



KONECRANES®

CONGRATULATIONS!

So you're having a baby....



NOW WHAT?

Bringing a new baby home is one of the most exciting times in any parent's life.... and it can be one of the most daunting, too! Upwards is here to help you navigate some of the questions you may have, such as....

When should I start searching for childcare?

Should I use a daycare or a nanny?

Is an in home daycare the right fit for me?

What kinds of questions should I ask a potential provider?



Match with the best childcare provider based on your exact needs, including weekend, nighttime, and backup care.



We make touring safe and convenient by allowing you to video tour directly from the Upwards app.



Upwards is typically 40% less expensive than other childcare alternatives — and offers flexible payment options.



All Upwards providers are held to the highest quality standards. We offer unlimited transfers to guarantee your happiness!

Start your childcare search today!

 upwards.com/benefits/konecranes

 **(937) 883-6959**





We know you have questions, let us help you get started!

Did You Know?



You can use your Flex Spending Account right in the app when you enroll with an Upwards provider!



We have over 6,000 daycares and 60,000 babysitters/nannies in our network!



On average, babies sleep over 5,400 hours their first year (but only a few hours at a time)!



Baby's first "social smile" will usually be between 6-8 weeks old. That's when you'll start seeing them smile and coo at you. BUT - they will start to recognize familiar voices in the womb, so keep talking to them!

When should I start searching for childcare?

As soon as possible! Infant spots are notoriously tough to find. Start your childcare search early so you can get put on a waitlist right away.

Should I use a daycare or a nanny?

This is a very personal decision. Daycares will provide a lot of structure (as they're working around several kiddos' schedules) and you can search for care near your work, your home, or wherever is convenient for you. Nannies can be more expensive, but they will come to your home. Nannies will provide your child one-on-one care and many of them will also perform household chores, as well (be sure to ask any prospective candidate about their services)

Is an in home daycare the right fit for me?

In home daycares are on average 40% cheaper than a daycare center. They undergo all the same licensing and requirements as a daycare center. Home daycares can be a good fit for you if you're looking for a personal touch for your care and want to find options that will work around your schedule.

What kinds of questions should I ask a potential provider?

Be sure to ask a potential provider about their licensing, schedule, and their preferred curriculum they use with their kiddos. Ask them about nap schedules, if they provide food, and how they work with any allergies or special needs. You'll also want to tour the facility, either in person or virtually, to get a feel for the provider's personality and where your new addition will be spending their days.