

Quality Child Care = Ready Workforce

In our **COUNTY** and **COUNTRY**, mothers with young kids work, hold significant positions within their organizations, and support their families.

70% of mothers in the U.S. work

64% of mothers with children under 6 work

45% of working mothers are in management, professional and related occupations

75% of employed mothers work 30+ hours per week

54% of married-couple families with children under 6 have both parents working

82% of single fathers work

Working parents need affordable, safe, reliable child care so they can be productive employees.

In Westchester...

88% of employers report that at least 1/4 of their employees are women

59% employ women as more than 1/2 their workforce

80% of employers report that at least 1/4 of their employees have children



The Importance of Affordable, Reliable Child Care

Child care issues lead to employee absenteeism, tardiness, and reduced productivity, and translate into direct costs for employers, including turnover.

Nationwide...

45% of working parents miss at least 1 day of work every 6 months due to child care breakdowns

\$3 billion is the annual cost to employers of unstable child care

\$650-\$1,000 is the per employee/per year cost to employers of unscheduled absences due to child care

75%

of Westchester employers

recognize that child care issues have an impact on productivity/attendance



Employers who invest in child care support for their employees, including resource and referral information, reap many benefits.

Nationwide...

42% of parents say that child care was an important part of their decision to work where they do

19% of parents turned down another job because they feared losing worksite child care

83% of Westchester employers

agree that providing resources and benefits related to child care helps with recruitment and retention of quality employees

93% agree that providing resources and benefits related to child care generates positive public image

Working parents should not have to choose between affordable child care and maintaining a job.

44% of Westchester's working parents have had trouble paying for child care in the last 6 months

41% of those parents cut back working hours as a result

DID YOU KNOW?

In 2014, the **U.S. ranked 19th** among developed nations for % of women in the workforce.

In Westchester, child care costs an average of **\$1,470 per month**; if it was more affordable and accessible, women might not have to choose between their career and quality early care for their child(ren).

The Child Care Council Works For Westchester Employers

Westchester parents employed by 2,000 different companies called the Council last year, representing a wide array of business sectors, including:

- Healthcare
- Education
- Government
- Retail
- Non-Profit
- Hospitality
- Biotech
- Finance

We help working parents find, choose and get assistance to pay for quality child care.

Since 2008, we've assisted **21,604 families** with their child care needs.

In 2015, **2,144 parents** called us for help. We assisted 919 families with the child care subsidy.



Employees are a business owner's most valuable resource. For nearly 50 years, the Child Care Council of Westchester, Inc., has connected working parents to child care resources and referrals, so they can be more present and productive at their jobs.

Westchester and regional businesses had multiple employees, from various levels within their organizations, call us for assistance with child care.*

- Board/Department of Education
- Citibank
- Columbia University
- Goldman Sachs
- IBM
- JP Morgan Chase
- McDonalds
- Montefiore Medical Center
- Morgan Stanley
- New York City Department of Education
- New York Police Department
- NY Presbyterian Hospital
- New York State
- Open Door Family Health Centers
- PepsiCo, Inc.
- Target
- The Mount Sinai Medical Center
- United States Postal Service
- VA Hospital
- Westchester County Department of Social Services
- Westchester Medical Center
- White Plains Hospital

**Partial list*

Working parents from 57 different Fortune 500 Companies – including Apple, Microsoft, Pfizer, American Airlines, Kraft, and Entergy – called the Council in 2015.

DID YOU KNOW?

Access and affordability of child care are often a barrier to employment. In 2015, the Council assisted **200+** parents who were unemployed at the time of contact.

Investment in Child Care is an Investment in Your Business and Our Future

DID YOU KNOW?

Quality early care = better career and higher earnings

A child who receives high quality early education and enters kindergarten ready to learn is more likely to graduate high school and college: that translates into a high school graduate **earning \$1.3 million more** than a high school dropout, and graduates statewide **earning \$1.5 billion more** than dropouts.

These high earners avoid welfare (**saving \$19+ million over the next generation**) and keep others employed through their spending.

It's proven that pre-K investment provides the greatest rate of return in human capital.

Sources:

Bright Horizons Family Solutions (brighthorizons.com)
Child Action Inc. (childaction.org)
Child Care Council 2016 Westchester Parent Survey
Child Care Council 2016 Westchester Employer Survey
U.S. Bureau of Labor Statistics
U.S. Census Bureau

We envision a day... When every child in Westchester has access to quality, education-based early care during school hours and after school, their parents are present and productive at work, employers are running profitable organizations, and the next generation of employees is developing the tools for success.



We're Here For You

On a daily basis, the Council is a resource to your employees who have children - helping them find care, resolve issues, and access financial resources - to minimize loss of time and productivity as a result of unmet child care needs.

Long term, better early care directly translates into a more ready workforce, and nothing is more fundamental to your ability to grow your business, and for our county to retain and attract businesses.

Contact us today for assistance with your employees' child care needs.



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