

## Did You Know?

- In Kentucky, a married couple with an infant in a center-based child care facility spends 9.4% of their annual income to pay for child care services.<sup>1</sup>
- In Kentucky, the annual cost of child care for two children in a center-based child care facility is \$14,160.<sup>2</sup>
- In Kentucky, single parents pay 36% of their income for infant care.<sup>3</sup>
- In Kentucky, married parents of two children living at the poverty line pay 56.4% of their household income for center-based child care.<sup>4</sup>
- U.S. companies lose an estimated \$4.4 billion annually as a consequence of child care-related absences.<sup>5</sup>
- The average American working parent misses 9 days of work annually.<sup>6</sup>
- Unscheduled absenteeism costs U.S. employers \$3,600 per hourly employee per year.<sup>7</sup>
- 65% of parents' work schedules are affected by child care challenges an average of 7.5 times over a six month period.<sup>8</sup>
- Working families lose \$36.9 billion per year due to a lack of paid family leave and child care breakdowns.<sup>9</sup>
- Companies offering child care services or assistance reduced the number of days employees missed by 30%. Additionally, offering child care benefits decreased employee turnover by as much as 60%.<sup>10</sup>

## Employer-Supported Child Care includes...

**Direct Services** – on-site or near-site child care centers, after school programs, & summer camps.

**Information and Referral Services** - employee assistance programs & parent education.

**Financial Assistance** – vouchers or flexible benefits to help cover the cost of child care.

**Alternative Work Scheduling** – flextime, part-time, job sharing, & flexible parental-leave policies.

## Benefits to Employers and Employees

- Improved productivity
- Reduced absenteeism and employee turnover
- Reduced employee stress & workplace injuries
- Overall improved ability to recruit & retain employees
- Increased workforce diversity
- Improved employee relations
- Enhanced community reputation

## How Can We Help?

### Free Child Care Referral Service

- Help employees find child care through Kynect Child Care Search
- Explain the quality indicators to look for when choosing child care
- Share questions to ask during child care interviews

### Lunch & Learn Events On-site

- Identify what high quality child care looks like
- Understand the cost of child care and subsidy supports that may be available
- Discover additional resources available from Child Care Aware® of Kentucky

<sup>1</sup> Child Care Aware of America. (2019). *The US and the High Price of Child Care: An Examination of a Broken System*. Arlington, VA: Child Care Aware of America.

<sup>2</sup> Ibid.

<sup>3</sup> Ibid.

<sup>4</sup> Ibid.

<sup>5</sup> Ibid.

<sup>6</sup> Carillo, C. (March 2004). A Totally New Way to Think About Back-Up Care. *Work & Family Connection*.

<sup>7</sup> Niethammer, C. (2016, June 14). *Caring About Employer-Supported Child Care: Good for Business, Good for Development*. Retrieved from The World Bank: <https://blogs.worldbank.org/voices/caring-about-employer-supported-childcare-good-business-good-development>

<sup>8</sup> Moody, S. (2015, December 15). *5 Reasons Kentucky Kids Need Access to Affordable Quality Child Care*. Retrieved from Kentucky Youth Advocates: [5-reasons-kentucky-kids-need-access-to-affordable-quality-child-care](https://www.kyadvocates.org/5-reasons-kentucky-kids-need-access-to-affordable-quality-child-care)

<sup>9</sup> Belfield, C. (2018). The Economic Impacts of Insufficient Child Care on Working Families. *ReadyNation*.

<sup>10</sup> Kumar, A. (2018, March 8). *How Unreliable and Costly Childcare Keeps People Off the Job*. Retrieved from Forbes: <https://www.forbes.com/sites/aakashkumar/2018/03/08/how-unreliable-and-costly-childcare-keeps-people-off-the-job>



## 25 Strategies for Supporting Employees with Children

1. Provide printed information on parenting & choosing child care (available from Child Care Aware® of KY)
2. Organize seminars on choosing child care & what makes a quality program & effective parenting
3. Ensure that health insurance covers immunizations
4. Offer employees Dependent Care Flexible Spending Accounts (DCFSA), a pre-tax benefit account used to pay for eligible dependent care services
5. Make employees aware of the Earned Income Tax Credit for dependents
6. Offer family-friendly gatherings/events
7. Provide coupons for children's products, such as diapers & formula
8. Schedule a resource fair of family support programs
9. Set up a lactation room and/or lactation consultants for nursing mothers
10. Organize child development consultant services, by phone or on-site
11. Consider alternative work options such as job sharing, compressed schedules, flexible hours, & periodic/permanent telecommuting
12. Provide regular paid time off to volunteer at child care program or school
13. Serve on local planning board to coordinate & improve early childhood services
14. Allow extended, paid parental leave and coordinate slow phase-back into work after parental leave
15. Offer vouchers or reimbursements for a portion of child care costs
16. Offer paid, reserved spaces in child care facilities
17. Offer discounted fees at child care facilities
18. Subsidize back-up care for employees' child care emergencies & for mildly ill children
19. Subsidize summer programs for school age children
20. Support networks of quality-enhanced family child care homes
21. Allow employees to shift from full-time to part-time & back, maintaining their position
22. Adopt employees' child care programs & donate repairs & consumable materials
23. Supply equipment for or renovations to child care programs seeking accreditation
24. Offer scholarship funds for college coursework to child care professionals
25. Arrange on-site or near-site child care center

**Interested in opening an on-site or near-site  
child care center for your employees?**

Contact your Child Care Aware® Health & Safety  
Coach for more information.

To see a complete list of regional Child Care Aware®  
staff or to download one of our resources,  
visit us online  
[www.childcareawareky.org](http://www.childcareawareky.org)







# Supporting Employees Who Work Nontraditional Hours

## What are Nontraditional Hours?

Nontraditional child care is a service offered to parents whose work schedule is outside of the standard hours of 7:00a.m. to 6:00p.m., Monday through Friday. Parents can receive child care services on the weekend, nights, and evenings.

## Workforce Impact

- Approximately 40% of the American labor force works some form of nontraditional hours, including early mornings, evenings, nights, and weekends.<sup>1</sup>
- 1 in 4 low-income Americans work a nontraditional hours job, which makes finding licensed child care a challenge.<sup>2</sup>
- Nearly 6.7 million children live in a single parent household with a nontraditional hours schedule.<sup>3</sup>
- Nontraditional hours jobs are projected to see the most employment growth, particularly in fields such as food service, retail, and nursing.<sup>4</sup>
- African American mothers are 60% more likely to work nontraditional hours than Caucasian or Asian mothers.<sup>5</sup>
- More than 75% of Hispanic children in working families have at least one parent working nontraditional hours.<sup>6</sup>

## Suggestions for Supporting Employees

- **Create stable and predictable work schedules or post changing schedules at least 2 weeks out.**
  - Allows families to secure child care arrangements in advance.
  - Benefits the employee, the child, and the child care provider.
- **Partner with licensed child care centers or certified family homes.**
  - Pre-purchase slots for employees.
  - Provide employees with vouchers to help cover child care costs.
  - Offer an incentive to child care providers to hold slots for your employees.
- **Consider employer-based child care options, including:**
  - On-site or near-site child care.
  - Multi-employer child care partnerships.

## Interested in opening an on-site or near-site child care center for your employees?

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[www.childcareawareky.org](http://www.childcareawareky.org)



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<sup>1</sup>Tavernise, S. (2012, January 15). Day Care Centers Adapt to Round-the-Clock Demand. *New York Times*. Retrieved from <https://www.nytimes.com>

<sup>2-6</sup>Dobbins, D., Lange, K., Gardey, C., Bump, J., and Stewart, J. (2019). *It's About Time! Parents Who Work Nonstandard Hours Face Child Care Challenges*. Arlington, VA: Child Care Aware of America.



# Employer Toolkit

*Educating and empowering employers in  
establishing family-friendly work places that result  
in a win-win for businesses and working families*

<https://hdi-l.com/ccatk>



[www.childcareawareky.org/support/employers](http://www.childcareawareky.org/support/employers)