



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.¹
- An average business with 250 employees can save \$75,000 per year in lost work time by subsidizing care for employees' sick children.²
- 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.³
- U.S. companies lose \$3 billion annually as a consequence of child care-related absences, estimates the Child Care Action Campaign.⁴
- 85 percent of employers report that providing child care services improves employee recruitment.⁵
- Almost two-thirds of employers found that providing child care services reduced turnover.⁶
- 49 percent of employers reported that child care services helped boost employee productivity.⁷
- 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.⁸

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¹ 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>

² 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>

³ Ibid.

⁴ Jill Elswick, "More Employers Offer Back-Up Care," *Employee Benefit News*, June 15, 2003. http://www.accessmylibrary.com/coms2/summary_0286-23549740_ITM

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

⁶ Ibid.

⁷ Ibid.

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

What Effect Does Child Care Have on Working Parents?

Relationship Between Child Care and Productivity

- Work-Life Researcher Cindy Carillo observes: “The average American working parent misses nine days of work per year. As their children move through daycare and into elementary school, the number of days increases to thirteen.”⁹
- 29 percent of employed parents experience child care breakdowns, which are associated with absenteeism, tardiness, and reduced concentration at work.¹⁰
- 63 percent of employees surveyed in 2000 by the American Business Collaboration reported improved productivity associated with quality dependent care.¹¹
- AT&T found that 57 percent of female staff and 33 percent of male staff with children under age six lost time from work in the preceding month because of child care problems, including illness.¹²
- 45 percent of working parents miss at least one day of work every six months because of a breakdown in child care. The average was 4.3 days missed in a six-month timeframe.¹³
- 65 percent of parents are late to work or leave work early because of child care issues – an average of 7.5 times in a six-month time frame.¹⁴

What Effect Does Child Care Have on Children?

Relationship Between Quality & Outcomes

- The kind of care and education a child receives in his earliest years can impact his entire life. The Perry Preschool Project tracked a group of 128 children until they were 40 years old, half of whom received high-quality child care. At age 27, those who had received high-quality early care and education had a 44% higher high school graduation rate than those who had not participated in the program. The group that did not receive any early childhood education had on average 50% more teen pregnancies, which is often a major roadblock to achieving higher education.¹⁵
- Extensive evidence from longitudinal studies, including the Perry Preschool, Abecedarian Project, and Chicago Child-Parent Center studies, indicates that the cognitive, social and emotional skills developed during a child’s early years play critical roles in the attainment of key adult competencies and positive life outcomes.¹⁶
- A study conducted by Cornell University found that the availability of high-quality child care decreased employee absences by 20-30% and reduced turnover by 37-60%.¹⁷
- Nationally, 63% of children under five are in some type of child care arrangement every week. On average, young children with working mothers spend 36 hours a week in child care.¹⁸

⁹ Cindy Carillo, “A Totally New Way to Think About Back-Up Care,” *WRC Resources*, March 2004. <http://www.workfamily.com/Work-lifeClearinghouse/GuestColumns/CindyCarillo.htm>

¹⁰ 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>

¹¹ Ibid.

¹² 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>

¹³ Bright Horizons Family Solutions, “Benefits of Employer-Sponsored Care,” http://brighthorizons.com/Site/Pages/benefits_employer.aspx, accessed July 9, 2007.

¹⁴ Bright Horizons Family Solutions, “Benefits of Employer-Sponsored Care,” http://brighthorizons.com/Site/Pages/benefits_employer.aspx, accessed July 9, 2007.

¹⁵ Shonkoff, J. & Phillips, D. (2000) *From Neurons to Neighborhoods: The Science of Early Childhood Development* (Natl. Acad. Press, Washington, DC).

¹⁶ *Child Care & Parent Productivity: Making the Business Case*, December 2004

¹⁷ Ibid.

¹⁸ Overturf Johnson, Julia. (2005) *Who’s Minding the Kids? Child Care Arrangements: Winter 2002*. Current Population Reports, P70-101. (U.S. Census Bureau, Washington, DC).