

Boost your Workforce through Family-Focused Practices

Access to quality, affordable child care enhances employment opportunities, boosts productivity and profits for businesses, and supports socio-economic growth. For businesses, employer-sponsored child care is a powerful talent management and productivity strategy. Child care benefits foster employee loyalty, improve retention, attract top talent, and enable employees to be more engaged in their work. **There are several ways that businesses can support their workforce by offering child care benefits.**

8 of the Most Common Family-Focused Strategies to Implement in your Workforce



Dependent Care Assistance Plans (DCAPs)

DCAPs are pre-tax flexible spending accounts that allow employees to set aside up to \$7500 annually for child care expenses. Both employers and employees can contribute, offering a tax-efficient way to reduce the cost of care.

Benefits:

- Employers provide a competitive advantage
- Employees have a reliable child care option
- Child care programs have a stable enrollment creating enhanced sustainability



On-Site or Near-Site Child Care

Employers or partners provide physical space for child care centers, typically operated by contracted providers. These programs may subsidize tuition for employee families and reserve spots for the broader community.

Benefits:

- Employers provide a competitive advantage
- Employees have a reliable child care option
- Child care programs have a stable enrollment creating enhanced sustainability



Priority Waitlist Partnerships

Employers partner with existing local child care providers to give employees priority access to available child care slots, helping families secure placement more quickly.

Benefits:

- Parents can quickly apply and secure a waitlist spot without having to do it on their own
- Employers will attract and retain employees with young children
- Child care providers will have security knowing they have a waitlist to pull from



Tuition Assistance

Employers offer direct financial support toward child care tuition—often on a sliding scale—allowing families to choose from licensed, high-quality care providers.

Benefits:

- Employers benefit from tax credit
- Lessens the financial burden for employees
- High-quality providers will see an increase in enrollment



Reserved Child Care Seats

Employers pay to reserve a set number of child care spots with local providers. Even if not immediately filled, the company pays to keep those seats available for priority employee groups.

Benefits:

- Employers are competitive with this strong recruiting tool
- Convenient, streamline enrollment process for employees
- Providers will have a portion of tuition guaranteed each month



Backup Care Services

For short-term needs (e.g., school closures, sick days), employers offer access to emergency or backup care through local providers. Employees typically receive a set number of care days or credits per year.

Benefits:

- Business continuity
- Increased employee commitment
- Increase in sustainability for child care programs



Community Infrastructure Investment

Employers contribute to a shared fund managed by a nonprofit to expand community child care capacity, support provider sustainability, or invest in early childhood workforce development.

Benefits:

- Increased child care availability
- Increased high quality child care programs
- Improved workforce strength and well-being
- Improved compensation and education for child care providers
- Increased advocacy



TriShare Programs

Costs are split equally between the employer, employee, and a public or philanthropic partner. A regional nonprofit "hub" facilitates the program, and employees contribute through payroll deduction.

Benefits:

- Financial relief for employees
- Family-friendly employer practices
- Direct payments to child care program

Learn more about these tools to support family-friendly workforce practices on our website!

