

ACCGOV Childcare Hive

Are the unique childcare demands of ACCGOV employees going unmet in the childcare marketplace? Can ACCGOV help fulfill the demand?

Childcare

It's far more than a women's issue – or even a family issue. It's a business challenge. And, according to new data, providing childcare is also a potential boon for the bottom line. A growing body of research documents the relationship between the availability of quality childcare and benefits to organizations, including reduced absenteeism, employee turnover, and productivity loss, as well as improved reputation and recruitment of skilled employees. The lack of access to childcare is also a major barrier to women's labor force participation across the globe, contributing to a gender gap of 18 percentage points – a gap which, if closed, could add \$12 trillion to GDP by 2025. It is for this reason that organizations are offering their employees childcare benefits.

Problem statement

“This idea was spurred by inclement weather days.

When CCSD (and/or surrounding county schools) closes their doors due to inclement weather – there are few alternatives for working parents to have childcare. This becomes an issue for ACC when employees can’t make it to work. So this is where the idea was formed. Childcare for inclement weather days so working ACC employees can still do their job. BUT childcare in general is an issue and some municipalities have childcare facilities for their employees. So I am open and just excited the topic is being explored.”

- Suki Janssen
Solid Waste Director

ACCGOV Childcare Benefit: Dependent Care FSA

The Dependent Care Flexible Spending Account lets employees use pre-tax dollars to pay for eligible employment-related dependent care expenses. It sets money aside from the employee's paycheck before taxes are taken out.

Employees can then use these funds to pay for eligible dependent care expenses throughout the plan year. Employees save money on expenses they're already paying for like daycare and preschool. Setting aside pre-tax dollars means employees pay fewer taxes and increase their take-home pay.

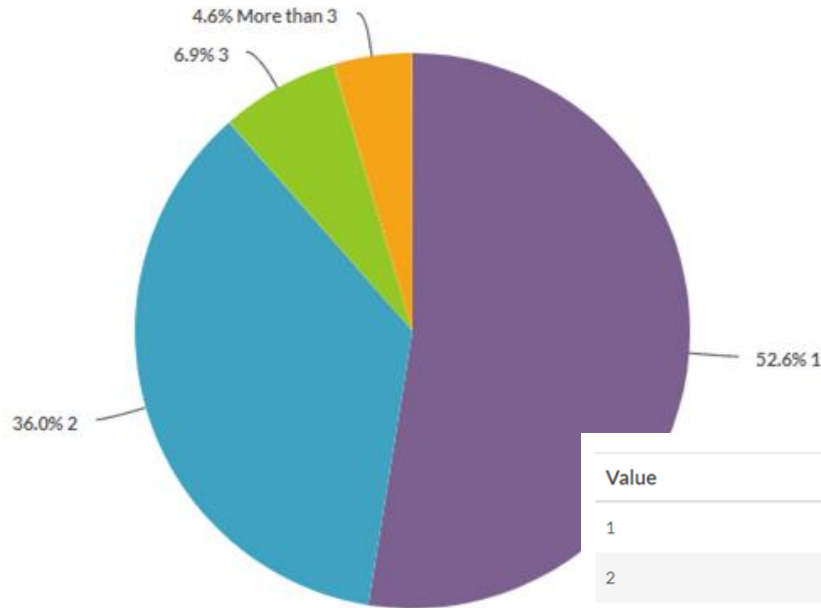
See <https://www.accgov.com/7814/Dependent-Care-Flexible-Spending-Account>

A decorative header featuring a honeycomb pattern with hexagons in various shades of yellow and orange.

ACCGOV Employee Childcare Survey

See <https://app.surveygizmo.com/explorer/report-view/id/4686341/view/74> for the complete survey.

How many children do you have who require childcare while you work?



- ~300 ACCGOV Dependent children need childcare
- 181 Responses to Survey
- ~10% of the ACCGOV workforce
- There may be more employees that require childcare that did not respond to the survey
- Survey was conducted by email; a large segment of ACCGOV employees do not have email

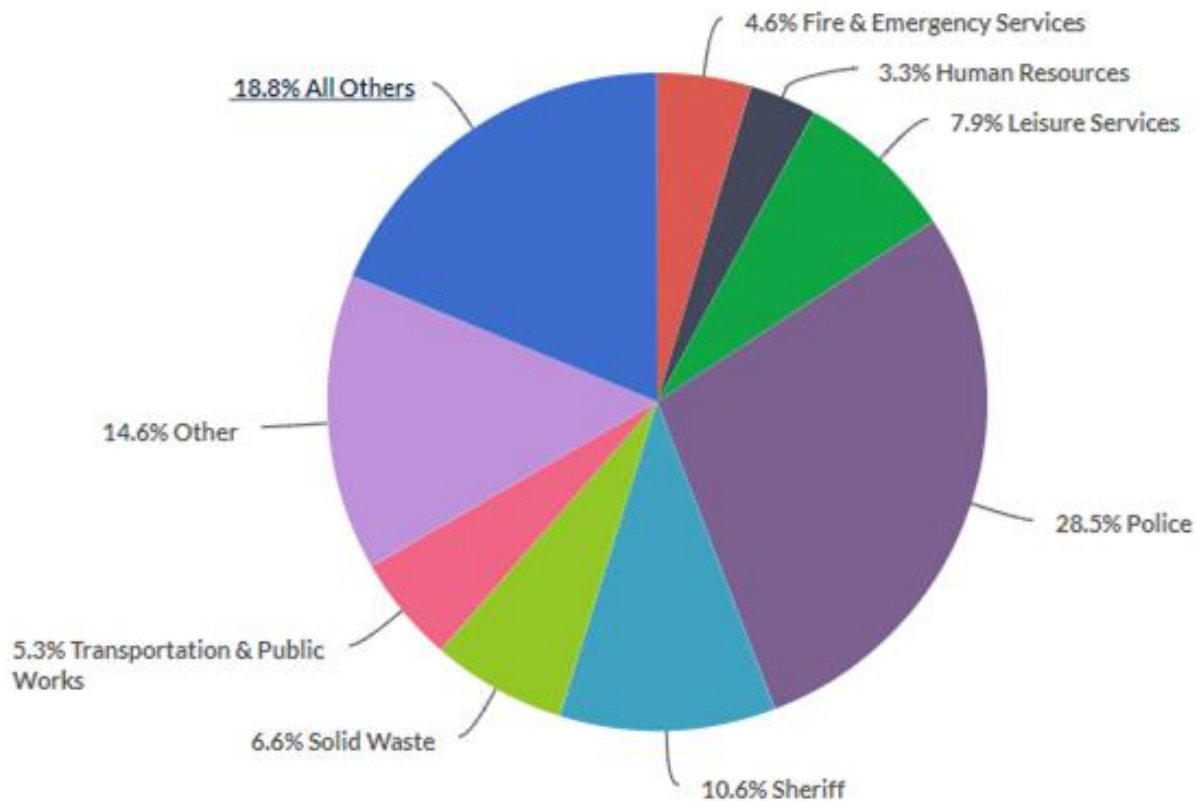
Value		Percent	Responses
1	<div><div></div></div>	52.6%	92
2	<div><div></div></div>	36.0%	63
3	<div><div></div></div>	6.9%	12
More than 3	<div><div></div></div>	4.6%	8
Totals: 175			

Average weekly cost per child for childcare

The weekly cost response was all over the spectrum. Grandma is frequently subsidizing childcare.

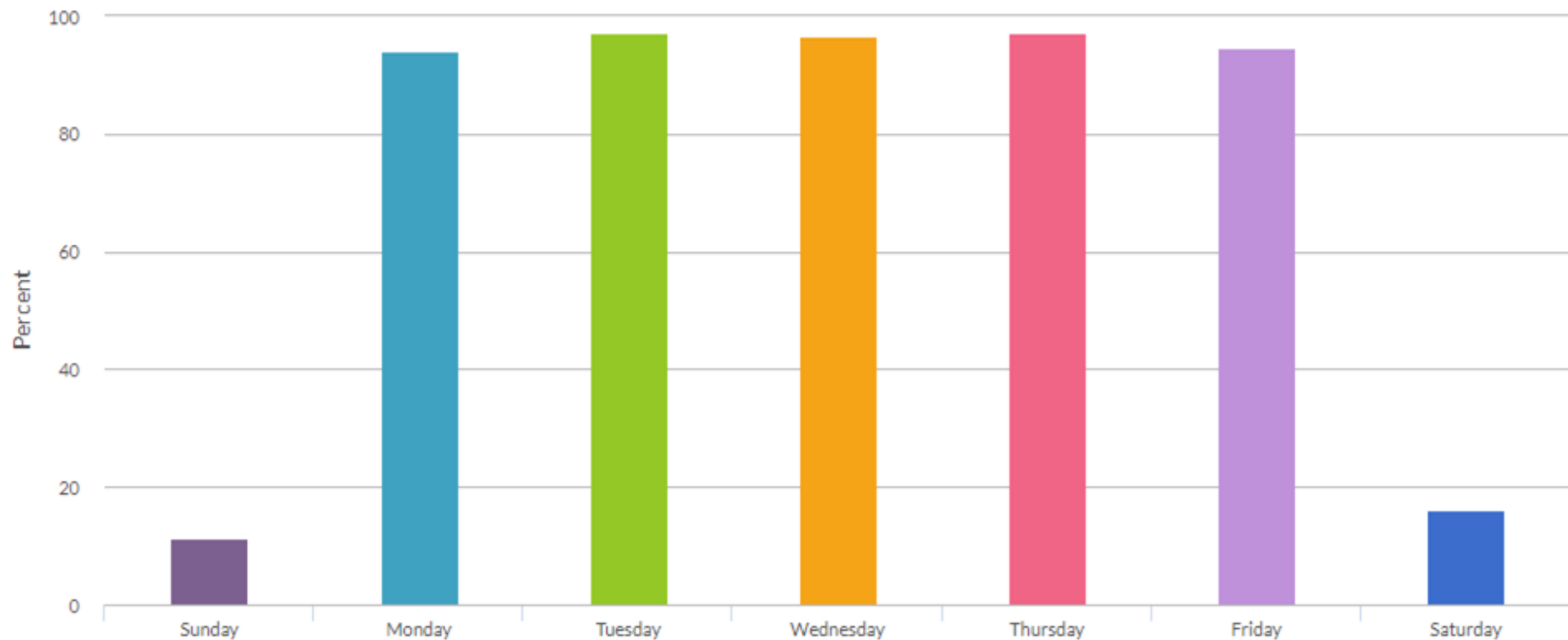


What department do you work for?

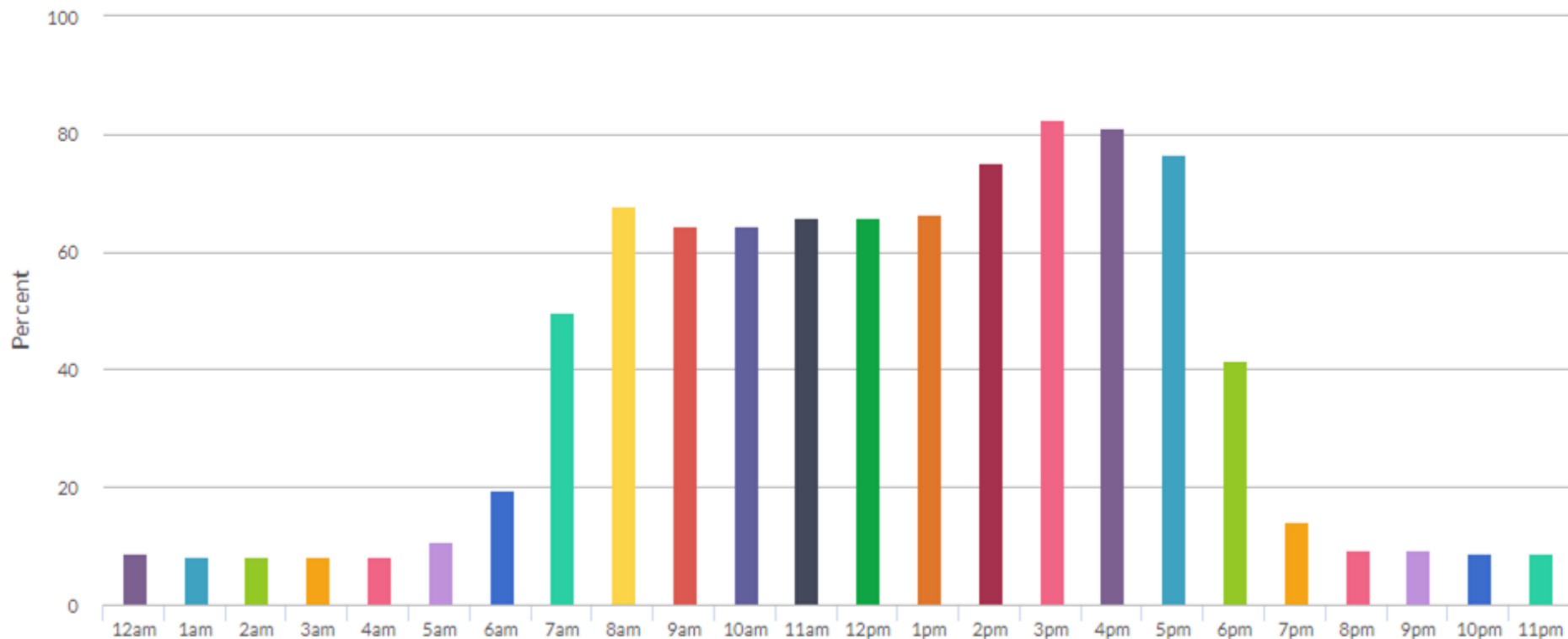


~44% of the respondents were public safety employees

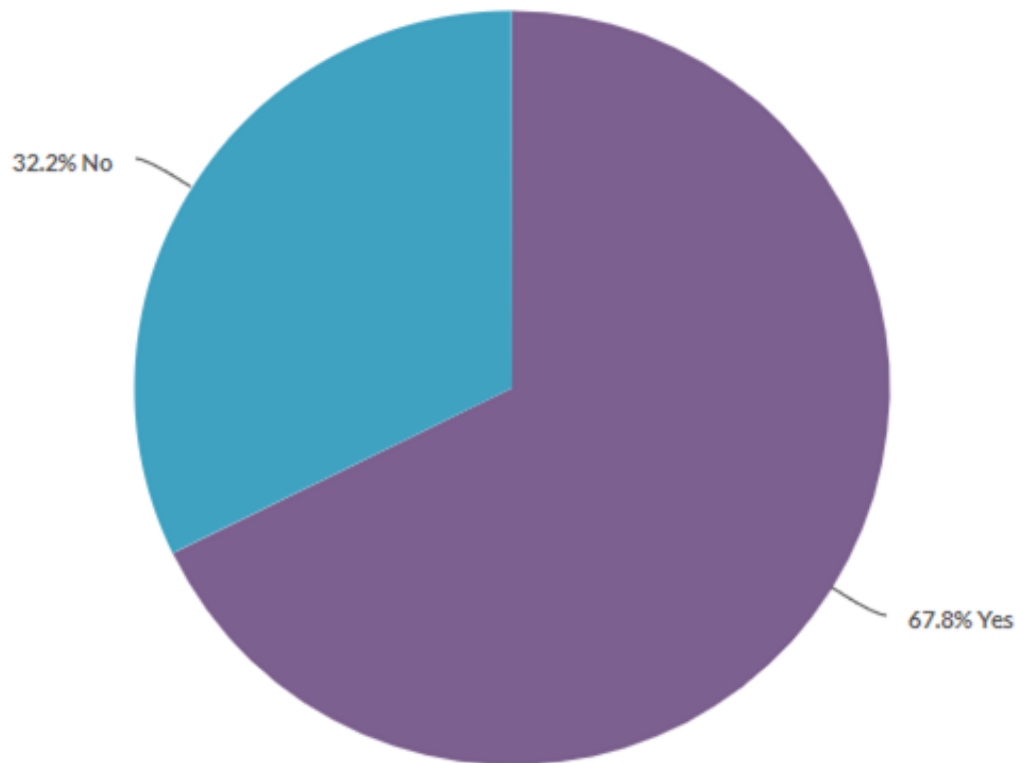
What days of the week do you require childcare?



What hours of the day do you require childcare?



Do you work during inclement weather events?



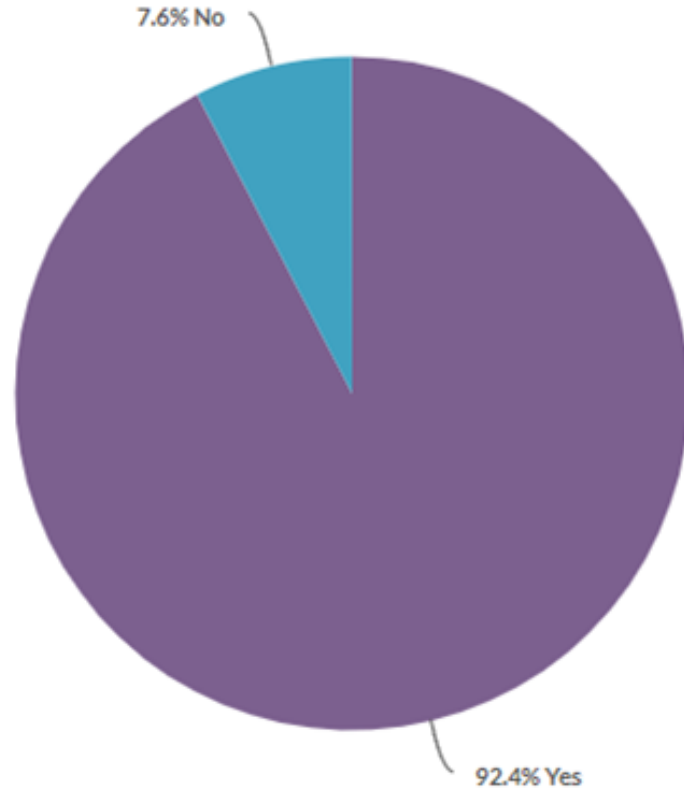
How many days in the past year did you miss work because of childcare issues?

Minimum = 0 days

Maximum = 25 days

Average = ~10 days

If ACCGOV offered childcare, would that help retain you as an employee?



Childcare: it's really 3 different problems for ACCGOV employees

- Traditional childcare M-F 8am-5pm, after school, and summer demand
 - The marketplace and individuals parents should supply the demand
- Sat/Sunday childcare; M-F outside 8am-5pm
 - These are unique demands not adequately supplied by the marketplace
- Inclement weather events where emergency services employees have to report to work regardless of snow, school closings, etc.
 - These are unique demands not adequately supplied by the marketplace



Field trip to Piedmont's Facility



CHILD DEVELOPMENT CENTER



About Piedmont Athens Regional Child Development Center

- Serves children 6 weeks up to 5 years, 6:30 A.M. – 7:30 P.M. Monday – Friday (\$190 per week)
- Goal is to break-even
- Offer drop-in childcare (\$45/day) and backup childcare (\$15)
- Open to the public
- Open during inclement weather
- Opened with the anticipation they would meet weekend and after-hours childcare needs. After opening, they did not have the demand for “after-hour” services to sustain those operations.
- Large capital investment; goal is for operation to break-even
- See <http://piedmontathenschildcare.com/> for more information



Proposed Solutions

Proposed Solutions

Explore partnerships with entities that have already solved some of these problems for their employees, namely Piedmont and UGA.

Consider standing up a temporary childcare facility for inclement weather events. The temporary childcare solution could utilize a leisure services facility, schools, or some other facility the county controls. The facility could be staffed with volunteer employees. ACCGOV could mandate that employees expecting to use such a facility must pre-register their children.