

BUILDING CHILD CARE SOLUTIONS THAT WORK FOR THE WORKFORCE



From the employer:

“Supporting the child care needs of our employees isn’t just good for our employees, it’s good business – when parents can find, afford and trust their child care provider, they arrive at work ready to be productive team members. We launched a child care scholarship to help our employees afford high-quality programs and will continue to look for unique ways to support our current employees’ child care needs.”

- John Casella, CEO

From an employee:

“The Casella child care scholarship has really shown the commitment this company has to supporting working families. For my family, it helped us to send our children full-time to a safe, fun, loving, educational program. In turn, I can return to work knowing my children are well cared for. When I am at work I can focus on my job, which has allowed me to grow my career, while growing my family.”

- Stefany Scott, Senior Tax Accountant

Family-Friendly Profile

Organization: Casella

Industry:

Waste Management

of Employees: 2200

Region: Multi-state with HQ in Rutland, VT

Child Care Benefit:

▶ **Child care scholarship** of up to \$270/month for employees who spend more than 10% of their income on high-quality child care

▶ **Administration of a Flexible Spending Account (FSA)** for qualifying dependent care

Family Leave Benefit:

▶ 8 weeks of paid leave after birth or adoption of a child

▶ 2 days for paternity leave



READY TO BUILD YOUR OWN SOLUTIONS?

letsgrowkids.org/business

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BUILDING A CHILD CARE BENEFIT THAT WORKS FOR YOU & YOUR WORKFORCE

Let's Grow Kids has been working with businesses to tailor benefits and practices that will support your workforce and work for your business.

A ROADMAP TO FAMILY-FRIENDLY BENEFITS & PRACTICES



Family-Friendly Culture + Flexible Schedules

- Foster a culture where leadership talks about and supports employees' child care needs
- Provide information to your employees about how to find high-quality child care
- Offer flexible schedules (through core hours, compressed time, job sharing or telecommuting)
- Offer child-friendly space for school closures or other short-term emergencies
- Allow for maximum flexibility with how paid time off is used

Scholarships + Financial Support

- Offer a Flexible Spending Account (FSA) for dependent care expenses
- Establish a stipend or scholarship to help employees afford care

Investment + Partnership with Programs

- Offer in-kind or capital support to a child care program in exchange for spots for your employees
- Support an on-site child care center on your campus



WANT TO LEARN HOW WE CAN HELP?

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