

# Employer Options

to Support Working  
Families & Child Care



## Obtain Information:



- Employee survey to determine child care needs, challenges, successes
- Local child care landscape (availability, affordability, quality, provider types)
- Pennsylvania's quality child care and early learning system



## Provide Information:



- Information and Referral resources (ELRC, 2-1-1)
- Applicable Employee Tax Benefits and Credits (EITC) (Child Tax Credit)
- Child development and parenting resources (PA Promise for Children)



## Offer HR Benefits:



- Dependent Care Flexible Spending Account
- Child care tuition subsidies, vouchers, reimbursement
- Employee Assistance Programs
- Flexible and/or predictable schedules



## Partner With Local, Quality Child Care Providers:



- Child care tuition discount
- Contracted slots
- Priority on waiting lists
- Back-up child care
- Create onsite or near site child care center



## Consider Innovation:



- Employer tax benefits
- Combination solution
- Collaboration with neighboring employers
- Paid services
- Supporting child care system

For additional examples and resources, please visit The Pennsylvania Early Learning Investment Commission's Investment in Caring website:  
[InvestmentsInCaringPA.com](https://InvestmentsInCaringPA.com)

