

## 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>

# Family-Friendly Strategies to Support Employees with Children

## Education and Resources:

- Provide parenting information and choosing child care materials (available from Child Care Aware® of KY)
- Ensure employees are aware of the [Child Care Assistance Program](#) (CCAP) and assist them in completing an application
- Organize a resource fair with programs that support families
- Provide coupons for children's products, such as diapers and formula
- Set up an on-site lactation room for nursing mothers

## Health and Wellness Benefits:

- Ensure immunizations are covered by company health insurance
- Offer Dependent Care Flexible Spending Accounts
- Share information about the Earned Income Tax Credit for dependents

## Flexible Work Scheduling:

- Consider alternative work options—flexible hours, telecommuting, or job sharing
- Offer extended, paid parental leave
- Provide paid time off for employees to volunteer at their child's school or child care center

## Community Involvement and Impact:

- Join local community groups working to improve quality and increase access to early childhood services
- Adopt employees' child care programs and donate supplies and equipment
- Offer scholarship funds to child care professionals to earn college degrees

## Child Care Supports:

- Offer vouchers or reimbursements for a portion of child care costs
- Participate in Kentucky's [Employee Child Care Assistance Partnership](#) (ECCAP) Program
- Reserve spaces in child care facilities for employees
- Subsidize back-up care for employees' child care emergencies
- Sponsor summer programs for school-age children
- Establish 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)

