

Employee Assessment of Child Care Needs

[Employers should issue surveys electronically, using an online assessment tool ([Google Forms](#) and [SurveyMonkey](#) are among several free options) that can be optimized for mobile devices. Sending the survey link to employees via email will increase response rates, and it will be much easier and more accurate to tabulate the data.]

[Start with a brief statement that sums up why you are doing this survey. For example,] “We want to learn more about your child care experiences and challenges so we can work with our community partners to identify possible solutions. This survey can be completed in ten minutes or less, and all information is confidential. Thank you for your participation.”

[After each question, a suggested response set is given. Feel free to add, remove, or modify the questions in order to elicit responses that will allow you to make business decisions. Keep in mind this survey is intended to assess three main elements:

- 1. Employee demographics that may have a bearing on their need for child care.*
- 2. Employee child care needs, and their current child care circumstances.*
- 3. Employer-provided supports that would be helpful in addressing their child care needs.]*

Demographics

What is your current marital/living status?

- Married/partnered
- Not married/not partnered

What is the employment status of adults in your household?

- Self
 - Employed (whether full or part time)
 - Unemployed
 - Retired
- Spouse/partner
 - Employed (whether full or part time)
 - Unemployed
 - Retired
 - N/A
- Other
 - Employed (whether full or part time)
 - Unemployed
 - Retired
 - N/A

What is your annual household income?

- <\$25,000
- \$25,001 – \$50,000
- \$50,001 – \$100,000
- \$100,001 – \$150,000
- \$150,001 – \$200,000
- >\$200,000

Do you have close family and/or trusted friends who live within 50 miles of you?

- Yes
- No

For each age level, indicate the number of children in your household (whether they live there all or some of the time). *[You can use drop-down menus for each age group, or simply allow for a numerical entry.]*

- Aged 0 – 2
- Aged 3 – 5
- Aged 6 – 12
- Aged 13 – 18
- Aged 19+

Child Care Needs and Circumstances

Which of the following describes the kinds of child care you need? Check all that apply.

- Weekday care
- Weekend care
- Full day care
- Partial day care
- Care five days per week
- Care fewer than five days per week
- Care during daytime hours (6:00 a.m. – 6:00 p.m.)
- Care during overnight hours (6:00 p.m. – 6:00 a.m.)
- Before school care (6:00 – 9:00 a.m.)
- After school care (3:00 – 6:00 p.m.)
- Drop-in/emergent care
- Special needs care
- Sick child care
- Home-based care
- Center-/school-based care

Do you currently have child care that meets ALL your needs?

- Yes
- No

Which of the following are, or have been, barriers to accessing the child care you need? Check all that apply.

- Cost
- Location/distance
- Reliability
- Quality
- Transportation
- Scheduling to accommodate work schedule

Which of the following have you experienced because your child care circumstances don't fully meet your needs? Check all that apply.

- Job attendance trouble (missing work, arriving late, leaving early, etc.)
- Productivity/performance trouble (distracted, worried, etc.)
- Employment loss or withdrawal
- Underemployment (working fewer hours or at a lower rank)

Employer Support for Child Care Issues

Listed below are several options of varying complexity levels that employers might offer to support employees who are experiencing trouble regarding child care. Rank them in the order you would find most helpful.

- Information about child care availability in the area, including back-up care for special situations
- Information about financial assistance for child care expenses
- Employer-paid vouchers to offset child care costs
- Flexible work scheduling
- On-site child care
- Working with government agencies and others to advocate for changes in public policy about child care