

April 2023

# Child Care Supports

## KEY TAKEAWAYS

- Childcare benefits should be seen as an investment in an organization's workforce
- Informal or formal parent groups can be a productive avenue for idea generation and to help make workers feel valued and loyal to the organization.
- Employers can alleviate these burdens by creating support structures for women at work, offering flexible work schedules and remote work for all parents — not just mothers — increasing childcare subsidies as benefits for employees, and providing on-site or local childcare spaces and subsidies.

### Forms of Employer-Supported Child Care

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| 1. Employer-sponsored on-site childcare for employees   | slots for employees   |
| 2. Pre-tax deductions (Dependent Care Assistance Programs)  | 5. Employee education programs about dependent care tax credits                                 |
| 3. Relationships between employers and local childcare facilities to discount childcare for employees | 6. Employee education programs on selecting high quality child care                             |
| 4. Relationships between employers and local childcare facilities to prioritize/hold                  | 7. Discounts for employees who select high quality childcare for their children (i.e. vouchers) |

**45%** Parents will miss at least 1 day of work at least every 6 months due to child care issues

**65%** Parents whose work schedules are affected due to child care challenges

“If our workforce is ever going to be equitable, where there are women involved or people of color involved, we have to think about what that looks like for child care and having access to child care.”

— JC Burton  
CEO, Maven Construction

## BACKGROUND

Prior to the pandemic, the “child care crisis” costs the U.S. up to \$57 billion annually, a number which has only grown in the years since COVID-19. During the pandemic, 26 percent of women who became unemployed cited a lack of childcare. During this time, the already existing disparity between men and women over household responsibilities widened further, especially for single mothers and women of color. Child care issues lead to employee absenteeism, reduced productivity and carry over into direct costs for employers.

Even with federal and state funding, employers still have an important role in keeping parents in the workforce and in turn boosting the economy. With employers pushing for more employees to return to the office and lessening remote work options, providing childcare support for employees is more important than ever.

## ADDITIONAL RESOURCES

- Childcare Is a Business Issue, *HBR*
- Employee Benefits: Current Trends and Developments - White Paper, My Benefit Advisor
- The Workforce Of Tomorrow Requires A Child Care System Fit For The Future, *Forbes*
- Back Up Care Vendors, *BCCWF Benchmarking*
- Childcare Subsidies, *BCCWF Benchmarking*