

THE ROLE OF CHILD CARE IN THE MIND OF EMPLOYED PARENTS AND BUSINESS OWNERS

Bipartisan Policy Center Survey Analysis

JANUARY 2023



Bipartisan Policy Center

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BACKGROUND

The research conducted by Morning Consult on behalf of the Bipartisan Policy Center sought to understand child care needs, demands, and responsibilities of parents and the experiences of small business owners/executives. The goal of the research is to understand the gap and overlap of parents' experiences and small business owners' perceptions.

AUDIENCE

Parents were screened on having a child ages 0-5 and all parents of the household being currently employed. For simplicity, this audience is referred to as **parents**.

Small business owners/executives were screened on their role in the business (partner/principal, managing director/vice president, president/CEO, or owner/co-owner), and number of employees at their business (2-500). For simplicity, this audience is referred to as **small business owners/executives**.

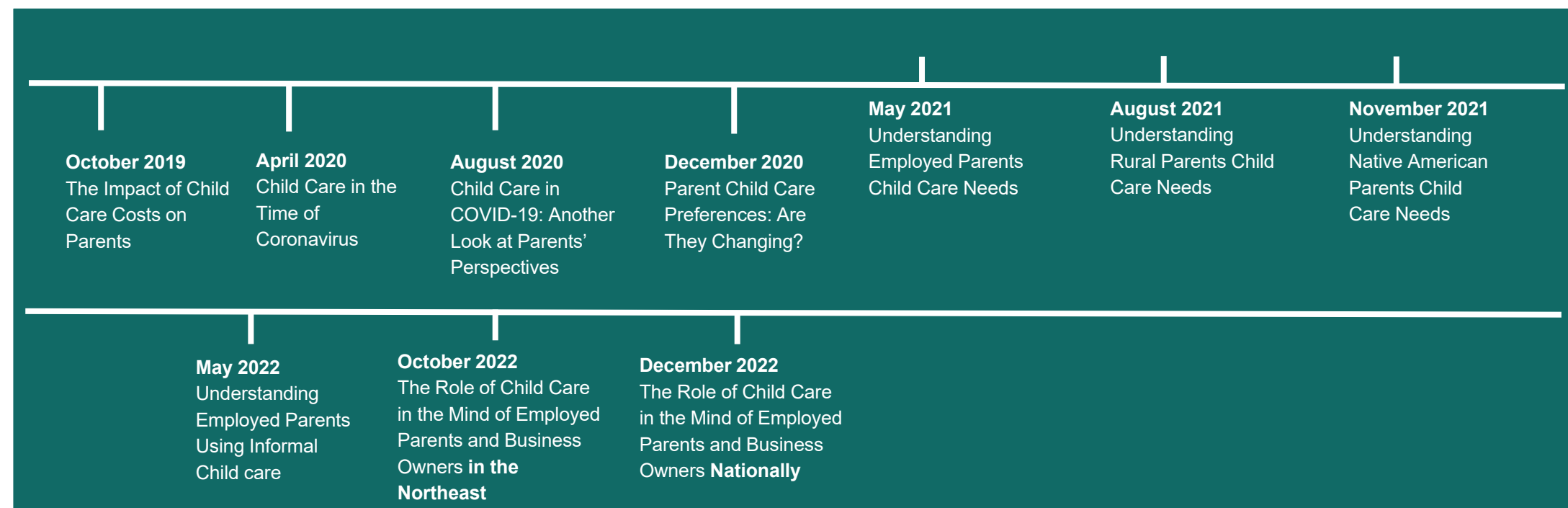
METHODOLOGY

This poll was conducted between December 6-11, 2022, among a national sample of n=800 parents and n=608 small business owners/executives. The interviews were conducted online. Results from the full parent survey have a margin of error of plus or minus 3 percentage points, and results from the full small business owner survey have a margin of error of plus or minus 4 percentage points.

BACKGROUND

PARENT SURVEY SERIES

BPC and Morning Consult have conducted a series of parent surveys to understand parents' need and preferences for child care.



Parent Survey Series: <https://bipartisanpolicy.org/blog/parent-survey-resource-center/>

EXECUTIVE SUMMARY

1. **COVID-19 has impacted how parents think about childcare and work, in turn impacting small business owners/executives' ability to attract and retain their workforce.** Around half of parents say their (53%) or their spouse/partner's work schedule (44%), child care arrangement (44%), job (43%), and work location (41%) changed since the start of the COVID-19 pandemic. Among small business owners/executives, a majority have had to provide optional flexible work hours (60%) and increase employee wages (58%) to compete in today's labor market, and half (49%) say labor shortages have impacted their business' future growth plans. Additionally, during COVID-19, 45% of small business owners/executives say their businesses experienced losses in their workforce.
2. **Additionally, there is a gap between small business owners/executives and parents on the consideration of child care needs when making a work schedule and the impact of child care responsibilities on employee retention.** A majority of small business owners/executives who employ parents (70%) say they consider employees' child care responsibilities when making the work schedule, while 60% of parents say the same about their employer. While a majority of small business owners/executives say access to child care in their community *does not* impact employee retention (68%) or hiring (66%) at their business, a majority of parents say child care responsibilities have been a factor in accepting a job (56%) or reducing their work hours (52%).
3. **Parents who have a direct supervisor who is a parent are more likely to say they are responsive to their child care responsibilities and they feel comfortable talking to them about problems with their child care provider.** Overall, a majority of parents say their direct supervisor at their job is responsive (87%) to their child care responsibilities and they feel comfortable talking to their supervisor about problems with their child care arrangement (84%). Through the demographic analysis and open-end responses, results show that parents who have a direct supervisor who is a parent increases comfort talking about their child care responsibilities.
4. **Small business owners/executives agree businesses should adjust hours to better accommodate parents' work schedules but are less likely to consider businesses responsible for ensuring child care is affordable and accessible.** A majority of business owners/executives and parents think businesses and schools should adjust their hours to better accommodate parents' work schedules. Business owners/executives are most likely to think parents (82%) are responsible for ensuring that child care is affordable and accessible, while parents are most likely to think different levels of the government are responsible. When asked in an open end, small business owners/executives say the government could support employees who are parents through providing grants/subsidies, tax breaks, and funding child care programs, although some say the government should not provide child care support.
5. **There is a gap between the benefits that would be helpful to parents and the benefits small business owners/executives are likely to offer to parents at their businesses.** Prioritized scheduling and flexible work hours are the benefits that would be most helpful to parents and most likely to be offered by employers in the next year.

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WORK ARRANGEMENTS AND
EMPLOYEE BENEFITS

SOLUTIONS

SUPPORTING CHILD CARE
RESPONSIBILITIES

BUSINESS SPECIFICS

CHILD CARE ARRANGEMENTS

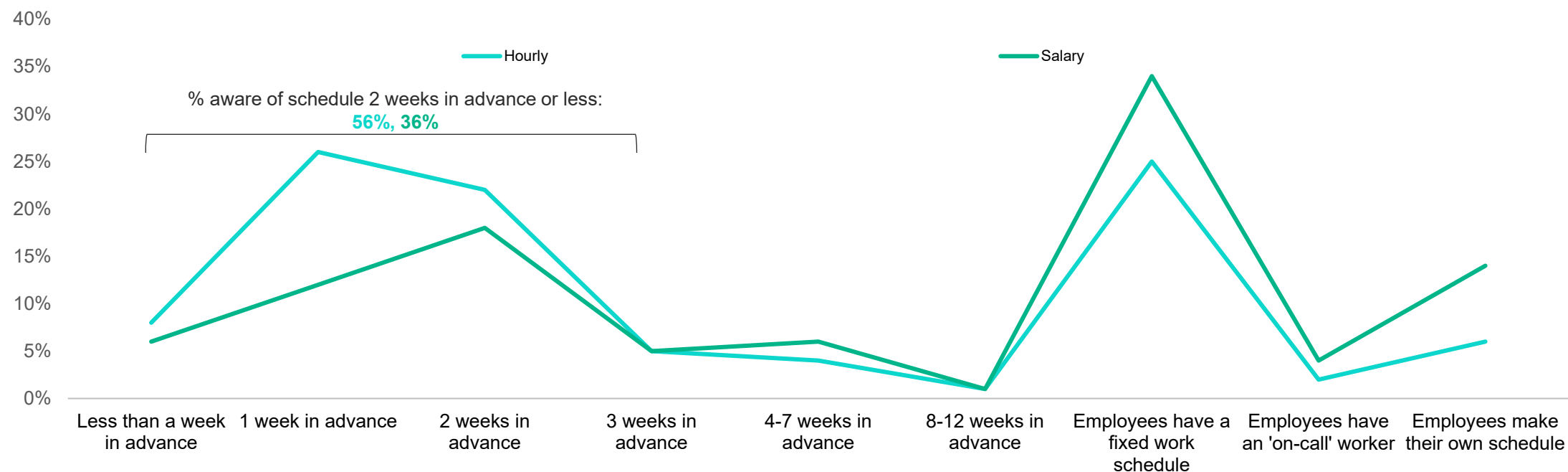
APPENDIX

RESPONSIBILITY OF CHILD CARE



Awareness of Work Schedule by Hourly/Salary Workers

SMALL BUSINESS OWNERS/EXECUTIVES



- According to small business owners/executives, 56% of their hourly workers are aware of their work schedule 2 weeks in advance or less, compared to 36% of their salary workers.
- According to small business owners/executives, a quarter (25%) of hourly employees have a fixed work schedule, compared to 34% of salary employees. Additionally, 14% of salary workers make their own schedule, according to small business owners/executives.
- Awareness of work schedule varies by the type of hourly employee according to small business owners: *% aware of their schedule 2 weeks in advance or less*
 - Service workers: 68%
 - Trade/skill workers: 53%
 - Admin workers: 46%
 - Health care workers (*small n size*): 47%
 - Other workers: 49%
- A majority of parents (51%) are currently working onsite full-time, while 23% work remotely full-time, and 20% have a hybrid schedule. [See appendix slide 36.](#)

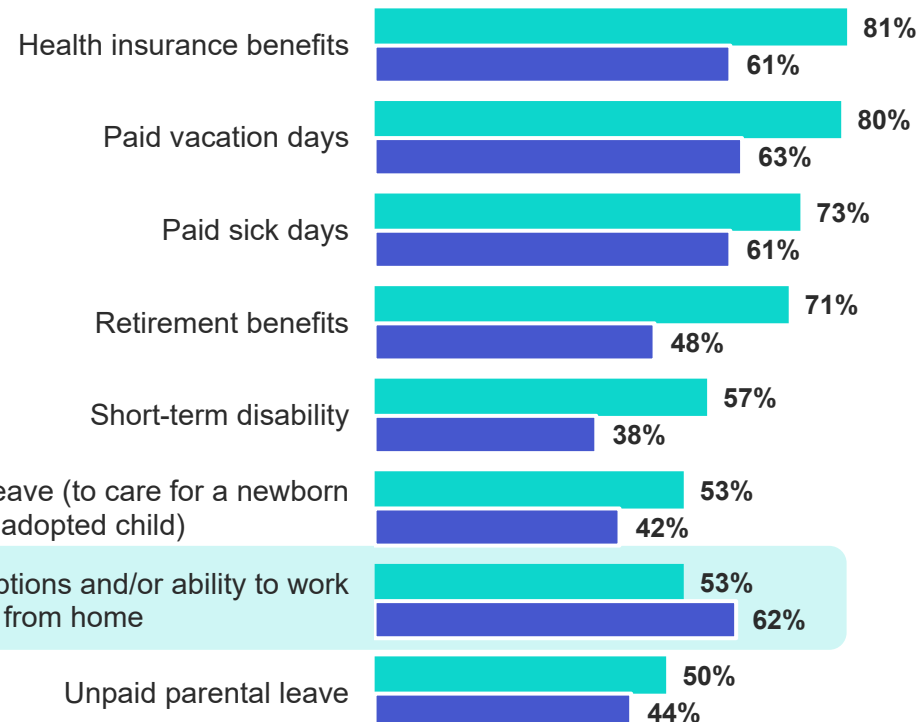
WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Small business owners/executives are slightly more likely than parents to say they offer flexible work options/the ability to work from home (53% parents, 62% small business owners/executives).

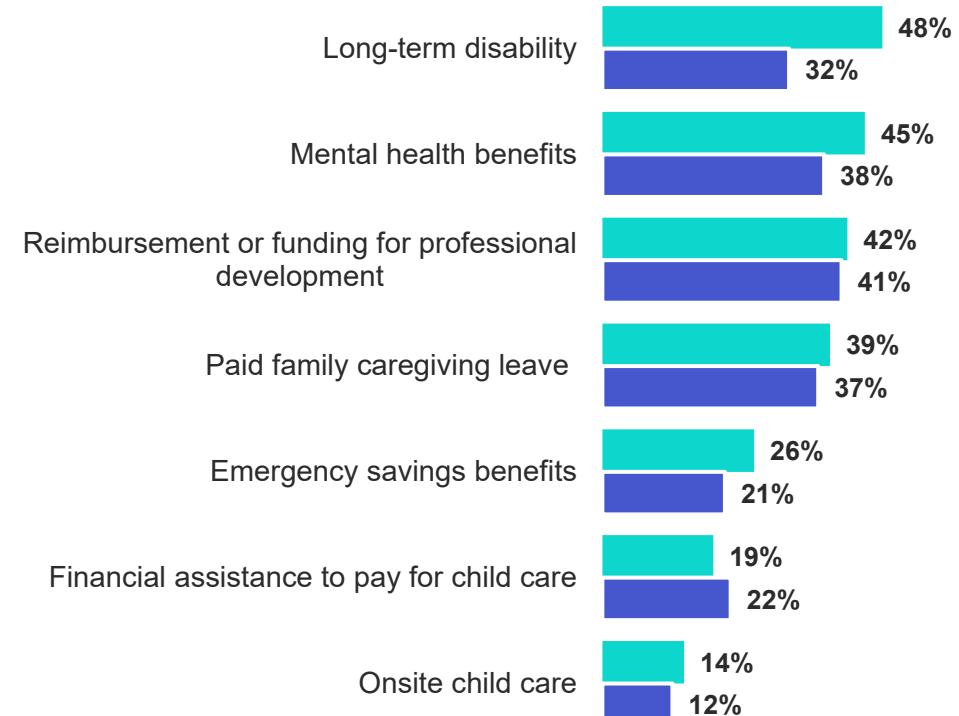
Thinking about your primary job, does your employer currently offer the following benefits to full-time employees? % yes

Does your business currently offer the following benefits to full-time employees? % yes

■ Employed Parents ■ Small Biz. Owners/Execs



■ Employed Parents ■ Small Biz. Owners/Execs



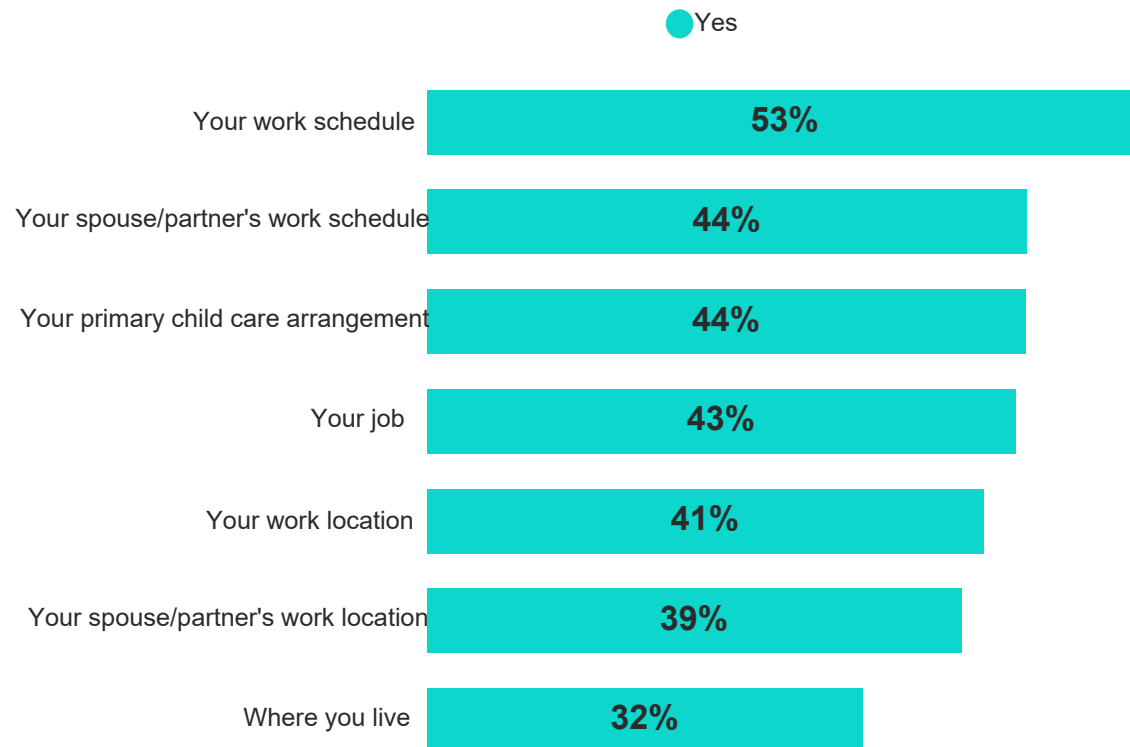
Parents with a higher income level are more likely to say their current employer offers the tested benefits to full-time employees including benefits to support families: paid and unpaid parental leave, paid family caregiving leave, and flexible work options. There is also variance in who receives these benefits across employment classifications. Across gender, men are consistently more likely than women to say their employer offers the tested benefits, with a large gap in mental health benefits (55% vs. 39%). Among small business owners/executives, larger size companies are more likely to offer the tested benefits. Additionally, start-up companies are more likely than companies who are not start-ups to offer onsite child care (22% vs. 8%). [See appendix slides 37-40.](#)

WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

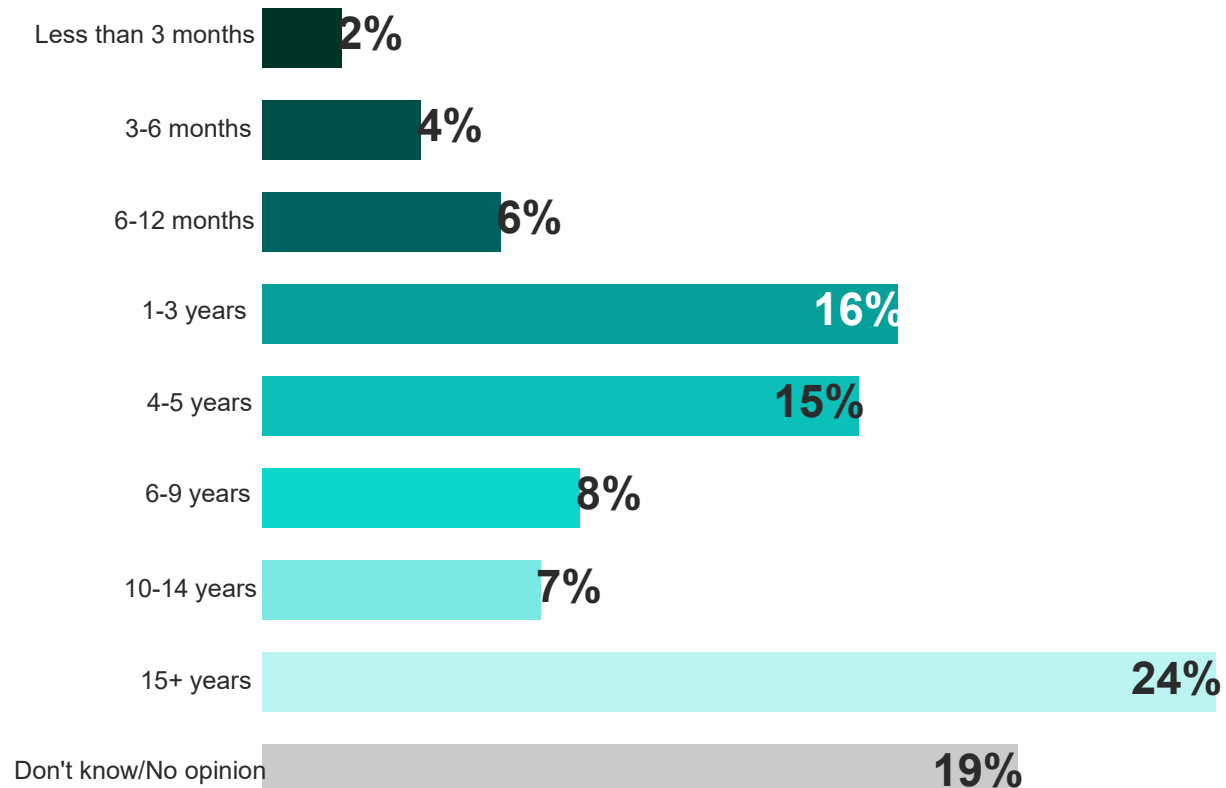
Over the course of the COVID-19 pandemic, parents experienced a variety of changes in employment and child care arrangement. Looking forward, parents are split on how long they plan to stay employed at their current company.

EMPLOYED PARENTS

Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?



How long do you plan to stay employed at your current company?



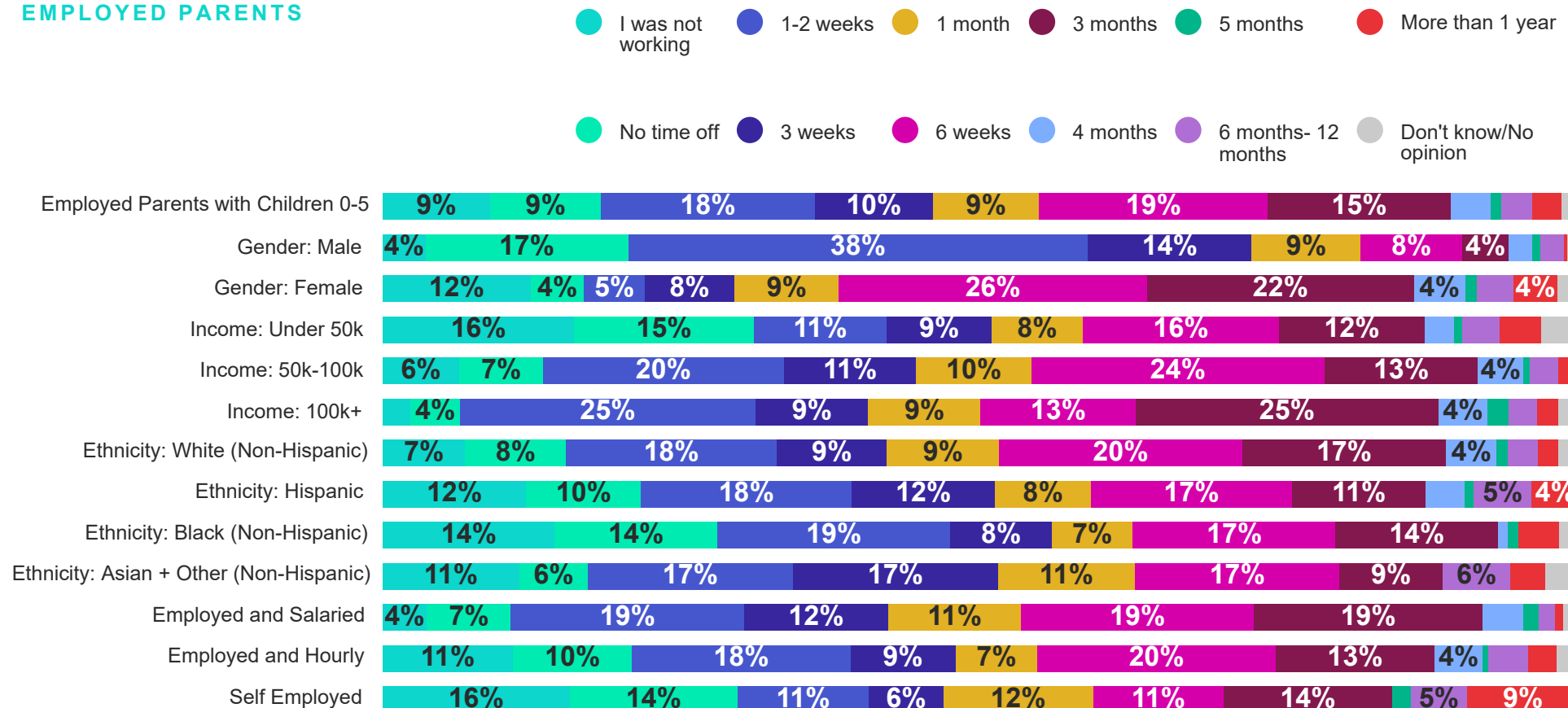
Among employed parents, women are more likely than men to say their work schedule changed over the course of the pandemic (56% vs. 48%). Additionally, Hispanic parents are more likely than parents of other race/ethnicity groups to say their work schedule and their spouse/partner's work schedule changed over the course of the pandemic. [See appendix slide 41.](#)

WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Thinking about when their youngest child was born, parents vary in how much time they took off of work. A plurality of men took 1-2 weeks off (38%), while women report taking 6 weeks (26%) or 3 months (22%) off of work. Additionally, higher-income parents report taking more time off than parents with a lower income level.

If you were working at the time, how much time did you take off of work when your youngest child was born?

EMPLOYED PARENTS



Similar demographic differences are seen when married/partnered parents are asked how much time their spouse/partner took off of work when their youngest child was born.

[See appendix slide 42.](#)

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RESPONSIBILITIES

CHILD CARE ARRANGEMENTS

RESPONSIBILITY OF CHILD CARE

SOLUTIONS

BUSINESS SPECIFICS

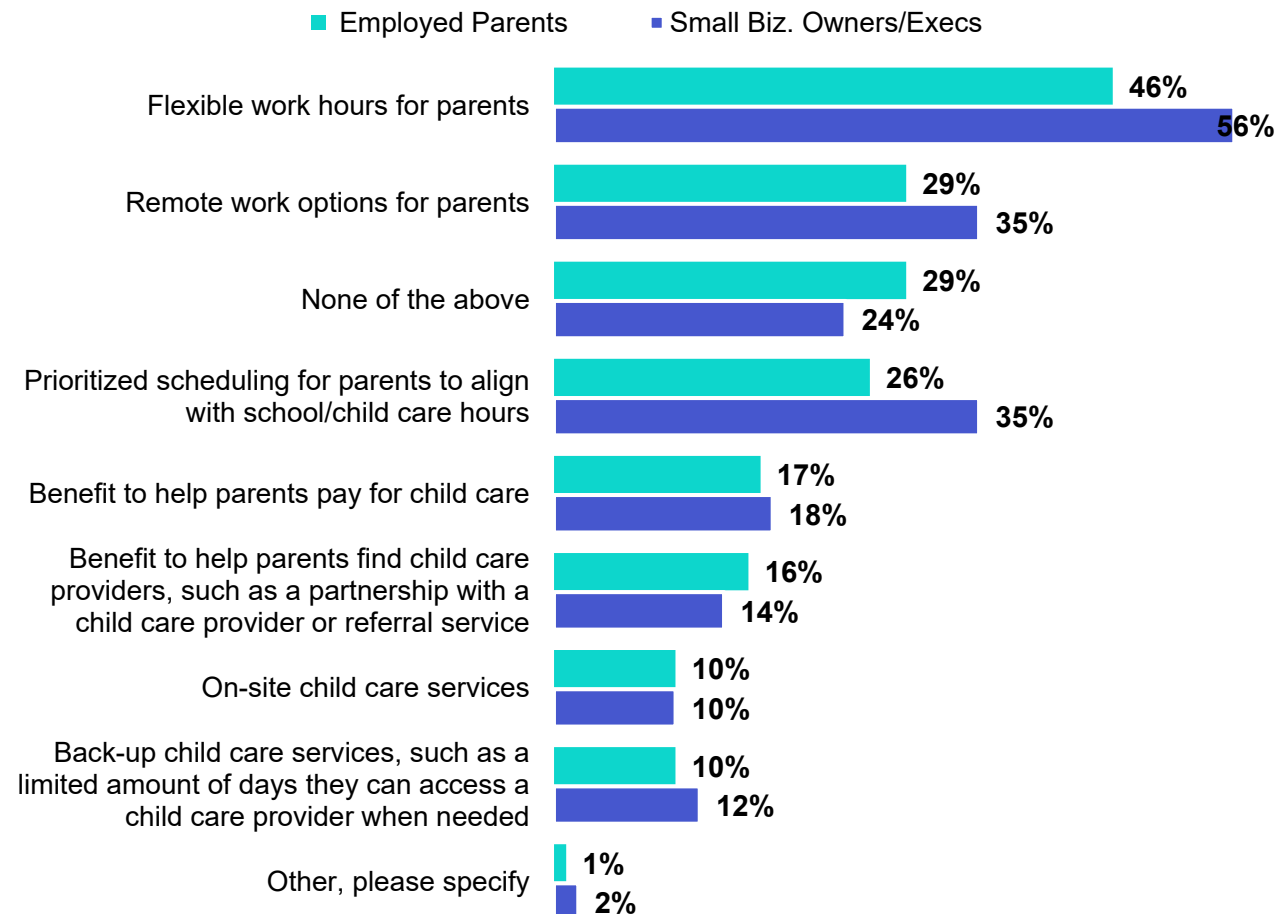
APPENDIX



SUPPORTING CHILD CARE RESPONSIBILITIES

There is a gap between small business owners/executives and parents on the accommodations businesses provide to parents, specifically flexible work hours.

Which of the following accommodations, if any, does your business currently offer to employees with children? % *selected*



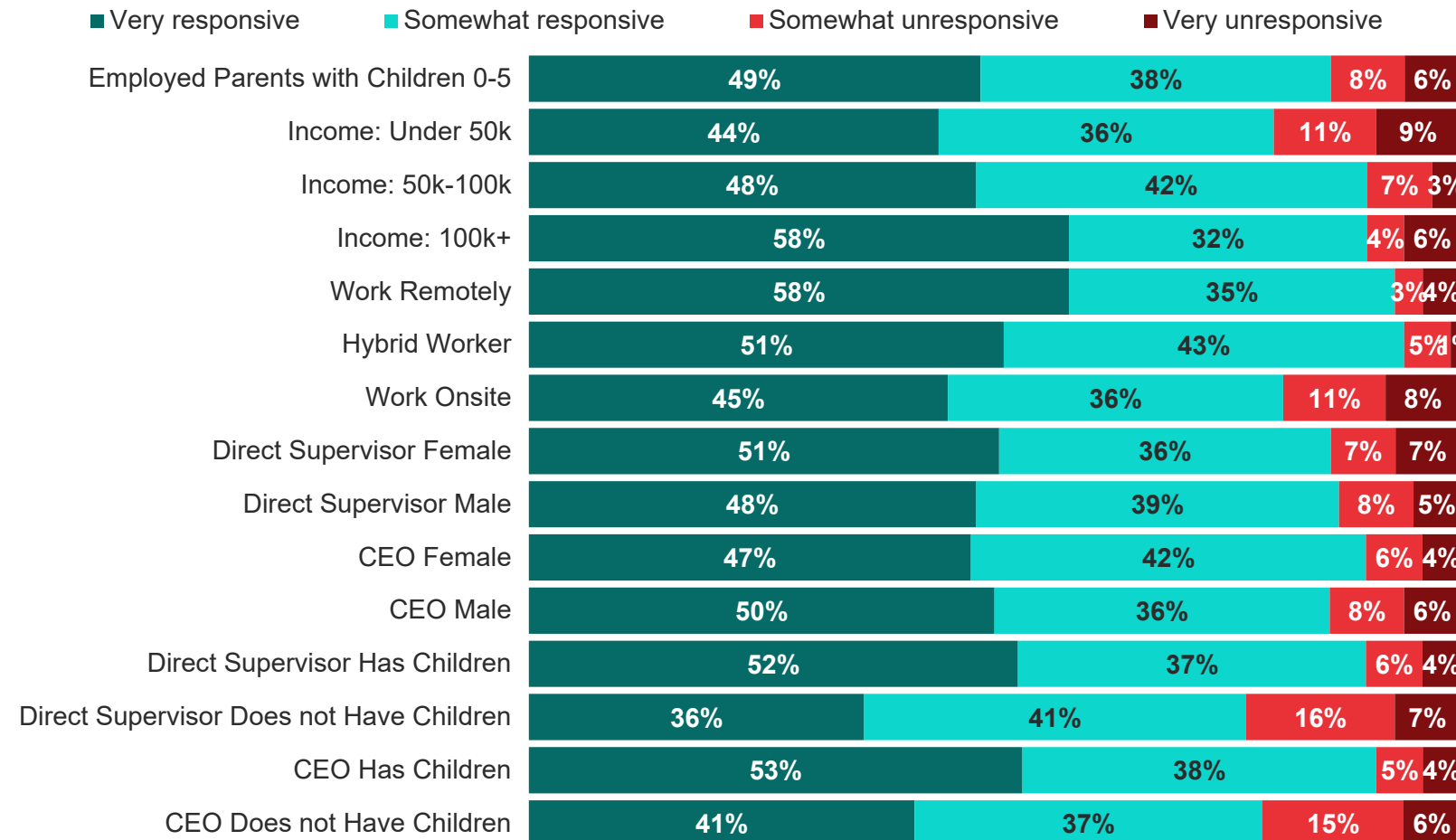
- Small business owners/executives are 10% more likely than parents say their business offers flexible work hours for parents (56% vs. 46%).
- Similarly, small business owners/executives are more likely than parents to say their business offers remote work options and prioritized scheduling to parents.
- Nearly a third of parents (29%) say their employer does not offer any of the tested benefits.
- Parents with a higher income level and those who have a salary are more likely to say their business offers remote work options for parents [See appendix slide 43.](#)
- Across job classification, health care workers are *less likely* than other types of employees to say their employer offers any of the tested benefits to parents (42% of health care workers say they receive none of the tested benefits). [See appendix slide 45.](#)

SUPPORTING CHILD CARE RESPONSIBILITIES

A majority of parents say their direct supervisor at their job is responsive (87%) to their child care responsibilities.

How responsive or unresponsive is your direct supervisor at your primary job to your child care responsibilities?

EMPLOYED PARENTS



- Parents with a higher income level are more likely to say their direct supervisor is responsive to their child care responsibilities.
- Parents with a more remote work arrangement are *more likely* to say their direct supervisor is *very responsive* to their child care responsibilities.
- Parents who say their direct supervisor and CEO has children are more likely than those who do not have children to say their supervisor is *very responsive* to their child care responsibilities.

Why do you feel comfortable talking to your direct supervisor about your child care responsibilities?

EMPLOYED PARENTS WHO FEEL COMFORTABLE TALKING TO THEIR SUPERVISOR, N=622

UNDERSTANDING

- “
- “They are very understanding of my need to take care of my children.”
 - “They understand I will always make the time for the work needed and as long as I meet deadlines, my performance gives them trust in me to get that flexibility.”
 - “They are very understanding & accommodating.”
 - “She is very open as long as we don’t abuse the situation. She understands things come up especially with single parents.”

FLEXIBLE

- “
- “They have always tried to accommodate my needs when it comes to my children’s schedule.”
 - “She’s very understanding, and I’m in the food service business, so usually if a problem arises where I can’t make it to work, or will be late, they’re very understanding, and I usually can find someone to cover my shifts if needed.”
 - “She really tries to help us and work with family schedules.”
 - “He is very flexible with parents’ schedules. Most of the women who work here are single moms and he is very understanding that children get sick or school is closed for and a kid may need to come to work with mom in her office.”

ALSO A PARENT

- “
- “They have children of their own, and are very understanding of the responsibility and the fact that it will sometimes require me to miss work hours. She encourages her employees to put family first always and she will never be upset with us for doing so.”
 - “There are many parents where I work, including my direct supervisor. We are all understanding of each other’s childcare needs.”
 - “I feel comfortable taking to my direct supervisor about my child care responsibilities because they themselves have young children and understand.”

FAMILY

- “
- “The company I am employed at is a wholesome family-oriented company. I am grateful for the understanding of situations where I can not work or must leave abruptly to get my children.”
 - “Small family-owned, family-oriented company.”
 - “She understands that family and your children come first. She is flexible and accommodating to that.”
 - “She is a mom and our company always says family comes first.”

Why do you feel uncomfortable talking to your direct supervisor about your child care responsibilities?

EMPLOYED PARENTS WHO FEEL UNCOMFORTABLE TALKING TO THEIR SUPERVISOR, N=118

NOT UNDERSTANDING

- “
- “Because I might lose my job if they feel like I can’t make it there due to childcare issues.”
 - “Because they come across as very uninterested in personal problems outside of the job. not to mention they aren’t very friendly nor make the space for the employee to feel comfortable discussing any personal matters.”
 - “I’m the only one in my office with small children and I feel like the stress and difficulties I have with childcare are not understood. I often get treated like I’m trying to get away with stuff when I need flexibility or understanding.”

NOT WORK-RELATED

- “
- “Because I am one of many people and I either do the job or don’t.”
 - “Because my supervisor doesn’t talk to me about his family at home so I do my best to do the same.”
 - “Employers want people to be there. They don’t care about employees’ child care issues.”
 - “He’s more concerned about his business than the family life of his employees.”

THE SUPERVISOR DOESN’T HAVE CHILDREN

- “
- “Because if I have to miss work or leave early then I feel like it is a burden on my supervisor and my coworkers. My supervisor doesn’t have children so she does not fully empathize with the situation.”
 - “My direct supervisor doesn’t have kids and is very judgmental about people that do.”

NOT COMFORTABLE SHARING

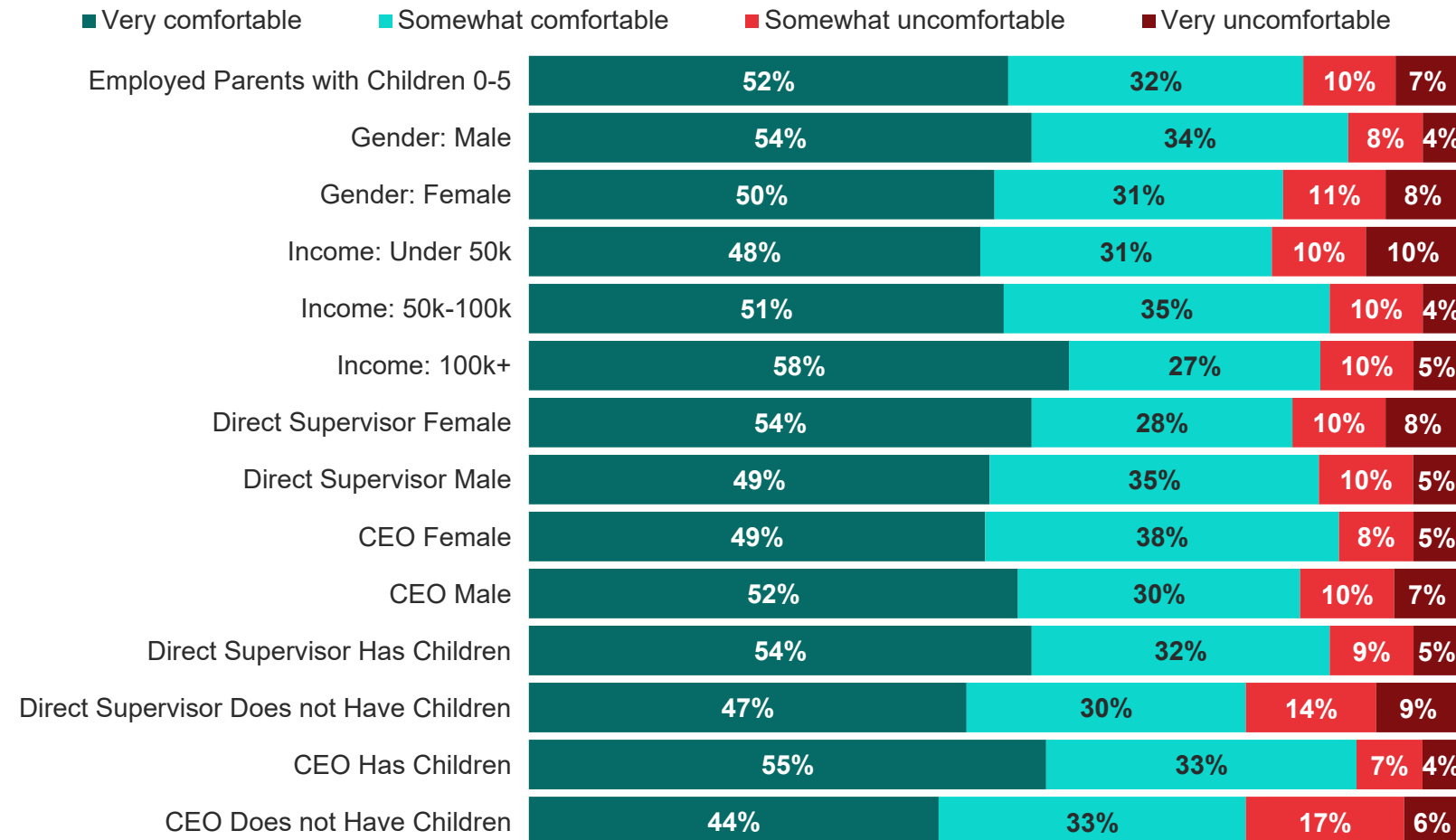
- “
- “I am concerned she will be upset about me needing to take time off from work.”
 - “Because it makes it seem as though I cannot fulfill the duties of my position. Or, as a women, I may not be as good for the job as a man who does not have childcare responsibilities.”
 - “While I know they would be fine with hearing about it, it feels like I am letting down the company by having a personal issue prevent me from working.”

SUPPORTING CHILD CARE RESPONSIBILITIES

Overall, 84% of parents feel comfortable talking to their direct supervisor at their job about problems with their child care arrangement that impact their ability to work.

How comfortable or uncomfortable do you feel talking to your direct supervisor at your primary job about problems with your child care arrangement that impact your ability to work?

EMPLOYED PARENTS



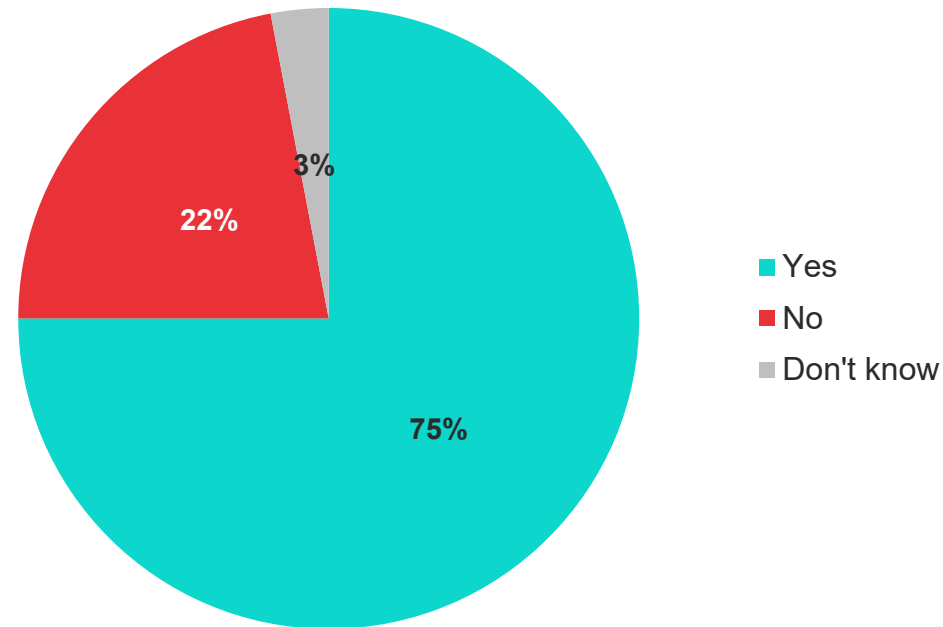
- Parents who have a female supervisor are more likely than those with a male supervisor to say they feel very comfortable talking to their supervisor about problems with their child care arrangement.
- The same trend is seen among parents who have direct supervisors and CEOs who have children.

SUPPORTING CHILD CARE RESPONSIBILITIES

Three in four (75%) of business owners/executives surveyed say they currently employ parents with children living at home, and the age of these children skews older. A third (37%) employ parents with infants at home, compared to 80% who employ parents with school-age children.

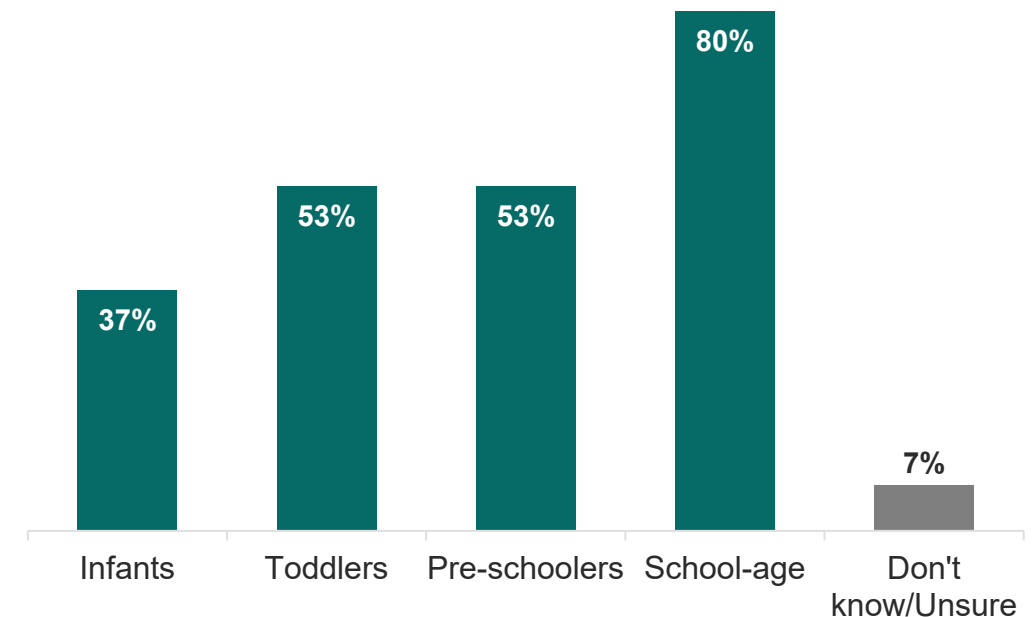
To the best of your knowledge, does your business currently employ any parents with children living at home?

SMALL BUSINESS OWNERS/EXECUTIVES



Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY PARENTS WITH CHILDREN AT HOME, N=453

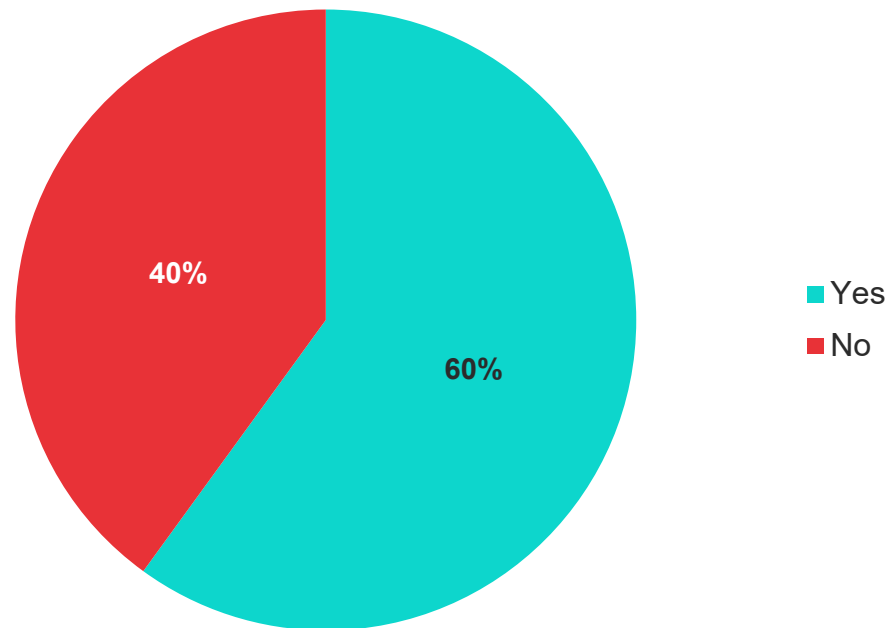


SUPPORTING CHILD CARE RESPONSIBILITIES

A majority of parents (60%) and small business owners/executives (70%) say their supervisor or the business considers child care responsibilities when making the work schedule.

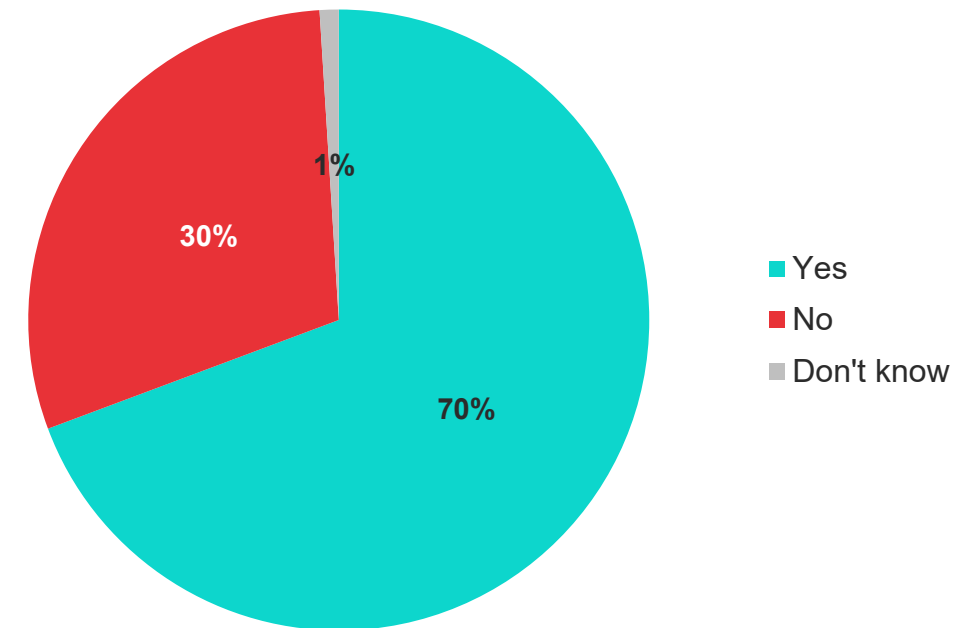
Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?

EMPLOYED PARENTS



Does your business consider employees' child care responsibilities when making the work schedule?

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY PARENTS WITH CHILDREN AT HOME, N=453



Parents who work in the service/retail industry are more likely than parents who work in other types of industries to say their supervisor considers their child care needs when making the schedule (76%). Additionally, parents whose direct supervisor has children (63%) are more likely to say their child care needs are considered compared to those who say their direct supervisor does not have children (48%). A similar trend is seen among parents who say their CEO has children (64%) compared to those who do not have children (45%). [See appendix slide 46.](#)

SUPPORTING CHILD CARE RESPONSIBILITIES

Two in five parents (38%) say child care responsibilities have impacted their ability to work over the past month.

In the past month, have child care responsibilities impacted your ability to work? If yes, how many work hours have you missed due to child care responsibilities?

EMPLOYED PARENTS

Among those who have missed work, 56% of parents have missed 10+ hours of work over the past month due to child care responsibilities.



Women (40%) are more likely than men (28%) to say child care responsibilities have impacted their ability to work in the past month.

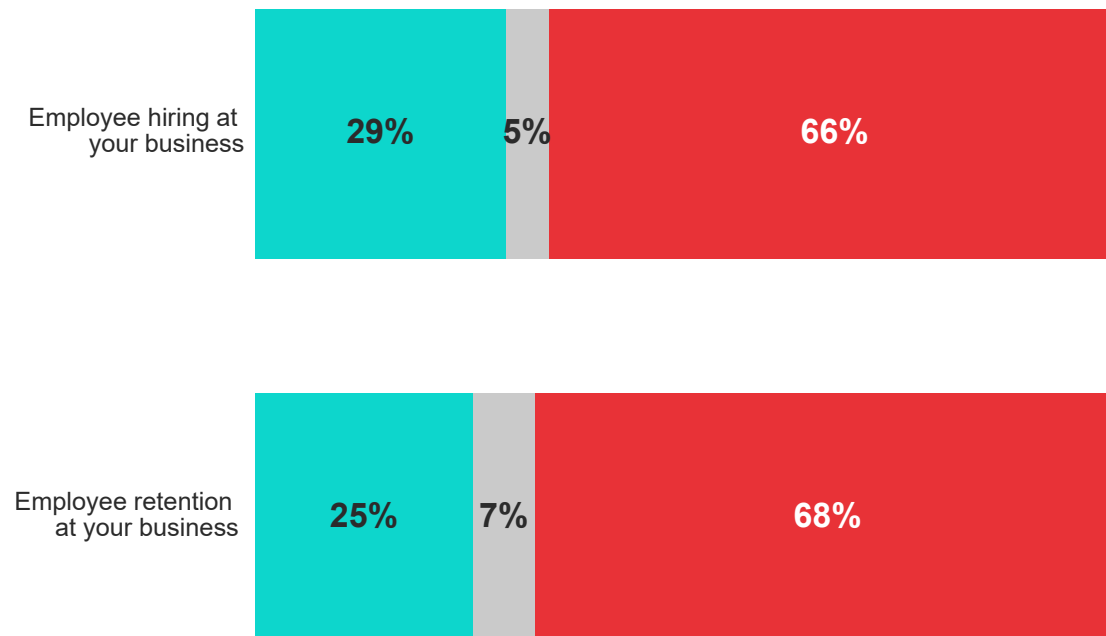
SUPPORTING CHILD CARE RESPONSIBILITIES

While a majority of small business owners/executives say access to child care in their community *does not* impact employee retention (68%) or hiring (66%) at their business, a majority of parents say child care responsibilities have been a factor in accepting a job (56%) or reducing their work hours (52%).

Has access to child care in your community impacted the following at your business?

SMALL BUSINESS OWNERS/EXECUTIVES

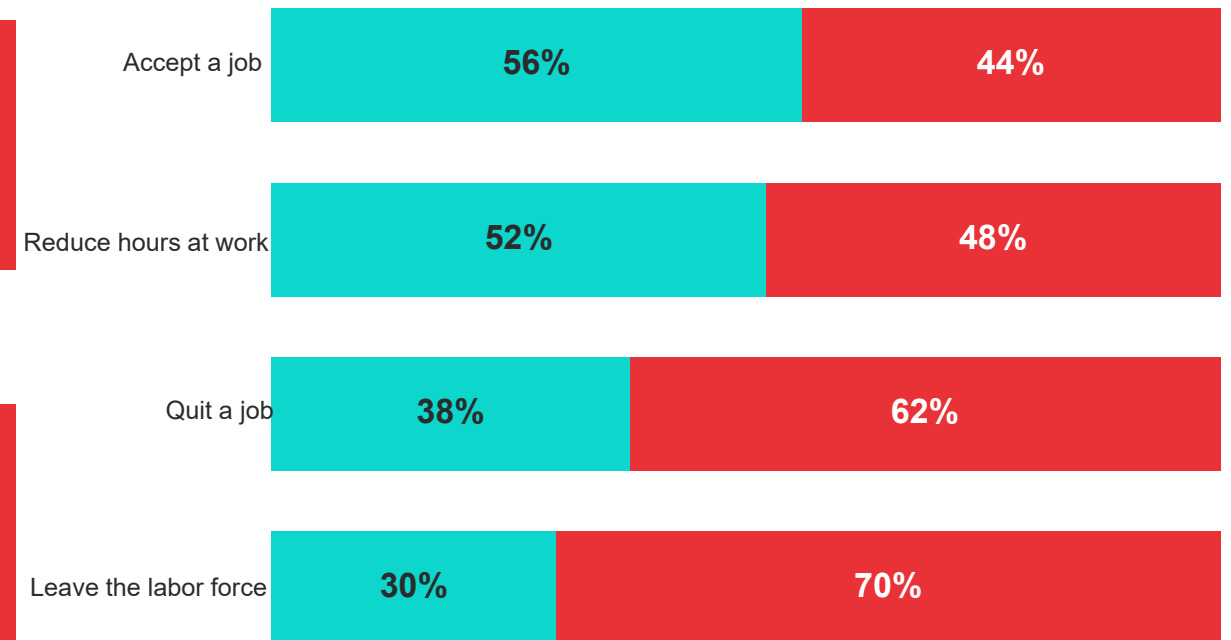
● Yes ● Don't know ● No



Have child care responsibilities ever been a factor in your decision to take any of the following actions?

EMPLOYED PARENTS

● Yes ● No



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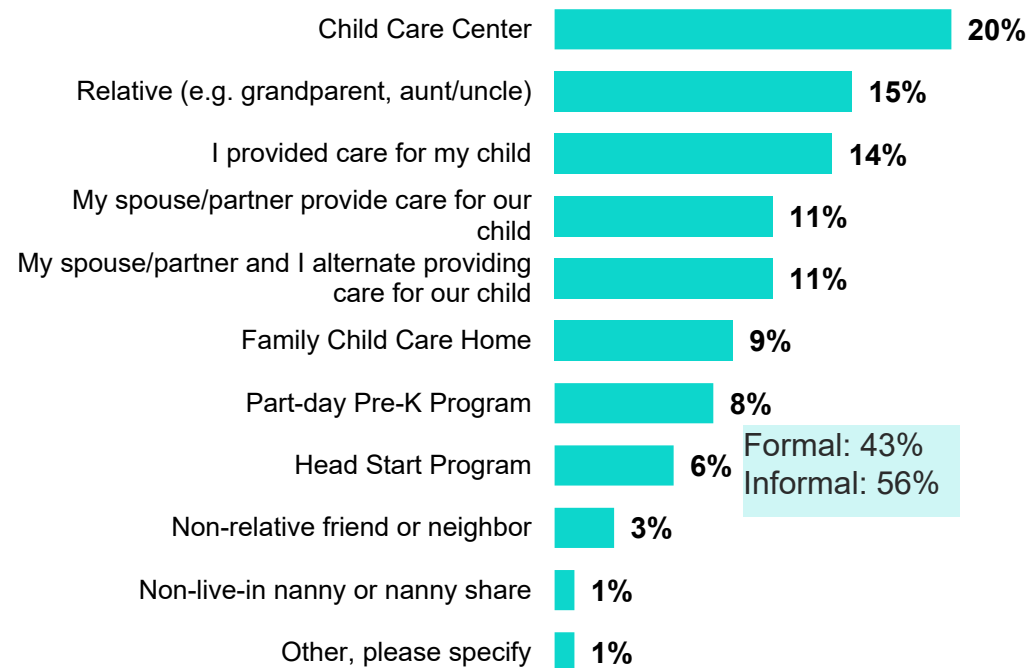


CHILD CARE ARRANGEMENTS

Parents with young children (ages 0-5) are using formal (43%) and informal (55%) child care arrangements, while a majority of parents with school-aged children (73%) use an informal child care arrangement.

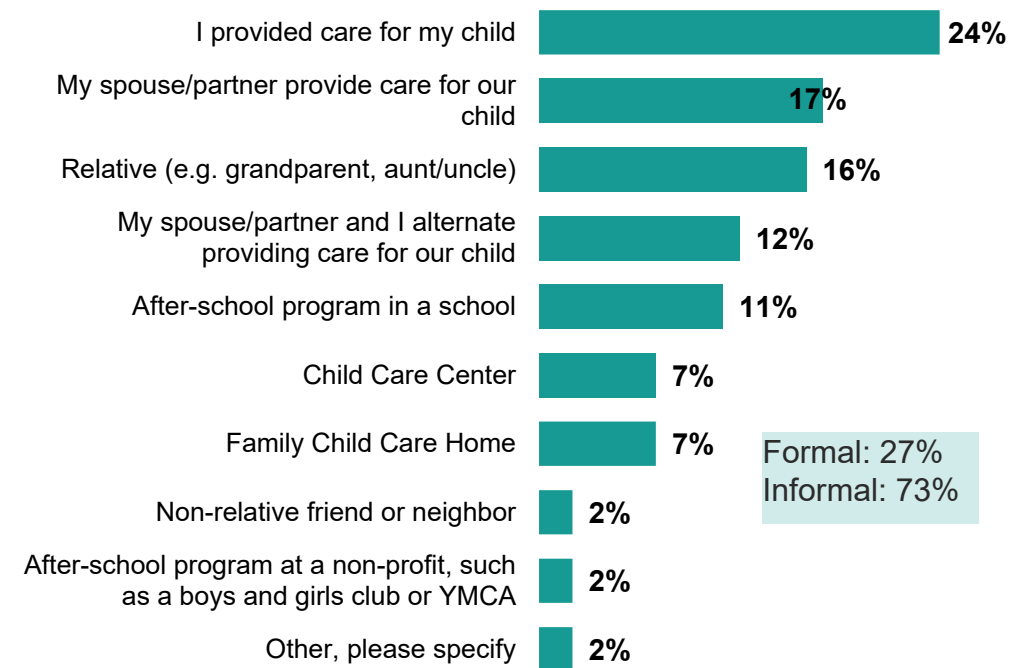
Which of the following best describes the current primary child care arrangement for your youngest child between birth and before starting kindergarten?

EMPLOYED PARENTS



Which of the following best describes the current primary child care arrangement for your youngest child between kindergarten and 6th grade? This can include the care outside of school hours.

EMPLOYED PARENTS W/ CHILDREN AGES 6-12, N=89



- Nearly half of parents (48%) say they use 2+ different child care arrangements in a given week. [See appendix slide 47.](#)
- Among parents using formal child care, 26% have to pay a late fee for picking up their child late once a month or more frequently. Among parents who have had to

- pay a late fee, on average, they are fined \$52.
- 46% of parents currently pay for child care on a weekly basis, and higher-income parents are especially likely to pay for child care. [See appendix slide 48.](#)

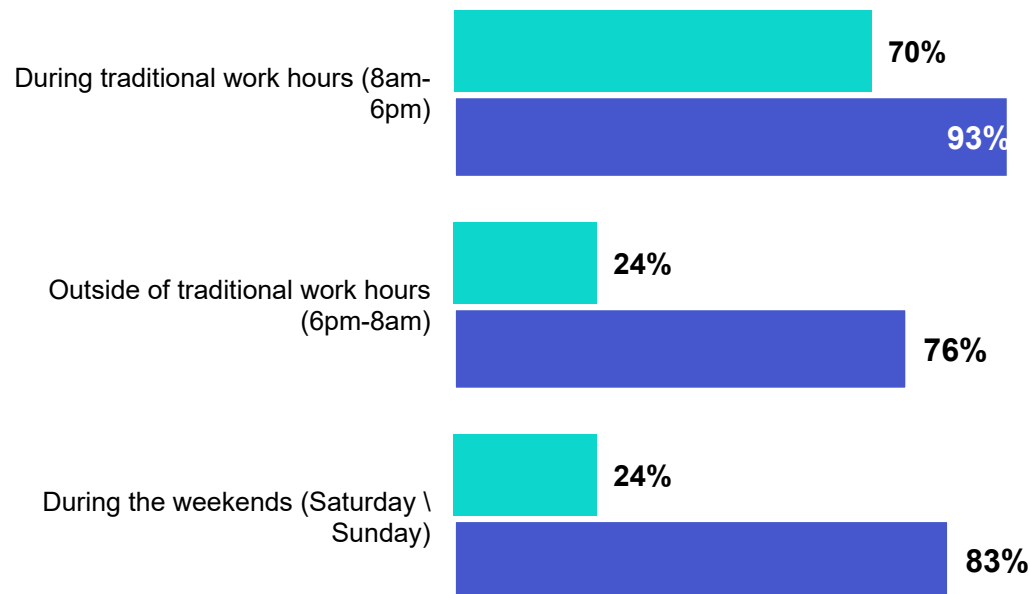
CHILD CARE ARRANGEMENTS

About a quarter of parents need care outside of traditional work hours (24%) or over the weekend (24%). Among those who need during non-traditional work hours, most need care from 6pm-8pm (53%) or 6am-8am (33%).

In a typical week, does your family need a child care arrangement for your children ages 0-12 so that you (or both you and your spouse/partner) can work during the following hours? % yes

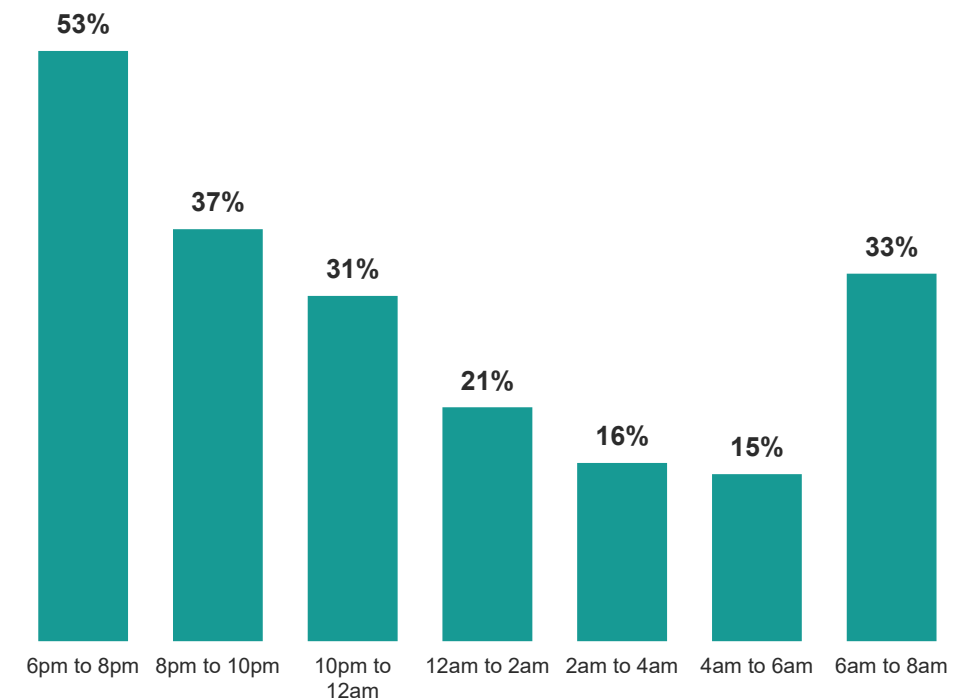
Among those who need care at these times, are you able to receive the child care you need during the following hours? % yes

EMPLOYED PARENTS



Which of the following hours do you require a child care arrangement? Please select all that apply.

PARENTS WHO NEED CARE IN NON-TRADITIONAL HOURS, N=189



- Among parents who need care during the tested hours, a majority are able to receive the child care they need. However, 20% are not able to receive the child care they need during the weekends (17%) or outside of traditional work hours (24%).
- In an open end, among parents who need child care outside of traditional work hours, they reference how this impacts their work schedule and their reliance on extended family for child care during these hours. [See slide 23.](#)

How does needing child care outside of traditional work hours impact your family?

PARENTS WHO NEED CARE OUTSIDE OF TRADITIONAL WORK HOURS AND WEEKENDS , N=262

FAMILY/RELATIONSHIPS

“

- “We don’t get to see each other as often and I worry about the things they can’t tell me.”
- “Needing childcare outside of my traditional work schedule impacts my family very negatively. I feel like I can’t enjoy quality with my family anymore.”
- “It’s just really difficult because most people don’t want to watch her during weekends when they’re off. It just puts stress on the family.”
- “It creates stress - it is hard to get it planned for / scheduled sometimes. People are very busy.”

FINANCES

“

- “It puts more financial strain on us as these hours cost more to cover in childcare and I can’t work as many hours because I would have to pay more childcare and find someone to watch the baby odd more odd hours.”
- “It is more costly to pay for childcare during those hours. So we have to cut other things out of our budget.”
 - “Extremely impacted because of the extra time and money going into childcare.”

WORK LIFE BALANCE

“

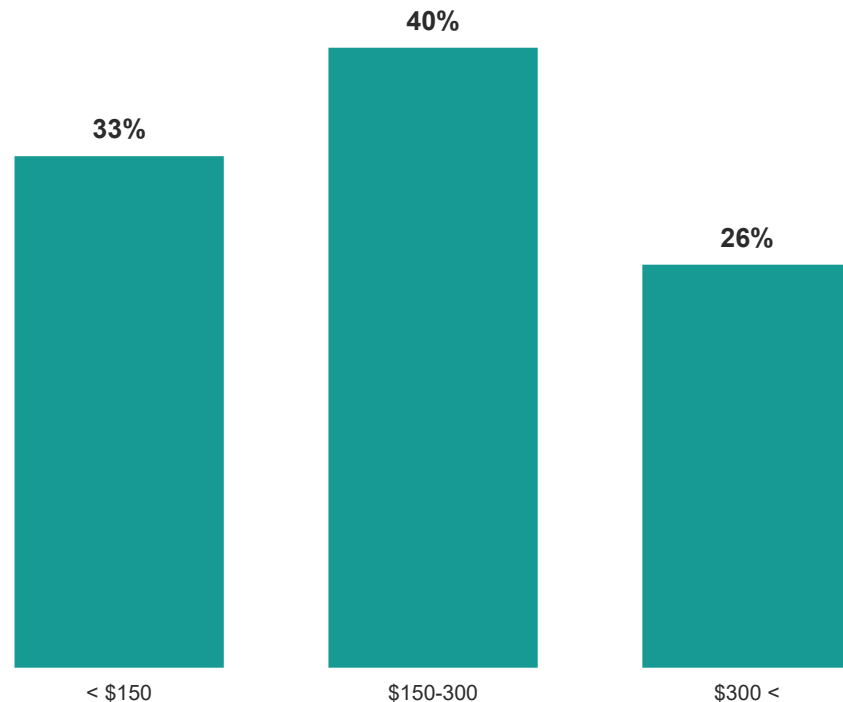
- “We both work 24-hour shifts it can be very difficult!! We try to make our schedules to where our daughter is with one of us everyday however sometimes it doesn’t work that way and we require family to keep her for 24 hours... It’s very difficult and causes a lot of parent guilt. But for now it’s what we have to do until we find the right best option for change.”
- “Makes it difficult for us to find childcare, places additional stress on us, traps us at jobs.”
- “It’s difficult on my spouse and I because we both feel burnt out at times.”
- “Brings lots of stress as we are not able to find a consistent option and always looking for ways.”

CHILD CARE ARRANGEMENTS

Among small business owners/executives who employ parents with children ages 0-5, they reference cost and access as the largest barrier employees at their business face when it comes to child care.

To the best of your knowledge, how much do you think employees with children at your business pay for child care each week on average?

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY PARENTS WITH CHILDREN 0-5, N=251



To the best of your knowledge, what is the biggest barrier to employees at your business when it comes to child care?

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY PARENTS WITH CHILDREN 0-5, N=251

- **Cost**
 - “Being able to afford it is most definitely the biggest thing it’s hard and you want a good daycare and somebody good taking care of your kids”
 - “Being able to afford reliable and safe childcare.”
 - “Child care costs so much, that some employees have to make a trade-off between working, and being a stay at home parent, they also need more flexibility in their schedule to work around their children’s schedules.”
- **Access**
 - “Finding a childcare facility that is still open after covid.”
 - “Finding affordable daycare and daycare that are open during their work hours”
- **Quality**
 - “Finding a trustworthy individual or facility.”
 - “The biggest barrier that I am aware of is finding child care that is reliable and trustworthy at an affordable rate.”

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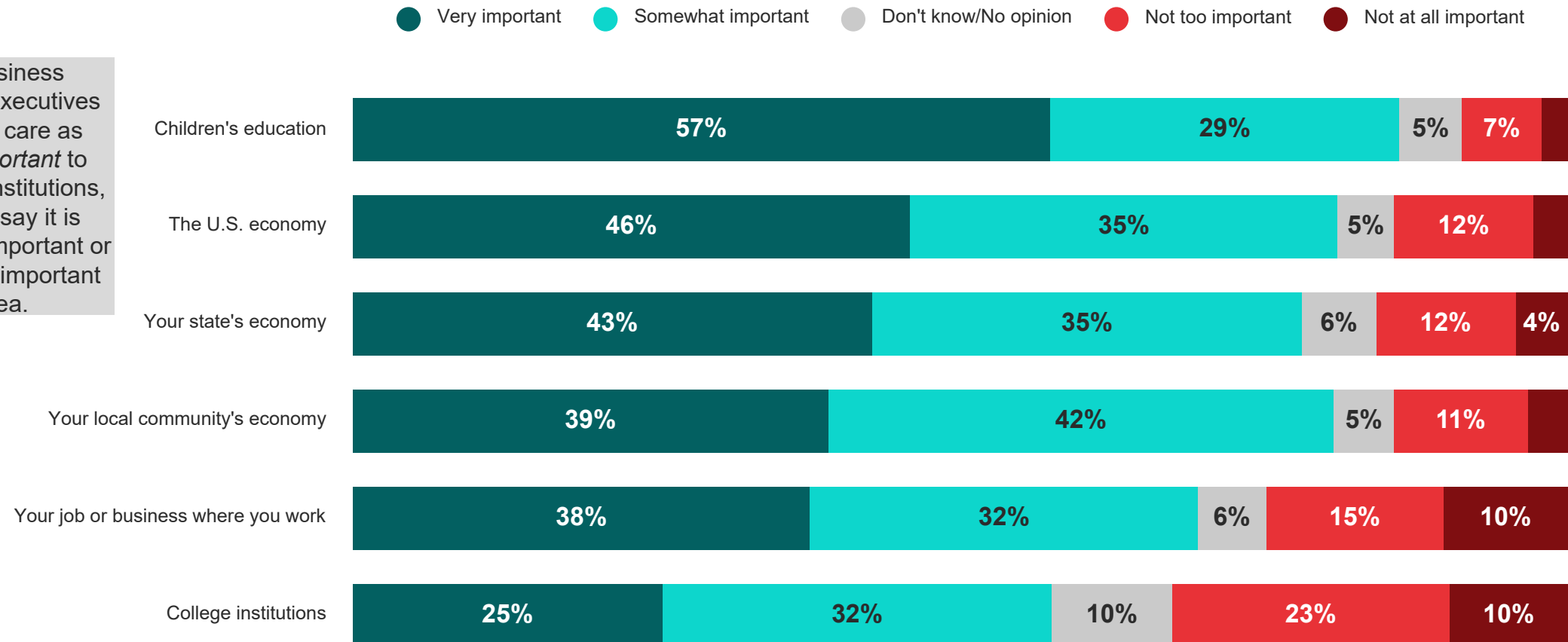
RESPONSIBILITY OF CHILD CARE

A higher percentage of small business owners/executives say child care is important to children's education than to the economy at the national, state, and local level.

How important, if at all, do you think child care is to each of the following?

SMALL BUSINESS OWNERS/EXECUTIVES

Small business owners/executives see child care as *least important* to college institutions, as 1 in 3 say it is not too important or not at all important to this area.



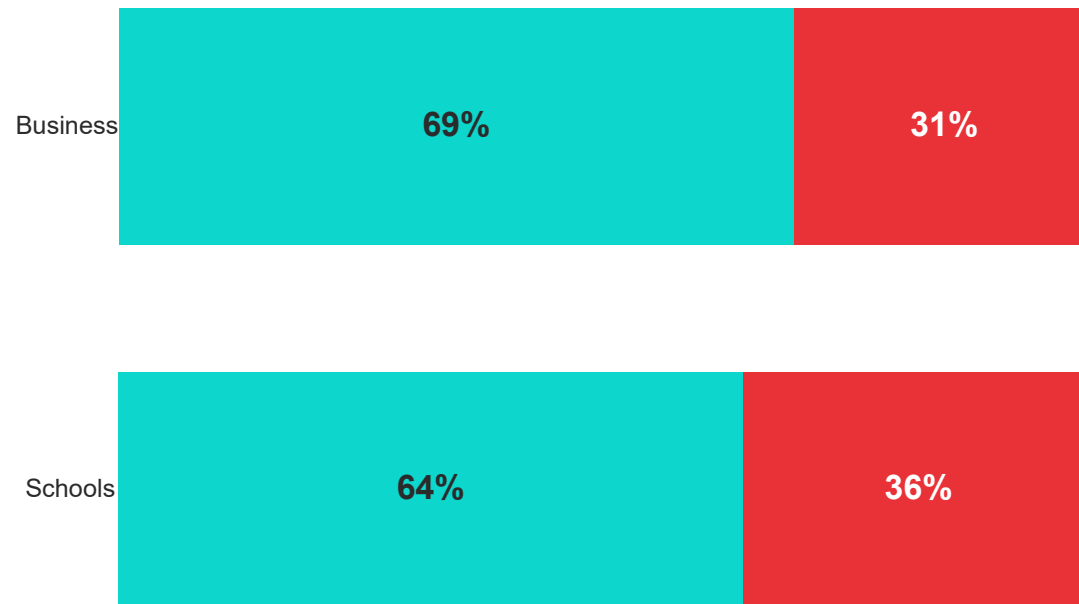
RESPONSIBILITY OF CHILD CARE

About 7 in 10 of both small business owners/executives and parents think businesses should better accommodate parents' work schedules, while smaller majorities of both groups think schools should also adjust their hours for parents.

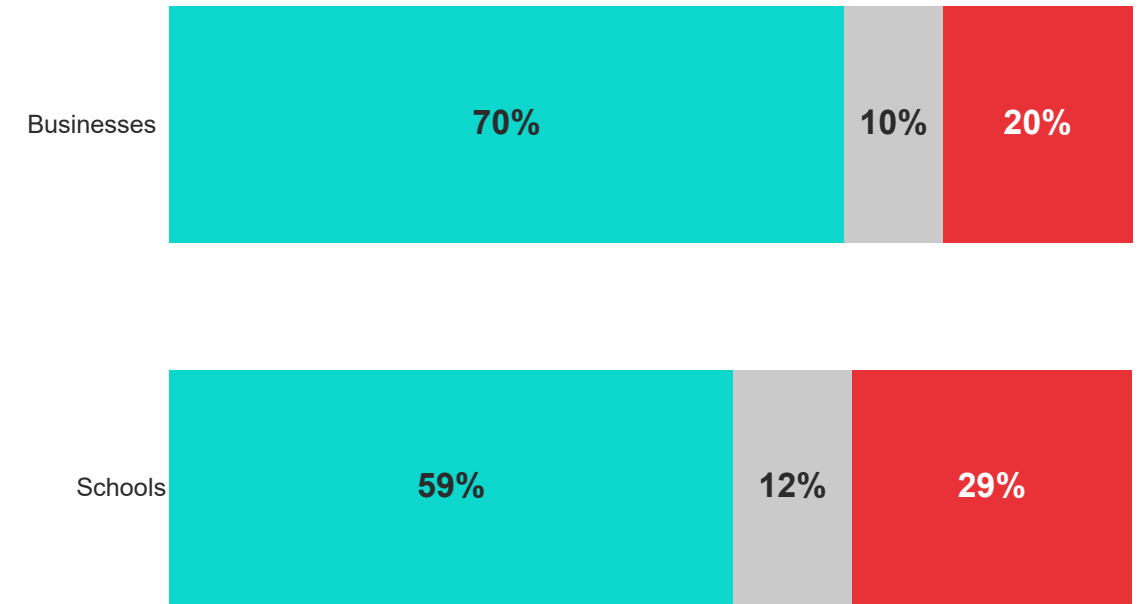
In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?

● Yes
 ● Don't know/No opinion
 ● No

SMALL BUSINESS OWNERS/EXECUTIVES



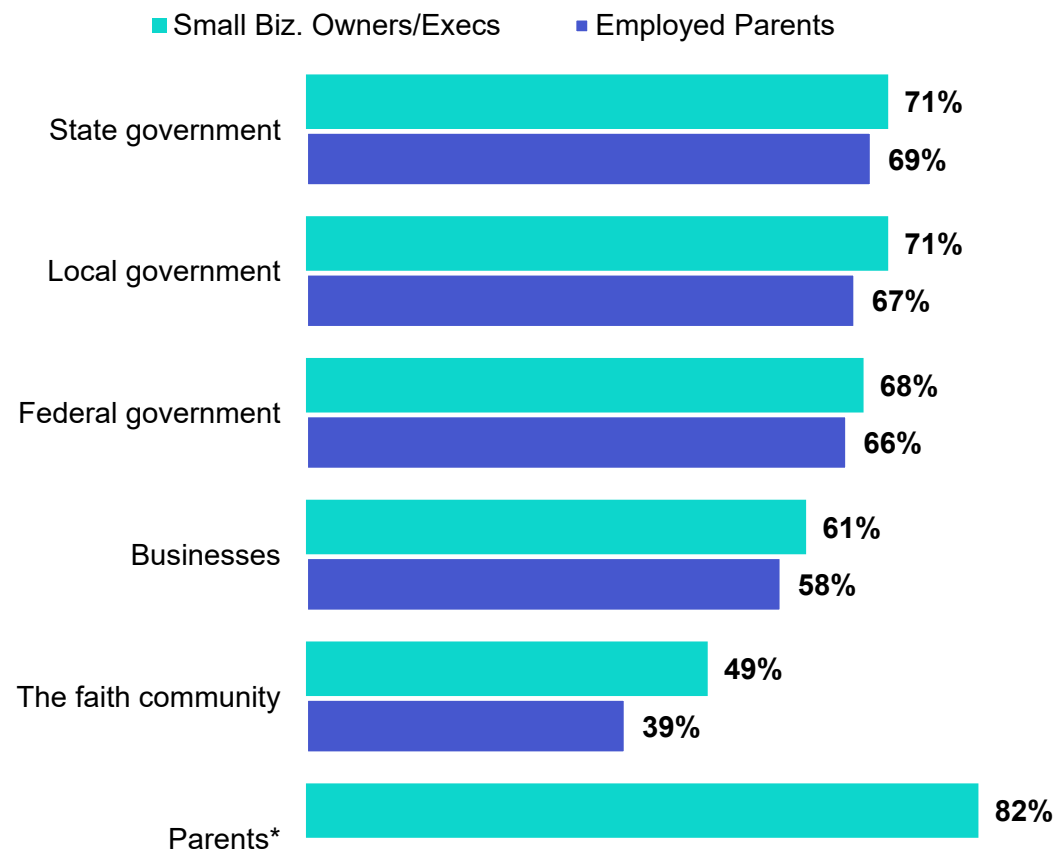
EMPLOYED PARENTS



RESPONSIBILITY OF CHILD CARE

Around 70 percent of small business owners and parents think that the government is responsible for ensuring child care is affordable and accessible. Less than half believe that the faith community is responsible in this area.

*How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible? % **responsible***



- A strong majority of parents and business owners/executives think different levels of government are responsible for ensuring that child care is affordable and accessible.
- Both parents and business owners/executives place the least amount of responsibility on the faith community for ensuring that child care is affordable and accessible. Over 40 percent in both groups think the faith community is either not too responsible or not responsible at all. [See appendix slide 49-50.](#)
- Over half of business owners/executives (56%) think parents are *very responsible* for ensuring child care is affordable and accessible. [See appendix slide 49-50.](#)

AGENDA

WORK ARRANGEMENTS AND
EMPLOYEE BENEFITS

SOLUTIONS

SUPPORTING CHILD CARE
RESPONSIBILITIES

BUSINESS SPECIFICS

CHILD CARE ARRANGEMENTS

APPENDIX

RESPONSIBILITY OF CHILD CARE

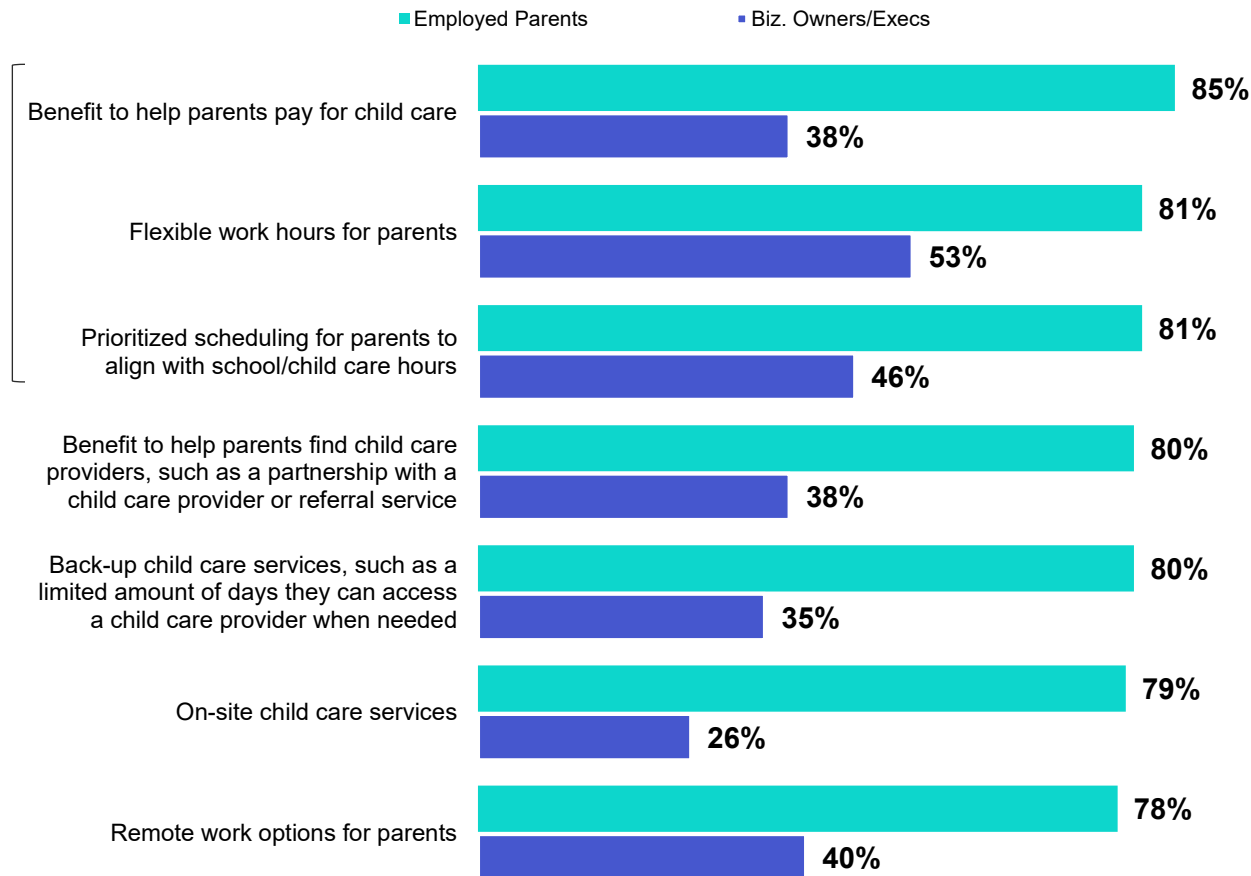


SOLUTIONS

Prioritized scheduling and flexible work hours are the benefits that would be most helpful to parents and most likely to be offered by employers in the next year. Almost 80% of parents say on-site child care services would be helpful, but less than 30% of small business owners indicate they are likely to offer this benefit.

How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits? % helpful

How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits? % likely



- The largest gap between parents and small business owners/executives is on benefits to help parents pay for child care and on-site child care services.
- Business owners/executives are most likely to already offer flexible work hours (22%) for parents. Almost 1 in 5 already offer prioritized scheduling (18%) and remote work hours (17%). [See appendix slides 51-52.](#)
- Nearly half of business owners/executives are very unlikely to offer on-site child care services, as only 4% say they already provide it. [See appendix slides 51-52.](#)
- Over half of parents say benefits to help pay for child care (63%), flexible work hours (63%), and remote work (60%) would be *very helpful* if they were provided by their employer. [See appendix slides 51-52.](#)

BUSINESS SPECIFICS

If the government could do anything to help your business support employees who are parents, what would help your business the most?

SMALL BUSINESS OWNERS/EXECUTIVES

GRANTS/SUBSIDY

“

- “A would take government grants on building an on-site daycare.”
- “Offer grants for childcare to businesses to use for employees.”
- “Provide grants to help with child care costs.”
- “Subsidy to help pay for childcare.”
- “A government-funded childcare subsidy.”

TAX BREAKS/CREDITS

“

- “Approve a special tax refund for the support of the child care.”
- “Tax incentives to help offset childcare costs.”
- “Tax benefits for supplying these benefits.”
- “Tax credit for small businesses that give child care benefits.”

FUNDING CHILD CARE

“

- “Child care reimbursement for qualified employees.”
- “The government could provide more accessible childcare facilities and/or provide financial assistance to parents for their childcare needs.”
- “The biggest thing that the government can do is make more choices for parents for day cares and bring the prices down so everyone can afford this benefit. This way the child is being taken care off and the parents can get more work done and make more money.”

THE GOVERNMENT SHOULD NOT BE INVOLVED

“

- “What government and employers need to do is stop penalizing employees who don’t have children. You don’t have children, then you don’t have “family” and consequently you get all the night shifts, all the weekends and holidays. It’s not right.”
- “The government should stay out of business affairs.”
- “Having children is a choice and with that choice comes financial responsibilities that are the parent’s responsibility, not the government or employers.”



AGENDA

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SOLUTIONS

SUPPORTING CHILD CARE
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APPENDIX

RESPONSIBILITY OF CHILD CARE



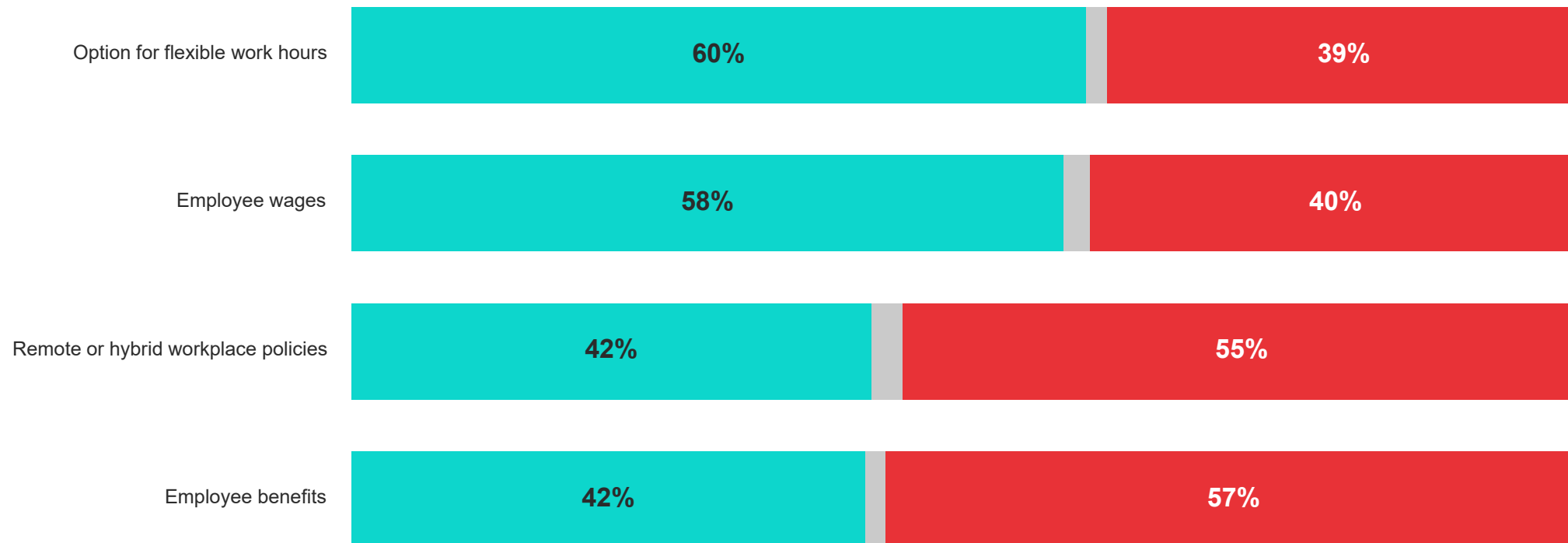
BUSINESS SPECIFICS

A majority of small business owners/executives have offered the option for flexible work hours (60%) and increased employee wages (58%) to compete in today's labor market.

Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market.

SMALL BUSINESS OWNERS/EXECUTIVES

● Yes ● Don't know ● No



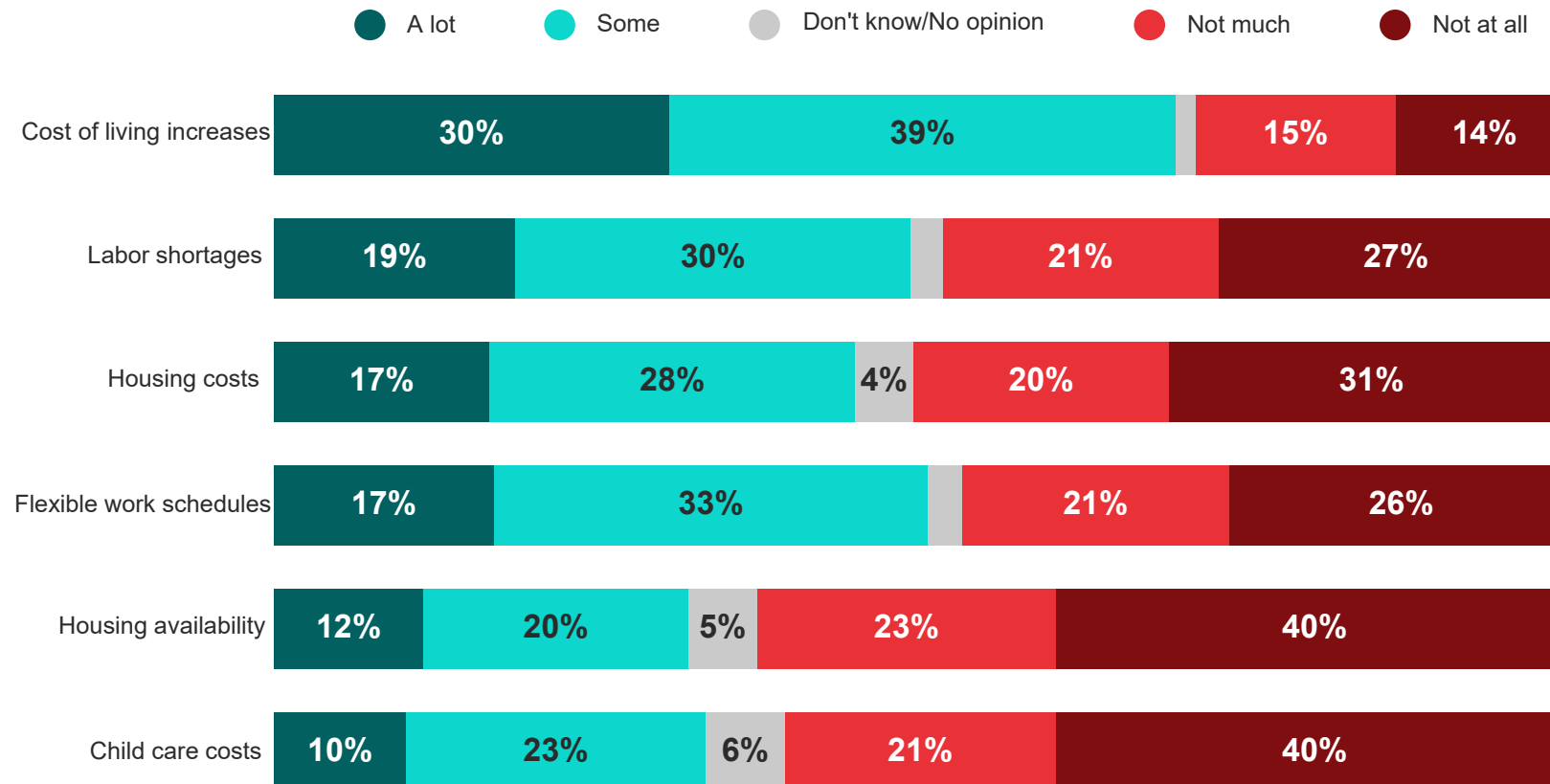
- To the point of child care, a majority of small business owners/executives (65%) have not collaborated with any entities to improve child care access in their community, while 15% have collaborated with child care providers. [See appendix slide 53.](#)
- Additionally, only 12% have claimed The Employer-Provided Child Care Credit (45F). [See appendix slide 54.](#)

BUSINESS SPECIFICS

Small business owners/executives are most likely to say cost of living increases have impacted their business' future growth plans (69%) and least likely to say child care costs have impacted their plans (33%).

How much, if at all, have each of the following factors impacted your business' future growth plans?

SMALL BUSINESS OWNERS/EXECUTIVES



- Labor shortages (49%) and housing costs (45%) have also impacted small business owners'/executives' future growth plans for their business.
- During COVID-19, 45% of small business owners/executives say their business experienced losses in their workforce. [See appendix slide 55.](#)



AGENDA

WORK ARRANGEMENTS AND
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CHILD CARE ARRANGEMENTS

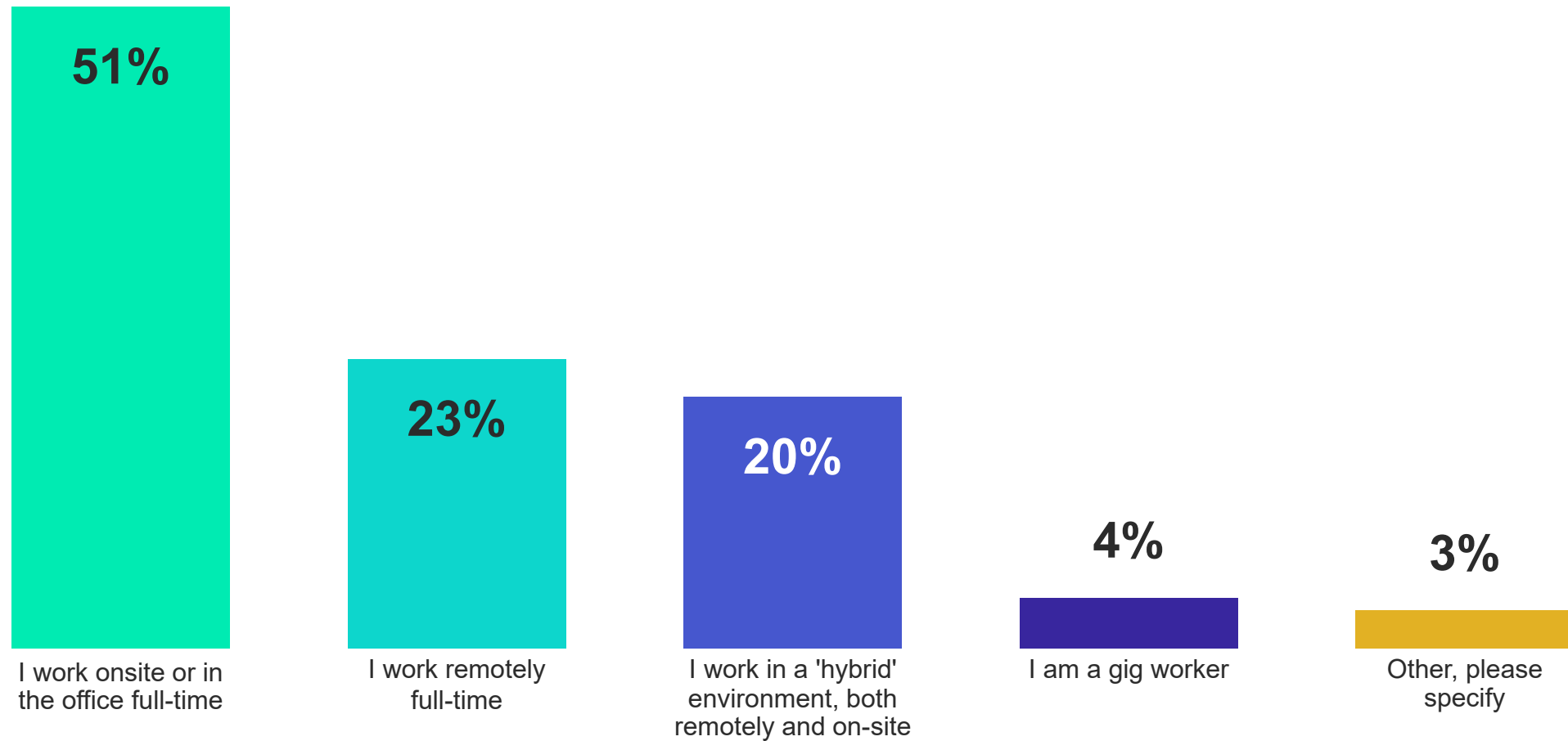
APPENDIX

RESPONSIBILITY OF CHILD CARE



Which of the following best describes your current work situation?

EMPLOYED PARENTS



APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?

% Yes	Employed Parents	Income: Under 50k	Income: 50k-100k	Income: 100k+	Salaried	Hourly
Paid vacation days	80%	63%	87%	92%	88%	74%
Paid sick days	73%	57%	78%	87%	83%	66%
Paid parental leave (to care for a newborn or adopted child)	53%	45%	54%	62%	60%	48%
Paid family caregiving leave	39%	30%	42%	49%	48%	34%
Reimbursement or funding for professional development	42%	24%	47%	63%	57%	32%
Health insurance benefits	81%	66%	86%	92%	88%	77%
Mental health benefits	45%	26%	52%	63%	57%	37%
Flexible work options and/or ability to work from home	53%	44%	53%	65%	68%	41%
Onsite child care	14%	11%	15%	18%	21%	10%
Financial assistance to pay for child care	19%	15%	20%	25%	27%	14%
Retirement benefits	71%	51%	78%	89%	82%	64%
Emergency savings benefits	26%	18%	31%	28%	32%	21%
Short-term disability	57%	40%	63%	72%	66%	52%
Long-term disability	48%	30%	53%	63%	58%	41%
Unpaid parental leave	50%	39%	50%	66%	57%	45%

APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?

% Yes	Employed Parents	Gender: Male	Gender: Female	Ethnicity: White	Ethnicity: Hispanic	Ethnicity: Black	Ethnicity: Asian + Other
Paid vacation days	80%	84%	77%	79%	84%	80%	74%
Paid sick days	73%	77%	70%	72%	80%	70%	65%
Paid parental leave (to care for a newborn or adopted child)	53%	57%	50%	51%	55%	57%	55%
Paid family caregiving leave	39%	43%	37%	36%	50%	45%	42%
Reimbursement or funding for professional development	42%	51%	37%	43%	45%	40%	32%
Health insurance benefits	81%	85%	78%	78%	84%	87%	81%
Mental health benefits	45%	55%	39%	43%	48%	52%	42%
Flexible work options and/or ability to work from home	53%	55%	51%	48%	66%	54%	71%
Onsite child care	14%	18%	12%	13%	19%	16%	13%
Financial assistance to pay for child care	19%	27%	15%	16%	31%	21%	26%
Retirement benefits	71%	76%	68%	72%	69%	71%	65%
Emergency savings benefits	26%	36%	19%	22%	34%	30%	35%
Short-term disability	57%	63%	53%	57%	57%	58%	55%
Long-term disability	48%	51%	45%	47%	48%	48%	52%
Unpaid parental leave	50%	53%	48%	53%	43%	43%	52%

APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Thinking about your primary job, does your employer currently offer the following benefits to full-time employees?

% Yes	Employed Parents	Service/Retail Worker	Trade/Skill Worker	Admin /Office Worker	Health Care Worker	Other Worker
Paid vacation days	80%	66%	81%	89%	85%	76%
Paid sick days	73%	61%	65%	80%	76%	76%
Paid parental leave (to care for a newborn or adopted child)	53%	46%	50%	60%	59%	47%
Paid family caregiving leave	39%	31%	35%	48%	46%	34%
Reimbursement or funding for professional development	42%	29%	38%	50%	43%	50%
Health insurance benefits	81%	72%	74%	87%	88%	81%
Mental health benefits	45%	34%	42%	56%	45%	44%
Flexible work options and/or ability to work from home	53%	45%	41%	73%	42%	47%
Onsite child care	14%	12%	11%	19%	10%	18%
Financial assistance to pay for child care	19%	19%	14%	24%	18%	18%
Retirement benefits	71%	55%	71%	80%	75%	73%
Emergency savings benefits	26%	21%	30%	29%	29%	20%
Short-term disability	57%	42%	58%	63%	69%	56%
Long-term disability	48%	31%	40%	58%	60%	48%
Unpaid parental leave	50%	37%	50%	59%	48%	55%

APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

Does your business currently offer the following benefits to full-time employees?

% Yes	Business Owners/Execs	Comp. Size 2-10	Comp. Size 11-50	Comp. Size 51-100	Comp. Size 101-300	Comp. Size 301-500* n=29	Start Up	Not a Start Up
Paid vacation days	63%	45%	80%	86%	84%	79%	53%	67%
Paid sick days	61%	47%	68%	81%	87%	76%	54%	64%
Paid parental leave	42%	24%	50%	64%	77%	72%	47%	41%
Unpaid parental leave	44%	31%	59%	64%	58%	48%	42%	45%
Paid family caregiving leave	37%	24%	34%	53%	67%	76%	41%	34%
Reimbursement or funding for professional development	41%	26%	37%	63%	80%	76%	51%	37%
Health insurance benefits	61%	38%	79%	90%	88%	90%	56%	62%
Mental health benefits	38%	21%	44%	61%	77%	41%	42%	36%
Flexible work options and/or ability to work from home	62%	59%	52%	64%	83%	79%	66%	60%
Onsite child care	12%	8%	6%	26%	26%	24%	22%	8%
Financial assistance to pay for child care	22%	10%	16%	43%	61%	41%	29%	19%
Retirement benefits	48%	24%	61%	76%	84%	90%	43%	49%
Emergency savings benefits	21%	8%	25%	37%	45%	52%	29%	18%
Short-term disability	38%	20%	44%	63%	71%	59%	35%	39%
Long-term disability	32%	14%	37%	60%	59%	66%	36%	30%

APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

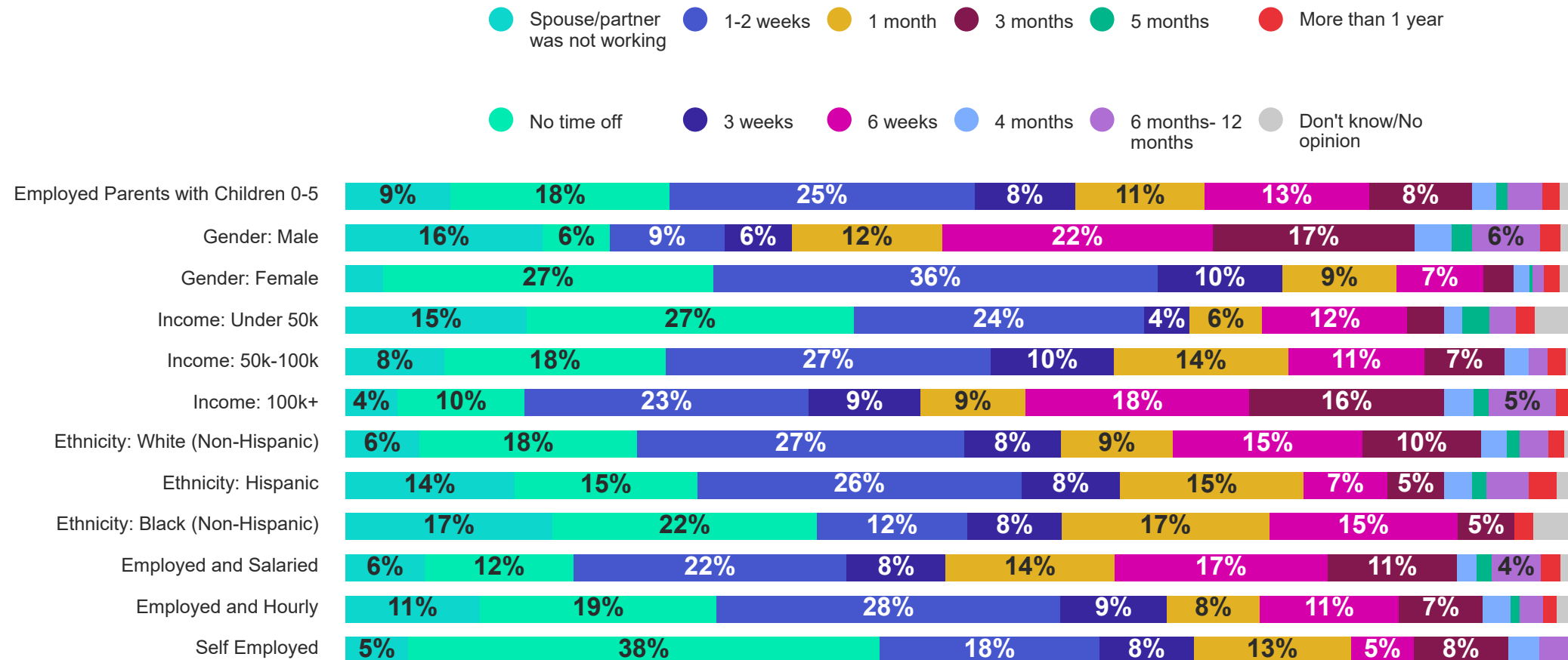
Have the following changed since the start of the COVID-19 pandemic, or since the start of March 2020?

% Yes	Employed Parents	Gender: Male	Gender: Female	Ethnicity: White (Non-Hispanic)	Ethnicity: Hispanic	Ethnicity: Black (Non-Hispanic)	Ethnicity: Asian + Other (Non-Hispanic)
Your work location	41%	38%	43%	40%	44%	43%	37%
Where you live	32%	31%	33%	30%	39%	38%	26%
Your work schedule	53%	48%	56%	50%	62%	54%	54%
Your job	43%	41%	45%	40%	51%	49%	40%
Your primary child care arrangement	44%	39%	47%	44%	47%	45%	29%
Your spouse/partner's work schedule	44%	46%	43%	39%	56%	53%	52%
Your spouse/partner's work location	39%	41%	38%	37%	40%	47%	52%

APPENDIX: WORK ARRANGEMENTS AND EMPLOYEE BENEFITS

If they were working at the time, how much time did your spouse/partner take off of work when your youngest child was born?

EMPLOYED PARENTS MARRIED/PARTNERED, N=559



APPENDIX: SUPPORTING CHILD CARE RESPONSIBILITIES

Which of the following accommodations, if any, does your business currently offer to employees with children?

% Selected	Employed Parents with Children 0-5	Income: Under 50k	Income: 50k-100k	Income: 100k+	Salaried	Hourly
Flexible work hours for parents	46%	47%	44%	49%	48%	45%
Remote work options for parents	29%	17%	34%	39%	47%	17%
Prioritized scheduling for parents to align with school/child care hours	26%	29%	25%	25%	31%	22%
On-site child care services	10%	7%	10%	16%	14%	7%
Benefit to help parents pay for child care	17%	13%	19%	19%	24%	13%
Benefit to help parents find child care providers	16%	14%	18%	16%	22%	12%
Back-up child care services	10%	8%	10%	15%	16%	6%
Other, please specify:	1%	1%	0%	0%	0%	1%
None of the above	29%	31%	29%	25%	21%	35%

APPENDIX: SUPPORTING CHILD CARE RESPONSIBILITIES

Which of the following accommodations, if any, does your business currently offer to employees with children?

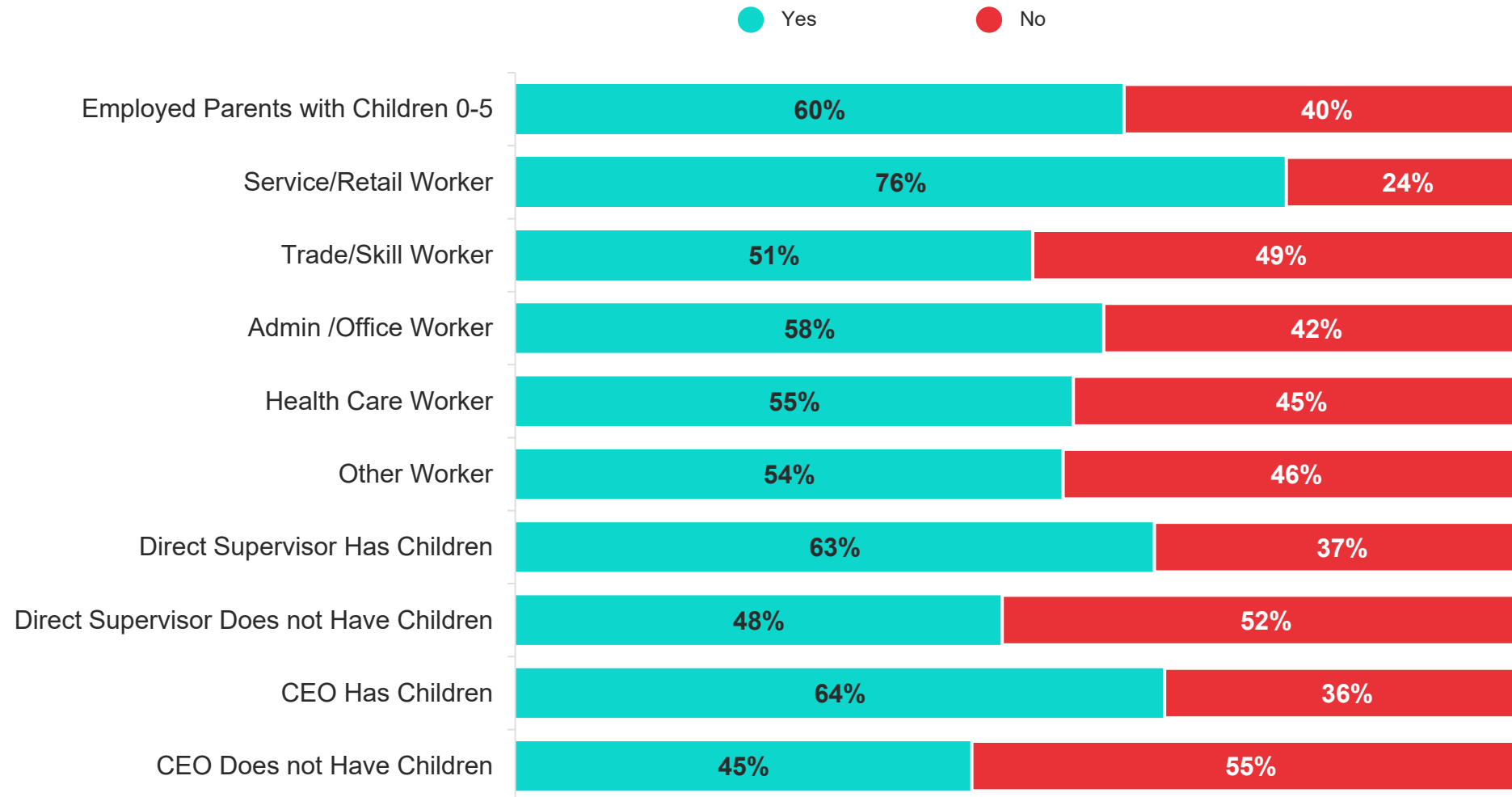
<i>% Selected</i>	Employed Parents	Gender: Male	Gender: Female	Ethnicity: White (Non-Hispanic)	Ethnicity: Hispanic	Ethnicity: Black (Non-Hispanic)	Ethnicity: Asian + Other (Non-Hispanic)
Flexible work hours for parents	46%	48%	45%	44%	54%	44%	52%
Remote work options for parents	29%	33%	27%	29%	35%	26%	29%
Prioritized scheduling for parents to align with school/child care hours	26%	26%	27%	28%	27%	24%	16%
On-site child care services	10%	12%	9%	10%	12%	7%	13%
Benefit to help parents pay for child care	17%	24%	13%	14%	21%	26%	23%
Benefit to help parents find child care providers	16%	21%	13%	13%	21%	23%	23%
Back-up child care services	10%	16%	7%	9%	12%	12%	16%
Other, please specify:	1%	1%	0%	0%	1%	2%	0%
None of the above	29%	24%	32%	32%	17%	27%	32%

APPENDIX: SUPPORTING CHILD CARE RESPONSIBILITIES

Which of the following accommodations, if any, does your business currently offer to employees with children?

% Selected	Employed Parents with Children 0-5	Service/Retail Worker	Trade/Skill Worker	Admin /Office Worker	Health Care Worker	Other Worker
Flexible work hours for parents	46%	57%	37%	51%	34%	40%
Remote work options for parents	29%	18%	20%	49%	16%	28%
Prioritized scheduling for parents to align with school/child care hours	26%	33%	23%	28%	17%	25%
On-site child care services	10%	9%	7%	13%	4%	14%
Benefit to help parents pay for child care	17%	17%	19%	22%	10%	15%
Benefit to help parents find child care providers	16%	14%	21%	17%	14%	15%
Back-up child care services	10%	10%	6%	14%	7%	11%
Other, please specify:	1%	0%	0%	1%	1%	0%
None of the above	29%	25%	35%	20%	42%	34%

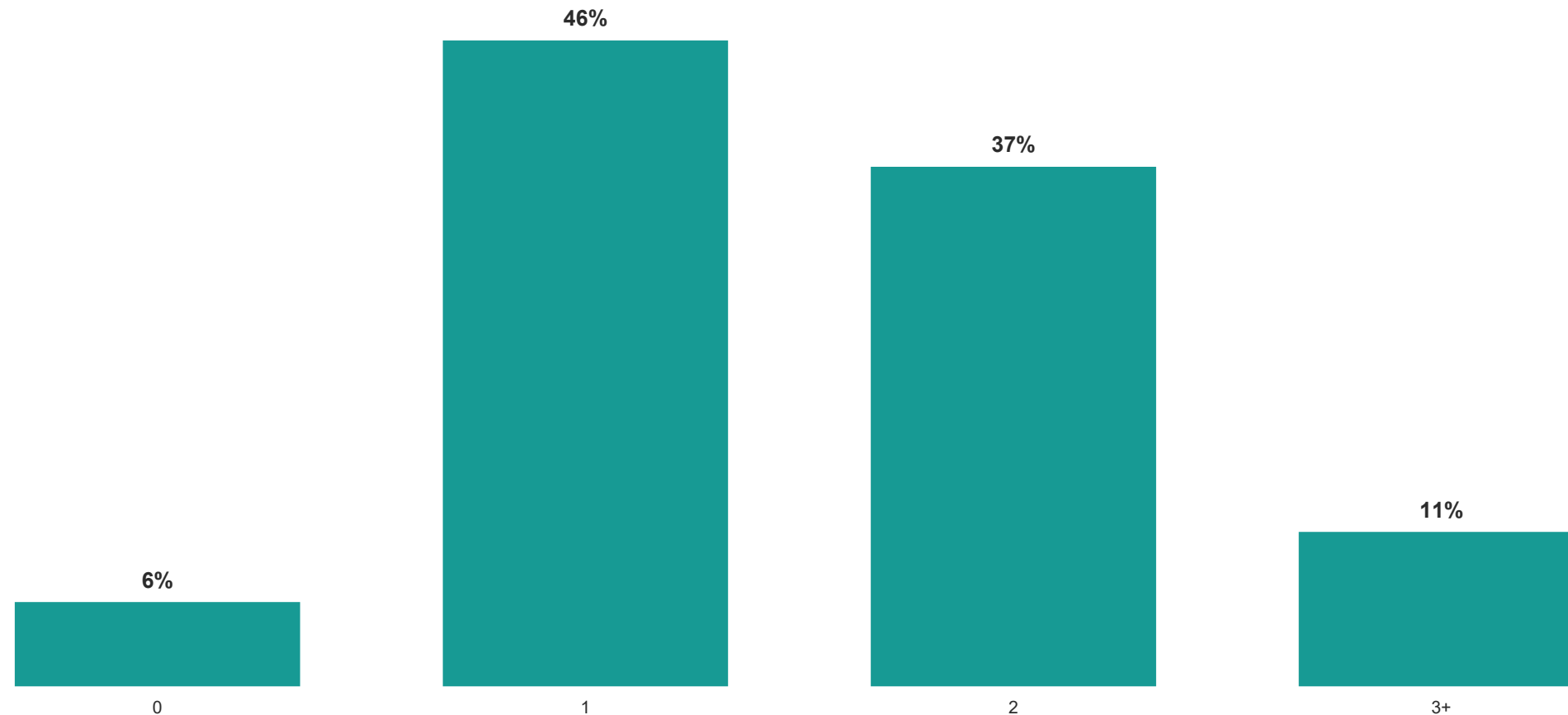
Thinking about your primary work arrangement, does your supervisor consider your child care needs when making the work schedule?



APPENDIX: CHILD CARE ARRANGEMENTS

In general, how many different child care arrangements do you use for your child(ren) in a given week?

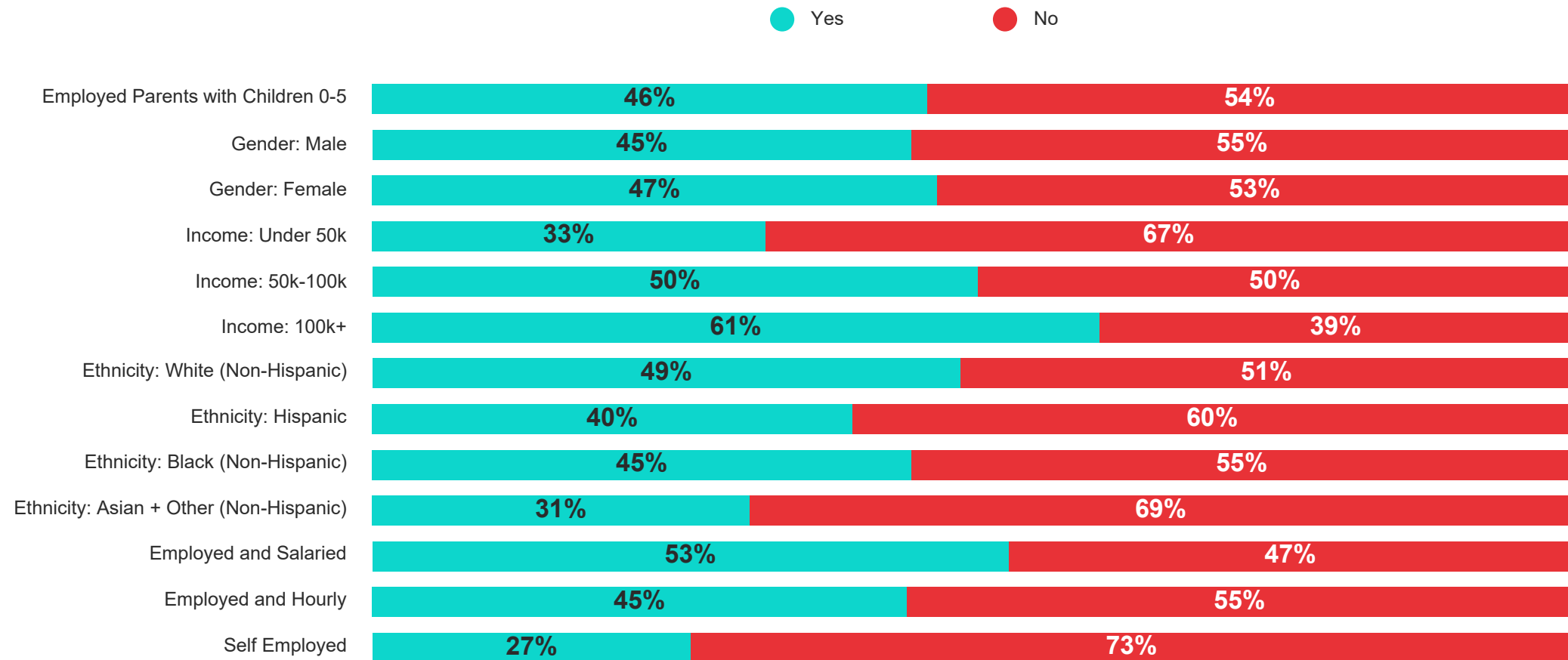
EMPLOYED PARENTS



APPENDIX: CHILD CARE ARRANGEMENTS

Do you currently pay your child care provider? If yes, please indicate how much you pay on average for child care on a weekly basis for your youngest child.

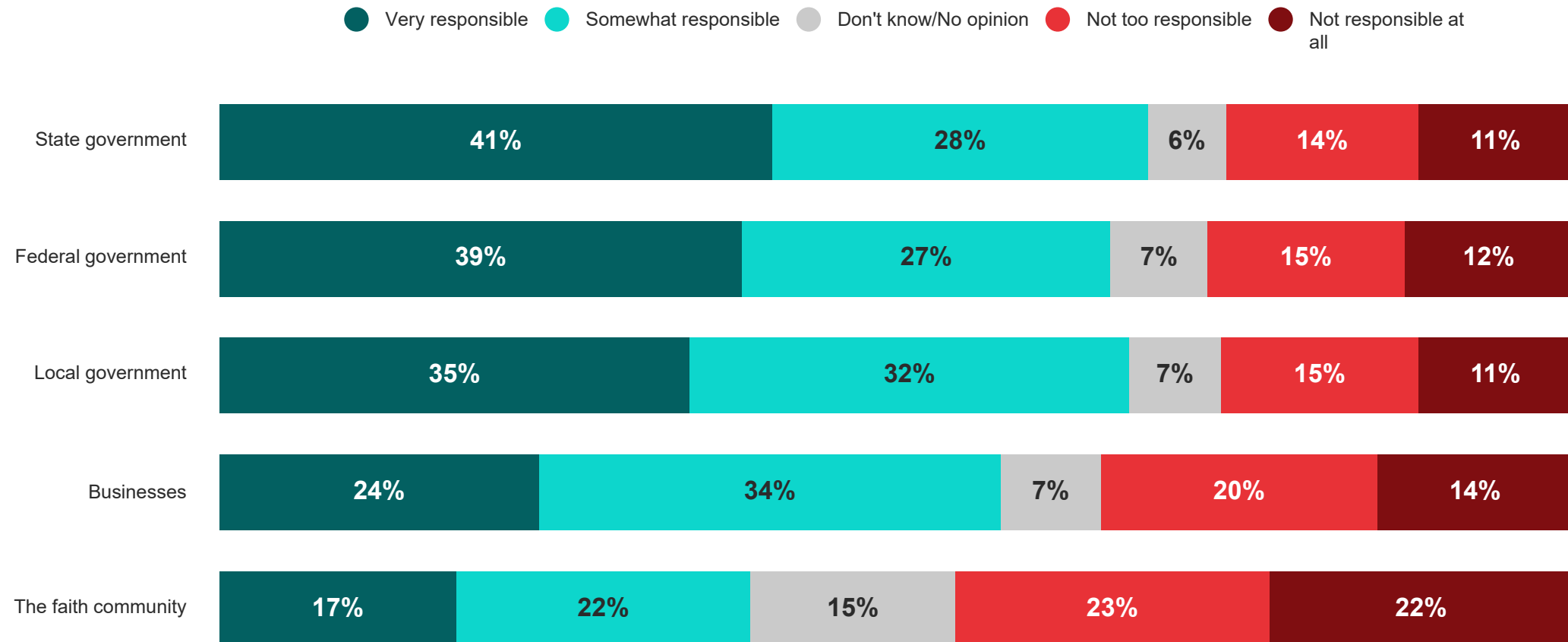
EMPLOYED PARENTS



APPENDIX: RESPONSIBILITY OF CHILD CARE

How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

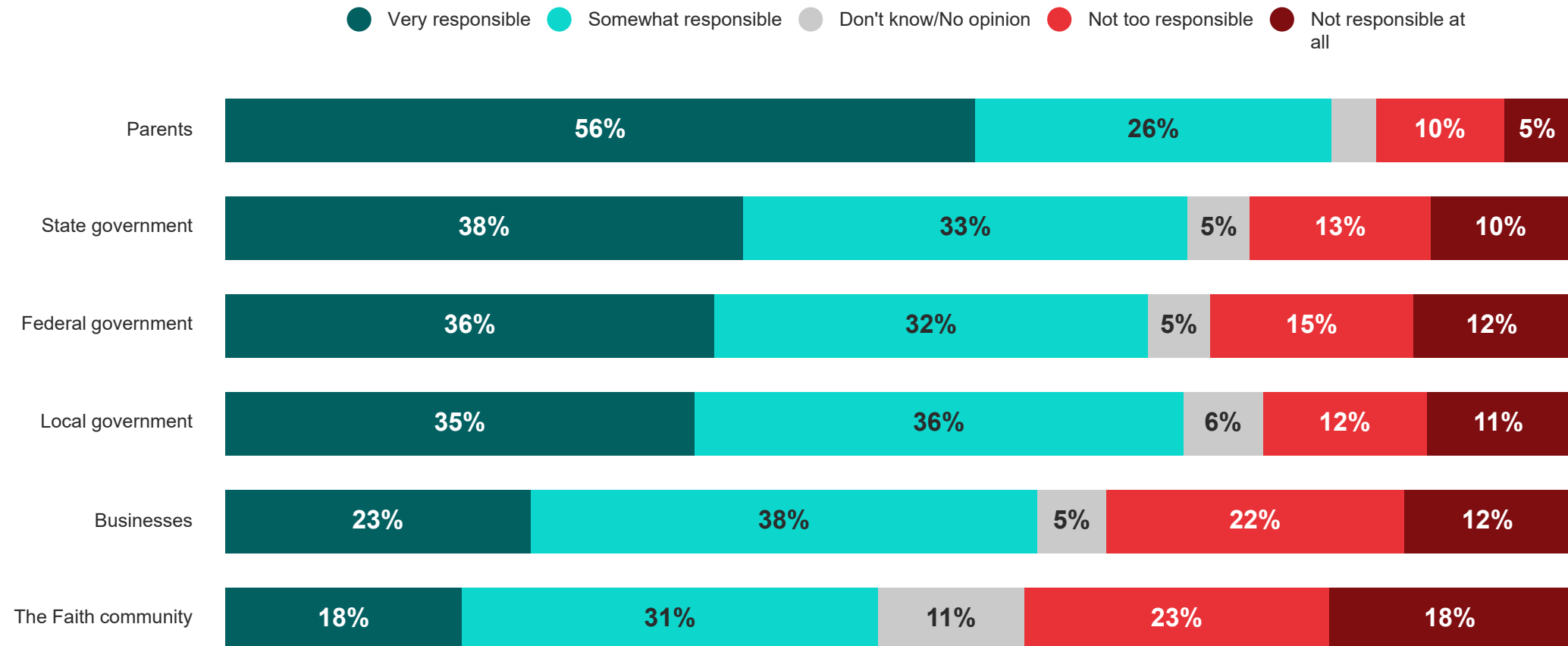
EMPLOYED PARENTS



APPENDIX: RESPONSIBILITY OF CHILD CARE

How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

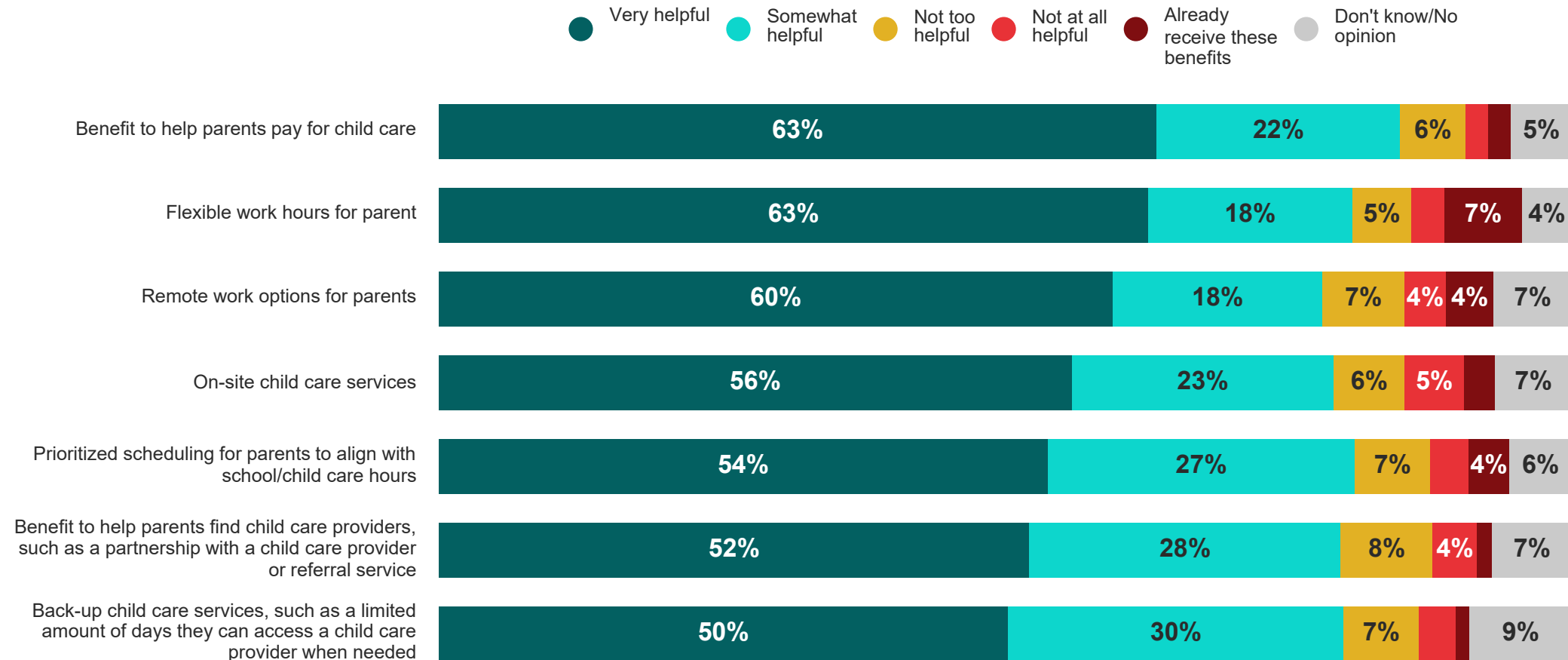
SMALL BUSINESS OWNERS/EXECUTIVES



APPENDIX: SOLUTIONS

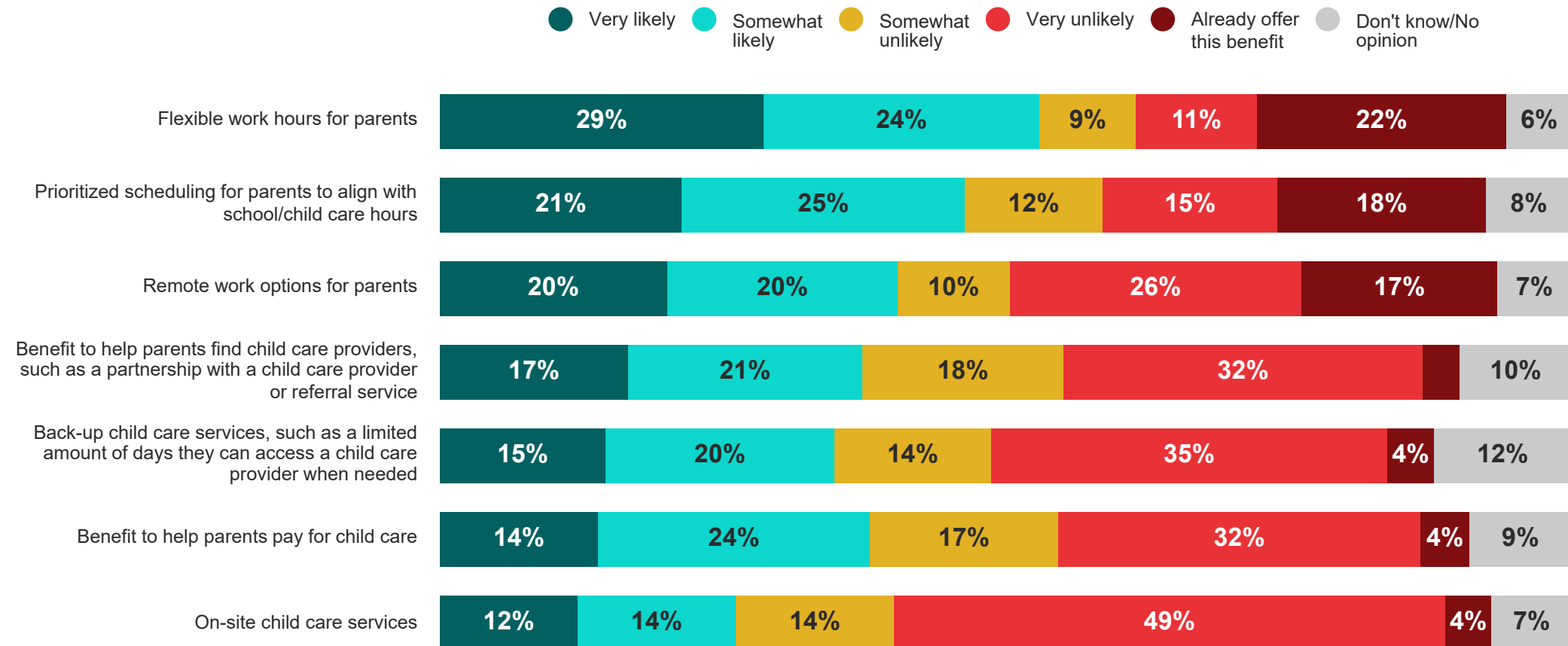
How helpful, if at all, would each of the following benefits be if they were provided by your employer, or do you already receive these benefits?

EMPLOYED PARENTS



How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?

SMALL BUSINESS OWNERS/EXECUTIVES



APPENDIX: BUSINESS SPECIFICS

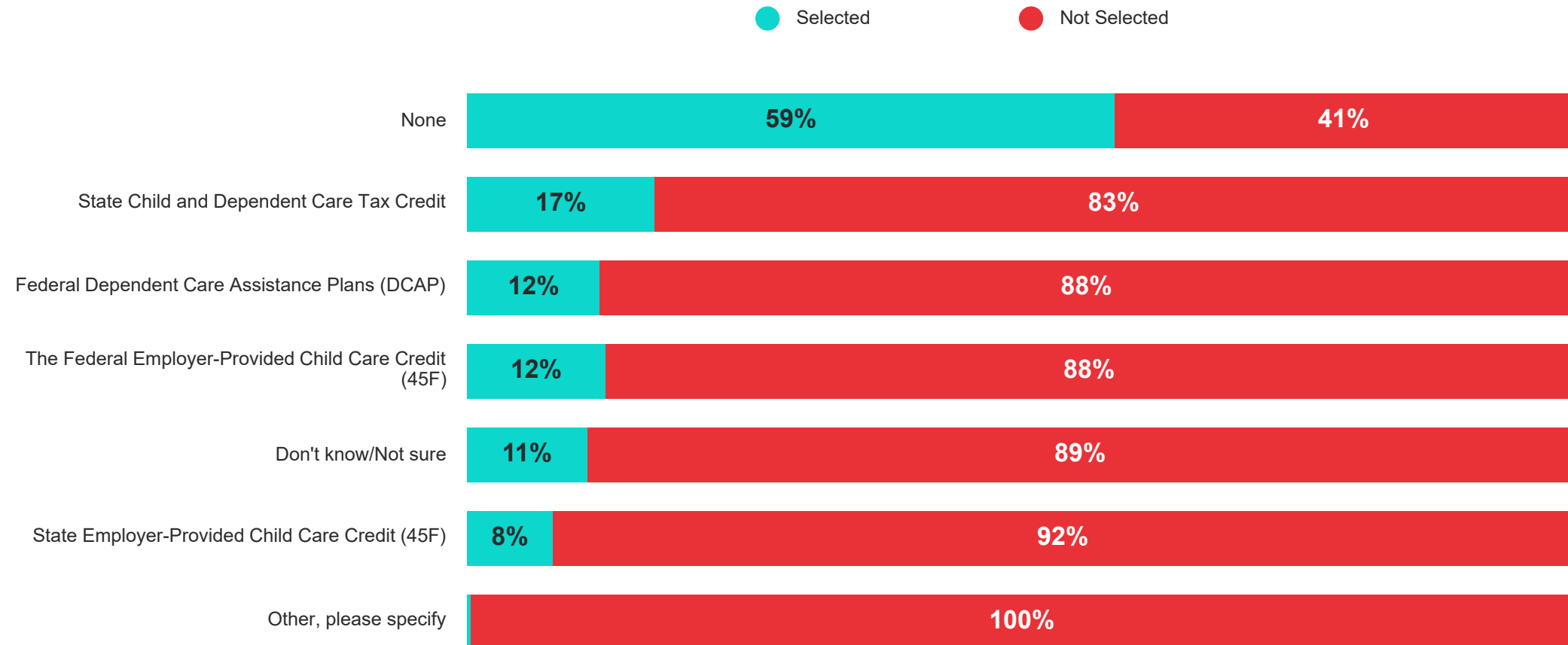
Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

SMALL BUSINESS OWNERS/EXECUTIVES



What, if any, tax program has your business used? Please select all that apply.

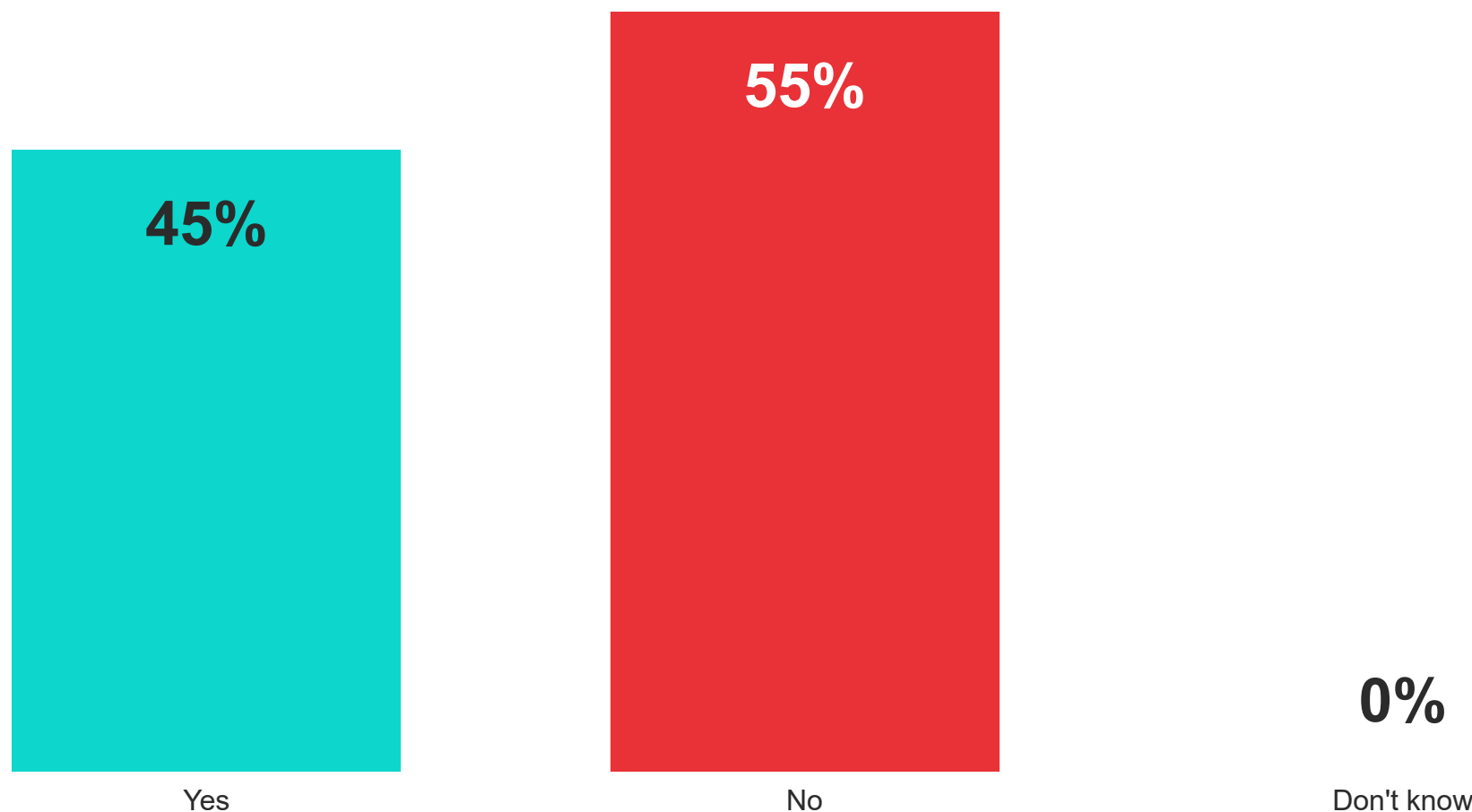
SMALL BUSINESS OWNERS/EXECUTIVES



APPENDIX: BUSINESS SPECIFICS

Did your business experience losses in your workforce during the COVID-19 recovery period? This could include laying off or furloughing employees, or employees quitting.

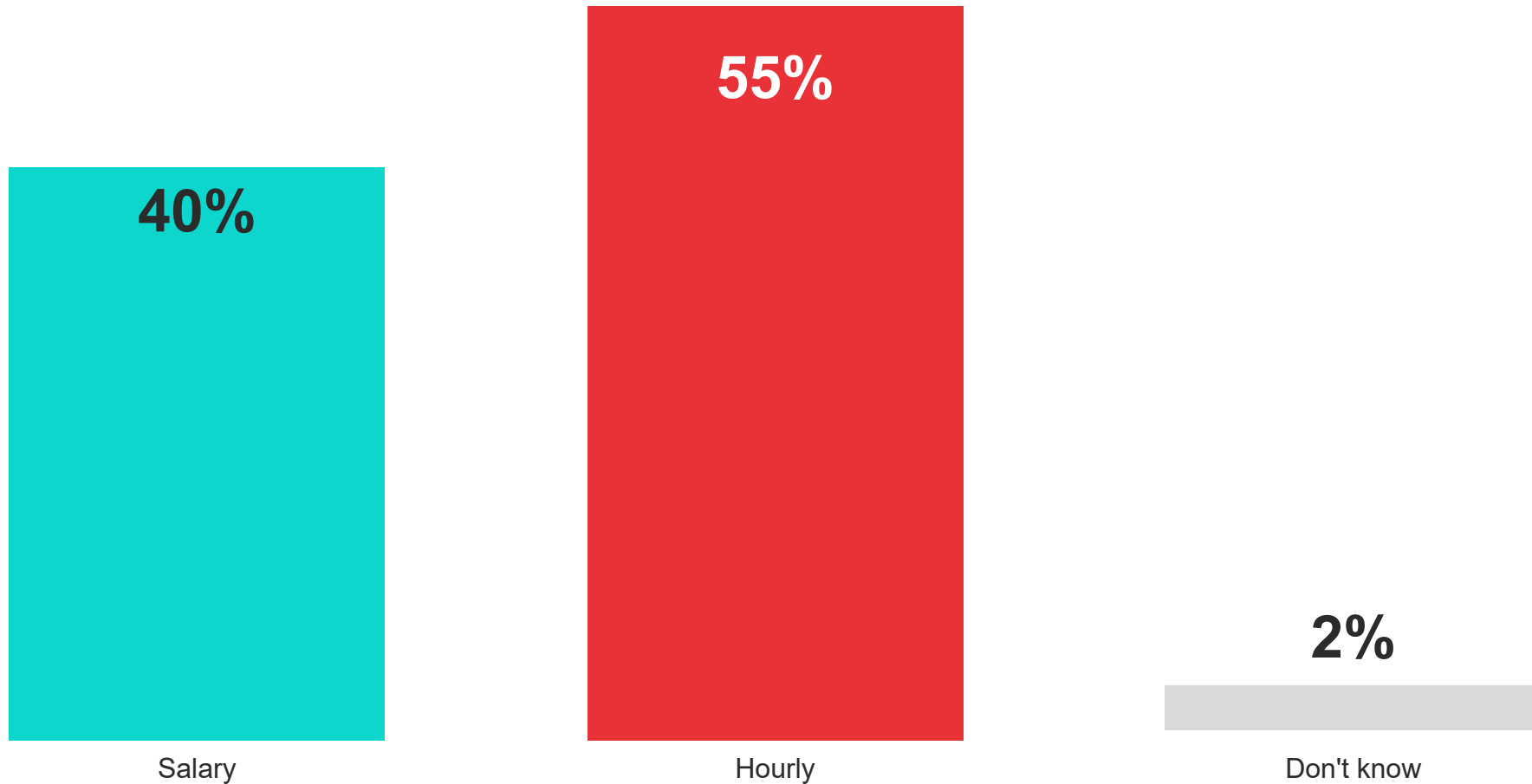
SMALL BUSINESS OWNERS/EXECUTIVES



To the best of your knowledge, what percent of employees at your business are paid hourly, and what percent are paid by salary?

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY SALARY AND HOURLY EMPLOYEES, N=247

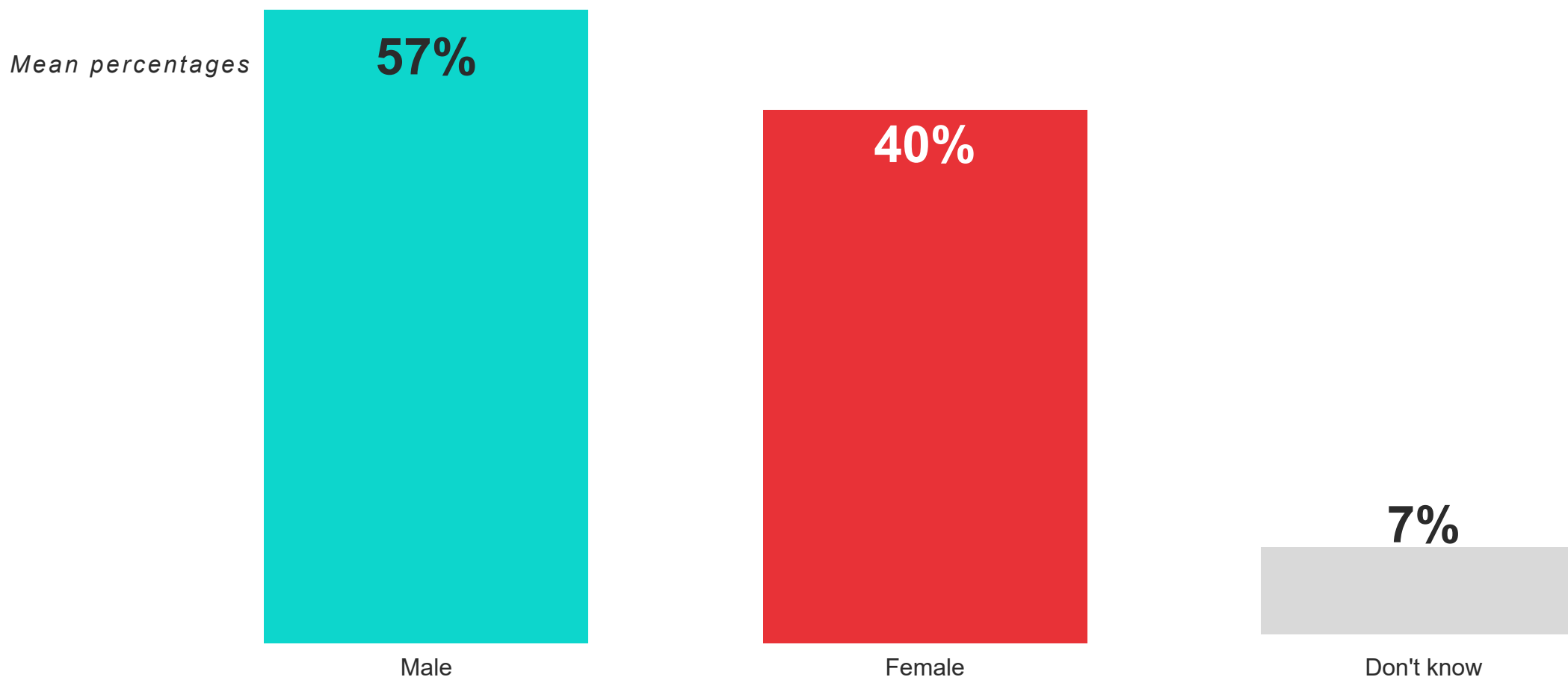
Mean percentages



APPENDIX: BUSINESS SPECIFICS

To the best of your knowledge, what percentage of employees at your business identify as male, and what percentage identify as female?

SMALL BUSINESS OWNERS/EXECUTIVES

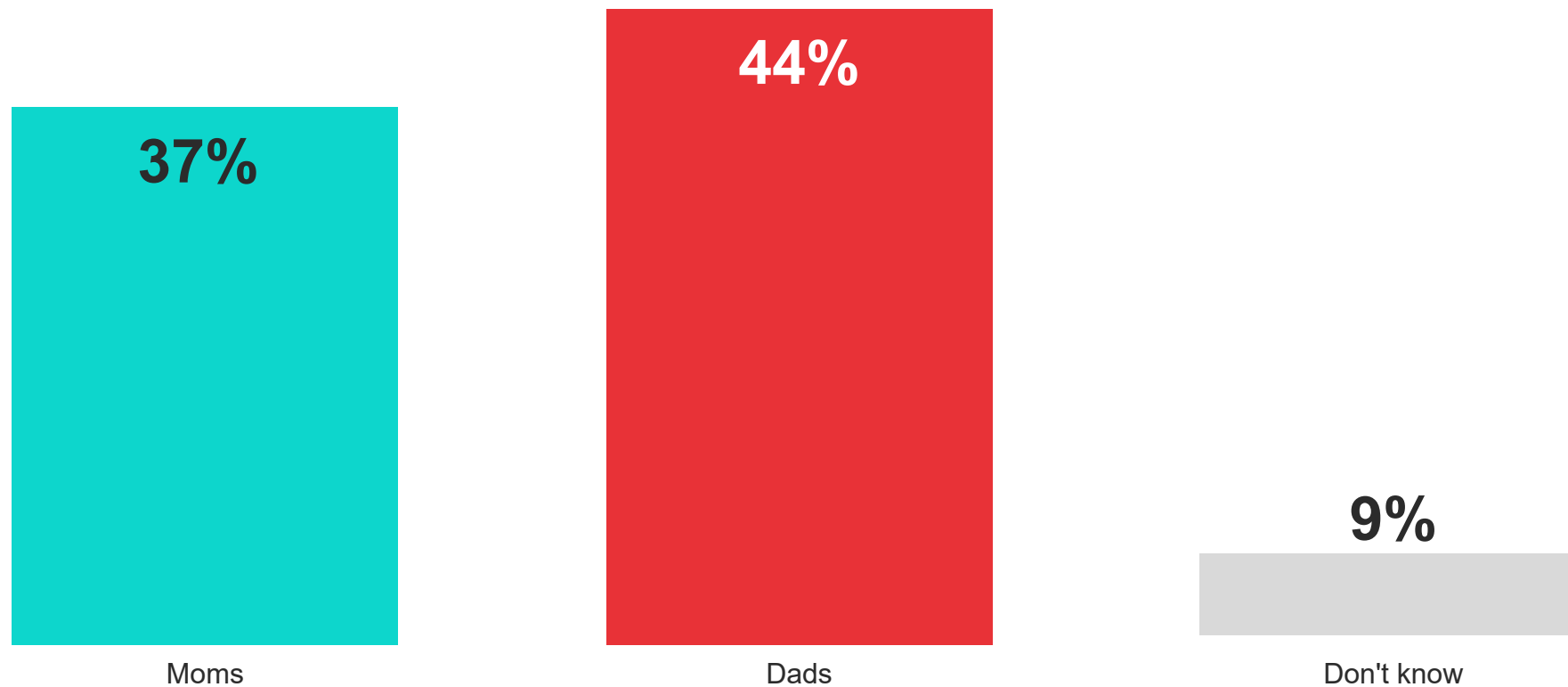


APPENDIX: BUSINESS SPECIFICS

To the best of your knowledge, what percentage of employees at your business identify as male, and what percentage identify as female?

SMALL BUSINESS OWNERS/EXECUTIVES WHO EMPLOY PARENTS, N=453

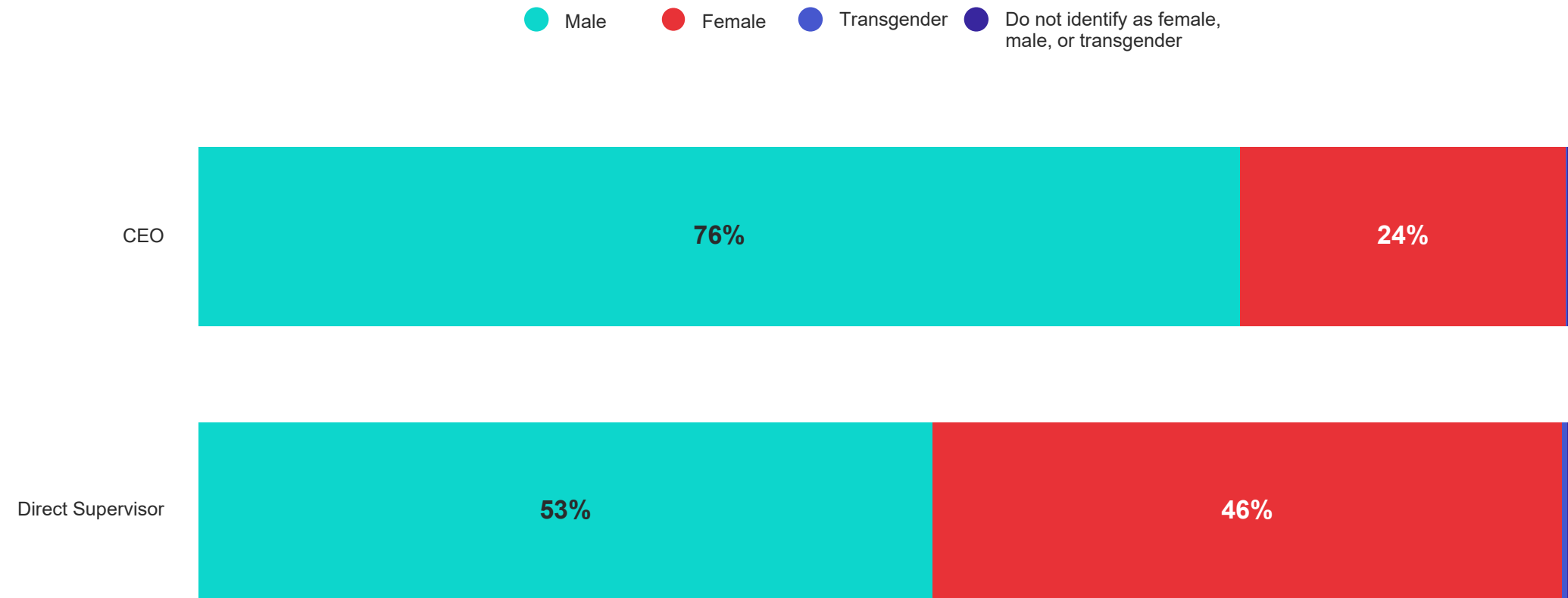
Mean percentages



APPENDIX: BUSINESS SPECIFICS

Thinking about your primary job, to the best of your knowledge, how does your direct supervisor at work and the CEO of the company identify?

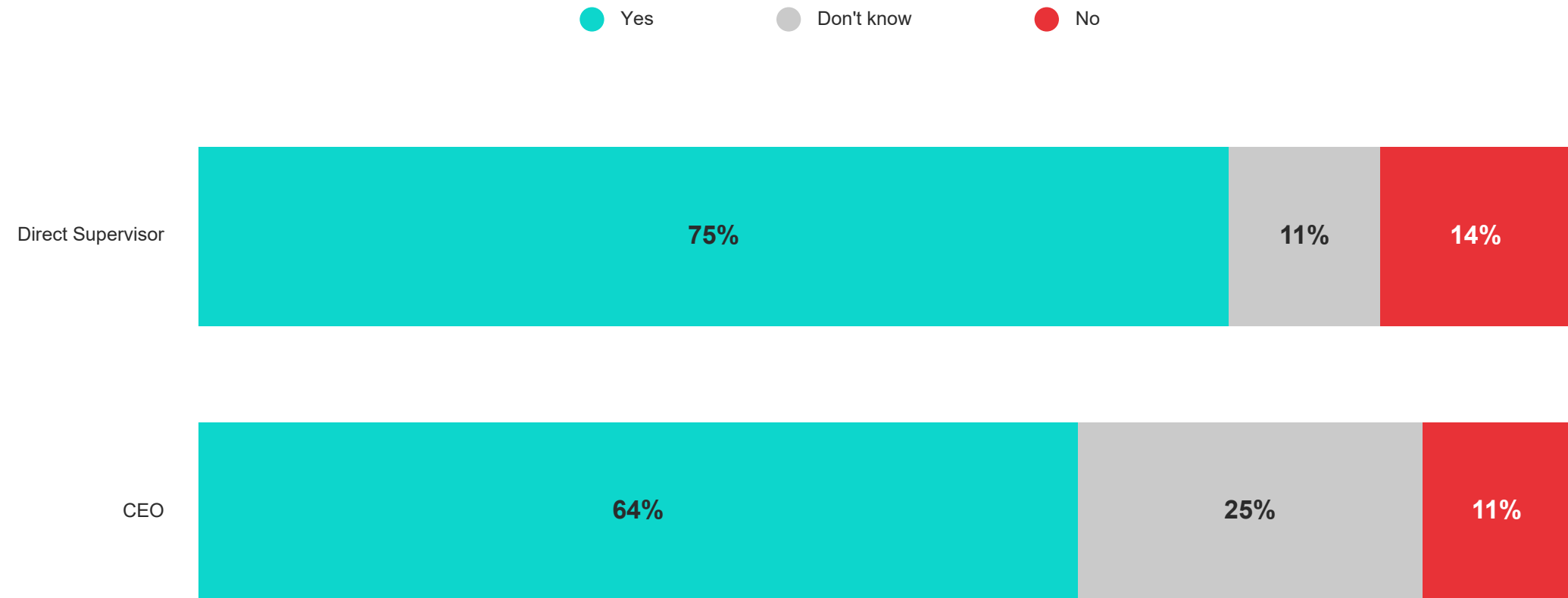
EMPLOYED PARENTS



APPENDIX: BUSINESS SPECIFICS

To the best of your knowledge, does your direct supervisor at work or the CEO of the company have children?

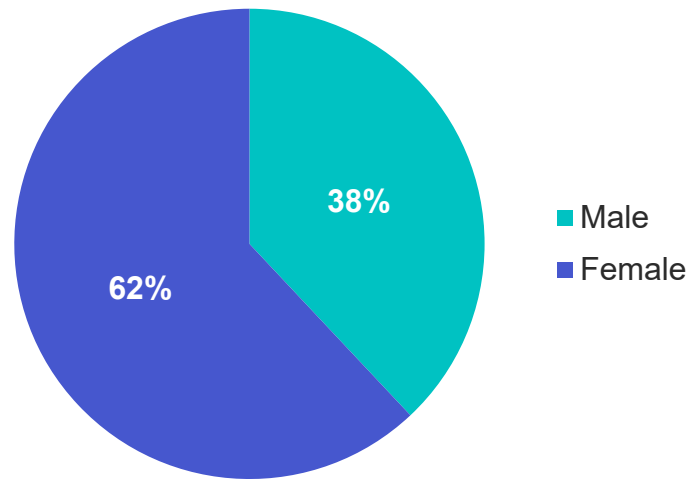
EMPLOYED PARENTS



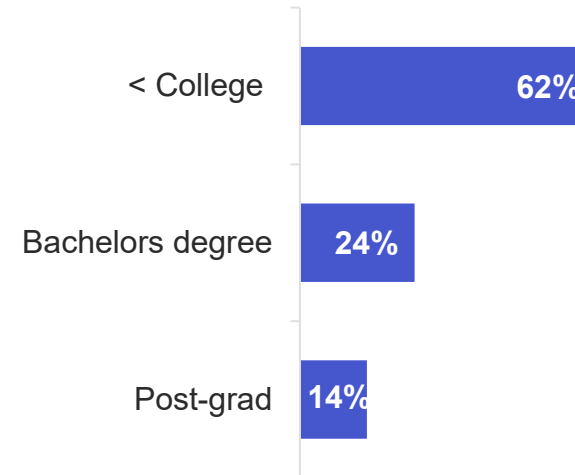
APPENDIX: PARENT PROFILE

Parent Demographic Information

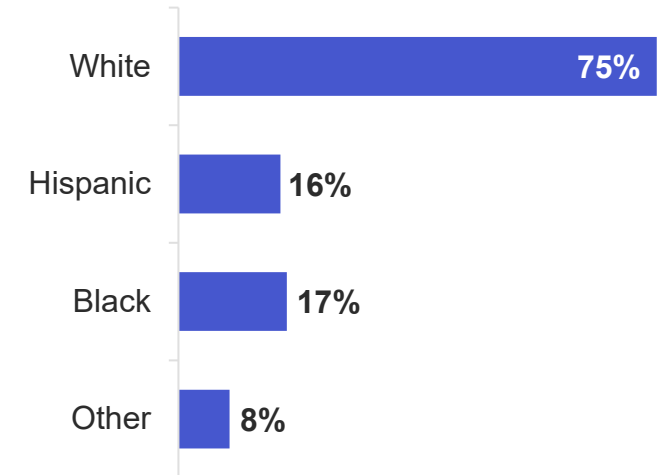
Gender



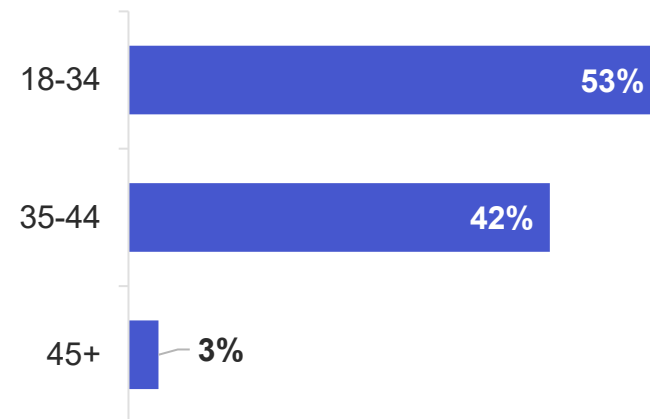
Education



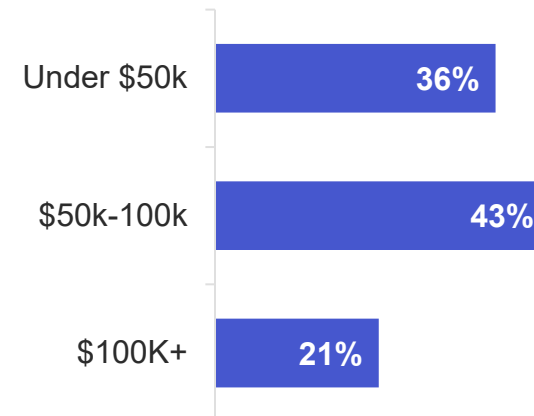
Ethnicity



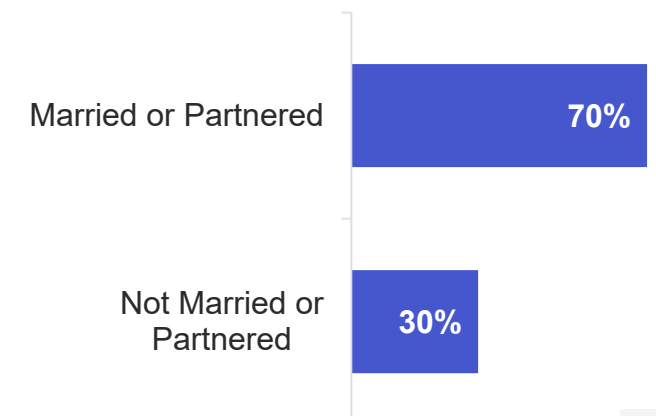
Age



Income



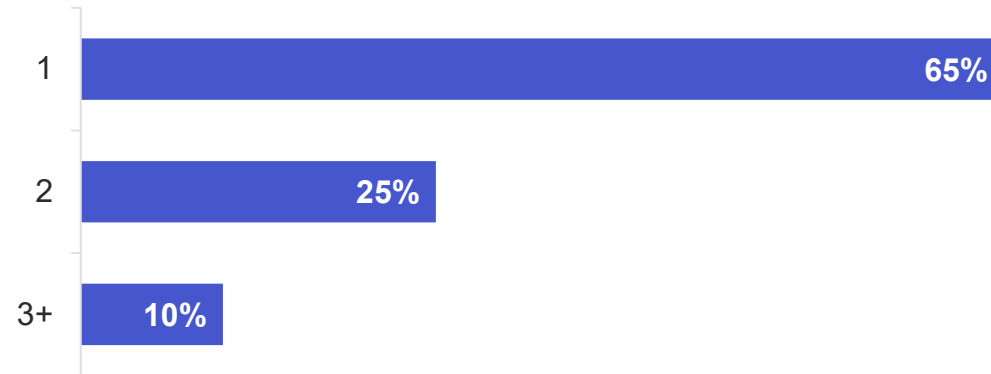
Marital Status



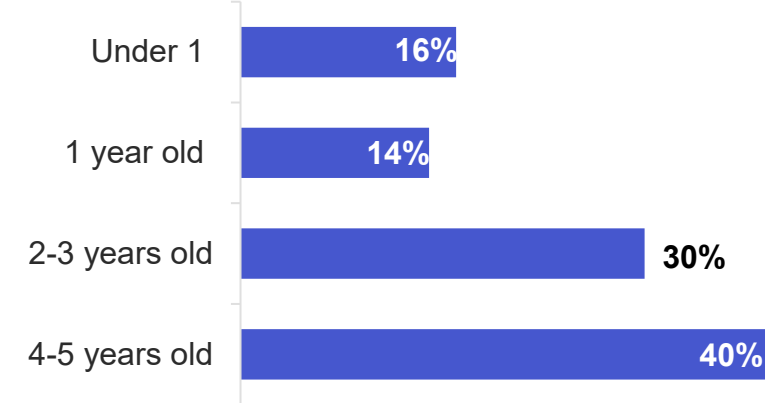
APPENDIX: PARENT PROFILE

Family Demographics

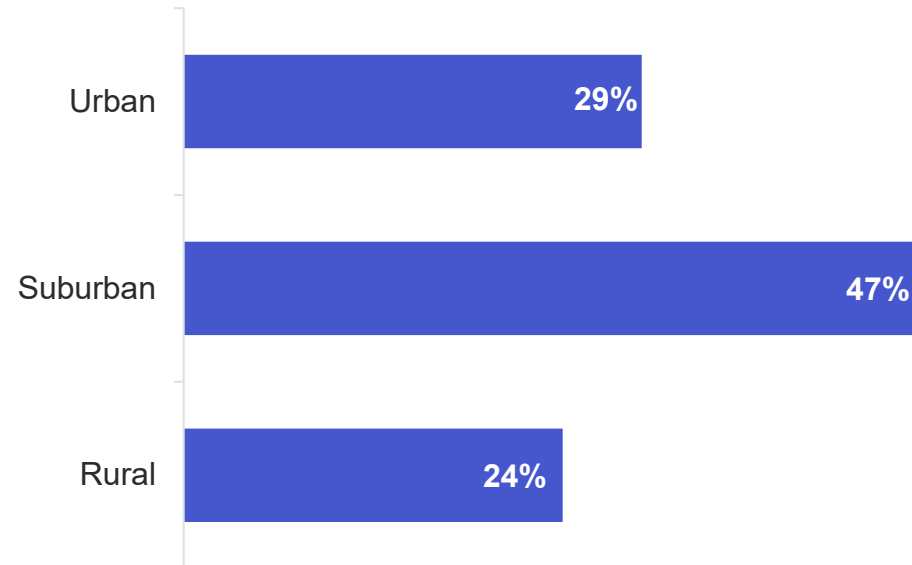
How many children do you have ages 0-5?



Age of youngest children



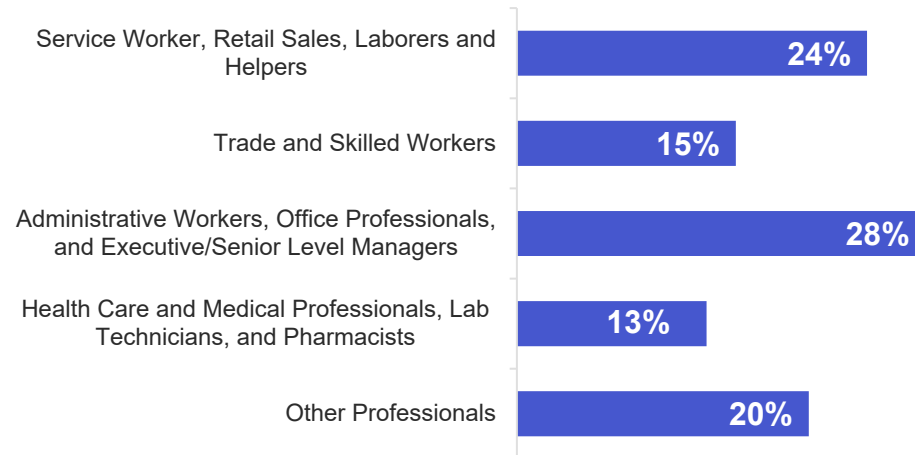
Community Type



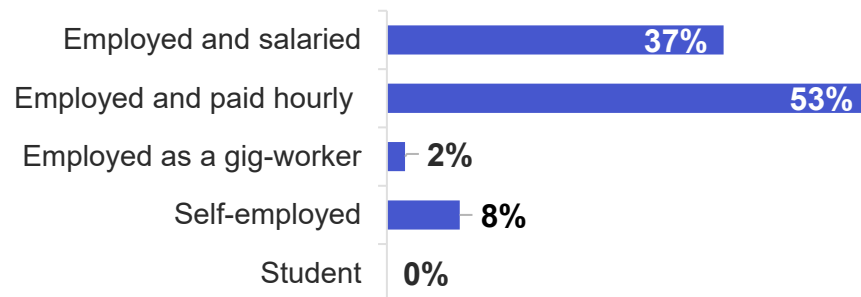
APPENDIX: PARENT PROFILE

Employment Demographics

Which of the following categories best describes your current job?



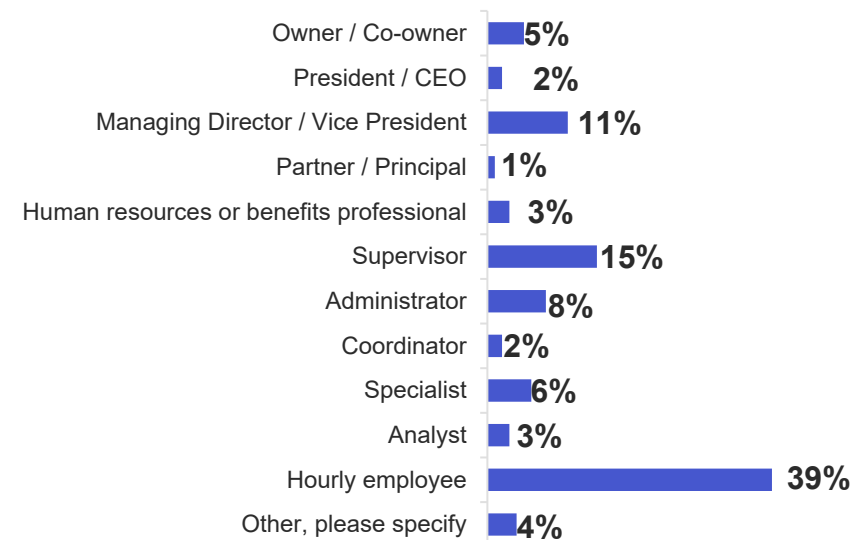
How would you describe your present employment situation?



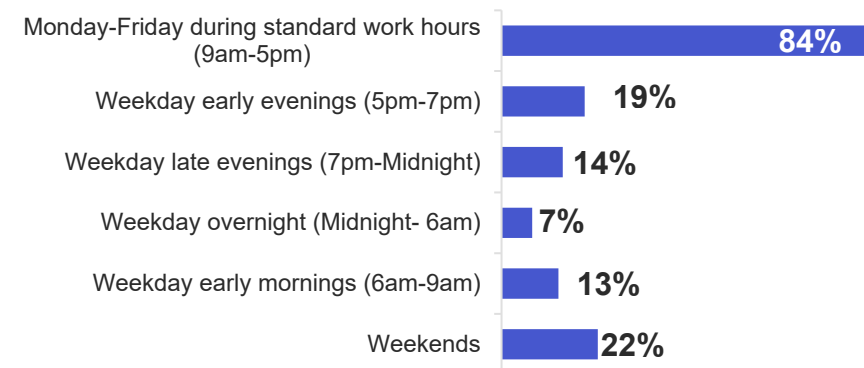
And, would you consider your job full-time or part-time?



Thinking about your primary job, which of the following best describes your role in your business? Please select the most accurate description.



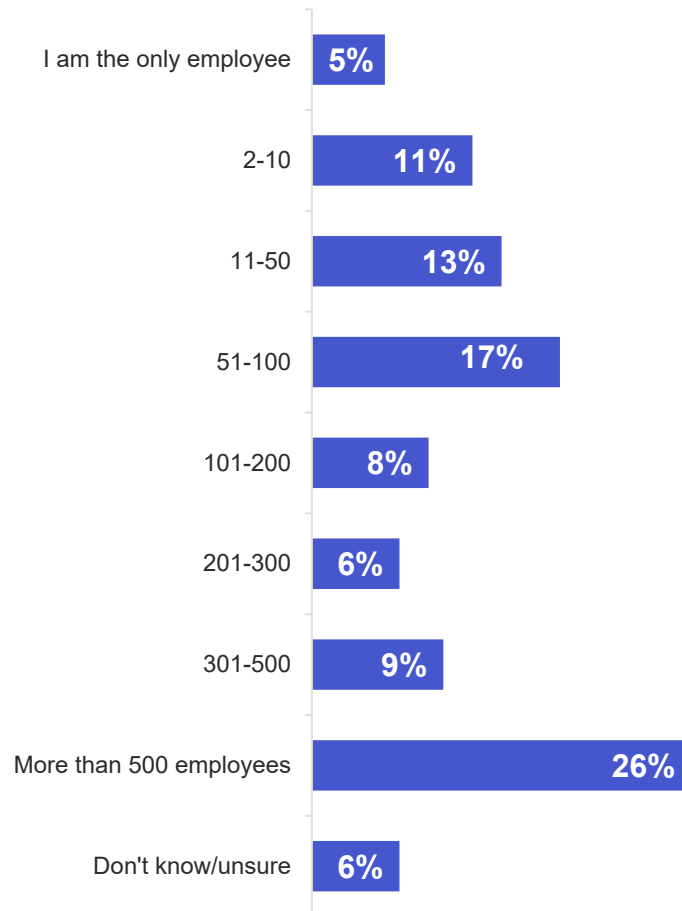
Thinking about all your jobs, in a typical week what is your work schedule? Please select all that apply.



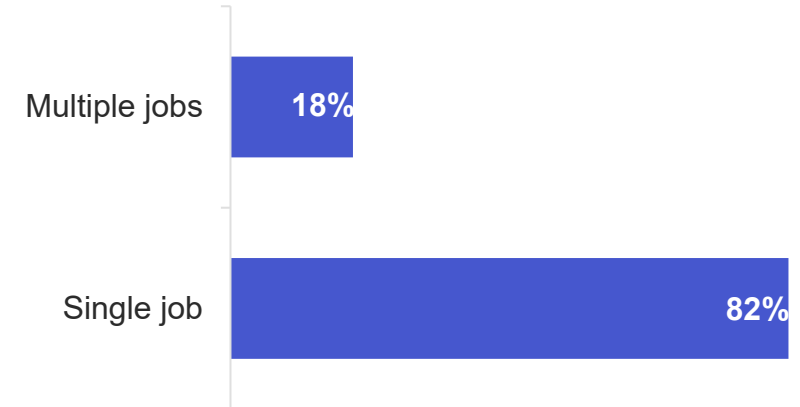
APPENDIX: PARENT PROFILE

Employment Demographics

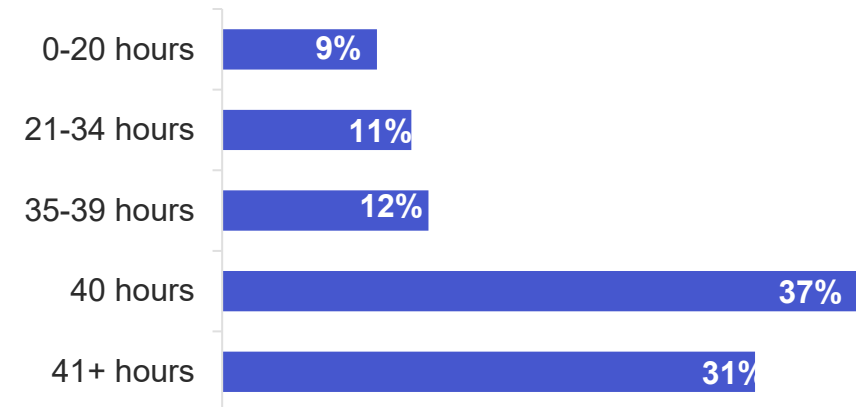
Thinking about your primary job, how many employees does the business you work at have?



And are you currently working multiple jobs for pay, or a single job for pay?

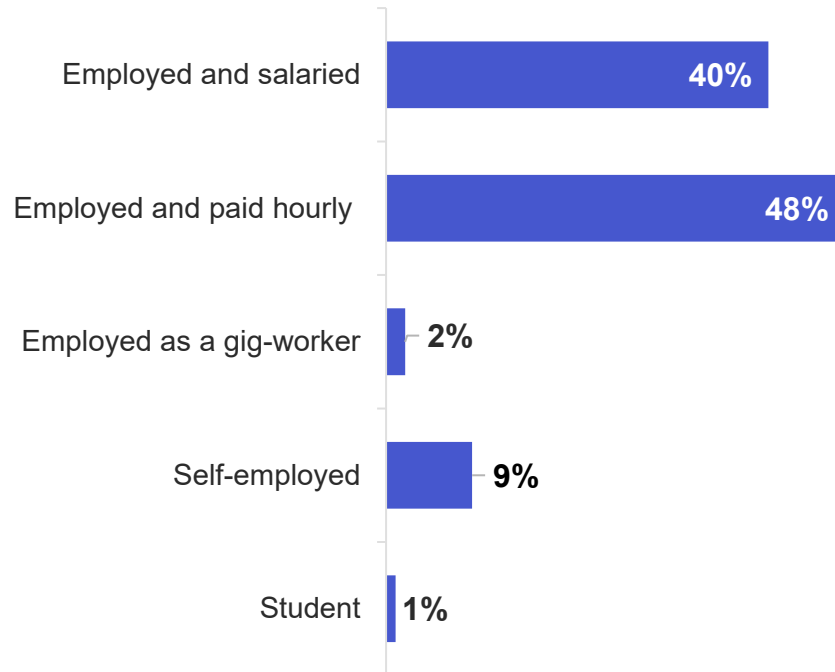


Thinking about all your jobs, how many hours per week do you normally work?

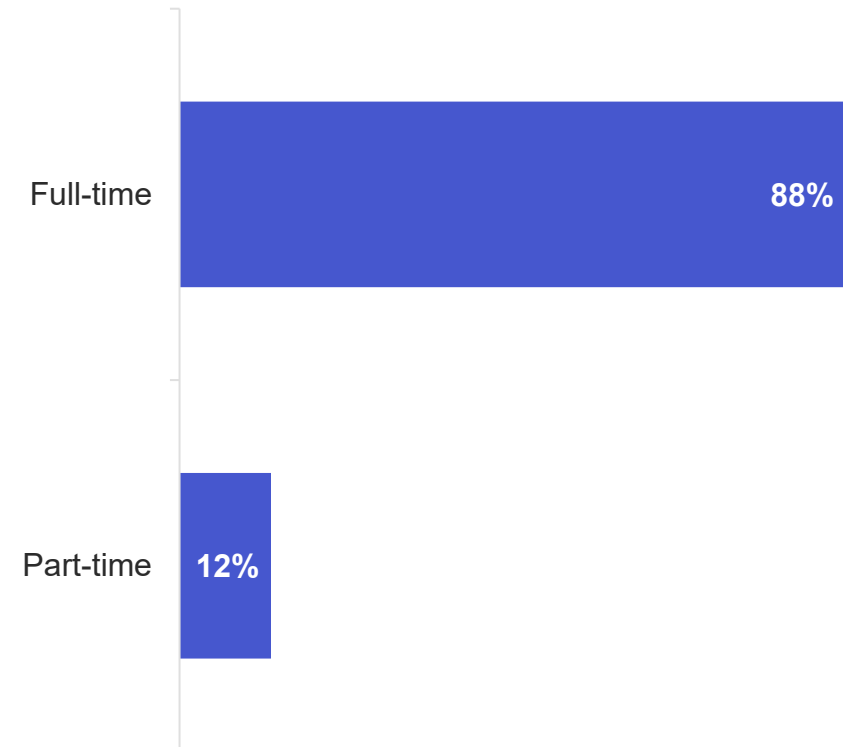


Employment Demographics

Previously you indicated you were either married or living with your partner. Which of the following best represents your spouse's or partner's present employment situation?



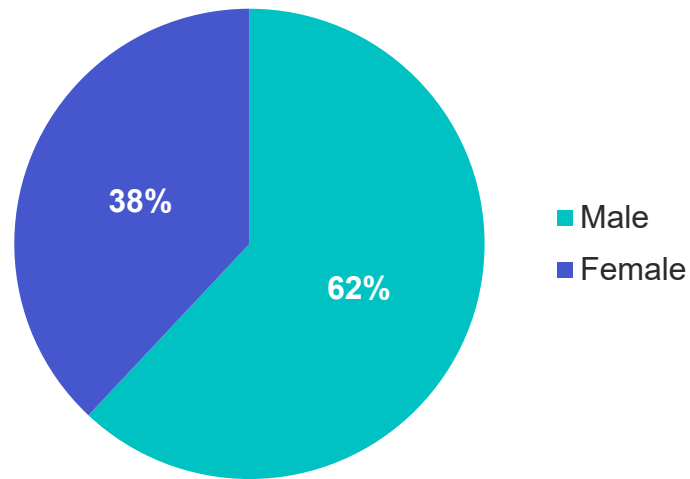
And, would you consider your spouse's or partner's present job full-time or part-time?



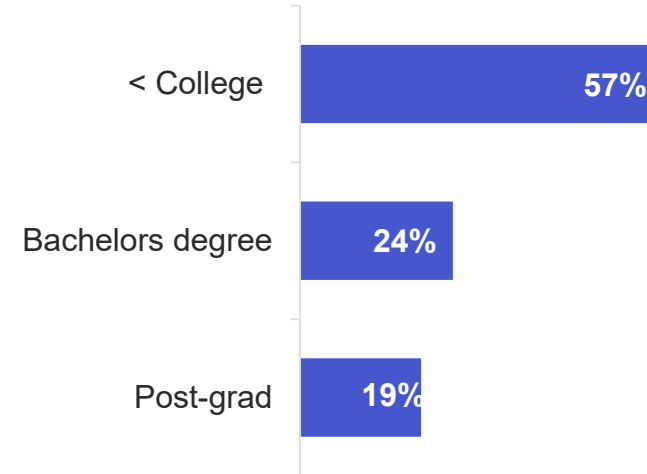
APPENDIX: SMALL BUSINESS OWNER/EXECUTIVE PROFILE

Small Business Owner/Executive Demographic Information

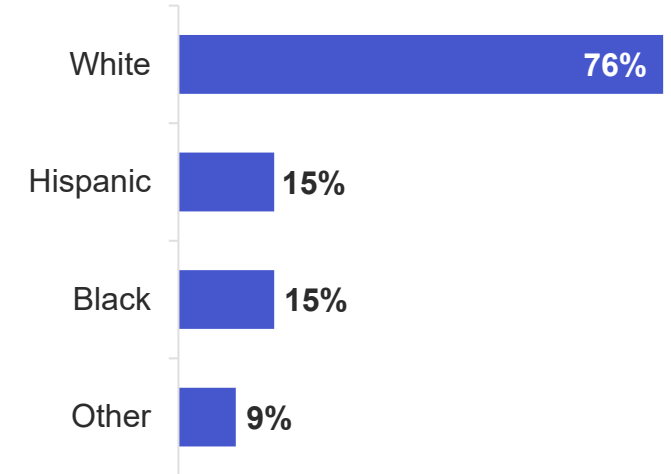
Gender



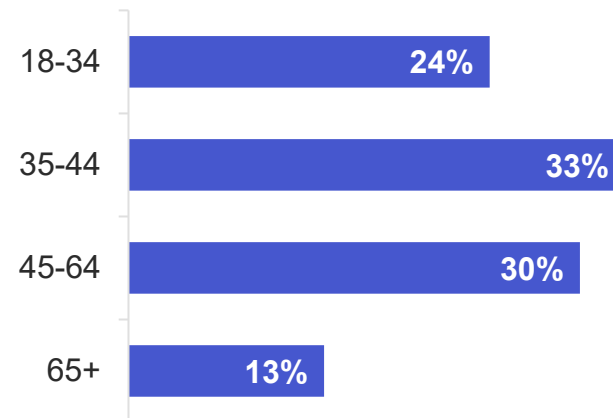
Education



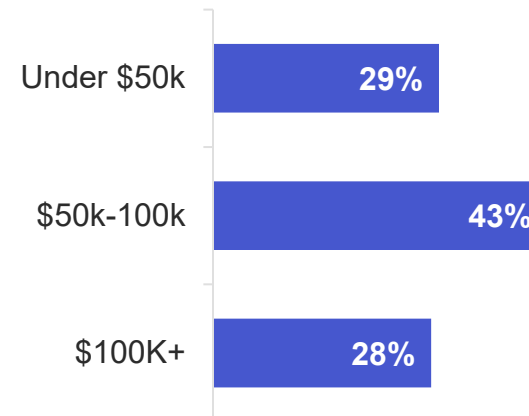
Ethnicity



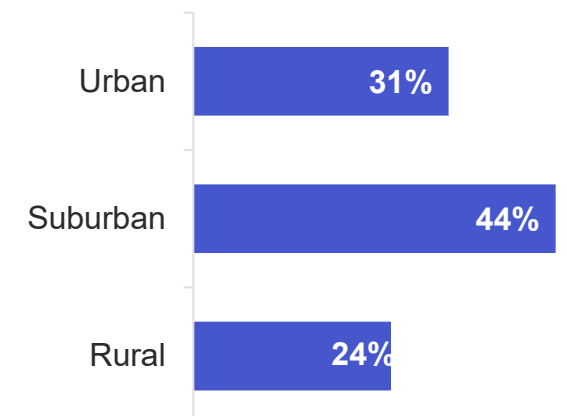
Age



Income



Community Type



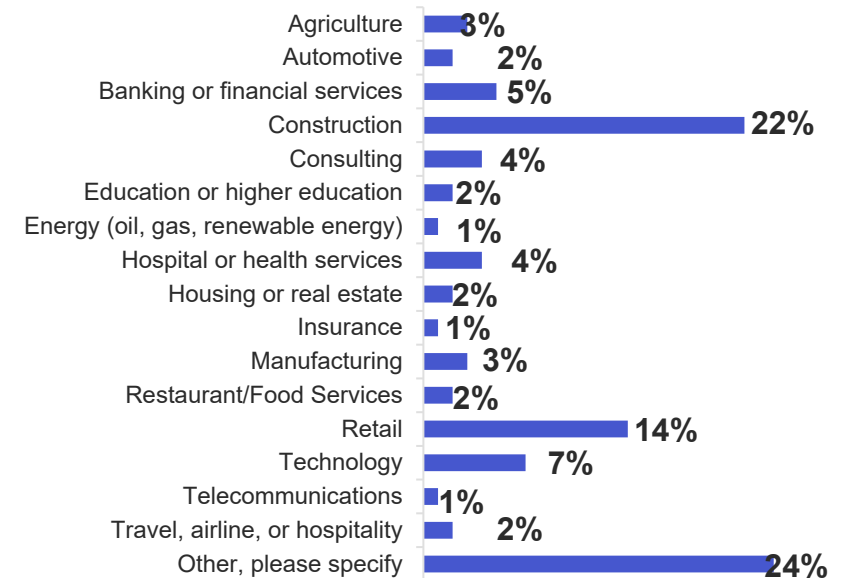
APPENDIX: SMALL BUSINESS OWNER/EXECUTIVE PROFILE

Employment Demographics

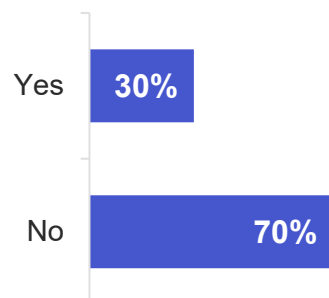
Which of the following categories do the majority of employees at your business fall into? Please select all that apply.



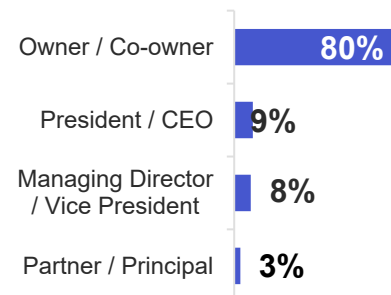
What industry best describes your business?



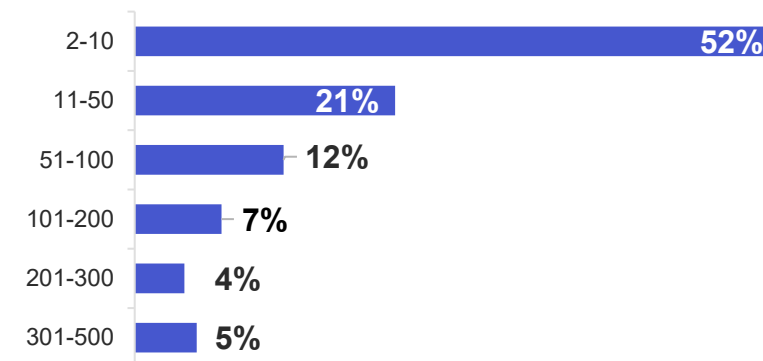
Do you consider your business to be a startup?



Which of the following best describes your role in your business?



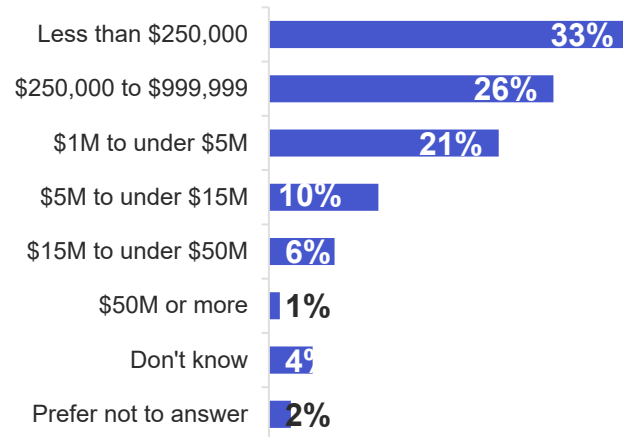
How many employees, including yourself, does your business have?



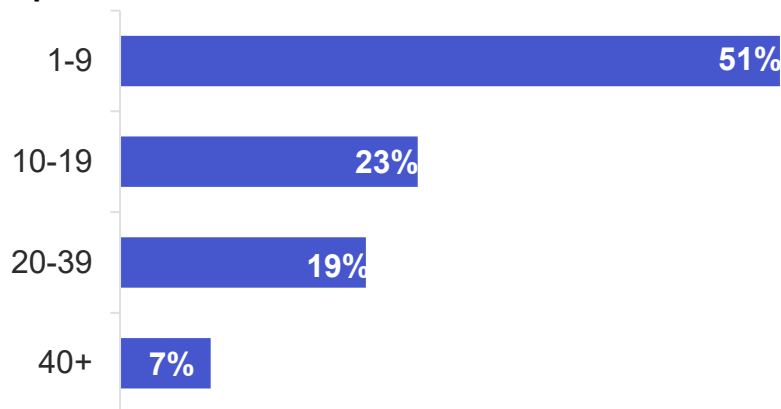
APPENDIX: SMALL BUSINESS OWNER/EXECUTIVE PROFILE

Employment Demographics

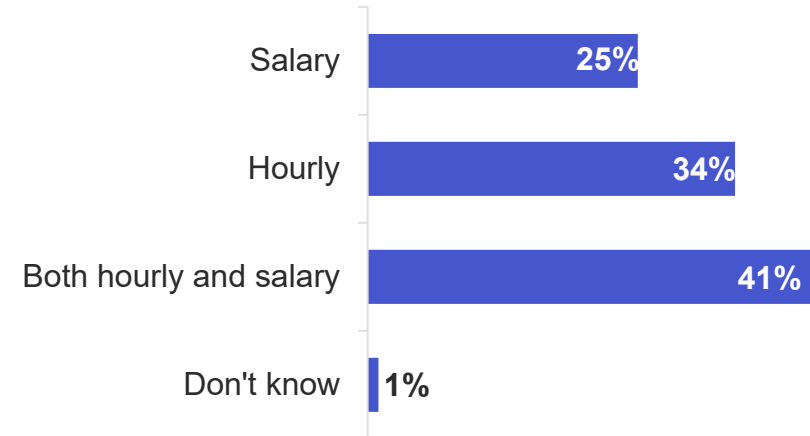
If you are comfortable sharing, using your best estimate, what is the annual revenue (USD) of your business before tax?



How many years has your business been in operation?



Does your business pay employees hourly, by salary, or by both hourly and salary?



How many hours does your business operate in an average week?

