

50 Profitable Strategies

Supporting Employees with Children

1. Provide printed information on parenting and choosing child care (available from your local child care resource and referral agency)
2. Organize seminars on choosing child care and what makes a quality program
3. Advertise the earned income tax credit to low-wage employees
4. Provide coupons for children's products, such as diapers and formula
5. Consider job sharing
6. Allow telecommuting
7. Compress work schedules
8. Coordinate flexible work hours
9. Allow employees to shift from full- to part-time and back, maintaining their position
10. Allow employees to periodically work at home
11. Set up a lactation room and/or lactation consultants for nursing mothers
12. Organize seminars on effective parenting
13. Provide regular paid time off to volunteer at child care program or school
14. Allow extended, paid parental leave
15. Adopt employees' child care programs and donate repairs and consumable materials
16. Coordinate slow phase-back into work after parental leave
17. Schedule a resource fair of family support programs
18. Organize child development consultant services by phone or on-site
19. Serve on local planning board to coordinate and improve early childhood services
20. Ensure that health insurance covers immunizations
21. Supply equipment for or renovations to child care programs seeking accreditation
22. Offer and promote Dependent Care Assistance Plans (DCAP)
23. Provide employer match of employees' DCAP deductions
24. Offer vouchers for a portion of child care costs
25. Contract services from child care resource and referral agency for an advanced referral on locating child care
26. Reimburse a portion of child care costs
27. Offer paid, reserved spaces in child care facilities
28. Offer discounted fees at child care facilities
29. Pay accreditation fees for child care programs
30. Subsidize care for mildly ill children
31. Subsidize back-up care for employees child care emergencies
32. Subsidize summer programs for school age children
33. Support networks of quality-enhanced family child care homes
34. Offer scholarship funds for college coursework to child care professionals
35. Seek capital investment for expansion of child care centers to serve more children
36. Support contracted initiative to increase supply of child care by age- or geographic-target
37. Offer on-site medical clinic services or health consultations
38. Contribute to public-private partnership child care investment fund
39. Form a consortium of small businesses to provide health insurance
40. Subsidize youth recreation programs for middle-school and high-school children
41. Contribute to low- or no-interest loans to child care programs
42. Participate in a state or local child care business commission
43. Work with local government to remove planning and zoning obstacles for child care
44. Subsidize tutoring programs for school-age children
45. Form a consortium of small businesses to subsidize near-site child care
46. Subsidize substitute costs for employees' child care programs
47. Donate portion of paid lobbyist's time to early childhood legislative issues
48. Arrange on-site or near-site child care center
49. Form a consortium with other businesses to provide child care benefits
50. Arrange on-site public school or a charter school



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www.ks.childcareaware.org