

A photograph of a modern, multi-story HonorHealth building with a glass facade and stone accents. The building is surrounded by greenery and trees. The HonorHealth logo is visible on the building's facade.

FIRST THINGS FIRST

Case Study: HonorHealth

Challenges

Shift workers often face challenges balancing their schedules with family responsibilities, including child care. In health care, standard shift hours include early mornings, late nights, overnights and weekends—**times when most traditional child care centers are closed.**

In Arizona, the challenge is even greater as licensed child care falls 25% short of demand, making access to affordable, high-quality care difficult.

Solutions

HonorHealth created a multi-pronged strategy to support working families and a more resilient workforce.

On-Site Child Care

Employees have access to Lincoln Learning Center at John C. Lincoln Medical Center and Bright Horizons at Scottsdale Shea Medical Center*.

Extended Child Care Hours

Both programs offer extended hours to accommodate day-shift employees.

Discounted Rates & Flexible Spending

Discounted child care rates for the on-site child care, plus access to up to \$5,000 of pre-tax dollars through Dependent Care Flexible Spending Accounts.

Wraparound Services

Through Lyra, employees have access to free child mental health consultations and coaching to navigate parenting challenges.

At a Glance

With nearly a century of service, HonorHealth is one of Arizona's largest nonprofit health care systems, with over 16,000 employees. HonorHealth has become a top employer in the state by listening to team members and prioritizing what matters most to them, including access to quality and affordable childcare.

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This is clearly one of the most important issues for a very large portion of our workforce: how to feel confident in the care their children are receiving while they are trying to work.”

Todd LaPorte
HonorHealth CEO



Why It Matters

Family-friendly policies are a competitive advantage in attracting and retaining talent. As Arizona's workforce demand grows, especially in industries like health care—child care solutions will be essential infrastructure for business success.

Why It Works

According to the U.S. Chamber Foundation¹, employers that invest in child care supports see:

- 55% lower turnover
- 2x employee engagement
- Up to \$3 ROI for every \$1 invested

And thanks to **First Things First** and their investments², Arizona:

- Generates \$324 million in annual economic output
- Sustains 2,800 jobs, annually
- Produces nearly \$18.2 million in state and local tax revenue

Download the Toolkit

First Things First offers resources to support your employees and examples of family-friendly workplace policies.

[FirstThingsFirst.org/Business](https://firstthingsfirst.org/Business)



FIRST THINGS FIRST

First Things First is Arizona's early childhood agency— supporting families with early childhood resources and partnering with businesses to shape a stronger, more resilient workforce that benefits everyone. Learn more at [FirstThingsFirst.org/business](https://firstthingsfirst.org/business).

* This child care program is supported by First Things First through the Quality First program, designed to enhance the quality of child care programs across the state.

¹ US Chamber roadmap <https://www.uschamberfoundation.org/education/ece-employer-roadmap>.

² Rounds Consulting Group survey: <https://www.firstthingsfirst.org/2025/04/analysis-shows-fff-investments-contribute-million>