A Lift for After-School Programs

George Soros, the philanthropist, has announced that he will contribute up to $25 million annually for five years to create new after-school programs in the New York City schools. His one condition is that the grants are matched three to one by private and public contributions. The potential total, $100 million, could make an enormous difference to the city's children, but even a smaller sum would help a great deal. For years, educational leaders have lamented the lack of activities and adult supervision for children after school, particularly in impoverished areas. School buildings are available for use, but many stand empty after 3 o'clock because there is no money to pay for staff.

The Soros project could dramatically change the picture. The funding would go to community-based organizations that would design and run the after-school programs. School principals would have to agree to the use of their buildings. The plan is to serve 6,000 students this fall with programs running from 3 P.M. to 6 P.M. at 20 schools. Over time, the aim is to make such opportunities available throughout the city school system.

An effective program could extend a child's school day by half, bringing professional arts groups into the schools, offering structured academic tutoring, even connecting teen-agers to community service projects. The possibilities for academic and cultural enrichment are substantial. The question now is whether the private and public sectors will rise to Mr. Soros's challenge.

City Council Speaker Peter Vallone has proposed spending $25 million in city money on after-school programs. Although Gov. George Pataki recently and regrettably vetoed $5 million for after-school programs, there are other sources. The Board of Education could dig into the schools budget, and other private benefactors could step forward. This is a smart investment in the city's children and in its future.

CHILD CARE LEGISLATION -- 105th CONGRESS, Second Session
1998

BILL	Funding Amount	Subsidies	Quality Activities	Other Targeted Child Care Activities	Dependent Care Tax Credits (DCTC)	Employer Incentives	Other Features
President's Child Care Initiative *announced 1/7/98*	$21.7 billion over 5 years.	Provides an additional $7.5 billion in mandatory funding over 5 years through the CCDBG to increase the amount of child care subsidies available to working families, doubling the number of children served by the grant by FY 2003.	Establishes a new Early Learning Fund -- $3 billion over 5 years -- which provides challenge grants to communities (distributed to states) to support programs to improve early learning and the quality and safety of child care for children ages zero to five. Funds may be used for a variety of activities. Also supports enforcement of state child care health and safety standards, provides scholarships to up to 50,000 child care providers per year, facilitates background checks on child care providers, and invests in research and consumer education.	Expands the 21st Century Community Learning Center program by $800 million over 5 years to provide funds to school-community partnerships to establish or expand programs for school-age children, providing after-school care for 500,000 children per year. The President's Initiative also includes a collaborative effort involving numerous federal agencies to eliminate duplication and better coordinate federal funding for after-school programs in three to five pilot cities. Invests $3.8 billion over 5 years in order to meet the goal of serving one million children in Head Start and doubling the number of children served by Early Head Start by 2002.	Invests $5.2 billion over 5 years in the DCTC, increasing tax credits for three million working families with incomes below $60,000.	Includes approximately $500 million over 5 years for tax credits to businesses that provide child care services for their employees, building or expanding child care facilities, operating existing facilities, training child care workers, reserving slots for employees at child care facilities, or providing child care resource and referral services to employees. The credit covers 25% of the qualified costs (maximum credit -- $150,000/year)	Includes research on child care issues that could benefit low income families, innovations in the use of technology to promote distance learning and interactive computer programs in provider education and training, and demonstration projects to test new approaches to help new parents who choose to stay home to care for newborns or newly adopted children. Also includes a national center for child care statistics and a child care hotline.

admin

Side by sides —
our initiative &
Tauscher's bill

BILL	Funding Amount	Subsidies	Quality Activities	Other Targeted Child Care Activities	Dependent Care Tax Credits (DCTC)	Employer Incentives	Other Features
H.R. 3686 **Tauscher (D-CA)** *introduced 4/1/98* <u>Co-Sponsors</u> Allen (D-ME) Capps (D-CA) Clayton (D-NC) Condit (D-CA) DeLauro (D-CT) Frost (D-TX) Harman (D-CA) Kennedy (D-RI) Lofgren (D-CA) Maloney (D-NY) Miller, G. (D-CA) Moran (D-VA) Slaughter (D-NY) Tanner (D-TN) Torres (D-CA) Woolsey (D-CA)	----	Increases the CCDBG discretionary funds by $1 billion for FYs 1999 - 2003 and targets 70% of the additional funds to the working poor and those transitioning from welfare to work.	Authorizes the Secretary to make challenge grants to eligible states to improve the quality of child care. Funds may be used for a variety of purposes including to: provide training to providers, improve child-staff ratios, pay for comprehensive background checks, expand parent education activities, and to improve the availability and quality of care for children with special needs. Requires States to conduct inspections and enforce existing child care standards. Defers loan repayment for a maximum of two years for students with a degree in early childhood education or a related discipline who work for not less than 30 hours a week as a child care provider.	Authorizes the Secretary to carry out research, demonstration projects, and other activities relating to child care. Some funds must be used to measure the effects of Federal and State efforts to improve child care. Amends the National School Lunch Act to allow family and group day care homes that have children in their care eligible for free or reduced price meals to be reimbursed for the cost of obtaining and preparing food for these children.	----	Authorizes grants to business consortia through the states to start child care centers. The consortium must be no fewer than five businesses and must match $2 for every $1 of Federal funds and $1 of state funds. Small businesses have priority for funding.	

[redacted]

Record Type: Record

To: Christine N. Macy/WHO/EOP

cc:

Subject: Tauscher Event

Nicole thinks that we should have about 1 page of talking points for this event. It will be a roundtable about childcare, but will have a substantial audience (150) composed of childcare providers, parents, teachers, advocates and so on.

Nicole believes the tps should go something like this:

1) Laud Tauscher for her leadership, not only in Congress, but also as an advocate for quality childcare before she entered government.
2) Thank everyone for coming together to share their thoughts and experiences.
3) Talk about how the challenges of Tauschers Congressional District mirror national challenges. The things they are worried about on a local level are the things that the President's child care plan is seeking to address.
4) Say that she really wants to hear from them.

I'll bring you down the background material, which is pretty comprehensive.

May 25, 1998

CHILD CARE EVENT AND ROUNDTABLE DISCUSSION
WITH REPRESENTATIVE ELLEN TAUSCHER

Date:	**Tuesday, May 26, 1998**
Location:	**Kids' Country, Greenbrook Elementary School** **Danville, California**
Time:	**2:00 - 3:15 pm**
From:	**Nicole Rabner, Brenda Costello**

I. PURPOSE

To spotlight the Administration's commitment to child care and join Representative Ellen Tauscher in examining the child care challenges and successes in her district.

II. BACKGROUND

The event will consist of a tour of Kids' Country, a model child care program located at Greenbrook Elementary School, and a roundtable discussion on child care.

<u>The San Ramon Valley School Age Alliance and Kids' Country</u>
The child care program Kids' Country was created in 1985 by the San Ramon Valley School Age Alliance (Alliance), when, a group of parents and community leaders came together to make high quality school-age child care available for the area's children. In particular, the Alliance fought for school-based care. The community rallied behind the Alliance, with many parents taking out second mortgages on their homes to fund the construction of the first facility in San Ramon, California.

Today, there are ten non-profit Kids' Country facilities, all operating in public schools and serving approximately 1,500 students. All ten facilities are in Ellen Tauscher's district. In some of the schools, additions have been built to accomodate the Kids' Country facility; in others, Kids' Country operates from a few classrooms. Serving children in grades K-5, the program is open from 7:00 am to 6:00 pm and throughout the summer. Children participate in Kids' Country for as few as five hours per week or as many as 35 hours per week. In addition to registration fees, the program charges $5 per hour.

[What a — idea weird]

The Kids' Country program offers a wide range of varied, age appropriate activities, such as arts, crafts, music, science, cooking, games and sports. The centers also operate two innovative programs, "Character Quest" and "Adventures in Peace Making," which teach conflict resolution skills. Another program, "Global Games," teaches about diversity.

<u>Kids' Country Program at Greenbrook School</u>
You will be visiting Greenbrook Elementary School, which enrolls approximately 700 students and has a strong focus on technology -- every classroom is wired to the Internet. Kids' Country

operates at Greenbrook Elementary School in its own on-site facility. It enrolls 120 children, with about 30-40 children participating in the program at any one time.

Representative Ellen Tauscher
Representative Ellen Tauscher, both a New Democrat and a Blue Dog, has been a leader in the House on child care during her first term in Congress. She has sponsored her own child care bill (summary attached), and is a member of the House Democratic Group on Child Care, which, as you know, plans after Memorial Day recess to introduce comprehensive child care legislation that incorporates many of the President's proposals. When she returns to her district, Rep. Tauscher routinely visits child care facilities and speaks to child care leaders. Rep. Tauscher's interest in child care stems from her career before public service -- Rep. Tauscher founded and ran a for-profit company that provided comprehensive background checks (including criminal checks) on potential child care workers. Rep. Tauscher also authored the *ChildCare Sourcebook*, a "how to" guide for parents to finding the right child care provider for a family's particular needs.

There are differences of opinion in California about the best way to provide information to parents on the backgrounds of child care providers. One way, now in California law, is called Trustline, a voluntary, not-for-profit service for parents about child care providers and facilities. In her Congressional race, Rep. Tauscher defeated the sponsorer of this California legislation (Bill Baker (R) who previously served in the State Assembly), and, as mentioned above, Rep. Tauscher has supported her own for-profit service and guide for parents. Because of this, it may be best to stay away from this topic.

III. PARTICIPANTS

Tour
The First Lady
Rep. Ellen Tauscher
Leonard Heid (HEED), Executive Director, Sam Ramon Valley School Age Alliance

Roundtable
The First Lady
Rep. Ellen Tauscher
Eight Participants (see attached bios)

IV. SEQUENCE OF EVENTS

V. PRESS PLAN

VI. REMARKS

Talking points prepared by Laura Schiller.

Q&A ON TOBACCO LEGISLATION AND CHILD CARE

Q. How is the spending apportioned in the manager's amendment of the McCain Tobacco Bill?

A. The manager's package contains key provisions to fund important public health programs, health research, and assistance for farmers. It also provides funding to states to be used for a variety of programs, including child care.

Approximately 22 percent of expected revenues from the legislation will go to fund research at NIH, CDC, and Agency for Health Care Policy and Research (AHCPR). Another 22 percent will fund smoking cessation programs, prevention and education programs, international tobacco control efforts, and a variety of enforcement efforts at both the federal and state levels to minimize smuggling and crack down on retailers who sell tobacco products to children. All proceeds from lookback surcharges will go to prevention and education programs.

Forty percent of expected revenues will go to states, with half unrestricted and half to be used for designated purposes -- the Child Care and Development Block Grant, the Safe and Drug-Free Schools Program, Eisenhower Grants, child welfare programs (Title IV-B), the Maternal and Child Health Block Grant, Substance Abuse grant programs, and a limited match for the Children's Health Insurance Program. This entire list is directed at the health and well-being of children and families most in need of assistance.

The remainder of expected revenues from the legislation will go to protect tobacco farmers and to provide assistance to their communities, through the mechanisms of the LEAF Act. Finally, excess revenues will go to the Medicare program.

Q. But how can the President sign a bill that does not contain real funding for child care or his class size initiative?

A. The McCain bill provides that 40 percent of funds received will go to the states, totaling $196.5 billion over 25 years. Half of these state funds must be used for designated programs to enhance the health and well-being of children and families most in need, including child care. If states were to spend their restricted funding in proportion to current expenditures (and use 6% for the Children's Health Insurance Program), about 45% of the funds, or approximately $5.5 billion over 5 years, could go to child care.

Q. Will the President support an amendment offerred by Senators Kerry and Bond to guarrantee funds from tobacco for child care?

A. We believe that, in its present form, the McCain bill is very good for child care -- we estimate that if states were to spend their restricted funding in proportion to current expenditures, about 45% of the funds, or approximately $5.5 billion over 5 years, could go to child care. However, the Administration will not oppose the Kerry-Bond amendment.

Roundtable Discussion on Child Care
Participants

First Lady Hillary Rodham Clinton

Representative Ellen Tauscher

Leonard T. Heid (HEED) -- *WILL ALSO CONDUCT TOUR*
Executive Director, San Ramon Valley School Age Child Care Alliance Kids' Country
Leonard T. Heid was appointed the Executive Director in 1993, coming out of retirement after thirty five years of service in the public schools of California to start a new career in school-age child care. Mr. Heid received a Bachelor of Arts degree in Elementary Education from the University of California, Santa Barbara and a Master's Degree in School Administration and Curriculum Development from San Francisco State College. He produced the first comprehensive K-12 Course of Study dedicated to the Fine Arts and Humanities for the State of California. Mr. Heid has taught at the post-graduate level in the fields of educational administration and curriculum development at Stanford University, St. Mary's college, Moraga CA and San Francisco State College. He currently serves as an at-large representative on the Board of Directors for the California School Age Consortium, which is dedicated to implementing the national standard of quality as adopted by the National School Age Consortium. In 1980, Mr. Heid's interest in school age child care began while working in the San Bruno, CA Elementary School District; there, it became apparent that the needs of working parents were not being met by other agencies. San Bruno's Board of Trustees made a commitment to try to solve the problem of school age child care needs like many other communities. This is when he first heard of the Kids' Country Alliance model and has been involved since that time.

Kate Ertz-Berger
Executive Director of the Contra Costa County Child Care Council
Ms. Ertz-Berger runs the Contra Costa Child Care Council is a private, not-for-profit corporation governed by a volunteer Board of Directors. The goal of the Council is to improve the availability, affordability and quality of child care and family services in the county by creating a comprehensive and integrated child care delivery system that allows for parental choice and is supported by a combination of public and private resources. Prior to her employment with the Council, Ms. Ertz-Berger directed child care and Headstart programs, Family Day Care Systems and a 4-C agency. She also designed and implemented strategies to stimulate employer-supported child care throughout the State of Massachusetts. Ms. Ertz-Berger serves on Contra Costa County's Local Child Care Planning Council, Women's Advisory Committee and is a member of the California Child Care Resource and Referral Network.

Diane Shinnerer
Founder of Kids Country

Ms. Schinnerer was the founder of the San Ramon Valley School Age Child Care Alliance and Kids' Country, where she served on the board for many years. Through her leadership, over $1.5 million have been raised in the community to create 800 new school age child care slots at local schools, to build libraries and to open and operate a senior center. Ms. Schinnerer received a Bachelor of Arts degree in Art History from Occidental College, Los Angeles and, in 1983, served as the First Mayor of San Ramon, CA. She has served on the Boards of the following agencies: United Way Board of Trustees, YMCA Corporate Board, San Ramon Library Foundation, Sand Francisco Bay Girl Scout Council, Mt. Diablo National Bank Board and the Eugene O'Neil Foundation Tao House Board. Her honors include Dublin-San Ramon, CA Citizen of the year, First San Ramon AAUW Woman of the Year and the first San Ramon Soroptimist of the Year.

Joe Ovick
Superintendent of Schools for Contra Costa County

Joseph Ovick is Superintendent of Schools for Contra Costa County, a county with about 1 million residents, 18 school districts and nearly 150,000 students. Dr. Ovick has been an educator for 28 years and still teaches classes despite his extensive administrative responsibilities. The issue of child care is a high priority for Superintendent Ovick. He is an active member of the corporate Board of Directors of the regional YMCA, the largest provider of child care in the county. He was Chair of the National Advocacy and Governmental Relations Committee for the Council for Exceptional Children, which frequently addressed and resolved child care issues. Dr. Ovick has been a member of the California Commission on Special Education, which made recommendations to the State Assembly and Senate and to the Governor on issues related to special education students, including child care. As Superintendent, he is responsible for, at various times, the program and finances of the Los Medanos College Pre-School Child Care Certifications programs. Dr. Ovick is an outspoken advocate in forums with parents, business, community and government representatives and the media for the best possible child care for Contra Costa's youth.

Jim Becker
Parent

Throughout his professional career, Jim Becker has designed, implemented, and evaluated youth and family programs, and currently serves as the Executive Director of the Center for Human Development in California. Despite his background, Mr. Becker was unprepared to deal with child care issues when he became a single parent in 1996. He had not needed child care in the past, and got a crash course on how to find, and pay for, quality care. He realized very quickly that fathers needed to be included in the child care debate, but that they were often missing. Mr. Becker was appointed to Contra Costa County's Local Child Care Planning Council in April, 1998, with the goal of helping fathers to understand that they have a role and a responsibility in working toward the solutions of child care issues. Mr. Becker lives in Antioch, CA with his three year old daughter, Marian.

D.D. Carson

Manager of East County Division of the Contra Costa County Child Care Council

A native of Charleston, South Carolina, D.D. Carson received her B.S. in Sociology from the College of Charleston. Mrs. Carson is a long-time advocate for children and children's issues and is currently the East County Manager for the Contra Costa Child Care Council, Contra Costa County's resource and referral agency for licensed child care. Mrs. Carson is a member of the National Association for the Education of Young Children as well as a member of the state and local chapters. She is also a member of the East County Area Action Committee, where she chairs the Youth and Family Committee. She served three years on the Contra Costa County Child Care Task Force. Mrs. Carson works very closely with the local community college where she sits on various committees and is very active in her community.

Sue Osborne

American Business Collaboration

Sue Osborne is an active member of the American Business Collaboration for Quality Dependent Care (ABC), a partnership founded in 1992 by 11 progressive corporations that committed $27 million to ensure that their employees had access to the quality dependent care services they needed. This groundbreaking initiative was the first partnership of its kind to combine significant financial support of leading companies to improve the supply and quality of child care and school-age care. Today the ABC includes 22 companies committed to invest $100 million through the year 2000. This is the largest private sector investment of its kind to date in dependent care services. Ms. Osborne is committed to exploring ways to use ABC as a model for implementing similar programs throughout the private sector. She is an employee with the Chevron
Corporation, a participant in the collaboration.

Neal Bowman, Age 11

Neal is a fifth grade student at Greenbrook Elementary School who has participated in Kids' Country for three years. His mother, Eleanor Axelrod, serves on the board of Kids' Country.

CHILD CARE IN THE 10TH CONGRESSIONAL DISTRICT

The 10th Congressional is often described as a microcosm of California. Geographically, it is a collection of cities, suburbs, towns, and rural stretches, and like California as a whole, the district has experienced tremendous growth over the past 25 years. Many newcomers have been families, attracted to the area's high quality schools and new suburbs.

There are a number of challenges that the 10th congressional district faces with respect to child care. In the district, where a large segment of the population commute to jobs outside of the area, there is a high demand for care during non-traditional hours. In Contra Costa County alone, 54% of children 5 years and younger, and 65% of children ages 6 through 13, live in households where either both parents or the single-parent head-of-household is in the labor force. Of the estimated 44,281 children 5 years and younger with parents in the labor force, about 22,583 are in child care outside the family. Of the estimated 65,519 children ages 6 through 13 with parents in the labor force, about 13,104 are in child care outside the family. Additionally, the district faces a shortage of both infant care and school-age care. Many facilities are in need of repair while others are in need of funding to expand to meet the growth in population. Delivery of child care remains an issue with trying to coordinate the supply of child care in one portion of our district with the demand in another area.

The district, like many districts throughout California, is faced with the prospect of the increased need for child care as a result of welfare reform. The challenge is how to help parents move from CalWORKS -- California's welfare reform plan -- to general subsidized child care. Many low-income families struggle to pay for the cost of care. Although agencies such as the Contra Costa Child Care Council receive funding to provide subsidized care to eligible families, there is still not enough subsidized centers to match the demand.

With an ever growing need for quality, affordable child care, the district is challenged with the task of creating more partnerships with businesses and schools to provide care. Organizations such as the Contra Costa Council, Kids' Country and local child care planning councils are working to find solutions. Similar to many areas throughout the country, the ability to attract quality, well-trained individuals to become child care providers remains an issue. The lack of funds to pay appropriate wages constantly remains an issue and concern.

On the bright side, the 10th Congressional district is fortunate to have dedicated, intelligent individuals who understand the challenges facing the child care community and are committed to working together to meet the needs of children and families.

program we're visiting & touring - it's in a school

OVERVIEW OF KIDS' COUNTRY

The San Ramon Valley School Age Child Care Alliance, KIDS' COUNTRY, was created in 1985 to provide before and after school age child care for children on their own elementary school campus within the San Ramon Valley Unified School district. The community began to rally behind the Alliance with many parents taking out second mortgages on their homes to fund the construction of the first facility in San Ramon, CA. The Alliance is administered by a Board of Directors which includes representatives from community organizations, local businesses, governmental agencies and parents. There are ten non-profit centers serving approximately 1,500 students with six sites in Danville, California and four in San Ramon, California. The centers are open year round from 7:00 AM to 6:00 PM, and parents contract for child care services. The program is available during the summer months when school is not in session.

The program offers a wide range of varied, age appropriate activities. Children explore arts, crafts, music, science, cooking, games and recreational activities. Students participate in sports programs with inter site games for all ages. Besides offering these enrichment programs, the centers also employ two innovative programs, "Character Quest" and "Adventures in Peace Making", which teach conflict resolution skills to promote a safe and secure environment for children. "Global Games", giving children a better understanding of the diversity in which they live, is another unique aspect of Kids' Country. Both programs seek to teach children conflict resolution skills and to build character and self-esteem. During the past year, Kids' Country's staff have presented workshops for building quality child care centers from Orland, FL to San Dieago, CA making stops in Newark, NJ, Charlotte, NC, Louisville, KY, Tulsa, OK and Chicago, IL.

Will lead HRC on tour of program

EXECUTIVE DIRECTOR
SAN RAMON VALLEY SCHOOL AGE CHILD CARE ALLIANCE
KIDS' COUNTRY

Leonard T. Heid was appointed the Executive Director on March 1, 1993, after coming out of retirement after thirty five years of service in the public schools of California, to start a new career in school-age child care.

Mr. Heid received a Bachelor of Arts degree in Elementary Education from the University of California, Santa Barbara and a Master's Degree in School Administration and Curriculum Development form San Francisco State College. He produced the first comprehensive K-12 Course of Study dedicated to the Fine Arts and Humanities for the State of California. Mr. Heid has had the opportunity to teach at the post graduate level in the fields of educational administration and curriculum development at Stanford University, St. Mary's college, Moraga CA and San Francisco State College. He currently serves as an at-large representative on the Board of Directors for the California School Age Consortium dedicated to implementing the national standard of quality as adopted by the National School Age Consortium.

In 1980, Mr. Heid's interest in school age child care was started when working in the San Bruno, CA Elementary School District when it became apparent that the needs of working parents were not being met by other agencies. San Bruno's Board of Trustees made a commitment to try to solve the problem of school age child care needs like many other communities. This is when he first heard of the Kids' Country Alliance model and has been involved since that time.

Program:
- Tauscher opens, intros participants, makes remarks, intros HRC
- HRC makes remarks
- open disc (Tauscher leads talk)

Roundtable Participants

1. Kate Ertz-Berger - Executive Director of the Contra Costa County Child Care Council
The Contra Costa Child Care Council is a private, not-for-profit corporation governed by a volunteer Board of Directors. As Executive Director, Ms. Ertz-Berger has the responsibility of overseeing an agency that has a goal to improve the availability, affordability and quality of child care and family services in the county through the creation of a comprehensive integrated child care delivery system which allows for parental choice and is supported by a combination of public and private resources. Previous to her employment with the Council, Ms. Ertz-Berger directed child care and Headstart programs, Family Day Care Systems and a 4-C agency. She also designed and implemented strategies to stimulate employer supported child care throughout the State of Massachusetts. Ms. Ertz-Berger serves on Contra Costa County's Local Child Care Planning Council, Women's Advisory Committee and is a member of the California Child Care Resource and Referral Network.

2. Diane Shinnerer - Kids Country Founder
Ms. Schinnerer was the founder of the San Ramon Valley School Age Child Care Alliance - Kids' Country where she served on the board for many years. Through her leadership, over $1.5 million have been raised in the community to create 800 new school age child care slots at local schools, to build libraries and to open and operate a senior center. Ms. Schinnerer received a Bachelor of Arts degree in Art History form Occidental College, Los Angeles and, in 1983, served as the first Mayor of San Ramon, CA. She has served on the Boards of the following agencies: United way Board of Trustees, YMCA Corporate Board, San Ramon Library Foundation, San Francisco Bay Girl Scout Council, Mt. Diablo National Bank Board and the Eugene O'Neil Foundation Tao House Board. Her honors include Dublin-San Ramon, CA Citizen of the year, First San Ramon AAUW Woman of the Year and the first San Ramon Soroptimist of the Year.

3. Joe Ovick - Contra Costa County Superintendent of Schools
Joseph Ovick is Superintendent of Schools for Contra Costa County, a county with about 1 million residents, 18 school districts and nearly 150,000 students. Dr. Ovick has been an educator for 28 years and still teaches classes despite his extensive administrative responsibilities. The issue of child care is a high priority for Superintendent Ovick. He is an active member of the corporate Board of Directors of the regional YMCA, the largest provider of child care in the county. He was Chair of the National Advocacy and Governmental Relations Committee for the Council for Exceptional Children, which frequently addressed and resolved child care issues. Dr. Ovick has been a member of the California Commission on Special Education, which made recommendations to the State Assembly and Senate and to the Governor on issues related to special education students, including child care. As Superintendent, he is responsible for, at various times, the program and finances of the Los Medanos College Pre-School Child Care Certifications programs. Dr. Ovick is an outspoken advocate in forums with parents, business, community and government representatives and the media for the best possible child care for Contra Costa's youth.

4. Jim Becker - Parent
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5. D.D. Carson - Manager of East County Division of the Contra Costa County Child Care Council
A native of Charleston, South Carolina, D.D. Carson received her Bachelor of Science Degree in Sociology from the College of Charleston. Mrs. Carson is a long-time advocate for children and children's issues and is currently the Easy County Manager for the Contra Costa Child Care Council, Contra Costa County's resource and referral agency for licensed child care. Mrs. Carson is a member of the National Association for the Education of Young Children as well as a member of the state and local chapters. She is also a member of the East County Area Action Committee, where she chairs the Youth and Family Committee. She served three years on the Contra Costa County Child Care Task Force. Mrs. Carson works very close with the local community college where she sits on various committees and is very active in her community.

6. Sue Osborne - American Business Collaboration
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Greenbrook School

Tom Ladouceur, Principal
1475 Harlan Drive
Danville, CA 94526
(925) 552-5550 • Fax (925) 837-8727
e-mail tladouc@srvusd.k12.ca.us

The Program takes place at this school

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT • Robert Kessler, Superintendent
699 Old Orchard Drive, Danville, California 94526 • (925) 552-5500 • Fax (925) 837-9247

Greenbrook is an elementary school serving southeast Danville neighborhoods. The school was built in 1976 and our school mascot is the Eagle. There are many innovative programs currently underway within the school community.

The school is on-line in every classroom and a computer literacy program is available for grades 2-5. Our second grade is developing computerized personal learning plan portfolios, and a reading remediation program has been set in place to bring at-risk readers up to grade level.

Fourth and fifth grades are studying DNA fingerprinting, a simulation using lamda DNA. Third and fourth grades have just finished a stock market project in conjunction with a local newspaper, and one of our third grade classes came in first place with the most successful portfolio.

We are embarking on a Koality Kid Program in a partnership with Chevron Corporation which will bring total quality management techniques and concepts to the students.

In conjunction with Kid's Country, our on-site day care, we are developing an agricultural project on school grounds.

Tom Ladouceur, Principal, has been an educator since 1977 in private and public schools. He has taught fourth and fifth grades, middle school, high school Civics and U.S. History, and coached football, baseball, and girl's softball at the high school level for eleven years. He has been an Assistant Principal at the high school level for four years, Vice Principal at the middle school for one year, and is in his second year as an Elementary Principal.

ELLEN O. TAUSCHER

MEMBER OF CONGRESS

10TH DISTRICT - CALIFORNIA

BIOGRAPHY

Child care / after school — public school (pre day care)

I Background pre public service — child care

II Some controversy re: positions

Representative Ellen Tauscher (D-CA) was sworn in as a Member of the 105th Congress on January 7, 1997 representing California's 10th Congressional District which encompasses parts of Contra Costa and Alameda Counties.

Rep. Tauscher was born in East Newark, NJ in 1951. Being the first member of her family to attend college, she received a Bachelor of Science degree in Early Childhood Education from Seton Hall University in 1974. Congresswoman Tauscher began her career in New York City with Bache Securities, the precursor of the investment and brokerage firm Prudential Securities. At the age of only twenty-five, Rep. Tauscher earned a prestigious seat on the New York Stock Exchange, becoming one of the first women to hold a seat on Wall Street. From 1985 to 1989, Rep. Tauscher also served as a member of Seton Hall University's Board of Regents.

In 1989, Rep. Tauscher moved to Pleasanton, California after fourteen successful years on Wall Street. After moving to California, Congresswoman Tauscher directed the Tauscher Foundation which provided much-needed funding to elementary schools in California and Texas to purchase computer equipment. After the birth of her daughter, Congresswoman Tauscher founded the ChildCare Registry in 1992 to help other parents get the best available child care. The ChildCare Registry was the very first national pre-employment screening and background verification care provider service in the United States. In 1996, Rep. Tauscher published her first book, The ChildCare Sourcebook, which is a comprehensive child care reference guide for parents.

education

child care registry

While raising her child and running her new company, Congresswoman Tauscher immersed herself in California politics by becoming one of the key fundraisers for local Bay Area Democrats. Rep. Tauscher was the Co-Chair of U.S. Senator Dianne Feinstein's successful Senate campaigns in 1992 and 1994 and was also the Northern California Co-Chair of Delaine Eastin's successful race for State Superintendent of Public Instruction in 1994.

Book: guide for profit — lawsuit

All of these experiences helped Rep. Tauscher make the decision to run for her first political office – the United States House of Representatives. Congresswoman Tauscher brings a bi-partisan approach to Congress in order to find common sense solutions to the problems affecting the varied interests of California's 10th Congressional District. Rep. Tauscher sits on the Committee on Transportation and Infrastructure which is critically important to her high-growth commuter district. Specifically, she serves on the Subcommittees on Surface Transportation and Water Resources & Environment. As the only Member of the Bay Area delegation who has a seat on the Transportation & Infrastructure Committee, Rep. Tauscher played a key role for the entire region during the reauthorization of the six-year highway and transit authorization bill, the Building Efficient Surface Transportation and Equity Act (BESTEA). Congresswoman Tauscher also serves on the Science Committee which is vital for the two national laboratories that are located in California's 10th Congressional District. In fact, the 10th Congressional District is the only congressional district in the entire nation that contains two national laboratories.

Rep. Tauscher is an active member of the New Democrat Coalition (NDC), a group of moderate Democrats in the House, and *The Coalition*, or more commonly referred to as the Blue Dogs, a fiscally conservative Democratic budget group. As a member of the Blue Dogs and the NDC, Rep. Tauscher worked to pass the first balanced budget in 30 years. Given her private sector work on child care, Rep. Tauscher is one of most widely recognized experts on Capitol Hill on this issue. Rep. Tauscher authored legislation, the Model States Child Care Enhancement Act, that would create challenge grants to eligible states to improve the quality of child care.

balanced budget

Rep. Tauscher has also brought her Wall Street experience to bear on the issue of school construction and modernization. She introduced the State Infrastructure Banks for Schools Act which would aid school districts around the country in the construction and modernization of local schools by allowing individual school districts to apply for less expensive loans through the state infrastructure banks. Rep. Tauscher also serves on the Bipartisan Freshman Campaign Finance Reform Task Force, the Women's Caucus, the bipartisan California ISTEA Task Force, the Science and Technology Caucus, and the Missing and Exploited Children's Caucus. Congresswoman Tauscher also serves as the co-chair of the NDC's Entitlement Reform Task Force. In addition, in her first term in office, Rep. Tauscher was elected Vice-Chair of the California Democratic Delegation, which by its size alone is the most influential delegation on Capitol Hill.

modernization of schools

Rep. Tauscher is married to William Y. Tauscher. They have one daughter, Katherine.

CONGRESSWOMAN
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FOR IMMEDIATE RELEASE
DATE: April 30, 1998

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http://www.house.gov/tauscher/

Tauscher's Child Care Amendment Passes in House

Amendment would encourage continuity of care by forgiving student loans for child care workers who remain in child care for five years

WASHINGTON--Late last evening, Rep. Ellen Tauscher's (D-CA) amendment to the Higher Education Reauthorization Act (H.R. 6) that would create a pilot program to gradually forgive the federal student loans of individuals with early childhood education degrees who work in licensed child care centers was passed overwhelmingly by the U.S. House of Representatives. Rep. Tauscher was joined in this bipartisan effort by Reps. Rick Lazio (R-NY) and Ben Gilman (R-NY). The amendment was approved by voice vote.

"Ultimately, this is a great victory for working families. With the creation of this child care worker pilot program, the federal government will finally begin to offer fiscally sound incentives to current and prospective child care workers to help keep them caring for children," Tauscher began.

As many working families already know, one of the worst problems afflicting the child care industry across the country is the astronomical turnover rate among child care workers. In fact, a recent study by the Center for the Child Care Workforce strongly supports this claim. The report also goes on to detail how child care workers with extensive training, such as the ones who would be helped by the Lazio\Tauscher\Gilman Amendment, are able to provide a much higher level of care for the children that they are responsible for.

"One of the biggest problems that working families face with child care is the lack of continuity among child care workers. All too often, children in day care just start getting used to a particular care provider and then the next day they are gone. To anyone with small children in day care, they know this can be a traumatic and quite often unhealthy experience. Across the country, the child care industry is plagued by extremely low wages, poor working conditions, and huge turnover rates. When all of these factors are put together there is no way that they cannot have a negative impact on the industry's main product -- our children. We must and should do better," Tauscher continued.

The Lazio\Tauscher\Gilman Amendment would authorize $10 million in FY 1999 and such sums as may be necessary in each of the next four years for a demonstration program designed to forgive federal student loans for individuals who have an associate or bachelor's degree in early childhood education and who work in a licensed child care facility. Under the pilot program, the U.S. Department of Education would forgive a percentage of the total amount and interest of the Stafford and Direct Student Loans for each year a graduate with a degree in early childhood education works in a licensed child care facility.

"Hopefully, our newly created pilot program will prove that we can improve the child care delivery system in this country by encouraging professionally trained child care workers to remain in the industry and offer the best available care to the children of working families," Tauscher concluded.

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Values
Time to focus on chi-
This commi[ttee]
leader in
way in fight
for big funds
care —
still such a
pressing issue —
She's helped
make argument a
compelling
one

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FOR IMMEDIATE RELEASE
DATE: January 7, 1998

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Tauscher Praises President Clinton's Child Care Initiative

Initiative would expand child care assistance to millions of working families

WASHINGTON--Rep. Ellen Tauscher (D-CA), one of the leading child care experts in Congress, praised President Clinton's announcement today of a historic initiative to improve child care for America's working families. The President's plan would provide opportunities for up to an additional 5 million American children to receive affordable and quality child care.

"I am extremely pleased that the Administration has decided to address the growing need of working families for safe and affordable child care. As most people realize, this issue directly affects millions of families throughout California and the United States," Tauscher began. "I am happy to see that the President decided to strengthen quality child care through parental empowerment and flexible guidelines for the states without creating yet another large Washington bureaucracy," Tauscher continued. "What makes this an exciting initiative is that it is a limited government program that will provide affordable tax credits to parents and businesses, and voluntary incentives to the states for them to improve and expand their own child care programs."

The President's plan will provide an additional $21.3 billion over the next five years for expanded child care coverage throughout the United States. The President's plan will provide increased affordability incentives for child care as well as providing increased child care quality. If the President's plan were adopted, more than two million additional children would qualify for receiving child care subsidies through the Child Care and Development Block Grant. The plan would also increase tax credits for up to three million additional working families, and would provide after-school care for up to half a million children per year. Just as importantly, the President's plan would also provide an additional $500 million over 5 years for a new enforcement fund that would be available to states for them to update and enforce their own child care regulations, as well as providing them additional funding to create better child care standards and enforcement. If all of the various proposals in the President's plan were passed, nearly 5 million additional American children would be eligible for child care assistance.

"While it is clear that the President's plan will not be a complete panacea for all of the challenges facing working families in regards to child care, the Administration should be given credit for jumpstarting the debate on this important issue. I have pledged to the President that I will do everything I can to ensure that working families are given the tools they need to find safe, reliable, and affordable care for their children," Tauscher stated. "This issue will be one of my top priorities in the coming year. In fact, I have already been appointed co-chair of the Women's Caucus' Task Force on Early Childhood Development and Education so that I can directly work on this issue in the coming months. I have also been working closely with my colleagues on the New Democratic Coalition to develop an additional comprehensive legislative proposal."

"What we need more than anything is a child care system that works to improve quality and enforcement so that parents can be assured of the quality of the care their children receive when they are off at work. As a working mother and the founder of the first company in the United States to do nationwide comprehensive criminal background checks on potential child care providers, I know only too well how important the issues of safe, reliable and affordable child care are to most working families," Tauscher concluded.

Before coming to the United States Congress, Representative Tauscher had written a book entitled *The Child Care Sourcebook*. In addition, Representative Tauscher was the founder, President and CEO of the Registry Companies, a start-up company that provided the first nationwide criminal background checks on potential child care providers.

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DATE: April 3, 1998
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Tauscher Introduces Child Care Legislation

The Model States Child Care Enhancement Act is designed to improve quality of child care

WASHINGTON--Rep. Ellen Tauscher (D-CA) recently introduced a new comprehensive piece of child care legislation that is intended to improve the overall delivery of quality child care in the United States. **The Model States Child Care Enhancement Act** is designed to challenge states to improve the quality of child care in their state and would reward those states with additional block grant funds for meeting the goal of improving the quality of child care in their respective states. At the time of introduction, Rep. Tauscher's legislation has 13 original cosponsors.

"The Model States Child Care Enhancement Act is certainly a step in the right direction to helping to solve some of the problems facing our nation's child care system. Working families throughout the United States are facing a constant challenge of how to balance family and work and it is abundantly clear that there is not a one-size-fits-all solution that addresses every family's needs. For these reasons, I have introduced the Model States Child Care Act to challenge individual states to improve the quality of child care within their particular states. Simply put, this legislation would create a block grant program for those states that meet this challenge of trying to improve the quality of child care in their state," Tauscher stated.

Rep. Tauscher has been widely recognized as one of the leading child care experts within the entire United States Congress. Before coming to Congress, Rep. Tauscher founded and ran the first company in the nation to provide comprehensive background checks on potential child care workers. Rep. Tauscher also published the ChildCare Sourcebook, an easy to read "how-to" book on finding the right child care provider for a particular family's needs.

The bill would authorize the Secretary of Health and Human Services (HHS) to make challenge grants to eligible states to improve the quality of child care. The amount of the block grant would be determined by formula, based on the number of children under the age of 13.

To be eligible, states would be required to certify and maintain an enforcement mechanism that would be based on the following conditions:

**That the state maintain periodic health and safety inspections for all child care providers. Centers would be required to be inspected twice a year, group homes would be required to be inspected once a year, and family centers would be inspected every two years.
**That all child care providers receiving assistance under this bill receive training in medical first aid.
**Requiring that care givers have specific minimum training – this provision would be determined by the Secretary of HHS by rule.
**That states conduct a criminal background check on Center-based providers and group home providers without charge to the provider.
**That all children in day care in the state receive age-appropriate immunizations in accordance with the Centers for Disease Control (CDC).
**That there is a state law or regulation that requires developmentally-appropriate staff\child ratios for center-based care.

Tauscher is also working w/ a group — House Dem Caucus child care — group to develop comprehensive cc legislation — we're working closely w/ them.

**That there is certification that the state utilizes a biannual market rate survey of community child care payment rates in determining child care payment rates under the Child Care Development Block Grant (CCDBG).
**That states may not lower requirements that they currently have in place that pertain to child care standards.

Under the guidelines of the bill, states would be allowed to use any block grant funding they receive to accomplish the following goals:

**To provide developmentally-appropriate training to child care providers beyond the minimum training required in the eligibility section of this bill.
**To improve CCDBG compensation for care givers by utilizing information obtained from the market rate survey.
**To improve child-staff ratios.
**To make grants to persons in the state, on a competitive basis, to be used to make improvements in a current child care setting or center.
**To pay for the cost of comprehensive criminal background checks.
**To expand parent education activities, including the development and operation of community based resource and referral agencies.
**To improve the availability and quality of care for children with special needs.

Furthermore, the Model States Child Care Enhancement Act would provide important incentives for small businesses which can provide some of the best opportunities for improved child care throughout the nation. In addition, public\private partnerships are encouraged through a competitive matching grant program to business consortiums who are interested in providing quality child care for the children of their employees.

To reduce the turnover of educated staff in the provider market, the bill would also create a two year student loan deferral program for individuals who receive a degree in early childhood education or related disciplines, provided that they work for a minimum of 30 hours per week as a child care provider.

The bill would also double the current Child Care Development Block Grant (CCDBG) spending to all states to assist families struggling to move from welfare to work. Finally, to ensure that children receive healthy, well balanced meals, this bill re-establishes the Child and Adult Food Program, which reimburses child care centers and group homes for the cost of providing food to low-income children.

"My main objective in introducing this legislation is to improve the quality of child care in this country. This legislation would go a long way to improving one of the most stressful problems that most working families face -- finding and retaining quality child care," Tauscher concluded.

Nicole R. Rabner

04/27/98 05:04:56 PM

Record Type: Record

To: Christine N. Macy/WHO/EOP

cc:

Subject: Early Learning Fund

These are the two early learning pieces to the President's proposal:

Promotes Early Learning and Healthy Child Development

Promotes Early Learning. Research shows that children's experiences in the earliest years are critical to their development and future success. The President's proposed Early Learning Fund provides challenge grants to communities (distributed by states) to support programs to improve early learning and the quality and safety of child care for children ages zero to five. Funds may be used for the following activities: providing basic training to child care providers (including first aid and CPR); connecting individual child care providers to centers for education and support; assisting child care providers to meet accreditation and licensing requirements; linking child care providers with health professionals; reducing group sizes and child-to-staff ratios; and providing home visits, parent education, and consumer education about child care.

The President's Early Learning Fund builds on state initiatives such as North Carolina's Smart Start, which helps North Carolina's children enter school healthy and ready to succeed. Smart Start funds a broad variety of local efforts, including improving staff-to-child ratios, health linkages that have raised immunization rates, and parent education and mentoring programs to give new parents support. The President's budget will include $3 billion over five years for this fund.

Increases Investment in Head Start and Doubles the Number of Children Served by Early Head Start. Head Start provides early, continuous and comprehensive child development and family support services, preparing children for a lifetime of learning and development. The President is committed to reauthorize Head Start and reach one million children by 2002. The President's budget will invest $3.8 billion over five years to keep on track his commitment to serving one million children by 2002, and to double the number of infants and toddlers in Early Head Start to 80,000.

I. PURPOSE

To urge congressional action on child care, and release two reports which focus on efforts of the business community to meet child care needs: (1) the Treasury Working Group on Child Care report, *Investing in Child Care*; and (2) the Department of Labor report, *Meeting the Needs of Today's Workforce: Child Care Best Practices*. You will also announce a new commitment by the Department of Labor to reach out to 1,000 new companies by this time next year, to serve as a clearinghouse for businesses interested in child care, and to set up a business-to-business mentorning program on child care.

II. BACKGROUND

Legislative Update on Child Care

The primary goal of the event is to urge Congress to act on child care this year. Numerous child care bills have been introduced by Democrats and by Republicans since you announced your child care initiative earlier this year. Many of the bills incorporate the Administration's key child care priorities -- substantial new subsidies and tax credits to help low- and middle-income families pay for child care; investments to help states and communities improve the quality of early childhood programs; a new tax credit for businesses that provide child care services; and an expansion of before- and after-school programs. Further, several of the tobacco proposals (Conrad, Fazio, and Kennedy) would direct a portion of tobacco revenue to child care and early childhood programs.

While the challenges facing child care legislation are major, there are strong Congressional leaders who are committed to urging action this year. These include Senators Dodd, Kennedy, Kerry, Chafee and Snowe, as well as Representatives Kennelly, Tauscher, and DeLauro. Importantly, the bipartisan Congressional Caucus for Women, lead by Representatives Norton and Johnson, recently released a letter to Speaker Gingrich urging that Congress pass child care legislation.

Despite the interest in child care, there are serious obstacles to the Administration's proposals. As you know, the Senate Budget Resolution targets all tobacco funds to Medicare. While the Resolution allows for up to $9 billion for expanded child care tax credits and $5 billion to increase discretionary spending for the Child Care and Development Block Grant, cuts in other essential programs would be required to offset the discretionary spending increase. Further, the Republican leadership has attempted to pit child care investments for working families against tax credits for stay-at-home parents. Both houses passed sense of the Congress resolutions emphasizing that any child care proposal must include significant new funding for stay-at-home parents. In addition, the Republican leadership is intent on stalling child care legislation. Despite a push by the its Democratic members, the House Ways and Means Committee has not scheduled any hearings on child care. Only recently was Senator Chafee able to schedule a child care hearing before his Finance Subcommittee (which was held today).

Release of Final Report of Treasury Working Group on Child Care

Investing in Child Care is the final report of the Treasury Working Group on Child Care, which you had asked Secretary Rubin to lead. The working group is made up of business, and includes Sandy Weill, CEO of CitiGroup; Randy Tobias, President of Eli Lilly; and John Sweeney, President of the AFL-CIO. Children's advocates have been particularly excited about this initiative, as it represents the first time a Treasury Secretary focused on child care issues.

The Treasury report discusses what businesses can do to promote access to affordable, high quality child care for their employees, highlights a wide range of best practices, and presents evidence that investing in child care makes good business sense. The report features the results of the most comprehensive survey to date of the effects of work/family policies on companies' bottom lines. The study reported more than two-thirds of respondents find that the benefits from child care programs are greater than the costs, or that the programs are cost-neutral.

Release of Labor Department Report and Announcement of New Commitment

The Labor Department report that will be released at the event, *Meeting the Needs of Today's Workforce: Child Care Best Practices*, also highlights best practices of the corporate sector to offer child care assistance to their workers. The examples are primarily gleaned from the Labor Department's Honor Roll of companies with model family-friendly workplace practices. In addition to releasing this report, you will announce a new Department of Labor initiative to reach out to 1,000 companies over the next year to provide technical assistance to employers who want to offer child care to their workers. The Department will provide information directly to companies through the launch of a new website and will connect businesses that have led the way on child care to businesses who are just starting to think about the work and family demands of their employees.

While the Rose Garden event will spotlight best practices in the corporate community and urge greater private sector commitment to child care, the message from the event and the CEO's themselves will be that child care problems can only be fully addressed with significant new government investment.

Take Our Daughters to Work Day

April 23rd is the sixth annual Take Our Daughters to Work Day. The Ms. Foundation for Women began the program in 1993 to address issues facing adolescent girls aged nine to fifteen. The program gives girls the opportunity to visit a work setting with a parent or friend so they can see all of the different jobs women do. This year's theme is "Imagine A Day," encouraging girls to imagine what it would be like for them to work anywhere and do anything. Daughters will be accompanying many of the guests participating in the Rose Garden event.

PRESIDENT CLINTON:
AFFORDABLE, SAFE HIGH-QUALITY CHILD CARE

April 23, 1998

"For any American who by choice or by necessity becomes a working parent, child care is a concern -- available, affordable, safe, high-quality child care. For five years I have committed my administration to that goal. We are making substantial strides toward achieving it. But we must move further, and push harder, to build a strong and healthy America in the 21st century."

President Bill Clinton
April 23, 1998

Today, President Clinton calls on Congress to take action to make child care better, safer, and more affordable for America's working families. In a Rose Garden ceremony, the President releases two reports highlighting private sector efforts to provide child care assistance to workers. These reports show that providing child care is good for workers, good for businesses, and good for the economy.

More than ever, America's parents are working: three out of five mothers with children under age six work outside the home. Yet a recent study found that *only one percent* of revenues for child care and early education come from the private sector.

Investing In Child Care -- Good Business Sense. At the White House Conference on Child Care last October, President Clinton asked Secretary Rubin to convene a group of business and labor leaders to look at child care problems facing working parents and to identify best practices in the private sector and in public-private partnerships. Today, the Treasury Working Group on Child Care releases a new report, *Investing in Child Care*, that finds:

- Child care problems can reduce productivity and profits. The Working Group report finds that businesses benefit from providing child care assistance -- through increased productivity, lower turnover, better recruitment, reduced absenteeism, and improved morale.

Increasing Private Sector Involvement. Today, the Department of Labor releases a new report, *Meeting the Needs of Today's Workforce: Child Care Best Practices*, which examines best practices initiated by businesses, government agencies, unions, not-for-profits, and business/community partnerships to meet the demands of employees who are also parents. The key finding of the report is that, in today's global economy, providing child care and other family-friendly policies helps companies recruit and retain the best workforce for the future. The President also announces a new commitment by the Department of Labor to serve as a clearinghouse for businesses interested in child care, and to set up a business-to-business mentoring program on child care.

Calling For Congressional Action. Millions of Americans, struggling to be both good parents and good workers, rely on child care and after-school programs for part of each day. As part of his balanced budget request, the President called for significant new investments in child care -- to help working families pay for child care, build a good supply of after-school programs, improve the safety and quality of care, and promote early learning. To encourage more private sector investment in child care, the President has proposed a new tax credit for businesses that offer child care services to their employees. Today, the President calls on Congress to put aside partisan differences and take action on child care this year.

SUNTUM_M @ A1
05/08/98 02:37:00 PM

Record Type: Record

To: See the distribution list at the bottom of this message

cc:
Subject: EMBARGOED TRANSCRIPT: Radio Address of 5/9/98

THE WHITE HOUSE

Office of the Press Secretary

Embargoed For Release
Until 10:06 A.M. EDT
Saturday, May 9, 1998

RADIO ADDRESS OF THE PRESIDENT
TO THE NATION

The Oval Office

THE PRESIDENT: Good morning. Tomorrow is Mother's Day, a special moment to express the gratitude, respect, and love we feel all year round. Our mothers give us life; they offer us unconditional love, strong guidance, and the sense that we can grow up to do anything we can dream of. From our first moments, mothers are our best teachers and most selfless friends. And, like my own mother, whom I miss very much, especially on Mother's Day, they rarely ask for thanks. A mother's main wish is to see her children grow up healthy and happy.

Today, I want to talk about a few ways we, here in Washington, can give all mothers that peace of mind, whether they work in an office, a factory, a hospital, or at home. To make that tribute to motherhood, we must all take responsibility for the care of our children. For many mothers who work, as my mother did, peace of mind requires affordable, quality child care. Millions of American women have full-time jobs outside the home. Three of five mothers with children under six are working to meet their obligations to their children and their employers. Juggling those responsibilities is even more difficult when quality child care is either hard to find or too expensive to afford.

That's why I've included in my balanced budget a significant new investment in child care. I urge Congress to join me in making child care better, safer and more affordable for those who need it.

To help parents find the best care for their children, today I'm releasing a report by the Department of Health and Human Services. It's a consumer guide to child care quality that recommends four steps for parents: One, interview the potential care-givers; two, check the references; three, evaluate how the care-giver meets your child's needs; and four, stay involved. As Mother's Day reminds us, governments don't raise children, parents do. There is no substitute for a mother's love or a parent's responsibility.

We, too, in the national and state governments, however, have a responsibility; a big one is to protect America's children from abuse and neglect. Nothing gives mothers peace of mind like the knowledge their children are in safe hands. Today I'm also releasing a new Justice Department set of guidelines for screening child care workers and other care-givers; and again, I urge Congress to act on a proposal I put forth to facilitate background checks on child care-givers. There is strong bipartisan support for this proposal, and I'm hopeful that members of both parties will move quickly to give America's children the care they deserve.

There is one other thing I'd like to talk about that we must do to protect our children. Fathers must take their share of responsibility, too. Children deserve to be raised by both parents, but when that's not possible, children must still receive the support they need. The unfortunate division of families cannot mean the end

of child support. That's why we have worked so hard to toughen enforcement of child support laws; and, since 1992, we've raised collections by 68 percent a year.

We've worked too hard for too long toughening enforcement of child support laws to let our progress be accidentally undone. But that could happen if Congress goes ahead with one part of bankruptcy reform legislation now under consideration. I'm willing to work with Congress to pass responsible and fair bankruptcy reform. However, under one leading proposal, when a father declares personal bankruptcy, a mother may have to compete with powerful banks and credit card companies for the money they're owed. That's not the law now, and if that competition starts we all know who will lose the contest -- our children.

Parents have to step up to their responsibilities, and so does Congress. Some changes to consumer bankruptcy laws are in order, but mothers and children should keep their priority under the child support laws. They shouldn't have to stand in line for the support they need.

America's mothers hold a special place in our hearts. In return, we owe them the love and respect they have given us. On Mother's Day, we do so with cards, bouquets, and gifts. But today and every other day, we should also do everything in our power to give our mothers the peace of mind they deeply deserve.

Thanks for listening.

END

Message Sent To: ______________________________

FAX

MEMO

DATE: Tuesday, April 21, 1998

TO: Michael O'Mary, Office of the First Lady

FAX: 202 4566244

FROM: Katherine Searcy

PAGES: 3

TALKING IT OVER

BY HILLARY RODHAM CLINTON

RELEASE: WEDNESDAY, APRIL 22, 1998, AND THEREAFTER

The need for child care has become a fact of American life. But not all parents are able to afford or find the child care they need. Gilbert Ayala of San Jose, Calif., is a perfect example. When his wife was hospitalized, Gilbert was forced to stay home to care for their 3-year-old son. He was on three waiting lists for child care help so that he could return to work and support his family, but before assistance came, Gilbert lost his job and their apartment. He and his son for a time lived out of their car before finding a room to rent.

Legislation before Congress is designed to help families like Gilbert's. Congress has fewer than 70 days left in this year's session -- not much time to tackle the ambitious agenda before it and certainly not much time to address the critical issue of child care in America.

We all know that the character of the American work force has changed dramatically. Today, well over half of all mothers with small children work outside the home, a number that will continue to grow as women leave the welfare rolls for the workplace. Thirteen million preschool children spend all or part of their day in the care of someone other than a parent, and millions of school-age children need care after school gets out.

Now is the time to act. The legislation that the President and members of Congress -- on both sides of the aisle -- have proposed would significantly increase the number of children receiving child care subsidies, give tax cuts to businesses providing child care and expand child care tax credits to millions of working families. It would also augment after-school programs, improve the quality of child care centers and provide more funds to train workers.

The quality of care children receive in their earliest months and years profoundly affects their intellectual development. I know that all parents, myself included, worry about whether child care will be good or bad for their children. New research shows that quality child care -- meaning care with lots of positive interaction between children and caregivers -- can be healthy for a child's cognitive and language development.

But quality care is of limited value if it's out of reach for most working parents. About half of America's families with young children earn less than $35,000 per year, and for them, child care -- which typically costs between $4,000 and $10,000 per child annually -- is a significant financial burden.

Federal, state and local government programs provide subsidies for some working parents, but many others who need help aren't getting it. Some don't meet the low eligibility limits set by their states. Some don't know they're eligible. And some states just don't have the money to meet every eligible family's needs.

Not only do government programs have a role in helping families such as Gilbert's, but employers can provide effective support and understanding, as well. Here's the good news: Workplace policies that help families also benefit employers and the bottom line.

Not long ago, it wouldn't have occurred to anyone to involve an agency such as the Treasury Department in child care issues. But American business is learning that good child care is good business. So, last October, at the White House Conference on Child Care, the President asked Treasury Secretary Robert Rubin to convene a group of business and labor leaders to look at the child care problems facing working parents.

In a report released this week at the White House, they highlight some of the great family-friendly programs taking place in businesses across the country. The CEOs of these businesses have figured out that if they're going to hang onto their most valuable asset -- their workers -- they need to provide a work environment that works for families.

What did they find were the benefits of these programs? Improved employee morale, reduced turnover and absenteeism, and increased productivity.

For example, Lexis-Nexis reduced operating expenses by more than 45 percent through a telecommuting program and a flexible work environment for parents. First Tennessee Bank saw reduced turnover costs of more than $1 million annually from work and family programs, including more flexible scheduling. Johnson & Johnson realized more than $4 for every $1 invested in its work and family programs. And Lancaster Laboratories now has a turnover rate one-half the industry average, in part due to an on-site child care center.

It is the job of parents -- not the government and not the private sector -- to decide what kind of child care works best for them. But government and the private sector do have a role in making sure that affordable, quality care is within reach for every family who needs it. And that is good for everybody's bottom line.

To find out more about Hillary Rodham Clinton and read her past columns, visit the Creators Syndicate web page at www.creators.com.

THE WHITE HOUSE
WASHINGTON

OFFICE FOR WOMEN'S INITIATIVES AND OUTREACH

TO: Nicole Rabner

FAX: 62878

DATE: 4/21/98

NUMBER OF PAGES (INCLUDING COVER SHEET): ______

FROM:
- ____ Audrey Tayse Haynes, Director
- ____ Sondra Seba, Agency Representative
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- ____ Tania Lopez, Special Assistant to the Director
- ____ Other

NOTES:

Let me know what you think about these stories. Thanks!

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The following e-mail responses were received through Lifetime's online petition calling for action on child care. The petition is at **www.lifetimetv.com**.

Monica
Kids: yes
Age: 25
Elbert, CO

I am a single mother, who also happens to be a welfare recipient, if it wasn't for the fact that I am trying to obtain my college degree the State of Colorado would not be helping me in any way shape or form. It was just recently enacted in my state that if you are on welfare and not getting some form of education you must get a job, but I live out in the country where it is an hour's drive into the nearest town for employment. Colorado Springs does not pay above minimum wage to workers and these moms are expected to work a job, which most of them do want, but to also find quality childcare for their children on the wages they earn.

I looked into getting a job while finishing my degree because I did not want to feel like a burden to the taxpayers, but then my social worker informed me that if I did find a job and made as much as $400 in a month I would only receive maybe $40 of my monthly check.

Now, I don't know about other states, but in Colorado the social service department does not care if you can afford housing or own a car, so how do they expect women to find quality childcare? I was one of the lucky ones that has the drive to get my college diploma with or without help from anyone else. But, because I did the endless paperwork and the many interviews my county does help me pay for my son's childcare and I do consider myself lucky to have found a high quality facility to take care of him while I am trying to improve our future.

But, I find it very disturbing when my friends and fellow college students can't continue their classes or must scrape by to put their children into daycare that costs almost half their monthly take home pay. It is even more disturbing, when I hear about bad daycare centers or family group homes that mistreat and abuse the children in their care through either neglect or physical abuse. Isn't the future of our country more important to this nation? Shouldn't the lawmakers in Washington care more about the citizens of our country? Why, if we are one of the leading industrialized countries in the world so far behind many other countries in the welfare of our children?

/

Cheryl
Kids: yes
Age: 35
Fayetteville, NC

I have had children in child care for the last 12 years. I can honestly say that good childcare, not even great childcare is very hard to come by. I have been calling pre-schools in my area off and on for 6 months and there are no openings. They all have waiting list. My husband and I have gotten to the point that we are selling our house and moving so that I can stay at home with our children. We are tired of less than able people raising our children. There comes a point and time when you say...NO MORE!

I constantly worry about my children in daycare and the care that they are receiving. I have been in the medical field for 17 years and can honestly say that I have had enough. My children are in a private home now and I just found out that the sitter is transporting 8+ children in a vehicle for 5 people and that my 3 year old is riding unrestrained in that car. The childcare services really need an extra boost.

My sister has a daycare in her home that is registered with the state. Recently funding has been reduced for the meals program. My sister has had to go up on her childcare rates to help now with the meals that she is preparing for these children. It takes everything we earn to pay for our house, food, transportation and childcare. Something has got to change. What, I don't know. Government funding? State funding? We are in other countries taking care of their children but yet we are not taking care of our own children here in the USA. I know that nothing that is started now will help me in the way of childcare. I will be taking care of my own, but I know that by starting now, this will help my grandchildren one day. If a woman wants to stay at home with her children, let us... if not I think that there needs to be great daycare ready and waiting for these children. Where they can grow, learn, and be loved just as if they were at home.

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Teresa
Kids: yes
Age: 33
New York, NY

When I had my only child nine years ago, the absolute joy soon turned to panic when I was scheduled to go back to work during his fourth month. Being just a few thousand dollars over the official poverty line, my husband and I did not qualify for any federal or state funded child care facilities. Luckily, I held a position in a very liberal workplace, and had him by my side for five months.

After that, I stayed home with him until he was two while my husband held down two jobs: leaving at 5am and returning at 11pm. No parent should have to worry about leaving their most precious gift in the hands of strangers. Do something for our country's future - affordable and quality child care is crucial.

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Jacques
Kids: yes
Age: 29
Malden, MA

My wife and I are struggling just to make ends meet. We have two children. The youngest one, a girl is only 2 years old. I have to take her to work with me every day (I'm one of the fortunate ones that can). I know that I should appreciate that fact but it is taking a toll on our entire family. I get very stress on the job and at home when I don't even get an hour to my self without the kids just because we can't afford it.

Please, give us an alternative. I'm not sure how long we can survive. The kids are getting to be a burden and neither me, nor my wife, see any relief in sight. My wife can't quit her job, and of course neither can I.

Thanks for whatever help you can provide.
__Jacques__

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Joy
Kids: yes
Age: 27
Houston, TX

I am a single parent of two daughters and childcare is so expensive. I don't get child support and trying to feed, shelter and clothe my children is not easy. There needs to be more funding available to help people in my situation and they need to look at all of our debt to decide how much daycare should be. The go my family size and gross income and that is just not fair. Some of us have to have a car to get to work, insurance for the car, credit cards to buy clothes and shoes for the kids and loans to afford to go to school to get a better paying job. It is just a vicious cycle and it needs to stop. I live with my mother because I can't afford my own place and pay my bills. At this time I get help but because 10.00 an hour for a family of three is to much I will loose that help in 6 months. I am very sad!!

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At the request of the respondent, anonymity is kept.
Kids: yes
Age: 42

My husband and I have both worked since my 17 year old was a baby. I worked nights as a waitress then because I had no one to watch my son. I probably could have found someone to watch him, but I felt the money I would have had left after paying the sitter would not have made leaving him with a stranger worth while.

Now, my second child is 11 years old and the days of child care problems are over for me, BUT I see women at work going through what I did and worse because they are single mothers. Guess where I work? I work for the government at a Federal government agency. They have absolutely no form of child care or any type of maternity leave. In fact, I recently watched a young girl doing physical labor until giving birth because she could not afford to stop working and she was afraid to speak to unsympathetic superiors. So, when I hear the President or First Lady speak about child care I think why not look at the problems for federal employees before going to the private sector. Thank you for allowing me to sound off...

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Iris
Kids: yes
Age: 30
Las Vegas NV

I think childcare is extremely expensive. I work as a temp, because I have a disabled 5 year old daughter who always has doctor appointments or needs to go to doctors out of state and I need the flexibility. I also have 4 other children and my husband stays home with the youngest 3. The older two go to school all day.

Anyway in order for my husband to help out financially, he would either have to find a night job (which is difficult) or a decent daycare, which we can't find for the disabled one. Things are tough enough and then these day cares rip you off completely.

That is why some women opt to stay home and collect welfare. If you make $10.00/hr that's $400.00 per week (minus taxes even less), then the day care is $65.00/wk on average, you end up with practically nothing. Then they have the nerve to charge you extra for every minute you may be late due to bus problems or car trouble or anything, they don't care one bit. Just the money is all they want to see and hear about.

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Kristin
Kids: yes
Age: 32
Des Moines, WA

There need to be laws in place to protect the child that is entered into childcare. We as parents need to know that our children are safe and well cared for when we cannot be with them. Childcare is not affordable, nor is there a national standard. If you try to find out the status of a particular daycare, you cannot readily find the information.

Most of the women of America have to work today just to make the ends meet. Why, do the lawmakers always put this on the back burner. Let the thousands of abuse cases in the childcare industry stand and be heard. Let the lawmakers realize that they work for "we the people." Let us have safe affordable childcare for the future generation.

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Shelley
Kids: no
Stratford, NJ 08084

Two years ago, my mother gave birth to a little boy. With the 21 year difference in our ages, many things are different now then they were when I was born. However, the biggest difference is not the toys or the car seats. It is childcare. When I was born, my mom was able to stay at home with us during the day and work for extra money in the evenings. Now, in order to make the money she needs to meet her bills, she must work full time during the day. But instead of being able to find an grandmotherly neighbor or a friend that stays home during the day, she must depend on childcare. She is lucky because a wonderful day care establishment is right across the street and the cost is not astronomical. However, this is not always the case. Many daycare establishments cost as much or more than many working women make in a week. Or require you to pay for the entire week whether the child is there or not. And that does not even begin to take into consideration whether our children are being loved and educated as well as enjoying themselves in these places.

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I. PURPOSE

To urge congressional action on child care, and release two reports which focus on efforts of the business community to meet child care needs: (1) the Treasury Working Group on Child Care report, *Investing in Child Care*; and (2) the Department of Labor report, *Meeting the Needs of Today's Workforce: Child Care Best Practices*. You will also announce a new commitment by the Department of Labor to reach out to 1,000 new companies by this time next year, to serve as a clearinghouse for businesses interested in child care, and to set up a business-to-business mentorning program on child care.

II. BACKGROUND

Legislative Update on Child Care

The primary goal of the event is to urge Congress to act on child care this year. Numerous child care bills have been introduced by Democrats and by Republicans since you announced your child care initiative earlier this year. Many of the bills incorporate the Administration's key child care priorities -- substantial new subsidies and tax credits to help low- and middle-income families pay for child care; investments to help states and communities improve the quality of early childhood programs; a new tax credit for businesses that provide child care services; and an expansion of before- and after-school programs. Further, several of the tobacco proposals (Conrad, Fazio, and Kennedy) would direct a portion of tobacco revenue to child care and early childhood programs.

While the challenges facing child care legislation are major, there are strong Congressional leaders who are committed to urging action this year. These include Senators Dodd, Kennedy, Kerry, Chafee and Snowe, as well as Representatives Kennelly, Tauscher, and DeLauro. Importantly, the bipartisan Congressional Caucus for Women, lead by Representatives Norton and Johnson, recently released a letter to Speaker Gingrich urging that Congress pass child care legislation.

Despite the interest in child care, there are serious obstacles to the Administration's proposals. As you know, the Senate Budget Resolution targets all tobacco funds to Medicare. While the Resolution allows for up to $9 billion for expanded child care tax credits and $5 billion to increase discretionary spending for the Child Care and Development Block Grant, cuts in other essential programs would be required to offset the discretionary spending increase. Further, the Republican leadership has attempted to pit child care investments for working families against tax credits for stay-at-home parents. Both houses passed sense of the Congress resolutions emphasizing that any child care proposal must include significant new funding for stay-at-home parents. In addition, the Republican leadership is intent on stalling child care legislation. Despite a push by the its Democratic members, the House Ways and Means Committee has not scheduled any hearings on child care. Only recently was Senator Chafee able to schedule a child care hearing before his Finance Subcommittee (which was held today).

Release of Final Report of Treasury Working Group on Child Care

Investing in Child Care is the final report of the Treasury Working Group on Child Care, which you had asked Secretary Rubin to lead. The working group is made up of business, and includes Sandy Weill, CEO of CitiGroup; Randy Tobias, President of Eli Lilly; and John Sweeney, President of the AFL-CIO. Children's advocates have been particularly excited about this initiative, as it represents the first time a Treasury Secretary focused on child care issues.

The Treasury report discusses what businesses can do to promote access to affordable, high quality child care for their employees, highlights a wide range of best practices, and presents evidence that investing in child care makes good business sense. The report features the results of the most comprehensive survey to date of the effects of work/family policies on companies' bottom lines. The study reported more than two-thirds of respondents find that the benefits from child care programs are greater than the costs, or that the programs are cost-neutral.

Release of Labor Department Report and Announcement of New Commitment

The Labor Department report that will be released at the event, *Meeting the Needs of Today's Workforce: Child Care Best Practices*, also highlights best practices of the corporate sector to offer child care assistance to their workers. The examples are primarily gleaned from the Labor Department's Honor Roll of companies with model family-friendly workplace practices. In addition to releasing this report, you will announce a new Department of Labor initiative to reach out to 1,000 companies over the next year to provide technical assistance to employers who want to offer child care to their workers. The Department will provide information directly to companies through the launch of a new website and will connect businesses that have led the way on child care to businesses who are just starting to think about the work and family demands of their employees.

While the Rose Garden event will spotlight best practices in the corporate community and urge greater private sector commitment to child care, the message from the event and the CEO's themselves will be that child care problems can only be fully addressed with significant new government investment.

Take Our Daughters to Work Day

April 23rd is the sixth annual Take Our Daughters to Work Day. The Ms. Foundation for Women began the program in 1993 to address issues facing adolescent girls aged nine to fifteen. The program gives girls the opportunity to visit a work setting with a parent or friend so they can see all of the different jobs women do. This year's theme is "Imagine A Day," encouraging girls to imagine what it would be like for them to work anywhere and do anything. Daughters will be accompanying many of the guests participating in the Rose Garden event.

CHILD CARE: A CHALLENGE FOR AMERICA'S WORKING FAMILIES
January 7, 1998

Millions of Americans, struggling to be both good parents and good workers, rely on child care and after-school programs for part of each day. As the White House Conference on Child Care showed, America's working families, more than ever, are pressed to find safe, affordable care for their children.

Millions of America's children are in child care. In 1995, of the approximately 21 million infants, toddlers, and preschool children under the age of six in the U.S., more than 12.9 million children were in child care. Forty-five percent of children under age one were in child care on a regular basis. [National Center for Education Statistics, U.S. Department of Education]

Children are in care for many hours each working day. In 1990, more than half of children under five with mothers in the workforce were in child care 35 hours or more each week. [*National Child Care Survey*, 1990]

Families struggle to afford child care. Working parents who rely on child care often have a hard time paying for it. In 1993, the average family with an employed mother and a child under five spent about $74 per week for child care for all preschoolers in the family. [U.S. Department of Commerce, Bureau of the Census, 1997] Infant care is generally more expensive: in 1995, center-based care for infants averaged $112 per week. [*Cost, Quality and Child Outcomes in Child Care Centers*, University of Colorado at Denver, 1995] For families with children between three and five, child care is the second or third greatest household expense. [U.S. Department of Commerce, Bureau of the Census, 1997]

In 1993, families with annual incomes under $14,400 paying for child care for children under five years old spent 25 percent of their income on child care, compared with six percent for families with incomes of $54,000 or more.[*What Does it Cost to Mind Our Preschoolers?*, U.S. Bureau of the Census, Current Pop. Reports, 1995]

Many children are in settings that are not healthy or safe and do not promote early learning and development. Recent studies have raised concerns about the quality of care:

- A four-state study of quality in child care centers found that only one in seven centers (14 percent) were rated good quality. [*Cost, Quality and Child Outcomes in Child Care Centers*, University of Colorado at Denver, 1995]
- According to another study, 13 percent of regulated and 50 percent of unregulated family child care providers offer care that is inadequate. [*The Study of Children in Family Child Care and Relative Care*, Families and Work Institute, 1994]
- In the words of one well-respected report, "Many children living in poverty receive child care that, at best, does not support their optimal development and, at worst, may compromise their health and safety." [*New Findings on Children, Families, and Economic Self-Sufficiency*, National Research Council, 1995]

The quality of child care matters. Research shows that when children are in better quality child care programs, they have have stronger language, pre-mathematics, and social skills; better relationships with their teachers; and stronger self-esteem. In some instances, quality has even greater impact on children who are typically at-risk. [*Cost, Quality, and Child Outcomes in Child Care Centers*, University of Colorado, 1995]

After-school programs are in short supply. The Bureau of the Census estimates that in 1997 38.8 million children between the ages of five and 14 lived in the U.S., of whom 24 million had parents in the workforce or school. [1994 SIPP data from the Bureau of the Census] Experts estimate that nearly five million school-age children spend time as "latchkey kids" without adult supervision during a typical week. [National Institute for Out-of-School Time at Wellesley College]

Good after-school programs matter. Constructive activities for children and youth are critical to enhancing their development and keeping them out of trouble. Studies show that school-age children who are left alone after school are at greater risk of truancy, risk-taking behavior, substance abuse, poor grades, and stress. ["Characteristics of Eighth-Grade Students Who Initiate Self-Care in Elementary and Junior High School, *Pediatrics*, 1990] Youth between the ages of 12 and 17 are most likely to commit violent acts or be victims themselves between 2:00 pm and 6:00 pm. [OJJDP 1997]

Studies also indicate that children under adult supervision in a formal program during after-school hours show improved academic achievement and better attitudes toward school than their peers in self- or sibling-care. [Miller and Marx, 1990, in Supplement to the National Assessment of Chapter 1]

PRESIDENT CLINTON:
CHILD CARE THAT STRENGTHENS AMERICAN FAMILIES

February 24, 1998

"Not a single American family should ever have to choose between the job they need and the child they love."

President Bill Clinton
January 27, 1998

Today, President Clinton speaks to the National Council of Jewish Women to talk about the Administration's historic commitment to child care, and the work we must do as a nation to educate our children, to care for them, and to give them the brightest possible future.

Ensuring affordable, accessible, safe child care. The President's child care initiative responds to the struggles our nation's working parents face in finding child care they can afford, trust and rely on. The new initiative:

- **Makes child care more affordable for working families.** To help working families struggling to meet the costs of child care, the initiative invests $7.5 billion over five years to double the number of children receiving child care subsidies to more than two million by the year 2003. The initiative also increases tax credits for child care for three million families and provides tax credits to businesses that provide child care services to their employees.

- **Increases access to and promotes early learning and healthy child development.** To improve early learning, the initiative includes $3 billion over five years to establish an Early Learning Fund that helps local communities improve the quality and safety of child care for children ages zero to five. The initiative also increases investment in Head Start and doubles the number of children served by Early Head Start to 80,000.

- **Improves the safety and quality of child care.** To help ensure safe, quality child care, the initiative: steps up enforcement of state health and safety standards in child care settings, facilitates background checks on child care providers, increases scholarships and training for child care providers, and invests in child care research and evaluation.

- **Expands access to safe after-school care.** To help create safe, positive learning environments for American school-age children who lack adult supervision during a typical week, the initiative increases the 21st Century Learning Center Program by $800 million over five years to provide after-school care for up to half a million children a year.

This initiative is an important part of the President's agenda to strengthen America's families. Because of the President's leadership: federal funding for child care has increased by nearly 70% since 1993; the 1996 welfare reform law increased child care funding by $4 billion over six years; the Healthy Child Care America Initiative is ensuring that children in child care are in safe and healthy environments; Head Start funding has increased more than 57% since 1993, serving more than 830,000 children and their families; and the first ever White House conferences on child care and early development were held in 1997.

Child Care Confusion

THE LARGEST initiative in the budget President Clinton sent to Congress three months ago has all but disappeared from legislative view. The president proposed significant increases in child care subsidies for both the middle class and poor. He has tried to drum up support for the proposal on a number of occasions since, including in a recent radio address.

But Republican leaders in both houses have expressed resistance to the idea, and while a small group of Republican senators has put together an alternative proposal, not a lot else has happened. It's unclear whether there will be any action in what remains of this foreshortened Congress.

The middle-class child care subsidy is administered through the tax code. The dependent care tax credit allows families to subtract a share of child care costs from taxes otherwise owed. The president would sweeten this for lower-middle-income families particularly. His proposal or one like it doubtless will be brought up in connection with the tax bill Congress is expected to write later in the session, but how it will fare isn't clear.

The amount available for tax cuts will be limited, and the Republicans have a list of other tax cuts with which they are identified and that they want to give—to minimize the so-called marriage penalty, for example. If a child care credit comes up, Republicans also have indicated that they will insist it be extended to stay-at-home moms so as not to appear to be favoring one form of child care over another. The effect could be to attenuate the Clinton proposal and turn it into not much more than an extension of last year's generalized children's credit.

A real problem is what seems likely to happen to the president's companion proposal for people with incomes too low to benefit from tax cuts. For households in this working-poor and near-poor category, he proposed to increase child care grants to the states; higher tobacco taxes would cover the cost. But it's no longer clear there will be a tobacco bill this year; and if there is a bill containing the kind of tax increase that such a bill should, Republicans have made pretty clear that they will resist using the proceeds for a spending increase. The Senate in its budget resolution suggests simply authorizing an increase in child care spending instead, if the funds can be found within the appropriations process. But that's an uphill fight at best.

The worst possible result from all this would be a stranding of the lower-income working people who are precisely the ones most in need of child care assistance. Middle-class households would be guaranteed their increased benefit through the tax code; the poor meanwhile would have to scrap for theirs, the appropriations rules being such that an increase for child care likely would be matched by a cut in some other low-income program. If that's where the process is headed, better there be no child care bill at all.

Safe Drug, No Sales

THE SUCCESSFUL results of safety and effectiveness tests for the drug RU-486, better known as the abortion pill, are a reminder of how far this product has fallen short of the hopes raised by its development. When news of RU-486's existence and its successful distribution in France was made known in 1988, many saw in it an instrument that could defuse the abortion fight in this country as well: The option of having an abortion by prescription drug, rather than by surgery, would eliminate the procedure's visibility and make it hard for protesters to congregate at clinics to block patients. A decade later, none of this has happened: RU-486 still is not marketed, produced or distributed in this country or available outside of clinical trials.

The lag has occurred despite unusual efforts from many quarters to smooth and speed the drug's approval. Politics has trumped each of these efforts. Hoechst A. G., the patent holder, donated the rights to a U.S. nonprofit group after concluding that American domestic boycotts and other political threats would preclude its distributing the drug here itself. The FDA granted a conditional approval based on tests done overseas, though still recommending further tests. A test case was arranged in which a young woman who wanted an abortion claimed, unsuccessfully, a right to import the pill.

It is not that antiabortion political pressure has stymied all these efforts. What has immobilized the drug's progress is, rather, fear of that pressure—fear that, in many cases, has seemed to dissuade proponents of this and other advances in women's reproductive technology even from a test of strength. Hoechst and Roussell-Uclaf, its French subsidiary, have declined to do anything that might invite a boycott, even though such a boycott might fizzle. The Population Council, which holds the RU-486 patent, has found it necessary—rightly or wrongly—to set up elaborate consortiums and front groups to protect participants, to the point of using cumbrous and ultimately unworkable arrangements.

And yet a majority of Americans in most polls supports abortion rights, particularly the first-trimester abortions for which RU-486 is used. The demand likely would make the product a steady source of income for whatever organization went ahead and marketed it. Has the fear of economic boycott grown so intense as to impede not just lawful but economically rational activity?

The Washington Post

MONDAY, MAY 18, 1998

Hypocrites and Soft Money

THE HOUSE IS scheduled to begin work this week on campaign finance reform legislation. The choice should be easy, but the Republican leadership continues to complicate it. The issue is soft money, the principal device by which the law is now evaded. The political parties are used as shells to raise and spend on behalf of their candidates enormous amounts of money that the candidates are forbidden to raise and spend themselves.

This soft-money system was the source of most of the fund-raising excesses in the last campaign. Reps. Christopher Shays and Martin Meehan have a bill that would ban it. A bipartisan group of freshmen has produced a well-meant but weaker alternative that would achieve only a partial ban. They say theirs is a respectable bill and the only one that can pass, meaning that not enough Republicans will join the bulk of the Democrats in support of Shays-Meehan. But that's the wrong reason to vote for the lesser bill. It lets the resisters off the hook—allows them to say they can't because they won't. Too many members want to vote for the label of reform without enough of the content. A vote no on Shays-Meehan is a vote against reform or in favor of a gesture.

Shays-Meehan itself is an already truncated bill. Real reform would extend the presidential system of voluntary spending limits and partial public finance to congressional campaigns. But sponsors long ago dropped that as impossible of enactment in this Congress. Shays-Meehan is the remnant. Yet opponents say even it is too strong. They argue as well in the opposite direction—that the difference between it and the freshmen bill is not that great, in that the money will find its way into the campaigns no matter what Congress does. Why worry if you pass only a partial ban and leave an opening, if one will be found anyway? But the bill should not include the signpost to its own circumvention. That's what the freshmen bill does, in banning the soft money system only at the national level while allowing it to continue within the states.

Republican leaders have spent a year and a half rightly denouncing the fund-raising abuses of the last campaign. But they don't want to change the law that continues to permit the abuses. They like the bucks. Majority Leader Trent Lott led a filibuster to kill a soft-money ban that looked as if it had a majority in the Senate earlier this year. Speaker Newt Gingrich allowed the debate, which will begin this week and end after the Memorial Day recess, only when his hand was forced by a discharge petition. House Republican Whip Tom DeLay continues to say, as has Mr. Gingrich, that the trouble with campaigns today is too little money, not too much. They can't have the issue both ways.

The Democrats are guilty of their own towering hypocrisies on the subject. Led by the president, they seek in part to erase the record of the last campaign by now supporting legislation to outlaw practices that they themselves helped to perfect. That's nonetheless the right position. The House should pass Shays-Meehan without disfiguring amendments, send it back to the Senate and see what happens.

The Washington Post

MONDAY, MAY 18, 1998

DEPARTMENT OF THE TREASURY
WASHINGTON, D.C.

SECRETARY OF THE TREASURY

At the White House Conference on Child Care in October 1997, President Clinton and First Lady Hillary Rodham Clinton called together child care experts, business leaders, parents, and others to highlight an issue of tremendous importance to working families, businesses, and our economy. At that conference, the President also asked me to bring together a group of business and labor leaders to look at child care problems facing working parents, and ~~to identify~~ best practices in the private sector and in public-private partnerships. The following report is the result of the group's work.

A

Over the last 30 years, the composition of the labor force has changed significantly. Today, there are 20 million families with either a single working parent or two working parents using child care. For too many of these families, quality child care is either unavailable or unaffordable. Addressing this issue should be a high priority of business, as well as government, for the benefit of business, workers, and the economy.

A

examples

In this report, we identified and provided examples of a variety of ways that businesses can promote access to child care for their employees. In addition to providing on-site care, employers can also contribute to the cost of off-site care, help provide access to resource and referral networks, participate in public-private partnerships, and provide greater flexibility for working parents.

Benefits

This report helps confirm a belief I have taken from my experience in the private sector: it makes good business sense to create a work environment that supports the needs of each individual, such as by providing access to child care. It not only benefits the individual, but it also benefits the company by enabling it to attract and retain the best people. With the changing nature of the workforce and a growing economy, this is more important to individual businesses now than ever before. And child care is also critically important to all businesses and our economy because today's children are tomorrow's workers.

The report carries an important lesson: investments in child care can pay off in real dividends for employers and employees. I encourage businesses to draw lessons from the best practices presented here to help determine what best meets their needs going forward. By identifying and publicizing programs such as the ones contained in this report, we hope to replicate these successes around the country in large and small businesses.

Thirty years ago, it would have seemed unusual for the Secretary of the Treasury to address the issue of child care. Today, however, I am convinced that addressing this issue is critical not only to the lives of the working parents and children involved, but to business, and the well-being of our economy as we enter a new century.

Robert E. Rubin

Robert E. Rubin

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Introduction

Child care is an issue of enormous importance to employers, employees, and the economy. In 1996, 51 million working Americans, representing 38 percent of the labor force, had children under the age of 18.[1] Of the ten million preschoolers of employed mothers, more than half were cared for by someone outside the family.[2] There are also 24 million school-age children in need of care during out-of-school time.[3] In some families both parents choose to work, in others such an arrangement is a financial necessity, and in many single-parent families, work is the only option. In all of these cases, parents need access to child care.

Can't trust it

Child care arrangements fall through for 1 in 4 employed parents during a three-month period, sometimes more than once.

This report, *Investing in Child Care*, discusses what businesses can do to promote access to affordable, high quality child care for their employees. There are a number of reasons employers may find it beneficial to support child care: to improve employee morale, to reduce turnover or absenteeism, to increase productivity, or as part of efforts to benefit their community. *The report finds that for many companies, investment in child care benefits the bottom line.*

The Challenges Facing Working Parents

Working mothers and fathers face challenges in their dual roles as parents and employees. They are concerned about the affection, education, and stimulation their infants, toddlers, and preschoolers are receiving. They are concerned about the financial burden of child care. They are concerned about what they will do if their regular child care provider is unable to care for their child. They are concerned about the activities of their school-age children before and after school and during school vacations. They are concerned about how the demands of child care affect their performance and productivity on the job.

Although this report focuses on employers, it is ultimately the parents who are responsible for ensuring that their children receive high quality child care. Working parents must research available options, select the type of care their children receive, and pay for the care. In choosing a child care provider, parents must take into account specific factors such as the particular needs of their children; the provider's qualifications, experience, and interaction with the children; the environment in which the children receive care; convenience (including location and hours); and affordability.

The Role of the Public Sector and Employee Representatives

Federal, state, and local governments also provide child care assistance to working parents. Through both the tax code and a block-grant program for low-income families, the Federal government provides financial assistance to working families for child care, particularly to low-income families, for whom the cost of care is a significant financial burden. The Earned Income Tax Credit and the recently enacted child tax credit also provide financial support to working families with children, though not directly for child care purposes. Some states form public-private partnerships with local business leaders to help promote access to quality, affordable care. Federal, state, and local governments also promote efforts to improve the quality of care, through measures such as licensing, regulation of child care centers, and provider education.

Only 1 percent of revenues for child care and early education came from the private sector.

Employee representatives, such as labor unions, can also play an important role in helping parents find affordable, quality care. Through collective bargaining, employers and employees have taken steps to address child care issues and improve worker satisfaction and productivity. Benefits that have been negotiated include on-site and off-site child care centers, child care subsidies for workers, time off to care for sick children, paid family leave, and resource and referral programs. In an informal survey of six major unions, the Labor Project for Working Families found more than 1.6 million workers covered by some type of child care benefits through their union contract.[4]

Why Child Care Matters to Businesses

Employers find that child care can have a significant impact on their businesses. Lack of access to affordable, quality child care may make it difficult for businesses to hire qualified employees. Productive and valued employees may leave their jobs because of child care problems, increasing hiring and training costs. Employees may be forced to take time off because of child care problems, or spend time at work handling child care concerns. All of these factors can reduce productivity and profits. Many businesses recognize this, and support child care programs. But a recent study found that only 1 percent of revenues for child care and early education came from the private sector.[5]

Employers are also wise to be concerned about child care because *today's children are tomorrow's workers*. Our changing economy requires a flexible, educated workforce, and there is increasing evidence of the impact of early childhood development on the future growth of individuals. President Clinton's 1997 White House Conference on Early Child Development and Learning highlighted the importance of brain development in early childhood. The President's White House Conference on Child Care in October 1997 emphasized the importance of child care that enhances growth and prepares children to learn, and also stressed the urgent need for after-school opportunities for young people. For some children, the majority of this care will come from their parents. For others, however, this care will come from a combination of parents and other caregivers. Quality child care is important if these children are to reach their full potential.[6]

Benefitting the Bottom Line: A New Survey

A new survey of more than 1,100 companies, conducted by the Families and Work Institute for this report, reinforces the benefits to businesses from investing in child care. This is the most comprehensive survey to date of the effects of work/family policies on companies' bottom lines. While many of the responses about cost-effectiveness are based on formal program evaluations, others are based on interviews with human resource officials. The survey's findings include:

- Employers find substantial benefits from child care programs. More than two-thirds of respondents report that the benefits from child care programs are greater than the costs, or that the programs are cost-neutral.

- There are similar findings for programs that allow for flexible work schedules: almost three-quarters of those interviewed report that benefits exceed costs or that the programs are cost-neutral.

- For an overwhelming majority of employers, family leave policies also provide significant benefits. Almost three-quarters of respondents report that the benefits of family leave policies outweigh the costs or that the programs are cost-neutral.

What Businesses Can Do

Many employers may view child care as a single issue with one solution — an on-site child care center. However, the issue is much more complex. Parents face a variety of child care issues, such as after-school care for older children or the need for backup care. This report looks at a number of areas where employers can help their employees with child care, including:

- resource and referral programs;
- flexibility for working parents;
- public-private partnerships;
- corporate and labor management partnerships;
- on-site child care;
- off-site care;
- backup/sick child care; and
- out-of-school care.

Small and Medium-Sized Businesses

It is important to note that child care is not only an issue for large employers. Small and medium-sized businesses can also take steps to improve employee access to quality child care. A business with only a few employees can face serious consequences if a vital worker is forced to leave because of a child care problem. For this reason, small businesses in many ways face an even greater imperative to address this issue. Although some of the solutions to child care concerns discussed in this report will make sense primarily for larger employers, others will also apply to small and medium-sized firms. For example, small businesses can arrange with off-site child care centers to reserve slots for employees or participate in child care consortia, where employers work together to sponsor child care.

Structure of the Report

Section 1 of the report discusses the concerns facing workers as they balance their roles as parents and employees. Section 2 discusses the economic impact of child care. Section 3 offers best practices in different child care areas. It also features results from the new Families and Work Institute survey of 1,100 businesses on child care practices, and how these practices affect the bottom line; this survey is the first to take a comprehensive look at what employers are doing to promote access to child care, and how they benefit from these programs. Section 4 offers suggestions on how employers who are interested in offering child care programs can proceed and also contains a listing of resources that provide more information on child care.

This report is by no means an exhaustive list of what companies can do to promote employee access to child care. It is, instead, a starting point for employers interested in learning about how they can benefit both their company and their employees through investment in child care.

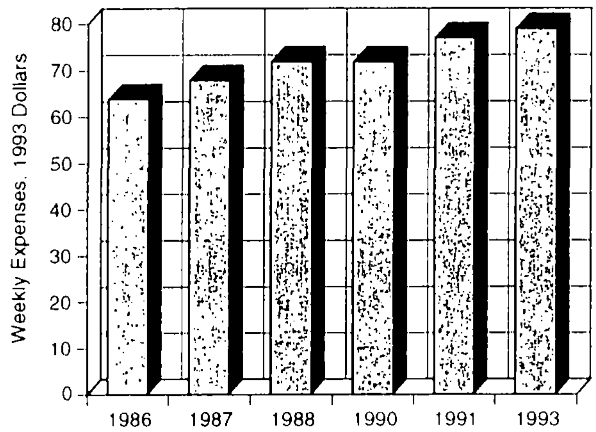
Concerns of Working Parents

Many of the 51 million parents who work are faced with difficult decisions about child care. Working parents of young children must decide what type of child care to use (e.g., family child care or a center), and then must select a specific provider. This decision depends on factors such as the needs of their children, child care cost and quality, and the convenience offered. Parents must also make decisions about what to do if their regular provider is unavailable or if their child is sick. Parents of school-age children must find care during out-of-school time, or leave their children at home alone ("latch-key kids"). For many parents these are difficult choices, and sometimes they must make tradeoffs between different attributes of care, such as price and quality. This can make child care a source of serious concern for working parents. A 1992 study found that workers with children exhibited higher levels of stress than workers without children, and child care responsibilities appear to be one of the causes.[7]

I. Financial Concerns

Child care is a serious financial burden for many families. In 1993, for families that paid for care for their preschoolers, weekly child care costs averaged $79 per family, or about $4,000 annually, and represented about 7.5 percent of income. Costs are higher for younger children (particularly infants), for in-home baby sitters and child care centers, and in metropolitan areas. Child care costs have increased more than 20 percent since 1986, even after adjusting for inflation (Chart 1).[8] Informal surveys suggest that care for older children in after-school programs is less expensive.

Weekly Cost of Child Care for Families With A Preschooler: 1986-1993



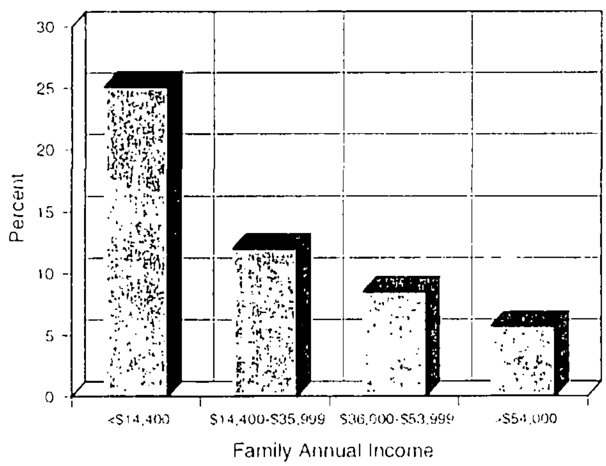
Families with employed mother; expenditures for all children in family.
Average for all families making child care payments.
Source: Casper (1995).

Chart 1

> *For the poorest families (those with incomes of $14,400 or less) child care costs on average represent more than one-quarter of family income.*

The cost of child care is a particular burden for low-income families (Chart 2). Child care costs constitute less than 6 percent of income for families with annual incomes of $54,000 or more, but for the poorest families (those with incomes of $14,400 or less) child care costs on average represent more than one-quarter of family income.[9] These high child care costs for low-income workers can create a substantial impediment to work. And although there are programs in place to help low-income working families with child care, a recent study finds that many parents are not aware of them.[10]

Percent of Annual Income Spent on Child Care by Family Income: 1993



Families with employed mother and a preschooler; expenditures for all children in family.
Average for all families making child care payments.
Source: Casper (1995).

Chart 2

II. Quality Concerns

The quality of early childhood development can dramatically affect the rest of life. A growing body of research substantiates the view that investments in the care of young children affect a child's physical and emotional development, and these investments can have positive returns for families and society.[11] For businesses and our economy, the quality of care for today's children has significant implications for tomorrow's workforce.

Quality is an important issue to parents and child care providers. "Quality" in child care encompasses many different components, such as health and safety, education, and provider-child interaction. Some attributes of quality, such as child to staff ratio and provider education, are relatively easy to measure. Other components of quality, such as the interaction between caregiver and child and the educational component of care, are more difficult to quantify. Nevertheless, researchers have improved their ability to both define and measure these components of quality care. Interestingly, researchers' definitions of quality tend to match what parents value and desire in the care for their children.

The primary component of quality is the relationship between the child and the child care provider. Parents want a provider who cares about their child, gives their child attention, ensures the child's safety, and communicates with the parents about the child's development.[12]

Studies have found that a number of factors make it more likely that the provider meets the parents' needs. These include:

- *a small number of children per adult (low child to staff ratio);*
- *a small group size;*
- *a provider with a relatively high level of education and training; and*
- *a low level of staff turnover.*

Three cross-national studies have found that child care quality is uneven in the United States. While some children are in care that promotes their growth and learning, many others are in environments that are potentially harmful to growth. There is widespread concern that many children are in care that, while safe, provides little learning. This could have significant implications for our future workforce.

Several recent studies show that it is possible to improve quality in ways that can affect children's development. One study found that greater interaction between young children in child care and their caregiver results in greater cognitive development and improved language skills.[14] A recent study in Florida finds that lowering child to staff ratios and increasing teachers' levels of education have improved children's cognitive, social, and emotional development.[15]

Low turnover and provider education and training are important indicators of child care quality. However, low wages for child care workers encourage rapid turnover; according to the Center for the Child Care Workforce, the median hourly earnings of child care workers in 1996 were only about $6, and about one-third of child care workers leave their jobs every year. Earnings for family child care providers appear to be even lower.[16] These factors suggest that attracting and retaining child care workers must be an important component of addressing the child care issues that affect our economy.

The Economic Impact of Child Care

> "...by better enabling each individual to fulfill his or her own potential, child care better enables the entire economy to fulfill its full potential."
>
> Robert E. Rubin,
> Secretary of the Treasury

Child care is a significant economic issue for a number of reasons, including the effects of child care on employee productivity; labor force trends, particularly the dramatic increase in the number of working women; and the effects of child care costs on labor supply. The availability of child care removes labor force barriers for some individuals who want to participate in the labor force, helping each individual reach his or her full potential. Many employers have come to recognize the benefits of providing child care assistance for their workers and for the economy as a whole.

I. Impact on Employee Behavior

While evaluations of the effects of corporate child care programs on employee productivity are scarce, surveys and other measures suggest that investment in child care can benefit the bottom line. Child care problems can have significant effects on productivity; a 1997 study found that more than one in four employed parents with children under the age of 13 had experienced a problem with their usual child care arrangement in the previous three months.[17]

Many companies have discovered significant gains from child care programs. The new Families and Work Institute survey finds that more than two-thirds of companies report that child care and flexible work programs have net benefits or are cost-neutral.

A 1995 Conference Board survey also found that many companies believe that there are substantial benefits from offering child care services:

- *62 percent of respondents reported higher morale;*
- *54 percent reported reduced absenteeism;*
- *52 percent reported increased productivity;*
- *37 percent reported lower turnover.*[18]

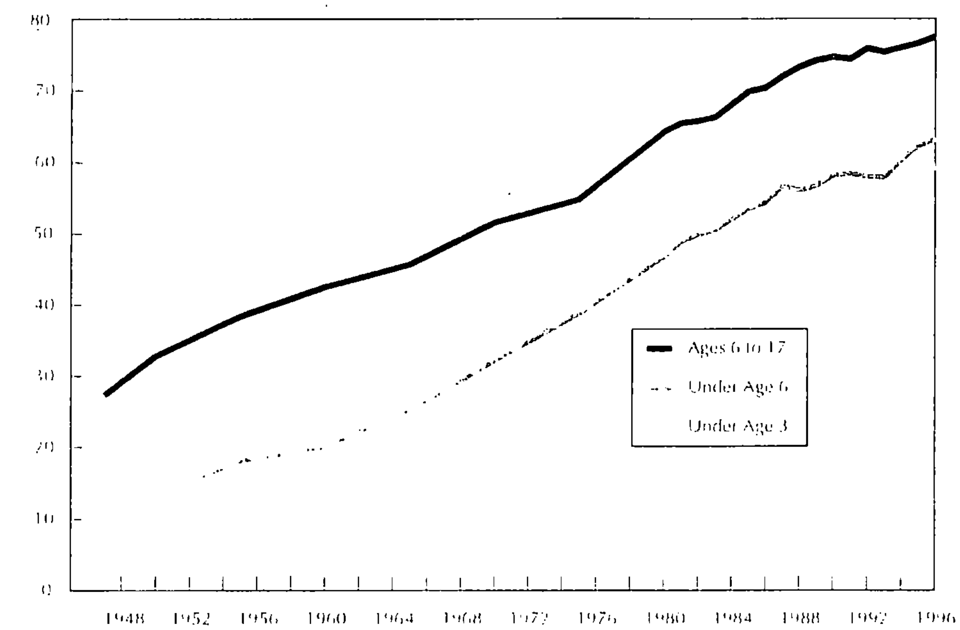
Other studies and reports have also pointed out the bottom line benefits of programs to assist working parents.

- Lexis-Nexis reduced operating expenses by more than 45 percent through a telecommuting program and a flexible work environment. Savings came from higher productivity, fewer facilities, greater geographical hiring pools, and better use of technology.
- First Tennessee Bank reports reduced turnover costs of more than $1 million annually from work/family programs, including more flexible scheduling.
- Johnson & Johnson reports savings of more than $4 for every $1 invested in its work/family programs, including child care resource and referral information.
- Lancaster Laboratories has a turnover rate one-half the industry average, in part due to an on-site child care center.

II. Labor Force Trends

Labor force participation rates have increased dramatically for mothers over the past 50 years (Chart 3). In 1947 just over one-quarter of all mothers with children between 6 and 17 years of age were in the labor force, but by 1996 their labor force participation rate had tripled. The increase in the labor force participation of mothers with younger children is similarly dramatic. In 1996 more than half of all mothers whose youngest child was less than 3 years of age were labor force participants, versus only about one-fifth of such mothers in 1965.[19]

Labor Force Participation Rates of Mothers by Age of Youngest Child: 1947-1996



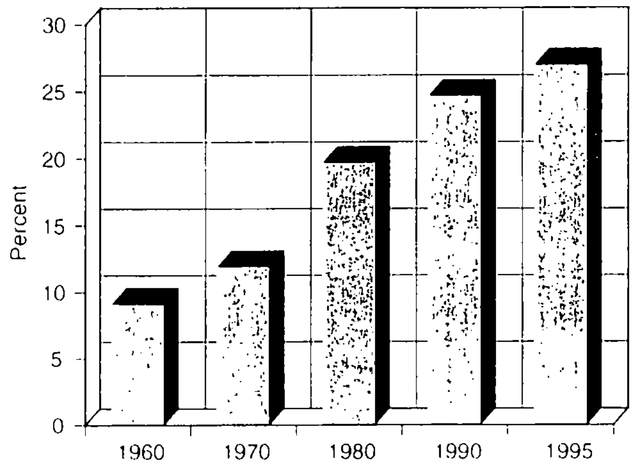
Source: Green Book (1996); BLS

Chart 3

Women are expected to comprise more than 60 percent of new labor force entrants between 1994 and 2005. The Bureau of Labor Statistics (BLS) projects that labor force participation of women will grow at double the rate for men over that period, and six of ten women are expected to be in the labor force by 2005.[20] In particular, women of childbearing age (15-44) are an increasing share of the labor force; they now account for three in ten workers, up from two in ten in 1961.[21]

The increase in the proportion of families with children headed by single parents has also expanded families' child care needs (Chart 4). In 1995, more than one-quarter of children were in families headed by a single parent, up from less than one in ten in 1960.[22] Many of these single parents require some form of child care while they are working to support their families. This trend is likely to continue with the implementation of welfare reform. A recent study from the National Conference of State Legislatures found that lack of access to child care can be a serious impediment to work for single parents leaving welfare.[23] In large measure, this can be attributed to the fact that child care can cost more than one-quarter of family income for low-income families.[24]

Percentage of Children Under Age 18
Living with One Parent: 1960-1995



Source: Green Book (1996).

Chart 4

III. Child Care Costs

There is substantial literature in economics studying the effects of child care costs on labor supply. Although the studies vary in methodology, nearly all find that reducing child care costs reduces labor market barriers for parents who want or need to work. These studies find that a 10 percent reduction in the price of care increases the probability that a married mother will work by 2 to 8 percent. These studies find little effect of child care costs on the number of hours worked, however, given that the mother is already in the labor force.

The cost of child care also influences the type of child care that parents choose. Parents choose from a variety of types of child care, including paid and unpaid care (such as care provided by a relative). Studies find that in areas with lower prices of care, working mothers are more likely to use paid care. Substitution of paid for unpaid care is particularly likely to occur as the price of paid care decreases because parents tend to be more dissatisfied with unpaid care than paid care.[25]

Best Practices and New Findings

There are a number of options available to companies interested in promoting employee access to affordable, high quality child care. While some may represent a substantial financial investment, such as on-site care or after-school programs, others have much smaller costs. This section briefly discusses some types of child care initiatives that companies have undertaken, and provides best practices in each area. It also offers examples of small and medium-sized businesses that have discovered benefits from investing in child care programs.

A New Survey of Businesses

For this report, the Families and Work Institute conducted a survey to study the effect of various work/family policies on the bottom line.[26] This survey of a representative sample of 1,109 employers is the most comprehensive survey to date of the effects of these kinds of policies on businesses. The interviewers spoke with human resource officials about work/family programs, including child care, flexible work schedules, and leave for new parents, and how those programs affect the bottom line.

The firms surveyed represent a wide variety of sizes and industries. About half of the employees of the firms interviewed are female, slightly more than half are hourly employees, and about 15 percent are unionized.

The Families and Work Institute survey found substantial benefits for companies that invest in child care programs.[28] More than two-thirds of firms report that child care programs either have benefits greater than costs or are cost-neutral.

According to the survey, employers offer a number of different reasons for investing in work/family policies. The most common reasons given are:

- to retain employees at all levels of the workforce;
- to help employees balance work and family life; and
- to improve employee morale.

Other reasons employers institute work/family programs are in response to employee requests, to increase productivity, to retain highly skilled employees, and because it is "the right thing to do."

When asked the main business obstacle in implementing these programs, almost one-third cite cost; the second-most common obstacle is administrative hassles. Other business obstacles include competitive pressures, the added burden of supervising workers with flexible schedules, and a belief that the programs are not cost-effective.

1. Resource and Referral Programs

Employers can form partnerships with child care resource and referral agencies (CCR&Rs) as a low-cost way to provide employees with a starting point for information on child care programs. CCR&Rs provide information to parents about child care, including information about local providers, the elements of high quality care, and advice on selecting a child care provider. The exact functions of a CCR&R agency vary, but in addition to providing parents with information, many agencies help to address broader child care concerns in their communities, recruit and train providers, and maintain a database of child care services. In 1994, CCR&Rs helped 1.5 million families find child care.[20]

In addition, CCR&Rs help employers implement and evaluate family friendly workplace policies, particularly support for child care. With their child care expertise and knowledge of community needs, CCR&Rs serve as a valuable resource to employers who are working to support child care.

The Families and Work Institute survey finds that child care resource and referral is a very popular benefit for employers. More than half (55 percent) of the businesses surveyed offer access to information to help employees locate child care in their community. However, employee access to child care resource and referral depends in large part on the size of the employer. The largest companies are more than twice as likely to offer access to information on locating child care services as the smallest companies.

Employers and CCR&Rs cooperate in four main areas:

- **Employee Assistance.** Corporations contract with CCR&Rs to provide consultation and referral services as a benefit for their employees.

- **Resource Development.** Employers work with CCR&Rs to increase the supply of child care in the community that meets the specific needs of the workforce. For example, CCR&Rs funded by Levi Strauss in Fayetteville, Arkansas work to increase the supply of infant care for Spanish-speaking families.

- **Quality Improvement.** CCR&Rs are involved with major national initiatives, such as the American Business Collaboration (ABC) for Quality Dependent Care, where they facilitate training for child care workers in more than 75 percent of communities involved. CCR&Rs also assist local efforts to improve care, such as Corporate Hands, a Houston employer collaboration, and a consortium of public and private employers in Auburn and Opelika, Alabama.

- **Data.** CCR&R data on the supply of care, identified gaps, and assessment of needs provide valuable tools for businesses both as employers and local corporate citizens.

"...one of the things we can do is make sure that this basic child care information is available to every parent that needs it. Not just in the 600 communities where it now exists but everywhere, and in a way that is very accessible."

Patty Siegel, Executive Director, California Child Care Resource and Referral Network

Some CCR&Rs are community-based; these are generally non-profit organizations that provide services in a particular community. There are approximately 500 community-based CCR&Rs nationwide, and many are part of statewide networks.[30] A list of state resource and referral networks is included in the "Resources" section of this report. Other CCR&Rs offer services nationwide to various companies under contract, and are often for-profit companies.[31]

ChildNet, State of Iowa

Overall, a WFD evaluation found that Johnson & Johnson saved more than $4 in increased productivity for every $1 invested in the LifeWorks program.

Through their statewide Child Care Resource and Referral system, Iowa has greatly expanded private sector involvement in meeting child care needs. ChildNet, a cooperative partnership between businesses and community-based child care resource and referral agencies, provides comprehensive child care options to employers to address absenteeism, increase productivity, retain employees, and also help recruit child care providers. More than 40 employers support ChildNet, providing enhanced services to nearly 20,000 employees.

Johnson & Johnson

Johnson & Johnson offers child care consultation and referral through its LifeWorks program. LifeWorks helps Johnson & Johnson employees find and recognize quality child care (including backup care), locate appropriate care for school-age children after school, plan for maternity/paternity leave and return, and prepare for adoption. LifeWorks is managed by WFD (formerly Work/Family Directions), a national consulting firm.

Overall, a WFD evaluation found that Johnson & Johnson saved more than $4 in increased productivity for every $1 invested in the LifeWorks program.

About one-fifth of Johnson & Johnson employees used LifeWorks in 1997, and 60 percent of participants said the program strengthened their commitment to the company. The program is also used by a broad section of employees: almost one-quarter had household incomes of less than $50,000.

An evaluation of the LifeWorks program found benefits to both Johnson & Johnson and its employees who used the program:

- *More than one-half of the employees who used LifeWorks said it helped them be more productive at work;*

- *One-quarter reported that there were fewer days when they arrived late or left early;*
- *One-quarter also reported that they took fewer days off;*
- *Employees saved, on average, 14 hours each time they used the service. This is time they would have personally had to spend researching child care providers, for example.*

II. Workplace Flexibilities

One way employers can help their employees with child care concerns is through flexible workplace policies. There are many ways in which businesses can make their workplaces more flexible for working parents.

- **Parental Leave.** Firms may not want to lose valuable workers who would otherwise leave their job to stay at home with their child. One option is extended maternity or paternity leave. Parents can stay at home for an agreed upon time, then return to the same (or comparable) job. The leave can be either paid or unpaid. The firm is able to retain the worker, and the worker does not need to start over in a new job.

- **Telecommuting.** Some parents whose jobs do not require them to be physically in an office can work from home. In most cases, someone else must still care for the child, but the parent can spend breaks with the child and deal with child care problems much more easily and efficiently.

- **Job Sharing.** Parents who want to continue to work but spend more time with their child can share jobs. For example, instead of one full-time worker, two workers can each work three days a week.

- **Compressed Work Schedule.** With a compressed work schedule, a normal work week is compressed into fewer than five full days by expanding the number of hours per day.

- **Flex Time.** Flex time lets workers set their arrival and departure times, within specified time periods. For example, a father who wants to be home when his children return from school could agree to come in earlier in the morning and leave in time to meet his kids.

Many businesses surveyed by the Families and Work Institute offer more leave for new parents than required under the Family and Medical Leave Act, which allows eligible employees to take up to 12 weeks of unpaid, job-protected leave to care for a newborn or adopted child, to attend to their own serious health needs, or to care for a seriously ill parent, child, or spouse. Among businesses surveyed, new mothers often receive pay while on leave after giving birth, frequently as part of a temporary disability benefit. However, only one in ten new fathers have access to paid leave.

Among firms with leave policies, almost three-quarters of those interviewed report that the benefits of the policies outweigh the costs, or that the policies are cost-neutral.

The new Families and Work Institute survey also finds that a substantial number of companies provide employee flexibility in work scheduling.

- Almost three-quarters of firms allow workers to periodically change the time of day they start and end work, and about one-quarter allow workers to change starting and ending times on a daily basis.

- Sixty percent of firms allow workers to move between full-time and part-time work, while remaining at the same position (or level).

- Almost one-half of the employers let employees share jobs, and more than 45 percent allow workers to compress their workweek by working longer hours on fewer days.

- More than two-thirds of employers allow employees to work at home occasionally, and almost one-half allow employees to work at home on a regular basis.

- More than three-quarters of employers allow new parents to return to work gradually after childbirth or adoption.

The size of the company makes little difference in whether employees have flexibility in scheduling work. The only areas where there are sizeable differences by firm size are in job sharing and compressed workweeks, where the largest firms are about 50 percent more likely to offer these options than the smallest. For companies that have flexible scheduling programs, almost three-quarters report either that benefits exceed costs or that the programs are cost-neutral.

Salomon Smith Barney

Salomon Smith Barney offers employees a choice of alternate work arrangements, including flextime, job sharing, and telecommuting. The purpose is to retain employees by helping them balance work and personal life.

Salomon Smith Barney views these alternate arrangements as a privilege and not a right. Employees must have at least one year of service and a strong performance record to qualify. The worker requests the alternative work arrangement from his or her manager, who evaluates the request, taking into account the cost of the alternate arrangement and schedule coordination. The manager also makes sure that alternate work arrangements are used consistently and fairly. All alternate work arrangements are reassessed after implementation to evaluate their effectiveness. Informal evaluations have found the program very useful in retaining valuable employees and helping workers meet their obligations to both their families and the firm.

FirstBank of Colorado

FirstBank of Colorado established its reduced hours program in 1989 to provide workers the flexibility to both maintain a career and raise a family. Staff-level employees have always been able to work part-time, but the program established in 1989 also applies to officers. These officers must have a minimum of three years of service, be the primary caregiver of a child under age seven, and be able to work at least 28 hours a week. The participating officer and the bank president agree on job responsibilities and work schedule. Arrangements are reviewed annually to ensure the arrangement is mutually beneficial to both the employee and the bank.

III. Public-Private Partnerships

Businesses across the country often join with the public sector to support child care. Through these partnerships, at both state and local levels, companies improve child care not only for their own employees, but for children and families in the broader communities as well. Such initiatives promote the quality, affordability, and availability of child care for all families, often focusing on low-income families. Businesses have the resources and a strong interest in affordable, quality care, while government, resource and referral, and community agencies have the skills, expertise, and information needed to identify problems and avoid unnecessary duplication.

"It's going to take every sector of society — Administration, Congress, business community, religious leaders, state and local officials, as well as parents and providers — to respond effectively to the child care challenge."

Dr. Valora Washington, Program Director, W.K. Kellogg Foundation

Public-private partnerships not only help children and their families, but also benefit the business community. The private sector can invest resources that increase the supply and improve the quality of child care services; provide advice to the child care community about the tax code, management practices, marketing, human resource policies, and other issues; and examine child care needs and recommend improvements from a business perspective. By supporting child care, the private sector can reduce absenteeism, increase productivity, and make it easier to attract and retain employees. In the long-run, the businesses improve the education and development of children who will be potential employees in the future.

Types of public-private partnerships include:

- **Child Care Investment Fund.** Companies contribute resources to a fund which can be used to address a range of issues, including affordability and quality.

- **Loans to Child Care Providers.** A multi-bank community development fund can provide loans and business assistance to child care providers. States and communities have worked with both child care providers and financial institutions to encourage such loans in accordance with the Community Reinvestment Act, which requires banks and savings institutions to address the credit needs of their communities.

- **Child Care Business Commission.** A commission of business and child care leaders can increase business support for child care and implement specific recommendations.

- **Model Planning and Zoning Programs.** Communities can remove planning and zoning obstacles in establishing child care facilities. They can also provide incentives to increase support for child care facilities among real estate planners and developers.

More than one-half of the companies surveyed by the Families and Work Institute report that they are involved in child care partnerships with state or local governments, and 16 percent offer financial support for child care in their communities through a fund or corporate contributions.

State of Colorado

Governor Roy Romer appointed corporate leaders to the Colorado Business Commission on Child Care Financing in May 1995 to examine child care from a business perspective and propose methods to help finance high quality, affordable, and accessible child care. The Commission met with other business representatives, child care providers, child development experts, and state and local leaders to develop a long-range funding plan for early childhood education. The Commission's recommendations led to the passage of several legislative initiatives, including the creation of an ongoing Commission to work toward implementation of the reforms suggested in the Commission's report. Other Commission recommendations included starting a multi-bank community development corporation to provide loans and other financial assistance to child care providers, and establishing a model planning and zoning program to increase the supply of child care.

The Commission, together with Bright Beginnings (a non-governmental private-public partnership designed to improve the lives of children from birth to age three), released a 45-page report on family friendly policies, listing the benefits of such policies and concrete steps businesses can take to implement these policies. The report also provides a work/family needs assessment survey and a list of resources that Colorado businesses can use in implementing family friendly policies

State of Florida

In 1996, with the support of Governor Lawton Chiles and business leaders, Florida passed legislation aimed at encouraging public-private partnerships to support child care services. In fiscal year 1997-98 the state legislature allocated $4 million for the program, and more than $3 million has been raised from businesses so far. Employers may participate by contributing funds to cover a portion of child care costs for their own low-income employees eligible for subsidized child care. Alternatively, employers, foundations, and local governments can contribute to a general Child Care Purchasing Pool that serves children from low-income families in the community. In either case, the state contributes a dollar-for-dollar match, and parents pay a sliding scale fee, making child care more affordable for low-income families.

Communities wishing to participate must establish a local task force, with a majority of members representing employers, but parents must also play a role. The task force is responsible for developing a plan of action. Participating communities commit to matching state funds on a dollar-for-dollar basis with local matching funds from employers, local governments, and charitable foundations.

State of North Carolina

North Carolina's Smart Start initiative, launched by Governor Jim Hunt, aims to provide every child with access to quality and affordable child care, health care, and other support services. In each participating county, public and private sector leaders join together to develop a plan that assesses community needs, develops a shared vision, and provides for joint funding of needed early childhood services, including child care.

Through a competitive grant application process, interested counties submit plans for approval to the North Carolina Partnership for Children — a nonprofit organization which oversees and provides guidance to local Smart Start partnerships. Once its plan is approved, each county partnership provides an array of Smart Start services. About 30 percent of funds are used to assist families in purchasing child care. Under state law, the North Carolina Partnership for Children and the local partnerships are required to match 10 percent of the state appropriation, which was about $70 million in 1996. That same year the North Carolina Partnership for Children received almost $10 million in contributions from businesses, and local partnerships received an additional $5 million in financial and in-kind contributions.

One example of a Smart Start service is an innovative, compensation-linked training initiative in North Carolina's Orange County called Child Care WAGE$. This initiative helps retain experienced, well-trained caregivers by supplementing the wages of providers who have attained a certain level of education. The initiative is designed to help strengthen the quality of care.

IV. Corporate and Labor Management Partnerships

Another way that businesses work together to promote child care is through corporate partnerships. For example, a number of businesses can jointly fund a child care center. Or businesses can lead community efforts to improve the quality of care and train providers.

In each participating county, public and private sector leaders join together to develop a plan that assesses community needs, develops a shared vision, and provides for joint funding of needed early childhood services, including child care.

American Business Collaboration for Quality Dependent Care and Work Family Directions

The American Business Collaboration for Quality Dependent Care (ABC) is the largest and most comprehensive private sector initiative specifically designed to improve the quality and expand the supply of dependent care. The ABC is headed by 22 major corporations and involves almost 200 businesses, labor unions, governmental entities, and not-for-profit organizations who have invested nearly $100 million to support child and elder care programs in 68 communities across the country since 1992.

By banding together, the ABC participants have funded more than 1,000 projects used by nearly 2 million children, including dependents of employees and community residents. The consulting firm Work Family Directions (WFD) manages the funding resources of the Collaboration and provides technical assistance.

Examples of ABC programs include:

- *$1.2 million to provide on-site training for staff and directors at 185 child care centers over a 12- to 18-month period in Atlanta, Dallas, Washington DC, Tampa, and the Mid-Hudson Valley region in New York.*

- *Almost $700,000 to expand a national program to support the professional development of early childhood teachers through intensive training and mentoring programs in Colorado, Florida, Illinois, and New York.*

- *More than $1.5 million to provide technical assistance, on-site consultation, and small grants for more than 425 child care centers in 30 communities across the country. The funds will enable center directors to make quality improvements leading to accreditation.*

Western New York Family Care Consortium

In 1996, United Auto Workers (UAW) members at a General Motors plant in Tonawanda, New York talked with GM management about problems in finding quality child care that fit their scheduling needs. In response, GM and other employers in the Buffalo area surveyed their employees about child care and found a number of problems. Almost half of the workers cited child care as a reason they could not work overtime, and more than one-third missed 2 to 4 days of work over a 3-month period because of child care problems. In response, UAW-General Motors and UAW-American Axle, along with area employers DuPont and Praxair, founded the Tonawanda Business Community Childcare Consortium.

In 1998 UAW-Delphi Thermal Systems joined the Consortium, bringing the current employee base to more than 13,000 area workers. Now known as the Western New York Family Care Consortium, the program is managed by Childcare Network, Inc. Consortium services include:

- "Just for Kids," which provides care for school children before and after school (opening at 5:30 AM) and during school holidays at three sites, as well as a half day program for children in kindergarten. Member families receive priority enrollment and pay reduced fees.

- "Just Like Home," an extended hours child care center near the worksite for children ages 6 weeks to 12 years; the center meets the needs of second shift workers by staying open until 2 AM. Member families receive priority enrollment and discounted fees.

- "Just in Case," an emergency backup telephone network to connect parents with providers when their usual child care arrangements are interrupted. Enrollment is free for UAW members; others pay $15 to register, with $5 for each additional child.

The Consortium also provided training to more than 160 local child care providers in 1997, and has helped two area child care centers receive accreditation from the National Association for the Education of Young Children.

V. On-Site Child Care

Perhaps the first thing employers think of when they hear about child care assistance is on-site care, where a child care center operates on company property. On-site centers allow the employer control over quality, and are often accredited by private organizations that evaluate child care quality.

On-site centers are often operated by outside contractors with experience in managing child care centers. Companies subsidize on-site centers in various ways. Some employers pay for the construction and maintenance of a center, with parental fees covering the cost of operations, while others provide operating subsidies, effectively lowering costs for all users, or offer subsidies specifically to lower-income employees. Child care slots are generally reserved for company employees, but if the on-site center is not full, services can be offered to other parents in the community.

A 1998 study estimates that there are currently more than 8,000 on-site centers in the U.S., sponsored by firms of all sizes. The Families and Work Institute survey found that one-fifth of firms offer on-site or near-site child care. A number of firms offering on-site care had fewer than 500 employees; these firms typically worked with other small firms to jointly operate centers. Overall, 16 percent of the on-site centers had more than one corporate sponsor.[32]

A 1997 study of users of on-site care found beneficial effects for both employers and employees.[33]

- *With on-site care, parents have less need to take time off because of child care emergencies, increasing attendance and productivity.*

- *On-site centers play an important role in attracting quality employees and increasing retention.*

- *On-site centers are convenient, eliminating the need for extra trips to the baby sitter or child care center, reducing commuting time and stress.*
- *Working parents can visit their children during lunch or breaks, this additional time can also reassure parents about the quality of care that their children are receiving.*
- *On-site centers demonstrate a company's commitment to employees, creating greater employee loyalty.*

SC Johnson Wax

The Johnson Wax Child Care Center (CCC), located at company headquarters in Racine, Wisconsin, serves 250 children, providing full and half-day care for children ages newborn through 6 years. The center also offers full day kindergarten, as well as before- and after-school care and a summer day camp for older children. The CCC is managed by Corporate Family Solutions, a national child care provider, and the center is accredited by the National Association for the Education of Young Children.

The CCC originally started in rented space in a church, but in 1991 moved to a state-of-the-art facility on the company's park and fitness center grounds. SC Johnson Wax paid for the construction of the facility and also provides maintenance; this allows CCC to keep costs low. In addition, families with incomes below $60,000 pay reduced fees.

Lancaster Laboratories

In 1986 Lancaster Laboratories, in Lancaster, Pennsylvania, had 150 employees, but in a tight labor market was losing skilled workers who left after giving birth. The staff was young and largely female, and an employee survey found that many workers were planning to start a family within the next five years. However, a good proportion of those wanted to continue their professional careers, provided they could find a good child care solution. Lancaster Laboratories responded by opening an on-site child care center.

Lancaster Laboratories now has 600 employees, and 166 children are enrolled in the child care center, including two state-approved kindergarten classes. The on-site Family Center also includes a summer camp for school-age children and an adult day care center for older family members. The child care center is operated by Hildebrant Learning Center, which provides monthly reports to

Lancaster Laboratories on program use, budget, and effectiveness. In addition, Lancaster Laboratories also has a generous parental leave policy that exceeds the standards of the Family and Medical Leave Act.

Since the company opened the child care center in 1986, 94 percent of new mothers have returned to the company, and most are back at work within three months after giving birth. Annual turnover is only 8 percent, less than half the industry average, especially important for a company that needs to retain skilled scientists. Lancaster Laboratories also has an important edge in recruiting new employees, and the programs attract childless employees who like the company's family friendly policies.

VI. Off-Site Care

There are a number of options for companies that want to help their employees with child care but do not want to offer on-site care. Some employers help operate and/or fund centers near the place of business (near-site) or in the community. These centers can be collaborative, involving a number of sponsoring employers, or community-based. Other companies make arrangements with off-site centers so that employees have the first opportunity at available slots, and firms can also subsidize off-site care with a provider the employee chooses.

Off-site care offers a number of advantages:

- **Employee Choice.** Subsidies for off-site care allow workers to choose the child care provider that works best for them. Off-site programs benefit employees who use child care closer to home or near the workplace of other family members, or who have unusual schedules. These factors may be especially important for firms with flexible scheduling, telecommuting, and mobile workers.

- **Flexibility.** Off-site care programs allow companies to provide services to workers when companies have multiple worksites or employees are geographically dispersed.

- **Space Issues.** Building space or property is not diverted for child care use when it may be needed for other purposes. Some companies believe that their premises should be for business use only.

- **Leadership and Corporate Citizenship.** By supporting local off-site efforts, companies reinforce their corporate citizenship and leadership roles in the community. Off-site care not only meets the needs of employees, but also helps other employers assist their workers and helps build the overall community tax base.

In addition to the 20 percent of firms that offer on-site or near-site care, the Families and Work Institute survey found that 8 percent of employers offer direct subsidies for child care, such as vouchers.

Katonah, New York

IBM joined with PepsiCo to develop one of the first child care centers in Northern Westchester County to serve infants, toddlers, and preschoolers in the same setting. The original project proved so successful that the two companies provided additional funding for the continued development of the property. The center now contains several acres of wooded land, a pond, a barn, trails, and a swimming pool. IBM and PepsiCo also added a summer science and nature program for school-age children. Recently, Texaco and Nynex joined IBM for the next phase of development. This second site offers backup care, care for school-age children, and care for children who are too sick to use their regular provider, but who do not need to stay at home.

> *"Investing more in child care…is just good common sense. Workers who do not have to worry about their children are more productive."*
>
> *John Sweeney, President,* AFL-CIO

Local 2/Hospitality Industry Child Care and Elder Care Fund, San Francisco

In 1994, the Hotel Employees and Restaurant Employees Union Local 2 and the San Francisco Union Hotels negotiated the Child/Elder Care plan. Employers contribute 15 cents for every qualified-employee hour worked, and the fund has grown to almost $1.5 million since the plan was negotiated. A labor-management committee worked together to design a program to meet the child and elder care needs of Local 2 workers. In particular, the committee had to address the needs of hotel employees, many of whom work nights or weekends and require care at odd hours.

The fund provides reimbursement to union members in four areas: newborn care; child care for children ages 1 to 14; subsidies for youth programs, such as after-school programs, classes, and summer camp; and elder care. Workers receive a subsidy of $125 per month for newborn care, and $60-$100 per month for child care, with higher reimbursement for licensed care. Parents are free to select the child care provider that best fits their needs, and then use the subsidies to pay for this care. There are a limited number of slots in each of the four reimbursement areas, and assistance is offered on a first-come, first-served basis. In addition, the plan offers free counseling and referral services for child and elder care 24 hours a day, seven days a week.

VII. Backup/Sick Child Care

Although many families choose a method of care that depends on a single provider, such as a family day care provider, relative, babysitter, nanny or stay-at-home spouse, these forms of care are susceptible to last-minute breakdowns. In fact, care is estimated to break down an average of 8 to 12 days per year in these arrangements, such as when a regular provider is ill or on vacation. Employees may need backup child care to supplement their full-time arrangements so that they can come to work when they might otherwise have to call in sick or take a vacation day.

In a 1996 survey of 300 CEOs by Cannon Consulting Group, 72 percent reported that worker absenteeism would be greatly reduced if a company offered on-site or backup child care services. A 1996 study conducted by the Merrill-Palmer Institute found that the annual cost of absenteeism due to child care problems among the companies it surveyed ranged from $66,000 to $3,500,000.

A high quality backup child care alternative can offer support to employees when the regular care provider is unavailable; school is closed; or a parent is returning to work from leave. One provider of backup care has found that the average family using one of its centers will use backup care more than five times a year. In trying circumstances, such as an unexpected loss of a caregiver or the return to work after maternity leave, a parent may use the program 20 times or more in a year.

In addition to backup care, parents may also need sick child care. Sometimes a child is too ill to attend school or go to their regular child care provider, but not ill enough that a parent needs to stay at home. Some employers offer care to address this circumstance. Also, employers may grant time (with or without pay) to employees who need to stay home with a sick child. The Families and Work Institute survey found that 14 percent of employers offer backup or emergency child care, and another 11 percent offer sick child care.

New York Life

In 1993 New York Life surveyed its approximately 8,000 home office employees to evaluate the employees' needs, including child care. The survey found that New York Life lost more than $400,000 annually from employees calling in sick due to child care responsibilities. In response, the company opened a backup care facility in April 1996. The center is managed for New York Life by ChildrenFirst, a national provider of backup care services.

Children and grandchildren ages 6 months to 13 years are eligible, and more than 400 children are registered for the center — these are children who can use the center if backup care is needed. Total utilization in 1997 was 2,000 spaces.

A survey of employees who had registered children for the center found benefits both to New York Life and its employees.

- The center has directly helped 79 employees avoid calling in sick a total of 388 times, saving New York Life approximately $84,000 in lost productivity. This figure includes only those parents and grandparents who responded to the survey; total savings may be higher.

- Based on experience, 99 percent of respondents would recommend the backup care center to co-workers.

"The bottom line is that our efforts to support employees' work/family priorities are good business. These are neither 'perks' nor 'giveaways.' These tools will help us attract, motivate, and retain people who are more likely to be more dedicated, more focused, more innovative, and more productive."

Randall L. Tobias, Chairman and Chief Executive Officer, Eli Lilly and Company

Eli Lilly

At Eli Lilly's Tippecanoe Laboratories in Lafayette, Indiana, employees can take their sick children to the U.B.O.K. Sick Child Care Center at St. Elizabeth's Medical Center. In partnership with St. Elizabeth's, Eli Lilly provides sick child care spaces at U.B.O.K. at a discounted fee. U.B.O.K. is open 7 days a week, 24 hours a day, and is staffed by skilled nursing assistants who care for sick children under the age of 14. Eli Lilly is also working with state government, other Indiana companies, and the Purdue University Center for Families in a public-private partnership to address the need for care throughout the state.

In addition, Eli Lilly provides employees with eight days of flexible paid time off per calendar year for illness in the family. If a worker needs additional time to care for an ill family member, the employee's supervisor and human resources representative can evaluate the situation and authorize additional paid days off.

Many children can benefit from extra learning time, enrichment, and recreation after school and during weekends, summers, and holidays. Providing these opportunities, while important to any parent, can be especially important for employed parents, reducing work absences and increasing retention rates. A 1994 Metropolitan Life survey of parents found that 56 percent believe that children are left alone too much after school. A 1997 Department of Education survey shows that parents would like after-school programs to offer computer skills, art, music, and drama, recreation, and public service.

In 1995 there were 23.5 million school-aged children with parents in the workforce, but the vast majority (over 20 million) did not have a supervised environment to go to after their day was over.[34] Yet this is exactly the time of day when young children and teenagers need supervision. An analysis of Federal Bureau of Investigation data by the group Fight Crime: Invest in Kids, found that youth between the ages of 12 and 17 are most at risk of committing violent acts and being victims of violent crime between 3:00 p.m. and 8:00 p.m. — when they are not in school.

While some businesses are developing and implementing after-school programs, especially for children of their employees, such programs are not widespread. The Families and Work Institute survey found that about 10 percent of employers offer care for school-age children during vacations. Availability of this benefit often depends on the size of the company; the largest employers are more than twice as likely to offer care for school-age children during vacations as the smallest firms surveyed.[35]

John Hancock Financial Services

John Hancock offers a comprehensive work/family program to its employees, ranging from flexible work arrangements to on-site child care. One of its unique programs is Kids-to-Go, which provides supervised activities and field trips for children, ages 6-14, from 7:30 a.m. to 4:30 p.m. during school holidays. Fifty children attend the program, staffed by a nonprofit social agency. The company initiated this program in response to an employee survey citing work/family issues as a major cause of concern to its employees. John Hancock estimates a payback of $4.17 for every dollar invested in family friendly policies and programs, including Kids-to-Go, through increased performance and retention, stress reduction, and reduced absenteeism.

Hewlett-Packard

Recognizing that employees' schedules can make it difficult to keep in contact with their children during the school day, Hewlett-Packard, the California computer corporation, teamed up with the Santa Rosa City School District to establish the first work-site public school on the West Coast. The Hidden Valley Satellite School, a branch of the Hidden Valley Elementary School one mile away, is adjacent to the company's Santa Rosa plant. Hewlett-Packard employees have priority registration for the school, and more than 75 percent of the students' parents are Hewlett-Packard employees.

The company's flextime policy enables its employees to take advantage of their proximity to the school by visiting their children during the day. Teachers report that parental participation is higher than they have seen at other schools, especially among fathers. Hewlett-Packard employees often join their children for lunch. The Hidden Valley Satellite School also encourages parents to volunteer in the classroom, and teachers work with parents to determine the best type of help for each class. Parents serve as teachers' aides, help children with projects, and even provide hands-on instruction in subjects like math and science.

IX. Small and Medium-Sized Businesses

Many of the policies discussed above are applicable to small and medium-sized business. For example, community-based child care resource and referral agencies can provide information to employees of small businesses, and small businesses can also participate in public-private partnerships. Small businesses can also arrange with off-site child care centers to reserve slots for employees or participate in child care consortia, where employers work together to sponsor child care.

Flexible work arrangements may not be difficult to arrange in a small firm. The Families and Work Institute survey finds that many smaller companies have such programs in place. More than two-thirds allow workers to periodically change the time they begin and end the day, and one-quarter allow this on a daily basis. More than one-half allow employees to move from full-time to part-time work and back, staying in the same position; more than one-third allow job sharing; one-third allow compressed workweeks; and one-half permit employees to occasionally work at home

- More than two-thirds of human resource managers of smaller firms report that either the benefits of these programs exceed costs or they are cost-neutral.

Smaller firms offer less in terms of access to child care, however. Less than one-third of these smaller companies offer access to information to help locate child care. Less than ten percent of these firms offer on-site or near-site care, child care subsidies, backup care, sick child care, or care during school vacations. Although smaller firms in many cases may not have the resources to provide on-site child care assistance, a look at best practices indicates that there are arrangements, particularly corporate and public-private partnerships, that can work for small and medium-sized firms.

New Berlin Child Care Center, Inc.

In 1988 three employees left A&A Manufacturing, a business of 200 workers in New Berlin, Wisconsin, because they were unable to find adequate child care. A&A discussed this with other small businesses in the New Berlin Industrial Park, and they realized that access to child care was an important issue in retaining skilled employees. None of the employers could individually afford to support a child care center; however, the businesses together, with other contributions, were able to raise enough funds to build a child care center in the industrial park.

The New Berlin Child Care Center opened in 1992. Today, it is a cooperative effort serving 210 children, involving more than 80 businesses and the city of New Berlin. The center is accredited by the National Association for the Education of Young Children, and features a full-day kindergarten. It is governed by a non-profit corporation with a volunteer board of directors and managed by Bright Horizons Children's Centers, Inc., a for-profit company that specializes in employer-supported child care centers.

Most of the businesses that sponsor the New Berlin Child Care Center have fewer than 100 employees, and some are as small as two or three workers. Employees of sponsoring companies receive priority when an opening occurs, but parents are responsible for fees. The center has proven very effective in allowing employers to retain existing employees that might otherwise have left to care for their children. New Berlin Child Care Center estimates that at any one time, the center helps up to 150 workers remain at their jobs. In fact, the New Berlin Child Care Center has been so successful that it is expanding to meet the needs of the many children on the waiting list.

Lost Arrow/Patagonia

Lost Arrow is the parent company of Patagonia, a clothing designer, and other smaller subsidiaries. The Ventura, California-based company employs about 600 workers. Its Work-Family Program started in 1984 with an on-site child care center; now Lost Arrow also offers a generous leave policy, flexible work scheduling, subsidized off-site care, and a child care resource and referral program. Lost Arrow also supplies training and financial support for licensed child care providers who serve children of employees.

New parents, including those who adopt, are entitled to eight weeks of paid leave, plus an additional eight weeks of unpaid leave; in addition, Lost Arrow provides financial aid towards adoption costs. The company also offers on-site child care and covers 40 percent of the cost, with parental fees covering the remainder. Lost Arrow also offers employees subsidies for off-site care.

The generous leave and child care policies help keep turnover low; this results in savings for the company, which estimates that it costs $50,000 to train a new worker. A Lost Arrow evaluation found that over a two-year period the Work-Family Program has more than recovered its investment of $585,000, producing net benefits of about $4,000. These savings come in large part from lower turnover. Other benefits Lost Arrow cites from its Work-Family Program include improved employee morale, increased productivity, reduced absenteeism, and enhanced recruitment.

What Businesses Can Do

If you are an employer who currently has child care programs in place, you can use this report to find ways you can expand your child care programs to better meet your employees' needs. You can also discuss your programs with other employers in your community.

If you are an employer that does not currently provide child care assistance, hopefully this report has given you some ideas about how to benefit both your company and your employees by investing in child care. The "Resources" section of this report is an excellent place to start if you are interested in finding out more about implementing child care programs in the workplace.

Here are several steps employers can take if they are interested in starting or expanding child care programs. Many of these have been recommended by the Child Care Action Campaign and the Families and Work Institute.

- Conduct a survey or focus group of employees to identify work/family problems and potential solutions. Create an internal working group to study employee needs. Review policies and practices to consider how to become more supportive to families.

- Call your local resource and referral agency to find out what's most needed in your community, what other employers are doing, and what information and counseling the agency can provide. Use the list of state resource and referral contacts in the "Resources" section of this report, or call Child Care Aware at (800) 424-2246, to locate the resource and referral agency in your area.

- Provide information to employees through in-house communication vehicles such as bulletin boards, newsletters, or on-line services. Invite local speakers to offer child care seminars at work sites.

- Look for more information on what other companies are doing, as well as on child care generally, on the home pages of the National Child Care Information Center (http://nccic.org) and the Department of Labor's Women's Bureau (http://gatekeeper.dol.gov/dol/wb). The "Resources" section of this report also has a listing of various groups that can provide information on different kinds of child care.

- Visit a local child care center, and talk with the director about child care needs and programs in your community

- Talk with other employers in your area, perhaps at your next Chamber of Commerce, Rotary, or other business organization meeting. They may have similar child care concerns that you can address together. Other area employers may already have child care programs in place that you can study.

For additional copies of this report, contact
the National Childcare Information Center
(800) 616-2242

Endnotes

1. Bureau of Labor Statistics (1997).
2. Casper (1995, 1996).
3. Child Care Bureau (1997).
4. This number is not comprehensive because not all union contracts are included.
5. Stoney and Greenberg (1996).
6. For a discussion of the role of child care in child development and education, see Committee for Economic Development (1993) and Galinsky and Friedman (1993).
7. Galinsky et al (1993).
8. Casper (1995).
9. Casper (1995).
10. Barnes and Miller (1998).
11. Council of Economic Advisors (1997b).
12. Galinsky et al (1994).
13. Galinsky et al (1994) and Cost, Quality & Outcomes Team (1995).
14. NICHD (1997).
15. Howes et al (1998).
16. National Center for the Early Childhood Work Force (1997).
17. Bond et al (1998).
18. Parkinson (1995).
19. 1996 Green Book; Bureau of Labor Statistics (1997)
20. Fullerton (1995).
21. Fullerton (1993).
22. 1996 Green Book.

23. Tweedie and Reichert (1998).

24. Casper (1995).

25. For a more complete discussion of these issues, see Council of Economic Advisors (1997a).

26. The interviews were conducted by Louis Harris & Associates. Financial support for the survey came from The Travelers Foundation, Allstate Insurance Co., Freddie Mac Foundation, The Commonwealth Fund, and Chase Manhattan Bank, N.A.

27. All results are weighted by the number of employees in the firm.

28. This includes programs that provide information to employees on child care providers, on-site and near-site child care, subsidized care, backup and sick child care, and programs during school vacations.

29. Adams et al (1996).

30. For more information on community-based CCR&Rs, see National Association of Child Care Resource and Referral Agencies (1996) and Adams et al (1996).

31. For information on nationwide CCR&Rs, see Friedman and Pauker (1997).

32. Burud & Associates (1998).

33. Andrews et al (1997).

34. Child Care Bureau (1997).

35. For more information on out-of-school programs, see Ottenbourg (1997).

Resources

Child Care Support Organizations

The AFL-CIO Working Women's Department
815 16th Street, N.W.
Washington, D.C. 20006
(202) 637-5064
http://www.aflcio.org/women

American Business Collaboration for Quality Dependent Care
WFD
930 Commonwealth Ave.
Boston, MA 02215
(800) 767-9863
The American Business Collaboration for Quality Dependent Care (ABC) is a business strategy intended to increase the supply and quality of dependent care services in the U.S.

Center for Career Development in Early Care and Education
Wheelock College
200 The Riverway
Boston, MA 02215-4176
(617) 734-5200, ext. 211
http://ericps.crc.uiuc.edu/ccdece/ccdece.html
The Center for Career Development in Early Care and Education strives to improve the quality of care and education for young children by creating viable career development systems for practitioners.

Center for the Child Care Work Force
733 15th St., N.W., Suite 1037
Washington, D.C. 20005
(800) U-R WORTHY
(202) 737-7700
The Center for the Child Care Work Force is a non-profit resource and advocacy organization committed to improving the quality of child care services through upgrading the compensation and training of child care teachers and providers.

Child Care Action Campaign
330 Seventh Avenue, 17th Floor
New York, NY 10001
(212) 239-0138
http://www.usakids.org/sites/ccac.html
CCAC is a national advocacy organization that works to stimulate and support the development of policies and programs that increase the availability of quality affordable child care.

Child Care Aware
2116 Campus Drive SE
Rochester, MN 55904
(800) 424-2246
Child Care Aware works to improve the quality of child care in local communities through parent education and funding and assistance for child-care provider recruitment, training and accreditation. The Child Care Aware toll-free information line connects parents with their local child-care resource and referral agencies who can provide referrals to local child-care programs and information about licensing and other resources for working parents.

Child Care Institute of America
3612 Bent Branch Court
Falls Church, VA 22041
Phone: (703) 941-4329
The Child Care Institute of America is a national, non-profit organization that supports private-licensed, center based, and ecumenical early childhood programs.

Child Care Law Center
22 Second Street, 5th Floor
San Francisco, CA 94105
(415) 495-5498
The Child Care Law Center's major objective is to use legal tools to foster the development of quality, affordable child care programs.

Children's Defense Fund
Child Care and Development Division
25 E St., N.W.
Washington, D.C. 20001
(202) 662-3547
http://www.childrensdefense.org
The CDF's goal is to educate the nation about the needs of children and encourage investment in children before they get sick, drop out of school, or get into trouble.

The Children's Foundation
725 15th Street, NW, #505
Washington, D.C. 20005
(202) 347-3300
The Children's Foundation conducts research and provides information and training on federal food programs; quality child care; leadership development; health care; and enforcement of court-ordered child support.

Child Welfare League of America, Inc.
440 First Street, NW
Suite 310
Washington, D.C. 20001-2085
(202) 638-2952
http://www.cwla.org/
The Child Welfare League of America (CWLA) is a federation of over 750 public and voluntary member agencies that serve children and families throughout the United States and Canada; these agencies provide a full array of child welfare services including child care.

The Conference Board
845 Third Avenue
New York, NY 10022
(212) 759-0900
http://www.conference-board.org/
The Conference Board is the world's leading business membership and research organization, connecting senior executives from more than 2,900 enterprises in over 60 nations.

Ecumenical Child Care Network
8765 West Higgins Road, Suite 405
Chicago, IL 60631
(312) 693-4040
The Ecumenical Child Care Network is a national, interdenominational membership organization whose members advocate for high quality, equitable, and affordable child care and education in churches and other religious organizations.

ERIC/EECE
University of Illinois at Urbana-Champaign
Children's Research Center
51 Gerty Drive
Champaign, IL 61820-7469
(800) 583-4135 or (217) 333-1386
http://ericeece.org/
The Educational Resources Information Center's Clearinghouse on Elementary and Early Childhood Education collects and disseminates research, literature, fact sheets and briefing papers on the physical, cognitive, social, educational and cultural development from birth through early adolescence.

Families and Work Institute
330 Seventh Ave.
New York, NY 10001
(212) 465-2044
http://www.familiesandwork.org
The Families and Work Institute is a non-profit research and planning organization committed to developing new approaches for balancing the changing needs of America's families with the continuing need for workplace productivity. The Institute conducts policy research on a broad range of issues related to the changing demographics of the workforce and operates a national clearinghouse on work and family life.

The Finance Project
1000 Vermont Ave., N.W.
Washington, D.C. 20005
(202) 628-4200
http://www.financeproject.org
The Finance Project is a national initiative to improve the effectiveness, efficiency, and equity of public- and private-sector financing for education, other children's services, and community building and development.

The Labor Project for Working Families
IIR, 2521 Channing Way, #5555
Berkeley, CA 94720
(510) 643-6814
http://socrates.berkeley.edu/~iir/workfam/home.html
The Labor Project works with local unions to develop family policies at the workplace through collective bargaining, including family leave, flexible hours (part time, job share, flex time, telecommuting), child care and sick time for families.

National Association for Family Child Care
206 Sixth Avenue, Suite 900
Des Moines, IA 50309-4015
(515) 282-8192
(619) 466-8340 (California)
http://www.nafcc.org/
NAFCC works to promote quality family child care through accreditation and to promote training and leadership development through specialized technical assistance.

National Association for the Education of Young Children
1509 16th St., N.W.
Washington, D.C. 20036-1426
(800) 424-2460
http://www.naeyc.org/naeyc/
NAEYC is a nonprofit professional organization dedicated to improving the quality of care and education provided to our nation's young children. The Association administers the National Academy of Early Childhood Programs, a voluntary, national accreditation system for high-quality early childhood programs, and the National Institute for Early Childhood Professional Development, which provides resources and services to improve professional preparation and development of early childhood educators.

National Association of Child Advocates
1522 K St., N.W., Suite 600
Washington, D.C. 20004
(202) 393-5501
http://www.childadvocacy.org/
NACA is the collective voice of child advocacy organizations working on the front lines to ensure the safety, security, health and education of America's children.

National Association of Child Care Professionals
304-A Roanoke Street
Christiansburg, VA 24063
(800) 537-1118
The National Association of Child Care Professionals is deeply committed to strengthening the professional skill level of child care directors, owners, and administrators nationwide, without regard to tax status or corporate structure.

National Association of Child Care Resource and Referral Agencies
1319 F St., N.W., Suite 810
Washington, D.C. 20004
(202) 393-5501
http://www.childcarerr.org
NACCRRA is a national membership organization of over 400 community child care resource and referral agencies (CCR&Rs) in all 50 states. NACCRRA's mission is to promote the growth and development of high quality resource and referral services and to exercise leadership to build a diverse, high quality child care system with parental choice and equal access for all families.

National Black Child Development Institute
1023 15th St., N.W., Suite 600
Washington, D.C. 20005
(202) 387-1281
http://www.nbcdi.org
The National Black Child Development Institute (NBCDI) serves as a critical resource for improving the quality of life of African American children, youth, and families through direct services, public education programs, leadership training, and research.

National Child Care Association
1016 Rosser Street
Conyers, GA 30207
Phone: (800) 543-7161
http://www.nccanet.org/
NCCA is a professional trade association representing the private, licensed early childhood care and education community. NCCA has a dual advocacy for quality, affordable child care as well as the business of child care.

National Child Care Information Center
301 Maple Avenue West
Suite 602
Vienna, VA 22180
(800) 616-2242
Fax: (800) 716-2242
TTY: (800) 516-2242
http://nccic.org
NCCIC was established to complement, enhance and promote child care linkages and to serve as a mechanism for supporting quality, comprehensive services for children and families. NCCIC is sponsored by the Child Care Bureau, part of the Department of Health and Human Services.

National Indian Child Care Association
279 East 137th Street
Glenpool, OK 74033
(918) 756-2112
The purpose of the National Indian Child Care Association is to create and maintain an efficient and effective organization that advocates quality child care provision for Native American children.

National Institute on Out-of-School Time
Wellesley College Center for Research on Women
Wellesley, MA 02181
(617) 283-2547
http://www.wellesley.edu/ WCW/CRW/SAC/
The mission of the National Institute on Out-of-School Time (formerly the School-Age Child Care Project) is to improve the quantity and quality of school-age child care programs nationally through collaborative work with communities, individuals and organizations, and to raise the level of public awareness about the importance of children's out-of-school time.

National Resource Center for Health and Safety in Child Care
University of Colorado Health Sciences Center School of Nursing
4200 E. Ninth Ave.
Campus Box C287
Denver, CO 80262
(800) 598-KIDS (5437)
http://nrc.uchsc.edu
The Maternal and Child Health Bureau's (MCHB) National Resource Center for Health and Safety in Child Care seeks to enhance the quality of child care by supporting state and local health departments, child care regulatory agencies, child care providers, and parents in their efforts to promote health and safety in child care.

National School-Age Child Care Alliance
1137 Washington Street
Boston, Massachusetts 02124
(617) 298-5012
Fax: (617) 298-5022
http://www.nsaca.org
The National School Age Care Alliance (NSACA) is a national membership organization whose mission is to support quality programs for school-age children and youth in their out-of-school hours.

USA Child Care
KCMC Child Development Corporation
2104 E. 18th
Kansas City, MO 64127
(816) 474-0434
usaccare@aol.com
USA Child Care is a national membership association of child care and early education providers and advocates who deliver services directly to children and families. The mission of USA Child Care is to serve as a national voice for these direct service providers to ensure quality, comprehensive early care and education that is affordable and accessible to all families.

Women's Bureau, U.S. Department of Labor
Work and Family Clearinghouse
200 Constitution Avenue, N.W., Room 3317
Washington, D.C. 20210-0002
(202) 219-4486
http://gatekeeper.dol.gov/dol/wb/
The Work and Family Clearinghouse of the U.S. Department of Labor Women's Bureau provides statistical information on the status of women in the work force. The Clearinghouse also conducts seminars and workshops on issues relating to women, including child and dependent care.

Women's Wire
http://www.womenswire.com/work/

Working Mother Magazine
100 Best Companies for Working Mothers
http://www.womweb.com/100intro.htm

State Resource and Referral Network Contacts

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(520) 881-8940

Arkansas
Arkansas Department Of Human Services
Division of Child Care and Early Childhood Education
101 East Capitol, Suite 106
Little Rock, AR 72201
(800) 445-3316

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111 New Montgomery, 7th Floor
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FIRST LADY HILLARY RODHAM CLINTON
"TALKING IT OVER"/CREATORS SYNDICATE
COLUMN FOR PUBLICATION APRIL 21, 1998

I-95, like so many other American highways, was jammed last weekend as millions returned to home and school after spring break. Among those making their way back to Washington were members of Congress.

Congress will be in session fewer than 70 more days this year – not much time to tackle an ambitious agenda that includes the budget, several education proposals, the expansion of Medicare, IRS reform, tobacco legislation, the patients' bill of rights, and child care.

The President and members of Congress – on both sides of the aisle – have proposed child care legislation that would significantly expand the number of children receiving child care subsidies, give tax cuts to businesses providing child care, expand child care tax credits to millions of working families, expand after-school programs, improve the quality of child care centers and provide more funds to train workers. Now is the time to act.

We all know that the character of the American workforce has changed dramatically. Child care has become a fact of American life. Well over half of all mothers with small children work outside the home, a number that will continue to grow as women leave the welfare rolls for the workplace. Thirteen million preschool children spend all or part of their day in the care of someone other than a parent. And millions of school-age children need care after school gets out.

We also know that the quality of care children receive in their earliest months and years profoundly affects their intellectual development. I know that every parent, myself included, worries about whether child care will be good or bad for their child. New research shows that quality child care – meaning care with lots of positive interaction between caregivers and children – can be good for a child's cognitive and language development as well as on the interaction between mothers and their children.

But, quality care is of limited value if it's out of reach for most working parents. About half of America's families with young children earn less than $35,000 per year and, for them, child care – which typically costs between $4,000 and $10,000 per child annually – is a significant financial burden.

Federal, state and local government programs provide subsidies for some working parents; but many others who need help aren't getting it. Some don't meet the low eligibility limits set by their states. Some don't know they're eligible. And, some states just don't have the money to meet every eligible family's needs.

Gilbert Ayala is a perfect example of why Congress needs to act now. Gilbert lost his job and his apartment when his wife was hospitalized ~~with schizophrenia~~ and he had to stay home to care for their 3 year-old son. Gilbert is on a waiting list for child care help so that he can return to work and find a home for his family.

Not only do government programs have a role in helping families such as Gilbert's, but employers need to provide support and understanding as well. Here's the good news: workplace policies that help families also benefit workers, employers and the bottom line.

Not long ago, it wouldn't have occurred to anyone to involve an agency such as the Treasury Department in child care issues. But, American business is learning that good child care is good business. So, last October, at the White House Conference on Child Care, the President asked Treasury Secretary Robert Rubin to convene a group of business and labor leaders to look at the child care problems facing working parents.

In a report released this week at the White House, they highlight some of the great family-friendly programs taking place in businesses across the country – businesses where CEOs have figured out that, if they're going to hang onto their most valuable asset – their workers – they need to provide a work environment that works for families.

Their report includes the results of a new study that proves the benefits of investing in child care – benefits such as improved employee morale, reduced turnover and absenteeism, and increased productivity. And, two-thirds of the companies studied reported that child care and flexible work programs either cost them nothing or actually resulted in net financial gains.

For example, Lexis-Nexis reduced operating expenses by more than 45 percent through a telecommuting program and a flexible work environment. First Tennessee Bank saw reduced turnover costs of more than $1 million annually from work and family programs, including more flexible scheduling. Johnson & Johnson realized more than $4 for every $1 invested in its work and family programs. And, Lancaster Laboratories, now has a turnover rate one-half the industry average, in part due to an on-site child care center.

It is the job of parents – not the government and not the private sector – to decide what kind of child care works best for them. But, government and the private sector do have a role in making sure that affordable, quality care is within reach for every family who needs it. Affordable, quality child care is good for everybody's bottom line. (End) (~~836~~ 835 words)