

Attract Staff with Employer Child Care Solutions (ECCS)

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Outline

- Caution! Cracks in Workforce Stability
- Drafting the Blueprint: Attract, Support, Retain
- Laying the Foundation: Employer Child Care Solutions Underway
- The Employer's Toolbox: Creating Sustainable Solutions
- Constructing the Bridge: A Path to Workforce Stability
- Bridge Built: Strength in Connection

Digging for Answers

💬 What role best describes
you?





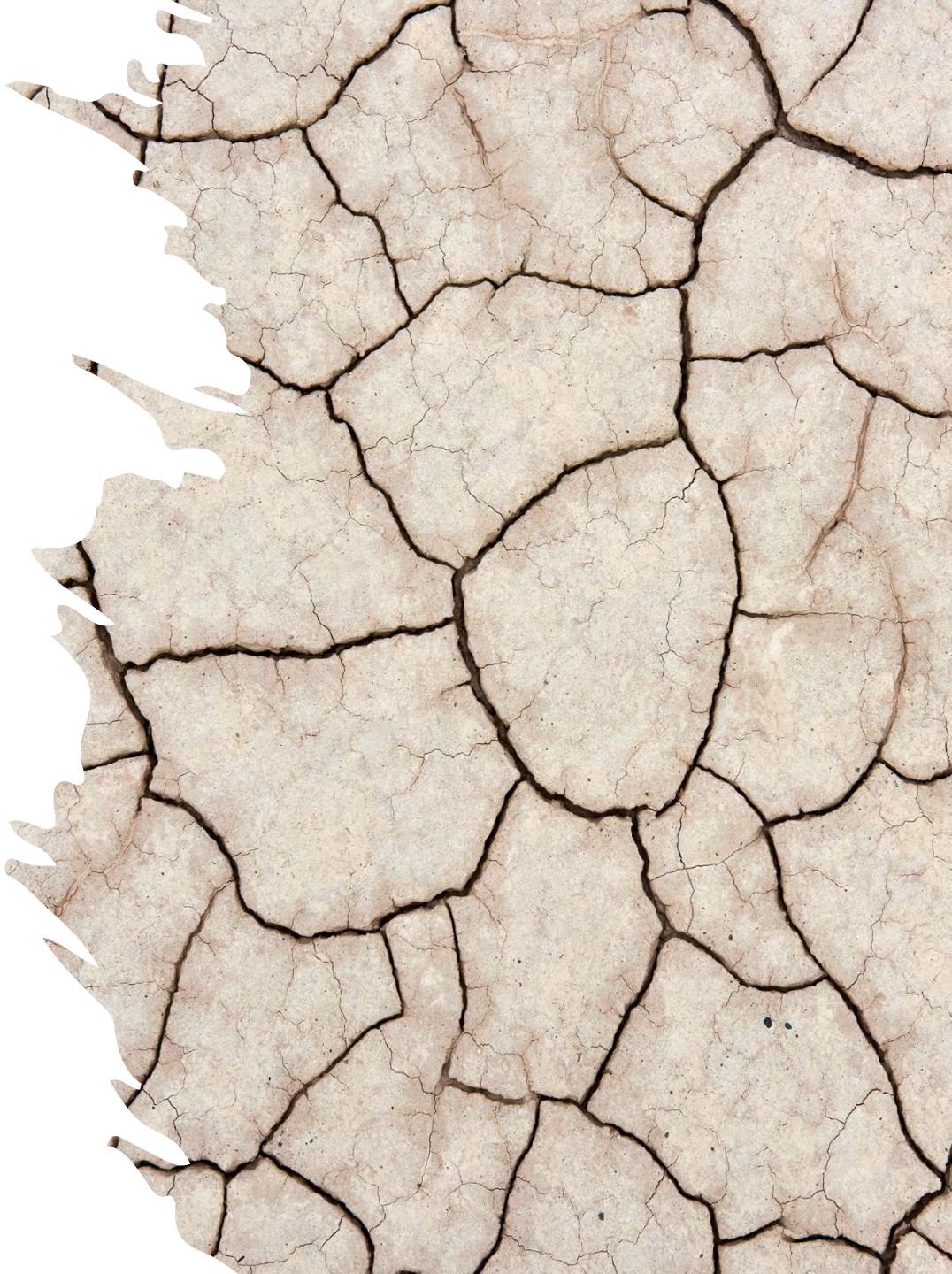
Caution! Cracks in Workforce Stability

Exposing the weak spots that threaten workforce strength

Exposing the Cracks

The cost of a child care barrier is shared by everyone

- Working parents reduce hours, decline promotions, or leave the workforce
- Career growth is stalled and the talent pool for employers shrinks
- Businesses face higher absenteeism, lower productivity, and higher turnover
- Communities lose valuable economic contributions



Employee Feedback on Child Care Barrier

60%



Non-working parents say child care is a top reason they do not work

73%



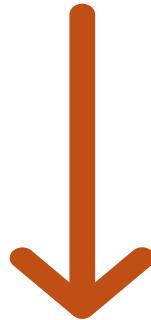
Highly credentialed women who left workforce would have stayed if they had access to flexibility

83%



Millennials will leave their job for another with stronger family policies and supports

Employer Feedback on Child Care Barrier



1 in 3 employers felt that child care issues factored “a great deal” into loss of employee productivity



62% of employers said child care was a reason for losing employees



It costs employers 33% of a worker’s total salary to replace them



76% of employers have seen employees leave- 43% of the employers said 75-100% of them were women.

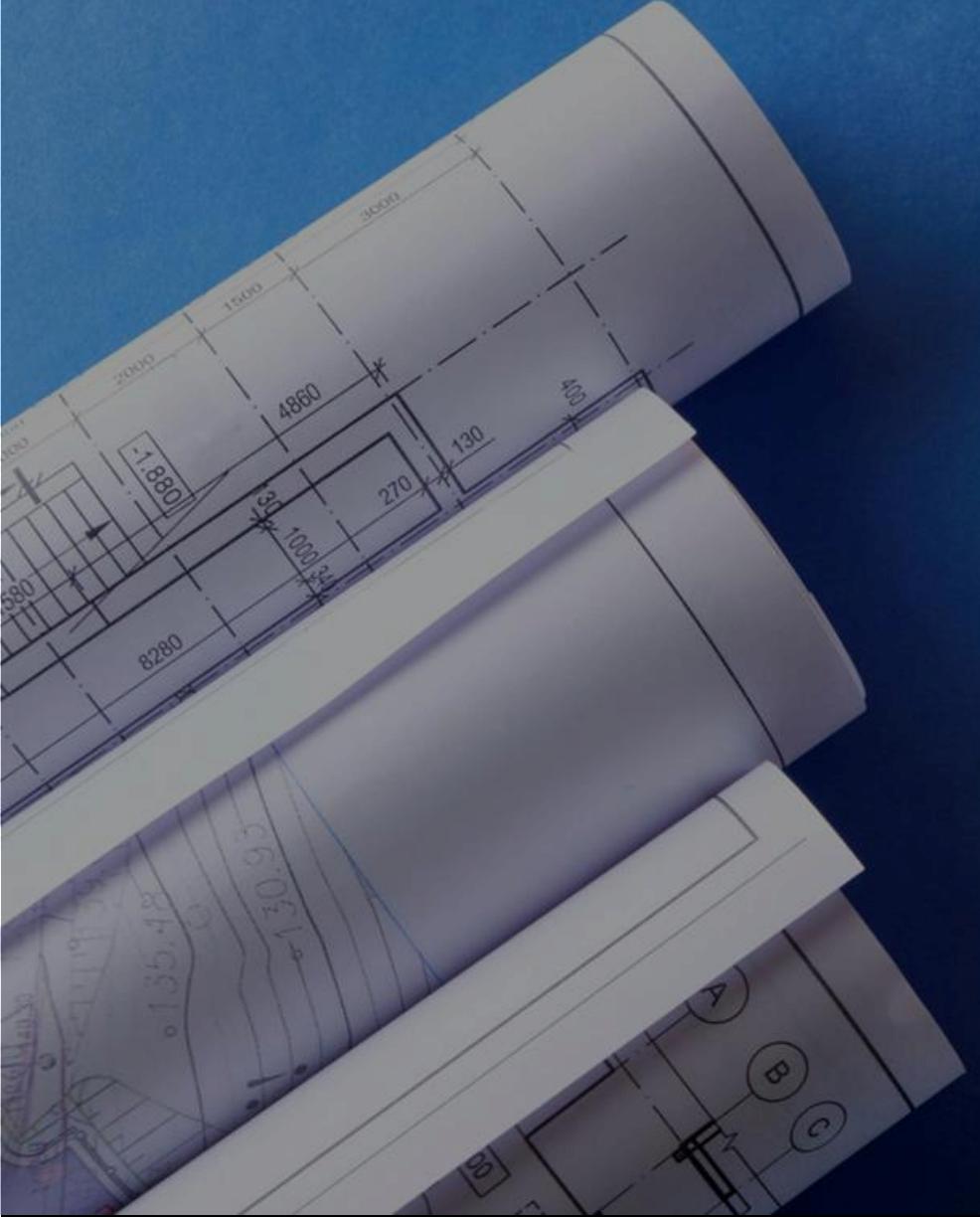
Time to Dig into Another Question

💬 How has lack of access to child care impacted you or your business?



Drafting the Blueprint: Attract, Support, Retain

Designing child care solutions



Overview of Services

- Helps employers address employees' child care needs
- Employers chose one TA provider and enter into an agreement
- Tailored to employer needs (single TA service or combination of services)
- Each service produces a report, study, or plan shared with employer and TWC
- Service details are listed in the Request for Proposals on ECCS website

Laying the Foundation: Employer Child Care Solutions Underway



Strong foundations start with understanding the basics

Project Terms and Definitions



Technical Assistance (TA)

- specific services to help employers address employee child care needs

Employer

- single employer with one employer site
- single employer with more than one site
- lead entity of a network or group of employers

Employer-supported child care

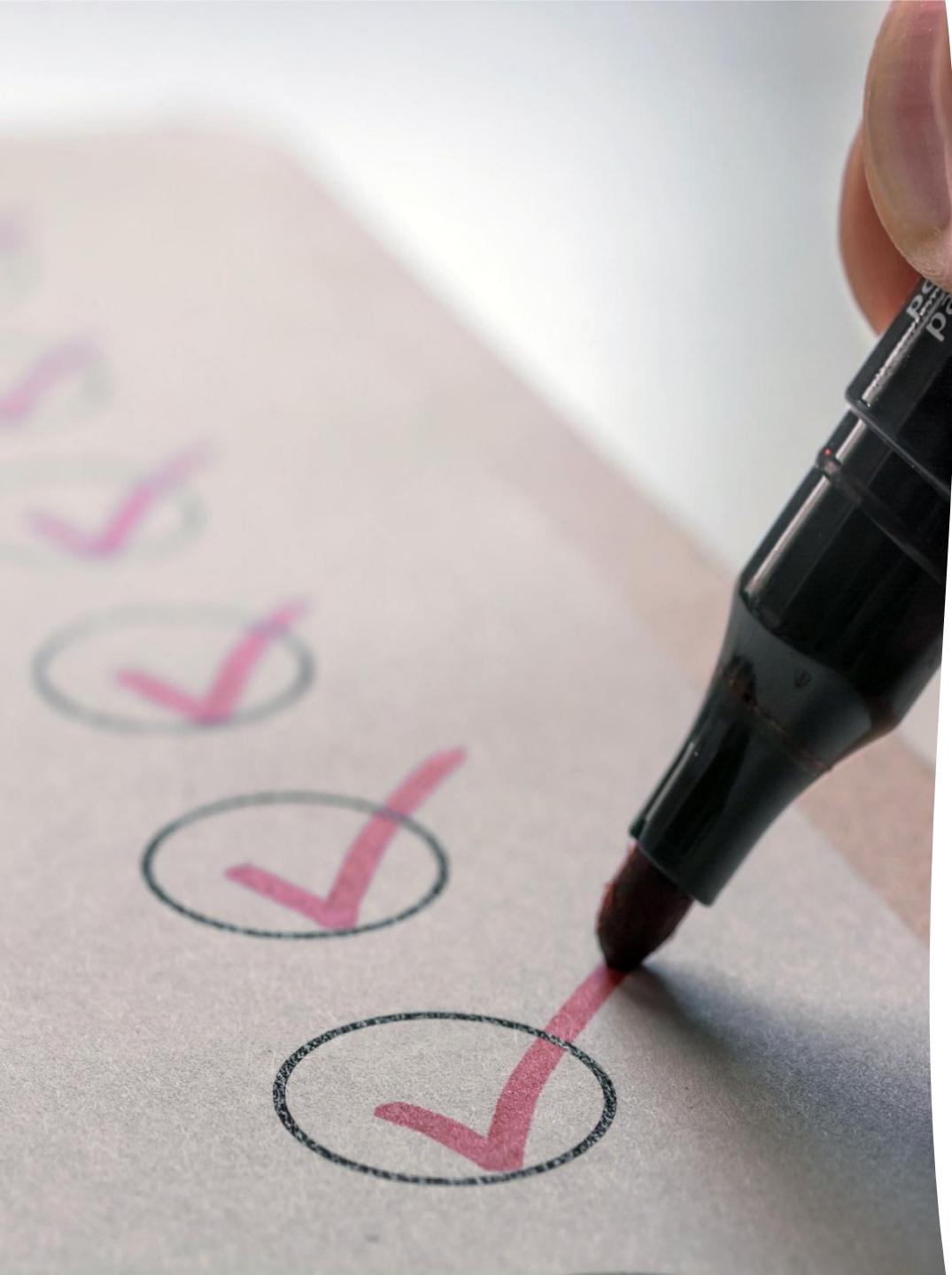
- child care supported by an employer, offered at or near the workplace

Project Goal

The goal is to build child care supply by helping employers:

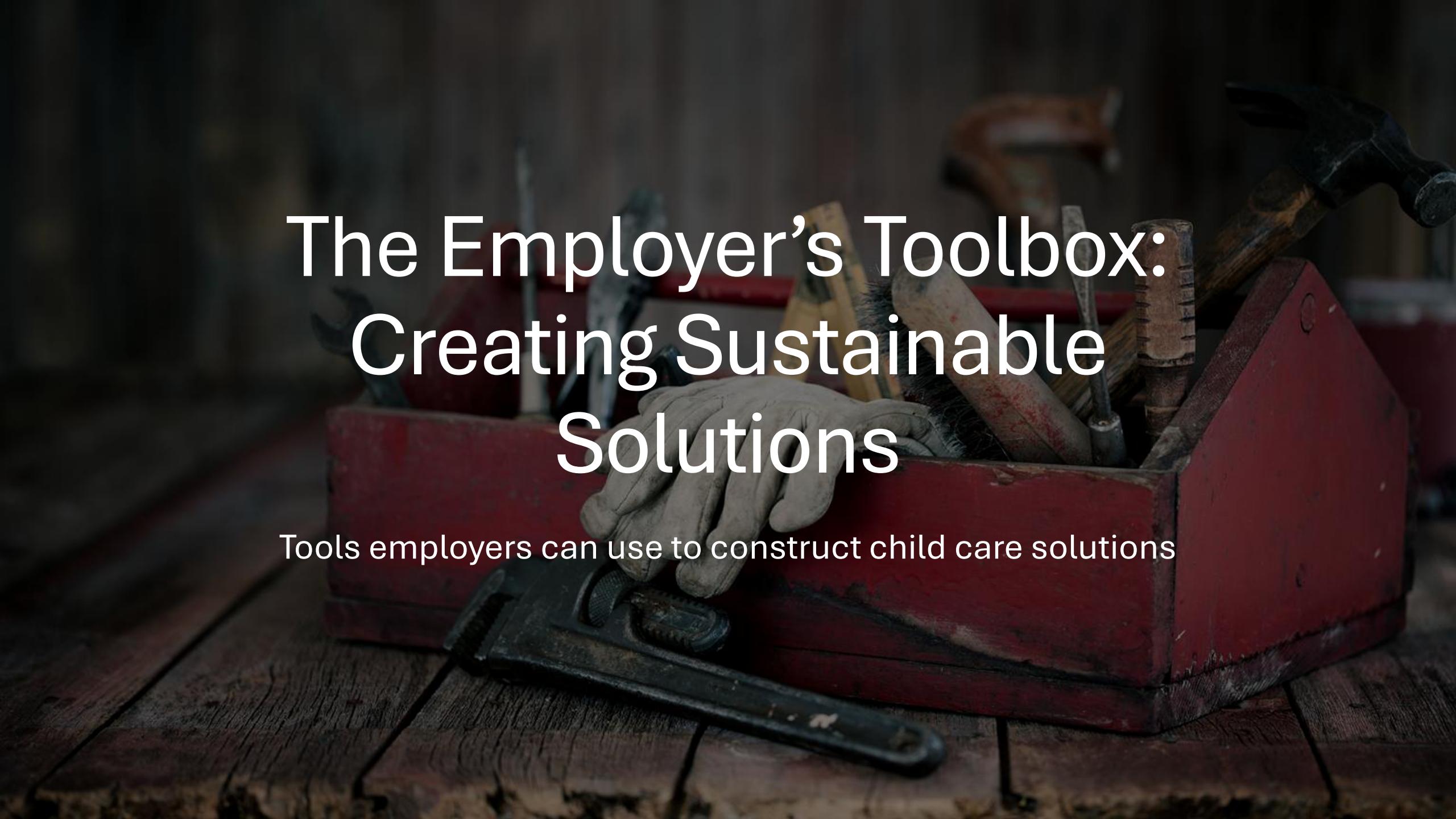
- learn the child care needs of their employees
- think about how to start an employer-supported child care program
- work with child care providers to offer site-based child care





Employer Eligibility

- ✓ Interested in exploring the development of employer site-based child care
- ✓ Has employees working in Texas
 - ✓ Employer itself does not have to be in Texas
- ✓ Employers of any size
 - ✓ No minimum requirements
- ✓ May be combined with future initiatives

A red toolbox filled with various tools like a hammer, wrench, and paintbrush, resting on a wooden surface.

The Employer's Toolbox: Creating Sustainable Solutions

Tools employers can use to construct child care solutions

In the Toolbox: Services Included

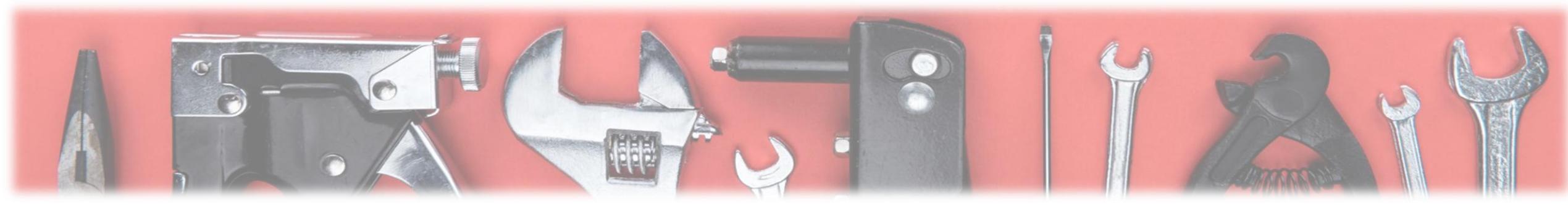
- ↗ Employee Needs Assessment
 - ↗ Required unless completed within 12 months
- ↗ Employer Feasibility and Cost Analysis Study
 - ↗ Employer Feasibility is required
 - ↗ Cost Analysis Study has required parts
- ↗ Options Analysis and Recommendations Report
- ↗ Site Selection Report
 - ↗ Required information
- ↗ Business Plan



Employee Needs Assessment

Studies local employee child care needs and requires the following:

- employee interest and demand
- community demand
- capacity
- identifying areas with greatest child care need
- child care availability where employees live and work



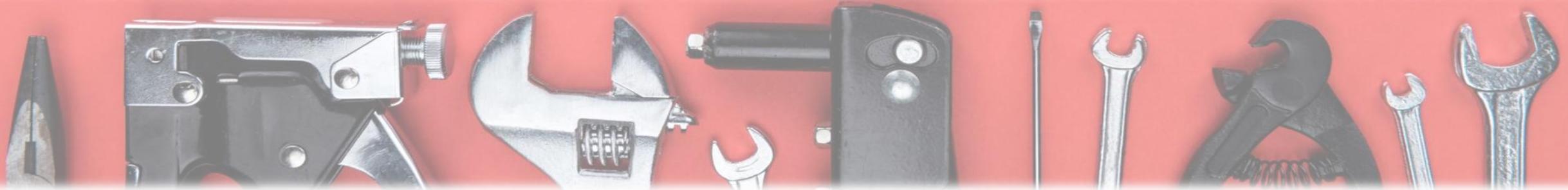
Employer Feasibility and Cost Analysis Study

A Feasibility Study looks at whether to start or partner on a child care program and includes:

- governance
- oversight and associated risks
- child care regulations
- quality standards
- licensing requirements
- child care staffing needs
- partnering with child care provider

A Cost Analysis Study should include an analysis of costs like:

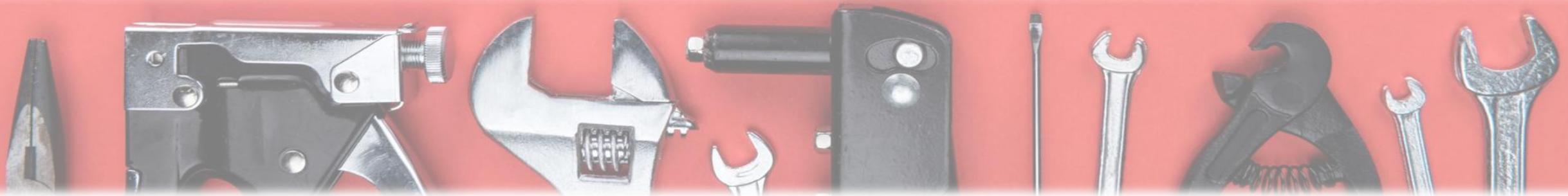
- cost optimization options
- availability of alternative funding
- short- and long-term costs (required element)
- financial risk (required element)
- costs or savings associated with potential third-party operations (required element)



Options Analysis and Recommendations Report

Looks at options and solutions for employer-supported child care. Solutions are required and include, but are not limited to:

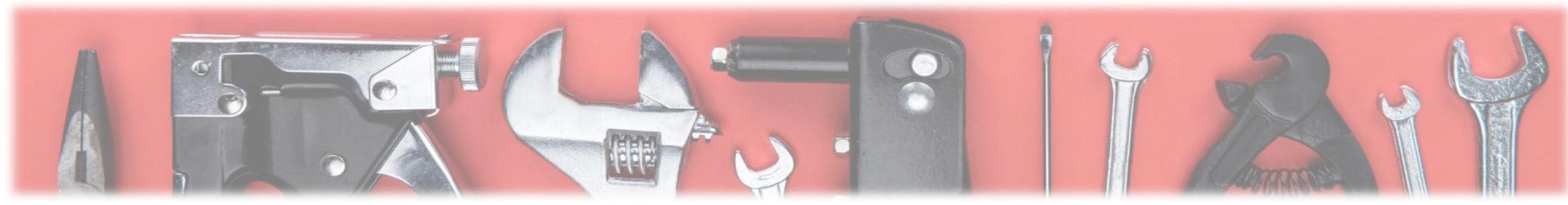
- partnering with existing child care programs instead of opening one
- leveraging public/private resources (subsidies or free space)
- finding partners and/or third-party operators
- offering employee benefits (employer-funded tuition/fee offsets, dependent care savings accounts, and/or incenting waitlist priority for employee's children)
- adopting family friendly workplace policies (flex-time, flexible schedules, medical leave)



Site Selection Report

Checks the needs of a new project and compares them to possible locations. Required information includes:

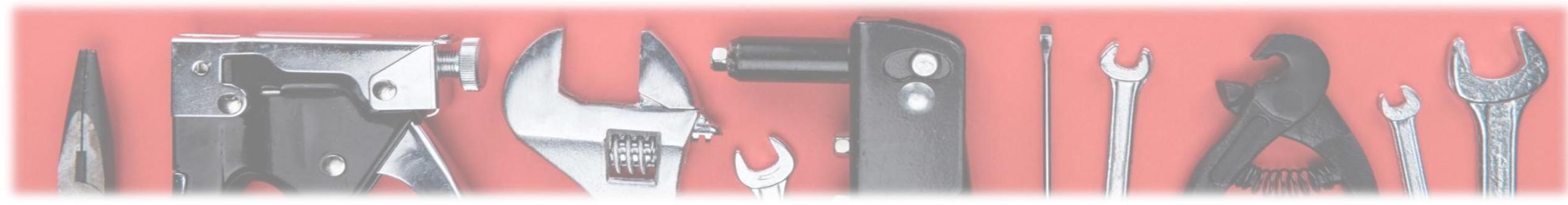
- costs
- site suitability
- zoning requirements
- development of new onsite or near-site child care programs



Business Plan

Requires the following information:

- location selection
- staffing plan
- annual budget
- cash flow analysis
- a launch plan
- project goals and objectives
- a timeline for implementation
- a plan for organizational change management
- a market analysis
- program design recommendations (size, hours, ages, location)



Not in the Toolbox: Services not Included

TA does **not** include:

- ✗ Acting as a child care resource and referral organization
- ✗ arranging or securing child care or back-up child care for employees
- ✗ construction of child care facilities
- ✗ creating and launching a software program
- ✗ funding



A photograph of a bridge under construction, showing the intricate steel framework and wooden formwork. The perspective is looking down the length of the bridge, with sunlight creating strong shadows.

Constructing the Bridge: A Path to Workforce Stability

How employer-supported child care builds teams and businesses

Hammering Down Costs

Tax credits can lower child care costs for employers and employees

- [Employer-Provided Child Care Credit](#): Employers can claim up to 25% of child care expenses (plus referral services)
- [Child and Dependent Care Credit](#): Employers can inform their employees about this credit

Learn more: [U.S. Chamber of Commerce Employer Guide to Childcare Assistance and Tax Credits](#)



Nailing the Details: Care Model Comparison

Employer operated:

- Ensures high-quality care tailored to employee needs
- Lowers costs for both employers and employees
- Employer may qualify for tax credits
- Convenient for employees
- Creates more child care options in the community

Contractor operated:

- Lower investment
- Less administrative work for employers
- Access to experienced, high-quality child care providers
- Flexible capacity, including public access when available
- Adapts to changing demand



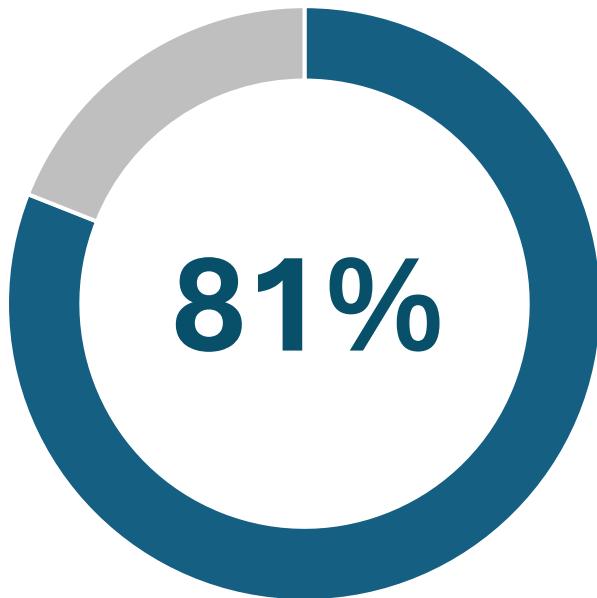


Framing a Stronger Workforce

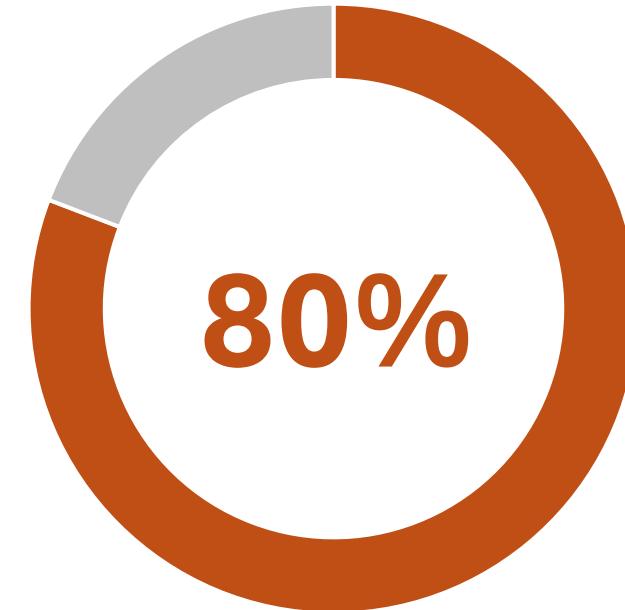
Employers who offer employer-supported child care gain economic benefits such as:

- decreased absenteeism and turnover rates
- increased productivity
- access to federal and state tax incentives
- ability to attract top talent

Feedback from Employers on Child Care Benefits

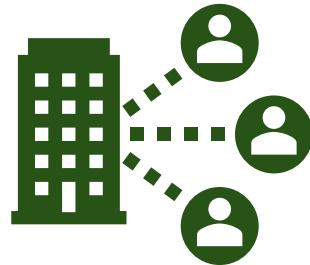


Of employers said offering child care benefits achieves top talent recruitment



Of employers said offering child care benefits achieves top talent retention

Feedback from Employees on Child Care Benefits



86% of working parents are more likely to remain with current employer due to child care benefits



Up to **78%** of those parents report positive impacts on their careers



Bridge Built: Strength in Connection

Delivering employers a clear route to workforce stability and growth

Toolkit for Moving Forward

ECCS website includes:

- ✓ ECCS overview
- ✓ Request for Proposals
- ✓ TA services available
- ✓ TA not included
- ✓ Employer Interest Form
- ✓ TA providers
- ✓ Contact information





Constructing Connections

Stronger bridges are built together!

Need details or support? Contact us:

✉ ECCS@twc.texas.gov

💻 [ECCS Website](#)



💬 Questions?