



SHARED COST
CHILDCARE

**A High-Impact Benefit
for Today's Workforce.**

The Smart Investment to Find and Keep Great Employees.

Shared Cost Childcare™ Benefits

A service of oneCOMMUNITY, a Kansas 501c3 nonprofit organization

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Why Employers Care About Childcare



working parents with kids 5 and under have no childcare arrangement at all.¹

#1

reason women left the workforce in 2025.²

¹ US Census Bureau. ²Catalyst.

Why Employers Care About Childcare



Shared Cost Childcare™ Benefits

- Traditional cost share with employees, like health insurance.
- No facilities. No added liability or administrative burden.



How It Works for Employers



- Choose benefit option, eligibility requirements.
- Single invoice monthly billing based on actual benefit usage.
- No cost until employees' children receive care.
 - Use benefit to recruit great employees without expense.

How It Works for Employees

Stay with current licensed provider or choose a new one close to home or work.

Licensed center or in-home care at a fraction of market rates.

Not use it or lose it. No cost until children receive care.

Flexible payment options, total control over children's care.

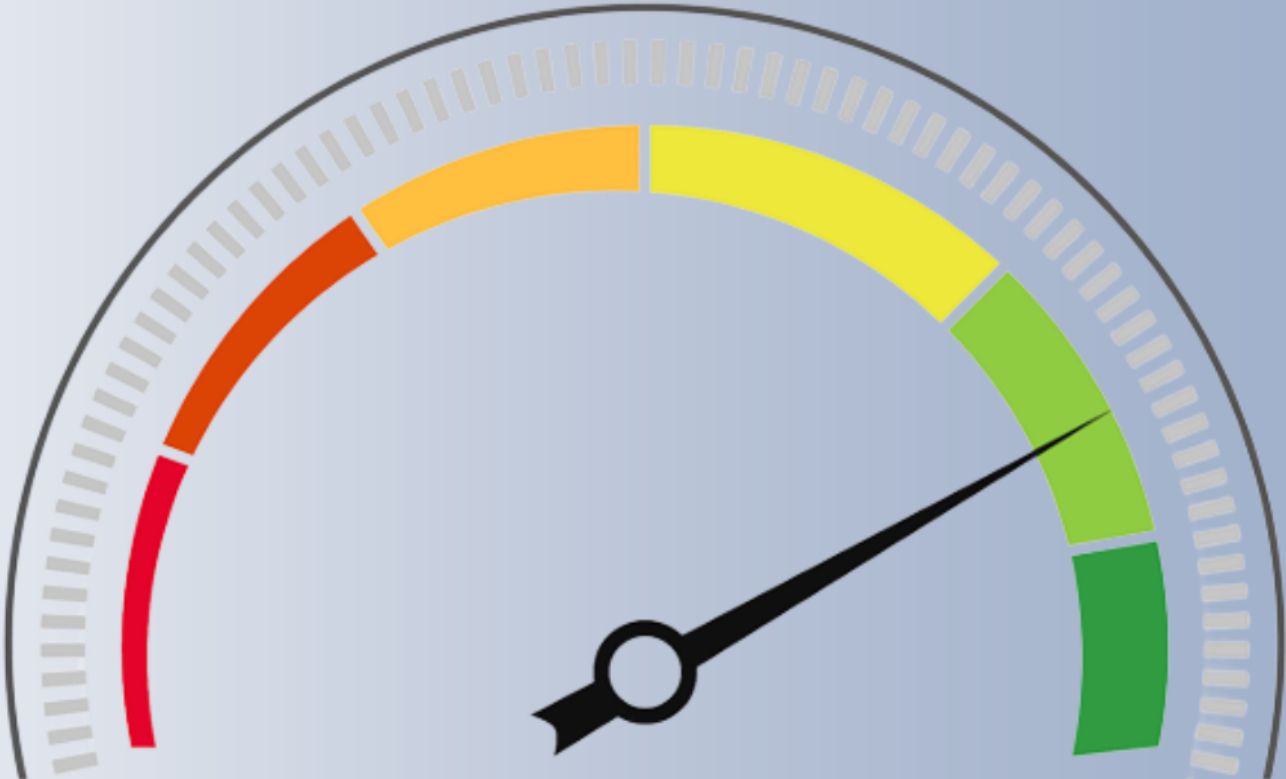
Shared Cost Childcare™ Benefit Options

Benefit option*	Employer Investment	Employee Savings	Best Fit
Shared Cost Childcare™	Entry-Level	Cut typical childcare costs by a third	Recruiting/retention w/ manageable spend
Shared Cost Plus Childcare™	Mid-Level	Cut typical childcare costs by half	Stronger recruiting and retention positioning
Fully Funded Childcare™	Premium	Fully covers typical childcare costs	Employer-of-choice positioning

Why Shared Cost Childcare™ Benefits

86% of employees more likely to stay with employer with childcare benefit.³

³Boston Consulting Group



Why Shared Cost Childcare™ Benefits

Multiple Strong Return Drivers



Why Shared Cost Childcare™ Benefits



Ensure no employee has to make tough choices between work and caring for their children.

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