



Checklist

Is your company ready for childcare via the employer?

Analysis of employee needs

Do you have working parents in your company?

- Yes → Continue to next question.
- No → Do you want to be an attractive employer for this target group? Continue to next question.

DID YOU KNOW?

Employees are absent an average fourteen days a year to care for their family. Eight of these days are specifically due to a lack of childcare.

Have you investigated your employees' childcare needs?

Do you have insight into the extent to which working parents experience problems with their child's childcare and which childcare via the employer (fixed or flexible) would best match their work and family life?

- Yes → Continue to next question.
- No → **TO-DO** Conduct an employee survey to understand which childcare facilities would support them. WorkFamily Solutions can help you make an inventory of needs. [Please feel free to contact us](#). Did you know that, for example, 22% of parents works fewer hours because they cannot find a childcare place?

Your company wellbeing policy

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Would childcare align with your company's HR strategy and wellbeing policy?

- Yes → Continue to next question.
- No → **TO-DO** Did you know that one in four parents is considering leaving their work because of the poor work-life balance? Investigate working parent turnover and dropout rates within your organization and how attractive you are as an employer for this large target group.

Internal awareness and culture

Does your organization actively support working parents to keep them on board and increase their job satisfaction?

- Yes → Continue to next question.
- No → **TO-DO** Discuss the advantages of childcare facilities with the management, such as an improved work-life balance and increased employee satisfaction.

Financial feasibility and cost analysis

Has your company investigated the financial feasibility of childcare via the employer?

- Ja → Continue to next question.
- Nee → **TO-DO** Conduct a cost-benefit analysis to understand the financial impact. Contact WorkFamily Solutions for direct insight of and advice on costs.

DID YOU KNOW?

88% of young parents suffers symptoms of burnout.

Collaboration with external partners

Have you investigated collaboration with external childcare providers?

- Yes → Continue to next question.
- No → **TO-DO** Investigate which external childcare organizations could be reliable partners for your company and what options they offer for guaranteed or flexible childcare. Did you know that WorkFamily Solutions is the only provider of childcare via the employer in the Netherlands? Our mother organization, Bright Horizons, already supports over 10,000 companies in the UK and USA by providing childcare via the employer.

Guaranteed and flexible childcare options

Do your employees have fixed working hours?

- Yes → Guaranteed childcare is probably the best option for your company. Continue to next question.
- No → If they have changing work schedules, flexible childcare is probably more suitable. Continue to next question.

Flexibility in childcare days

Have you considered arranging flexible childcare days to match your employees' needs?

- Yes → Continue to next question.
- No → **TO-DO** Consider how you can best meet employee needs by aligning childcare days to such things as changing work schedules. Flexible childcare via the employer is ideal for this.

Employer image and employee retention

Are you prioritizing your organization's image and employee retention, and are you considering childcare as an option in this?

- Yes → Continue to next question.
- No → **TO-DO** Consider how childcare via the employer would contribute to enhancing your employer image and improving retention of talented employees. Did you know that 70% of parents thinks that their employer does not demonstrate enough understanding?

Facility preparations and location options

Does your company have the space and provisions for a childcare facility?

- Yes → Fantastic! Please feel free to contact us. However, you should be aware that strict legislation and regulations apply to such facilities. We'd be happy to advise you on your location and its suitability. Continue to next question.
- No → No problem. With over seventy locations in the Netherlands, there's a good chance that there's a location near your company at which we can offer guaranteed and flexible childcare. Continue to next question.

Communication plan

Do you have a plan to inform employees about the childcare options and the advantages of these?

- Yes → You have finished the checklist!
- No → **TO-DO** Develop a communication plan to promote the use of these childcare options and clarify their advantages for working parents. WorkFamily Solutions can help you communicate this to your employees. [Please feel free to contact us.](#)

Conclusion



Use this checklist as a guide in taking the next steps toward a family-friendly working environment and make your company an attractive employer for parents!

Contact WorkFamily Solutions and request a free and no-obligation demo.