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QUESTION BANK: EMPLOYEE CHILDCARE NEEDS ASSESSMENT

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This question bank is designed to help you, the employer, understand the childcare needs of your employees. Personalize the survey with questions relevant to your company's context and make it as brief or as in-depth as works best for you. This document offers neither a guide nor a method but rather options to support your company's needs assessment.

About You

- At what level is your position in the company?
 - Executive
 - Director
 - Manager
 - Sub-Manager
 - Entry Level
 - Other: _____
- Are you a full-time or part-time employee?
 - Full-time (35+ hours/week)
 - Part-time (<35 hours/week)
- At which location(s) do you work? *[Use this question if your company has multiple locations. Edit the response options to reflect the names of the locations.]*
 - Location #1
 - Location #2
 - Location #3
- How many miles do you commute to work one way?
 - 0-5 miles
 - 6-10 miles
 - 11-25 miles
 - 26+ miles



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- In what ZIP code do you live?
- How old are you?
 - 18-25
 - 26-35
 - 36-45
 - 46-55
 - 56+
- What is your gender?
 - Male
 - Female
 - Non-binary
 - Prefer not to say
 - Other: _____
- What is your annual gross household income? Please include all sources of income.
 - \$30,000 or less
 - \$30,001-\$50,000
 - \$50,001-\$70,000
 - \$70,001-\$90,000
 - \$90,001-\$150,000
 - Over \$150,000
- Is your spouse/partner also employed with our company?
 - Yes
 - No
 - Prefer not to say
 - Not applicable

Your Thoughts about Childcare

- Rank the following employee benefits in order of importance to you with 1 being most important:
 - Retirement (pension/401k)
 - Health insurance
 - Life insurance
 - Childcare support
 - Vacation time/PTO
 - College/university tuition support
- How important is it for the company to provide or subsidize childcare for employees?
 - Very important
 - Somewhat important
 - Not important



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- How much does access to childcare affect the work productivity of a parent?
 - Considerably
 - Some
 - A little

Understanding Your Childcare Needs

- Choose the option that best describes your current childcare situation.
 - I have had childcare needs in the past.
 - I have current childcare needs.
 - I anticipate that I will have childcare needs in the future.
 - None of the above
- How many children in your household require care? (If none, please put 0.)
- How old are your children that require childcare? (Select all that apply.)
 - Under 1 year old
 - 1-2 years old
 - 3-5 years old
 - Greater than 5 years old
 - Not applicable
- If applicable, what type of childcare are you currently using?
 - Childcare center
 - Childcare in another home
 - Friend or family member
 - Other: _____
 - Not applicable
- Rate your satisfaction level from 0 (very dissatisfied) to 10 (very satisfied) with your current childcare arrangements?
- Do you plan to have children in the next 5 years?
 - Yes
 - Maybe
 - No
 - Prefer not to say
- If you were unable to locate childcare that met your needs, what would you do? (Select all that apply.)
 - Seek care from a family member, friend or neighbor
 - Leave my job to stay home with my child
 - Reduce my work hours
 - Opt for an alternative shift/schedule
 - Other:
 - Not applicable



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- In the last year, approximately how many days did you miss work because of challenges with childcare arrangements?
 - 0
 - 1-5
 - 6-10
 - 11-15
 - 16 or more

Exploring Options

- Select up to three (3) benefit options that would be the most helpful to you:
 - Company-provided childcare
 - Backup childcare
 - Direct financial support for childcare
 - Flexible Spending Accounts (FSAs) and/or Dependent Care Flexible Spending Accounts (DCFSAs)
 - Flexible schedules
 - Baby-at-work program
 - Telecommuting options to work remotely
 - Paid maternal leave (for new mothers)
 - Paid paternal leave (for new fathers)
 - Unpaid leave
 - On-site parenting education programs or support groups
 - Access to other childcare resources (i.e. information about local childcare providers, information about tax breaks and programs to help with the cost of care, etc.)
 - Other (please specify):
 - None of the above



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Choosing Childcare

- How important are the following factors in choosing childcare? (Very important, Somewhat important, Not important, Not applicable)
 - Location - close to home
 - Location - close to work
 - Hours of operation
 - Curriculum
 - Quality of care
 - Level of education of provider/teacher
 - Experience of provider/teacher
 - Cost
 - Staff-to-child ratio
 - Warmth of staff
 - Diversity of staff
 - School philosophy
 - Needs of the child
 - Availability of childcare for children with special needs
 - Program is licensed by the state
 - Ages of other children in program are similar to mine
 - Meals are provided
 - Options for part-time care
- Please list other factors that are important when choosing childcare: