

## **Action Plan 1:**

# **Introduce new childcare solutions at work**

### **Goal:**

To assess the current state of parent needs and policies for a clear view of how your company can build stronger employee loyalty, laying groundwork for strategic, well-prioritized action plans moving forward.

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### **Step 1: Assessment**

In addition to identifying the current agreed-upon parental policies, this step is an opportunity to identify knowledge gaps within your teams, such as clarity about employees' childcare challenges or how parental responsibilities are affecting absenteeism or turnover.

### **To do:**

- ☐ Clarify current parental policies, if any.
- ☐ Review existing HR or dependent data; identify how many employees have children, and the ages of their children.
- ☐ Review absenteeism and turnover data.
- ☐ Learn more about childcare availability and costs in your employee community. The Wisconsin Department of Children and Families offers a list of family and group childcare programs by county [here](#).

### **Result:**

- › Clarity on the numbers regarding parents in your workforce and any knowledge gaps.

## Step 2: Gather employee input

Through a quick workforce survey, you can clarify the challenge childcare poses for your workforce, and gather data to quantify the ways company efforts can make the most immediate and impactful changes.

### To do:

- ☐ Conduct employee surveys (The Wisconsin Department of Children and Families offers a turnkey version [here](#); you can add company-specific questions or request inputs specific to knowledge gaps revealed in step one).
- ☐ Encourage managers to conduct employee listening sessions and conversations about childcare challenges.
- ☐ Consolidate inputs.

### Result:

- › Understand greatest employee needs.
  - › A working parents' group to assess and develop possible solutions.
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## Step 3: Identify resources and potential partners

Consolidating information about childcare simplifies a time-consuming step for your employees. In addition, you can take advantage of what other employers have learned who face the same challenges.

### To do:

- ☐ Identify childcare providers located in your business area. The Wisconsin Department of Children and Families offers a [Childcare Finder](#) with a radius location search to simplify this step.
- ☐ Research childcare organizations in your area who can serve as a resource.
- ☐ Contact your local chamber of commerce to connect with businesses/organizations who implemented childcare benefits.

### Result:

- › An updatable list of local childcare providers for employees.
- › A list of potential partners as future solutions are developed.

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and resources, visit**

[forceforgrowth.wi.gov](https://forceforgrowth.wi.gov)

