



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 moral 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