

## **Introduction**

In December of 2006, The Center for Community Studies at Jefferson Community College was contracted by the Community Action Planning Council (CAPC) Jefferson/Lewis Childcare Project to conduct a study of corporate child care needs in the City of Watertown.

The purpose of the study was:

- to determine current workforce child care patterns in the City of Watertown;
- to provide a quantitative analysis of the current demand for child care;
- to isolate child care challenges within the sample specific to Fort Drum families; and
- to identify the economic/employment impact of identified child care deficiencies.

The Jefferson/Lewis Childcare Project along with the Jefferson County Job Development Corporation and two large area employers worked with the Center research staff to develop the survey instrument.

The results of the study will be used by the interested parties to develop and expand appropriate child care options for working families.

## **Methodology**

In February 2007, The Center for Community Study conducted a survey of childcare needs among the employees of five major employers in the City of Watertown. The employers represented public and private sectors in both manufacturing and service. A total of 1,655 people responded to the survey, representing roughly 2,200 total employees at these companies and 9,972 total civilian employees in the City of Watertown (2005 U.S. Census Bureau estimate – most current available.) This sample represents 75% of total employees at the surveyed companies and 16.6% of total employees in the city.

Of those who responded, 510 or 30.8% identified themselves as having children in the home who require child care. The remaining 1,145 (69.2%) did not have children in their home needing child care and did not continue with the remainder of the survey questions.

In comparison, 36.3% of all households in Jefferson County in 2005 had at least one child under 18 in the home. Assuming that the demand for child care ceases for most children 16 years and older, the survey appears to have captured a representative sample of households needing child care in Jefferson County and the City of Watertown.

## **Demographics**

### **Who Responded – The Demographics of Child Care Needs**

Of the respondents who have children at home, the vast majority (80%) were hourly workers with median household incomes of \$25,000 - \$50,000. Of the respondents, 37% reported a household income of \$50,000 or greater. When compared to the household income averages of Jefferson County as a whole, the surveyed population is more likely to be in the lower middle and middle income ranges than is the average household. This is likely to be a result of the 100% employment rates of the surveyed population versus the partial employment of the county as a whole. The income demographics of the survey appear to generally reflect the incomes of working families in Jefferson County.

#### **Income Comparison Surveyed Population to Jefferson County Averages**

	<b>Number of Respondents N= 348</b>	<b>Jefferson County 2005 Household Income Averages</b>
Up to \$10,000	6%	9%
\$10,000-\$25,000	31%	19.4%
\$25,000-\$50,000	26%	31.6%
\$50,000-\$75,000	20%	20.5%
\$75,000-\$100,000	11%	10.1%
Over \$100,000	6%	9.5%

*Jefferson County data from Census Bureau 2005 American Community Survey*

The median duration at the current employer was reported as one – three years, with 22% on the job less than six months. Another 21 % reported working for the same employer for ten years or more.

Half of all respondents with children reported living within ten miles of their place of employment, with 22% living in the City of Watertown itself. NOTE: The U.S. Census Bureau in 2005 reported a median commute time to work of 22.5 minutes for Jefferson County residents and 16.6 minutes for Watertown residents, with the vast majority driving themselves to work.

The respondents with children generally report themselves as being better educated than the general population of Jefferson County with 44% having a college degree versus only 32.7% in the general population. This is likely to be a result of the 100% employment rates of the surveyed population versus the partial employment of the county as a whole. The education demographics of the survey appear to generally reflect the education levels of adults over 25 in Jefferson County.

**Education Level Comparison  
Surveyed Population to Jefferson County Averages**

	<b>Number of Respondents N = 363</b>	<b>Jefferson County 2005 Household Education Averages</b>
Less than high school graduate	5%	12.6%
High school graduate	29%	34.6%
Some college, no degree	23%	20%
Associate's degree	19%	13%
Bachelor's degree	11%	12.7%
Graduate or professional degree	14%	7%

*Jefferson County data from Census Bureau 2005 American Community Survey*

Only 20% of all respondents with children were male, versus 48% male for the general population. This may be at least partially explained by the fact that single parent households in Jefferson County are more than twice as likely to be female-headed (14.3%) versus male-headed (5.5%), according to 2005 Census Bureau figures.

*Conclusion: The respondents to this survey are generally representative of working householders in Jefferson County. As employees of larger civilian service and manufacturing firms in the city, they are somewhat better educated and enjoy higher household incomes than the general population. This group of respondents represents the larger demand for child care in the Watertown area and the results of the survey can be used for more general market estimates of demand and demand characteristics.*

**Current Child Care Patterns**

Of all respondents with children, 34% place their children with a relative outside the home, while another 27% use a relative in the home. Another 25% use a non-relative outside the home or a non-relative in the home (11%). Only 24% use a licensed child care provider at either a child care center (12%) or in the home of the licensed provider (12%). The remaining 13% have children enrolled in an after school program. Open-ended comments on this care suggest that many parents struggle to find care options around school holidays and summer vacations. Several reported sharing child care duties between spouses or having a spouse stay home to care for children.

Most respondents with children report being satisfied with their current care (76%), but they also often note that their care does not allow for children who become ill (53.3%) with 67.3% unable to locate alternative care if their children are ill.

The median current cost for child care is reported at \$51 – \$75 per week, with 44.2% paying \$76 or more per week. Just over 5% report paying over \$200 per week for child

care. Only 7% report receiving any public assistance for child care costs and only 6% report receiving any kind of child care benefits from an employer or spouse's employer.

*Conclusion: Watertown/Jefferson County employees have managed to find a variety of child care options for their children but many remain dissatisfied. Most are heavily dependent on non-licensed care providers and many experience occasional challenges in obtaining child care during periods of schedule change or when their children become ill. Access to quality child care for many is a fragile condition. The quality of current child care in the city is difficult to assess but the relatively small number of licensed providers suggests some areas of concern. Because licensed care is typically more expensive than unlicensed care, cost is most likely an issue in these choices for many parents*

## **The Demand for Child Care**

Of those respondents who do have children at home, 71% reported at least one child five years old or younger while 22% reported one or more children under 18 months of age. In addition, 52% reported at least one school-age child (over five years).

Of those respondents with children, 50.1% report experiencing frequent difficulty in locating suitable child care and 31% reported they were currently seeking alternative care options. The vast majority (72%) reported that they would use a new, high quality licensed three-shift child care facility should it open near their workplace. Twenty-eight percent of these would use such a facility at any cost or at a higher cost than they currently pay for child care. Another 44% would use the facility if its costs were approximately what they currently pay.

Among these respondents, the most commonly identified unmet child care needs were backup/emergency child care (49%), sick child care (38%), Full day child care on dayshift (25%), and after school care (25%). Weekend care (24%) and occasional/drop in care (22%) were also sought by many respondents. One quarter of all respondents with children also expressed a desire for child care of some type on an evening shift and 16% needed full day care on rotating shifts.

*Conclusion: There is a significant demand for additional high-quality child care services in the Watertown area. The most attractive new child care facilities will be those that offer three-shift services and have the capacity to care for ill children as well as a broad range of ages. After school and emergency/occasional drop in services will also increase the demand for the new facility. Infant/toddler care and care of ill children are typically the most expensive care services, which could affect margins in offering these services.*

## **The Cost of Child Care**

Respondents reported a median average cost of \$75 per week as their cost for child care. This includes relatively high-cost infants and toddlers, as well as lower-cost school age children. It also includes both licensed and non-licensed care. The median cost for children 0 – 5 years old (typically the most expensive, given the need for additional staff), was reported at \$76-\$100 per week.

While no measured average costs for the area are available, New York State does provide a specified “Market Rate” for subsidized child care in Jefferson County. This rate is designed to fund adequate child care for eligible families in the county. Infants under 18 months are funded at \$160/week for a day care center while children between 18 months and 5 years are funded between \$150 and \$142 per week. Infants in group family care are funded at \$135 per week while those between 18 months and 5 years are funded at \$130 - \$125 per week. School age children receive funding of \$130 per week in Day Care Centers and \$125 per week in Group Family Care.

Very few of the respondents to the survey reported receiving any public aid or assistance for child care, although many were finding care at lower rates than those set by the state for eligible families. This suggests that the subsidy “Market Rates” should be considered the high-end ranges for most child care services in the Watertown/Jefferson County area, with many working parents seek care options at significantly lower costs.

*Conclusion: The relatively low reported costs for child care in the area support the conclusion that many parents are seeking unlicensed care or other low-cost options and are extremely price-sensitive. The actual cost of quality childcare in a licensed center setting is likely to be significantly higher than what many working parents can afford in the region. This indicates that some form of public subsidy to the center itself will be necessary to close the gap.*

## **Fort Drum Specifics**

The survey identified 10% of the respondents with children as being members of a Fort Drum household. While this is a relatively small sample, it suggests that Fort Drum families have specific needs for child care.

Of those Fort Drum families, 67% report child care challenges related to military deployments and 55% report challenges stemming from other military circumstances. Open-ended comments on this aspect include: field exercises, constantly changing shifts/working hours for military members, and temporary duty assignments/travel.

*Conclusion: The nature of military duty tends to exacerbate the normal challenges associated with finding child care for working families. Because many military members are away from family/friends and traditional support networks, they are forced to rely on*

*public child care options, many of which are highly sought after and often full. The Fort Drum community represents a large and relatively un-surveyed demand for flexible child care options in or near the City of Watertown.*

## **Economic/Employment Impacts of Child Care Deficiencies**

The challenges reported with obtaining adequate child care among survey respondents appear to have an impact on the local economy and employers of respondents. In particular, child care challenges often lead to missed work days, lost employment, bypassed promotions, and limitations on shift availability.

Respondents with children report missing a median average of two – five work days per year because they were unable to find suitable child care. A total of 68.5% of all respondents reported missing at least one day in the past year, while 14.8% missed six days or more.

Of all respondents with children, 23.6% report having to voluntarily leave a job because of child care issues, while 9.2% report having been fired. In the past three years, 25.6% report having to turn down a promotion due to child care issues and over half (50.6%) have had to ask for assignment to a particular shift because they were unable to locate child care on the original shift. 45.7% report that child care issues had a moderate or significant effect on their choice of employment, while another 11.4% report it as the most significant reason for selecting their current job. Over half (50.4%) report significant stress in the past year because they were unable to locate suitable child care.

Extending the reported missed work days to the entire county suggests that child care issues in the area cost local employers between 25,238 and over 54,366 lost work days per year, or the equivalent of 14 to over 30 workers. At a county average annual salary of \$31,066 (1999 Economic Census figures corrected to 2007 dollars), this represents a loss of between \$434,925 and \$931,980 in taxable family income to area businesses and government.

**Extension of Reported Missed Work Days to Jefferson County as a Whole**

	<b>Number of Respondents N= 413</b>	<b>Extended to Jefferson County Households w/Children N= 15,406</b>	<b>Total Estimated Lost Work Days in Jefferson County Due to Child Care Issues</b>
None	130 (31.5 %)	4853	0
One day	69 (16.7 %)	2573	2573
2-5 days	153 (37.0 %)	5700	11,400 – 28,500
6-10 days	48 (11.6 %)	1787	10,722 – 17,870
11 or more days	13 ( 3.2 %)	493	5423+

*Jefferson County data from Census Bureau 2005 American Community Survey*

*Conclusion: Area employers and governments are paying a hidden cost for inadequate child care options in Jefferson County and the City of Watertown. The current child care challenges result in increased absenteeism, limited shift work availability, and difficulties in recruiting and retaining experienced workers. An improvement in the overall availability of quality child care in the area would improve business productivity and increase the general level of industrial/business competitiveness in the area. NOTE: These findings come at a time of near-record low levels of unemployment in the region and forecasts of increasing demand for skilled and unskilled labor in the region. The expanding economy can be expected to stimulate the demand for more child care services while the lack of such services may be expected to limit the long-term economic growth of Jefferson County and the City of Watertown.*

**Effects of Income and Education on Child Care Demand**

The survey captured income and education levels of respondents, allowing the Center for Community Studies to assess the impact of different income and education levels on the needs and approaches for child care. The responses to each question were compared between different income and education levels and tested for statistical significance at the .05 level, using a chi-squares test.

*Income Levels*

Income appeared to have a significant effect on responses for 20 questions. In general, higher income respondents were more likely to be satisfied with their available child care, less likely to have experienced a negative job impact due to child care issues, less concerned about shift work, and more likely to select child care options based on quality of service issues such as curriculum or reputation/references.

Lower income respondents were more likely to be concerned with program cost and hours of operation (including shift work) and the availability of meals and snacks for

children. Lower income respondents were more likely to report negative job impacts due to child care issues.

### Response Differences by Income Level

	\$25,000 or less	\$25,000-\$50,000	\$50,000-\$75,000	Over \$75,000	Pearson's Coefficient (P)
Use licensed child care providers – Q4	6.1%	13.8%	14.5%	20.3%	.047
Not satisfied with current child care source – Q5	35.7%	18.3%	19.3%	12.1%	.002
Receiving public assistance for child care costs – Q9	15.8%	4.6%	0	0	.000
Receive employer-provided benefits for child care – Q10	3.6%	12.6%	2.9%	8.5%	.038
Often experiencing difficulty in locating suitable child care – Q14	63.4%	47.7%	53.0%	25.9%	.000
Use/have access to full day care on evening shift – Q15	12.8%	5.9%	1.6%	5.5%	.035
Quit a job because of child care issues – Q17	32.5%	23.1%	14.9%	7.0%	.001
Have been fired from a job because of child care issues – Q18	12.7%	8.8%	0	0	.001
Experienced significant stress at work in the past year because unable to locate suitable child care – Q 19	60.8%	40.7%	50.7%	29.8%	.000
Been forced to turn down a promotion or other professional opportunity in last 3 years – Q20	33.9%	16.9%	20.6%	17.9%	.013
Forced to ask for assignment to a particular shift – Q21	60.8%	41.8%	40.6%	27.8%	.000
Place most value on curriculum when considering child care options – Q23	10.4%	8.9%	5.9%	22%	.023
Place most value on hours of operation when considering child care options – Q23	55.2%	32.2%	52.9%	30.5%	.000
Place most value on meals and snacks when considering child care options – Q23	12.8%	10.0%	4.4%	1.7%	.042
Place most value on cost when considering child care options – Q23	57.6%	52.2%	50.0%	27.1%	.002
Place most value on reputation/references when considering child care options – Q23	25.6%	41.1%	42.6%	55.9%	.001
Need but have no access to/not satisfied with full day care on day shift – Q24	35.3%	24.2%	9.3%	23.3%	.005
Need but have no access to/not satisfied with back-up or emergency care – Q24	37.3%	59.1%	55.5%	56.7%	.019
Currently seeking alternative care –Q25	42.9%	28.9%	25.0%	16.9%	.002
If licensed child care were established near workplace, would use it regardless of cost – Q26	10.4%	6.8%	9.0%	25.9%	.000

*Education Levels*

Education appeared to have a significant effect on responses for 14 questions. In general, better educated respondents were more likely to be satisfied with their available child care, less likely to have experienced a negative job impact due to child care issues, less concerned about shift work, and more likely to select child care options based on quality of service issues such as quality of staff or reputation/references. Better educated respondents were also significantly more likely to report that child care was the most important element in their choice of employment.

Less educated respondents were more likely to be concerned with program cost and hours of operation (including shift work) and the availability of meals and snacks for children. Less educated respondents were more likely to report negative job impacts due to child care issues.

**Response Differences by Education Level**

	No College	Some college but no 4 year degree	Bachelor's degree or higher	Pearson's Coefficient (P)
Use licensed child care providers – Q4	8.0%	8.6%	22.2%	.002
Use after school program – Q4	4.4%	16.4%	17.8%	.005
Current child care source provides for ill children Q6	65.1%	51.5%	40.9%	.003
Often experiencing difficulty in locating suitable child care – Q14	49.5%	57.6%	36.8%	.010
Use/have access to full day care on evening shift – Q15	12.8%	6.4%	2.4%	.019
Quit a job because of child care issues – Q17	27.7%	23.1%	13.5%	.048
Have been fired from a job because of child care issues – Q18	9.2%	8.1%	1.1%	.046
Child care issues are most important element in choice of employment – Q22	7.6%	14.4%	13.2%	.017
Place most value on quality of staff when considering child care options – Q23	38.1%	45.3%	55.6%	.044
Place most value on meals and snacks when considering child care options – Q23	14.4%	5.4%	7.8%	.035
Place most value on cost when considering child care options – Q23	52.5%	58.8%	30.0%	.000
Place most value on reputation and references when considering child care options – Q23	30.5%	39.2%	47.8%	.039
Need but have no access to/not satisfied with full day care on night shift – Q24	3.3%	10.0%	1.7%	.040
Currently seeking alternative care –Q25	33.9%	34.5%	20.0%	.041

NOTE: A P value in the Pearson's Coefficient column of .050 or less indicates that the difference in responses between the different groups is statistically significant at the .05 level. This indicates that the researchers are 95% confident that the differences cannot be

accounted for as random deviation. All other P values for all other questions were above the .050 level, suggesting that the differences in responses between each group can be accounted for by random deviation. These responses are not considered statistically significant and are not reported.

Income and education levels are generally correlated in the Watertown market – those with higher education levels often earn higher incomes as well. This is supported by the substantial similarity in response trends between education and income levels.

*Conclusions: Income and education appear to have a significant effect on the demand for child care in the Watertown area, as well as on the factors used to select appropriate child care. Lower income/less educated workers are likely to be more cost-driven in selecting child care options and focus on operating hours and the availability of meals/snacks when selecting child care options.*

*Higher-income/better educated workers are less cost-sensitive and are more likely to make a child care selection based on qualitative service factors such as staff qualifications, licensing, curriculum, and the reputation or references of the child care center. Higher income/better educated workers are also generally less likely to experience negative job impacts due to child care issues, including stress at work.*

*These differences suggest that the market for child care services in Watertown is not homogeneous and may require a number of alternatives to meet all needs.*

## **Summary of Conclusions and Recommendations**

There is clearly unmet demand for additional child care services in or near the City of Watertown. The establishment of one or more high-quality child care facilities in the area could be expected to reduce the cost of doing business and have a positive economic impact on the local economy.

The ideal child care facility would offer full and part-time coverage on a 24-hour basis, as well as having provisions for emergency/occasional drop-offs, weekends, and the ability to care for children who are ill. The facility should also be able to care for children of a variety of ages, including infants. Licensed care options would avoid size limitations on facilities as well as offer significant tax advantages to both the child care center operator and customers. It is unlikely that an unlicensed operation could be successful in this environment.

Current median pricing in the region is estimated at \$75 per week, although there is some upward room for some families. The market is generally cost-sensitive and is not likely to pay for many additional services or options beyond basic care. Public or corporate funds may be required to offer extensive education/development programs while maintaining affordable basic care in the area.

Demand is generally segmented by education and income levels, with upper income/education brackets less cost-sensitive and more focused on qualitative service issues. These segments can afford higher costs for child care but represent relatively small portions of the total market.

It is possible that many families will use such a facility for occasional needs, even if they are unable to afford it on a regular basis. This suggests that specialized care such as emergencies, weekends, or ill-child care may be priced higher than routine care, to offer offsetting revenue opportunities. Overall, some opportunities for yield management exist in the potential pricing structure of such a facility.

The most important design elements in a new child care facility would be the location and cleanliness/appearance of the facility and the qualifications of staff. While many parents are currently using unlicensed care providers, licensing can be translated into a significant reputation factor, making it highly desirable to many potential customers. The tax advantages for parents obtaining care in a licensed facility could be used to offset at least some of the additional costs of obtaining licensing.

The significant economic impact of inadequate child care in the Watertown area suggests that this is an area with a strong potential for corporate and/or public partnerships and investment. As the demand for labor in the region continues to grow, the ability to provide affordable high-quality child care will become an ever more important corporate benefit. While no single employer is likely to be able to afford its own child care facility, the concentration of employers in the Watertown area suggest the opportunity for alliances and joint ventures.

Child care services are currently acting as an element of business infrastructure in the area and the limits of child care services are likely to limit economic growth in at least some sectors. This suggests that regional governments should explore the opportunity to invest in child care facilities as a source of economic growth – using the improved infrastructure to reduce transaction costs in business and improving economic output overall.

## Detail Tables

<b>2. Do you have children in your household who require care while you are out of the house?</b>	
<b>Response</b>	<b>Number of Respondents N= 1655</b>
Yes	510 (30.8%)
No—stop here!	1145 (69.2%)

<b>3. How many children are in your household in each of the following age groups?</b>					
<b>Response</b>	<b>Number of Respondents N= 368</b>				
	No Children	1 Child	2 Children	3 or more Children	<b>Total Children</b>
0-18 mos	287 (78 %)	73 (20 %)	6 (1.5 %)	2 (0.5 %)	<b>91</b>
18 mos-3 yrs	283 (77 %)	82 (22 %)	2 (0.5 %)	1 (0 %)	<b>91</b>
3 yr old	322 (87.5 %)	38 (10 %)	6 (2 %)	2 (0.5 %)	<b>56</b>
4 yr old	323 (88 %)	39 (11 %)	5 (1 %)	1 (0 %)	<b>52</b>
5 yr old	321 (87.2 %)	39 (11 %)	5 (1 %)	3 (0.8 %)	<b>58</b>
School Age	138 (38 %)	108 (29 %)	85 (23 %)	37 (10 %)	<b>389</b>

**Current Child Care**

**4. Please check the child care option(s) you currently use while you work. Check all that you use regularly.**

<b>Response</b>	<b>Number of Respondents N= 321</b>
Licensed Childcare Center	45 (12 %)
Licensed Family Daycare (care provided in a licensed provider's home)	44 (12 %)
After-school Program	48 (13%)
Relative inside your home	100 (27 %)
Relative outside of your home	123 (34 %)
Non-relative inside your home	41 (11 %)
Non-relative outside of your home	92 (25 %)
Other (Please explain)	29 ( 8 %)
<b>Other:</b> Included spouse, neighbors, teenagers, before school program and a variety of comments regarding difficulty when schools are closed.	

**5. Are you satisfied with your current child care service?**

<b>Response</b>	<b>Number of Respondents N= 354</b>
Yes	269 (76 %)
No	85 (24%)

**6. Does your current child care source provide for ill children?**

<b>Response</b>	<b>Number of Respondents N= 353</b>
Yes	188 (53.3 %)
No	165 (46.7 %)

**6a. If your current child care source does not provide for ill children, can you locate alternate care for your children?**

<b>Response</b>	<b>Number of Respondents N= 165</b>
Yes	54 (32.7 %)
No	111 (67.3 %)

**7. How much do you estimate you currently spend on child care each week?**

<b>Response</b>	<b>Number of Respondents N= 355</b>
\$0-\$25	97 (27.3 %)
\$26-\$50	46 (13.0 %)
\$51-\$75	55 (15.5 %)
\$76-100	49 (13.8 %)
\$101-\$150	62 (17.5 %)
\$151-\$200	26 ( 7.3 %)
\$201-\$250	11 ( 3.1 %)
More than \$251	9 ( 2.5 %)

**8. Do you receive any public assistance for child care costs?**

<b>Response</b>	<b>Number of Respondents N= 365</b>
Yes	25 ( 7 %)
No	340 (93 %)

**9. Do you, or another member of your household, receive any employer provided benefits for child care costs?**

<b>Response</b>	<b>Number of Respondents N = 362</b>
Yes	23 ( 6 %)
No	339 (94 %)

**10. Is any member of your household active duty at Fort Drum?**

<b>Response</b>	<b>Number of Respondents N = 365</b>
Yes	36 (10 %)
No	329 (90 %)

<b>10 a. If any member of your household <u>is</u> active duty at Fort Drum, have you experienced any child care challenges due to deployments?</b>	
<b>Response</b>	<b>Number of Respondents N = 34</b>
Yes	23 (67 %)
No	11 (33 %)

<b>10 b. If any member of your household <u>is</u> active duty at Fort Drum, have you experienced any child care challenges due to other military impacts?</b>	
<b>Response</b>	<b>Number of Respondents N = 33</b>
Yes (Please explain)	18 (55 %)
No	15 (45 %)
<b>Other Military Impacts:</b> included the (6) long hours worked by spouse, (4) TDY, field and reserve duty, (3) last minute (spouse) schedule changes, closure of daycare on FD for holidays, and waiting lists for YMCA SACC	

<b>11. Do you often experience difficulty finding suitable child care services for your children?</b>	
<b>Response</b>	<b>Number of Respondents N = 357</b>
Yes	179 (50.1 %)
No	178 (49.9 %)

**12. Which of the following child care options do you use/have access to now? Check all that apply.**

<b>Response</b>	<b>Number of Respondents N = 359</b>
Full day care (during the day shift)	200 (56 %)
Half day care (during the day shift)	49 (14 %)
Full day care (during the evening shift)	32 ( 9 %)
Half day care (during the evening shift)	19 ( 5 %)
Full day care (during the night shift)	23 ( 6 %)
Half day care (during the night shift)	16 ( 4 %)
Full day care for rotating shifts	24 (7 %)
Weekend care	50 (14%)
Back-up or emergency care	78 (22 %)
Sick child care	66 (18 %)
After school care	123 (34 %)
Occasional childcare for a short period of time (on a drop-in basis)	76 (21 %)
Other (Please explain)	51 (14 %)
Other: – (15) Variety of family members watch children – (5) before school care – (4) day program for summer care – (2) spouse had to quit for child care could not find anyone/cost too high – (4) just for 2 to 3 hours a day/part-time – (3) can't find care – (3) I or spouse call in to work if day care unavailable – neighbor gets off bus – no back up and in the spring & summers, the farmers are busy and it is difficult – (3) none don't need – Vacation Care through SACC	

**Effect on Employment**

**13. How many days of work have you missed in the past year because you were unable to locate suitable child care for your child(ren)?**

<b>Response</b>	<b>Number of Respondents N= 413</b>
None	130 (31.5 %)
One day	69 (16.7 %)
2-5 days	153 (37.0 %)
6-10 days	48 (11.6 %)
11 or more days	13 ( 3.2 %)

<b>14. Have you ever quit a job because of child care issues?</b>	
<b>Response</b>	<b>Number of Respondents N = 411</b>
Yes	97 (23.6 %)
No	314 (76.4 %)

<b>15. Have you ever been fired from a job because of child care issues?</b>	
<b>Response</b>	<b>Number of Respondents N = 413</b>
Yes	38 ( 9.2 %)
No	375 (90.8 %)

<b>16. Have you experienced significant stress at work <i>in the past year</i> because you were unable to locate suitable child care for your child(ren)?</b>	
<b>Response</b>	<b>Number of Respondents N = 411</b>
Yes	207 (50.4 %)
No	204 (49.6 %)

<b>17. Have you been forced to turn down a promotion or other professional opportunity <i>in the last three years</i> because you were unable to locate child care for your child(ren)?</b>	
<b>Response</b>	<b>Number of Respondents N = 406</b>
Yes	104 (25.6 %)
No	302 (74.4 %)

<b>18. Have you been forced to ask for assignment to a particular shift or work schedule <i>in the last three years</i> because you were unable to locate childcare for your child(ren)?</b>	
<b>Response</b>	<b>Number of Respondents N = 407</b>
Yes	206 (50.6 %)
No	201 (49.4 %)

<b>19. To what degree did childcare issues affect your current choice of employment?</b>	
<b>Response</b>	<b>Number of Respondents N= 411</b>
No effect	112 (27.3 %)
Little effect	60 (14.6 %)
Moderate effect	102 (24.8 %)
Significant effect	90 (21.9 %)
Most important reason for selecting current job	47 (11.4 %)

**Child Care Needs:**

<b>20. Please check the <u>3 factors you place the most value</u> on when considering childcare options.</b>	
<b>Response</b>	<b>Number of Respondents N = 357</b>
Cost	177 (50 %)
Qualifications of staff	163 (46%)
Hours of operation	159 (45 %)
Location	148 (41 %)
Reputation or references	137 (38 %)
Facilities (clean/modern)	102 (29%)
Licensed registered program	72 (20 %)
Staff/Child ratios	67 (19 %)
Curriculum	40 (11 %)
Meals and snacks	32 (9%)
Class size	16 (5 %)

**21. Which of the following child care options do you *need* that you *do not have access to* or that you *are not satisfied with* at this time? Check all that apply.**

<b>Response</b>	<b>Number of Respondents N = 261</b>
Full day care (during the day shift)	64 (25 %)
Half day care (during the day shift)	16 (6 %)
Full day care (during the evening shift)	23 (9 %)
Half day care (during the evening shift)	18 (7 %)
Full day care (during the night shift)	15 (6 %)
Half day care (during the night shift)	8 (3 %)
Full day care for rotating shifts	15 (6 %)
Weekend care	62 (24%)
Back-up or emergency care	128 (49 %)
Sick child care	98 (38 %)
After school care	66 (25 %)
Occasional child care for a short period of time (on a drop-in basis)	57 (22 %)
Other (Please explain)	21 ( 8 %)
<b>Other:</b> included a variety of care mostly for vacations, snow days and back-up as well as before school care.	

**22. Are you currently seeking alternative child care services?**

<b>Response</b>	<b>Number of Respondents N = 357</b>
Yes	109 (31 %)
No	248 (69 %)

**23. If a licensed child care center was established near your workplace that offered high quality child care all three shifts, would you use it?**

<b>Response</b>	<b>Number of Respondents N= 352</b>
Yes, regardless of cost	40 (11 %)
Yes, even if it costs a little more than what I am paying now	60 (17 %)
Yes, as long as it costs approximately what I am paying now	154 (44 %)
No	98 (28 %)

**Demographics**

**24. Please check the income range that most closely matches your *household* income:**

<b>Response</b>	<b>Number of Respondents N= 348</b>
Up to \$10,000	20 ( 6 %)
\$10,000-\$25,000	109 (31 %)
\$25,000-\$50,000	91 (26 %)
\$50,000-\$75,000	70 (20 %)
\$75,000-\$100,000	38 (11 %)
Over \$100,000	20 ( 6 %)

**25. Is your employment hourly or salary?**

<b>Response</b>	<b>Number of Respondents N = 362</b>
Hourly	289 (80 %)
Salary	73 (20 %)

**26. How long have you been working for your current employer?**

<b>Response</b>	<b>Number of Respondents N = 361</b>
Less than 6 mos	79 (22 %)
6 mos-1 yr	43 (12 %)
1 – 3 yrs	76 (21 %)
4 – 9 yrs	87 (24 %)
10 – 15 yrs	51 (14 %)
More than 15 yrs	25 ( 7 %)

**27. How many miles do you live from the City of Watertown?**

<b>Response</b>	<b>Number of Respondents N = 359</b>
In the city	91 (25.3 %)
Less than 1 mile	1 ( 0.3 %)
1 – 5 miles	35 ( 9.8 %)
6 – 10 miles	54 (15.0 %)
11 – 20 miles	95 (26.5 %)
21 – 30 miles	54 (15.0 %)
More than 30 miles	29 ( 8.1 %)

**28. Please check your current education level.**

<b>Response</b>	<b>Number of Respondents N = 363</b>
Less than high school graduate	18 ( 5 %)
High school graduate	104 (29 %)
Some college, no degree	82 (23 %)
Associate's degree	68 (19 %)
Bachelor's degree	40 (11 %)
Graduate or professional degree	51 (14 %)

**29. Please indicate your gender.**

<b>Response</b>	<b>Number of Respondents N = 359</b>
Male	72 (20 %)
Female	287 (80 %)