



Supporting employee child care needs: it's just good business

Skilled workers value workplaces that understand their child care needs. Employers with family-friendly benefits are better positioned to recruit and retain top talent and see greater workplace productivity. In Lincoln and Lancaster County, many families need affordable and accessible quality child care options. Whether working parents can afford child care depends on what household income remains after paying other expenses such as housing, food, gas and utilities.

Child care landscape in Lincoln and Lancaster County



Over 74% of children in Lancaster County under age 6 have all available parents in the workforce.



Approximately 1,492 children are on licensed child care waiting lists.

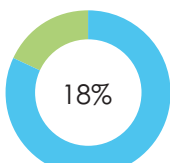
Affordability of Full-Day, Licensed Child Care in Lancaster County

The sample scenarios below show annual child care expenses as a percentage of median income of Lancaster County households with children under 18 years (\$80,409). According to U.S. Department of Health and Human Services, child care is considered affordable when it is 7% or less of household income. Based on 75th percentile of the current market rate



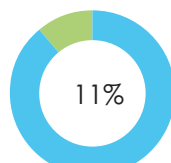
Infant

Child Care Center
[\$14,304/Year]



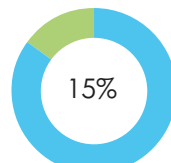
Toddler

Family Child Care Home
[\$9,096/Year]



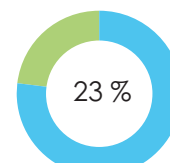
Preschooler

Child Care Center
[\$11,964/Year]



Infant + Preschooler

Family Child Care Home
[\$18,456/Year]

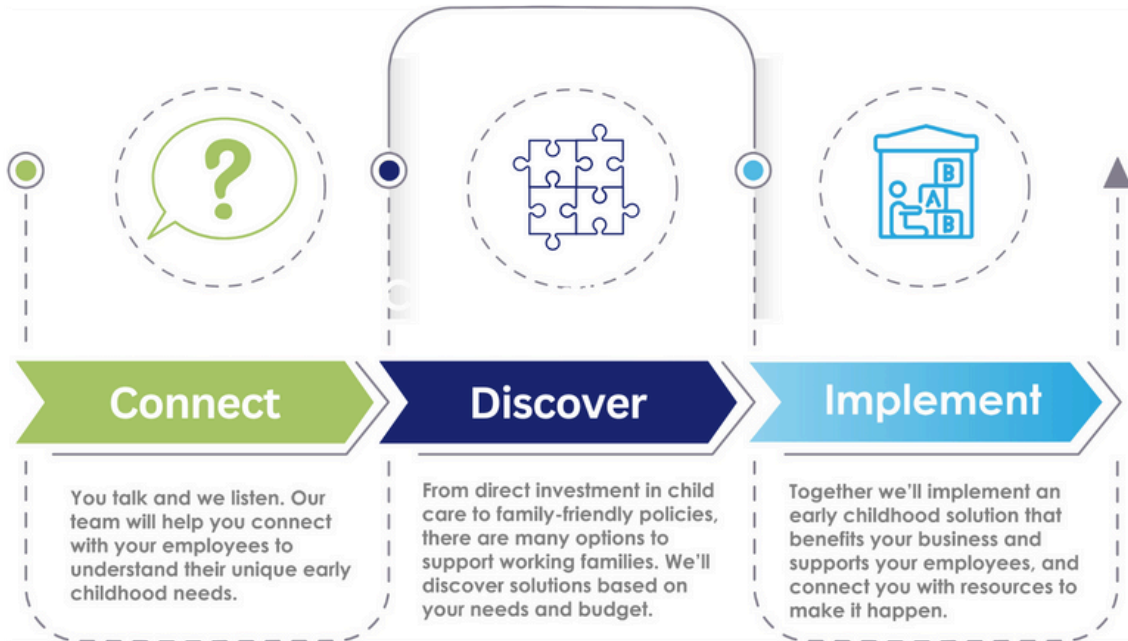


1 U.S. Census Bureau. (2021). B23008: Nebraska. ACS 5-year Estimates Detailed Tables.

2 Lincoln Littles. (2022). Early childhood workforce survey.

3 First Five Nebraska and Committee for Economic Development. (2022). Nebraska Child Care Affordability Calculator.

Interested in supporting your employees' child care needs, but don't know where to start? We can help.



Examples of employer-supported solutions

Reduce Care Costs



Help your employees cover child care costs

Options could include tuition assistance, employematch or dependent-care account contribution

Local Partnerships



Team up with local providers
Build partnerships with local child care businesses to support your employees' child care needs

Family-friendly policies when possible



Childcare resources in on-boarding, flexibility in scheduling, suitable workplace environment for new moms.

On-site Programs



Provide quality care within the workplace
On-site care can help solve care challenges, reduce commute times and improve productivity



215 Centennial Mall South | Suite 512
Lincoln, NE 68508 | P: 402 525 0183
lincolnlittles.org