

Identifying the need for employer supported childcare

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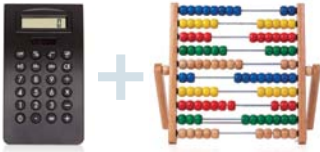
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If you are trying to understand how much employer support childcare would benefit your workforce, and/or are assessing what is the best support available then we suggest you start by reviewing:

1. How many people in the organisation are male/ female?
2. How many people have children?
How many children do they have? And what are the typical ages?
How many women returned from maternity leave? How easy did they find the transition back to work?
3. What childcare do they currently use? Is it working?
Do they need additional help with childcare arrangements?
4. Would they appreciate having advice and guidance on the different care options available and which care solutions work best together?
5. Are there times where they can't find alternative childcare arrangements at the last minute when their usual arrangements breakdown? Would they value having access to last minute nurseries, nannies, childminders and holiday clubs?
6. Do they prefer to have childcare near work or near home?
7. Do they work late some nights or find themselves needing additional childcare outside of the usual 9am-5pm office hours?
8. In a time where usual childcare arrangements breakdown what type of care would they prefer to use? E.g. a qualified nanny, childminder or nursery space etc?
9. How many miles from work do they live?
10. How do they travel to work? Car/rail/bike/tube?
Could they bring a child to work with them if there was on-site childcare?



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