

WHEN EARLY CHILDHOOD WORKS WE ALL WORK

WE ALL PLAY A ROLE IN ADDRESSING THE CHILD CARE CRISIS

Ready to **increase retention, improve productivity & increase profitability?** Employers can start by supporting their employees with young children with policies & practices that address the child care challenges:



PROVIDE ON-SITE CHILD CARE

APPROACHES:

- run by the company
- lease space to a child care provider

HOW IT WORKS:

- can charge tuition, sliding scales possible to address affordability
- can partner with other local companies to provide child care



OFFSET CHILD CARE COSTS

APPROACHES:

- negotiate discounts on child care in area
- provide subsidies, reimbursements, payments
- participate in local innovations such as the [Tri-Share Model](#)

HOW IT WORKS:

- develop partnerships with local child care business owners & negotiate special rates for employees
- contribute up to \$5,000 to the cost of each employee's child before it becomes taxable income (FSAs)



OFFER BACK UP/ EMERGENCY CARE

HOW IT WORKS:

- reserve a # of spots with a local child care provider for employees
- offer each employee a set amount of days/year (usually 10-20 days)
- partnership (informal & formal) with local child care provider



PROVIDE INFORMATION

APPROACHES:

- share child care resource & referral resources
- provide information on tax & subsidy eligibility related to children
- consider investing in the Employer Resource Network

HOW IT WORKS:

- ID available local resources & give this information to employees
- unpack eligibility requirements & access points to make it accessible



ALLOW FOR FLEXIBLE SCHEDULING

HOW IT WORKS:

- start/end times
- schedule of breaks/overtime
- the # of days or hours worked per week (e.g. compressed workweek)
- accrument & use of time



SHARED THROUGH A PARTNERSHIP BETWEEN:



FOR MORE INFO CONTACT PULSE: [KATHY@BCPULSE.ORG](mailto:kathy@bcpulse.org) | [MARIA@BCPULSE.ORG](mailto:maria@bcpulse.org)

GETTING STARTED



GET THE FACTS

understand why child care matters to your business' bottom line & the Michigan economy



EDUCATE

tell others in your business & community why child care is an economic issue



LEARN

find out what your workforce's child care needs are



ASSESS

consider how you can address your employees' child care needs



INVEST

take action by investing in child care solutions for your employees

AS YOU CONSIDER THESE OPTIONS, QUESTIONS TO GUIDE YOUR ACTION:

Why is this solution a good fit for your business?

What resources & connections already exist that support implementing this solution?

What resources & connections are needed to implement this solution?

Who else should help make this solution happen?

What is your next, best step?

SHARED THROUGH A PARTNERSHIP BETWEEN:



EXAMPLES FROM
THE FIELD

Kalsec
Whirlpool
Patagonia

EMPLOYER
TOOLKITS

Colorado
Iowa
Maryland

