

Dussmann KulturKindergarten at a Glance

The following statistics show clearly that supporting personnel in finding a balance between work and family is increasingly important for employers.

- ◎ **92% of employees** with children give the reconciliation of work and family at least equal emphasis to pay. This is also true of 65% of those employees who do not have children.
- ◎ **64% of mothers** have the impression that here in Germany, women must choose between children and a career.
- ◎ **More than 40% of women**, who worked before their child was born do not return to the workplace after 3 years of parental leave.

17 Steps to the Dussmann KulturKindergarten

- 01.** Determination of legal requirements
- 02.** Contact with public authorities
- 03.** Analysis of your organization's needs
- 04.** Analysis of the local community's needs
- 05.** Search for premises
- 06.** Investigation of applicable subsidies
- 07.** Simulation models for various opening times
- 08.** Determination of costs
- 09.** Contract of cooperation
- 10.** Determination of the need for reconstruction or renovation of premises
- 11.** Preparation of pedagogical space utilization concept
- 12.** Application for grants and subsidies
- 13.** Design of rooms, choice of furnishings and educational materials
- 14.** Extension of the pedagogical concept to include your organization's special features
- 15.** Contact with local cultural organizations
- 16.** Selection and training of personnel
- 17.** Application for the operating license

If you would like further information about our holistic concept, simply contact us by phone or email. We look forward to hearing from you.

Dussmann KulturKindergarten gemeinnützige GmbH
Friedrichstraße 90, 10117 Berlin
Fon: 0 30 / 20 25 - 21 20, Fax: 0 30 / 20 25 - 21 11
E-Mail: kulturkindergarten@dussmann.de
www.kulturkindergarten.de

KulturKindergarten 
©Dussmann



Individual. Innovative.
Reliable.
Child Care for Your
Company

KulturKindergarten 
©Dussmann



Skilled employees are the key to long-term success for any organization. In the context of current demographical developments and the shortage of skilled personnel, human resource strategists are increasingly aware of the role that family plays in the decisions of their employees.

Focused on the Future

Employers who offer their workforce quality child care benefit in a multitude of ways. Not only do they enjoy commercial returns but they are also excellently equipped for the challenges that the changing work environment of tomorrow will pose.



In-House Child Care – Everyone Benefits

Research shows that in-house child care facilities offer many benefits to both the employer and the workforce:

Shorter parental leave

Your staff return to the workplace earlier: professional knowledge and skills are retained.

Increased staff loyalty

Your highly qualified employees remain loyal to your company, when their families are young and beyond.

Less absence

The costs of cover and replacement personnel as well as for the induction of new staff are substantially lower.

Motivated personnel

Parents work with higher motivation, are less stressed and more productive when they are confident that their children are well-cared for. Levels of absence and illness decline.

Enhanced image

Family-friendly companies are more attractive employers. This not only reduces your recruitment costs. It improves your chances in the contest for skilled personnel.



Leave It to Us



We are a competent partner in the establishment and operation of in-house child care facilities. We provide professional all-round services, oriented on the special individual character of your organization. We offer both educational and commercial know-how.

Child care is tailored precisely to the needs of your employees. At the same time, we design facilities to serve the local community. This enables the facility to benefit from public subsidies and parents pay the customary contributions.

The special features of our concept

The Dussmann KulturKindergarten offers you:

- extended opening times; up to 24 hours a day, 365 days of the year
- a pedagogical concept oriented on the contextual approach
- a profile which emphasizes arts and culture; cooperation with local cultural organizations
- a bilingual approach; a high proportion of educators are English native speakers



Dussmann KulturKindergarten – a worthwhile investment

During the set-up of your in-house child care facilities we take on a number of functions; from planning to adopting the official role and responsibilities as operator. This involves many complex tasks. Subsidies and requirements are investigated and contact made with the respective public authorities. Personnel surveys and needs analyses are carried out. And finally, cost calculations are made, suitable premises are located and preparations are made for the start-up of operations of the new Dussmann KulturKindergarten.

All of these tasks demand professional skill and knowledge in a wide range of fields. You can depend on Dussmann KulturKindergarten to provide professional services with high quality standards from the start.

Commercial and economic benefits

Setting up in-house child care facilities is a good investment. Not only for the economy in general but also for the individual organization itself. Model calculations and research confirm that investment in family-friendly facilities results in a multitude of benefits and the commercial returns of in-house child care can easily outweigh the costs.



Well Prepared from the **Start**



Each organization needs an individual solution for its in-house child care facilities. We start with a comprehensive initial analysis to determine needs as the basis for subsequent preparations for the new Dussmann KulturKindergarten.

Comprehensive planning

Target-oriented planning is the basis of our success at Dussmann KulturKindergarten. Project management comprises specialists in a number of different disciplines. They are available to give competent, reliable advice in answer to all of your questions.

State requirements

As initial preparation, we examine the legal requirements and regulations of the respective federal state. We make first contacts with the supervisory authorities for child care facilities and the state child welfare department.



Child care needs

It is important to know what exactly the child care needs of your workforce are. To this end, we carry out an employee survey and prepare a needs analysis for your organization. We also carry out a needs analysis of the local community.

Individual care concept

The care concept at Dussmann KulturKindergarten is tailored to the work routines of the mothers and fathers who work for your company. We create various opening time models which are synchronized to work routines and shift schedules.

Suitable accommodation

We look for premises which are appropriate for child care facilities taking into consideration our emphasis on arts and culture, the contextual pedagogical approach and the requirements that arise from our extended opening times.

Grants and subsidies

During the initial analysis, we investigate current state, federal and EU subsidies and grant schemes.

Optimum finance

We determine investment needs e.g. for reconstruction and monthly operating costs. This facilitates a high degree of transparency and makes planning more reliable.



The Key to Success

On the basis of our initial analysis, we tailor the new Dussmann KulturKindergarten facilities to the requirements of your organization.

Our project managers ensure that all tasks are carried out reliably and competently.



Tailor-made services

As a professional operator, we take on the following:

The contract of cooperation

The contract of cooperation describes all of the services which are necessary to operate your in-house child care facilities efficiently and to maintain high educational standards.

Accommodation

We advise you concerning the legal requirements which apply to the premises and to any reconstruction. We also prepare an individual pedagogical space utilization concept.

Subsidies and grants

We apply for all of the subsidies and grants which apply to reconstruction and renovation of property and to running expenses.

Furnishing and equipment

We design interiors with educational considerations, the contextual approach and our special emphasis on arts and culture in mind. This applies to the selection of both educational materials and furnishings.

The pedagogical concept

We extend the pedagogical concept to accommodate the special character of your organization and its environment.

Cultural partnerships

As part of our emphasis on arts and culture, we establish close contact with local artists and cultural organizations. Activities are regulated by contracts of cooperation.

The team

We recruit qualified personnel and provide further training. Great importance is attached to artistic skills and experience in art, music

and drama education. In addition, we employ a high proportion of educators who are English native speakers.

The operating license

We apply for the operating license from the public authority and take care of all formalities.

Focus on the Children



For parents, it is not only the flexibility of child care facilities that is important but also how child care is provided. In addition to extended opening times, the pedagogical concept plays a central role. At Dussmann KulturKindergarten we take children from 8 weeks up to school age. Our child care services are a unique combination of the contextual approach, an emphasis on arts and culture and early contact with the English language. The special features of our concept are:

Extended opening times

The opening times at Dussmann KulturKindergarten are oriented on the working hours of your employees and the individual requirements of your organization. If requested we can offer 24-hour service including night and weekend care without a summer break.

The pedagogical concept

The contextual approach is a pedagogical concept which is oriented on the situation of the children and their families and builds upon it. The fundamental tenet is that each child is unique and should be promoted according to his or her abilities and needs.



Emphasis on arts and culture

The educational emphasis at Dussmann KulturKindergarten is placed on the arts and culture. This offers the children a very special opportunity to build an individual relationship to the world of arts and culture; a world which we introduce in all its forms – from music and visual arts to drama and the culture of good food and eating together. Work shops and ateliers provide children of all ages the opportunity to test and develop their creative skills.

Proximity of facilities

As an in-house facility, every Dussmann KulturKindergarten is close to the workplace of the parents, not only physically. We establish an educational partnership with parents; after all, they are the most important party in the education of the children. Parents are always

welcome and, when we are invited, we are happy to take the opportunity of visiting parents in their workplace. We also document activities at the Dussmann KulturKindergarten and keep parents up to date on the development of their children.

Cooperation with the partner organization

We cooperate closely with the partner organization in day-to-day operations and in accordance with its requirements. We also use the organization's public areas such as corridors and restaurants as exhibition space for the art works created by the children.

