

CHILD CARE MODEL: FOUNDATION

STEPS TO TAKE:

- Survey - employee survey of child care needs (employee data on needs and turn over costs related to child care)
- Flex schedules for staff
- Part-time work available
- Flex Spending options
- Attendance policy - child care friendly
- Be more employer friendly
- Stipend (optional)
- Employee Assistance Program (EAP)
- Child Care Resource & Referral (CCR&R) information referral info, staff do presentation, how to choose quality child care
- Transportation support (optional)
- Language services to support Non-English speaking employees (optional)
- Pledge - employer takes the pledge to be the organization to support a child care as a recruitment and retention effort

NEXT STEPS:

- Community and connection
- Business outreach list



CHILD CARE MODEL: STEPS YOU CAN TAKE

<ul style="list-style-type: none"> • Survey - employee survey of child care needs (employee data on needs and turn over costs related to child care) • Volunteer time off - staff can go help at child care and be with kids (Principal) • Employer matching contribution • Stipend for employee • Partner with established company/organization or existing child care <p>COST \$\$</p>	<ul style="list-style-type: none"> • Survey - employee survey of child care needs (employee data on needs and turn over costs related to child care) • Pay for spots • Co-op - form a partnership to provide child care (3-5 businesses) share costs • Sponsor aspect of business (financial, transportation, and money) • Who runs the program? One business or third party <p>COST \$\$\$</p>	<ul style="list-style-type: none"> • Survey- employee survey of child care needs (employee data on needs and turn over costs related to child care) • On-site child care provided • Capital Expenditure upfront • Transportation • 24/7 care • Third party runs child care/one business runs child care • Tuition subsidized / Tuition stipend for those who choose other child care • Slots reserved • Support to Non-English Speaking children • On-site child care participates in • Quality Initiatives: <ul style="list-style-type: none"> • NAEYC (National Association for the Education of Young Children) accreditation • STEM • Iowa Quality Rating • Improvement System (QRIS) <p>COST \$\$\$\$</p>
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