

## Why support your employees' child care needs?

*Are you struggling to recruit or retain employees because they can't find or afford child care?*

*Are your employees late, absent, or distracted because of child care?*

*Are your employees struggling to return to work after having a child?*

*Are you concerned about the future for your business and for Vermont?*

**Improve Recruitment + Retention:** Working parents rely on child care to get to work and arrive ready to be productive. Yet, 77% of infants and toddlers likely to need care don't have access to high quality care. When you support your employees' child care needs, you retain valuable staff, recruit new employees, and reduce absenteeism and turnover.

**Build Loyalty + Happiness:** Middle income families are spending 20-40% of their income on child care. 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:** We face an aging workforce and declining population. Increasing access to high quality early care will attract young families to the state, invite parents back to the workforce who left to care for children, and develop the next generation of talented employees.

**Build the next generation of employees:** 90% of the brain develops by age five. High quality child care helps children gain the cognitive, social, and emotional skills necessary to become strong community members and talented employees.

**Investing in high-quality child care is good for your employees, your business and Vermont**

# Child Care Benefits & Practices

## How can you support your employees' child care needs?

- Foster a **culture** where leadership talks about and supports employee's 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
- Offer a **Flexible Spending Account** (FSA) for dependent care expenses
- Establish a **stipend or scholarship** to help employees afford care
- 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