



Child Care is a **business & economic** development issue



Building a healthier local economy **together**

Shawnee County has a workforce shortage.

A major contributing factor is the lack of quality child care.

This is an economic development issue. And **every business** in Shawnee County has a stake.

Family Forward is addressing the child care shortage by bringing businesses, families and child care providers together:

- to create hundreds of new child care slots
- to build a business culture that is family-friendly & family-forward
- to build a parent assistance fund

IT PAYS TO INVEST IN CHILD CARE BENEFITS

for each **\$1** on child care benefits = **\$1-\$4.25** to the employer

HOW? Reduced absenteeism, reduced tardiness & lower rates of attrition.

You're already paying for it **\$123.6** million*

This is the estimate of what our child care shortage is costing Shawnee County each year in lost income, reduced business productivity & lost tax revenues.

*Source: Study by Boston Consulting Group (BCG) and Moms First.

*Source: Bipartisan Policy Center

ACT

YOU HAVE A ROLE TO PLAY: CHAMPION FOR CHILD CARE

Businesses who are Champions for Child Care get a return that far exceeds their investment. Ways you can do this:

LISTEN. Ask your current employees what they need.

FLEXIBILITY. Flexible work hours reduce absenteeism and improve productivity.

CARE SAVINGS PLANS. Dependent Care Assistance Program or Dependent Care Flexible Spending Account help set your benefits apart.

VOUCHERS. Remove the stress by helping parents access available child care with slots you reserve for them.

SUBSIDIES. Child care is expensive, but replacing employees is too. Financial support will help retain employees with children.

BACKUP CARE. Have resources to help when things come up. Foster teamwork and supportiveness. Take advantage of tax credits to finance the cost.

ONSITE CARE. This benefit will attract and retain top talent. Take advantage of tax credits to finance the cost.

PUBLIC ADVOCACY. Help our whole community be the best place to live, work and raise a family.

GIVE

The Family Forward Fund, administered by the Topeka Community Foundation, is for parents who need tuition assistance to afford child care. Child care can cost more than \$10,000 per year per child. Your support is an investment in keeping our workforce engaged and productive.

Join our growing list of Champions for Child Care and encourage others to do the same.



Tax credits for businesses

There are tax credits and incentives available from both the federal and state government to encourage businesses to invest in child care for their employees. **Many of these credits and incentives go unused.**

- The federal credit is typically 25% of child care expenses, plus 10% of resource and referral expenses, with the annual maximum of \$150,000.
- The state credit (Schedule K-56) can offset up to \$45,000 in year 1 and \$30,000 per year after that in facility and equipment costs.

Work with your tax advisor to find out how to make these credits work for you.



Take a small step. Take a big step. **Every step moves us forward.**

Visit www.FamilyForwardNow.org to learn more, get resources and get connected.