



THE LASTING IMPACT OF EMPLOYER-SPONSORED CHILD CARE CENTERS

The Lasting Impact of Employer-Sponsored Child Care Centers offers valuable data about child care as a powerful organizational strategy. Conducted by **Horizons Workforce Consulting**® along with Russell Matthews, PhD, assistant professor of psychology at Bowling Green State University, the study looked at responses from 3,100 parents, at nearly 200 organizations, all of whom had children at **Bright Horizons**® employer-sponsored child care centers. Findings were additionally supplemented with data from Horizons Workforce Consulting's own proprietary survey database of child care needs assessment studies of more than 100,000 respondents over the past fifteen years.

"I can't say enough about the employer-sponsored child care. It is a big reason I came back to work. I don't think I could have come back without it."



Employer-sponsored child care centers support organizations by solving employees' child care challenges. By providing high-quality, affordable, and conveniently located care, employers eliminate a significant source of worry, stress, and distraction, and as a result benefit from engaged and committed employees who are willing and able to put in their best performances. The following data highlight the broad impact child care centers have on employers and their organizations.

PRODUCTIVITY

- 95% of respondents say employer-sponsored child care enables them to concentrate on the job
- 93% say it enables them to meet job expectations
- 87% of respondents say access to child care enhances their productivity
- 79% say it enables them to volunteer for things not formally required of their job

More than one in seven respondents indicate that they have turned down or not pursued a potential job change in order to maintain access to an employer-sponsored child care center. Of those who turned down a job:



Respondents are **85% less likely** to have seriously considered leaving their employer due to child care difficulties in the last six months compared to control group parents.*

*Control group represents respondents from Horizons Workforce Consulting's proprietary survey database of child care needs assessment studies with more than 100,000 respondents over the past fifteen years.

“This is what I have always wanted to find in a workplace, and it is rare, but very beneficial. It not only gives me a better feeling about my employer, but eases my mind on many levels.”



JOB SATISFACTION & ENGAGEMENT

RECRUITMENT

- 84% of respondents who had children when they started at their organization say employer-sponsored child care was important in their decision to join the company
- More than half of respondents who did not have children when they started at their organization say the availability of child care was important in their decision to join the company
- 96% of respondents are likely to recommend their employers to other working parents

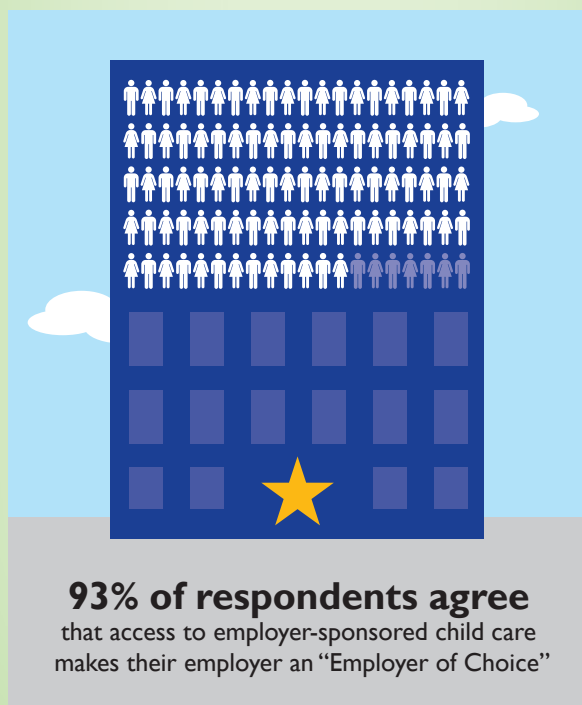
RETENTION

- 92% of respondents say that employer-sponsored child care would be important in considering a job change
- 90% of respondents indicate that employer-sponsored child care makes them more likely to continue to work for their organization
- 88% of respondents indicate that it was important in their decision to return to work after the birth or adoption of a child
- 82% of male respondents note the center's importance in their return to work

WELL-BEING & STRESS

- 95% of respondents say employer-sponsored child care positively impacts their ability to balance their work and family responsibilities
- 92% of respondents agree that it positively impacts their overall well-being
- 91% agree that it helps them to manage their stress levels

- 95% of respondents say employer-sponsored child care provides them with added flexibility at work
- 85% say it is important to their job satisfaction
- 76% of respondents rank it as the best or among the best employer benefit (excluding healthcare)



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