



SAN DIEGO COUNTY WORKING FAMILIES INITIATIVE PROPOSAL

Child Care is Everyone's Business

Challenges – Parents Perspective



Productivity and performance at work

As a result of child care problems have you ever:



Challenges – Parents Perspective

Percent of parents who report leaving the workforce for the following reasons

Unable to find childcare solutions that meet needs

58%

Health and safety concerns

48%

Desire to spend more time with children

35%

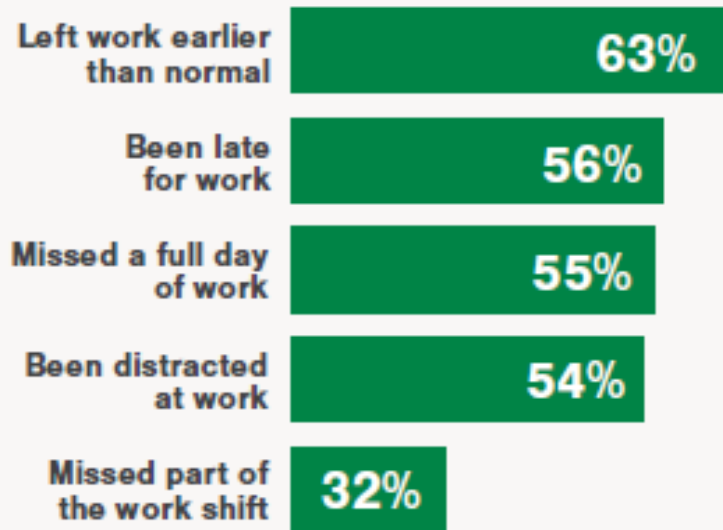
Cannot afford childcare

26%

Challenges – Employers Perspective

Time and effort at work

As a result of child care problems have you ever:



ReadyNation: Want to Grow the Economy? Fix the Child Care Crisis, 2019

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89% of employers are looking for solutions to child care for their frontline workers but don't feel equipped to take the next steps.

U.S. Chamber Foundation Survey 2020

Child Care and the Economy are Linked

Parents

- Lost earnings now from lower productivity and less work experience
- Extra costs of job search for alternative work and child care arrangements
- Lost earnings in the future from lower productivity, less work experience, and lower skills upgrading

Businesses

- Lost revenues now from lower output
- Extra costs to rehire quits and cover absenteeism
- Extra costs to manage disrupted workers
- Lost revenues in the future from lower output

Taxpayers

- Lost tax revenue now from lower GDP
- Lost sales and consumption tax revenue
- Lost tax revenue in the future
- Increased social costs for parents who drop out of the workforce

ReadyNation: Want to Grow the Economy? Fix the Child Care Crisis, 2019

The Business Case



Employee
Performance

Organizational
Growth

Recruitment &
Retention

Community
Standing

Brand Impact

Six Family Friendly Practices

1) Company Support for Working Parents

2) Flexible & Predictable Work Schedules

3) Dependent Care Flexible Spending Accounts (FSA)

4) Lactation Support

5) Paid Parental Leave

6) Child Care Assistance: On-site or Financial



Six Critical Support Recommendations for Business

Supports for Working Parents

- *Indicate that a company is inclusive and supportive of families*
- *Understanding of needs and challenges of employee parents*
- *Provide peer-to-peer support for employees who are juggling the needs of employment and parenthood*
- *Provide a conduit of parenting resources to families*

Flexible & Predictable Work Schedules

- *Make work hours/schedules as predictable as possible*
- *Make earnings more consistent week-to-week to help families*
- *Flexible schedule when returning from leave*
- *Use of PTO to care for sick family members*
- *Flexibility or unpaid leave to attend school conferences or events*

Dependent Care Flexible Spending Accounts (FSA)

- *Dependent care flexible spending account and/or dependent care assistance plans*

Lactation Support

- *Support workplace lactation beyond the requirements of the law: since 2002, California has required employers of 50+ employees to provide reasonable time and location for employees for lactation*
- *Adopt lactation policies*

Paid Parental Leave

- *Provide paid leave for new parents (mothers, fathers, partners)*
- *Augment or extend the leave provided by California's paid family leave program*

Child Care Assistance

- *On-site or work-adjacent child care that is provided at a discount and/or waitlist preference for your employees*
- *Provide direct financial assistance*

First 5 San Diego Working Families Initiative

Educate

- *Six Family Friendly Practices*
- *Business Case/Mutual Benefit*
- *Cross-Sector Partners*

Encourage

- *Promote*
- *Cross-Sector Partners*
- *Support and Assist*

Recognize

- *Family Friendly Employers*
- *Supporter: Achieve 3*
- *Champion: Achieve 5 or more*



Potential Partners

- Child and Family Advocacy Organizations
- Parent Organizations
- Business/Trade Organizations
- Chambers of Commerce
- Economic Development Councils
- Workforce Organizations
- Philanthropic Organizations
- Community Organizations



First 5 San Diego Strategic Plan

Vision

All children ages 0 through 5 are healthy, are loved and nurtured, and enter school as active learners.

Values

Inclusion | Partnership | Families | Children | Communities | Prevention | Results

Mission

First 5 San Diego builds the early care and education systems and supports needed to ensure our County's youngest children are safe, healthy and ready to succeed in school and life.

Core Functions

- Investing in systems change
- Advocating for policy change
- Convening experts and partners
- Building capacity

Strategic Directions

- Resilient Families
- Coordinated Systems of Care
- Integrated Leadership
- Sustained Funding

Recommendation

- Adopt Concept: San Diego Working Families Initiative
- First 5 San Diego as Convener, Catalyst, and Organizer
- Next Steps:
 - First 5 San Diego Staff Further Develop Concept
 - Cross-Sector Partners
 - Landscape Scan of Supporting Programs and Activities
 - Identify Resources Required and Sources



QUESTIONS?

Thank you