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Who is Child Care Answers?

We help Central Indiana's children thrive through early care & education by supporting:

- Families looking for child care and needing support with related challenges
- Community agencies and businesses who support families or can impact the state of early childhood education in Indiana
- Aspiring child care providers preparing to become licensed and established child care programs looking for resources

Proudly serving the counties of:



Hamilton

Carmel, Fishers, Noblesville, Westfield

Hendricks

Avon, Brownsburg, Danville, Plainfield

Marion

Indianapolis, Beech Grove, Lawrence

How can supporting quality child care benefit my business and workforce?

Cost Savings



Hoosier companies lose **\$1.8 billion** annually due to child care-related absences¹, and parents miss an average of **8.6 days** each year due to child care issues². Decreased sick-time payouts? Less need to pay overtime for those who fill in for absent parents? Increased sales from a more-present employee? Think what you could gain by ensuring access to quality child care.

Increased Productivity



64% of U.S. parents worry about their child's safety every minute of the day³. Employees distracted by unreliable caregivers or their child's well-being can't fully focus on the job-at-hand. Access to a quality provider eliminates those worries, so staff can get the job done.

Improved Recruitment, Morale, & Retention



85% of U.S. workers wish their employer offered child care benefits⁴. Women receiving child care cost assistance were **40%** more likely to be employed two years later³. When staff feel employers care about them as people employee engagement improves⁵. By championing child care benefits, you show you care about the whole person: both as a parent *and* an employee.





How can Child Care Answers help my business and its employees?

- One-on-one consultations with employees to help them find a child care provider
- Specialists who provide support for families with children with special needs
- Advice for families navigating what's "normal" with their child's behavior according to their age and development programs
- Guidance on setting up New Mothers' rooms to support breastfeeding
- Help developing and administering employee surveys to understand what's most important to your workforce
- Consultation with leadership and HR on how to implement family-friendly policies and benefits such as child care subsidies, tuition assistance, paid leave, or flexible schedules



How can I get the word out to my staff about quality child care?

Our staff can provide education on what to look for in a quality child care, the types of care available, and other factors to consider when choosing a child care provider. Child Care Answers can be available at your location to consult with your employee during events such as:

- Benefits Fairs
- Resource Fairs
- New Employee Orientations
- Parent Support Meetings
- Wellness Fairs

We can also provide collateral, links, and other materials for your:

- Intranet and other internal websites
- Relocation department
- Onboarding materials

Are you saying we should provide on-site child care?



Not necessarily. Some businesses may choose to financially support care at their location. However, you can also partner with us to provide free education and information about where your staff can find quality providers in your area.



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¹ *Lost Opportunities: The Impact of Inadequate Child Care on Indiana's Workforce & Economy* (2018)

² *Indiana Employer Toolkit* (2019)

³ *5 Things You Need to Know About Child Care Costs and the Workplace*, care.com (2017)

⁴ *The Care.com Cost of Child Care Survey; 2016 Report* (Updated 2018)

⁵ *State of the American Workforce Report*, Gallup (2017)