



SOUTH CAROLINA  
**CCR&R**  
Child Care Resource & Referral

**Supporting Your  
Employees Through  
Quality Child Care**





In South Carolina unmet child care demand is causing workforce shortages and absences. As an employer, you can support your workforce's child care needs and decrease the need for missed work days, attract a high-quality employee pool, and strengthen the workforce.

South Carolina Child Care Resource & Referral (SC CCR&R) can help support quality Early Care and Education (ECE) for employers and community members through:

- Presentations and/or educational resources for staff including information on finding and affording child care
- Access to an online search portal for employees seeking child care and connection with a referral specialist via phone, email, or text
- Information tables or presentations at workplace employee health/benefit fairs
- Data on existing child care capacity in a community
- Assistance in conducting an Employee Child Care Needs Assessment and analysis of results
- Guidance to employers in choosing family-friendly practices that support their employees' needs
- Technical assistance on opening an on-site child care program or supporting existing programs in the area
- Opportunities for employers to get involved in supporting quality child care in our state through meetings and events.

## **Assessing and Implementing Employee Needs**

As an employer, there are several options to support your workforce's child care needs. This can look like:

- Surveying and determining the needs of employees to develop flexible and supportive child care policies (download sample survey [here](#))
- Developing employee materials on finding quality child care, services offered by SC CCR&R, and information on child care scholarships
- Reserving slots for staff at a local child care program
- Offering Pre-tax flex spending accounts
- Providing tuition/scholarship benefits
- Opening an on-site or near-site child care program
- Offering employee seminars/webinars on planning for and locating quality child care

## **Helping Employees Find and Afford Child Care**

Our Referral Specialist staff works one-on-one with families to customize child care referrals and provide the most helpful resources for each family's specific situation. The SC CCR&R Dual Language Learner Specialist and Homelessness Support Specialist both help families through child care enrollment, identifying unique needs along the way, and the programs best suited to meet those needs.



Our Referral Specialist, in addition to providing referrals, connects families who need help paying for child care with one of South Carolina's various financial assistance options, such as:

- DSS Child Care Scholarship
- Dual Language Learner Scholarship
- Homeless Initiative Scholarship
- First Steps 4K
- Headstart

## Considering Opening a Center

One option employers have is opening an on or near-site child care center. Starting a child care program is a significant commitment that requires thought and planning. From creating a start-up budget and plan to assessing building readiness and hiring staff, the process can feel overwhelming. SC CCR&R Quality Coaches are experts at guiding providers through the process.

Our Quality Coaches are ECE professionals with years of experience in the field and a wealth of resources in the industry. They work one-on-one with child care programs, families across South Carolina, and other community professionals, offering instruction and information on licensing, regulations, and quality.



SC CCR&R Coaches develop individualized training plans based on the actual needs of the provider. They

remain available as an ongoing resource throughout the life of the program, providing instruction and information on licensing, regulations, quality, and other important factors in running a successful child care program.



## **Community Outreach and Data**

SC CCR&R Community Outreach raises awareness of current resources and needs in the local ECE community while forming relationships to build a stronger future for child care in our state.

To help support our goals of improving ECE quality in South Carolina, in addition to servicing programs, providers, and employers, our in-house data collection team has developed a report of the most useful and relevant data, statistics, and analyses on the condition of ECE in South Carolina, and we are constantly developing new ways for the public to engage with this data.

For employers, SC CCR&R is excited to offer data that analyzes the child care needs of South Carolina by county. This includes demographic breakdowns of the area that can be utilized for making strategic decisions in child care.

## **Community Outreach as an Employer**

Employers represent an important pillar of the community and can support their local environment outside of the support offered to employees through:

- Offering used equipment, extra supplies, and services to local child care programs
- Adopting a local child care center
- Joining community forums and panels on ECE
- Having representation on local advisory boards or child care organizations
- Being a model employer and sharing successful employer-supported programs
- Highlighting family-friendly policies using newsletters, social media, and network organization

**If you're interested in getting started, please contact our  
Community Engagement Manager at  
[CCRRCOMM@mailbox.sc.edu](mailto:CCRRCOMM@mailbox.sc.edu)**

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