

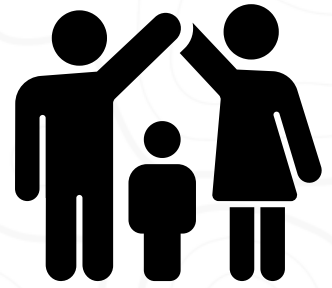
EMPLOYER SELF-ASSESSMENT CHECKLIST

VENTUREBOLDLY

CORPORATE NEEDS & POLICIES

- Do we strive for a family-friendly culture?
- Why do we want to provide employer-supported child care?
 - Enhance recruiting/attract employees
 - Enhance retention/reduce turnover
 - Support our employees' needs, help with work/life balance
 - Increase productivity and morale
 - Position ourselves as a responsive, family-friendly employer
 - Enhance our public image
 - Increase business

- What indicates to us that we should consider this change?
- Are we a family-friendly employer? How do we view family issues and work/life balance? Do we walk the talk?
- What attracts employees to our business?
- What kind of employees do we want to attract?
- Why do our employees stay or leave?
- What is our turnover rate and what is the reason?
- What are our costs associated with turnover?
 - Lost time
 - Recruitment
 - Training



VENTUREBOLDLY

WORKFORCE PROFILE

- How many of our employees are
 - Near retirement
 - Young parents
 - Parents of more than one child
 - Single parents
 - Low income
- Are we planning to expand/attract more employees?
- What shifts are hardest to recruit for and why?
- What locations are hardest to recruit for and why?
- What are the attitudes of other staff toward the needs of working parents?

MANAGEMENT

- What are the attitudes of supervisors/managers toward the workplace needs of working parents?
- What are the attitudes of supervisors/managers towards providing child care benefits?
- How will we assess the true needs of our employees?
 - Focus groups
 - Written survey
 - Interviewing supervisors/managers

To learn more about how Employer-Supported Child Care can work for your organization, contact Jenn Cronk, Director of Workforce & Special Initiatives at 406.758.2801.