

EMPLOYER SUPPORTED CHILD CARE

How Montana Business Can Assist Their Workers



TIER 1 - ORGANIZATIONAL PRACTICES

Family-friendly business practices are policies and practices that help employees to balance work and family. These include paid family leave which guarantees a job after returning from leave for a child, or parent and providing flexibility in work options like reducing the workweek to four days and flexible work locations such as teleworking and job sharing.

Another popular business practice is the “bring an infant to work” program. Child Care Connections (CCC) has this policy and allows newborns to come to work until they begin crawling. It is hard to find infant care, so this allows families time to find quality care and makes it easier for nursing mothers to care for their infants.

Family Friendly Business Practices

Telework Options and Job Sharing

Reduced Work Time Options

Infant at Work Program

Help Connect Employees with Quality Child Care

Breastfeeding Accommodations and Breaks

TIER 2 - FINANCIAL ASSISTANCE

There are several options for pre-tax accounts to pay for child care including the dependent care assistance plans (DCAP) that both employer and employees contribute to. Flex spending and health savings accounts can also be setup for dependent care help with medical expenses of dependents, too. Employers can also help families pay for care with voucher or reimbursement programs designated for dependent care. Up to \$150,000 of this type of assistance for employees can be claimed on a business’s taxes annually.

Family paid leave supports families when a baby is born, or they need to care for a family member, and comes with tax benefits for employers.

Providing families with information on available assistance like the Best Beginnings Scholarship, and other community programs offers a great amount of support.

Offer a Dependent Care Assistance Plan (DCAP)

Flexible Spending Accounts

Employer Child Care Subsidies

Provide information about financial assistance

Voucher or Reimbursement System

Offer Family Paid Leave

TIER 3 - ACCESS TO CARE

Improving access to care takes more funding and planning but can reap long-term rewards, increasing longevity and productivity in employees. Offering a place for parents to bring sick children and emergency or back-up child care enables parents to work during difficult times to find care. You can also reserve spaces for employees at a licensed child care facility.

A child care consortium is several businesses coming together to form a child care for the business's children. Similarly, a child care co-op model is similar usually run by the parents with employer support of start-up costs or use of building space.

And then, of course, there is both on-site and off-site child care that this created and set up by the business.



PUBLIC POLICY

Public policy and legislation impact the accessibility and affordability of child care in Montana. Limited access to child care impacts the ways that families can participate in the workforce. Talking to your policymakers is an important way to advocate for early childhood issues and support the families that work in your community. We encourage you to get involved and make sure your voice is heard. To learn more you can visit the [Public Policy Page](#) on our website, where you can find tools to engage with policymakers and updates about legislative issues impacting early childhood in Montana.

This information was collected from Family Forward MT. For additional resources regarding Employer Supported childcare visit FamilyForwardMT.org



CHILD CARE
CONNECTIONS

FOR ADDITIONAL ASSISTANCE OR QUESTIONS CONTACT:
TAMMY CHRISTOFFERSON, NEW PROVIDER SUPPORT SPECIALIST
TAMMY@CCCMONTANA.ORG
(406) 548-3671 | (800) 962-0418
CCCMONTANA.ORG

This project is funded (in part) under a contract with the Montana Department of Public Health and Human Services. The statements herein do not necessarily reflect the opinion of the Department.

