# On-Site Childcare for Employees

#### History of Los Niños Del Valle

- Incorporated in 1974.
- Moved onto the La Posada campus in 1997 under ownership of Casa de Esperanza, Inc. Benefit offered to La Posada employees to include <sup>1</sup>/<sub>2</sub> off tuition cost.
- September 2011, La Posada merged with Casa de Esperanza and all employees and services officially became part of La Posada.
- Los Niños Del Valle enrollment has a maximum capacity of approx. 80 children, ages 12 months – 5 years. Summer camp program for children up to 9 years old.

#### What are the Advantages?

#### What are the Disadvantages?

## Thinking of adding on-site child care? Things to Consider

### Advantages

- Retention
  - The average tenure among employees who use this benefit is 10.2 years compared to 5.5 years of other employees.

Greater work-life balance for employees
Separate you from the competition

Reduced absenteeism





#### Benefit to the community

#### Benefit to the children (education, social skills, emotional skills, etc.)







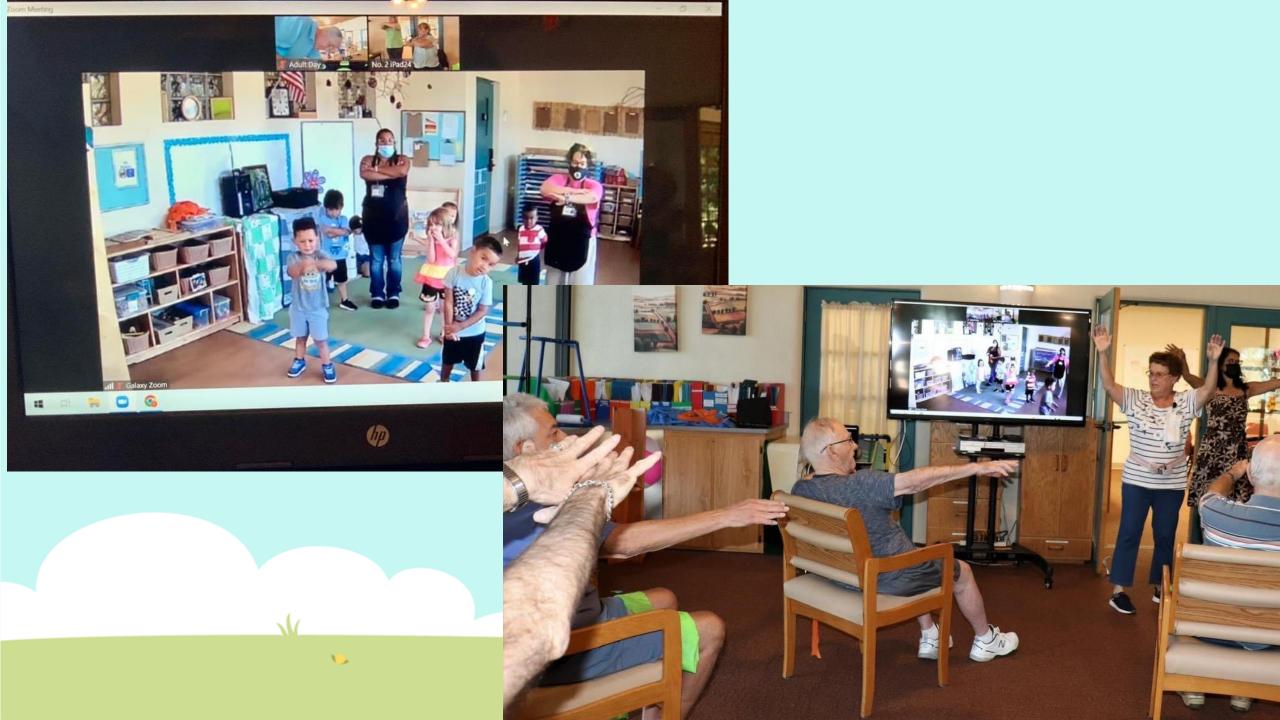




#### Advantages Opportunities for intergenerational experiences







#### Disadvantages

Cost

- Legal liability and Safety
- Increased Staffing and Training
- Increased illnesses that come with a group setting

#### Things to Consider when Adding Childcare

## Physical Location 01010 IL TO

#### Things to Consider when Adding Childcare

What model best fits your needs and capabilities?Is this a benefit your employees need?



# On-Site Housing for Employees

#### History of Sawkud Ke:K

- Founded in 2002.
- Campus design always included on-sight employee housing.
- Construction completed and first Residents in 2003.
- Studio, two- & three-bedroom units available for a total of 32.
- Each unit has one Housing Improvement Committee member

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• Four units occupied by "travel" nursing staff.

#### What are the Advantages?

#### What are the Disadvantages?

#### •What are the Considerations?

#### Advantages

#### Attract and retain diverse employees at all levels.



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- Increased productivity.
  - Improved access.
- Improved interactions
  - Improved morale





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#### Disadvantages

- Separation between work & home.
  - Lack of "choice".
- Increased legal & maintenance liability.
  - Termination = Eviction.

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#### Considerations

- Does the labor environment or talent availability necessitate the creation of employee housing?
- What legal requirements for housing are mandated in your jurisdiction?
  - What type of employee are you trying to attract?
- Is the housing within walking distance of essential services or amenities?
  - Does the property have enough space or land to accommodate employee housing?



 What is the cost of building or repurposing an existing building onsite versus the construction or acquisition of off-site housing?

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