



Analysis: Sample Workforce Child Care Survey

Key Findings

SURVEY BRIEF

The objective of the workforce survey was to ascertain the impact that the lack of child care in Fort Dodge and the surrounding area has on employees and their employer. Loss of employee time and productivity have a direct impact on an organization's efficiency and profitability.

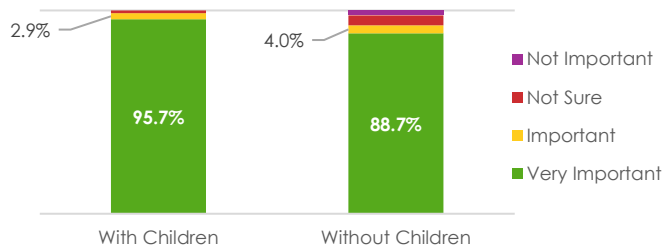
In order to obtain candid responses from Company XYZ employees, Linking Families and Communities created the survey and analyzed the data. Company XYZ facilitated the survey process by sending out a brief description of the survey and the survey link to their employee email distribution list (500 employees) requesting that employees participate in the survey by June 7, 2020.

At the conclusion of the survey, 293 responses were received. Thirty-one surveys were not included in the study sample as they did not meet the criteria. The following analysis includes the 262 usable and completed surveys had been collected, a response rate of 52.4%.

CHILD CARE IS VERY IMPORTANT TO EMPLOYEES

Overall, 95.8% of all employees reported that quality child care is important. Not surprisingly, 98.6% of employees with children 12 or younger rated quality child care as important. Similarly, 92.7% of employees without children rated it as important.

Employee Perception on the Importance of Child Care

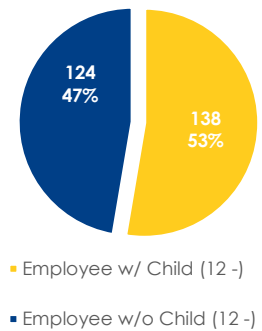


Response Rate = 52.4%

Surveys Sent (Unique)	500
Surveys Collected	293
Non-Employee Surveys	0
Incomplete Surveys	31
Usable Completed Surveys	262

Survey Respondent Characteristics

Gender	Female	92.4%
	Male	6.7%
	NA	0.4%
County of Residence	Webster	89.0%
	Calhoun	5.3%
	Hamilton	2.6%
	Other	3.1%



EMPLOYEES NOTICE THE NEGATIVE EFFECT CHILD CARE ISSUES HAVE ON THEIR CO-WORKERS

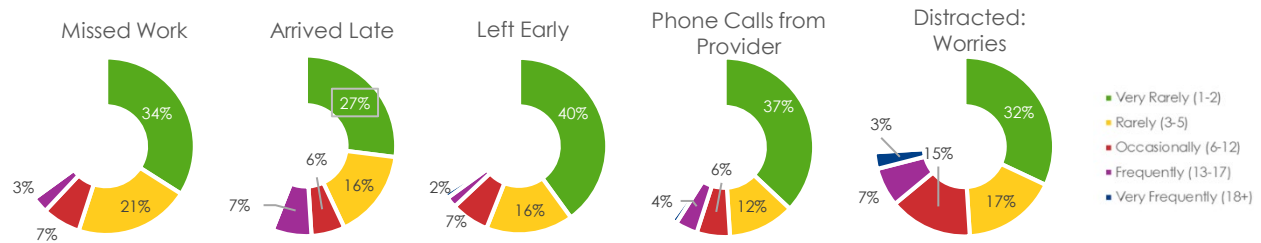
79.4% of employee's that do not have children 12 or younger reported that they worked closely with people that have children in child care. Of those employees, 70.2% of them perceived that child care issues have a negative impact on the performance of their co-workers that have children in child care.

Parent Employee Comments

- "I used to work for a company that had on-site child care. It was convenient. I never had to worry about the provider being ill. It offered me the flexibility I needed to excel at my career."
- "Since relocating to Fort Dodge, I have been shocked at the limited availability of quality child care in the area. I rely heavily on family at this point but if that wasn't an option, my husband or I would have to quit our job to stay home with the kids."

CHILD CARE ISSUES ARE AFFECTING WORK PERFORMANCE

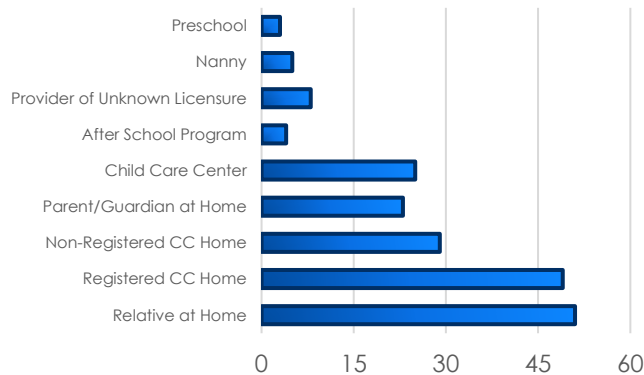
85.2% of employees with children (12 and under) reported the child care issues had affected their work in the past six months in some way.



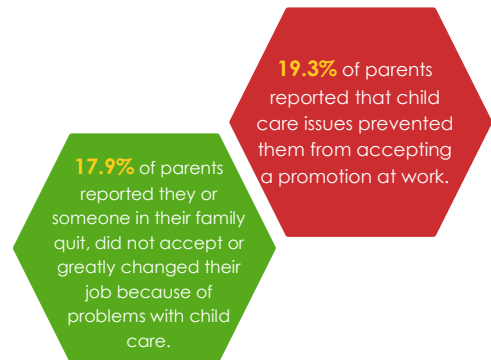
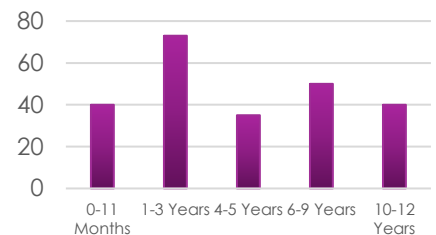
CHILDREN, CHILD CARE ARRANGEMENTS AND IMPACTS

The 138 employees with children indicated the age ranges of their children. The group reported using 197 child care arrangements while they are at work. Multiple arrangements are often needed due to the type of work and hours of the organization and the limits of current child care.

Child Care Arrangements Used By Employees



Age Ranges of Employee's Children



TOP CHALLENGES FOR EMPLOYEES WITH CHILDREN WHEN TRYING TO FIND CHILD CARE

When asked about challenges finding child care, 98.7% of employees with children age 12 and younger that completed the survey indicated that they had. Other key child care challenges:

- Cost of care was too expensive. 70.8%
- Unable to find a child care provider that I trusted to care for my child. 69.6%
- Child care provider did not have any openings. 75.2%
- Care not available for hours/days needed. 54.2%
- Child care provider was not reasonably located close to home/work. 18.7%

EMPLOYEE FEEDBACK REGARDING THE ROLE OF THEIR EMPLOYER IN REGARD TO CHILD CARE

Employees with children age 12 and under provided feedback on the role they would like to see their employer take in regard to child care.

Parent Employee Comments

- "I believe an on-site day care would be highly beneficial for staff and the organization."
- "Help make other child care options available in our community."
- "I think it would be wonderful if we had on-site day care. Not only would it help improve quality of life for employees due to convenience and proximity, but I also feel as though it would be a wonderful recruitment tool for top talent in the area."
- "Consider offering a child care benefit, stipend or secure slots at child care centers for employees."