



# CREATE CHILD CARE BENEFITS THAT WORK



Investing in high-quality child care is good for your employees, your business, and Vermont's economy.

## WHY?

**Improve Recruitment + Retention:** When you support your employees' child care needs, you retain valuable staff, recruit new employees, and reduce absenteeism and turnover.

**Build Loyalty + Happiness:** When employees can afford and rely on high-quality child care, their stress decreases and they are able to focus on their work.

**Help Your Community + Vermont:** Increasing access to high-quality child care will attract young families to the state and invite parents back to the workforce who left to care for children.

**Build the Next Generation of Employees:** High-quality child care helps children gain the cognitive, social, and emotional skills necessary to become strong community members and talented employees in the future.

## HOW?

### Family-Friendly Culture + Flexibility:

- Foster a culture where leadership talks about and supports employees' child care needs
- Provide information to your employees about how to find high-quality child care
- Offer flexible schedules through core hours, compressed time, job sharing, or telecommuting
- Offer child-friendly space for school closures or other short-term emergencies
- Allow for maximum flexibility with how paid time-off is used
- Include a Babies-at-Work Policy

### Scholarships + Financial Support:

- Offer a Flexible Spending Account (FSA) for dependent care
- Establish a scholarship to help employees afford care

### Investment + Partnership with Programs:

- Offer in-kind or capital support to a child care program in exchange for spots for your employees
- Support an on-site child care center on your campus

FIND OUT HOW **WE CAN HELP** YOU SUPPORT YOUR EMPLOYEES AND YOUR BUSINESS TODAY.

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