

# 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 ½ 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.)





**Los Niños del Valle preschool and child care is a DES approved program.**



# Advantages

## Opportunities for intergenerational experiences









# Disadvantages

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



# Things to Consider when Adding Childcare

- Physical Location



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



# Disadvantages



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



# 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?

