

Offer your employees  
**customized**  
childcare



# WorkFamily



Creating balance for working parents

A KINDERGARDEN INITIATIVE

*Kinder*  
GARDEN

De Telegraaf

“Work-life balance is more important than career”

17 januari '24

DID YOU KNOW?

One in four parents is actively considering leaving their employer because of the poor work-life balance.

## Combining work and family?

This is a challenge for many parents.

It is also why employees prefer to choose an **employer that supports them**. Assure your employees of a **fixed childcare place** with WorkFamily Solutions services, even if they have changing work schedules. This **enables you to attract talent, retain staff, and prevent absenteeism**.

**WorkFamily Solutions** is an initiative of **Kindergarden**, a professional childcare organization with over **seventy locations** across the country.

### What results does this offer you?

- You become a more attractive employer for parents.
- Employees enjoy their work more and are more engaged.
- Your employees are more productive in their work.
- There is less absenteeism and working parents' availability increases.
- Employees with children stay working at your organization for longer.

# WorkFamily



## BNR RADIO - NEWS

“Gen Z employees are making their mark in the workplace: They feel misunderstood and want an improved work-life balance.”

21 januari '24

## What does WorkFamily Solutions offer?

Your employees can access a childcare place via WorkFamily Solutions, even if they have changing work schedules.

What does this entail?

### GUARANTEED CHILDCARE

Companies purchase a fixed number of childcare spots from Kindergarden. Within this guaranteed childcare, there is also the option of flexible scheduling, without fixed days - ideal for employees with variable work schedules.

We will always send you a customized quotation for this. The costs depend on the number of places and the choice between fixed and flexible childcare. As an employer you pay a contribution per hour, per child, while employees only pay the standard rate.

### PRIORITY ACCESS

Employees are immediately considered for the first available spot on the waiting list, giving them faster access to childcare, even in busy regions.

As a company, choose from two payment options: based on actual childcare hours used or a fixed buyout fee.

### EXTRA: ADVICE & COACHING

We offer working parents advice and coaching if they're facing challenges such as sleep or upbringing problems, or difficulties in finding a good work-life balance. Employees can use our online platform to engage an expert for advice or to draw up a personal action plan.

We use a 'credit system.' The employee can schedule a session after approval by the employer, with the session being deducted from the available credits.

## Why WorkFamily Solutions?

We support organizations of all sizes: From non-profit to commercial, from hospitals and government institutions, to corporations and medium-sized enterprises. Investing in employee welfare is investing in your organization's success.

Become an **attractive employer** for new and existing employees.

An **internationally proven** way to **prevent** drop-out and absence among young parents.



You achieve **inclusiveness** through higher female labor force participation.

**Minimum effort required from HR**; no integration with existing systems.

Parents retain their entitlement to **childcare allowance**.

**High quality childcare** in which children's welfare comes first.

### DID YOU KNOW

Parents are absent on average **eight days a year** because they have no childcare for their child/children.

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“Combining a busy job with caring for young children is one of today's burning issues”

26 januari '24

## A proven concept

WorkFamily Solutions is a Kindergarden initiative and is based on the proven successful model from Bright Horizons, our international mother organization. Over 10,000 companies across the world have already embraced this concept.



**Bright Horizons** is a leading international organization for childcare and child development. Globally, Bright Horizons has over 1,100 childcare centers and successfully supports over 10,000 companies with services including Back-up Care, Employer Sponsored Childcare places, Coaching, and Training.



**Kindergarden** is our brand name in the Netherlands. We are a professional organization that offers high-quality childcare with a well-developed childcare program for children aged between 0 and 4 and 4 and 12. With over seventy locations across the country, we care for over 10,000 children.

## Would you like to know more?

Visit our website at [www.workfamilysolutions.nl](http://www.workfamilysolutions.nl).

If you'd like to contact us directly, feel free to email us at [info@workfamilysolutions.nl](mailto:info@workfamilysolutions.nl).