

STABILIZING YOUR WORKFORCE THROUGH CHILD CARE

A PRACTICAL GUIDE FOR EMPLOYERS

THE REALITY EMPLOYERS ARE FACING:

CHILD CARE CHALLENGES DON'T STAY AT HOME—THEY SHOW UP AT WORK.

For many employees, a lack of reliable child care leads to missed shifts, last-minute call-offs, reduced productivity, and difficult decisions about whether they can stay in their roles at all.



FOR EMPLOYERS

This creates instability that is often difficult to fully explain or address.

This is not just a personal issue for employees. It is a workforce issue that impacts operations, retention, and long-term growth.

HOW THIS SHOWS UP IN YOUR ORGANIZATION:

CHILD CARE CHALLENGES OFTEN APPEAR INDIRECTLY, BUT THE IMPACT IS REAL.



YOU MAY BE SEEING:

- Increased absenteeism and last-minute call-offs
- Employees struggling to maintain consistent schedules
- Higher turnover, especially among working parents
- Reduced productivity or disengagement
- Managers spending more time adjusting coverage and solving short-term gaps



**IF EVEN ONE OF THESE IS HAPPENING
CONSISTENTLY, CHILD CARE MAY BE PLAYING
A LARGER ROLE THAN IT APPEARS.**

WHAT EMPLOYERS CAN ACTUALLY DO:

Many employers assume child care is outside of their control. In reality, there are practical ways to support employees, and they don't all require large investments.

LEVELS OF SUPPORT OVERVIEW:

Foundational Support

LEVEL 1

- Sharing reliable child care resources and referrals
- Providing employees with access to guidance and support
- Increasing awareness of available programs and options

Expanded Support

LEVEL 2

- Offering financial assistance or subsidies
- Partnering with local providers
- Adjusting policies to better support working parents

Strategic Investment

LEVEL 3

- Exploring on-site or near-site child care options
- Contracting care slots with providers
- Building long-term workforce support strategies



THE RIGHT APPROACH DEPENDS ON YOUR
ORGANIZATION, YOUR WORKFORCE, AND YOUR GOALS.

MANY EMPLOYERS CAN TAKE MEANINGFUL ACTION IMMEDIATELY, WITHOUT BUILDING NEW INFRASTRUCTURE.

Most employers don't realize they can offset a significant portion of child care investment through available **tax credits** and **existing benefits**.

2026

High-Impact, Low-Lift Moves You Can Activate Now:

Dependent Care Account (DCA)

optimization: The federal limit increased from \$5,000 to \$7,500. Reviewing, strengthening, and clearly communicating this benefit is one of the fastest ways to support working parents.

Section 45F Child Care Tax Credit:

Expanded significantly in 2026 (up to \$500,000-\$600,000). Many employers are eligible but unaware. Proper structuring can offset the cost of child care initiatives.

Shift-Aligned Support: For workforces with non-traditional hours (manufacturing, healthcare, logistics), identifying providers with extended-hour capacity or alternative models can immediately reduce call-offs and coverage gaps.

THESE ARE PRACTICAL ENTRY POINTS THAT CREATE VISIBLE IMPACT QUICKLY, AND CAN SCALE OVER TIME.

WHAT THIS LOOKS LIKE IN PRACTICE:

1

An employer experiencing high absenteeism and turnover among working parents partnered with CCRN to better understand the issue.

2

Through employee surveys and workforce analysis, they identified gaps in access to reliable child care.

3

CCRN helped the organization explore realistic options, connect employees to resources, and implement targeted support strategies.

4

As a result, the employer saw improved attendance, increased employee stability, and reduced strain on managers.

HOW WE SUPPORT EMPLOYERS

CCRN IS NOT JUST A REFERRAL SERVICE.

We partner directly with employers to understand how child care is impacting your workforce and to implement solutions that are realistic, targeted, and sustainable.



We Help You Understand What's Actually Happening

Most organizations don't have clear visibility into how child care is affecting attendance, retention, and performance.

WE HELP YOU:

- Identify where child care gaps are impacting your workforce
- Pinpoint which roles, shifts, or teams are most affected
- Gather direct input from employees through surveys and insights

THIS GIVES YOU A CLEAR, DATA-INFORMED STARTING POINT — NOT ASSUMPTIONS.

We Design Solutions That Fit Your Organization

There is no one-size-fits-all model for employer-supported child care.

WE HELP YOU EVALUATE & BUILD SOLUTIONS SUCH AS:

- Partnerships with local child care providers
- Reserved care slots for employees
- Subsidy or reimbursement programs
- Policy and scheduling adjustments aligned with care availability
- Exploration of on-site or near-site care (when appropriate)

EVERY APPROACH IS TAILORED TO YOUR WORKFORCE, YOUR OPERATIONS, AND YOUR BUDGET.

We Connect You to Trusted Local Resources

Finding reliable, high-quality child care is one of the biggest barriers for working families.

WE HELP:

- Connect you with vetted local providers
- Navigate availability and capacity challenges
- Provide guidance on quality, licensing, and fit

THIS REMOVES THE BURDEN FROM YOUR TEAM AND YOUR EMPLOYEES.

We Help You Navigate Funding and Incentives

Many employers are unaware of available funding, tax credits, or partnership opportunities — especially recent changes.

WE HELP YOU:

- Identify and apply the **Section 45F employer child care tax credit** (including 2026 expansion)
- Evaluate and optimize **Dependent Care Account (DCA)** benefits for your workforce
- Structure programs in a cost-effective, tax-advantaged way
- Explore participation in initiatives like the **Empire State Child Care Share** pilot, where applicable

OUR GOAL IS TO MAKE SOLUTIONS FINANCIALLY REALISTIC — AND TO ENSURE YOU'RE NOT LEAVING AVAILABLE FUNDING ON THE TABLE.

We Support Implementation, Not Just Strategy

This is where many efforts fall short.

WE STAY INVOLVED TO HELP YOU:

- Turn recommendations into actionable plans
- Coordinate with providers and partners
- Roll out programs internally
- Communicate benefits clearly to employees

YOU'RE NOT LEFT WITH A REPORT. YOU'RE SUPPORTED THROUGH EXECUTION.



What This Looks Like in Practice

Manufacturing Employer

150+ EMPLOYEES

Struggling with absenteeism and shift coverage tied to unreliable child care.

- Identified high-impact roles and shifts affected by care gaps
- Secured partnerships with local providers for reserved slots
- Implemented a modest subsidy program tied to attendance

Result: Improved shift reliability and measurable reduction in call-offs within the first 90 days.

Healthcare Organization

MULTI-SITE

Facing retention challenges among entry-level and mid-shift staff.

- Conducted workforce assessment to uncover specific care barriers
- Aligned scheduling practices with local child care availability
- Connected employees with Licensed/Registered programs in good standing

Result: Increased retention in key roles and improved employee satisfaction.

Professional Services Firm

Wanted to differentiate in recruiting but lacked a clear child care strategy.

- Designed a child care benefit framework aligned with workforce needs
- Identified funding opportunities to offset employer cost
- Built internal communication plan to position benefit effectively

Result: Stronger recruiting conversations and improved offer acceptance rates.

WHAT THIS COULD LOOK LIKE FOR YOUR WORKFORCE:

If child care is impacting your workforce, the opportunity is not just to react — it's to stabilize and strengthen how your organization operates.

WITH THE RIGHT APPROACH, YOU CAN:

REDUCE absenteeism and last-minute callouts

IMPROVE retention, especially among working parents

INCREASE schedule reliability across teams and shifts

STRENGTHEN recruitment by offering meaningful, differentiated support

REDUCE the operational burden on managers



This doesn't require a massive overhaul.

Most employers start with a clear understanding of their workforce needs and implement targeted solutions that are practical and scalable.



**CCRN HELPS
YOU TAKE THAT
FIRST STEP,
AND BUILD
FROM THERE.**

THE CCRN IMPACT

WHAT YOU WILL WALK AWAY WITH:

From an initial engagement with CCRN, employers typically gain:

- Clear visibility into how child care is impacting their workforce
- A prioritized set of opportunities based on real employee needs
- Practical solution pathways aligned with budget and operations
- Access to trusted local providers and resources
- A roadmap for implementation — not just ideas



**IF YOU'RE SEEING
SIGNS THAT CHILD
CARE IS IMPACTING
YOUR WORKFORCE:**

The next step is to understand what's actually happening, and what you can do about it.

In a consultation with CCRN, you will:

- Discuss the specific challenges you're seeing
- Identify where child care may be affecting your workforce
- Explore realistic solutions based on your organization
- Understand what implementation could look like

THIS IS NOT A SALES PITCH

**IT'S A WORKING SESSION
DESIGNED TO GIVE YOU CLARITY
AND DIRECTION**

SCHEDULE A CONSULTATION:

Explore what this could look like for your organization.

VISIT:

wnychildren.org/consultation



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