



# EMPLOYER TOOLKIT FOR SUPPORTING WORKING PARENTS

EMPLOYER SUPPORT GUIDE  
FOR WORKING PARENTS

NORTH  
**Dakota** Be Legendary.

Health & Human Services

# Welcome to the North Dakota Employer Toolkit for Supporting Working Parents.

Learn how supporting working parents can help your business recruit and retain valuable employees, foster a supportive work environment, and position your business as a sought-after employer of choice.



## CONTENTS

### PAGES 1-4

Two great programs to help working parents with child care costs.

### PAGE 5

Other ways to support working parents.

### PAGE 6

Care and support information.

### PAGE 7

Development resources.

Visit our webpage for additional information, resources, and ready-to-use writing examples and images to use in your company's newsletter, intranet, and more: [hhs.nd.gov/toolkit](https://hhs.nd.gov/toolkit)



North Dakota provides two great programs to help working parents with child care costs.

Learn more on the following pages.



CHILD CARE ASSISTANCE PROGRAM



WORKING PARENTS CHILD CARE RELIEF (WPCCR) PROGRAM

# CHILD CARE ASSISTANCE PROGRAM



Working families, or families in training or education programs that meet income eligibility criteria can receive help to pay for their child care costs.

Families that qualify will have payments go directly to their child care provider to help cover the monthly cost of child care.



## WHERE CAN FAMILIES APPLY?

Families can learn more about the program and apply at [hhs.nd.gov/ccap](https://hhs.nd.gov/ccap).

## WHAT CAN EMPLOYERS DO?

Spread the word. Provide program information to employees, such as a handout in an onboarding packet, or informational materials in common spaces like breakrooms.

Visit our Supporting Working Parents webpage to find digital and print materials, and copy-and-paste writing examples that you can use to share information with your employees.

[hhs.nd.gov/toolkit](https://hhs.nd.gov/toolkit).



## LIFTING TINA'S HEAVY WEIGHT

Tina had a total monthly household income of \$2,682 for her family of three with a child care bill of \$1,910. After being approved for the child care assistance program, she reduced her monthly child care bill to a \$51 co-pay amount—lifting a heavy weight off her shoulders.

# WORKING PARENTS CHILD CARE RELIEF (WPCCR) PROGRAM



As a North Dakota employer, you can opt in to participating in the Working Parents Child Care Relief program. Your participation opens the door to extra dollars that can help your employees with their child care costs. When you as an employer provide a child care benefit to your employee, the state match will match it dollar for dollar—up to \$300 per month.

To receive the state match, the parent must have a child who is 3 years or younger enrolled in a North Dakota licensed child care program.

**SEE PAGE 4** of this toolkit for a list of participating employer references.



## HOW CAN EMPLOYERS BEGIN OFFERING THIS BENEFIT?

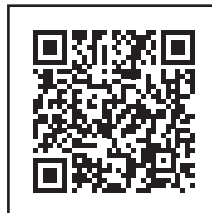
Visit [hhs.nd.gov/wpccr/employers](https://hhs.nd.gov/wpccr/employers).

## WHAT CAN EMPLOYERS DO?

Opt-in to the program to make your company's child care benefit go farther. Spread the word. Provide program information to employees, such as a handout in an onboarding packet, or informational materials in common spaces like breakrooms.

Visit our Supporting Working Parents webpage to find digital and print materials, and copy-and-paste writing examples that you can use to share information with your employees.

[hhs.nd.gov/toolkit](https://hhs.nd.gov/toolkit).



## BILL BREATHES A SIGH OF RELIEF

After enrolling in the Working Parents Child Care Relief program for his small business, Bill began offering a \$300 monthly child care benefit to eligible employees, who then received a \$300 match from the state, resulting in a \$600-a-month child care benefit—helping him retain talented staff.

# WORKING PARENTS CHILD CARE RELIEF (WPCCR) PROGRAM PARTICIPATING EMPLOYER REFERENCES

The WPCCR is working well for these organizations, and it could work well for you, too. To learn more about their experience with the program, don't hesitate to contact them with any questions you may have.

[CLICK HERE](#) or scan the QR code to see a full list of employers currently participating in this benefit.



## **Capital Credit Union**

Melanie Schmidt, senior human resources specialist  
(701) 355-7796  
melanie.schmidt@capcu.org

## **Heart of America Medical Center**

Sara Radomski, human resources manager  
(701) 776-5455 ext. 2390  
sradomski@hamc.com

## **Fargo Public Schools**

Jeff McCanna, chief human capital officer  
(701) 446-1038  
mccannj1@fargo.k12.nd.us

## **Flint Group**

Ashley Buerkley, U.S. senior human resources specialist  
(701) 499-7923 – Direct  
(701) 237-4850 – Office  
Ashley.buerkley@rr46.net

# EXPLORE OTHER WAYS TO SUPPORT WORKING PARENTS.

## RECOMMENDED BASIC NEEDS

- ✓ **WORKPLACE BREASTFEEDING:** Lean into a best practice for new moms by making sure your workplace supports breastfeeding moms. Be proactive in sharing your policies on taking breaks at work to pump breast milk and make sure new moms know you have private places set aside for them to pump. Learn how your business can become a designated **Infant Friendly Workplace**.
- ✓ **INFANTS IN THE WORKPLACE:** After maternity and paternity leave ends, some businesses allow new parents to bring their infants to the workplace.
- ✓ **DEPENDENT CARE FLEXIBLE SPENDING ACCOUNTS:** Promote the powerful impact that tax savings can have on employees who run their child care expenses through your company's Flexible Spending Account program.



Visit our Supporting Working Parents webpage for more information about ways to support working parents. [hhs.nd.gov/toolkit](https://hhs.nd.gov/toolkit)



## Care and support information to share with working parents.

Opening the door to conversation. Normalizing employee discussions about child care considerations.



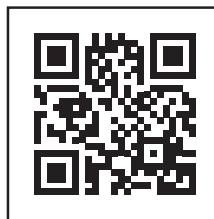
### Where can working parents find quality child care?



Parents can search for a licensed, quality early childhood program at [hhs.nd.gov/cfs/early-childhood-services/families](https://hhs.nd.gov/cfs/early-childhood-services/families). This free online search tool provides customized results based on criteria like location, hours of operation, and ages served. This checklist is also a great tool that employees can use when looking for child care.

Personalized help is available through **ND Child Care Resource and Referral** by calling **1-800-997-8515** or by emailing [referral@ndchildcare.org](mailto:referral@ndchildcare.org).

### Supporting working parents of children with developmental delays.



Some working parents have concerns about their child's development. North Dakota Early Intervention Services can help identify infants and young children (from birth to age three) who have developmental delays at a stage of life when getting the right help can make all the difference.

Parents can learn more about Early Intervention Services by contacting a local regional human service center and talking to the Developmental Disabilities team. Regional human service centers can be found at [hhs.nd.gov/HSC](https://hhs.nd.gov/HSC).



# DEVELOPMENTAL RESOURCES

**WHAT WILL YOU FIND AT [HHS.ND.GOV/TOOLKIT](https://hhs.nd.gov/toolkit)?  
A SAMPLE OF CHILD CARE RESOURCES AVAILABLE TO  
YOU AND YOUR EMPLOYEES.**

## QUALITY CARE

In the first five years of life, a child's brain develops faster than at any other time. Children with access to high-quality early childhood experiences during this period do better in school, make healthier choices, and are more likely to graduate and find employment. **Bright & Early ND** rates early childhood programs across the state based on specific standards that define quality. It's an objective system that values safe, healthy, and enriching environments, meaningful learning experiences, and educated and well-trained caregivers.

## MILESTONES

Skills such as taking first steps, smiling for the first time, and waving "bye-bye" are called developmental milestones. Parents can help their child grow and thrive by tracking their child's milestones at [cdc.gov/MilestoneTracker](https://cdc.gov/MilestoneTracker).

## BRAIN BUILDING

The first five years of a child's life set the foundation for all future learning. Vroom provides science-based tips and tools that inspire families to turn shared, everyday moments into Brain Building Moments.<sup>®</sup> Learn more at [vroom.org](https://vroom.org).

## BEHAVIORAL HEALTH

The parent-child relationship is essential to the development and well-being of children. Healthy bonding and attachment between parent and child is one of the most significant factors preventing future behavioral health issues like underage drinking, drug use, depression, and anxiety. Parents Lead is an evidence-based prevention program that provides parents and caregivers with a wide variety of tools and resources to support them in creating a safe environment for their children that promotes positive behavioral health outcomes. Learn more at [parentslead.org](https://parentslead.org).

