

Child Care Options Comparison Chart

Child Care Option	Description	Benefits	Considerations	Cost	Where to Go for Help
<p>Information</p> <ul style="list-style-type: none"> ¥ Work Site Seminars ¥ Child Care Resource and Referral (CCR&R) 	<p>Workshops provide information and resources at the work site. CCR&R contracts assist employees with finding child care.</p>	<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 	<ul style="list-style-type: none"> ¥ Seminars are very inexpensive ranging from free to a nominal presenter's fee ¥ CCR&R fees are based on workforce size 	<ul style="list-style-type: none"> ¥ Local CCR&R agency ¥ University Outreach and Extension ¥ Community and human service agencies ¥ Educational institutions
<p>Work Place Policies</p> <ul style="list-style-type: none"> ¥ Flexible Work Schedules ¥ Time-Off and Leave Policies 	<p>These options give employees more control over work time and time off.</p>	<ul style="list-style-type: none"> ¥ Minimal financial investment ¥ Can reduce absenteeism, improve morale and productivity ¥ May expand pool of potential employees ¥ May enhance 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>Biggest cost factors are:</p> <ul style="list-style-type: none"> ¥ Benefits offered to less than full-time workers ¥ Wages paid to employees during a leave ¥ Hiring a replacement worker during a leave 	<ul style="list-style-type: none"> ¥ Private consultants ¥ US Department of Labor ¥ Human resources and benefits firms
<p>Financial Support</p> <ul style="list-style-type: none"> ¥ Dependent Care Assistance Programs (DCAP) ¥ Voucher or Reimbursement System ¥ Purchase of Space/Discount Program 	<p>These options offer employees direct financial support, discounted fees, or pre-tax savings to reduce the cost of child care.</p>	<ul style="list-style-type: none"> ¥ Provides a potential tax advantage for employer and employee (DCAP) ¥ Utilizes existing community child care resources ¥ Can be used by a wide range of employees at different sites and different salary levels 	<ul style="list-style-type: none"> ¥ Cost and record keeping can be significant ¥ Only directly impacts the cost of care; not a solution for low supply or poor quality 	<p>Will vary depending on type of program chosen</p>	<ul style="list-style-type: none"> ¥ Legal consultants ¥ Tax advisors ¥ Benefits consultants
<p>Creating and Supporting Child Care Services</p> <ul style="list-style-type: none"> ¥ On-Site/Near-Site Child Care Centers ¥ Improving Child Care in the Community ¥ Partnerships 	<p>These options offer the opportunity to improve or expand child care through direct provision of child care services or investment in existing community programs.</p>	<ul style="list-style-type: none"> ¥ Can address specific needs and/or shortages in the community ¥ Builds community resources for families and positive PR for the company ¥ Can be a very effective recruitment tool ¥ Can cut absenteeism and improve morale and productivity ¥ Can adapt hours and programs to meet specific workforce needs 	<ul style="list-style-type: none"> ¥ Initial start-up costs can be significant ¥ May require a long-term financial commitment ¥ Demand may fluctuate or be difficult to predict 	<p>Will vary depending on type of program chosen and/or level of investment</p>	<ul style="list-style-type: none"> ¥ Local CCR&R agency ¥ University Outreach and Extension ¥ United Way ¥ Private consultants ¥ Other community experts