

# Capital Area Businesses Weigh in on Child Care

Economic development officials, child care providers, and other community members in Clinton, Eaton, and Ingham Counties have joined forces to address the current child care crisis and develop a regional action plan that meets the needs and preferences of working families. The information presented below details findings from secondary research and a survey exploring the challenges employers and business owners face in the capital area.

## Employers Are Willing to Consider Child Care-friendly Workplace Policies

Employers can play a key role in supporting their employee's child care needs, leading to a more engaged and satisfied employee participating in the workforce. The high cost of care can severely impact many parents' and caregivers' ability to be successfully employed.

*Nearly three-quarters of parent and caregivers have experienced job attendance trouble because of child care circumstances, and nearly two-thirds have experienced productivity or performance trouble.*

**44%**

Employers were least likely to consider providing onsite child care

Employers are willing to do more to support employee child care needs:

Child care staff indicated their top three priorities when searching for a job:

-  Emergency or backup care assistance
-  Information about financial assistance for child care expenses
-  Information about child care availability in the area
-  Direct financial assistance for child care expenses

Some employers are currently implementing child care-friendly workplace policies:



Flexible scheduling and/or remote work options



Financial support



Information about child care availability in the area



Information about financial assistance for child care expenses

## Costs, Regulations, and Unfair Benefit Distribution Cited as Top Barriers for Employers Wanting to Support Employee Child Care Needs

### Major barriers

- The cost of providing child care benefits
- The regulatory burden of providing onsite child care
- Concerns about liability for employer-sponsored child care
- Concerns about unfair benefit distribution

### Moderate barriers

- Concerns about unfair benefit distribution
- Cost of providing child care benefits
- Lack of information about employee needs
- Concerns about liability of employer-sponsored child care

# Business Leaders Believe Policymakers Must Prioritize Creating a Strong Child Care Pipeline

Overall, employers and business owners agreed that child care should be a priority for policymakers and that the following priorities are very important.



- Increasing the supply of child care
- Increasing the quality of child care
- Supporting the child care industry and workforce
- Making child care more affordable for families
- Funding child care as a public good, like K-12 education
- Funding programs that support child care, business, and family collaboration (such as Tri-Share)

“

*The biggest challenge for employees would probably have to be finding last-minute child care coverage or work coverage when a child is sick.”*

“

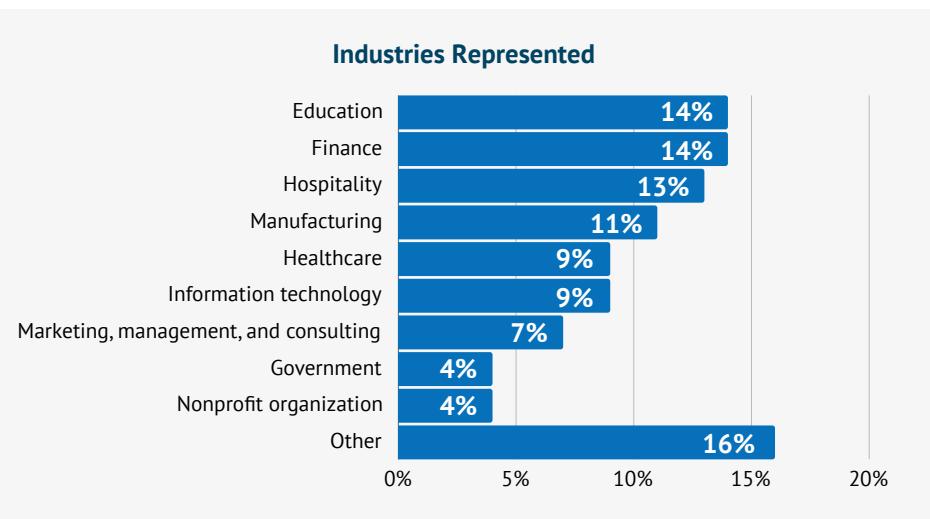
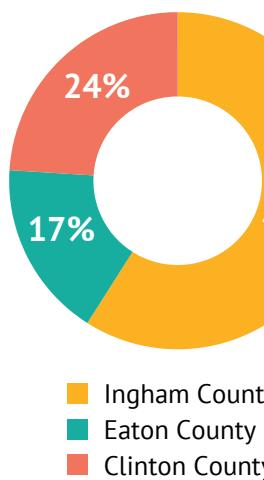
*Anything that can be done in our local area to increase the availability and quality of child care would be beneficial to the whole community. The cost of child care is also something that must be considered.”*

“

*From my perspective, the cost associated with child care is the biggest hurdle for most individuals.”*

## Participant Demographics

58 responses total



For more information about the Capital Area Child Care Coalition or to get involved, please visit [purelansing.com/childcare](http://purelansing.com/childcare).



United Way  
of South Central  
Michigan



PUBLIC SECTOR  
CONSULTANTS