

EFFECTIVE WORKPLACE SERIES

WORK-FAMILY INFORMATION ON: EMPLOYER-SUPPORTED CHILD CARE

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WHY IS EMPLOYER-SUPPORTED CHILD CARE AN IMPORTANT BUSINESS ISSUE?

"At Intel, we believe that employer-sponsored child care is a win-win-win. It's good for our employees and their children who benefit from easily accessible, high-quality care. It's good for our bottom line, since every dollar we spend on child care saves us at least three dollars in reduced absenteeism, turnover, and work disruption caused by child care problems. And it's good for our communities since our programs are designed to benefit both Intel employees and members of the communities where we operate. Providing child care is one way to make Intel a great place to work for our employees while giving something back to our communities." Adam Sorensen, Global Work/Life Manager, Intel Corporation

WHAT IS EMPLOYER-SUPPORTED CHILD CARE?

Employer-supported child care refers to various strategies—on-site and off-site centers; emergency/backup care; subsidies and vouchers; and resource and referral—offered to assist employees with their child care needs. Diverse strategies provide different benefits for employers and employees.

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HOW DO CHILD CARE STRATEGIES BENEFIT EMPLOYERS AND EMPLOYEES?

	Employers	Employees
On-site centers	Increases loyalty to organization	Reduces commuting time
Emergency back-up care	Lessens absenteeism and tardiness	Increases protection from the unexpected
Subsidies and vouchers	Provides tax credits	Lowers personal financial expenses
Flex-time and leave policies	Retains and recruits key talent	Improves job satisfaction
Parenting at the workplace	Encourages productivity and boosts morale	Decreases stress

DID YOU KNOW?

- "Child care assistance remains the most prevalent work/life program, with 95% of employers today offering some kind of assistance to their employees (up from 87% in 1998)" (Hewitt Associates, 2003, p. 1).
- "50% of employees without young children (60% at Bell) would vote yes to taxing themselves \$5 per pay period to support an on-site [child care] center" (Connelly, DeGraff, & Willis, 2004, p. 786).
- "More than 68% of parents indicated they would have missed work if they had not used the center, leading to productivity savings of nearly \$400,000 U.S." (Bright Horizons, 2005, p. 2).
- "Although a variety of reasons were given as to why employees bring their children to work, such as convenience of practice and sick child needs, most respondents (64%) indicated the lack of available child care as the primary reason" (Secret, 2005, p. 338).

Want more STATISTICS or the full references for above statistics?

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WHY ARE ORGANIZATIONS SUPPORTING CHILD CARE EFFORTS?

- Increasing numbers of employees are working parents
- Child care costs create labor market barriers for parents who want or need to work
- Finding available, affordable and quality child care is a major concern of working parents
- Employee difficulties with child care can undermine the competitive edge and success of organizations

REPORTS WITH MORE INFORMATION

- Boston College Center for Work & Family (2001). *Bristol-Myers Squibb on-site child care center assessment*. (Final Report). Chestnut Hill, MA: Author.
- Bright Horizons Inc. (2005). *The real savings from employer-sponsored child care: Investment impact study results*. Watertown, MA: Author.
- Moore, C. (2002, Winter). Families, employers and the community benefit from high quality child care: Ten emerging workplace support options. *Interaction: A Quarterly Publication*. Canadian Child Care Federation.
- Work Options Group. (2005). *2005 year-end utilization report*. Superior, CO: Author.

Want more OVERVIEWS AND BRIEFS or the full references for the above reports?

http://wfnetwork.bc.edu/topic_extended.php?id=29&type=7&area=business

SUGGESTED READINGS

Connelly, R., DeGraff, D., & Willis, R. (2004). The value of employer-supported child care to employees. *Industrial Relations*, 43(4), 759-792.

Secret, M. (2005). Parenting in the workplace: Child care options for consideration. *Journal of Applied Behavioral Science*, 41(3), 326-347.

Shellenback, K. (2004). *Child care and parent productivity: Making the business case*. Linking Economic Development and Child Care Research Project. Ithaca, NY: Cornell University Department of City and Regional Planning.

Sorensen, A. (2005). Beyond the center: Intel gives employees more choices through family child care. *Journal of Organizational Excellence*, 24(4), 3-11.

Want more READINGS?

http://wfnetwork.bc.edu/topic_extended.php?id=29&type=2&linktype=suggested&area=business

The Effective Workplace Series provides a summary of the Employer-Supported Child Care Topic Page.

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