

50+ Ways

to Meet Employees' Basic Needs

At a time when burnout is high, morale is low, and many employees are thinking about leaving their institution, colleges and universities must do more to attract, develop, and retain talent. This infographic shares 50+ high-impact tactics to help meet the most pressing employee needs around caregiving, housing, food, and transportation.



CAREGIVING

1. Remind employees about caregiving services and supports at key moments in year (e.g., when parents are enrolling children in school)
2. Designate and publicize a family resource liaison to connect employees with appropriate resources and benefits
3. Partner with companies like Care.com or Bright Horizons to help employees find caregivers
4. Allow use of sick leave to take care of family members
5. Avoid holding meetings before 10 a.m. and after 2 p.m. to facilitate school pickup and drop-off
6. Provide a stipend to defray ongoing costs of childcare, afterschool programs, and summer camps
7. Cover the full cost of dependent care when employees travel for work
8. Offer grants up to \$1,000 to employees returning from family leave to assist with costs like childcare or remote work technology
9. Hold information sessions each semester to share the latest research and institutional benefits around caregiving
10. Align academic teaching calendar with local K-12 district calendar
11. Incorporate childcare facilities and/or family-friendly spaces in new building designs
12. Regularly assess caregiving needs via surveys and/or focus groups
13. Create a parent/caregiver messaging channel (e.g., Slack) to build community and share resources
14. Offer drop-in childcare on days when the institution is open but local K-12 district schools are closed
15. Give 5+ days of paid time off specifically for employees to care for family members
16. Subsidize on- and off-campus childcare options
17. Supplement the salary of eligible employees to offset the cost of childcare
18. Facilitate a job board for employees looking for caregivers and university students wishing to provide care
19. Convert unused office space into childcare or family-friendly areas
20. Offer low-cost breast pump kits
21. Design and distribute maps identifying diaper changing stations and lactation rooms
22. Facilitate a peer mentorship program matching new and experienced caregivers
23. Reimburse or subsidize emergency backup care
24. Provide designated paid time off to attend a child's school activities
25. Create partnerships with local assisted living centers to offer discounts on care
26. Provide an easily accessible online directory of local caregiving services and national elder care resources on your institution's HR portal



TRANSPORTATION

27. Regularly remind employees about existing transportation subsidies
28. Coordinate voluntary carpools by matching employees who live near one another
29. Offer free parking at lots with lower demand
30. Allow one fully remote day/week for entire campus community
31. Institute one meeting-free day per week (e.g., Friday)
32. Work with local K-12 school districts to create bus stops on campus to ease the commute
33. Offer \$50 gas stipends once per semester
34. Give free parking permits to long-serving, retired, or emeritus faculty or staff
35. Cap parking fees
36. Subsidize 50% or more of public transportation costs
37. Provide relocation allowances for new hires



HOUSING

38. Explore converting unused residential space into employee housing
39. Provide access to university-preferred lenders for more favorable interest rates
40. Offer financial "move-out" incentives to ensure availability for newer staff in university housing
41. Provide low-cost on-campus housing options such as studio or 1-bedroom apartments
42. Allow interest-free borrowing of up to \$3,000
43. Offer a mortgage guarantee program, eliminating the need to pay for mortgage insurance
44. Provide emergency grants to support unexpected financial losses
45. Provide forgivable loans to support home buying or home renovation
46. Provide short-term housing options for employees who are moving or in a transition period



FOOD

47. Create dedicated physical space to donate/swap food, baby supplies, and other goods
48. Allow employees to enroll in discounted on-campus meal plans
49. Offer one free breakfast or lunch per week
50. Provide one-time cost-of-living stipends equal to 8% of employee salaries
51. Sponsor on-campus farmer's market with low/no cost fresh produce