

ONSITE CHILD CARE



Childcare that is located at an employers' workplace.



RETURN ON INVESTMENT

Employers who support their employees by providing on-site childcare see an increase in retention and reduced turnover costs, improved employee performance and reduced absenteeism.

IMPLEMENTATION

Employers who want to establish an on-site childcare facility should:

- Check if address is zoned for child care with your local municipal office.
- Contact the Employer Childcare Development Program for support.
- Assess employee need, ensuring that childcare options meet employee needs with regard to availability and accessibility.
- Explore the tax benefits.

GRANTS & FEDERAL TAX CREDITS 45F

- The Children's Cabinet has **start-up grants** that can help family child care homes, group family childcare homes and centers with the cost of fees, and some classroom materials and furnishings.
- Federal tax credits of up to 25% of qualified childcare expenditures and 10% of qualified childcare resource and referral expenditures are available. The credit is capped at \$150,000.

RESOURCES

- <https://www.fastcompany.com/3062792/patagonias-ceo-explains-how-to-make-onsite-child-care-pay-for-itself>
- <https://www.childrenscabinet.org/wp-content/uploads/2022/02/Startup-Toolkit-Final.pdf>

FAMILY-FRIENDLY FACT

More than eight in 10 working parents say they wish their employer offered some sort of childcare benefit.

Care.com. "This is how much child care costs in 2018."



NEVADA
EMPLOYER CHILDCARE
DEVELOPMENT

CONTACT INFORMATION

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PAID PARENTAL LEAVE



Support to recuperate and bond with baby

RETURN ON INVESTMENT

Employers that support paid parental leave maintain or increase productivity, profitability, performance, and decrease turnover. Employees experience increased job satisfaction and high morale as well as increased health outcomes of both parent and child.

IMPLEMENTATION

Establish a policy to determine the amount of leave and how much paid leave will be available to your employees. Offer parental leave to mothers, fathers, adoptive parents, and foster parents. The average range for paid leave is 6–16 weeks.

Important Note: An infant is not allowed to start attending a licensed childcare center until the infant is 6 weeks old.

NEVADA LAW

Family and Medical Leave Act

The FMLA Act of 1993 entitles all eligible employees up to 12 or 26 work weeks of job protected leave and includes the birth of a child and to care for the newborn child within one year of birth and adoption or foster care within one year of placement.

State of Nevada-<https://hr.nv.gov>

RESOURCES

- <https://hr.nv.gov/uploadedFiles/hrnv.gov/Content/Resources/Publications/FMLA%20overview513v%202.pdf>
- https://pn3policy.org/wp-content/uploads/2021/10/PN3PIC_Impact_PaidFamilyLeave.pdf



FAMILY-FRIENDLY FACT

First-time mothers who use some form of paid leave are 32% less likely to quit their jobs before or after childbirth and are 19% more likely to return to the same employer after leave.

(Impact International and Institute for Women's Policy Research)



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CHILD CARE ASSISTANCE



Support to ease the cost of child care.



RETURN ON INVESTMENT

Employers who subsidize the cost of child care increase employee loyalty and overall performance while decreasing employee burnout, stress and turnover.

IMPLEMENTATION

Child care Assistance Options:

- Offer your employees a dollar amount and let them decide where it gets deposited (health or dependent care).
- Establish a stipend inside or outside of an FSA account and have a third party manage the funds.
- Partner with a childcare to provide a discount to your employees.
- Partner with an online service or local child care resource and referral agency that helps find childcare.

CHILD CARE SUBSIDY

Working parents may be eligible to receive support from the Children's Cabinet Subsidy program to help pay for child care. An employee making \$60,000 a year or less *may* qualify for subsidy to cover the cost of participating child care centers, home-based providers or registered Family, Friend and Neighbors.

Important Note: Employers that supply childcare subsidies can take advantage of an annual tax credit of up to \$150,000 if they use it for qualified childcare facilities and services.

RESOURCES

- For application and subsidy program eligibility visit: nevadachildcare.org
- <https://www.uschamber.com/workforce/employer-guide-to-childcare-assistance-and-tax-credits>

FAMILY-FRIENDLY FACT

Supporting employees with childcare costs can lower absenteeism by 30%, reduce turnover by 60%, increase recruitment, and boost employee productivity.

(Getting Back to Work, BP4WP)



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FLEXIBILITY



Meeting the needs of your business while providing employees with flexibility.

RETURN ON INVESTMENT

Organizations that support employees flexibility needs have an increased job satisfaction, retention and employee engagement. Employees have a decrease in their work and family conflict as a result of having opportunities to address needs as they arise.

IMPLEMENTATION

Establish firm but flexible working policies that are detailed in your employee handbook.

- Have clear and formal communication between leadership and employees in regards to flexible working policies.
- Involve the employees in the planning of the flexible work policies.
- Create a work environment in which their work is measured by results and contributions, not when employees are in the office.

FLEXIBILITY SOLUTIONS

- Occasional Flexibility: Employees leave earlier, come later and make up their time rather than taking leave.
- Alternate Schedule: Start work earlier or later.
- Core Hours: Set core hours when employees must be at work or office.
- Compressed Work Week: Four 10-hour days or nine 9-hour days in two weeks.
- Part-Time: Reduce hours as needed or offer part-time options.
- Job Sharing: Two employees work part-time, sharing a single position.
- Hybrid Working: Schedule days in the office and some remote.

RESOURCES

- <https://www.timedoctor.com/blog/flexible-work-schedules-policy/>
- <https://www.dol.gov/agencies/odep/program-areas/employment-supports/flexible-work-arrangements>



FAMILY-FRIENDLY FACT

Of the 30% of credentialed women who leave the workforce, 70% say they would have stayed if they had access to flexibility.

(Werk Co.)



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DEPENDENT FSA ACCOUNT

Pre-tax dollars to pay for dependent care .

RETURN ON INVESTMENT

Employers who provide the option for FSA accounts increase employee job satisfaction, decrease turnover and decrease employee burnout/stress, and see results in increased productivity.

IMPLEMENTATION

The money the employee and/or employer contribute to a Dependent Care FSA is not subject to payroll taxes, resulting in paying less taxes .

Dependent care FSA eligible expenses:

- Care for your child who is under age 13
 - Before and after school care
 - Babysitting and nanny expenses
 - Daycare, nursery school, and preschool
 - Summer day camp
- Elderly individuals in your care

TAXES

Eligible employees and employers can contribute up to a maximum of:

- \$2,500.00 per year if you are married and file a separate tax return.
- \$5,000.00 per year if you are married and file a joint tax return or if you file as single or head of household.

*IRS annual contribution limit for 2023

RESOURCES

- <https://healthequity.com/learn/dcfsa>
- <https://www.investopedia.com/articles/pf/09/dependent-care-fsa.asp>



FAMILY-FRIENDLY FACT

39 percent of workers in the private industry had access to a dependent care flexible spending accounts in 2021. While 65 percent of workers in state and local government had the same.

Source: U.S. Bureau of Labor Statistics, National Compensation Survey



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NURSING BENEFITS



Support for breastfeeding in the workplace.



RETURN ON INVESTMENT

Employers who support women who choose to breastfeed have increased employee loyalty, lower rates of absenteeism and lower health care cost, which can also result in increased productivity.

IMPLEMENTATION

Establish a protocol for nursing mothers who need comfort and support when they return to the workplace. Employers can meet the desires of new mothers to continue to breastfeed after returning to work by creating a nursing policy and providing areas for lactation in the workplace. Lactation rooms include: comfortable furniture, outlets, refrigerator, storage, and sinks.

NEVADA LAW

NRS 608.0193

An employer with more than 50 employees is required to provide break time to express breast milk. A place, other than a bathroom, which is protected from the view of others and free from intrusion by others where the employee may express breast milk. Prohibiting an employer from retaliating against an employee for certain actions relating to this requirement.

<https://www.leg.state.nv.us/nrs/>

RESOURCES

- <https://www.nevadaworksitewellness.org/nevadas-baby-friendly-worksite-program/creating-a-breastfeeding-location/>
- <https://www.unicef.org/media/73206/file/Breastfeeding-room-guide.pdf>

FAMILY-FRIENDLY FACT

Businesses with worksite lactation programs experience up to a \$3 return for every \$1 invested in lactation support.

(Bartick M, Reinhold A., 2010)



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CHILDREN AT WORK



Allows parents to bring infants or child to work with them for a specified time.

RETURN ON INVESTMENT

Employers who support families by allowing them to bring their new infant or child to work see increased productivity, recruitment, and retention. They also see improvement in morale and customer loyalty, as well as increased teamwork and collaboration.

IMPLEMENTATION

Employers who want to implement a babies or children at work policy should set specific guidelines for parents and coworkers, such as designating a location to breastfeed, a place for parents to take their baby if they cry for more than a few minutes and a place where diapers can be changed and disposed of. It should also clearly outline expectation of parents' performance while their infant or child is present.

PROGRAM INFORMATION

Parenting in the Workplace Institute states:

- There are over 200 confirmed organizations in the United States that have hosted more than 2,100 babies (generally until the babies are six to eight months of age or crawling), including consulting firms, law firms, credit unions, accounting firms, software companies, publishing companies, retail stores, schools, and government agencies.
- The workplace environment has been shown to be a nurturing environment for the infant who thrives from the closeness and responsiveness of their parent, the social interactions with coworkers, and on-demand access to mother's milk.

RESOURCES

- <https://www.babiesatwork.org/resources>
- https://www.babiesatwork.org/_files/ugd/b9f1d1_df5ba71cc95e40c896704d8987babe3a.pdf



FAMILY-FRIENDLY FACT

Did you know that 83% of women and 82% of men report childcare benefits would be an important factor in deciding to stay at their current employer.

1 Marshall Plan for Moms and McKinsey & Company, "The Business Case for Child Care: How Parent-Focused Employee Value Propositions Help Companies Win the War for Talent," May 2022.



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