



THE LASTING IMPACT OF EMPLOYER-SPONSORED CHILD CARE IN HEALTHCARE ORGANIZATIONS

The Lasting Impact of Employer-Sponsored Child Care in Healthcare Organizations offers valuable data about child care centers as a powerful organizational strategy for healthcare employers. Conducted by **Horizons Workforce Consulting**[®] along with Russell Matthews, PhD, assistant professor at Bowling Green University, the study looked at responses from more than 700 healthcare employees, all of whom had children at **Bright Horizons**[®] employer-sponsored child care centers. Findings were additionally supplemented with comparisons to a control group culled from Horizons Workforce Consulting's own proprietary survey database of child care needs assessment studies of nearly 25,000 healthcare respondents over the past fifteen years.



Employer-sponsored child care centers support healthcare organizations by enabling employees to work without worries about their children's care. With dependents cared for in high-quality, affordable, and conveniently located centers, employees are freed of the stress and distraction that can compromise safety and patient care, and healthcare employers benefit from workforces that are engaged, committed, and willing and able to work their best.

The following data illustrate the distinct advantages realized by healthcare employers and their employees utilizing Bright Horizons employer-sponsored child care centers.

PRODUCTIVITY:

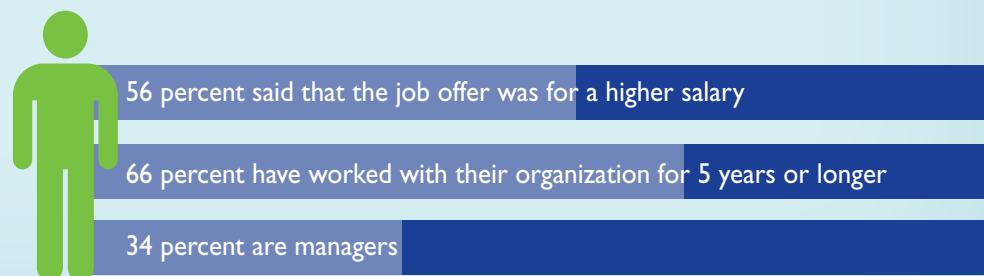
- 95 percent of respondents say employer-sponsored child care enables them to concentrate on the job
- 93 percent say it enables them to meet their job-performance expectations
- 85 percent of respondents say access to child care enhances their productivity

RECRUITMENT

- 96 percent of respondents are likely to recommend their employer to other working parents
- Of healthcare respondents whose organizations had an on-site child care center when they were hired, nearly two-thirds felt the presence of child care at their place of employment was important in their decision to join the company

RETENTION

- Respondents are 92 percent less likely to have seriously considered leaving their employer due to child care difficulties in the last six months compared to control group parents
- 15 percent of respondents indicate that they have actually 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:





"Having the peace of mind that he is just a few steps away from me has a positive impact on my total well-being."

"I am on time and dedicated. I work hard because I like my job and I like the child care my child receives. I remain happy and my child is happy as well. Without this great child care I would not work."

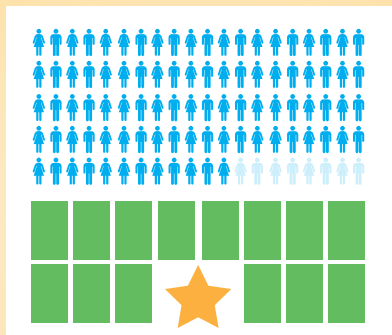
- 91 percent of respondents say that employer-sponsored child care would be important in considering a job change
- 88 percent of respondents indicate that employer-sponsored child care makes them more likely to continue to work for their organization
- 88 percent of respondents indicate that child care was important in their decision to return to work after the birth or adoption of a child

WELL-BEING AND STRESS

- 93 percent of respondents say employer-sponsored child care helps them achieve a good work/life balance
- 91 percent of respondents agree that it positively impacts their overall well-being
- 91 percent agree that it helps them to manage their stress levels

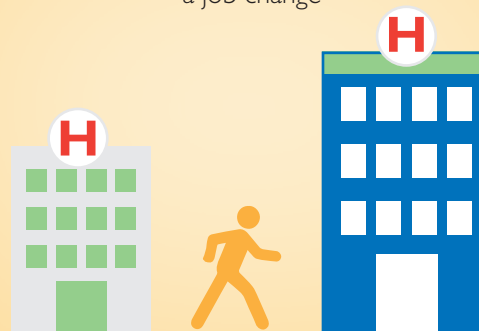
JOB SATISFACTION & ENGAGEMENT

- 93 percent of respondents say employer-sponsored child care provides them with added flexibility at work
- 86 percent say it is important to their job satisfaction



92 percent of healthcare respondents agree that access to employer-sponsored child care makes their employer an "Employer of Choice"

91 percent of respondents say that employer-sponsored child care would be important in considering a job change



ABOUT HORIZONS WORKFORCE CONSULTING

Horizons Workforce Consulting partners with employers across industries to increase the effectiveness of their people strategies. To learn more about this study or other studies, please contact Horizons Workforce Consulting at 800-453-9383 or clientservices@brighthorizons.com.

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