

CHILDCARE AND THE NEW NORMAL

August 18, 2020 | 12:00 - 1:00 PM

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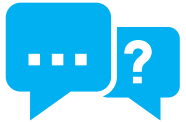
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Webinar Procedures



All lines will be muted



Please submit all questions using the “Q&A” dialog box



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The recording and a PDF of the slides will be shared



Q&A

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Featured presentation



Rachael K. McCann

Senior Director, Health & Benefits, NA Inclusion & Diversity Leader

Willis Towers Watson

Caregiving Benefits and Fall 2020

August 18, 2020



Background

US centric

Defining



- *Caregiving benefits and resources* is an all-encompassing term to describe an umbrella of services and solutions that can support individuals at different life stages from pre-conception and family planning through older adulthood and inclusive of special needs and focused care for serious illness at any age and even care for pets

Tactics



- Employer tactics have historically included one or more of the following:
 - Resources and referrals available through EAP
 - Offer back up child and/or elder care benefits (e.g., 5, 10, 15 days a year)
 - Offer discounts at an onsite/near site child care center

Utilization



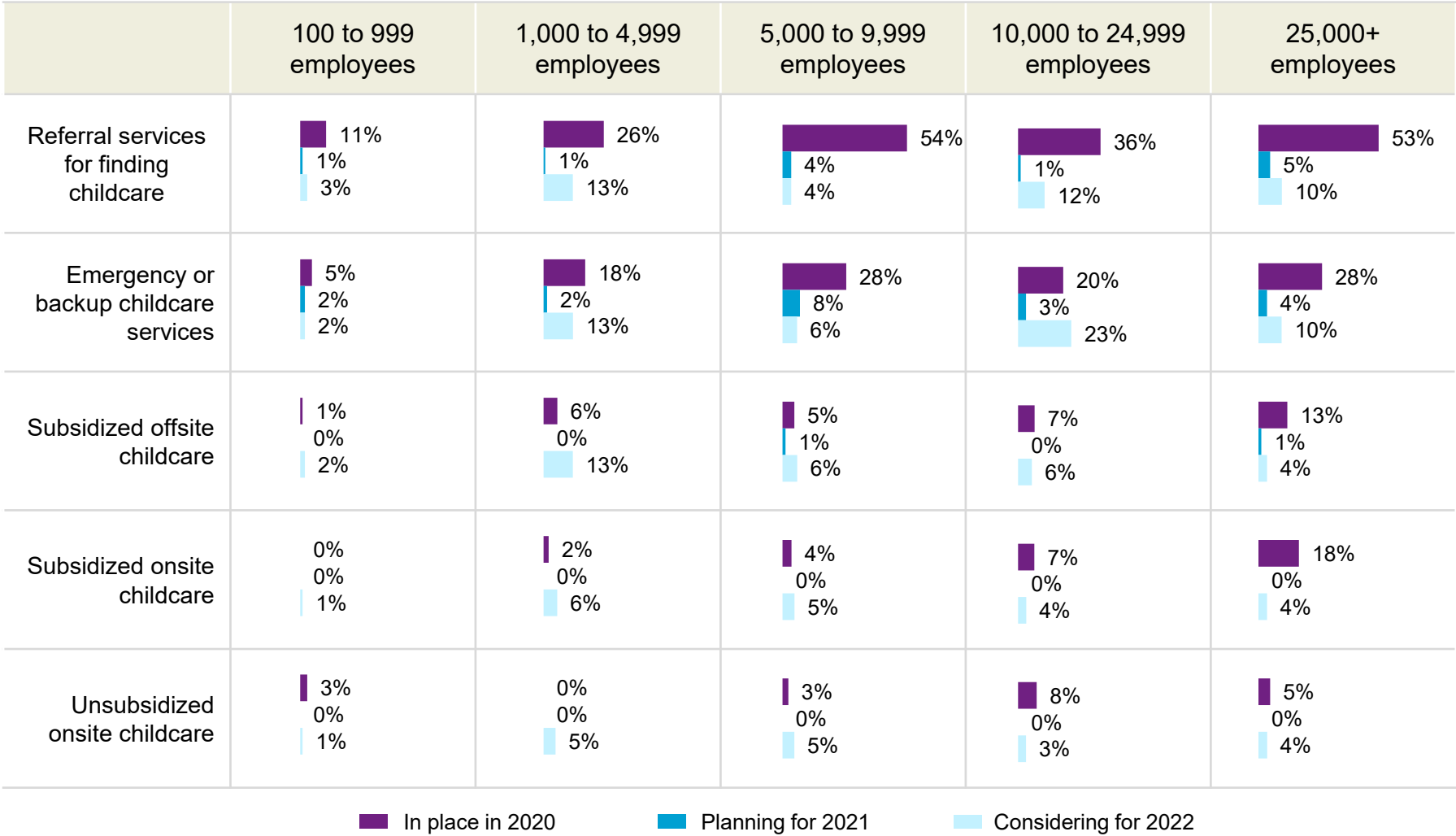
- Historically, these benefits have not been utilized by the majority of employees, but viewed as a perks for a sub-set of the population
- Some employers view caregiving benefits as a requisite for inclusion and diversity (I&D) focused indices, surveys and lists

Looking ahead



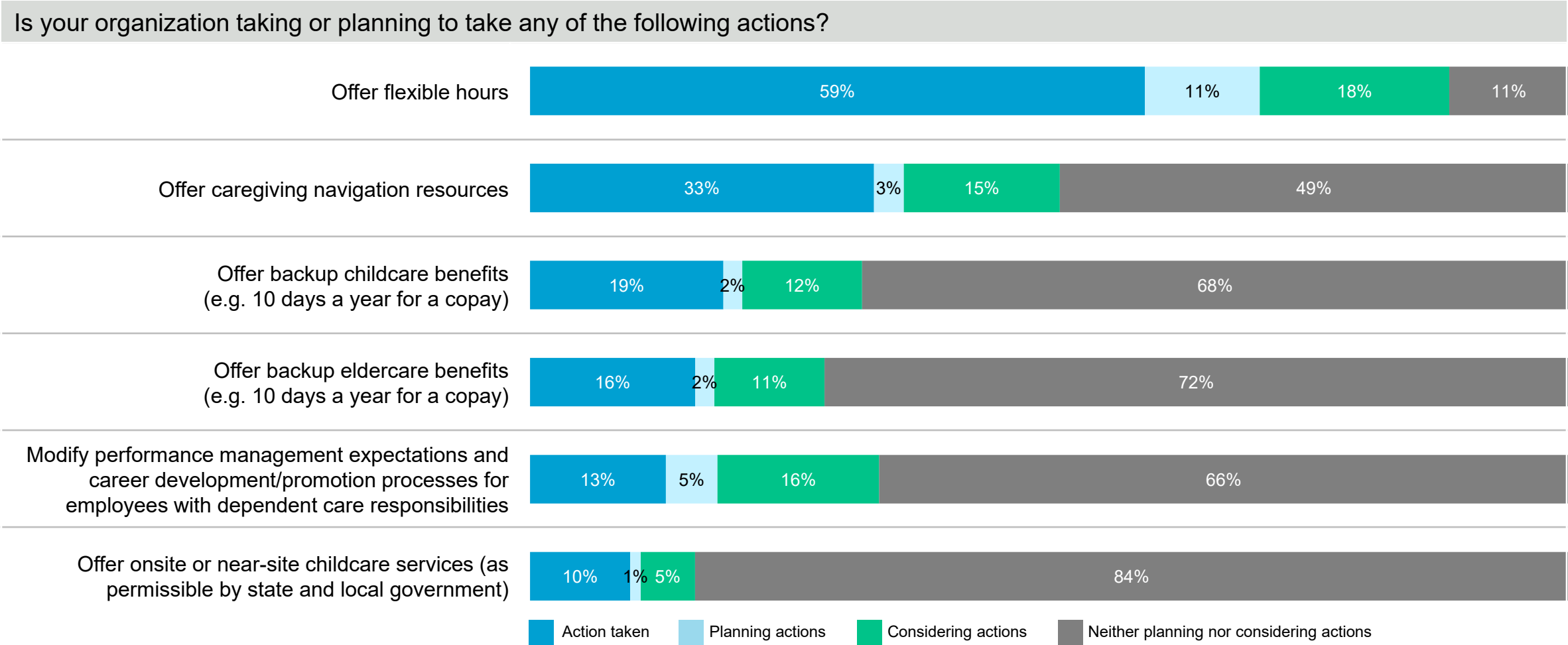
- Workforce demographics have shifted over the years resulting in a greater need for, and recognition of, multi-generational benefits that support I&D and human capital initiatives
- COVID-19 elevated caregiving benefits and resources from a perk to a critical workforce and business continuity area of focus

Pre-pandemic referrals were the primary caregiving resource, with broader solutions more prevalent as the number of employees increased



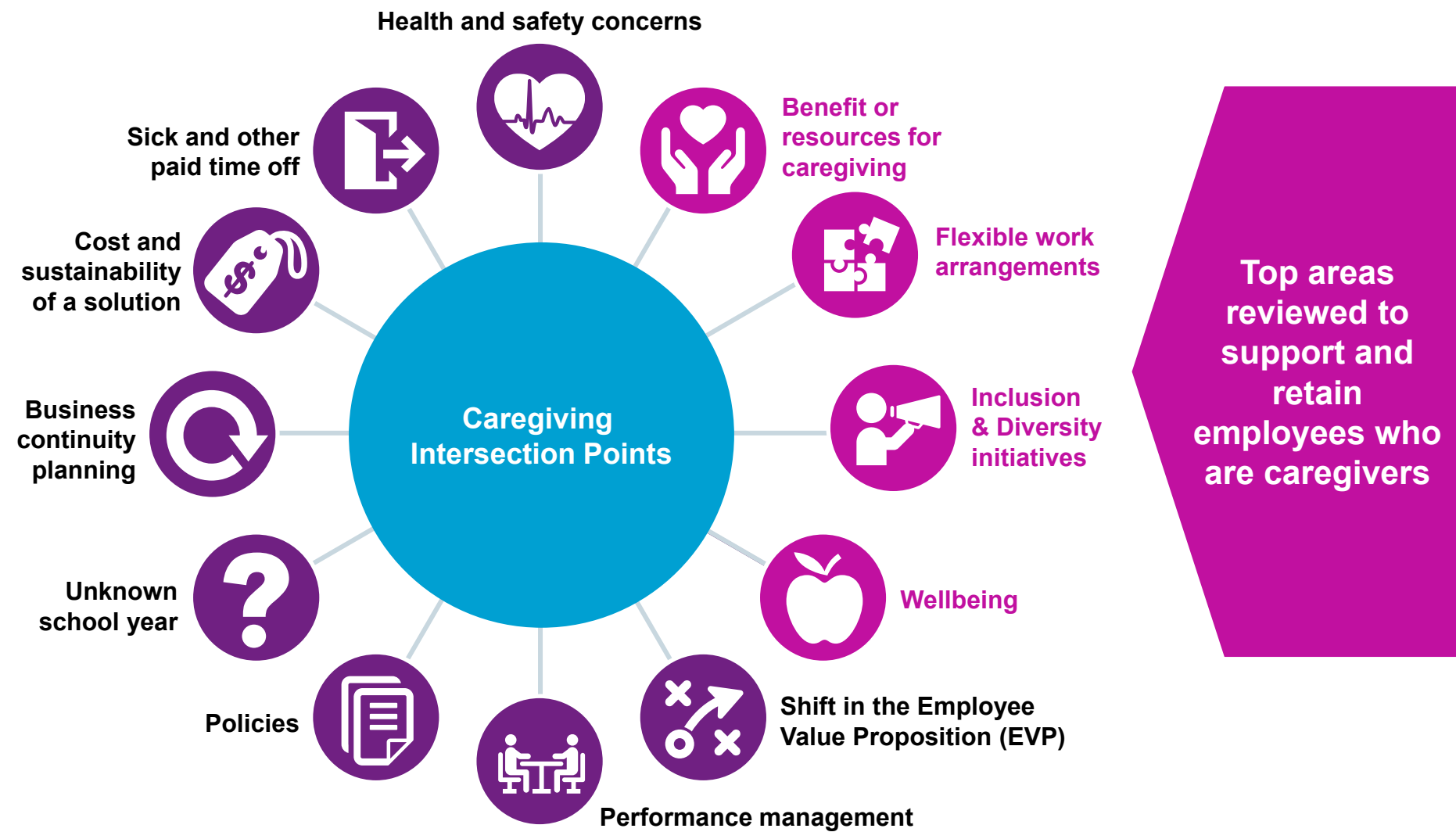
Source: 2020 Willis Towers Watson Emerging Trends in Health Care Survey, United States

The pandemic required organizations to evaluate how it can support employees with caregiving needs



Note: “Not sure” option excluded. Percentages may not add up to 100% due to rounding.
Source: Reopening the Workplace: Health, Safety and Wellbeing Survey and Assessment, United States.

As organizations continue to consider how to support employees who are caregivers, the resource or benefit is just part of a larger strategy





Panel Presentations



Panelists



Carolyn A. Romano, JD

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