



## Why Should Employers Care?

### Relationship Between Productivity and Working Parents

- Employers surveyed report that child care services decrease employee absences by 20-30 percent and reduce turnover by 37-60 percent.<sup>1</sup>
- An average business with 250 employees can save \$75,000 per year in lost work time by subsidizing care for employees' sick children.<sup>2</sup>
- Among the work-life and wellness benefits offered by SAS Institute, are two on-site child care centers, and two near-site Bright Horizons Centers for a total 700 child care spaces. They also offer subsidies for regional offices. Their turnover is the lowest in the software industry, and they are consistently in the top ranks of the 100 Best Companies for Working Mother Magazine, Fortune Magazine and by Computerworld.<sup>3</sup>
- U.S. companies lose \$3 billion annually as a consequence of child care-related absences, estimates the Child Care Action Campaign.<sup>4</sup>
- 85 percent of employers report that providing child care services improves employee recruitment.<sup>5</sup>
- Almost two-thirds of employers found that providing child care services reduced turnover.<sup>6</sup>
- 49 percent of employers reported that child care services helped boost employee productivity.<sup>7</sup>
- For every \$1 invested in high-quality early care and education, our communities save between \$4 and \$17 in future costs of remedial and special education, the juvenile crime system and welfare support.<sup>8</sup>

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<sup>1</sup> Karen Shellenback, *Child Care & Parent Productivity: Making the Business Case*, (Ithaca: Cornell Cooperative Extension, December 2004).

<http://government.cce.cornell.edu/doc/pdf/ChildCareParentProductivity.pdf>

<sup>2</sup> Patricia S. Reed and Shirley M. Clark, *Win-Win Workplace Practices: Improved Organizational Results and Improved Quality of Life* (n.p.: September 2004). [A report prepared for the U.S. Department of Labor Women's Bureau.] <http://choose2lead.org/Publications/Study%20on%20Win-Win%20Workplace%20Practices.pdf>

<sup>3</sup> Ibid.

<sup>4</sup> Jill Elswick, "More Employers Offer Back-Up Care," *Employee Benefit News*, June 15, 2003. [http://www.accessmylibrary.com/coms2/summary\\_0286-23549740\\_ITM](http://www.accessmylibrary.com/coms2/summary_0286-23549740_ITM)

<sup>5</sup> Childcare Partnership Project, "Engaging Business Partners," <http://www.nccic.acf.hhs.gov/ccpartnerships/facts.fs11.htm>, accessed July 9, 2007.

<sup>6</sup> Ibid.

<sup>7</sup> Ibid.

<sup>8</sup> Shonkoff, J. & Phillips, D. (2000) *From Neurons to Neighborhoods: The Science of Early Childhood Development* (Natl. Acad. Press, Washington, DC).

