

D O W N T O W N S A N T A B A R B A R A
EMPLOYER  CHILD CARE PARTNERSHIP

Child Care Impact on the Work Place

The numbers speak for themselves: Unscheduled absences, for example, cost employers between \$650 and \$1,000 per employee per year (National Institute of Business Management, 1999). A four-year review of JPMorgan Chase's back-up care program showed that 98% of parents who use the program would have taken unscheduled time off from work to care for their children had the back-up program not been available. In just one year, the back-up program generated more than a 100% return on investment¹.

Turnover

Among parent employees, 31% report they have considered leaving their employers due to child care issues. 85% percent of these employees report that a work-site center would affect their decision to stay, with more than 50% reporting it would have a significant impact. (Child Care Trends, 2002)

The full cost of turnover is 1.5 times the annual salary of a salaried/exempt employee who leaves, and .75 times the annual salary of an hourly/non-exempt employee who leaves. (Personnel Journal, December 1990) Reducing turnover has a direct impact on an organization's bottom line.

Absenteeism/Employee Productivity

Among parents, 45% miss at least one day of work every six months due to a child care breakdown. These parents average 4.3 days missed in a six-month timeframe. (Child Care Trends, 2002)

Among parents, 65% are late to work or leaving work early due to child care issues. This occurs an average of 7.5 times in a six-month timeframe. (Child Care Trends, 2002)

Source: <http://www.nannypoppinz.com/Corporate-Nanny-Childcare-Services.asp>

¹ <http://www.nannypoppinz.com/Corporate-Nanny-Childcare-Services.asp> January, 31st 2008.

