WHAT IS EMPLOYER-SUPPORTED CHILD CARE?

Employer-supported child care refers to various strategies—onsite and offsite centers, emergency/backup care, subsidies and vouchers, and resource and referral—offered to assist employees with their child-care needs. Diverse strategies provide different benefits for employers and employees.

Want more related DEFINITIONS?
http://wfnetwork.bc.edu/topic_extended.php?id=29&type=6&area=business

HOW DO CHILD CARE STRATEGIES BENEFIT EMPLOYERS AND EMPLOYEES?

<table>
<thead>
<tr>
<th>Employers</th>
<th>Employees</th>
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<tbody>
<tr>
<td>On-site centers</td>
<td>Increases loyalty to organization</td>
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<td>Reduces commuting time</td>
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<tr>
<td>Emergency back-up care</td>
<td>Lessens absenteeism and tardiness</td>
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<td>Increases protection from the unexpected</td>
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<td>Subsidies and vouchers</td>
<td>Provides tax credits</td>
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<td>Lowers personal financial expenses</td>
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<td>Flex-time and leave policies</td>
<td>Retains and recruits key talent</td>
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<td>Improves job satisfaction</td>
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<tr>
<td>Parenting at the workplace</td>
<td>Encourages productivity and boosts morale</td>
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<td>Decreases stress</td>
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WHY ARE ORGANIZATIONS SUPPORTING CHILD CARE EFFORTS?

- Increasing numbers of employees are working parents.
- Employee difficulties with child care can undermine the competitive edge and success of organizations.
- Child-care costs create labor market barriers for parents who want or need to work.
- Finding available, affordable, and high-quality child care is a major concern of working parents.

REPORTS WITH MORE INFORMATION


Want more OVERVIEWS AND BRIEFS or the full references for these reports?
http://wfnetwork.bc.edu/topic_extended.php?id=29&type=7&area=business

DID YOU KNOW?

- “More than 68% of parents indicated they would have missed work if they had not used the [The Canadian Imperial Bank of Commerce (CIBC) Children’s Center], leading to productivity savings of nearly $400,000 U.S.” (Bright Horizons, 2005, p. 2).
- According to a 2005 report by Bright Horizons on backup child care, “[i]n its first year, use of the CIBC Children’s Center by the 800 employees enrolled in the program resulted in 2,528 work days saved—the equivalent of 10 work years” (Bright Horizons, 2005, p. 1).
- “Although a variety of reasons were given as to why employees bring their children to work, such as convenience of practice and sick child needs, most respondents (64%) indicated the lack of available child care as the primary reason” (Secret, 2005, p. 338).

Want more STATISTICS or the full references for above statistics?
http://wfnetwork.bc.edu/topic_extended.php?id=29&type=1&linktype=suggested

SUGGESTED READINGS


Want more READINGS?
http://wfnetwork.bc.edu/topic_extended.php?id=29&type=2&linktype=suggested

The Effective Workplace Series provides a summary of the Employer-Supported Child Care Topic Page. To visit the Employer-Supported Child Care Topic Page, go to http://wfnetwork.bc.edu/topic.php?id=29&area=business