

There is a wide range of family-friendly programs and policies that businesses can put in place to support their employees and attract new skilled talent. The following questions will help give you an idea of what you already have in place - they aren't necessarily a "must do" list. Your answers will give Child Care Answers an idea of how to help your company move the dial, based on your unique needs and circumstances.

- Have you surveyed employees on their child care needs and desired benefits?**
 - Did the survey include questions focused on assessing employees' level of satisfaction with current offerings?
 - Did it ask employees to list the usefulness of potential benefits?

- Do you offer potential and new parents support to find child care, either through human resources or an outside partner?**
 - Does this support account for the needs and preferences of the employee's family, such as cost and location?

- Do you offer flexible work policies?**
 - Flextime: Do employees have the opportunity to adjust their work hours to align with their family's schedule?
 - Work from home: Are there policies in place to allow employees to work remotely, either on a regular or need basis?
 - Bring your baby to work programs: What is the length of time this is offered?

- Does your company offer child care for employees?**
 - On-site care: Do you operate a care center at your business location?
 - Near-site care: Do you offer care through a program near your business?
 - Emergency care: Does your company assist employees in finding new care options if their existing care was suddenly no longer available? What would happen if any employee needed to take some time to find new child care arrangements?

Is Your Business Family-Friendly?

Do you offer adaptive or family-friendly benefits your employees?

- Dependent care assistance plans: Do you offer flexible spending accounts or other ways to pay for child care or related costs?
- Parental leave: Do you offer maternity and/or paternity leave for your employees? How many weeks are offered? Are those weeks paid or unpaid? Is leave available to your employees through the Family and Medical Leave Act (FMLA)?
- Flexible paid time off: Are employees able to use PTO hours for sick time, vacation or other purposes as needed?
- Lactation support: Do you provide a safe, clean and discreet place space for feeding and pumping, as well as storing breast milk?
- Child care assistance: Can your employees take advantage of a tuition assistance program? How much assistance is offered and for what length of time? Are there any stipulations?

Are you currently taking actions to advocate for early care and education?

- Sharing your time and resources: Do you donate to an early childhood organization in your community? Have you considered or indicated an interest in joining their board of directors? Have you joined a local coalition dedicated early childhood education? Does your business support early learning through corporate philanthropy? Have you sponsored an early childhood education initiative?
- Engaging other businesses: Do you share your company's family-friendly policies on your website and with other employers? Have you written an op-ed or blog post in support of early learning? Have you hosted a speaker or a training to talk about the link between early childhood education and economic growth?
- Encouraging employee participation: Does your business participate in company-wide volunteer opportunities related to early childhood education? Are your employees offered paid time to volunteer in their own child's care setting or at a local program?



Since 1985, Child Care Answers has been a go-to resource for all things child care: an advisor, a collaborator, a guide, and—most importantly—a hand to hold. Our goal is to create seamless experiences for you, working together to minimize any unnecessary hoops.

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HOURS

Monday - Friday
8:00 am - 5:00 pm

CONTACT US

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