



ChildCareGroup



*We know your neighborhood.
And we know child care.*

We drive the same streets.

We watch the local news.

We've gained over a century of experience.

For us, it's what makes the difference between

extraordinary community-based child care

and a line item in an HR benefits package.



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Every day, ChildCareGroup is responsible
for providing or managing the care of more than 14,000
children from low-income families.



Your company depends on employees who depend on child care in order to work. Their child care problems can adversely affect their job performance and your bottom line.

A recent survey of 5,000 employees of a national company found that 57% of the women and 33% of the men with children under the age of six had lost time from work in the preceding month due to child care problems. In another study, nearly 25% of the participants stated they had considered quitting their jobs due to child care problems. Since the average cost of employee replacement is 150% of a manager's annual compensation package and 75% of a non-manager's annual compensation package, employees' unmet child care needs can be costly.

ChildCareGroup Resource and Referral can help! We offer solid experience in a full range of child care services delivered by experts who live and work in the same communities as you and your employees.



CHILD CARE INFORMATION SERVICES

Consultation and Referral provides your employees personalized consultation on choosing child care, using the most comprehensive, accurate, and up-to-date source of information available. We conduct a customized search for each employee who contacts us to find vacancies with providers who can meet the employee's needs. Our consultants have a wealth of information at their fingertips to help your employees make the right choice, and they can offer solutions to your employees' concerns about parenting and child development.

FaxPax® is a quick and simple child care referral option. Employees just complete a questionnaire and fax it to us. Our consultants conduct a customized search and send referrals back to your employees. Each FaxPax® includes the "Working and Parenting" portfolio, an outstanding, easy to read and simple to use collection of materials that answer the most frequently asked questions about child care, child development, and parenting.

Working Parent Seminars are designed as an effective way to help employees gain confidence in their ability to balance work and family life. A one or two hour seminar at the worksite provides a valuable forum in which to share concerns and solutions for coping with the demands of working and raising a family. Topics include *Nuts and Bolts of Choosing Child Care*, *The Work and Family Crunch*, *Making Time for Family, Work and Yourself*, *The Roller Coaster Teen Years*, *The Single Parent Experience*, and many more.



CHILD CARE PLANNING SERVICES

Needs Assessments address the unique blend of employees' needs, management's objectives, and available resources to assist you in determining the right child care response for your company. ChildCareGroup's Resource and Referral consultants thoroughly assess employees' current and projected needs and interview key managers to determine their expectations. Options are analyzed for their appropriateness, cost, and potential utilization. Based on the findings, customized child care plans are offered.

Evaluation of Corporate Child Care Initiatives includes both program and cost/benefit evaluations. We also can help your company with programs to focus on the expansion of child care supply, quality improvement, and the development of specific child care initiatives.

CHILD CARE PROGRAM DESIGN AND DELIVERY

Design and Management of Work Site Child Care Centers encompasses every phase of planning, design, and operation. Along with our nationally-acclaimed model of Relationship-Centered Child Care[®], our staff bring expertise in facility planning, food service, financial and human resource management, parent programs, and staff development.



No company is too big or too small, no location too far for ChildCareGroup to be able to help. If you have employees in distant locations, we will serve them through a network of local organizations whose services parallel our own. We have served clients throughout Texas and across the nation, from California to New Hampshire.

Employees with young children spend an average of nearly 14 hours arranging child care, with 80% of that being work time. There is no single benefit you could offer to employees that has such a significant impact on your bottom line as the right child care service.

If you disregard your employees' child care needs, they won't go away. But your employees might. Call on us to help.

The right child care arrangement is essential to a parent's employment. It also is essential to the development of the work force of the future – today's young children. ChildCareGroup's Resource and Referral is uniquely positioned to help families, employers, and communities secure good child care.

Recent studies have confirmed what child care professionals and parents have known for years: much of the available child care is inadequate. This means your employees do not leave their concerns about their children's care outside your company's doorstep. A recent survey found that 44% of parents worried at least some of the time and 22% of parents worry most of the time about their children when they are at work.

Thirty-six percent of parents attribute increased absenteeism and lost work hours specifically to parenting responsibilities.

ChildCareGroup works to improve child care in your community and to help your employees make informed child care choices. Because we are in your community, we know commuting patterns, we know where your employees are most likely to find child care that meets their needs, we know the licensing requirements and subsidy programs, and we know which child care providers are in the news – and why.

Choosing child care is a very personal and serious decision. Your employees will value direct access to local experts who understand their concerns and who know the child care environment in their neighborhoods.

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Resource and Referral

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