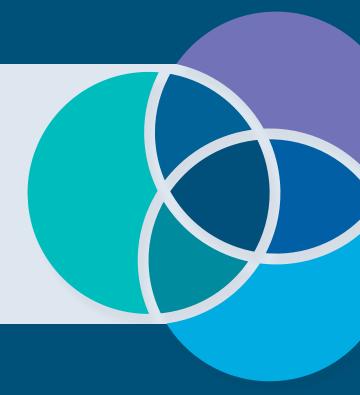


SOUTH CAROLINA CCR8RR Child Care Resource & Referral

Surveying Your Employee's Child Care Needs



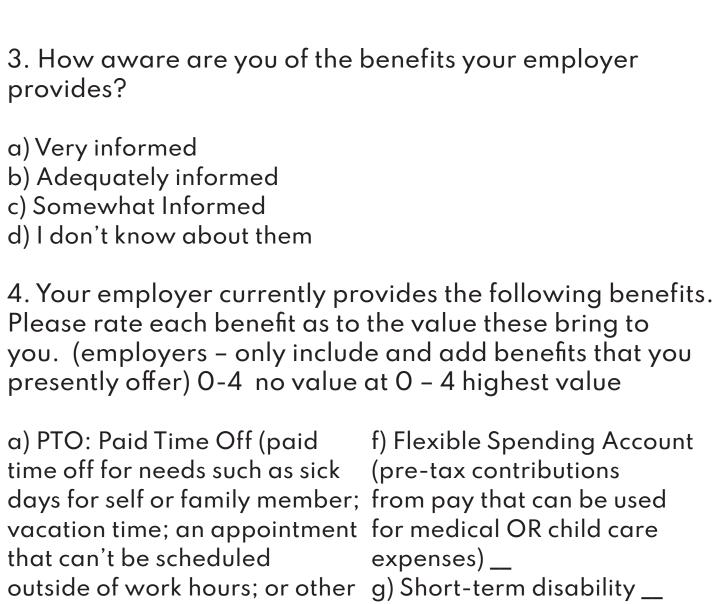
The SC CCR&R sample survey was designed to assist employers in assessing employee needs and tailoring policies to fit what works best for the organization and the staff. Use the survey as a guide for developing a customized survey for your employees.

Please contact the SC CCR&R Community Engagement Manager at CCRRCOMM@mailbox.sc.edu for assistance on how to implement the survey or guidance on the next steps for your organization.

Sample Questions:

This survey is only a guide. Please edit to meet the needs of your organization.

- 1. Where is your current work location:
- a) On-site
- b) Telecommuting
- c) Both
- d) Other (please explain)
- 2. What best describes your typical work schedule?
- a) Standard full-time
- b) Flexible full-time
- c) Standard part-time (a less than 40-hour work week, but within the typical workday hours)
- d) Flexible part-time (less than 40-hour work week, with flexible hours)
- e) Other



time off for needs such as sick	(pre-tax contributions
days for self or family member;	from pay that can be used
vacation time; an appointment	for medical OR child care
that can't be scheduled	expenses)
outside of work hours; or other	g) Short-term disability
personal needs)	h) Life insurance
b) Paid holidays	i) Employee Assistance
c) Medical health insurance	Program
d) Vision/Dental Insurance	j) Paid parental leave
e) Retirement savings account	k) Child Care Benefit
	1) Wellness henefits

5. In addition to benefits, does your employer have a workplace culture that helps you manage family commitments? (y/n - please describe)

- 6. How have you learned about benefits or practices that help with family-related needs? (check all that apply)
- a) Informal conversations with coworkers
- b) Informal conversations with the manager/supervision
- c) The Human Resources
 Department Manager shares
 this information
- d) I met with my manager for help dealing with a family

need

- e) I met with Human Resources Department staff for help dealing with a family need
- f) They are described in our employee handbook
- g) I am not aware of practices or benefits that could help with family-related needs
- 7. In an average week, how many days do you feel stressed about balancing your work and family responsibilities?
- a) Every day
- b) Most days of the week
- c) Some days
- d) Almost never
- e) Never
- 8. In reference to balancing work and family life currently, what are your greatest challenges? Select up to three top challenges:
- a) Balancing work and family responsibilities
- b) Finding child care
- c) Paying for child care or school tuition
- d) Dynamics with teammates and co-workers
- e) Coordinating household responsibilities with my partner
- f) Needing more time for work responsibilities
- g) Help with homework for my child(ren)

- h) Mental and emotional wellbeing
- i) Health and safety concerns
- j) Caregiving responsibilities for children
- k) Caregiving responsibilities for an adult relative
- I) I have no issues with work and family
- m) Other (please describe)
- 9. Please select all the answer that represents your caregiving situation:
- a) I do not have caregiving responsibilities and don't plan to for the foreseeable future
- b) I do not currently have caregiving responsibilities but anticipate having caregiving responsibilities within the next year.
- c) I do not currently have caregiving responsibilities but anticipate having caregiving responsibilities within the next few years.
- d) I do have caregiving responsibilities for one or more children.
- e) I do have caregiving responsibilities for an elderly, sick, or disabled loved one.
- 10. If you are a parent, please describe the age groups your children are within. (select all that apply)
- a) Expecting/Adopting
- b) Birth to 12 months
- c) I year to 36 months
- d) 3-5 years old

- e) 6-12 years old
- f) 13 18 years old
- g) 18-21 years old

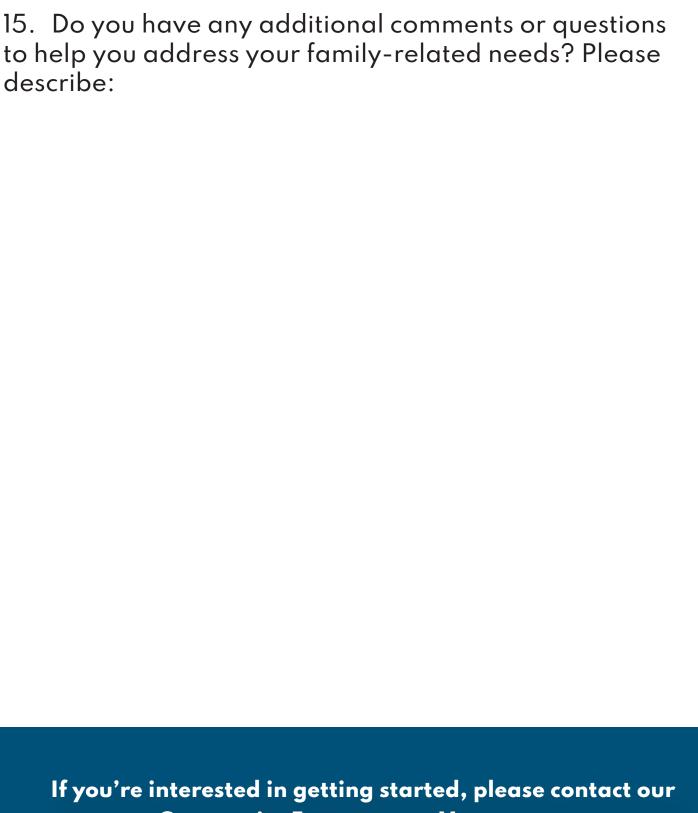
- 11. If you care for children under the age of 6 years, how do you presently handle child care?
- a) I have consistent access to full-time/part-time child care that covers my work hours
- b) I have consistent access to child care through family, friend, or neighbor
- c) I have access to child care that is consistent, but it does not cover all my work hours
- d) I have child care but still have child care needs for days my caregiver is closed
- e) I have temporary child care but need a more dependable choice
- f) My family is without child care
- 12. Describe your current child care arrangement (check all that apply):
- a) Center-based child care or preschool
- b) Regulated family child care
- c) Child care provided by family, friend, or neighbor
- d) Full-time nanny
- e) Au pair
- f) Employer-sponsored on-site child care or preschool

- g) Children attend elementary
- high school during the day
- h) Children attend school and attend after-school programs
- i) Part-time babysitter
- j) I do not have a child care arrangement
- k) NA I do not have children in need of child care

- 13. If you are responsible for the care of family members, what are your primary concerns? (Please check the top three)
- a) Finding or affording quality child care
- b) Finding child care during the vacations and holiday hours I will or want to work
- c) Having child care for irregular times (weather emergencies, unexpected shifts, when a child is sick, etc.)
- d) Finding or affording afterschool care

- e) Finding or affording child care during the school year for
- f) Finding or affording summer care
- g) Caring for an aging parent
- h) Caring for a spouse or child with an ongoing illness
- i) Other-please list
- 14. What types of accommodations would allow you to balance your work with your caregiving responsibilities? Please rank your top three in order (employers should customize this list for options)
- a) Assistance finding child care f) Flexible lunch hours
- b) Assistance finding elder care g) Access to backup or resources
- c) Additional paid leave
- d) Subsidized child care
- e) More flexible hours

- emergency child care
- h) On-site /near-site child care
- i) Working from home
- j) Other -please list



If you're interested in getting started, please contact our Community Engagement Manager at CCRRCOMM@mailbox.sc.edu

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