



**SUCCESS
BY 6**

Employers Promoting Family Centered Practices

Building Connections Through Employee Benefits

Provide child care resource and referral services as a part of benefit package.

- ✓ EC LEARN (a local child care resource and referral organization) could contract with employers to assign families to a “childcare search caseworker” as well as assisting in finding non-traditional programs that offer financial assistance.
- ✓ Families also have the option of searching online or connecting with a referral specialist via phone, email, or Facebook chat using an online referral page.
- ✓ Promote the benefits of quality early childhood education to employees, including maintaining a list of rated facilities for employees. EC LEARN can provide this information.
- ✓ Offer flexible work arrangements – including telecommuting and/or flexible schedules (days and/or hours), especially when children are sick.
- ✓ Offer part-time shifts (6 hours) so that families would be able to drop off and pick up their children from school and/or child care. This could expand employment options for families who want to work, but not a full day schedule.
- ✓ Consider paying a stipend for child care (directly to child care provider) as a part of company’s benefit package. Paying the center directly does not affect taxable income for your employees, nor does it impact their eligibility for public benefits. It also can provide a tax deduction for the employer.

Building Awareness Among Employees With Young Children

- ✓ Share information on the importance of early childhood by providing opportunities to connect to resources and tools.
- ✓ Display flyers, posters, share brochures, conduct information sessions, host parenting classes, etc. to support employees.
- ✓ Provide eligibility requirements for state child care assistance programs to employees.
- ✓ Host work/life balance sessions to assist with balancing the demands of home and work.
- ✓ EC LEARN can offer mini-sessions to employees/parents to help them understand what to look for when searching for child care.
- ✓ Set up family network affinity groups

Building Community Partnerships for Employees

- ✓ Partner with local quality child care providers to purchase specific number of child care spots for employees in advance and subsidize them by 25% for employees at certain salary levels.
- ✓ Join the effort to advocate to increased state funding for quality child care and preschool programming.
- ✓ Support scholarships for child care providers to further their education and meet quality standards.
- ✓ Adopt a local child care center and offer paid time for employees to volunteer at the child care center.
- ✓ Create a public-private venture that could distribute funds to several child care centers to improve quality and expand access.
- ✓ Offer a scholarship (2-3 years in duration) to low income parents to send child(ren) to high quality rated child care providers.
- ✓ Sponsor an elementary school kindergarten transition program in Kentucky.