

Employee Survey

*Employers: This survey is intended to be used by employers to better understand what parent/caregiver employees need and want related* *to their child caregiving responsibilities and challenges.*

1. Please select all the answers that represent your caregiving situation

I do not need child care

I do not have caregiving responsibilities and don’t plan to for the foreseeable future

I do not currently have caregiving responsibilities but anticipate having caregiving responsibilities within the next year

I do not currently have caregiving responsibilities but anticipate having caregiving responsibilities within the next 2-3 years

I have caregiving responsibilities for a child or children

I have caregiving responsibilities for a disabled, sick, or elderly loved one

2. Which best describes your typical work schedule? Select all that apply

Standard full-time (e.g. Mon-Fri, standard business hours)

Flexible full-time (e.g. 35-40 hours/week, with ﬂexible hours)

Standard part-time (less than 30 hours/week, within standard business hours)

Flexible part-time (less than 30 hours/week, with ﬂexible hours)

Nontraditional Morning Hours (e.g., earlier than 8:00am)

Nontraditional Evening Hours (e.g., later than 6:00pm)

Regularly work weekends

3. Thinking about your work hours, how far in advance are you aware of your work schedule, or do you have a fixed work schedule?

Less than a week in advance

1 week in advance

2 weeks in advance

3 weeks in advance

4-7 weeks in advance

8-12 weeks in advance

I have a fixed work schedule

I am an "on call" worker

I make my own schedule

4. Where are you currently working?

On-site

Telecommuting

Hybrid Schedule (combination of on-site and remote work)

5. What time do you leave your home in the morning to get to work?

6:00-6:30am

7:00-7:30am

8:00-8:30am

After 8:30am

Not Applicable

6. What time do you arrive home in the afternoon/evening at the end of your work day?

4:00-4:30pm

4:30-5:00pm

5:00-5:30pm

5:30-6:00pm

6:00-6:30pm

Not applicable

7. If you are a parent or care for a child, which of the following age groups reflect the age of your child or children? Select all that apply

0-6 months

7-18 months

19 months to 3 years old

3-5 years old

6-12 years old

13-18 years old

8. If you care for a child(ren) under the age of 6 years, do you currently have child care? Select all that apply

Yes - I have consistent access to full time child care

I have consistent access to part-time child care, which meets my needs

I have access to child care but it doesn’t cover all of my work hours

I have access to child care, but its availability is inconsistent/unpredictable

I have consistent access to child care but still have child care needs for days my provider is closed or for emergencies

My child is on a child care waiting list for care

No - my family is without child care

Child care is too expensive for my family

Have child care but not satisfied with quality

9. What is your current child care arrangement? Select all that apply

Licensed child care center/preschool

Licensed home-based child care (either a group home or a small family child care home)

Unregulated home-based care (not a relative)

Relative

Child care provided by my spouse, partner, co-parent

My partner and I alternate providing care for my child

Nanny

Au pair

Child(ren) attend school during the day and after-care or afterschool programs.

Not Applicable - I do not have a child care arrangement

10. Which of the following actions have you taken to secure child care? Select all that apply:

I moved to part-time capacity at work

I changed my hours at work

My partner/spouse/co-parent moved to part-time capacity at work

I took a leave of absence from work to care for my child(ren)

My partner/spouse/co-parent took a leave of absence from work to care for my child(ren)

My partner/spouse/co-parent left their job to take care of our child(ren)

Hired an an pair

Hired a nanny

Switched to a new child care center or licensed home-based child care provider

I have moved or am considering moving to be closer to family for support

Family is visiting or moved closer to me to help with child care

Not applicable - I do not have a child care arrangement

None of the following apply

11. Have you experienced any specific barriers to child care?

Lack of transportation

Languages spoken

Comfort level/violations listed

12. What are your greatest challenges in life and work currently? Select up to three top challenges:

Please select at most 3 options.

Cost of child care

Balancing work and family responsibilities

Dynamics with my manager

Dynamics with colleagues or teammates

Coordinating household responsibilities with my partner

Needing more time for work responsibilities

Emotional wellness or mental health

Logistics of organizing child care/education options for my child(ren)

Help with homework for my child(ren)

Health and safety concerns

Caregiving responsibilities for a child(ren)

Caregiving responsibilities for an adult relative

Help finding child care

No issues with work and family

13. In an average week, how many days do you feel stressed about balancing work and family responsibilities?

Every day or almost every day

Most days - about 3-4 days per week

Some days - about 1-2 days per week

Almost never - less than 1 day per week

Never

14. What types of accommodations would allow you to balance your work with your caregiving responsibilities? Please rank the top three in order.

Working from home

Flexible work hours or workdays

A set schedule

Advance notice of schedule (if you currently have 2 weeks or less notice)

Additional paid leave

Monetary support monthly to help defray the cost of child care  (e.g., helping to partially cover the cost of child care in a licensed program in the community)

A Dependent Care Assistance Plan (this allows employees to set aside up to $5,000 annually tax free that can be used to reimburse employee child care payments)

On-site child care

Assistance finding child care or elder care resources

Acess to back-up or emergency child care

15. If you are paying or plan to pay for child care services, is the cost of care so high that you may consider leaving the workforce?

Yes

No

I may consider reducing my work hours to reduce my child care costs

I may consider reducing my work hours to reduce my child care costs

16. Are there additional ways we can support you to help you balance work and caregiving responsibilities?