

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.childrencabinet.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."

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