Child Care Initiative
North Central Michigan College

CHILD CARE LANDSCAPE ASSESSMENTS:

A Comprehensive Analysis Across Sectors

October 2025

Executive Summary

This report presents findings from child care landscape assessments conducted with employees across six industries: Education, Healthcare, Manufacturing, Multi-sector, Seasonal Service, and Government. The results reveal that child care challenges are not simply family issues; they are workforce issues that directly influence retention, absenteeism, and productivity.

Key Findings:

- **Affordability:** Child care costs vary widely by sector, but in Education and Government, many families spend more than 15% of their household income on care, which exceeds affordability benchmarks. In contrast, most Manufacturing employees spend less than 5%. These differences highlight how income levels and employer support shape affordability.
- **Access vs. Preference:** While most employees have at least one child in care, many rely on the available option rather than their preferred choice. This gap undermines employee confidence and morale.
- **Hours of Operation:** Mismatched schedules remain a consistent obstacle, especially in Healthcare and Seasonal Service, where irregular or variable shifts leave families without evening, weekend, or extended-hour options. This leads to increased absenteeism and operational challenges.
- **Location:** Government employees in particular cited long commutes and limited nearby providers as significant stressors, which affect attendance and workforce reliability.

The evidence is clear—addressing affordability, access, hours, and location is essential for stabilizing the workforce. This report provides industry-specific and cross-sector recommendations that employers can implement to enhance retention, mitigate absenteeism, and achieve long-term workforce stability.

Introduction

In collaboration with employer representatives from six industries: Education, Healthcare, Manufacturing, Multi-Sector, Seasonal Service, and Government, the North Central Michigan College Child Care Initiative (CCI) launched a series of Child Care Landscape Assessments (CCLA). These surveys were designed to help employers better understand the child care needs of their employees. The goal was to gather data, analyze trends, and make informed recommendations related to employer practices and policies. By helping employers better meet child care needs, the CCI is contributing to systemic change that supports accessible and equitable child care for all working families. Analysis of these assessments revealed consistent themes across industries, pointing to four significant barriers that shape both family experiences and workforce outcomes: cost, availability, hours of operation, and location. These challenges are not merely family concerns; they have a direct impact on workforce stability and productivity.

Cost is the most pressing barrier. In Education and Government, for example, employees reported spending more than 15% of household income on child care, which is well above affordability benchmarks. When costs outweigh wages, families reduce hours, turn down advancement opportunities, or leave the workforce altogether. For employers, this translates into higher turnover and greater recruitment and training costs.

Availability of preferred care was also a key challenge. Many employees reported using whatever care was available rather than the type they preferred. This mismatch impacts children's developmental outcomes and undermines employee morale. When families cannot access trusted care, it becomes harder for employees to remain engaged and productive at work.

Hours and days of operation are another widespread barrier, particularly for industries dependent on evenings, weekends, or variable shifts. Healthcare and Seasonal Service workers often cited the lack of flexible or extended-hour care as a major stress point. The result is absenteeism, last-minute schedule changes, and reduced productivity. Employers who support flexible scheduling or invest in expanded child care options can stabilize operations and lessen disruptions.

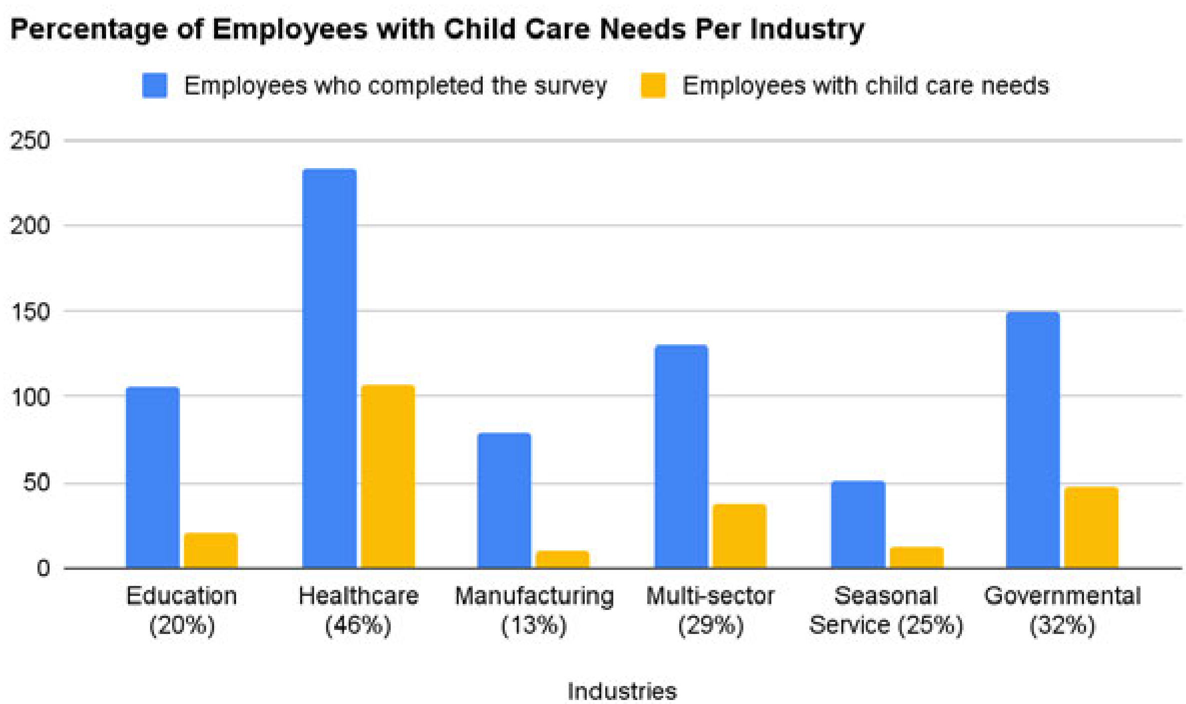
Finally, **location**, while not cited by all sectors, was a significant issue for Government employees and others with long commutes. Distant child care sites extend workdays, increase stress, and make punctuality or overtime difficult. Locating child care closer to where employees live or work can improve attendance, reduce stress, and strengthen retention.

Taken together, these barriers demonstrate that child care is not just a family issue; it is a workforce issue. Addressing affordability, availability, scheduling, and accessibility enables employers to reduce turnover, cut absenteeism, and boost productivity. Investing in child care solutions is an investment in workforce stability, family well-being, and long-term economic growth.

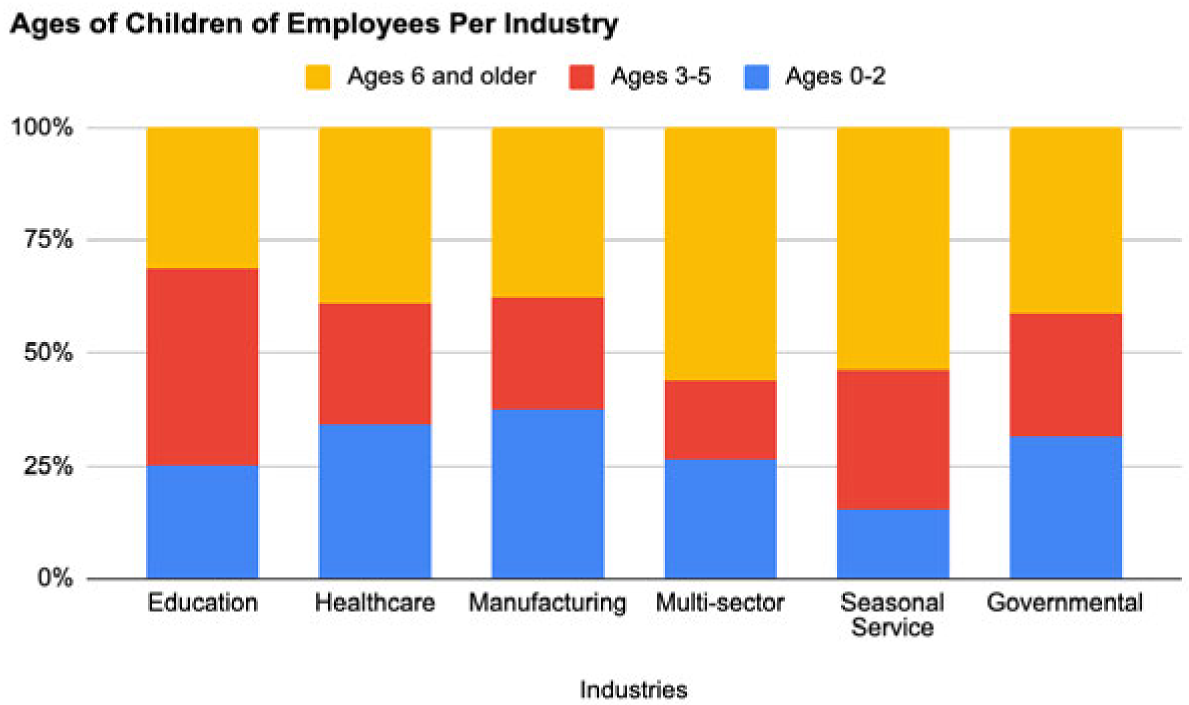
Key Findings

Employee Child Care Needs

To better understand how child care needs affect workers on a personal level, it's important to examine the employee experience within each industry. Of the six industries surveyed, the Healthcare Industry had the highest percentage of need for child care (46%), while the Manufacturing Industry had the lowest (13%). By examining the differences between industries, specific recommendations can be made to enhance the child care reality for working parents.



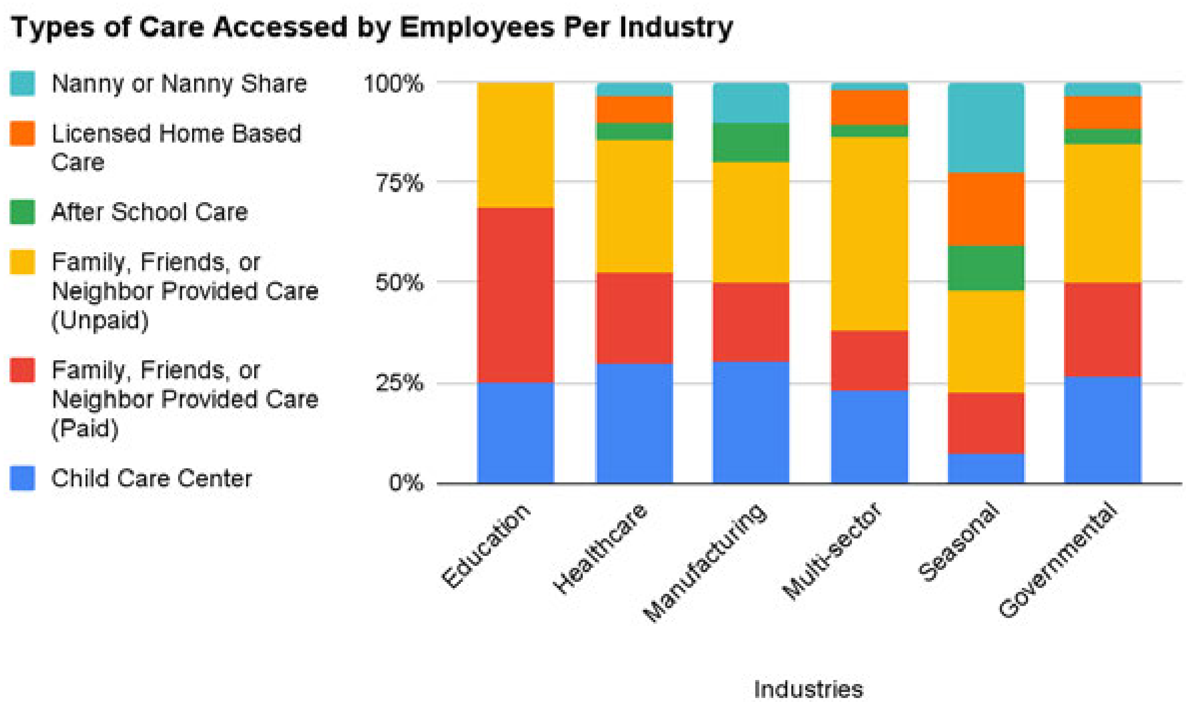
The age of the children requiring child care often dictates the type of care working families access and prefer. The chart below articulates this breakdown into three groups: ages 0–2 (infants and toddlers), ages 3–5 (preschool-aged children), and ages 6 and above (school-aged children). By comparing these across different industries, we can identify where the most significant need lies, whether it is in early child care, preschool, or after-school support.



In Healthcare and Manufacturing, we see the largest concentration of children under the age of 3, which suggests that workers in these sectors are more likely to require infant and toddler care. Alternatively, Education stands out with a larger share of preschool-aged children (ages 3–5), indicating a strong need for access to preschool programs. Meanwhile, industries like Multi-sector and Seasonal Service have a higher proportion of school-aged kids, which may mean that after-school programs or flexible scheduling could make a big difference for those workers. The Government sector has a fairly even spread across all age groups, so a more well-rounded set of child care options would likely be the most helpful. Overall, this breakdown shows that child care needs aren't one-size-fits-all; they vary depending on the industry.

Current Versus Preferred Child Care

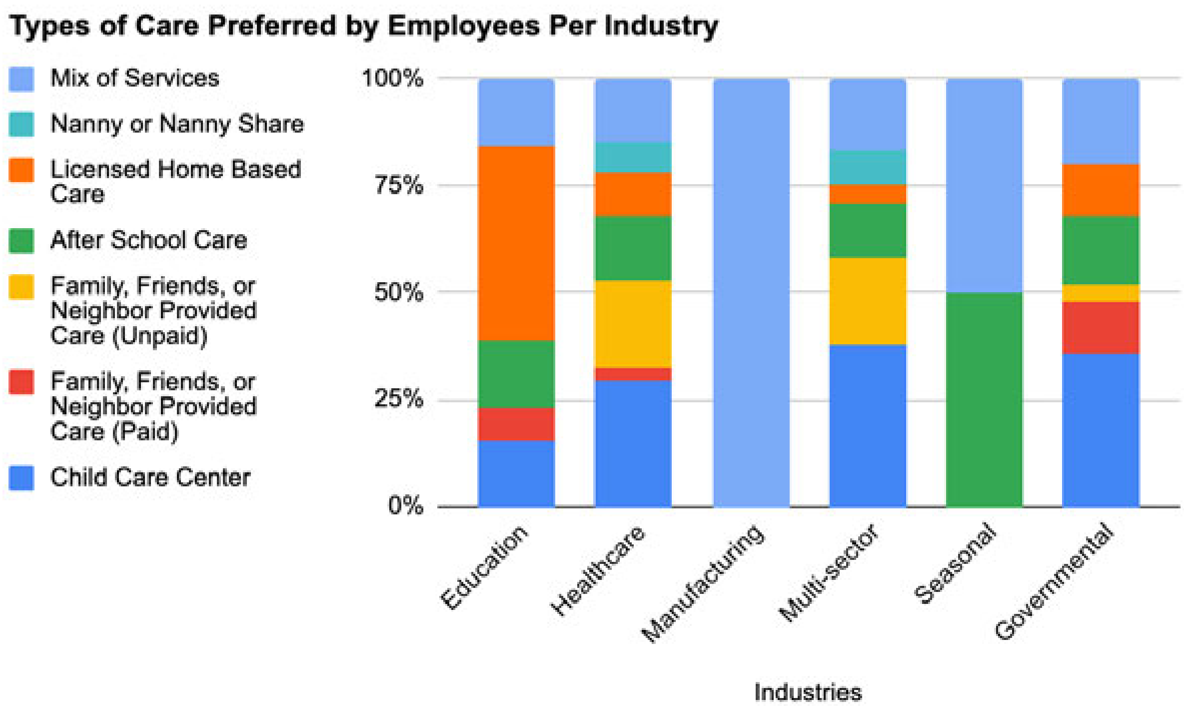
We see these varied needs, represented in the following chart that outlines the types of care accessed by employees of different industries. When it comes to balancing work and family life, child care plays a significant role—especially for working parents. Depending on the industry, employees turn to different types of care based on their schedules, income, and the availability of options. The chart below provides a snapshot of how employees across various industries access child care, whether it's formal care, such as licensed centers, or more informal options, like help from family or friends.



Examining the chart, one can see that child care choices vary significantly by industry. For example, employees in Education and Healthcare often rely on unpaid help from family or friends, while Government employees lean more on child care centers. Meanwhile, Seasonal Services employees tend to use a mix of services, including paid informal care and after-school programs. These differences demonstrate that supporting working families requires understanding the specific child care needs within each industry.

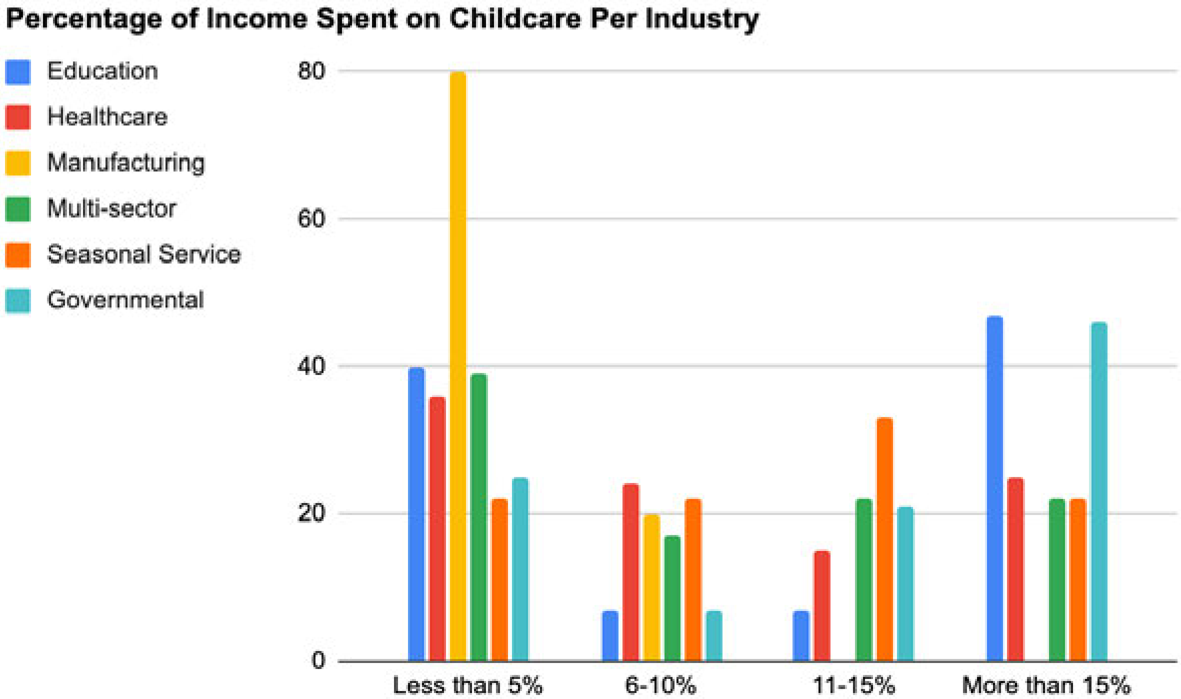
Employees are often forced to choose care that is available as opposed to care that they prefer. When asked about the types of care employees prefer across six industries, the survey respondents reported fewer answers. However, one thing was clear: there is a considerable need for a mix of services, particularly for children aged 6 and older.

Manufacturing, Seasonal, and Multi-sector workers represent industries that have a higher number of school-aged children who need care, and they prefer a mix of services. Governmental, Healthcare, and Education workers tend to favor more structured options, like child care centers. These trends can help employers better support their teams with the right child care solutions.



Financial Insights

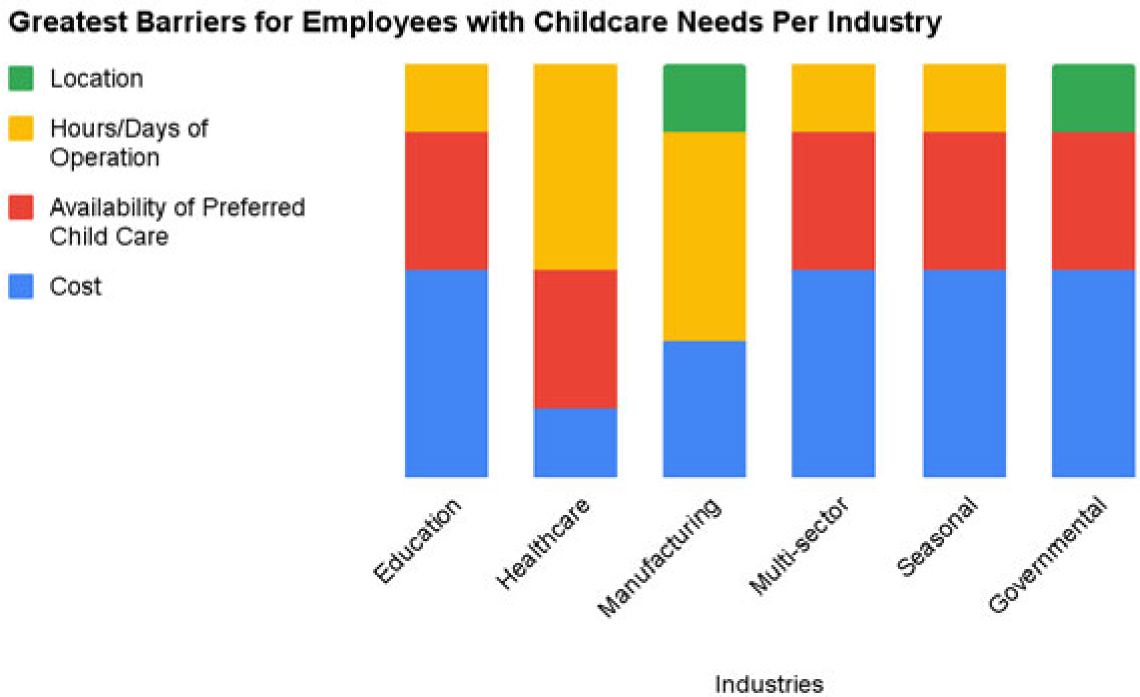
Child care isn't just about access or preference; it is also about affordability. How much families spend on care can vary widely. Some employees spend a small portion of their income on child care, while others may find it takes up a significant portion of their budget. The chart below breaks down the percentage of income spent on child care by industry, highlighting where the financial burden is most significant.



This data shows some clear trends. For instance, a large majority of those in Manufacturing spend less than 5% of their income on child care, while workers in Education and Government are more likely to spend over 15%. Seasonal Service workers are the most likely to fall in the 11–15% range, suggesting a more moderate impact, but still costly. These differences highlight the need for tailored support; what is affordable for one group may be a significant strain for another.

Greatest Barriers for Employees with Child Care Needs

Finding child care isn't just about choosing the right type or affording the cost. There are often major obstacles that stand in the way. These barriers can vary by industry, ranging from limited hours of operation to a lack of nearby providers. The chart below highlights the top challenges employees face when trying to access child care, broken down by industry.



As the chart shows, cost is a consistent concern across most industries, especially in Education, Multi-Sector, Seasonal Service, and Government roles. Healthcare and Manufacturing employees report greater struggles with hours and days of operation—likely due to nontraditional or unpredictable work schedules. The availability of preferred care is also a common barrier, particularly in Healthcare and Seasonal Services. These insights underscore the need for more flexible, accessible, and affordable child care solutions that meet the diverse needs of different working populations.

Methodology and Survey Population

This study gathered insights through targeted surveys designed to explore child care experiences and challenges across various industries. The surveys aimed to identify common barriers, usage patterns, and affordability concerns related to child care among working families.

Survey Administration

The survey was administered online and was distributed by the employer via email. Participation was voluntary and anonymous, ensuring respondents could share their experiences candidly. Most surveys were open for about a month.

Survey Response

A total of 751 survey responses were collected (Education-106, Governmental-151, Healthcare-233, Manufacturing-79, Multi-Sector-130, and Seasonal Service-52), with an average response rate (across all industries) of 89.5%. While the survey yielded strong engagement in several key industries, responses were more limited in others, which may affect the generalizability of the findings. Also, it is worth noting that the response rates were of survey respondents, not total employees. The researchers did not have access to the total number of employees the surveys were distributed to, only the total number of survey respondents.

Survey Sample Characteristics

The sample included respondents from various sectors, including Education, Government, Healthcare, Manufacturing, Multi-sector, and Seasonal Service employment. Participants represented a mix of full-time and part-time workers, with a range of household incomes and child care arrangements. While the survey provides valuable insights, certain industries (such as Hospitality and Small Businesses) were underrepresented, suggesting opportunities for future studies.

Limitations

While the data offer valuable insights into child care challenges across industries, it's essential to consider the limitations of a small-scale study. A limited sample size or a narrow geographic focus can limit the applicability of the findings. Differences within industries (such as job roles, income levels, and regional child care availability) may not be fully captured. As we consider the implications and recommendations, these limitations should be acknowledged to avoid overgeneralizing the results.

To gain a more complete picture of child care needs across the workforce, this study could be expanded to include additional industries that are currently underrepresented (such as Hospitality and Small Businesses). These sectors often employ large numbers of hourly and part-time workers, many of whom face unpredictable schedules and limited access to employer-supported benefits. Including these groups would provide a more comprehensive understanding of the challenges faced by working families and could inform more inclusive and effective child care policies and solutions.

Recommendations

Understanding the specific child care challenges faced by employees in different industries is the first step toward creating meaningful solutions. Because each sector has its own unique mix of barriers (whether it's affordability, availability, or scheduling), there is no one-size-fits-all approach. Instead, individualized strategies are needed to better support working families. Based on the trends shown in the data, the following recommendations are proposed to address the distinct needs of employees across various industries.

Industry	Recommendations
Education	• Establish a Campus Child Care Facility • Address Affordability by Promoting Programs Like Tri-Share and Duo-Share • Support Diverse Child Care Needs By Offering a Child Care Benefit • Increase Awareness and Access to Child Care Resources • Conduct Regular Assessments to Assess and Respond to Evolving Child Care Needs of Employees
Governmental	• Explore the Development of On-Site or Near-Site Child Care • Increase Awareness and Access to Financial Assistance Programs • Offer Employer-Based Child Care Benefits • Support Flexible Work Schedules and Remote Options • Strengthen Partnerships with Local Providers and Programs • Ensure Cultural Responsiveness in Child Care Solutions • Conduct a Feasibility Study for Long-Term Solutions
Healthcare	• Consider an Expansion of Onsite Child Care Operational Hours and Availability • Promote Affordability Initiatives like Tri-Share • Provide Enhanced Human Resource Support that includes 1) the promotion of onsite child care services, 2) flexible child care options, 3) realistic expectation setting, and 4) support program utilization. • Invite Employee Engagement and Feedback

	• Increase Community Collaboration With Child Care Providers
Manufacturing	• Increase Availability of School-Age Programming: As employees identify these critical needs, develop programs or partnerships that provide child care during school breaks and summer. • Develop Partnerships with Local Child Care Providers: Since most employees prefer child care close to their home, focus on establishing partnerships with child care providers locally. • Provide Resource and Referral Support: Offer employees access to resource and referral contact information, financial assistance details, and community family resources, either during onboarding or as part of the family planning process. • Regular Feedback and Data Collection: Periodically survey employees for feedback on their child care needs and preferences. This will ensure that the CCC can adapt to changing circumstances and improve the support provided to employees with children.
Multi-sector	• Expand Affordable Child Care Options: Partnership with Local Child Care Providers and Financial Assistance Programs like Tri-Share and Duo-Share Program Participation • Increase Availability of Child Care Services: Including After School and Summer Break • Increase Access to Flexible Child Care Solutions: Child Care Near Home or Workplace • Address Child Care Stress Factors: Provide Resource and Referral Support • Prospective Parent Engagement: Provide Future Planning Support • Invite Regular Feedback and Data Collection: Administer Ongoing Needs Assessments
Seasonal Service	• Increase Work Flexibility: Allow flexible work schedules to accommodate child care needs. • Provide Financial Support: Offer child care stipends, dependent care flexible spending accounts, or employer contributions to child care costs. • Advocate for Additional Child Care Services: Support the expansion of community child care options, including after-school, summer, and weekend programs.

	• Facilitate Child Care Awareness: Improve employee access to existing financial aid programs and local child care resources. • Consider Employer-Backed Child Care Solutions: Explore partnerships with child care providers or offer employer-sponsored child care programs like DuoShare.

Conclusion: Cross-Sector Call to Action

This comprehensive analysis underscores an urgent reality: child care challenges are not isolated to one industry or income group. They cut across sectors, affecting healthcare professionals, teachers, government workers, manufacturers, seasonal staff, and multi-sector employees alike. While the data reveal differences in how barriers show up within each industry, the impact is universal, and families struggle to balance care and work, and employers bear the costs through turnover, absenteeism, and reduced productivity.

Across all industries, several consistent themes emerged:

- **Affordability is a universal barrier**. Employees in every sector reported that the cost of care strains household budgets, leading some to reduce work hours or leave the workforce. Employers can respond by connecting families to affordability programs (Tri-Share, Duo-Share) or offering direct subsidies and stipends.
- **Flexibility matters**. Mismatches between child care hours and work schedules disrupt attendance and productivity across industries, especially in Healthcare and Seasonal Services. Flexible work scheduling and partnerships with providers who offer extended hours can address this gap.
- **Location influences access**. While most acute in Government roles, employees across industries noted stress and inefficiency when care was not located near home or work. On-site, near-site, and community-based solutions are effective strategies for employers to explore.
- **Employee voice is critical**. Workers in every sector expressed appreciation for opportunities to share feedback. Regular needs assessments ensure that employer strategies remain responsive as family circumstances change.
- **Culture of support builds loyalty**. Beyond financial aid or new programs, employees value workplaces that acknowledge child care as a legitimate workforce issue.

Normalizing this conversation builds morale and strengthens retention across all industries.

Employers are uniquely positioned to be part of the solution. While no single strategy can meet the full range of needs, collective action can move the needle for families, businesses, and communities. Child care is the bridge between families and a thriving workforce. By working together across sectors, we can build a system that ensures every family has access to the care they need and every employer benefits from a stable, productive workforce.

At the same time, partnerships between employers, community organizations, and policymakers are essential. Addressing child care challenges requires a systems-level approach—one where solutions are not siloed by industry but instead coordinated across sectors. Together, we can build a child care system that supports all families, enhances workforce stability, and drives long-term economic growth.

Learn More

More information on the Child Care Initiative at North Central Michigan College can be found on the CCI webpage: https://www.ncmich.edu/community-events/child-care-initiative.html, or reach out to the CCI team at ECE@ncmich.edu.

Appendix: CCLA Survey Data Summaries

EDUCATION: CCLA Survey Data Summary Sheet
EMPLOYEE PROFILE Number of Respondents / Total # of survey respondents who answered (106): Have children in care 21), Do not have children in care (79), Plan to have children in care (6) Household Composition / Total # (22): Single income (7), Dual income (13), Other (2) Household Income / Total # (20): $15-$30k (0), $30-$50k (3), $50-$75k (3), $75-100k (4), $100-$150k (6), $150k+ (4) Respondents' Age / Total # (22): 18-24 years (0), 25-34 (11), 35-44 (8), 45-54 (3), 55-64 (0) Respondents' Gender / Total # (22): Female (16), Male (6), Non-Binary (0), Preferred Not to Answer (0)
EMPLOYEE CHILD CARE SITUATION Number of Children / Total # of survey respondents who answered (16): One child (5), Two children (8), Three or more children (3) Age of Children / Total # (24): 0-1 years (2), 1-2 (4), 2-3 (0), 3-4 (8), 4-5 (2), 5-6 (8) Type of Child Care Used (Top 3) Total # (15): Licensed Home-Based Child Care, Family, Friend, or Neighbor-Free, After School Program Preferred Child Care (Top 3) / Total # (13): Licensed Home-Based Child Care, Child Care Center, After School Program % of Income Spent on Child Care / Total # (15): Less than 5% (7), 6-10% (1), 11-15% (1), More than 16% (6) Largest Barriers (Top 3) / Total # (29): Cost of child care, Lack of Availability of preferred child care, and Hours/days child care is available
EMPLOYER RECOMMENDATIONS Establish a Campus Child Care Facility Address Affordability by Promoting Programs Like Tri-Share and Duo-Share

Support Diverse Child Care Needs By Offering a Child Care Benefit Increase Awareness and Access to Child Care Resources Conduct Regular Assessments to Assess and Respond to Evolving Child Care Needs of Employees

GOVERNMENTAL: CCLA Survey Data Summary Sheet
EMPLOYEE PROFILE Number of Respondents / Total # of survey respondents who answered (151): Have children in care (48), Do not have children in care (89), Plan to have children in care (14) Household Composition / Total # (45): Single income (13), Dual income (31), Other (1) Household Income / Total # (44): Under $41k (2), $41k-$66k (11), $66k-$84k (6), $84k-$101k (13), $101k-$119k (3), $119k-$136k (2), $136k-$154k (2), $154k-$171k (1), $171k or higher (4) Respondents' Age / Total # (43): 18-24 years (1), 25-34 (18), 35-44 (15), 45-54 (6), 55-64 (3), 65+ (0) Respondents' Gender / Total # (44): Female (29), Male (15), Non-Binary (0), Preferred Not to Answer (0)
EMPLOYEE CHILD CARE SITUATION Number of Children Total # of survey respondents who answered (31): One child (11), Two children (11), Three or more children (9) Age of Children Total # (32): 0-1 years (6), 1-2 10#), 3-4 (5), 4-5 (9), 6 or older (21) Type of Child Care Used (Top 3) Total # (32): Child Care Center, Licensed Home-Based Care, and Friend, Family, or Neighbor-Paid Preferred Child Care (Top 3)Total # (32): Child Care Center, Mix of Services, After School Care Program % of Income Spent on Child Care Total # (28): Less than 5% (7), 6-10% (2), 11-15% (6), More than 16% (13) Largest Barriers (Top 3) Total # (29): Cost of care, Lack of availability in preferred care, Location of care

EMPLOYER RECOMMENDATIONS

Explore the Development of On-Site or Near-Site Child Care

Increase Awareness and Access to Financial Assistance Programs

Offer Employer-Based Child Care Benefits

Support Flexible Work Schedules and Remote Options

Strengthen Partnerships with Local Providers and Programs

Ensure Cultural Responsiveness in Child Care Solutions

Conduct a Feasibility Study for Long-Term Solutions

HEALTHCARE: CCLA Survey Data Summary Sheet

EMPLOYEE PROFILE

Number of respondents / Total # of survey respondents who answered (233): Have children in care (107), Do not have children in care (98), Plan to have children in care (27)

Household Composition / Total # (117): Single income (29), Dual income (87)

Household Income / Total # (110): $15-$30k (2), $30-$50k (13), $50-$75k (17), $75-100k (26), $100-$150k (36), $150k+ (16)

Respondents' Age / Total # (110): 18-24 years (2), 25-34 (53), 35-44 (50), 45-54 (4), 55-64 (1)

Respondents' Gender / Total # (112): Female (91), Male (16), Non-Binary (0), Preferred Not to Answer (5)

EMPLOYEE CHILD CARE SITUATION

Number of Children / Total # of survey respondents who answered (95): One child (51), Two children (31), Three or more children (13)

Ages of Children / Total # (95): 0-1 years (25), 1-2 (21), 2-3 (21), 3-4 (21), 4-5 (21), 5-6 (42)

Type of Child Care Used (Top 3) / Total # (95): Friend, family, & neighbor child care-Free, Friend, family, & neighbor child care-Paid, and Child care center

Preferred Child Care (Top 3) / Total # (95): Child care center, Friend, family, & neighbor child care-Free, and After-school program % of Income Spent on Child Care / Total # (92): Less than 5% (33), 6-10% (22), 11-15% (14), More than 16% (23) Largest Barriers (Top 3) / Total # (95): Lack of availability in preferred child care, Cost of child care, and Hours/days child care is available
EMPLOYER RECOMMENDATIONS Consider an Expansion of Onsite Child Care Operational Hours and Availability Promote Affordability Initiatives like Tri-Share Provide Enhanced Human Resource Support that includes 1) the promotion of onsite child care services, 2) flexible child care options, 3)realistic expectation setting, and 4) support program utilization. Invite Employee Engagement and Feedback Increase Community Collaboration With Child Care Providers

MANUFACTURING: CCLA Survey Data Summary Sheet
EMPLOYEE PROFILE Number of Respondents / Total # of survey respondents who answered (70): Have children in care (10), Do not have children in care (66), Plan to have children in care (3) Household Composition / Total # (12): Single income (5), Dual income (7) Household Income / Total # (10): Under $41k (2), $41k-$66k (3), $66k-$84k (2), $84k-$101 (2), $101k-$119k (1) More than $119k (0) Respondents' Age / Total # (11): 18-24 years (0), 25-34 (5), 35-44 (6), 45-54 (0), 55-64 (0) Respondents' Gender / Total # (11): Female (2), Male (9), Non-Binary (0), Preferred Not to Answer (0)
EMPLOYEE CHILD CARE SITUATION Number of Children / Total # of survey respondents who answered (10): One child (5), Two children (4), Three or more children (1)

Age of Children / Total # (12): 0-1 years (1), 1-2 (1), 3-4 (3), 4-5 (2), 5-6 (5) Type of Child Care Used (Top 3) / Total # (10): Family, friend or neighbor-Free, Mix of Services (Child Care Center and Family, Friend, or Neighbor-Either Free or Paid), Licensed Home-Based Child Care Type of Child Care Preferred (Top 3) / Total # (10): Mix of Services % of Income Spent on Child Care / Total # (10): Less than 5% (8), 6-10% (2), 11-15% (0), More than 16% (0) Largest Barriers (Top 3) / Total # (9): Cost of child care, Transportation to the child care setting, and Location of the child care setting
EMPLOYER RECOMMENDATIONS Increase Availability of School-Age Programming: As employees identify these critical needs, develop programs or partnerships that provide child care during school breaks and summer. Develop Partnerships with Local Child Care Providers: Since most employees prefer child care close to their home, focus on establishing partnerships with child care providers locally. Provide Resource and Referral Support: Offer employees access to resource and referral contact information, financial assistance details, and community family resources, either during onboarding or as part of the family planning process. Regular Feedback and Data Collection: Periodically survey employees for feedback on their child care needs and preferences. This will ensure that the CCC can adapt to changing circumstances and improve the support provided to employees with children.

MULTI-SECTOR: CCLA Survey Data Summary Sheet
EMPLOYEE PROFILE Number of Respondents / Total # of survey respondents who answered (130): Have children in care (35), Do not have children in care (85), Plan to have children in care (7) Household Composition / Total # (37): Single income (12), Dual income (22), Other (3) Household Income / Total # (36): Under $41k (0), $41k-$66k (8), $66k-$84k (3), $84k-$101k (4), $101k-$119k (3), $119k-$136k (3), $136k-$154k (2), $154k-$171k (1), $171k or higher (9) Respondents' Age / Total # (36): 18-24 years (3), 25-34 (18), 35-44 (13), 45-54 (2), 55-64 (0), 65+ (0)

Respondents' Gender / Total # (36): Female (11), Male (23), Non-Binary (2), Preferred Not to Answer (0)
EMPLOYEE CHILD CARE SITUATION Number of Children / Total # of survey respondents who answered (31): One child (13), Two children (14), Three or more children (4) Age of Children / sTotal # (31): 0-1 years (10), 1-2 (11), 3-4 (7), 4-5 (7), 6 or older (12) Type of Child Care Used (Top 3) / Total # (31): Child Care Center, Family, Friend or Neighbor-Free, After School Program/Mix of Services Type of Child Care Preferred (Top 3) / Total # (31): Child Care Center, Family, Friend or Neighbor-Free, After School Program/Mix of Services % of Income Spent on Child Care / Total # (31): Less than 5% (12), 6-10% (7), 11-15% (6), More than 15% (6) Largest Barriers (Top 3) / Total # (28): Cost of child care, Lack of availability at preferred child care, Hours/days child care is available
EMPLOYER RECOMMENDATIONS Expand Affordable Child Care Options: Partnership with Local Child Care Providers and Financial Assistance Programs like Tri-Share and Duo-Share Program Participation Increase Availability of Child Care Services: Including After School and Summer Break Increase Access to Flexible Child Care Solutions: Child Care Near Home or Workplace Address Child Care Stress Factors: Provide Resource and Referral Support Prospective Parent Engagement: Provide Future Planning Support Invite Regular Feedback and Data Collection: Administer Ongoing Needs Assessments

SEASONAL SERVICE: CCLA Survey Data Summary Sheet
EMPLOYEE PROFILE Number of Respondents / Total # of survey respondents who answered (52): Have children in care (13), Do not have children in care (38), Plan to have children in care (1)

Household Composition / Total # (9): Single income (5), Dual income (4) Household Income / Total # (9): Under $41k (1), $41k-$66k (4), $66k-$84k (1), $84k-$101k (1), $101k-$120k (0), $120k-$136k (1), then $171k or higher (1) Respondents' Age / Total # (9): 18-24 years (0), 25-34 (6), 35-44 (2), 45-54 (1), 55-64 (0) Respondents' Gender / Total # (9): Female (5), Male (4), Non-Binary (0), Preferred Not to Answer (0)
EMPLOYEE CHILD CARE SITUATION Number of Children / Total # of survey respondents who answered (10): One child (7), Two children (2), Three or more children (1) Age of Children / Total # (13): 0-1 years (0), 1-2 (2), 3-4 (2), 4-5 (2), 5-6 (7) Type of Child Care Used (Top 3) / Total # (10): Mix of Services (Child Care Center and Family), Family, friend, or neighbor-Free, After-school program Type of Child Care Preferred / Total # (2): Mix of Services (Child Care Center and Family), After-school program % of Income Spent on Child Care / Total # (9): Less than 5% (2), 6-10% (2), 11-15% (3), More than 16% (2) Largest Barriers (Top 3) / Total # (9): Cost of child care, Lack of availability at preferred child care, Hours/days child care is available
EMPLOYER RECOMMENDATIONS Increase Work Flexibility: Allow flexible work schedules to accommodate child care needs. Provide Financial Support: Offer child care stipends, dependent care flexible spending accounts, or employer contributions to child care costs. Advocate for Additional Child Care Services: Support the expansion of community child care options, including after-school, summer, and weekend programs. Facilitate Child Care Awareness: Improve employee access to existing financial aid programs and local child care resources. Consider Employer-Backed Child Care Solutions: Explore partnerships with child care providers or offer employer-sponsored child care programs like DuoShare.