

Employer-Supported Early Care and Education

Dependent Care Assistance Plans (DCAPs)

DCAPs are flexible spending accounts, similar to accounts used for healthcare costs. Employers and employees can both contribute to these accounts, setting aside up to \$5,000 annually in pretax household income for child care expenses.

Reserved Seats at Local Programs

You can approach local programs that provide what your employees need – serving a range of ages, located close to your company, offering convenient hours, and providing a high-quality learning environment. Your company and the program(s) can agree to terms that benefit both parties.

On-Site or Near-Site Program

This option generally requires the greatest investment from the employer, but can also yield the greatest return. There are many factors for an employer to consider in implementing this model: upfront investment, approach to operating, demand for service, space and building requirements, security and staffing.

Tuition Scholarships

Employers can offer tuition scholarships to employees whose children are in early education programs, similar to college scholarships that some employers offer. These scholarship payments are made directly to the early education programs, not made through reimbursements to employees.

Back-up Care Services

Parents need backup care when their regular child care arrangements fall through. Some employers choose to support this need by partnering with a provider and subsidizing the cost for employees.

Contact Us:

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