



## Dependent Care Services

Successful companies know that a dependent care strategy—both child care and elder care—is critical to increasing productivity as well as recruiting and retaining top talent. WFD Consulting has created some of the world’s most innovative dependent care programs and strategies designed to help your workforce be more effective and committed at work.



### Dependent Care Strategy

Approximately one-quarter of U.S. employees rely on the availability and use of community resources to allow them to go to work, stay at work, and be more effective at work. Because of this, companies realize that they must reach outside their organizations and strengthen the community resources that support their workforce.

WFD’s services for dependent care include:

- Needs assessment to understand dependent care demographic trends and employee needs and priorities in the context of business objectives.
- Strategy development to align business needs with employee and management concerns.
- Analysis of available community resources such as emergency/backup care programs, after-school programs for middle-school students, training curricula, elder care supports, and supports for mature workers.



- Implementing solutions that provide employees with quality care for their children and elders.
- Vendor management from start-up to completion, including contract negotiation, oversight, reporting and budget management.

### Child Care Center Consulting

Corporate-sponsored child care centers are one of the most tangible and highly visible signs of a company’s commitment to its employees. WFD’s expertise helps you assess child care needs and determine center feasibility. If establishing a child care center is an appropriate solution for your company, WFD guides you through every step of the process, from vendor selection, to subsidy program recommendations, to ongoing evaluation.



### Global Expertise

WFD provides dependent care consulting to companies both in the U.S. and internationally. We have conducted needs assessments and implemented programs in more than twenty-five countries on six continents. Based on extensive research on countries and cultural context, WFD stays abreast of regional and local trends to develop targeted and customized dependent care solutions. WFD develops and manages dependent care projects such as child care centers, summer camps, backup care, resource and referral programs, and seminars working with local experts and vendors. WFD, with multiple international locations, helps clients “go global” with their worklife strategy.



### Collaborative Fund Management

WFD has brokered many successful partnerships between Fortune 100 companies and communities throughout the United States.



Individual companies often feel that they alone cannot have a substantial impact on dependent care resources in their communities. That’s why WFD effectively brings companies together to create corporate-sponsored community investment options. Pooled resources enable communities to offer richer dependent care initiatives—which ultimately benefit the businesses involved.

Since 1992, WFD has managed over \$136 million in investments for the American Business Collaboration for Quality Dependent Care (ABC)—the largest fund of its kind led by major corporations—resulting in more than 1,700 dependent care projects across the country.

### Why Work with WFD?

As an independent consulting firm, WFD has provided unbiased advice to our clients for over twenty years. Our expert staff have delivered practical field-tested solutions based on project experience.

### WFD's Distinguished Dependent Care Clients:

Abbott Laboratories  
Allstate  
AT&T  
Bank of America  
Bristol-Myers Squibb Company  
Citigroup  
Deloitte  
Exxon Mobil Corporation  
Ford Motor Company  
General Electric  
IBM Corporation  
Johnson & Johnson  
Merck & Co., Inc.  
Novartis  
PricewaterhouseCoopers  
Prudential Insurance Company of America  
Texas Instruments  
Unilever  
Wyeth

