



NEVADA
EMPLOYER CHILDCARE
DEVELOPMENT

Benefits the Business | Supports the Family | Invests in the Community



**The
Children's
Cabinet**



The Employer Childcare Development Project is funded through the Division of Welfare and Supportive Services by Grant Number 2101, NVCSC6 Administration for Children & Families, Child Care and Development Block Grant – American Rescue Plan Act (ARPA)



Who We Are

The Employer Childcare Development Program supports Nevada businesses with attracting and retaining their workforce by supporting family-friendly policies and benefits.

Employers who help find or offset the cost of childcare are more likely to retain their workforce.

All services are free of charge in order to support Nevada's employers and families.



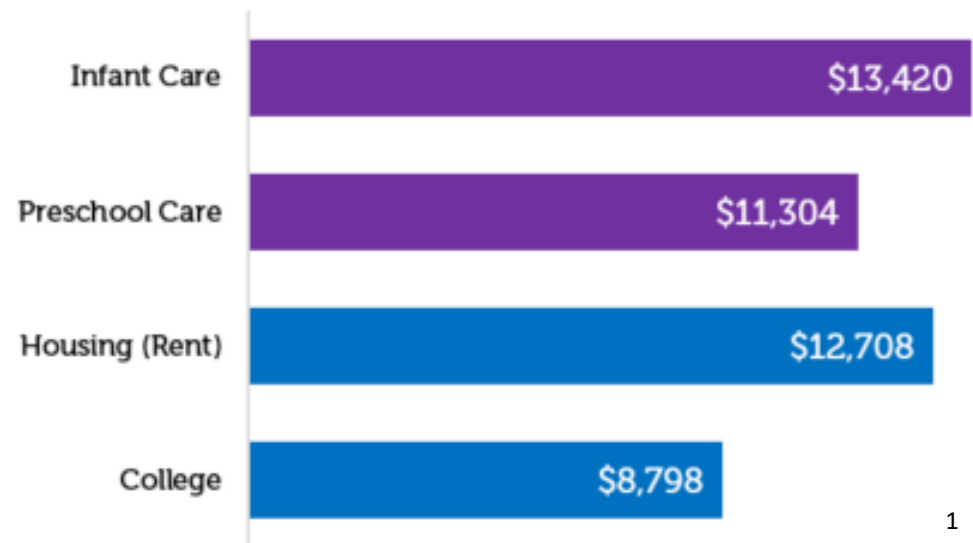
Nevada Cost of Care

Infant and Toddler care in Nevada is more expensive than college tuition. The cost of Infant care for one child is approximately 15% of a median family income. For a single mom it would be 40% of her income. Childcare for a family with an infant and toddler would be 27% of a median family's income. Employers investing in childcare solutions is a critical strategy in supporting and stabilizing Nevada's workforce.

1



Annual Cost in Nevada



1

Nevada in Crisis

Workforce shortage

Nevada is experiencing a workforce crisis which has been exasperated by the COVID-19 pandemic. Many employees, disproportionately women, have left the workforce in-order to care for their young children. In order to remain competitive in attracting new talent, and to stabilize their existing workforce, employers are exploring their family-friendly support benefits.

Care shortage

Nevada is considered a childcare “desert” due to the lack of availability for families needing childcare throughout our state, especially for those with infants and toddlers. This issue has only compounded since the onset of the pandemic, and many childcare facilities have closed their doors permanently, decreasing the already limited childcare spaces.

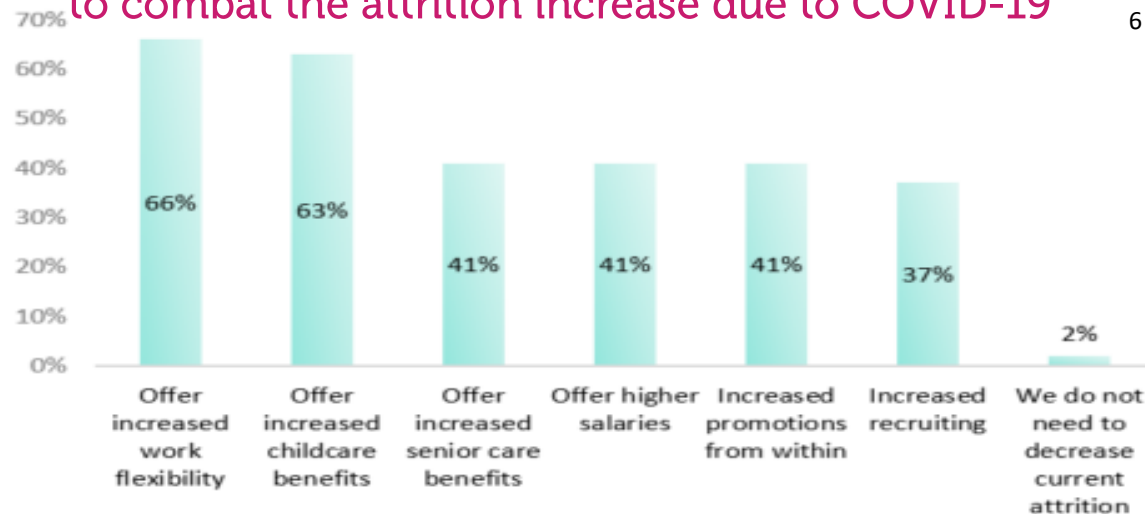
If childcare is not available, **73%** of parents would have to make major changes at work. ³



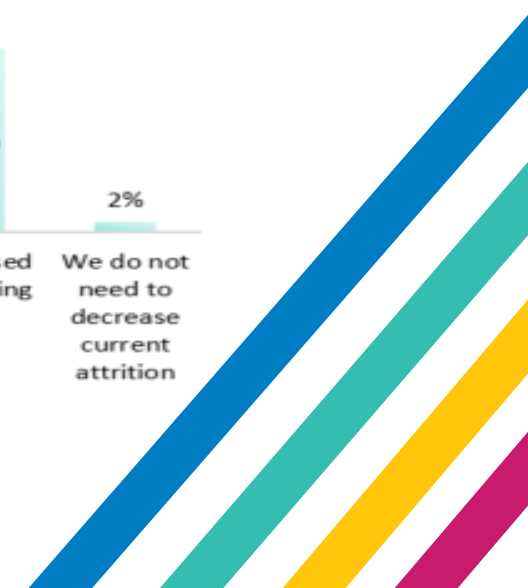
A Changing Workforce

The competition for talent is at an all-time high with over 10.9 million job openings.⁴ By offering "family-friendly" benefits employers can keep their workforce engaged and happy while also attracting new talent. In a recent study, 63% of businesses are considering offering increased child care benefit.

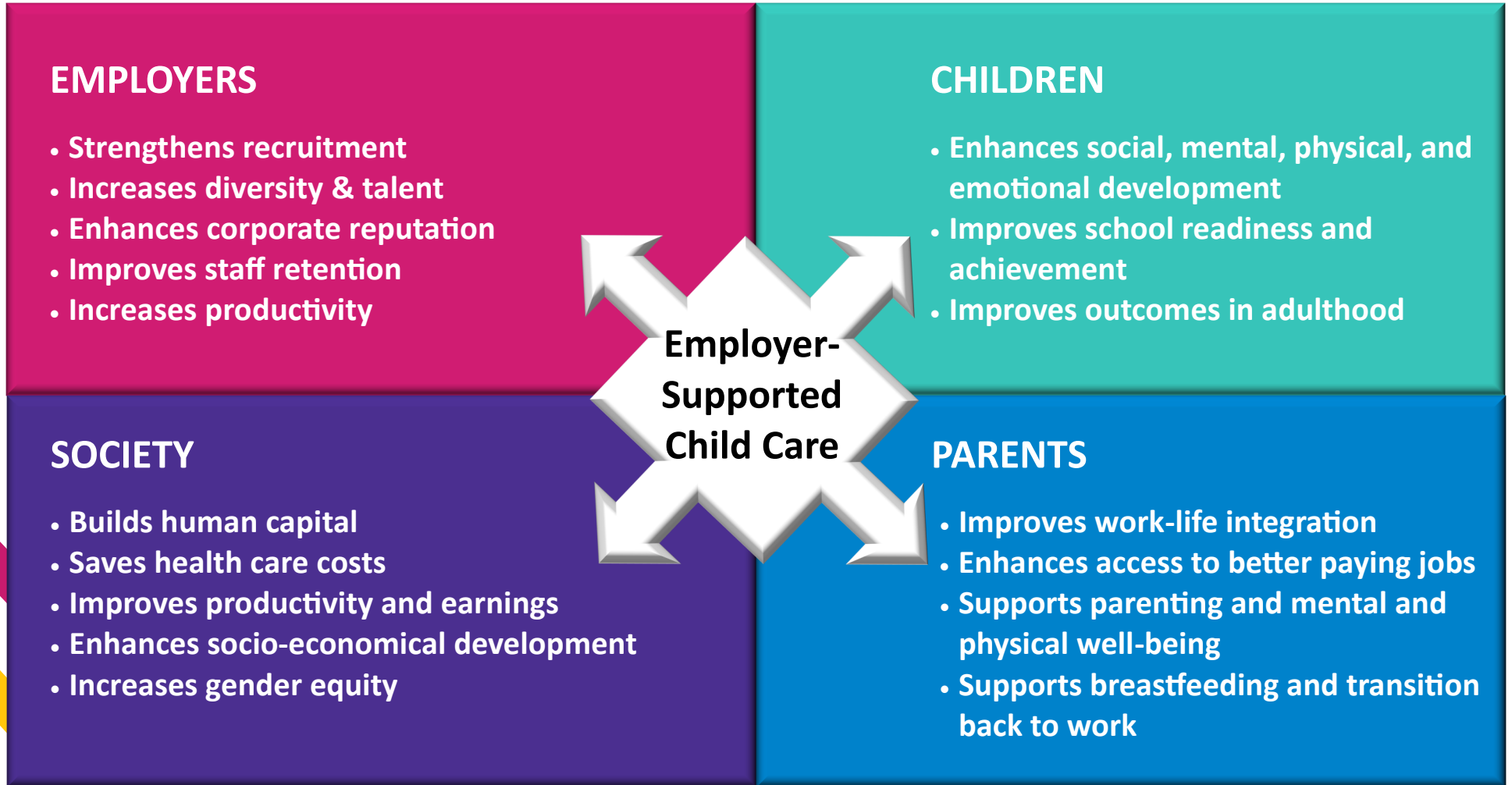
Select all of the ways your company /organization plans to combat the attrition increase due to COVID-19 6



2019-2021
39% increase of people missing work due to childcare issues ⁹



The Benefits of Employer Support





The Benefits of Employer Support

Not all employers can offer on-site childcare, but there are many options for businesses to support their employees' work-life balance. It is important for businesses to design a meaningful benefits package, and create a culture that embraces and supports working parents. By adopting family-friendly policies, and reducing the stigma of employees leveraging their benefits, the workplace will thrive. The days of "work comes first" and "family comes second" are gone. The workforce of today seek a sustainable work-life balance that prioritizes family-friendly employers.

51%
of fathers hide
their childcare
concerns because
they worry their
employer will not
understand. ⁶

Employer Benefit Strategy

Employee Demand

- ◆ Types of childcare problems
- ◆ Ages of children
- ◆ Types of care—regular, intermittent, nonstandard hours

CHILDCARE
ISSUES TO
ADDRESS

Availability

Affordability

Accessibility

Quality

Absenteeism

Performance

Recruitment

Retention

Quality

Employer Goals & Resources

- ◆ Desired outcomes
- ◆ Which employees to target
- ◆ Company assets & values

COMPANY
ISSUES
TO
ADDRESS

Explore Benefit Options

- FSA dependent care
- Subsidies
- Reserved space in childcare facility
- On-site childcare
- Partnerships
- Back-up care
- Flexible work schedules
- Dependable schedules

INTEGRATED CHILDCARE STRATEGY

How can approaches be combined to solve employee needs and meet employer goals while leveraging community resources?

How we Support Employers

Our 5-Step Process to Identifying Solutions



1. Understand
your
Business



2. Analyze
Current
Benefits



3. Complete
Needs
Assessment



4. Aggregate
Results



5. Support
through
Implementation

1. Understand your Business



We will take the time to understand your business model and what makes you unique. We will talk about your company culture, goals and needs. Understanding your business will help drive our conversations and inform possible solutions to increase your family-friendly policies and fringe benefits.

How do you support your existing workforce?

What are your recruitment targets?

What is your ideal turnover rate?

Decrease
turnover
by 60% ¹¹

2. Analyze Current Benefits



Our program will assess your current benefits package and benchmark it against national and local standards. This will help you understand how your business compares both nationally and regionally against other potential employers. We will also analyze the utilization of employee benefits and communication strategies for employee engagement.



3. Complete Needs Assessment



Understanding how your employee demographics and needs intersect is paramount to identifying solutions that have the greatest return on investment.

We will work with you to design a unique assessment that can measure your employee needs. Once the assessment is defined, we will administer it to your employees using an online survey software. If needed, we can also facilitate focus groups to dig deeper into employee needs and possible solutions.

* 21. How often in the last year, have you missed work due to any of the following?

A problem with child care arrangements	<input type="text"/>
Child's illness	<input type="text"/>
Another unscheduled child-related responsibility	<input type="text"/>

* 22. Having access to child care that you like and could afford would help me be more

<input type="checkbox"/> Productive at work	<input type="checkbox"/> Focus more at work
<input type="checkbox"/> Have a better work/life balance	<input type="checkbox"/> Create more work loyalty
<input type="checkbox"/> Decrease stress	<input type="checkbox"/> Accomplish professional goals
<input type="checkbox"/> Find more time for myself	<input type="checkbox"/> Allow me to apply for a promotion
<input type="checkbox"/> Other (please specify)	



4. Aggregate Results & Review Recommendations



Once we have a deep understanding of your workforce needs, we will tailor solutions based on your goals, business, and employees. You will be provided a comprehensive report that aggregates our needs assessment findings and describes possible childcare solutions.





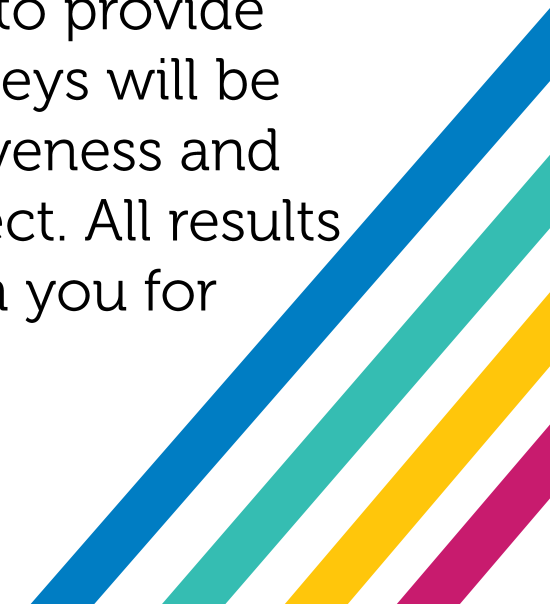
5. Support to Implement



We support you through implementation as you decide to execute one or more of the recommended childcare solutions. We will assist you in connecting with local partners and through the execution of each benefit.

Follow-Up Contact

Our team will reach out and touch base with you annually for up to three years to provide support. Post-implementation surveys will be requested to determine the effectiveness and utilization of the solutions you select. All results will be aggregated and shared with you for ongoing quality improvement.



Working with Us

Tracey Tapiz
Southern Nevada
ttapiz@childrenscabinet.org
702-466-4392

We are here to help and support Nevada businesses as they consider ways to get parents back to work. There are numerous and diverse options to help your employees with their childcare responsibilities.

Patty West
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Our team can help navigate the process and identify solutions that are tailored to your business.

**Please contact us for
a free consultation.**

Kim Cullen
Program Manager
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775-843-1324



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Sources and Additional Information



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