



# Comparison of Family-Friendly Business Practices

Child Care Resource & Referral

OPTIONS	BENEFITS	CONSIDERATIONS
<p><b>Providing Information</b></p> <ul style="list-style-type: none"> <li>• Resource and Referral Services</li> <li>• Parenting / Child Care Seminars</li> <li>• Family Resource Library &amp; Information Center</li> <li>• Distribution of Local CCR&amp;R Newsletter to Employees</li> </ul>	<ul style="list-style-type: none"> <li>• Low cost</li> <li>• Addresses a variety of child care needs</li> <li>• Appropriate for any size company</li> <li>• Can be provided in a variety of locations</li> </ul>	<ul style="list-style-type: none"> <li>• Referral services depends on ample licensed child care in the community</li> <li>• Offers employees no direct assistance in paying for care</li> </ul>
<p><b>Flex-Time and Leave Policies</b></p> <ul style="list-style-type: none"> <li>• Flexible Scheduling, Compressed Time</li> <li>• Job Sharing, Part-time Options</li> <li>• Parental Leave</li> <li>• Use of Sick Leave for Family Illness</li> <li>• Personal Leave</li> </ul>	<ul style="list-style-type: none"> <li>• Minimal investment with big payoffs</li> <li>• Reduces absenteeism, improves moral and productivity</li> <li>• Expands pool of potential employees</li> <li>• Enhances recruitment and retention</li> </ul>	<ul style="list-style-type: none"> <li>• May require greater planning for coverage on the part of HR and managers</li> <li>• May require manager training to effectively implement and monitor</li> </ul>
<p><b>Providing Financial Assistance</b></p> <ul style="list-style-type: none"> <li>• Dependent Care Spending Account</li> <li>• Flexible Benefit Plans</li> <li>• Child Care Vouchers</li> </ul>	<ul style="list-style-type: none"> <li>• Most options require little administrative responsibility</li> <li>• Can support and strengthen community services</li> <li>• Appropriate for any size company</li> <li>• Does not require large capital or start-up costs</li> </ul>	<ul style="list-style-type: none"> <li>• Only directly impacts the cost of care; not a solution for low supply or poor quality</li> <li>• Depending on level of employee usage, some benefits can be costly</li> </ul>
<p><b>Employer Sponsored Services</b></p> <ul style="list-style-type: none"> <li>• On-Site or Near-Site Employer Centers</li> <li>• Partnering with Other Employers</li> <li>• Family Child Care Network</li> <li>• Back-Up, Sick Child or Odd-Hour Care</li> <li>• Before/After School Programs, Summer Camp and Holiday Care</li> </ul>	<ul style="list-style-type: none"> <li>• Can address child care shortages in the community</li> <li>• Builds community resources for parents</li> <li>• Effective recruitment tool for employees with young children</li> <li>• Cuts absenteeism and improves moral and productivity</li> <li>• Hours and programs can be specific to employee's needs</li> </ul>	<ul style="list-style-type: none"> <li>• Initial start-up costs can be significant</li> <li>• Requires a long-term financial commitment</li> <li>• Demand may fluctuate or be difficult to predict</li> <li>• May take time to build stable environment</li> <li>• Contract oversight agency or manage services internally</li> </ul>