

Employee Survey

This survey is designed to better understand the real challenges families face with child care. Responses will be kept confidential and results reported anonymously.

About You

Do you have **children** ages 0 - 6?

- Yes
- No

If yes, **how many** in each group?

Infant (6 wks-1 yr): _____

Toddler (1-2 yrs): _____

Preschool (3-5 yrs): _____

School-age (5-12 yrs): _____

Gender:

- Man
- Woman
- Prefer not to say
- Other:

Are you in a **managerial** role?

- Yes
- No
- Prefer not to say

Home **Zip** Code: _____

Which best describes your **typical work schedule**? Choose all that apply.

- Full-time, Regular Hours (Mon-Fri, daytime)
- Full-time, Flexible Hours (35-40 hours/week, varied times)
- Part-time, Regular Hours (less than 30 hours/week, daytime)
- Part-time, Flexible Hours (less than 30 hours/week, varied times)
- Evening, 2nd shift
- Night, 3rd shift
- Other (Please specify): _____

Current Child Care

Who **usually** takes care of your children while you are at work?

- Spouse/partner/co-parent
- In-home nanny or babysitter
- Child care center
- Family member or friend
- Preschool program
- Home based child care provider (cares for children in their own home)
- Before school and after school program

What time does your **workday** usually start and end?

Start ____ am/pm End ____ am/pm

During what hours do you typically **need child care coverage** (including travel time to and from work)?

Start ____ am/pm End ____ am/pm

How far in **advance** do you usually know your **work schedule**?

- Less than a week in advance
- 1-2 weeks
- 3-4 weeks
- More than a month
- Fixed schedule, same every week
- On Call (varies day to day)
- I make my own schedule.
- Other, please specify

How much do you **currently pay** for child care per child, per month?

Infant (6 weeks–1 year old): \$ _____

Toddler (1–2 years old): \$ _____

Preschool (3–5 years old): \$ _____

School-age (5–12 years old): \$ _____

Do you currently **receive** state child care assistance (**vouchers**)?

- Yes
- No

How much of a **financial strain** is child care on your household?

- Not a problem at all
- A small problem
- A manageable problem
- A serious problem
- An overwhelming problem

Who in your household is **primarily responsible** for arranging child care?

- Me
- My spouse/partner/co-parent
- Shared equally
- Other: _____

Challenges

Do your child care **needs** ever fall **outside** your provider's **regular hours**?

- No, my needs are fully covered
- Early mornings (before 7 am)
- Evenings (after 6 pm)
- Overnight (third shift)
- Weekends
- Other: _____

How many days a month do you **miss work** because of unreliable care?

- 0
- 1–2
- 3–4
- 5+

How often do **child care** challenges **affect** your **ability to work** (missed shifts, tardiness, leaving early, call in sick)?

- Rarely/never
- Sometimes
- Often
- Very often

If your child care **falls through** unexpectedly, what is your most common **back up** plan?

- Miss work
- Rely on family/friends
- Bring child to work
- Other: _____

In the past 12 months, have child care challenges **caused** you to do any of the following? (check all that apply)

- Reduce work hours
- Turn down a shift, project, or promotion
- Switch jobs
- Quit a job
- None of the above

What are your **biggest challenges** with child care? (Select all that apply)

- Cost is too high
- Hours don't match my work schedule
- Lack of availability (waitlists, limited spots)
- Transportation or distance is difficult
- Quality of care doesn't meet my expectations
- Other: _____

What challenges **affect** your ability to **balance** work and family? Select up to three challenges:

- Cost of child care
- Child care access (reliable, available, hours that match work)
- Balancing family/household responsibilities
- Workplace challenges (manager, coworkers, workload/time demands)
- Stress, emotional wellness, or mental health
- Health and safety concerns
- Caregiving for an adult relative
- No issues
- Other _____

In an average week, how many days do you **feel stressed** specifically because of child care or work-family balance challenges?

- Every day or almost every day
- Most days (2-3 days per week)
- Some days (1-2 days per week)
- Almost never (less than 1 day per week)
- Never



What would help?

What **changes** would make it **easier** for you to **balance** work and child care? (Choose up to 3)

- Lower cost of child care
- Extended or more flexible hours of care (evenings, weekends, drop-in options)
- More nearby or available providers
- Higher-quality programs
- More advance notice of my work schedule
- Flexible work hours or days
- Additional paid leave
- Employer-provided or subsidized child care
- Employer-provided back-up or emergency care
- Other: _____

If your employer could make **one change** to better support your child care needs, what would it be? (open response)