

Child Care Resources and Guidance for Employers During the COVID-19 Crisis

Employers and families are facing new stress about child care and employment as the COVID-19 pandemic forces our schools and child care centers to close. We know that child care is a fundamental support for employment and employers are worried about the impact this will have on your business and the greater economy.

Let's Grow Kids created <https://letsgrowkids.org/coronavirus>, a Coronavirus (COVID-19) web page with up to date information, resources, and guidance to support Families, Early Childhood Educators, and Employers.

As a public health matter, it is crucial that many child care programs close to meet the goal of flattening the curve of the COVID-19 outbreak. However, children of emergency responders and essential personnel will need care.

Actions employers can take to support your employees' child care needs now:

For **non-essential personnel or non-emergency employees**, please consider the following:

- Immediately allow and communicate support for:
 - Work-from-home policies for every employee able
 - Flexible schedules for parents to work around decreased child care
 - Flexibility with how staff can use sick and paid time off (consider a compassionate/emergency leave so employees can meet their health and child care needs)
- Open internal lines of communication around child care needs:
 - Designate a point person for staff child care questions and needs
 - Designate an internal place to post child care and family resources (you can use our <https://letsgrowkids.org/coronavirus> resource page)
 - Add a designated child care section to existing communication channels (ex. an internal #childcare slack channel)
- Establish an Emergency Child Care Fund for employees and a direct line to HR to share their needs.

For **essential personnel or emergency employees**:

- The Governor directed all state child care programs to close (<https://tinyurl.com/wua4kty>), except those serving essential persons. A list of essential persons can be found here: <https://vem.vermont.gov/essentialpersons> (note: additions updated daily)
- If you have essential employees in need of child care please have them fill out this webform <https://webportalapp.com/webform/essentialworkers> or call #211
- Establish an Emergency Child Care Fund for employees and a direct line to HR to share their needs.

Actions employers can take to support child care programs:

Child care centers already operate on a very thin margin. This new crisis endangers their long-term stability. For the health of Vermont's businesses and the economy, it is essential that there are child care providers able to re-open when this crisis is over. Let's Grow Kids has set up an Emergency Relief Fund to support child care programs and early educators that will be affected by financial losses during the COVID-19 crisis. We will be acting strategically to ensure your donation supports program sustainability. If you'd like to give a gift, please visit <https://letsgrowkids.org/emergencyfund>

If you have other questions related to employer supports for child care, please contact: emily@letsgrowkids.org and visit <https://letsgrowkids.org/coronavirus#Employers>