

# Be an Employer that is a Child Care Champion

Child care is a huge factor in your employees lives. Investing in child care solution for your workers can help retain workers, enhance their productivity, and set your business up for success!



## Scan this QR code to:

- Access more information about child care needs in the region
- Download event handouts and access additional resources
- Learn more about the Livingston and Washtenaw Counties Child Care Coalition and how you can become involved



## What's next?

### Take the first step by learning more about your employee's child care needs

Talk with a parent in your organization about their experiences accessing child care and how that has impacted them as a professional.

Share the regional action plan with your colleagues so they are aware of child care needs in the region and how it is impacting local businesses.



### Determine what kind of information, if any, your business currently shares with employees about child care

If you do not currently share child care-specific information, consider sharing information about:

#### **MI Kids Matter**

Comprehensive resources for caregivers of young children  
[bit.ly/MiKidsMatter](https://bit.ly/MiKidsMatter)

#### **Great Start to Quality**

Assortment of child care options and opportunities, including capacity and openings by age and provider, and other resources  
[bit.ly/GreatStartQuality](https://bit.ly/GreatStartQuality)

#### **Child Care Network**

Local non-profit organization that promotes the success of children, families and our community through quality child care education, advocacy and family support. [childcarenetwork.org/sprograms](https://childcarenetwork.org/sprograms)



## Lean in to being a child care champion for your employees:

Once you have started learning about your employees' child care needs and began sharing resources with them, you may want to figure out how you can do even more. Here are additional ideas you can consider to learn and do more for your workers so they can do more for you:

### Quick Wins

**Conducting a child care survey** to find out more about your employees' child care needs and interest in potential support. The Pulse Roadmap has a sample survey available for your reference: [bit.ly/PulseRoadmap](https://bit.ly/PulseRoadmap).

**Offer working parent support.** Existing programs, like Employee Assistance Programs or Enterprise Resource Groups can be used to disseminate resources, information, and create formal networks of working parents.

**Encourage flexible scheduling** to allow employees to adjust their hours and days to accommodate the childcare needs of working parents.

**Joining the Tri-Share program**, an income-dependent program that splits child care costs between the state program, the employee, and the employer [bit.ly/TriShareMi](https://bit.ly/TriShareMi)

### Long Term Impact

**Forging partnerships with child care providers** to sponsor discounted seats for your employees, while also supporting the provider with steady business

**Pursuing another child care solution** at your place of business that meets your needs, such as:

- Offering onsite care for your workers
- Starting a backup care program
- Launching a Dependent Care Flexible Spending benefit option
- Offering child care subsidies or vouchers as a benefit

Ann Arbor SPARK can help your business learn more about each of these options

[annarborusa.org/](https://annarborusa.org/)

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