



TALENTFIRST

Vision. Insights. Solutions.



EMPLOYER CHILDCARE TOOLKIT

Access to affordable, reliable childcare is one of the strongest drivers of workforce participation and retention—particularly for working parents in frontline, hourly, and early-career roles. When childcare is unstable, employees miss work, reduce hours, or leave the workforce entirely. Employers that explore childcare solutions can strengthen their talent strategy while improving productivity and retention.

BY THE NUMBERS

The cost of inaction is high:

\$2.88B

lost in Michigan
economic
activity annually

\$2.3B

in childcare-
related turnover
and absenteeism

63%

of employees missed
work in the past
three months

16%

of employees left a
job in the last 6
months due to
childcare challenges

PRACTICAL SOLUTIONS FOR TODAY'S WORKFORCE

Our **Employer Childcare Toolkit** equips business leaders with research, resources, and practical solutions to support working families and strengthen their workforce. What you'll find:

- ✓ Employee tax assistance options
- ✓ Financial assistance program options
- ✓ Access the Michigan's Great Start to Quality childcare network
- ✓ Potential employer-provided benefits
- ✓ And much more at TalentFirst.net

EXPLORE
THE
TOOLKIT



WHAT WEST MICHIGAN LEADERS ARE SAYING:

“Childcare solutions are investments that pay dividends for employers, families, and communities.”

Sean P. Welsh
President
PNC Financial



EMPLOYER-SPONSORED CHILDCARE SOLUTIONS

- ✓ Flexible schedules
- ✓ Childcare stipends or reimbursements
- ✓ Flexible Spending Account support
- ✓ Reserved slots with local providers
- ✓ Onsite or partnered childcare
- ✓ And more

Childcare breakdowns are a leading cause of workforce exit, especially for working parents of young children. Replacing an employee costs 50–200% of their annual salary when you factor in recruiting, on-boarding, and lost productivity. Childcare support helps employees stay—protecting institutional knowledge and reducing churn. It helps with:



Recruitment &
Retention



Stability &
Productivity



Long-term
Organizational Success

THE BOTTOM LINE—CHILDCARE SOLUTIONS:

- ➔ Expand the available workforce
- ➔ Improve attendance and reduces absenteeism
- ➔ Strengthen retention and reduces turnover costs
- ➔ Support shift-based and nontraditional schedules
- ➔ Increase productivity and employee engagement
- ➔ Strengthen equity and economic mobility
- ➔ Advance long-term talent strategy and community competitiveness

When employers invest in childcare solutions, families thrive—and so do businesses. **Let's build a stronger workforce TOGETHER.**



talentfirst.net/childcare-toolkit



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