

RESOURCE MANAGEMENT

Childcare

Rationale

Ask a Deseret Industries job coach trainer or development counselor to review the Associate Readiness Benchmark Checklist and Associate Work Awareness and Readiness Evaluation (AWARE) form with you. Note that a Deseret Industries associate is not job-ready until he or she “has no child care or other non-work issues that would prevent a successful placement experience” (see the Associate Readiness Benchmark Checklist). Childcare issues tend to contribute to problems with punctuality and consistent attendance. Unresolved childcare issues can have a big impact on AWARE behaviors 1.c. (“I do not have continual and/or various reasons for missing work on a regular basis”) and 7.a. (“I start work on time each day and return promptly from breaks”). Unfortunately, many associates have not adequately anticipated childcare issues. Although family is a huge priority, associates might not adequately understand that they cannot be completely successful at work until all non-work issues that interfere with work are resolved. Helping associates find reliable and affordable childcare resources will increase their dependability and self-reliance.

Objective

Assist the Deseret Industries associate in selecting the most dependable, affordable, and, if possible, convenient childcare resources. Also assist him or her in identifying backup options.

Potential Discussion Items

- Ask these questions:
 - “What reliable childcare have you used?”
 - “What other reliable childcare resources do you know of?”
 - “How can reliable childcare affect your ability to be successful at your job?”
 - “What can you do to investigate some childcare resources this week?”
 - “How early do you need to leave your house in order to drop off your child or children and still consistently arrive at work five minutes early?”

Suggested Resources

- Arizona: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://www.cir.org/211arizona>.
- California: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://www.211california.org>.
- Idaho: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://www.211.idaho.gov>.
- Oregon: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://211info.org>.
- Utah: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://www.uw.org/211>.
- Washington: 2-1-1 (Community Information and Referral Service). Dial 2-1-1 or visit <http://win211.org>.

