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Corporate Financial Assistance for Child Care. The Conference Board Research Bulletin No. 177.

Friedman, Dana

Described are four different corporate initiatives that help employees pay for work-related child care expenses: vouchers, discounts, flexible benefit programs and comprehensive cafeteria plans, and flexible spending accounts with salary reduction. Several other options, such as corporate contributions to community programs, subsidizing on-site centers, Voluntary Employee Beneficiary Associations, and lobbying are mentioned briefly. Focusing primarily on the experiences of larger corporations, the information in this report is based on a survey of employers known to provide child care vouchers and discounts or to include child care in their flexible benefit plans. A total of 113 surveys were distributed; 38 companies responded with usable information. An additional 20 company programs are described, based on information provided at conferences and in the literature. Appended to the report are a sample dependent care assistance plan and guidelines for selecting a tax treatment plan for dependent care, including a comparison between salary reduction and the dependent care credit. (RH)

Descriptors: [Costs](#), [Early Childhood Education](#), [Educational Vouchers](#), [Employer Supported Day Care](#), [Financial Support](#), [Fringe Benefits](#), [History](#), [Salaries](#), [Surveys](#), [Tax Credits](#)

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