

BUILDING CHILD CARE SOLUTIONS THAT WORK FOR THE WORKFORCE



From the employer:

"Supporting the child care and family needs of our employees is an integral part of how we do business. We know how complicated and stressful it is to raise a family, so we offer benefits that respect and support our employees to be productive, creative team members. These benefits return to us as employers: We don't have turnover. We don't have recruitment costs. We've built a company that thrives because our employees' needs are met."

- Jen Kimmich, Co-Founder

From an employee:

"The Alchemist child care stipend has helped in so many ways for our family. With this generous child care benefit we are able to enroll our son in a safe and high-quality child care program. The help for our family allowed me to get back to work after my maternity leave feeling at ease and confident knowing my son was looked after each day in a happy, safe and reputable child care facility. Being able to access such programs allows both my husband and myself to be productive, healthy and happy employees."

- Christine Flynn, Brewery Representative

Family-Friendly Profile

Organization:

The Alchemist

Industry: Manufacturing & Retail

of Employees: 48

Region: Stowe, VT

Child Care Benefit:

► **Child care scholarship of \$26/day** for any employee using child care

Family Leave Benefit:

► **13 weeks paid leave with 100% wage replacement** for employees who have given birth to a child (1 week before due date, 12 after) and 6 weeks for new parents who have not given birth. This paid time is flexible and can be spread out.



READY TO BUILD YOUR OWN SOLUTIONS?

letsgrowkids.org/business

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BUILDING A CHILD CARE BENEFIT THAT WORKS FOR YOU & YOUR WORKFORCE

Let's Grow Kids has been working with businesses to tailor benefits and practices that will support your workforce and work for your business.

A ROADMAP TO FAMILY-FRIENDLY BENEFITS & PRACTICES



Family-Friendly Culture + Flexible Schedules

- 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

Scholarships + Financial Support

- Offer a Flexible Spending Account (FSA) for dependent care expenses
- Establish a stipend or 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



WANT TO LEARN HOW WE CAN HELP?

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