

FAMILY FRIENDLY WORKPLACE

TAX
INCENTIVES

TAX-
ADVANTAGED
ACCOUNTS

BENEFICIAL
WORKPLACE
POLICIES



Child Care: A Top Priority for Employers

There are tools employers can use to help families meet child care needs.

BUSINESS BENEFITS

- Offer competitive benefits
- Attract and retain talent
- Eliminate a barrier for many job-seekers



childstart.org/childcareforbusinesses

KIDS ARE GOOD BUSINESS

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INFORMATION FOR EMPLOYERS



CHILD CARE SCARCITY

For children under three in Sedgwick County, there is ONE licensed child care slot for every THIRTEEN children potentially needing care.¹ The primary reason for child care scarcity is child care provider wages. The child care market is structurally broken and cannot fix itself. Parents can't afford to pay more and child care providers can't afford to make less. The system needs outside investment.

IMPACT ON BUSINESS

Meanwhile, industries in Sedgwick County are feeling the brunt of the child care breakdown in productivity losses and turnover costs. Of Kansas parents with children age 5 and younger, 12.6% had to quit a job, not take a job, or greatly change their job because of problems with child care.²

SEVEN THINGS YOUR BUSINESS CAN DO TO ADDRESS CHILD CARE ISSUES

There are some concrete things businesses can do to address child care challenges for their workers:

- Offer a flexible work schedule – allow time for family issues and let parents work when they will be most productive.
- Subsidize child care costs as part of the employee benefits package – The State of Kansas has set aside \$3M in tax breaks to businesses that subsidize child care. Don't leave that money sitting on the table.
- Offer a consistent, predictable work schedule – Even if there were plenty of child care slots, workers with unpredictable work schedules can't access them.
- Institute an infants-at-work policy – It's a low-cost solution.
- Provide dependent care flexible spending accounts – an FSA is an excellent way for parents to save for child care.
- Consider workplace-provided child care options including onsite child care or child care partnerships.
- Offer paid parental leave following the birth or adoption of a child – Workers are more likely to remain in a job if they can stay home with their children in the early months of life.³

“ We may need to see child care being supported by our private businesses.”

*Luis Rodriguez,
Keycentrix*

KIDS ARE GOOD BUSINESS

Before trying any of these recommendations, make sure they meet the needs of your staff. You can ask them using the Kids Are Good Business Survey at familyfriendlyks.org. You will learn what your own staff members think about child care and other workplace supports.

SOURCES

¹ Child Care Aware of Kansas 2021 Supply Demand Report

² 2019-2020 National Survey of Children's Health (NSCH)

³ 2012 Pay matters: The positive economic impacts of paid family leave for families, businesses and the public.