



Comparison of Child Care Options for Employers

Option	Benefits	Considerations
<p>Providing Information</p> <ul style="list-style-type: none"> • Resource and Referral Services • Parenting/Child Care Seminars 	<ul style="list-style-type: none"> • Low cost • Addresses a variety of child care needs • Appropriate for any size company • Can be provided in a variety of locations 	<ul style="list-style-type: none"> • Depends on ample child care services in the community • Offers no assistance in paying for care
<p>Flex-Time and Leave Policies</p> <ul style="list-style-type: none"> • Flexible Scheduling, Compressed Time • Job Sharing, Part-time Options • Parental Leave • Use of Sick Leave for Family Illness • Personal Leave 	<ul style="list-style-type: none"> • Minimal investment with big payoffs • Reduces absenteeism, improves morale and productivity • Expands pool of potential employees • Enhances recruitment and retention 	<ul style="list-style-type: none"> • May require greater planning on the part of managers and work teams • May disrupt work flow if not carefully planned • May require manager training to effectively implement
<p>Providing Financial Assistance</p> <ul style="list-style-type: none"> • Dependent Care Spending Assistance Plan • Flexible Benefit Plans • Child Care Vouchers • Child Care Vendor Plan 	<ul style="list-style-type: none"> • Most options require little administrative responsibility • Can support and strengthen community services • Appropriate for any size company • Does not require large capital or start-up costs 	<ul style="list-style-type: none"> • Only directly impacts the cost of care; not a solution for low supply or poor quality • Depending on benefits offered, some options can be costly
<p>Creating and Supporting Services</p> <ul style="list-style-type: none"> • On-Site Or Near-Site Care • Partnering with Other Employers • Family Child Care Network • Back-Up, Sick Child, Or Odd-Hour Care • Before/After School Programs, Summer Camp and Holiday Care 	<ul style="list-style-type: none"> • Can address specific needs and/or shortages in the community • Builds community resources for families • Can be a very effective recruitment tool • Cuts absenteeism and improves morale and productivity • Can adapt hours and programs to employees= needs 	<ul style="list-style-type: none"> • Initial start-up costs can be significant • Requires a long-term financial commitment • Demand may fluctuate or be difficult to predict • May take time to build stable enrollment