



The Creative Child Care Solutions team can provide supports to keep your employees on the job.

CCCS offers a wide range of supports that can be tailored to fit your company's goals for supporting your employees' child care needs. Our consulting services are designed to be flexible, giving you the ability to customize the services you want based on your organization's overall goals.

Employee Needs Survey and Child Care Landscape Analysis

CCCS's ECE Strategy Advisor will work with your company to develop and disseminate an Employee Needs Survey to employees that will help you to better understand the specific challenges they are experiencing and what they want from child care. We'll simultaneously conduct a Child Care Landscape Analysis to better understand the options currently available to your employees.

Child Care Gap Analysis and Strategy Recommendations

We'll utilize data from the Employee Needs Survey and Child Care Landscape Analysis to identify your company's unique child care gap and provide recommendations on data driven strategies for filling that gap. We'll work with you to evaluate each strategy in relation to your company's goals and help you identify the strategy or strategies that you feel will best meet those goals.



Need more information?

Karen Grimm-Thomas

Early Childhood Strategy Advisor

The Pennsylvania Key

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Fiscal Consultation

Supporting employees in child care solutions can take on many forms. The CCCS team is here to help you explore various strategies including

- Brokered slots and/or discounts for employees with local child care facilities
- Partnerships with other businesses to better scale-up supports through cost sharing
- Pre-tax deductions, Dependent Care Assistance Programs and Employee Child Care Vouchers
- Request for Proposal (RFP) for Child Care Operations to identify a child care partner to operate on-site child care
- Fiscal Consultation and Corporate Child Care Site Development including:
 - Start-up facility consultation related to physical space, staffing, programming, family engagement, etc.;
 - Explanation of child care financing and sustainable fee structuring; and
 - Support through the licensing process including initial application and obtaining a Provisional Certificate of Compliance from the Department of Human Services (DHS) Office of Child Development and Early Learning (OCDEL).

Employee Education

In addition to the business supports listed above, the CCCS team is ready to work with your employees to assist them in their understanding of and access to quality child care. When employees trust the care their child is receiving when they are at work, and can find resources to support the cost, their dependability and reliability is positively impacted.

Schedule Your Free Initial Consultation Today!

Creative Child Care Solutions will meet with your team to understand your goals and explore your options.

Creative Child Care Solutions operates through The Pennsylvania Key, who is administered by the Berks County Intermediate Unit (BCIU). This program is supported by the Office of Child Development and Early Learning (OCDEL) of Pennsylvania's Department of Human Services (DHS) and Pennsylvania's Department of Education (PDE). For more information, visit dhs.pa.gov and education.pa.gov.





Explanation of fees

Choose any of the packaged services below, or work with CCCS' Early Childhood Education Strategy Advisor to combine different services into a plan that meets your business' specific needs and goals.

Item	Components	Cost
Initial Consultation	<ul style="list-style-type: none"> • Virtual and/or in person meetings to understand company goals and available services 	Free
Needs Assessment and Landscape Analysis	<ul style="list-style-type: none"> • Workforce Survey Development and Dissemination • Current Child Care Landscape Analysis 	\$1,600
Child Care Gap Analysis and Recommendations	<ul style="list-style-type: none"> • Analyze data from Workforce Survey and Landscape • Analysis to pin-point specific gaps in current child care supports • Provide choice of solutions based on identified gaps 	\$1,200
Request for Proposal (RFP) for Child Care Operations Supports	<ul style="list-style-type: none"> • RFP development • RFP Advertisement • Informational Webinars for prospective child care partner applicants • Technical assistance related to RFP scoring and selection of successful applicant • Facilitate initial outreach to successful applicant and support through contract development 	\$2,500
Fiscal Consultation	<ul style="list-style-type: none"> • Facilitating partnerships with local early learning leaders and providers • Facilitating partnerships with other businesses • Understanding child care finance and fee structure • Start-up facility consultation including physical space, staffing, programming, family engagement • Support through the licensing process including initial application and obtaining a Provisional Certificate of Compliance 	Varies - \$175/hour or as agreed upon
Employee Education Programs and Materials	<ul style="list-style-type: none"> • The importance of quality child care and how to recognize it • Finding and selecting quality child care • Options for subsidized child care • Understanding relative care and its benefits • Child care related materials to use in recruitment and on-boarding new staff 	Varies - \$175/hour or as agreed upon