

# 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 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.
- More than 75% of Hispanic children in working families have at least one parent working nontraditional hours.

## 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



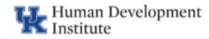
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