

## Assessing Your Employees Child Care Needs

Employers who are interested in integrating child care supports into their policies and benefits have a range of options to choose from. Surveying your employees about their current child care needs and challenges is an important first step to building a concrete, comprehensive child care support plan. In addition, following up a survey with more targeted focus groups can help you understand the nuances of survey responses, ask additional questions and have more in-depth discussions about the strategies that you are considering. Collecting and using data in decision making will increase the likelihood that any strategy that you implement will meet the actual needs of your workforce and help you create a family friendly, supportive work environment.

Creative Child Care Solutions (CCCS) can help you design a survey that captures the specific needs and challenges that your employees are currently experiencing when it comes to accessing child care. CCCS is also available to lead follow up focus groups. Below are some basic tips for designing a useful survey, followed by some sample survey questions.

### Tips:

- Include questions about any initiatives you have already tried to better understand why they were or were not successful.
- Include questions about any initiatives that you are contemplating to gauge potential utilization, perceived benefit and any information that will help you structure the benefit in a way to maximize utilization and perceived benefit.
- Don't just ask if a family needs a benefit, ask if one were to be available, would you take advantage of it. For example, if asked if an employee needs child care, employees may answer no because they currently have pieced something together. Instead, phrase your question to ask if child care were available, would you use is.

## Draft Employee Dependent Care Needs Assessment: Onsite Staff

Thank you for taking the time to participate in this survey. Your feedback is essential to help us understand the child care needs of our employees better. The information you provide will be used to explore potential child care support options and create a family-friendly work environment. This survey is anonymous, and your responses will be kept confidential.

### Demographic Information:

1. What is your gender?
  - a. Female
  - b. Male
  - c. Non-binary
  - d. Prefer not to say
2. How long have you worked for the company?
3. How far do you live (in miles) from the home office?
4. Please tell us about your work location. Are you
  - a. Full time in person
  - b. Full time remote
  - c. Hybrid
5. Do you have young children ages birth to 12 years?
  - a. Yes
  - b. No
6. Please indicate how many children you have in each of the following age groups:
  - a. Infant, 6 wks. – 1 yr.
  - b. Toddler, 1-2 yrs.
  - c. Preschool, 3-5 yrs.
  - d. School-age, 5-12 yrs.

### Current Child Care Usage:

7. What best describes your child care arrangements?
  - a. I provide care for my child
  - b. My spouse/partner provides care for our child
  - c. My spouse/partner and I alternate providing care for our child
  - d. My child is cared for by a relative (e.g., grandparent, aunt/uncle, older sibling)
  - e. My child is cared for by a friend or neighbor
  - f. My child is care for by a sitter or nanny that I pay
  - g. My child is cared for in a licensed family child care home
  - h. My child is cared for in a licensed child care center
  - i. My family uses a combination of these settings to care for our child
8. Does your current child care arrangement meet your needs?
  - a. Yes, I am completely happy with my current child care arrangements and I am not interested in another option
  - b. My current child care arrangements meet my family's needs most of the time, but I would be interested in information about different child care options
  - c. No, my current child care arrangements do not meet my family's needs and I would like to find different care
9. Do you currently receive financial assistance for child care through Child Care Works/Early Learning Resource Center?
  - a. Yes
  - b. No

10. Did you know that Child Care Works provides qualified families with assistance paying for child care?
  - a. Yes
  - b. NO
11. Do you know how to apply for assistance with paying for child care through Child Care Works?
  - a. Yes
  - b. No
12. In the last 12 months, have your current child care services have been unavailable for any reason?
  - a. No
  - b. Yes (if yes, please select from a list of reasons asking them to select all that apply)
    - i. My child was sick.
    - ii. Relative/ Sitter unable to provide care
    - iii. Child care closure due to bad weather or other emergencies
    - iv. Child Care permanently closed
    - v. Transportation issues
    - vi. Financial concerns
    - vii. This doesn't apply to me.
    - viii. Other (please specify)
13. Do you have backup child care when your regular care is unavailable? Check the best response.
  - a. Always
  - b. Usually
  - c. Sometimes
  - d. Never
  - e. My regular child care services have never been unavailable
14. What are the main challenges you face regarding child care? Check all that apply.
  - a. My family has not faced any child care challenges
  - b. Cost
  - c. Lack of available child care
  - d. Lack of high-quality settings
  - e. Lack of flexibility in child care schedules
  - f. Lack of trust in child care provider
  - g. Transportation
  - h. Cultural or language differences
  - i. Other

**Questions about potential on-site child care:**

15. If it was available, would you be interested in enrolling your child in on-site child care?
  - a. No
  - b. Yes
16. How much would you be able to pay a week for all of your children that you would want to enroll?
  - a. I currently have CCW and would be able to pay my current co-pay
  - b. \$0-\$100
  - c. \$101-\$300
  - d. \$303-\$600
  - e. \$601+

17. Please tell us more about If you indicated that you were NOT interested in enrolling your child(ren) in on-site child care. Please check all that apply.
  - a. I don't want to pay for child care
  - b. I already have a child care solution that I am happy with
  - c. I don't have a way to transport my child to an on-site child care center
  - d. I prefer not to have my child in a child care center
18. If you were to utilize on-site child care for your child(ren) birth to age 12 what days and hours of care would be needed? Check all that apply. (Question is a matrix)
  - a. Daytime 7-5
  - b. Evening 3-11
  - c. Overnight 11-7
  - d. Before School
  - e. After School
  - f. Summer care for school-aged child
  - g. Other (List Shift Times)
19. If you are working remotely or in a hybrid setting, would you be willing to bring your child in for on-site child care on remote work days?
  - a. Yes
  - b. No
20. What services would you like to see offered in an on-site child care program? Please check all that apply
  - a. Meals and snacks
  - b. Diapering supplies
  - c. Transportation
  - d. Field trips
  - e. Special events for families
  - f. Care when my child is sick
  - g. Extended hours
  - h. Nontraditional hours (Example: Weekends, overnights, or after 6 pm)
  - i. Before and after school care
  - j. Other (please specify)
21. Would you be open to answering additional questions or participate in a focus group? If so, please provide your name and email address.