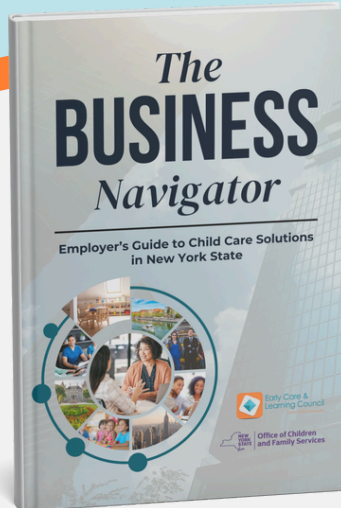


THE BUSINESS NAVIGATOR

Employer's Guide to Child Care Solutions in New York State



The Business Navigator is a guide designed to help employers understand their employees' child care needs and connect them with relevant tax credits, employee benefits, HR services, and other child care resources.

Included in the Guide

- No-cost or low-cost strategies towards supporting child care needs
- Suggestions for HR departments
- Information on navigating tax credits
- Extensive mapping tool for finding care
- Contact information for local Child Care Resource Centers (CCRCs)

Quick Wins to Implement



CCRC support- free child care referrals to families



Dependent Care Assistance Plans (DCAPs)

Working Parent Support
—Employee Assistance Programs (EAP)



Bring Your Baby to Work Program (until 6-8 months of age)



Paid Family Leave



Flexible scheduling

80%

of employees feel more loyalty to employers who provide flexible working arrangements.

The cost of employee turnover is

33%

of that employee's total compensation.

91,800

NY parents worked part-time due to child care problems in 2022; **86% were women.**

Visit the Website

Get access to all the tools and resources online and request your copy of the guide.



Benefits the Employer & Employee

- Improved employee recruitment and retention
- Increased productivity
- Enhanced overall workplace culture