



THE BEST PLACE FOR
WORKING PARENTS®

Employee Survey, Solutions, & ROI Assessment Report

PRESENTED TO

ABC Co.



SECTION 1

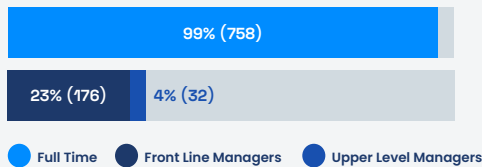
About the Report & Participation Overview

Purpose: ABC Co partnered with The Best Place for Working Parents® to gather employee insights through a confidential survey, aiming to better understand how child care challenges impact their workforce. This effort identified key opportunities to address these challenges using research-backed strategies, alongside potential ROI calculations for implementing the recommended child care solutions.

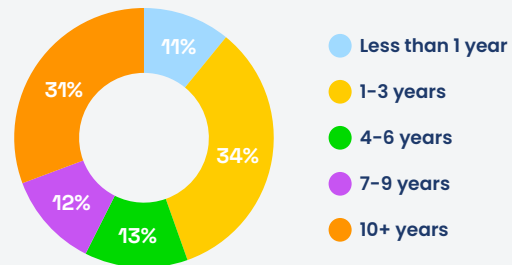
The following outlines key findings, strategic recommendations, and projected cost savings and ROI related to addressing child care needs within ABC Co's workforce.

Total ABC Co Employee Participation: **766**

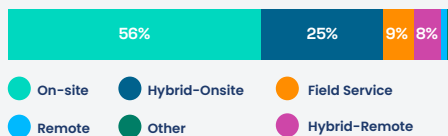
Employee Status



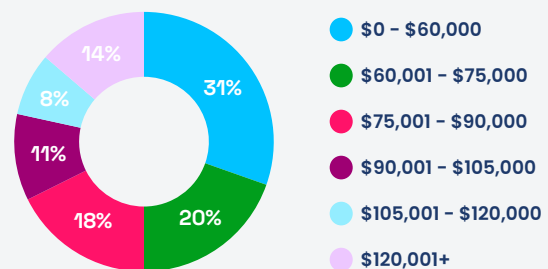
Time Employed



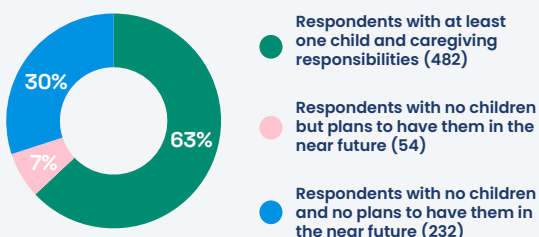
Employee Location



Salary Ranges



Child Care Responsibilities



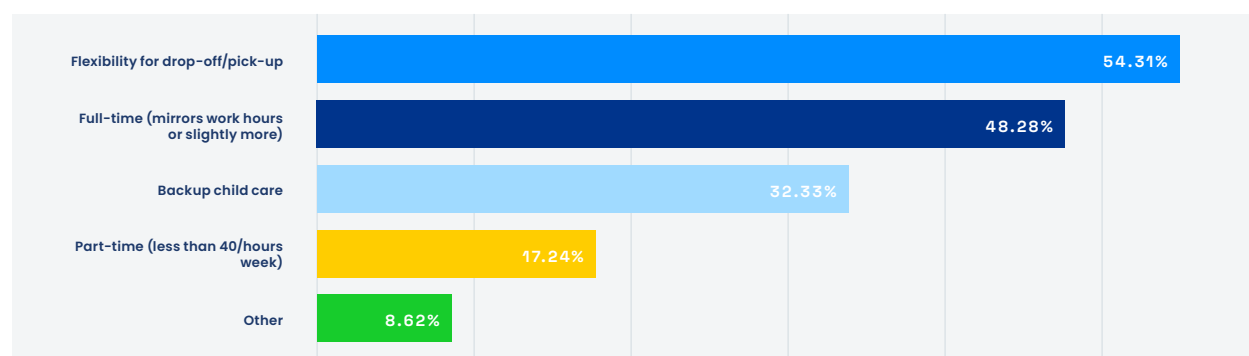
42% of respondents had earned a promotion with ABC Co.

SECTION 2

Current Child Care Needs & Preferences (63%, n=482)

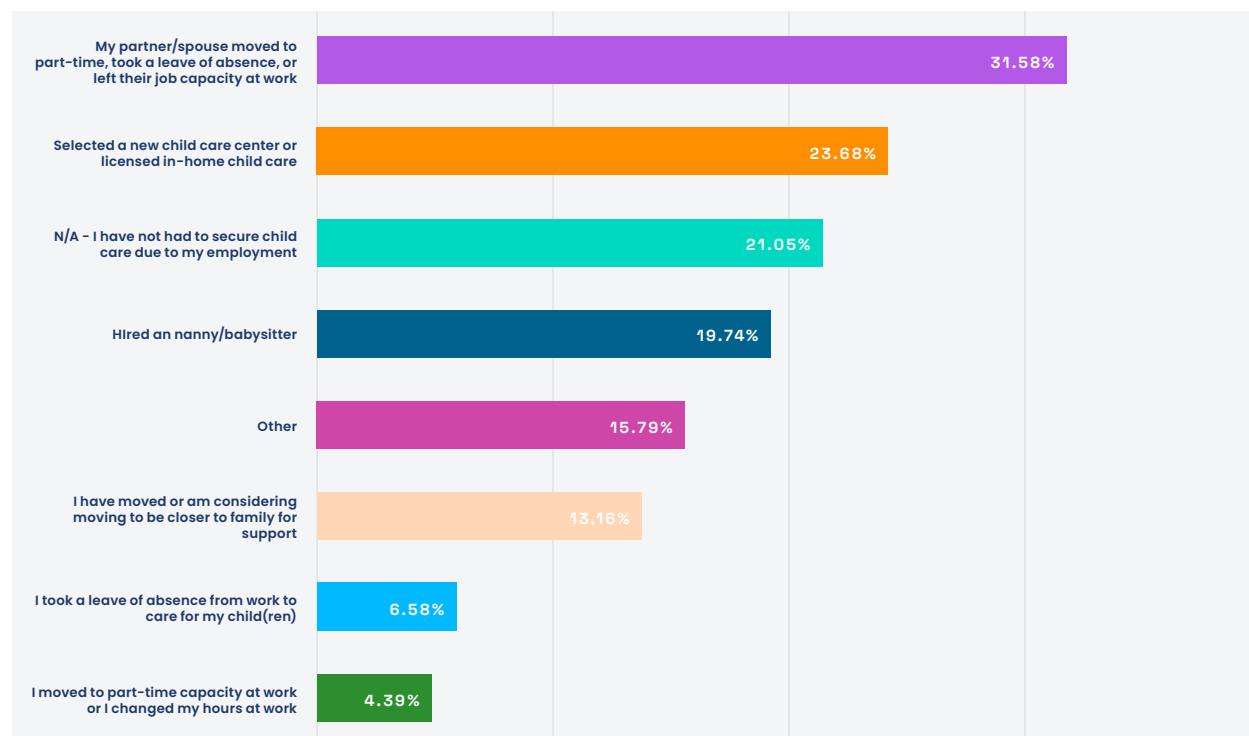
Among employees with children, the most popular preference for ABC Co's support in addressing child care challenges was flexibility in scheduling to deal with child care drop-off and pick-up (54.31%). Similarly, 48.28% of employees cited a need for full-time child care that mirrors their work hours (see Figure 1).

FIGURE 1. Child Care Preferences for Continued Employment, Employees with Children



Among the many actions employees cited as having taken to secure childcare given their employment (see Figure 2), relying on their partner was most common (31.58%), followed by selecting a new child care center (23.68%).

FIGURE 2. Child Care Choices Made to Support Continued Employment, Employees with Children



SECTION 6

Potential ROI from Offering Child Care Benefits

93% = Total Potential ROI for ABC Co by offering Child Care Benefits

\$494,682.69 = Productivity Savings*

+ **\$6,499,125.00** = Retention Savings**

= **\$6,993,807.69** = Total Savings

- **\$3,615,000.00** = Assumed Annual Cost of Child Care Savings***

✓ **\$3,378,807.69** = TOTAL NET SAVINGS to ABC Co by offering Child Care Benefits

Savings Calculation

Employee Productivity* + **Employee Retention**** = **ABC Co's potential ROI**

(a) absences due to child care and

(b) days left early or arrived late

(c) child care reasons for leaving ABC Co™ and

(d) child care benefits enabling one to remain in the workforce to reflect

for offering child care benefits.

Annual Cost Calculation

482 X **\$7,500***** = **\$3,615,500.00**

employees with child caring responsibilities

assumed annual cost of child care benefits per employee

total annual cost for offering child care benefits

SECTION 7

Viable Child Care Solutions

Across both employees with child care responsibilities and those with no children but plans to have them in the future, there were a set of 5 benefits that were most strongly endorsed by both groups (in no specific order):



Child Care Financial Assistance



Flexibility for Arrival and Departure Times



Discounted Child Care Tuition



After-School Care



On or Near-Site Child Care

Flexibility for arrival/departure and discounted child care tuition were most strongly endorsed by both groups of employees.

Flexibility on arrival and departure times was one of the **biggest current concerns for employees** with child care responsibilities, can be implemented at low/no cost, and is the option with the **biggest potential for immediate ROI for ABC Co.** One implementation opportunity for ABC Co could be to schedule employees for later arrival and departure days to accommodate some of their child care challenges, while still supporting a reliable workforce with set on-site office hours. This can accommodate both the employees' need to participate in child care transportation duties and ABC Co's need for reliable and standard schedules.

Discounted child care or child care financial assistance both provide employees **opportunities to address affordability of child care** at standardized cost for ABC Co as an employer. One option that can benefit both the employee and employer is a Dependent Care FSA, which can save companies up to \$382.50 per employee. Additionally, a range of vendors offer discounted child care slots and financial assistance management services to businesses. Best Place for Working Parents® can assist with vendor introductions upon request.

Interestingly, **on or near-site child care was the least recommended of the five for those with current child care responsibilities and most recommended of the five for those without children** but plans to have them. This likely stems from those without children not having a network of child care providers as viable options currently (since they do not have children). On or near-site child care would make this groups future knowledge accumulation process much easier. That said, on or near-site child care is one of the most expensive child care benefits to offer, and is not our primary recommendation.

In summary, our recommended top viable options for child care benefits seem to be (a) flexibility on arrival and departure time, coupled with a more financially-oriented solution such as (b) discounted child care tuition or (c) child care financial assistance in the form of dependent care FSAs and/or stipends.

The implementation of one of these solutions can lead to the ability to better attract and retain top talent, increase reliability of employees, and provide a 93% ROI to ABC Co for their child care supports.