

# Child Care Support Services

## Issue:

Workers must miss work because they are unable to find child care, or they work a shift not covered by typical child care options.

## Possible Solution:

Make child care referral assistance available as part of your employee programs, especially for second and third shift employees. To help support your employees on second and third shift, identify a direct referral to an overnight child care provider. If such provider is not available in your area, consider switching this employee to a day shift.

## HR Sample Policy:

Alternate Title: Child Care Referral Services

The company recognizes that many working parents face challenges due to unreliable or unavailable childcare options. As a valued employee, we want to assist you in finding suitable childcare support. Our Employee Assistance Program (EAP) can provide referrals to child care providers in the area. The referral list includes providers covering each shift that we operate. Of course, the company makes no guarantee about the quality of services of the provider and requires that each employee independently visit, research or otherwise assess the suitability of any childcare provider referred through this program or otherwise.

## CONSIDERATIONS

- (1) For companies with multiple shifts, consider a partnership with a local childcare provider with 24/7 operations.
- (2) A partnered service, as referenced above, can also be useful on days when schools are closed due to inclement weather.