



KIDS AT WORK?!

5 reasons “No way!”
is the wrong answer
(even during a pandemic)



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Let's get real.

Parent employees are worried about their children's education falling behind.

YOU are worried about

A. Your workspace offering benefits to reflect the new work/life integration

and/or

B. Staff struggling with focus and productivity while kids are at home

Some employees have asked if they could bring their little ones to work for a bit... maybe the intern could help with homework, even just after school?

Your executive team's initial response was "**ABSOLUTELY NOT!**", and we totally get it.

There's a lot to consider when having kids on-site in the workplace, especially during a pandemic.

RESEARCH
SHOWS:

**PARENTS ARE
15% MORE
PRODUCTIVE
AS EMPLOYEES
THAN THOSE
WITHOUT KIDS.**



The first two concerns that came from your leadership team were probably

“Kids spread germs!”

and

“We don’t want the liability!”

Someone probably mentioned, **“Kids are way too noisy and rambunctious for a professional environment like ours!”**

Even those who may be open to the idea believe that having children in the building comes with a licensing issue.

“Won’t our space have to be licensed so the kids can have their own bathrooms and things?”

Well, my friends, I’m happy to inform you that

It’s just not that complicated.

When you partner with an educational service provider like TheirSpace, having kids on-site is easy.

And awesome!

Here’s why...

1

KIDS AT WORK?!
5 REASONS "NO WAY!"
IS THE WRONG ANSWER
(EVEN DURING A PANDEMIC)

Something's gotta give.

Your staff may not be telling you this but... **if your employees have school-aged kids at home, they're drowning.**

Did you know that the NUMBER ONE stressor reported by professional women during the pandemic is childcare & schooling?¹

The shift to a virtual-first work environment and kids having more off-school hours than ever has created a nearly-impossible work load during business hours.

Due to the pandemic, there's a reported discomfort with help for kids coming into the home¹. Your valuable parent employees are either living day in and out with unprecedented levels of stress, or they are in the large percentage who are contemplating leaving their job by choice¹.

Something's gotta give or else they're gonna go.



¹Source: [COVID-19 = W3 | How the Pandemic is Transforming Women, the Workforce, and the Workplace](#)

2

KIDS AT WORK?!
5 REASONS "NO WAY!"
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Kids aren't the COVID-spreaders we thought they would be.

Do you know the percentage of positive COVID-19 cases among elementary students in the U.S. in 2020?

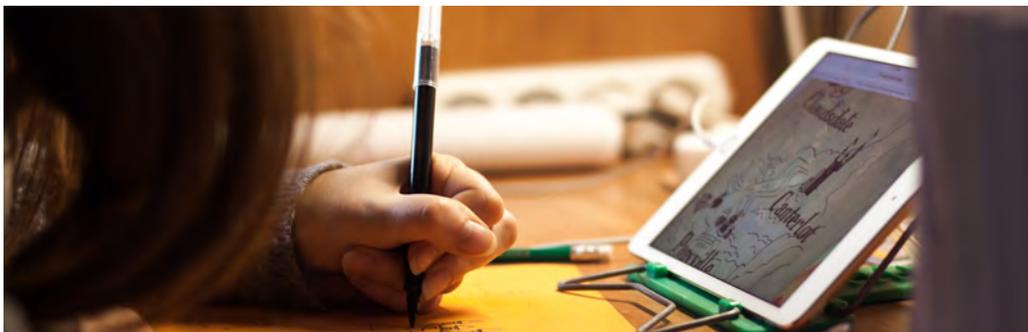
10%, you may guess?

5%?

Nope.

.001%

A mere .001% of elementary students have reported positive for COVID-19², and 74% of them are enrolled in hybrid learning, which means 74% of their parents are riding a bumpy struggle bus 2-3 days a week while attempting to care for and teach them on top of their paid work (or unpaid labor). *Not to mention the 10.5% of parents with kids who are enrolled in fully remote learning!*



²Source: [COVID-19 School Response Dashboard](#)

3

KIDS AT WORK?!
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The liability won't (*gasp!*) fall on your organization.

Any reputable business providing educational support for children should be carrying liability insurance for the program.

Employers aren't required any additional insurance coverage to implement a program such as TheirSpace for employees.*

**Note: if your organization operates heavy machinery, hazardous materials or other extremely unsafe materials, it may be an exception. We're not lawyers here - please seek them for the final word on your particular workplace!*



4

KIDS AT WORK?!
5 REASONS “NO WAY!”
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Kids don't require their own custom-built bathrooms.

Because full-time childcare and K-12 education are heavily regulated, most people think any program for children requires some kind of licensing.

Tutoring qualifies in the “educational support service” sector which lies outside both “childcare” and “education” licensing restrictions.

Lucky for you, **there are no physical modifications needed to your workspace in order to have employees kids on-site.**



5

**KIDS AT WORK?!
5 REASONS “NO WAY!”
IS THE WRONG ANSWER
(EVEN DURING A PANDEMIC)**

We could all use a social sigh of relief right now!

When is the last time you were in a room full of humans who had no concept of time or social norms?

Refreshing, isn't it?

Young children have a way lightening the mood. The specific number of times children laugh per day is debated, but it's well-known that children laugh *way* more (perhaps exponentially more) than adults... which is contagious!³

Research shows laughter reduces levels of stress hormones and increases health-enhancing hormones such endorphins, neurotransmitters, *and* infection-fighting antibodies. **This results in greater relaxation and resistance to disease, as well as improved mood and positive outlook.**⁴

Whatever sector your organization is in, these are attributes any workplace can benefit from.



³Source: [Study: Laughter Really Is Contagious](#)

⁴Source: [You're Not Laughing Enough, and That's No Joke](#)

HOW IT WORKS

THEIRSPACE IS SAFE, FLEXIBLE AND AFFORDABLE FOR ANY WORKPLACE. HERE'S WHAT WE PROVIDE:



HIGHLY-VETTED TUTORS

We only hire the best! We look for enthusiastic personalities and those with an education background.

Our tutors will customize programming based on the children in the room and requests from their parents. Prioritization of programming is as follows:

- 1. Homework help and/or supervision.** *Each child will bring their remote learning materials from school; our tutors will be reinforcing curriculum in place by the classroom teacher.*
- 2. General tutoring support.** *Most kiddos could use reinforcement in at least one specific concept area such as math, reading, etc. Our tutors can practice and/or review based on school curriculum and parent request.*
- 3. Educational enrichment activities.** *When schoolwork is done, tutors will come prepared with new activities to keep kids engaged, learning and having fun!*

Note: Our tutors are extensively interviewed & background checked.



ON-SITE AT YOUR WORKPLACE

A tutor will come to your workplace to be with employees' kiddos so those employees can work on-site.

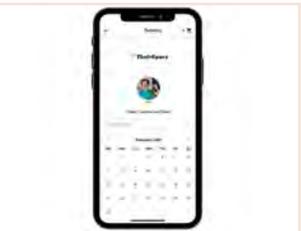
Parents can pre-book 2-4 hour tutoring sessions for kids ages K-12th grade. A ratio of 1 tutor to 6 students (or less) will be maintained.



COVID-AWARE CLEANLINESS

Tutors will follow the same guidelines teachers follow in school including wearing masks, frequent hand-washing/sanitizing, distancing kids at least 6' apart.

Snacks and drinks brought by children (no sharing allowed!)



TECH-ENABLED BOOKING VIA MAXWELL.APP

Parents will book tutoring sessions with as little as one week's notice using the easy-to-use Maxwell mobile app.

Parents will co-create the child's session schedule with the tutor to create a truly custom experience for each student.

THE PLAN

Launching TheirSpace is simple.

We know there is a lot to consider when committing to have kids on-site in the workplace. We are here to support you as an employer as well as all employees' families who participate in the program. Here's what you can expect for next steps once you sign on with TheirSpace:

1

IDENTIFY PARENT EMPLOYEES

Communicate new benefit to parents with our internal marketing kit customized to your org. Identify the parent employees with school-aged kiddos who will utilize the service.

2

SET ON-SITE VISIT

We will check out the underutilized spaces in your office and determine the best "kid zone" with you.

3

SET UP MAXWELL.APP

We will work with your team to set up the Maxwell.App admins (typically HR) as well as parent employee users.

4

LET THE TUTORING BEGIN!

Parents will save each school-aged child's information in the Maxwell.App and can start booking blocks of tutoring time for one or multiple kids right away.

[CLICK HERE TO SCHEDULE A CALL](#)



Your interest in TheirSpace shows you are progressive thinker, looking to be a part of the future of work. My team of tutors and I are excited to serve your organization soon!

Kate White, *Founder*

www.theirspaceomaha.com