

CHILD CARE BENEFITS & PRACTICES to Support Your Employees During COVID-19



LET'S GROW KIDS
LITTLE KIDS • BIG IMPACT

You knew child care was a challenge for your employees before COVID-19. Though this pandemic has intensified that challenge, it has also offered an opportunity to rethink how your employees work and how you can support them. Below is an overview of the new child care landscape, and benefits and practices that can help your employees get to work.

HOW DID COVID-19 IMPACT CHILD CARE?

Family, friend, or neighbor child care may be unavailable due to safety precautions. Many families rely on this support for regular or back-up child care.

Some child care programs have delayed re-opening or have closed permanently. Your employee may not have access to their regular program or their regular hours. It was already hard to find child care. Now it's even more challenging.

New health and safety requirements are in place for child care programs. These requirements may increase the time it takes for employees to drop-off and pick-up their children, and may also mean that employees must remain home more often if their child shows ANY symptoms of illness.

Families may still need to pay for child care to hold their spot even if they are not using it or the child care program has paused.

Child care programs are facing increased financial insecurity due to new health and safety regulations and uncertainty in enrollment. This may mean that families may experience an increase in child care tuition in the near future.

HOW CAN YOU HELP?

Allow maximum flexibility with employees' schedules, time-off, and work-from-home policies.

Survey your employees to assess their new child care needs and challenges.

Create internal HR resources to help employees understand the new [health and safety guidance](#), share resources about open child care slots, and understand the financial benefits that may be available.

Offer a Flexible Spending Account for Dependent Care if families have children in care. Be aware that FSADC dollars may not be used if parents are not using care.

Establish a scholarship to help employees afford child care or hold their slot.

Consider re-investing budget savings due to COVID-19 (travel, events, staff retreats) to support your employees' child care and family needs so that they can get back to work.

Consider investments and partnerships with local child care programs.

We are available to work with you individually to support your business and your employees' child care needs. ASK US HOW WE CAN HELP.

Emily Blistein, Director of Business Strategy | emily@letsgrowkids.org | www.letsgrowkids.org/business