



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

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?

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



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

²⁻⁶ 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.