

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

The Cost Benefits of Child Care

The following examples demonstrate the economic impact of child care on businesses.

<b>A Business case for child care and its effects on your business</b> <b>Alliance for Work-Life Progress</b>		
Bright Horizons Study	Child care resources	A study of eight Bright Horizons clients found a <b>\$3.4 million</b> aggregate <b>cost savings</b> as the voluntary turnover of child care center users was almost half of the voluntary turnover among the total workforce. In addition, there was a <b>97% retention rate</b> of top performers using child care centers.**
KPMG	Emergency back-up child-care program	Program yielded a 125% Return on Investment (ROI) within 6 months of implementation; steadily ramping up to a <b>521% ROI</b> by the fourth year.**
Bank of America	Child Care	Child-care subsidy enhances retention.**
General Services Administration	Child Care	55% of workers who were offered a child-care subsidy were better able to concentrate at work and 48% were more likely to stay. 19% reported fewer days absent from work and three-fourths felt that the subsidy has improved their job performance.**
Bristol Myers Squibb	Child Care	Users of the company's child-care centers had a deeper commitment to the company and felt better able to balance work and life responsibilities. Parents who had children in the centers felt more positive about their relationship with their supervisor and were much more positive in general than non-users.**
Children's Health Systems	Emergency back-up child-care program	The center helped 336 parents find child care help out of 2,900 and <b>saved 4,020</b> work days. Turnover went down to 12% from 22% the previous year, with an <b>ROI three times higher</b> than the cost.**

\*\* Work & Family Connection. 2005. *The Most Important Work-Life-Related Studies*. Minnetonka, MN  
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