



**INVESTING IN CARE,
INVESTING IN GROWTH:
A BUSINESS-LED APPROACH
TO CHILD CARE SOLUTIONS**

**ACTIONABLE STRATEGIES
FOR YOUR ORGANIZATION**

**Empowering your workforce while
strengthening the community**



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B E A

THE ECONOMIC IMPACT OF CHILD CARE GAPS ON NEW HAMPSHIRE BUSINESSES

When working parents are unable to find or afford reliable child care, they are often forced to leave the workforce, resulting in a loss of skilled talent for employers. These child care shortages not only disrupt families but also create significant challenges for businesses.

New Hampshire businesses may lose an estimated \$56 million annually due to the lack of available licensed child care slots.¹ Recent data also shows that approximately 16,000 New Hampshire residents were not participating in the labor force due to responsibilities caring for children not enrolled in school or formal child care.²

In response, employers are leading efforts to address this issue, recognizing that supporting access to child care is essential for workforce stability, productivity, and long-term business success. **Explore the following actionable strategies for your organization.**

¹ New Hampshire Fiscal Policy Institute, [The Economic Impact of the Granite State's Child Care Shortage](#), February 16, 2025

² UNH Carsey School of Public Policy, [High Child Care Costs Strain NH Family Budgets](#), November 19, 2024

EXPLORE COMMUNITY-BASED INVESTMENT OPPORTUNITIES

The New Hampshire Community Development Finance Authority (CDFA) Tax Credit Program is a unique initiative that supports community-based economic development projects across the state by leveraging private investment. Businesses that contribute to approved projects receive a **75% New Hampshire state tax credit** on their donation. The credit can be applied to the Business Profits Tax (BPT), Business Enterprise Tax (BET), and Insurance Premium Tax. Contributions may also qualify as state and federal charitable deductions, offering further tax advantages.

CDFA's Tax Credit Program provides opportunities for businesses to **invest in local efforts to increase access to quality, affordable child care**, including the expansion of a child care facility, building a new child care center, and strengthening regional coalitions that support child care providers.

Explore opportunities to make an impact on local child care efforts.



INVEST

ADVISE

ADVOCATE FOR POLICY SOLUTIONS

Businesses interested in shaping state policy on child care in New Hampshire can get involved by joining the BIA Workforce Policy Committee. This committee plays a key role in **advising on strategies to strengthen the child care system**, support working families, and ensure that child care is aligned with broader workforce development goals. Participation offers businesses the opportunity to collaborate with state leaders, providers, and other stakeholders to drive meaningful change.

For more information, email Natch Greyes at ngreyes@biaofnh.com.

Join the
BIA Workforce
Policy Committee.



SUPPORT

OFFER BUSINESS-TO-BUSINESS SUPPORT FOR CHILD CARE PROVIDERS

Businesses can support local child care providers through **collaborative efforts that strengthen the child care ecosystem**, especially for working families and child care entrepreneurs. Consider how your business expertise can offer support.

- ☐ Provide mentorship, training or consulting in areas like financial management, marketing and human resources.
- ☐ Volunteer to participate on the Board of a nonprofit child care center.
- ☐ Offer direct support through in-kind or reduced cost business services (e.g. landscaping, marketing).
- ☐ Connect child care small business owners with local business technical assistance providers and resources, including the NH Small Business Development Center, SCORE, Regional Development Corporations and chambers of commerce.

Access
small business
resources for child
care providers.



IMPLEMENT BEST PRACTICES FOR EMPLOYERS

Employers can play a pivotal role in adopting policies and providing resources to **help employees manage child care challenges**, which in turn boosts productivity, retention, and overall workplace satisfaction. Here are several direct ways employers can support employees with child care needs.

- ❑ Promote existing organizational programs, like Employee Assistance Programs (EAPs) and Enterprise Resource Groups (ERGs), to provide resources, information and support for working parents.
- ❑ Adopt policies that allow for increased flexibility including remote work options, flexible hours, compressed workweeks and paid time off for unexpected care needs.
- ❑ Connect employees with a resource and referral agency like Child Care Aware® of New Hampshire (caphr.org/services/child-care-aware) and trusted local child care providers, including home-based care options.
- ❑ Improve culture and internal communication by normalizing conversations around child care needs. Encourage leadership to be supportive and flexible when employees face child care challenges.
- ❑ Take the assessment to become a New Hampshire Best Place for Working Families® (workwell.graniteuw.org/) and receive guidance on implementing cost-effective ways to support working parents.
- ❑ Partner with local services that offer backup child care when regular arrangements fall through.
- ❑ Implement subsidies, stipends or dependent care flexible spending accounts to offset child care costs.
- ❑ Consider how to leverage the Employer-Provided Child Care Tax Credit. The maximum credit recently increased significantly and offers new incentives that make it easier for businesses to invest in child care solutions like onsite care and contracting with local providers or referral services.

**Learn about
tax incentives for
businesses advancing
child care solutions.**



**Explore tools
and resources
personalized for
your organization.**

