



**Children's  
Service Society**

Kinship Care · Adoption · Caregiver Support

# EMPLOYER CHILD CARE RETENTION STRATEGY

## EMPLOYER- SPONSORED CHILDCARE

As an employer you have the opportunity to support working families by offering Child Care solutions as a benefit to your employees.

### BUSINESS ADVANTAGES

- Community Recognition
- Retain employees
  - 44% of Utah women left the workplace due to lack of high-quality, affordable childcare
  - Take action to prioritize people-first culture by creating connection to employee's family through providing quality childcare.
- Improve Productivity
  - Employee workplace absences decrease by 30% and employee turnover decreases by 60%
- Attract Quality Talent
  - By offering family centered competitive benefits

## WORKPLACE STATISTICS



- Providing childcare access can reduce employee absences by 30%
- 44% of Utah mothers leave the workforce from lack of affordable childcare
- 83% of Employees would leave their jobs for a job with more family-friendly benefits
- 57% of Women would leave their jobs for better benefits

- The average family spends 10% of their annual income on childcare
- 59% of families spend more than \$10,000 on care a year
- 63% of Utah Parents can not afford childcare



- 90% of parents with access to full service childcare have reported to increased concentration and productivity on the job
- Employee turnover rate decreases by 60% when parents have childcare

## How can this be achieved?

- By partnering with a local Child Care provider as an employer you can offer safe, secure child care near the workplace to employees.
  - CSS will partner you with local high quality child care and/or after school program.
- Employers can guarantee child care slots for your employees and priority enrollment.
  - On average there is 1 slot open at child care facilities for every 4 children in need.

**CONTACT US**

**ECCSGRANT@CSSUTAH.ORG**

*\*All information stated above subject to change*

Funding Provided by the Employer Child Care Startup Grant through the Department of Workforce Services, Office of Childcare, ARPA Discretionary

<https://www.care.com/business/offering-child-care-benefits-to-employees/><https://www.linkedin.com/pulse/benefits-on-site-childcare-angela-deMan#--:text=Higher%20%20%20employees%20%20positive%20having%20on%20site%20childcare>