

20 Profitable Employer Strategies

Child Care Issues Affect Your Bottom Line!



Opportunities For Employers ...

1. Acknowledge employee child care challenges and explore ways you can help.
2. Provide information on parenting and choosing child care available from your local Child Care Resource & Referral Agency (CCR&R).
3. Host work place seminars with your local CCR&R on choosing quality child care and why it is important for their child, themselves and their employer.
4. Host work place seminars or arrange consultant services on child development, work-life balance, parenting, breast feeding, family health or parent support groups.
5. Consider contracting with your local CCR&R to provide enhanced parent referral services for child care.
6. Consider offering job sharing, compressed or consistent regular work schedules.
7. Coordinate flexible or phase-back into work hours after parental leave.
8. Allow telecommuting or allow employees to periodically work at home.
9. Offer and promote Dependent Care Assistance Plans (DCAP).
10. Provide an employer contribution or match of employees' DCAP deductions.
11. Subsidize back-up care for employees child care emergencies.
12. Offer vouchers for or reimburse a portion of employees' child care costs.
13. Offer paid reserved slots or discounted fees at local child care facilities.
14. Subsidize summer program costs for employees school age children.
15. Coordinate on-site or near-site child care services with other area businesses.
16. Adopt employee child care programs and donate repairs or consumable materials.
17. Serve on local groups to help coordinate and improve early childhood services.
18. Advocate for early childhood issues with community leaders and elected officials.
As an employer your voice matters more than you may know.
19. Host an annual resource fair of area organizations supporting families.
20. Sponsor local early childhood conferences, training, parenting and family events.

"Quality Child Care ... Good Beginings Never End"



For more information contact:

Bruce Stewart, Executive Director
Dee Burlingame, Program Coordinator

314 Ford Street
Ogdensburg, NY 13669
(315) 393-6474

Child Care Keeps New York Working

Why Should Employers Care About Employee Child Care Issues ...

- Every week in New York State, the parents of 877,598 children under 6 years of age are working. How many work for you?
- Census Bureau data shows parents who work part-time cite issues with child care as the primary reason for not working full-time, 94% of which are women.
- A 2019 Harvard Business School study shows 73% of employees are responsible for some form of care giving yet only 15% of employers offer working parents some form of care benefits options while 86% wish their employers did.
- The National Survey of Children's Health shows nearly 2 million families with a child birth to 5 years of age quit a job, did not take a job or had to greatly change a job in the past year because of child care issues.
- Remember, today's parents are your current workforce, but their children may, one day, be your future workforce.
- As employers, you see first-hand that your employees child care issues directly translates to lower productivity, higher absenteeism , increased turnover and costs associated with hiring and training new employees, and difficulty recruiting skilled employees.

“Child care must be seen as an integral part of any economic development planning. It is a critical infrastructure component just like transportation, work-force development and information technology. If North Country families do not have quality affordable child care options the North Country will never reach our full economic development potential.”

*Bruce Stewart, Executive Director
St. Lawrence Child Care Council, Inc.*

But just don't take our word for it ...



U.S. Chamber of Commerce

“The capacity for developmental skills begins in the first five years of life. This is the beginning point for a person’s creativity, communication, team working, problem-solving and critical thinking skills.”

The Committee for Economic Development

“Business leaders and policymakers should consider investment in young children one of the most effective strategies to secure the future economic strength of their communities and the nation.”

The Business Roundtable

“America’s continuing efforts to improve education and develop a world-class workforce will be hampered without a commitment to early childhood education.”