What is your best advice for agency owners?

My best advice for agency owners is to think hard about where you are spending your time! How often do you feel like you are working on things that make good use of your skills, and how often do you feel like you are grinding away? There will always be some tedious work to be done, it’s part of any business, but if it’s happening often, think whether there is some combination of rethinking, automating, hiring, or something else that can help!

What is the most interesting thing you’ve learned about the industry?

One of the most interesting things I’ve learned about the industry is the rich, and occasionally wild, history of it! As someone who has become involved with the industry relatively recently, I tend to

think that everything has always been the way it is now, but the more I learn about the history, the more I realize that everything I take for granted now was thought up by someone. The different roles, terminology, organizations, and events, much of it has been created by amazing people who are still part of the industry and trying to improve it further, and I find that exciting and inspiring, that our industry is still growing and learning and any one of us can make an impact on it for the better!

What is one thing you see agencies share over and over again regardless of how many times it’s addressed?

One thing I see agencies share over and over is that they always need great nannies! No matter how many times it’s addressed, no matter what may be going on in the industry and the world, agencies always need more great nannies!

What is your educational background?

I was born, raised, and educated in Toronto, with a degree in electrical and computer engineering from the University of Toronto.

How do you give back to the nanny community?

We try to give back to the nanny community in a variety of ways. We are proud members and sponsors of the International Nanny Association (INA), the Association of Premier Nanny Agencies (APNA), and the Nanny Relief Fund. We are also honored to support and sponsor great people and service providers in our community like Megan Metzger Consulting and the Nanny Tees Nanny Agency School. We also try to create tools to empower the nanny agency community to engage with and learn from one another, and we host weekly and monthly educational seminars and webinars for agency owners. We would love to be doing more, if possible; if you have ideas, please let me know!

Biggest nanny industry myth?

I think the biggest nanny industry myth is that it’s only women. There may be more women in the industry as it stands today,

but it is an incredibly warm and welcoming industry, no matter who you are. As a man of Indian origin, I can sometimes look out of place in the industry, but I’ve never been made to feel out of place. Practically everyone I have interacted with is positive and encouraging. They want to give us a chance and want us to succeed, and it makes me grateful and proud to be a member of this industry and community.

What is the one thing you’d like parents who employ nannies to know?

One thing I’d like parents who employ nannies to know is that they really care! I’ve been continually amazed in my interactions with nannies by how much they put into their careers. It’s not just a job. Everyone needs money to pay the bills, of course, but taking care of children is arguably the most difficult and important job there is, and taking care of someone else’s children is a level beyond that, and they deserve to be respected.

Anything else you want us to know?

Something that I’ve always felt in our industry, at least on the agency side where I spend most of my time, is that it is primarily only available to wealthier members of our society. The costs of childcare are such that it would not be feasible for most of us who work in the industry to use it ourselves if we needed it, and yet childcare is something that is practically a universal need. In fact, people with less probably need it more. I would love to see a world where childcare is available and accessible to everyone who needs it, and for us, this is an important mission to work toward: childcare for everyone.





10 FREE CLASSES TO BOOST YOUR NANNY RESUME

Like any industry, the more you learn, the more you know. While professional development is not required for nannies to land a job, it can certainly help you land the job when you are one applicant in a competitive pool of candidates.

Boosting your resume by adding professional development can help you stand out from peers, add credibility to your experience, give you new skills or knowledge, and even increase your earning potential.

If you are seeking to boost your resume, consider these ten free learning opportunities offered by reputable sources:

1. Water Safety. The Red Cross offers a basic water safety course that focuses on developing an awareness of the risks of drowning and how to minimize those risks, especially for young children. For nannies who work in homes with pools or who frequent bodies of water with the children in their care, this course is essential. <https://www.redcross.org/take-a-class/classes/water-safety-for-parents-and-caregivers/a6R3o000012oT8.html>

2. Car Seat Basics. The National Child Passenger Safety Board teaches students to keep children safe in cars as they grow by completing all or specific modules on rear-facing and forward-facing car seat use, as well as booster seat and seat belt use. For nannies transporting children, this is a must. <https://www.cpsboard.org/trainings/car-seat-basics/>

3. Brain Development, Sudden Infant Death Syndrome, and Abusive Head Trauma: Shaken Baby Syndrome. The Texas A&M University system offers this one-hour course that addresses critical topics related to caring for the youngest and most vulnerable population of children, infants, and toddlers. For nannies working with newborns through toddlers, this course is for you. <https://agrillifelearn.tamu.edu/s/product/brain-development-sudden-infant-death-syndrome-and-abusive-head-trauma-shaken-baby-syndrome/01t4x000002ciOsAAI>

4. Medication Administration in Child Care: Ensuring Children's Safety. The Texas A&M University system offers this two-hour online course that is part of a series of online training designed to help you, as a childcare provider, implement current, research-based best practices in your childcare environments and is designed to provide you with information that will help you safely administer medications to children. Perfect for nannies who often administer medication with no checks and balances in the home. <https://agrillifelearn.tamu.edu/s/product/medication-administration-in-child-care-ensuring-childrens-safety/01t4x000002ciMZAAY>

5. Watch Me! Celebrating Milestones and Sharing Concerns. The Center for Disease Control presents this one-hour course that provides tools and best practices for monitoring the development of children in your care and talking about it with their parents. This course is for all nannies who strive to gain knowledge in child development. <https://www.cdc.gov/ncbddd/watchmetraining/index.html>

6. Attachment in the Early Years. This course presented by Open University covers theory and research in the area of attachment in early childhood. This is essential foundational knowledge for all caregivers. <https://www.open.edu/openlearn/education-development/early-years/attachment-the-early-years/?active-tab=description-tab>

7. Getting It Right: Tax and Payroll Compliance for Nannies. Designed by NannyTraining.com and GTM Payroll, this course teaches nannies about legal pay and taxes and how to talk to their employers about this topic. This course includes must-have information that any nanny should know. Use the code "NannyMag" to access this course for free. <https://nannytraining.com/courses/tax-and-payroll-compliance-for-nannies/>

8. Learn the Basics of the Montessori Method. The Prepared Montessori Institute offers this introductory class to those seeking to learn more about the method. With many parents seeking specialized care, nannies who have a basic understanding of this approach can support parents who seek it. <https://preparedmontessorian.com/programs/introduction-to-montessori>

9. Safe Sleep Ambassador. Cribs for Kids is an organization that emphasizes the importance of safe sleep education and disseminates it effectively throughout communities, and one way they do this is through their online classes. All nannies should be knowledgeable about safe sleep and the research and science behind it. <https://cribsforkids.org/safe-sleep-ambassador/>

10. The Science of Well-Being for Teens. Yale offers this free online course that helps students understand what psychological science has to say about living the good life and practicing evidence-based behaviors proven to boost mood. An optional certificate is available for purchase. For nannies working with teens, this is the course for you. <https://online.yale.edu/courses/science-well-being-teens>

Professional development doesn't even need to be costly or lengthy to count. It does, however, have to be high quality. Consider boosting your resume by enrolling in professional development opportunities that will deepen your nanny knowledge and help you become the best nanny you can be.



The advertisement features a blue and green color scheme. On the left, a circular logo for Global Nanny Training contains the text "Global Nanny Training" and "Training That Leads to Credentials". To the right, a woman is shown sitting in a grey armchair with her arms raised in a celebratory gesture. Below her, a group of diverse women is smiling. The central text reads "NANNY TRAINING THAT LEADS TO CREDENTIALS" in large, bold, white letters. Above this text is a blue button that says "ONLINE & AFFORDABLE". Below the main text is another blue button that says "ENROLL NOW". At the bottom right, the website address "www.GlobalNannyTraining.com" is displayed.



NANNY KNOWS BEST BEING THE WOW! BY CRYSTAL GAIL



Crystal Gail is a sought-after speaker, executive coach, and wellness content creator from Atlanta, GA, that empowers a community of leaders to release their power within and become the WOW.

Now that she's a retired social worker, she has dedicated her time to helping individuals become high-performing thought leaders by breaking the cycle of overwhelm and empowering them to become accountable for their goals and operate with excellence.

Being the WOW is at the core of Crystal Gail's work. She hopes that before you finish reading this article, you're reminded that you are already a leader and that every day is a great day to become the WOW.

You talk a lot about being the WOW. What does that mean to you?

Becoming the WOW is a transformational experience where we are breaking the cycle of overwhelm and transforming overwhelming woes into a new mindset of excellence called the WOW. The reason why I talk about becoming the WOW so much is because I have personally been the overwhelmed leader not aligned, unfulfilled, discouraged, and unhealthy. I decided that I didn't want other leaders to go through what I went through. So now I'm using my journey as a blueprint, and I'm on a mission to partner with my first one thousand leaders to break that cycle of overwhelm and help them become the WOW.

You took the last year to focus on your health. What made you decide to start that journey, and how has it gone?

I wish I could say that I just started this journey a year ago. However, I've been on this rollercoaster of improving my health for the last decade. I just happened to be successful this time around. About three years ago, my health was rapidly declining, and I could no longer hide it. My medical team and I agreed that it was time to consider weight-loss surgery. However, due to the pandemic and job loss, that process took longer than expected. Even though the process was discouraging at times, I can say it was worth the wait, and I'm now on track to a healthier future. I'm currently twelve months post-op and have lost a total of ninety-five pounds. I still have more weight to drop, but the encouragement from my supporters keeps me going.

How did you go from being a nanny to serving nannies? How did you identify the need, and what made you make the jump?

I have worked as a nanny for the past nineteen years while also working as a social worker. After losing my social work position during the early months of the pandemic, I transitioned to nannying full-time. Unfortunately, after transitioning back to the nanny industry, I had to make the hard decision to stop doing the work because I was in a car accident that left me with chronic back pain. Since I could no longer do the work that I loved for the last two decades, I decided to turn my pain into purpose. I needed a space to serve people while mentally navigating my new life. This is the very moment that "Year of the Nanny" on the Clubhouse app was created. This became a space where nannies came to share, get inspired, and feel empowered to become better leaders. What I started for selfish reasons now was my why and a safe space for nannies to receive the support they deserved.

What are you most proud of in your career thus far?

I'm most proud of the number of lives that I've impacted. It's no longer a "me show." It's a "we show." Every day I wake up, my goal is to impact someone's life in a positive way. Whether I'm coaching leaders, providing consulting services, or providing safe spaces in communities, I'm determined to help people thrive.

What do you hope to bring to the industry, and how have you been working toward that?

I hope to bring a new mindset to leadership development. We must get rid of the old thinking about what a leader in this industry looks like. I've been doing this by incorporating the WOW mindset into all my coaching programs and services. The WOW was created to help leaders shift their mindset to what operating in excellence truly looks like. The amazing thing that has happened is that I started off as a nanny coach. Now, I'm an executive coach working with executives and leadership teams. This organically happened because the nannies that I was working with are now all small business owners or have transitioned into corporate positions where they are leading teams. As they grew, I had no choice but to grow. I partnered with other leadership coaches and mentors to tighten up my skill set and incorporate some of my social work frameworks, and the rest was history. I'm not saying I'm the only reason why so many of my clients have been successful, but I can honestly say that we're focused on transformational leadership, and that's what sets me apart from anyone else doing the work that I'm doing.

Finish this sentence. Crystal Gail is . . .

Crystal Gail is your secret weapon. It's an ongoing inside joke that I have with many of my clients. Having me in your back pocket is like having the UNO wild card in your hand, and you scream "UNO OUT" as you win the game. Whether you're a client or someone I am having a casual conversation with, I'm always going to challenge you to think bigger and stay aligned with your life's purpose.

What do you think is the biggest misconception about nannies? How can we change that?

I believe the biggest misconception about nannies and the work they do is that their skills are not transferable. I love reminding nannies that they are not just a nanny. Their skill set is valuable in different roles and industries. To help change that, I personally empower nannies to step out of their comfort zones. I believe that we also as an industry need to highlight and celebrate those who are doing work beyond the scope of a typical nanny role. I sit on the National Domestic Workers Alliance (NDWA) board of directors, which represents over two million domestic workers. The media needs to hear about that journey and how policies are being changed because nannies and other domestic workers are organizing to demand equal rights. It brings tears to my eyes every time I see one of my nanny sisters and brothers stepping on a stage and using their voices to bring true change to this industry.

How did you get involved in the industry, and what is your background and current role?

I started nannying as a summer nanny while I was in high school. I worked as a nanny through graduate school. Once I graduated with my master's degree, I started working as a social worker and opened up a nanny placement agency. After experiencing many transitions during the pandemic, I decided not to return to the corporate world. I started my consulting firm, where I now coach and train executives and leaders to "become the WOW."



What is the same thing you hear nannies talk about over and over, and what do you tell them?

One thing that I hear nannies talk about is feeling overwhelmed. The best advice that I give them is that if they want to see change, they must take accountability to improve their circumstances.

Where do you see yourself in five years?

Great question! In five years, I see myself as a global leader spreading the WOW movement across the globe. I also envision developing ten thousand transformational leaders who commit to becoming the WOW.

What is the biggest challenge nannies face, and how do we solve it?

The biggest challenge that nannies face is not knowing their rights. Some states have a Domestic Workers Bill of Rights that protects nannies and other domestic workers. However, there are still nannies and employers that have no idea that these rights exist. The key is to educate both parties and ensure these rights are being enforced. That would solve many of the problems nannies are facing today. NDWA does an amazing job of educating the members. However, I would love to have more industry leaders and influencers partner with NDWA and other domestic worker organizations to help spread the word.

Resource

https://www.domesticworkers.org/programs-and-campaigns/developing-policy-solutions/domestic-workers-bill-of-rights/#domestic_workers_bill_of_rights_and_protections_in_each_state

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The best advice that Crystal gives nannies is to become the WOW.

There are four pathways to becoming the WOW, and she encourages every nanny to commit to taking the journey, focusing on:

- Purpose. Understanding your why and committing to being aligned with that why every day you're on the journey.
- Accountability. Focus on your part of the equation and learn how to be accountable to yourself. It's you vs. you!
- Consistency. Learn how to practice discipline and operate with excellence every day, even when you don't feel like it.
- Wellness. Setting boundaries and ensuring you're well in all areas of your life is the key to a successful nanny career.

BEHIND THE GLAMOUR: WORKING AS A HIGH NET WORTH NANNY



Working as a nanny can often be an isolating and lonely experience. However, the situation becomes even more pronounced when you work with high-profile families. While popular media often portrays nannies in these settings as glamorous jetsetters, the truth is that the reality is far from what the world believes. Let's delve into the misconceptions surrounding nannies working with high net worth (HNW) families and shed light on the challenges.

HNW Nannies: Beyond the Glitz and Glamour

Nannies who work with HNW families may indeed receive six-figure salaries. However, their daily demands go far beyond the typical nine-to-five job. As a nanny in this setting, you'll likely work long hours, including nights, and may even have rotating shifts with another nanny. Managing the ever-changing dynamics of the family and coordinating with a team

of outside contractors further complicates the job. Responsibilities extend beyond caring for the children to handling doctor visits, school choices, parent-teacher conferences, and more—often with minimal parental involvement.

The Loneliness of the Role

Working as a nanny can be isolating, even in the best circumstances. Without actively seeking social connections, we may find ourselves solely conversing with the children throughout the day. However, when working with HNW families, the loneliness intensifies. Forming friendships or conversing with other adults becomes challenging, as discussing job-related matters is often off-limits. Even if you have a team of colleagues, confidentiality agreements prevent open dialogue about work experiences, creating an interesting dynamic.

The Feeling of Invisibility

The nature of the role in an HNW setting can make us feel invisible, as if we exist behind a foggy pane of glass. I've experienced situations where my passport remained unstamped upon entering foreign countries, visited stunning locations without anyone knowing, and attended significant events where my name was missing from the guest list. This invisibility stems from our primary purpose: to ensure the smooth operation of our charges' lives, to support them, and to deliver exceptional care to the children and their extended families.

The Complexities of Confidentiality

As a nanny for HNW families, strict confidentiality rules govern our actions. While this is in the best interest of the families we serve, it adds another layer of difficulty to forming relationships and seeking support. We may have extraordinary experiences, from meeting world leaders to dining with royalty, but we cannot discuss these moments with others. The compensation we receive encompasses the need for privacy and confidentiality, a crucial aspect to respect.

Navigating the HNW World: Insights and Advice

If you are considering a position with an HNW family, it's essential to keep the following points in mind:

• *Compensation and sacrifices.* You will likely be well compensated, but be prepared to sacrifice aspects of your personal life.

• *Increasing responsibilities.* Higher pay often comes with increased demands. Be ready to handle a broader range of tasks and responsibilities.

• *Privacy and confidentiality.* Understand that respecting the family's need for privacy is crucial. Strict confidentiality rules apply, and discussing household matters is strictly off-limits.

• *Adjusting to formality.* Many HNW families maintain a formal atmosphere, which may require adjustment.

Advice for nannies entering the HNW world:

• *Stay organized, and be prepared for any situation.*

• *Develop a thick skin, and don't take things personally.*

• *Be assertive in navigating the challenges that may arise.*

• *Above all, remember to have fun in your role!*

Sharing Your Experiences

If these sentiments resonate with you, or you have differing views to share, please leave a comment here. It's crucial to foster a supportive community where we can connect, exchange stories, and support one another.

Let's shed light on the realities of being a nanny in the HNW world and build a stronger, united community.



Candi Vajana is the globe-trotting, adventurous, child-adoring International Nanny Association 2017 Nanny of the Year and founder of The Experienced Nanny.

Her new course, Nanny MBA, launched in September 2023 and is a twelve-week drip course covering what you need to know to land and maintain a nanny position with a high net worth family including:

- Understanding why you want these types of jobs
- Resumes, background checks, and social media
- How to read a job description
- How to work with agencies and where to find these types of jobs
- Fully staffed homes and how to navigate them
- Situations you may find yourself in
- The psychology of these roles
- Setting boundaries and dealing with burnout.

To enroll or learn more about this course, please visit theexperiencednanny.com or email hello@theexperiencednanny.com.

A portrait of Angela Johnson, a woman with curly brown hair, wearing red-rimmed glasses and a colorful patterned top. She is smiling and looking directly at the camera. The background is a bookshelf filled with various books. A blue banner is overlaid in the top right corner.

2023 INTERNATIONAL NANNY ASSOCIATION NANNY OF THE YEAR ANGELA JOHNSON

With the goal of helping new parents bond with their children, during her over-twenty-year career, Angela Johnson has evolved from providing direct childcare to offering parent education, supporting and mentoring nannies, and helping individuals or couples transition when adding a new member to their family. As a newborn care specialist (NCS), Angela provides nurturing care for all things related to the care of newborns. She finds joy in providing new parents with techniques to make their lives easier, more structured, and in many cases, happier. Angela has been recognized by the International Nanny Association (INA) for her dedication to professional development, learning, and training for herself and others in the nanny community and was awarded the 2023 INA Nanny of the Year Award. As a professional career nanny, Angela has coached and educated parents and grandparents while caring for their children. As a newborn care specialist, she is sometimes referred to as “the baby whisperer” while helping newborns adjust from the womb to the world. One of Angela’s biggest platforms is Ask the Nanny, where she serves as a live host, mentoring and coaching nannies, parents, and babysitters by offering encouraging and motivating content, presenting workshops for nannies at professional conferences and training events, and advocating for professional development and domestic worker rights for nannies.

How did she become a nanny?

When Angela moved to the Washington, DC, metro area, she started working as the director of a zero-to-three-year-old playgroup. The group required that an adult attend with the children, and over 50% of the adults who attended were nannies. She got to know them and their children and asked questions about being a nanny. One day, a parent observed her interacting with her child and asked whether she would babysit for her a couple of days a week. After babysitting for a few months, she found that she liked being in the private sector and wanted to do more of it. So she took out an ad in the Northwest Current newspaper, and the very first person who called her also hired her. She worked for that family for seven years, and they keep in contact with each other to this day.

Why did she apply for Nanny of the Year?

The short answer is she didn't. She was nominated by a friend and felt that she couldn't let that friend down by refusing the nomination. In fact, she didn't find out until after she was selected as one of the finalists that over twenty people had nominated her! These people were her friends, mentors, mentees, and a couple of their husbands.

The long answer is she could not let what her father said to her go down the drain. He used to call Angela the super nanny and told her that she was destined to make a mark in this industry. This was her chance to be the super nanny that her father said she was.

What does being NOTY mean to her?

When Angela lived in Florida, she was a full-time nanny to a set of twins. She became a part of their family, and both sets of grandparents spoiled her with gifts and would occasionally come over and tell her to take the rest of the day off and that they would take care of the kids. On one of those days, the grandfather took her aside and said, "You are a top-notch nanny. We love how you care for our grandchildren. When are you going to start your nanny school?" She thanked him and changed the conversation.

A few weeks later at the twins' first birthday party, all the family members gathered at the front of the room and called Angela forward. She had no clue what was to come. They each had something wonderful to say about her and how the twins couldn't have made it this far without her. Then they presented her with an engraved Rising Star Nanny Award. The grandfather said, "I don't know of any nanny awards that are given out, so we created our own for you." She remembers crying an ugly cry because it was the first time she had ever been recognized in such a big way for doing her job. She felt her dad look down on her and say, "See? I told you, super nanny."

When Angela was told she was selected as the Nanny of the Year, she cried again, for different reasons. She cried because she won. She cried because her dad wasn't alive to witness his super nanny, and she cried because the grandfather who first recognized her wasn't alive to see the Top-Notch Nanny Award she had just received. She also cried because she felt like this was the greatest honor that could be bestowed upon her as a nanny. All the hard work that she had done was not overlooked. The giving of herself to her community was recognized. Angela is so proud to be a nanny and part of the nanny community. Being an ambassador of this industry means the world to her, and she prays she makes her community proud.

What is her best piece of advice for today's working nanny?

Angela's best piece of advice is to know your worth. Don't be arrogant or entitled but know your worth. She encourages nannies to work with families as a team and to set boundaries from the beginning. She stresses that nannies should ask deep, thought-provoking questions during the interview to avoid misunderstandings later and to know that not all money is good money, and sometimes walking away is best in the long run. Lastly, she hopes nannies remember to take time for self-care and mental health check-ins. To know how to recognize the signs of when it's time to move on and to always, always, always be professional.

What does Angela think makes a great nanny?

Angela thinks great nannies share a giving heart. Great nannies give so much of themselves to families, sometimes to the detriment of themselves and their families.

How does she hope to impact the industry?

Angela is focused on leaving a legacy. She wants nannies to know they are not just nannies; they make a difference. COVID-19 put a spotlight on nannies, and the world got to see just how important nannies are to families. She felt that nannies were on the "front line," so to speak, during 2020-2021. She wants nannies to know that they can be anything they want to be, pursuing other dreams within and outside of the industry, and that being a nanny is only one of their gifted talents. Angela hopes to travel across the globe to share her knowledge and passion with other nannies and to let them know that regardless of their obstacles, there is still hope. Angela wants to shed light on the industry pitfalls so nannies can plan accordingly and make detours when necessary, and she wants to share the joys and fulfillment of being a nanny so that even when she's long gone, people know that one person can impact many. Angela's prayer is that in doing this others will step up and inspire those who are new to or considering entering our industry.

What does Angela hope all parents know before hiring a nanny?

Angela wants parents to know that they should educate themselves on what a nanny really is before hiring one. Parents should know the duties of a nanny and how they should be paid. Nannies need to make a living wage—not just minimum wage. And parents should be as respectful of the nanny's family as they expect her to be of theirs. Angela believes parents should know that even though they hire a nanny to help care for their little ones, they shouldn't treat them as "hired help."

Where does she see herself in five years?

In five years, Angela hopes to be in full philanthropy mode. She wants to travel and speak at conferences, teach new parent classes, invest in or create her own baby product, and continue to mentor nannies as she enjoys life to its fullest. What is her best advice for someone thinking about accepting a NOTY nomination? Angela encourages nominees to stay humble. She reminds them they were nominated for a reason. She feels that when you are nominated, somebody recognizes how hard you are working in this industry and wants everyone to know, so don't be afraid to let everyone see what they see in you. She encourages people to keep working toward their goals and to never stop learning.

What does she believe her industry legacy will be?

Angela believes Ask the Nanny will be her legacy and hopes that everything she has shared lives on to help others.

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