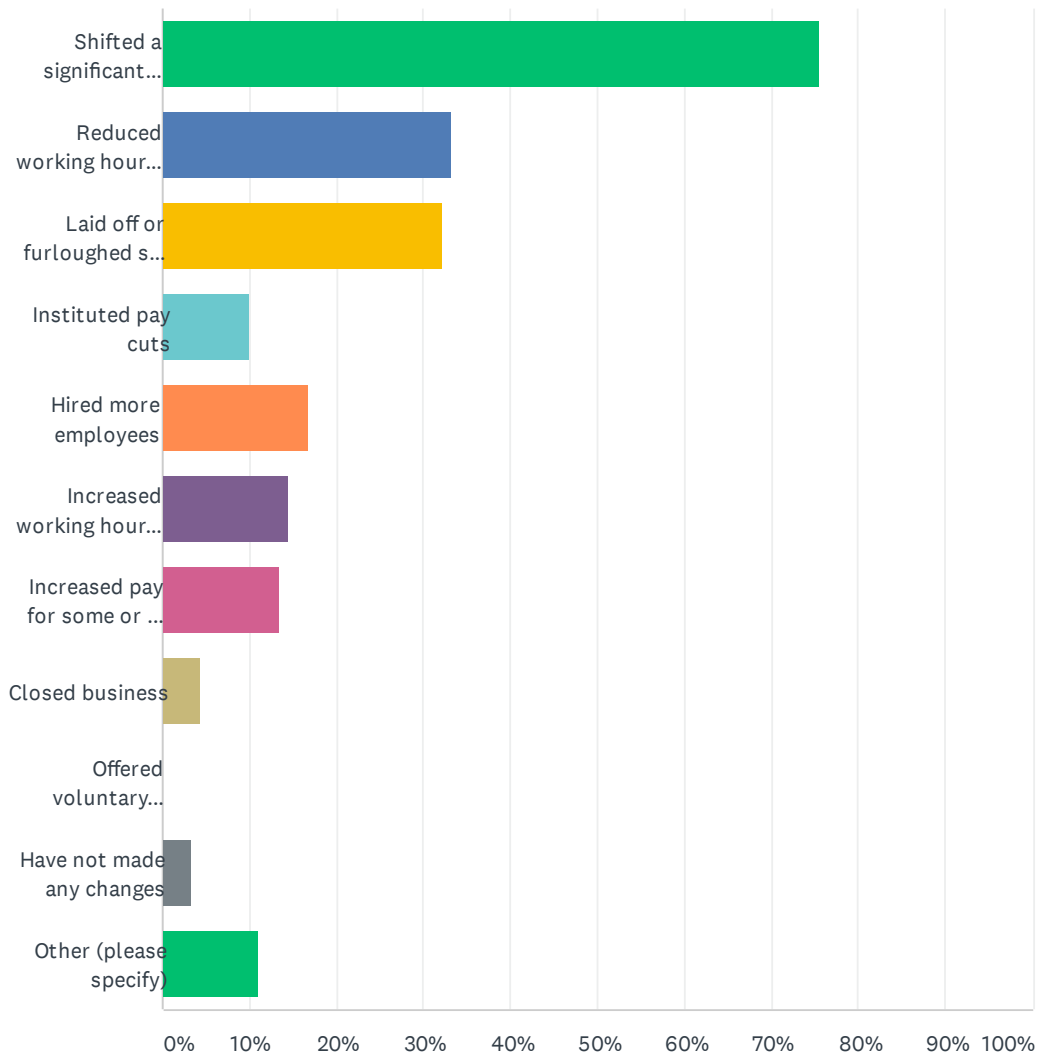


Q1 What changes has your organization implemented due to COVID-19? Select all that apply.

Answered: 90 Skipped: 0



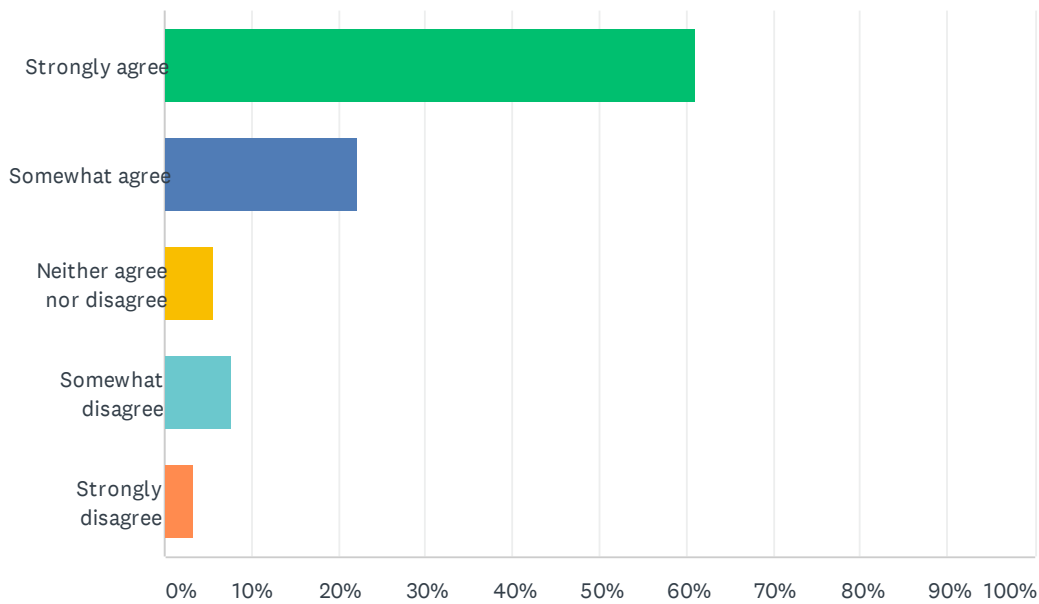
Employer Survey: Child Care Demands Impact on Workforce

ANSWER CHOICES	RESPONSES	
Shifted a significant part of the workforce to remote work	75.56%	68
Reduced working hours for some or all employees	33.33%	30
Laid off or furloughed some number of employees	32.22%	29
Instituted pay cuts	10.00%	9
Hired more employees	16.67%	15
Increased working hours for some or all employees	14.44%	13
Increased pay for some or all employees	13.33%	12
Closed business	4.44%	4
Offered voluntary separations or early retirement packages	0.00%	0
Have not made any changes	3.33%	3
Other (please specify)	11.11%	10
Total Respondents: 90		

#	OTHER (PLEASE SPECIFY)	DATE
1	Encouraged employees to take advantage of our already flexible work environment.	8/13/2020 4:39 PM
2	Given remote work bonuses to support home IT upgrades	8/9/2020 9:20 AM
3	redeployed staff members to areas of greater need	8/6/2020 4:53 PM
4	Some employees needed to reduce their schedules for child care reasons	8/6/2020 11:32 AM
5	Used more independent contractors as we pivot to remote learning offerings	8/6/2020 10:34 AM
6	Combination of work from home and in office schedule to accommodate social distancing	8/5/2020 4:31 PM
7	Looking for new hires	8/5/2020 3:44 PM
8	Increased Safety Measures	8/5/2020 3:17 PM
9	All staff are currently working remotely with exception of a small amount of hours for operational purposes. Seasonal activities did not open this year (therefore seasonal employees were not rehired)	8/5/2020 2:35 PM
10	Reduced working hours at EMPLOYEES request	8/5/2020 2:33 PM

Q2 Your organization is aware of the needs of employees with children as the school year approaches. Select one.

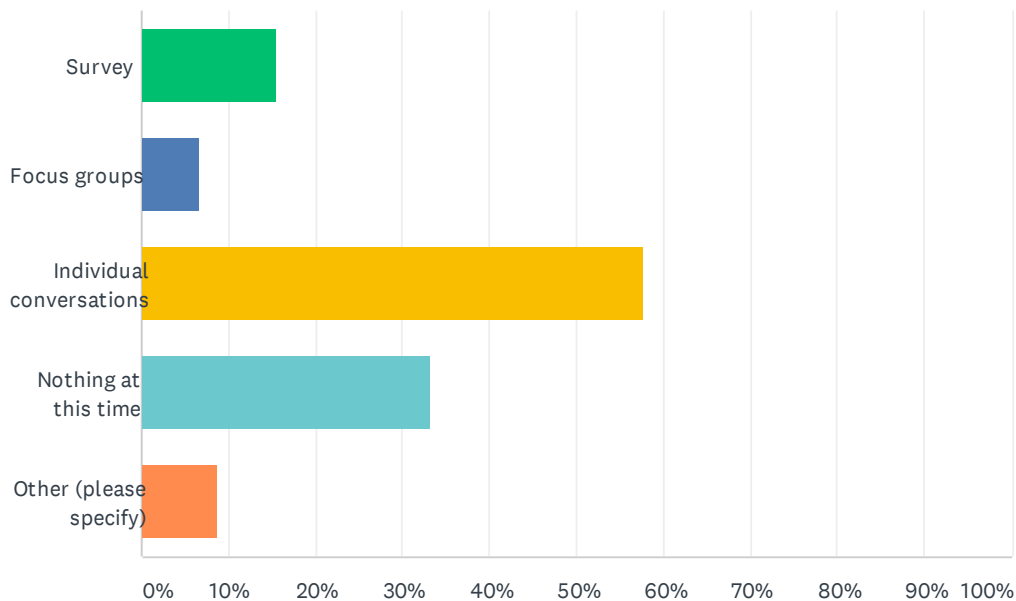
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	61.11%	55
Somewhat agree	22.22%	20
Neither agree nor disagree	5.56%	5
Somewhat disagree	7.78%	7
Strongly disagree	3.33%	3
TOTAL		90

Q3 What outreach has your organization done with staff with school-age children (K-8) in regard to back to school? Select all that apply.

Answered: 90 Skipped: 0

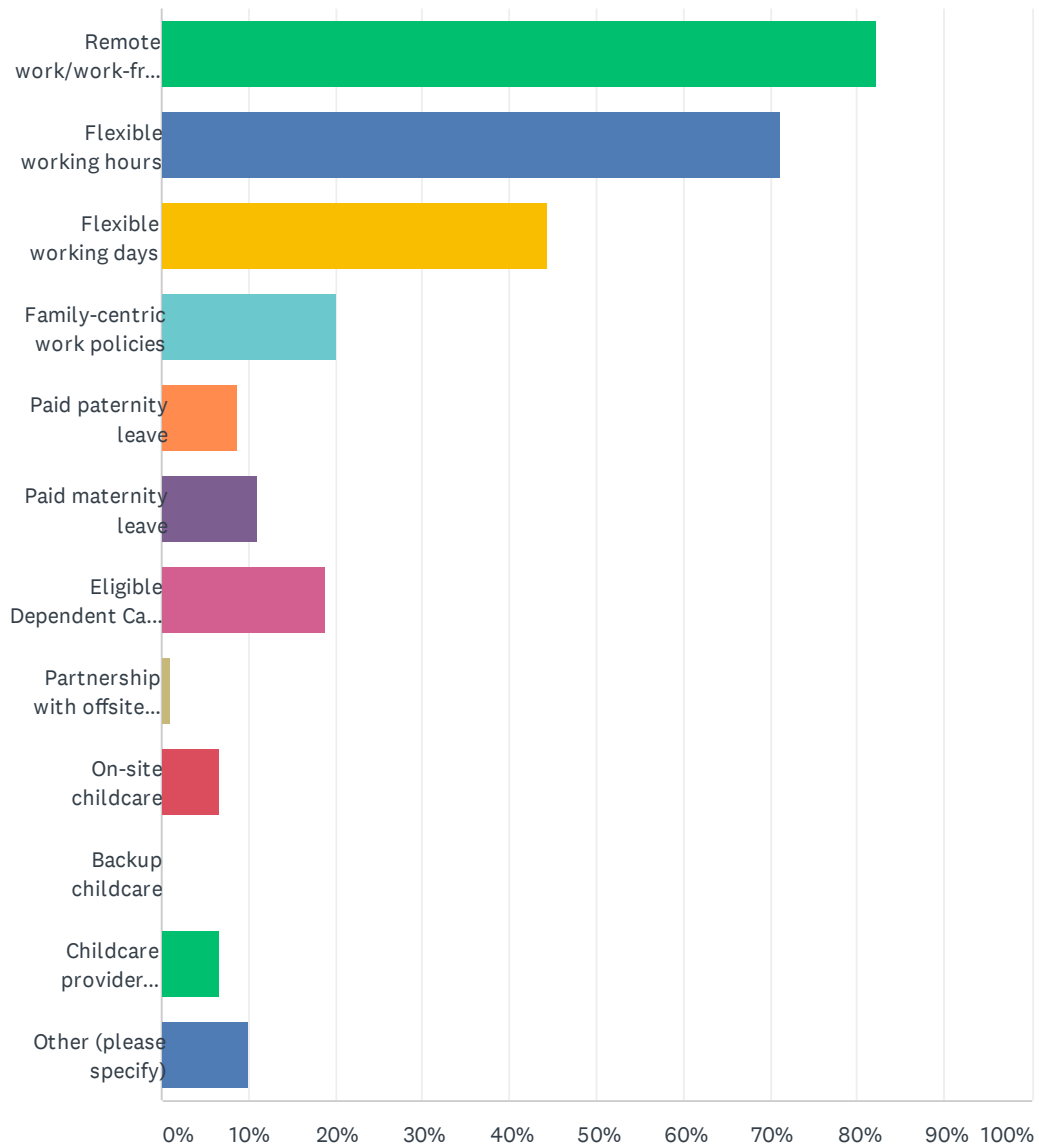


ANSWER CHOICES	RESPONSES
Survey	15.56% 14
Focus groups	6.67% 6
Individual conversations	57.78% 52
Nothing at this time	33.33% 30
Other (please specify)	8.89% 8
Total Respondents: 90	

#	OTHER (PLEASE SPECIFY)	DATE
1	Individual conversations. Our employees don't really have a picture of what the fall will look like yet. They don't fully know what they need yet.	8/13/2020 4:39 PM
2	N/A age group	8/12/2020 6:29 PM
3	Developing resources currently	8/10/2020 9:20 AM
4	All will continue to work remotely.	8/8/2020 10:14 AM
5	Doesn't apply. Staff have kids under 4.	8/7/2020 8:59 PM
6	We are a fundraising company who is directly involved with administrators, principals, super intendants, school board members Provide, & the PTO/PTA.	8/6/2020 12:40 AM
7	All staff meetings	8/5/2020 5:00 PM
8	Individual conversations initiated by employee	8/5/2020 4:31 PM

Q4 Which types of assistance has your organization provided to support employees with children due to COVID-19? Select all that apply.

Answered: 90 Skipped: 0



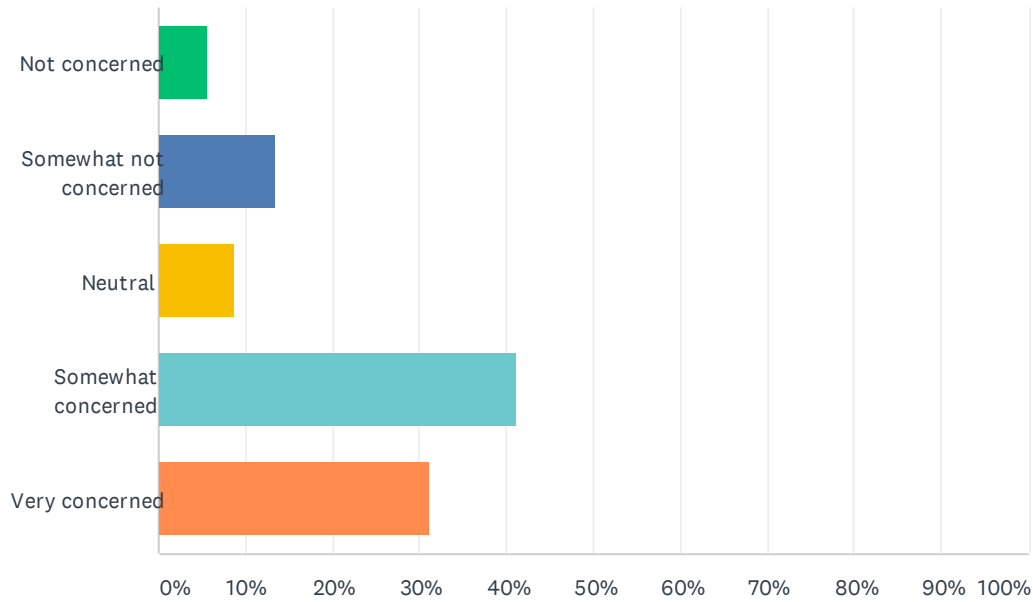
Employer Survey: Child Care Demands Impact on Workforce

ANSWER CHOICES	RESPONSES	
Remote work/work-from-home	82.22%	74
Flexible working hours	71.11%	64
Flexible working days	44.44%	40
Family-centric work policies	20.00%	18
Paid paternity leave	8.89%	8
Paid maternity leave	11.11%	10
Eligible Dependent Care FSA (DCFSA)	18.89%	17
Partnership with offsite provider	1.11%	1
On-site childcare	6.67%	6
Backup childcare	0.00%	0
Childcare provider subsidy	6.67%	6
Other (please specify)	10.00%	9
Total Respondents: 90		

#	OTHER (PLEASE SPECIFY)	DATE
1	Remote work - where possible.	8/12/2020 10:13 AM
2	none; private practice health office with small staff	8/11/2020 4:59 PM
3	Given parent's lesson plans to do at home, stayed in Contact with families weekly	8/6/2020 9:24 PM
4	I am a small essential business and can only offer compassion for a difficult situation	8/6/2020 5:33 PM
5	resource lists for child care	8/6/2020 4:53 PM
6	At this time Employees do not have children	8/6/2020 8:07 AM
7	None yet but looking at child care provider subsidy	8/5/2020 4:00 PM
8	nothing	8/5/2020 2:42 PM
9	We re currently paying our staff their full salary whether they work a full day or not. However, after 4 months into the pandemic, we have some concerns that our employee is providing full child care and the other parent's employer is not allowing time flexible time. Thus, among other reasons, our employee does not want to return to the office.	8/5/2020 2:41 PM

Q5 Are you concerned some employees at your organization will not fully return to work as the school year begins due to child care responsibilities (e.g., they will need or want to work fewer hours)? Select one.

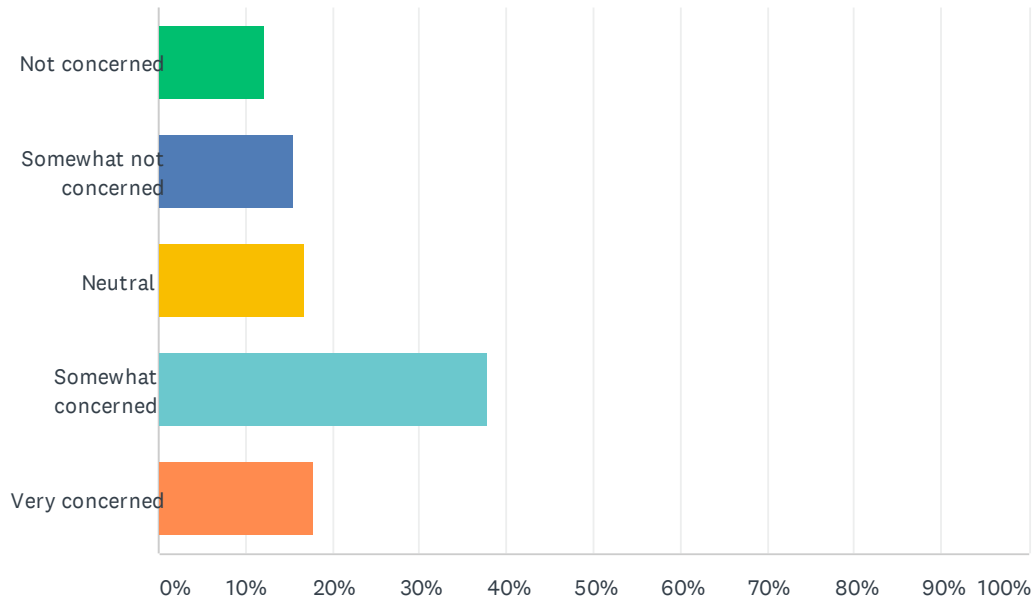
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not concerned	5.56%	5
Somewhat not concerned	13.33%	12
Neutral	8.89%	8
Somewhat concerned	41.11%	37
Very concerned	31.11%	28
TOTAL		90

Q6 Are you concerned that some employees at your organization will leave the workforce entirely as the school year begins due to child care responsibilities? Select one.

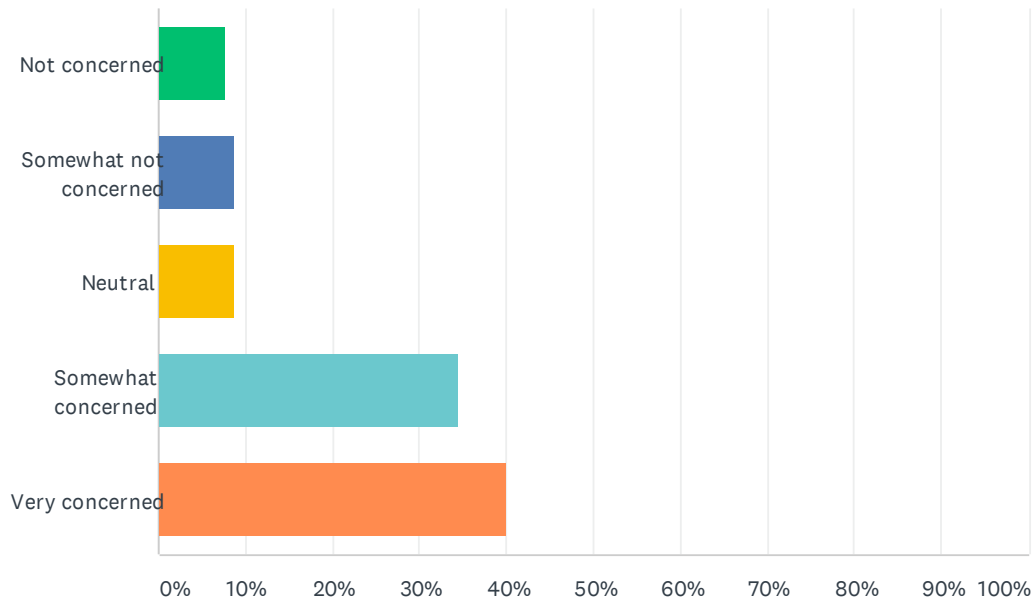
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not concerned	12.22%	11
Somewhat not concerned	15.56%	14
Neutral	16.67%	15
Somewhat concerned	37.78%	34
Very concerned	17.78%	16
TOTAL		90

Q7 Are you concerned with productivity as employees with childcare responsibilities adjust to managing work and changes to education due to COVID-19, e.g. virtual learning, uncertainty of educational institutions plans, and health and safety concerns? Select one.

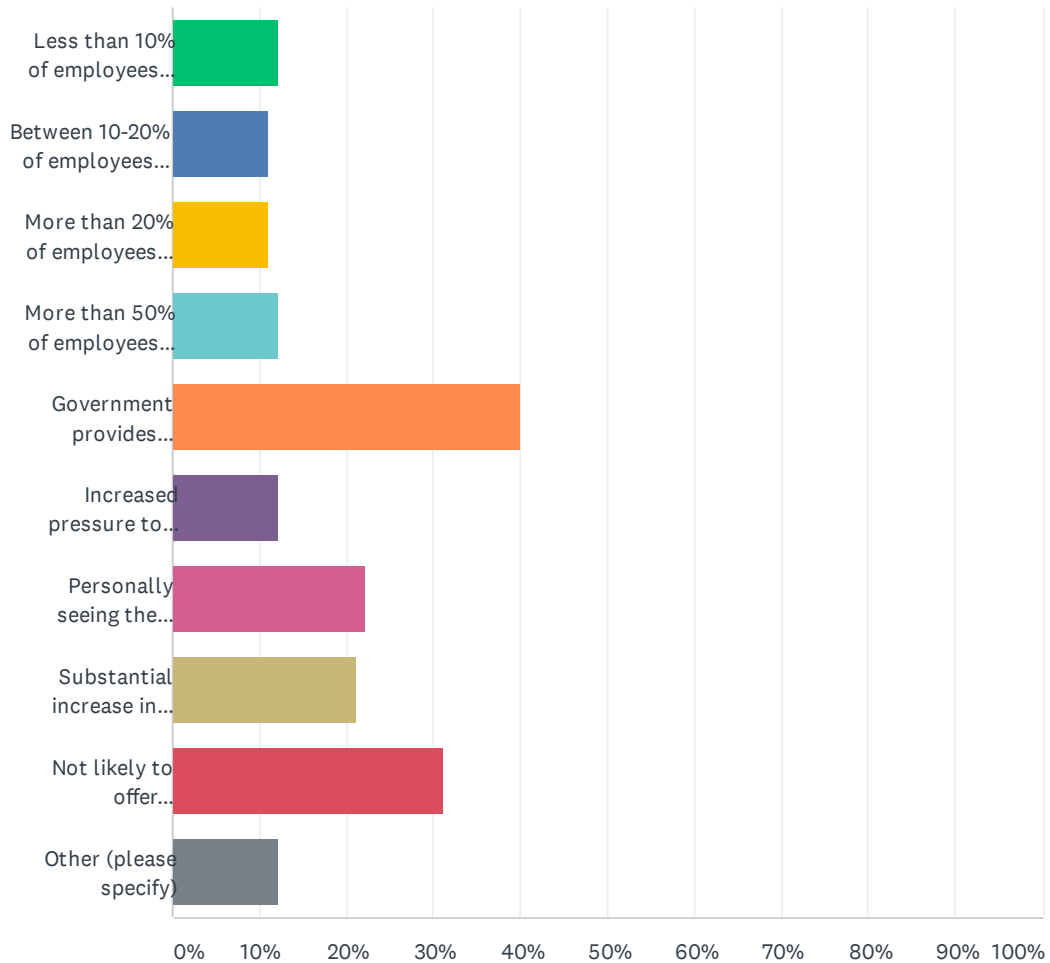
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not concerned	7.78%	7
Somewhat not concerned	8.89%	8
Neutral	8.89%	8
Somewhat concerned	34.44%	31
Very concerned	40.00%	36
TOTAL		90

Q8 Under which conditions would your organization be likely to offer additional child care assistance or assistance to employees with school-aged children? Select all that apply.

Answered: 90 Skipped: 0



Employer Survey: Child Care Demands Impact on Workforce

ANSWER CHOICES	RESPONSES	
Less than 10% of employees cannot return to work due to childcare or schooling concerns	12.22%	11
Between 10-20% of employees cannot return to work due to childcare or schooling concerns	11.11%	10
More than 20% of employees cannot return to work due to childcare or schooling concerns	11.11%	10
More than 50% of employees cannot return to work due to childcare or schooling concerns	12.22%	11
Government provides additional incentives	40.00%	36
Increased pressure to provide benefits to parents from competitors	12.22%	11
Personally seeing the value of additional benefits to parents	22.22%	20
Substantial increase in demand for childcare or schooling benefits from employees	21.11%	19
Not likely to offer additional assistance	31.11%	28
Other (please specify)	12.22%	11
Total Respondents: 90		

#	OTHER (PLEASE SPECIFY)	DATE
1	Currently no employees with children K-8. Unknown status of future hires.	8/12/2020 6:29 PM
2	As a nonprofit managing tight budgets, that'd hard for us to invest in.	8/12/2020 5:14 PM
3	Not certain at this point in time	8/12/2020 10:36 AM
4	not able to offer child care assistance due to no physical place to offer assistance on site	8/11/2020 4:59 PM
5	Being able to secure funding to support offering this benefit to our team	8/9/2020 9:20 AM
6	I can't afford to do that. I can only afford to help teach the kids but we don't have any extra money	8/6/2020 5:33 PM
7	Staff does not have children	8/6/2020 8:07 AM
8	Employees are not wanting to return due to COVID concerns and unemployment wages are more attractive to stay at home	8/5/2020 9:20 PM
9	Not sure at this time	8/5/2020 3:08 PM
10	For our staff the primary challenge is managing multiple responsibilities at home. We can and have to be flexible but this does impact productivity and employees overall mental/emotional/physical wellbeing	8/5/2020 2:35 PM
11	Not sure	8/5/2020 2:32 PM

Q9 Open feedback on observations, challenges, and adjustments related to employees with school-aged children (K-8):

Answered: 90 Skipped: 0

Employer Survey: Child Care Demands Impact on Workforce

#	RESPONSES	DATE
1	N/A	8/14/2020 7:33 PM
2	Although we offer flexible schedules, we have heard feedback from employees about ongoing challenges with working and finding time to care for and teach children.	8/14/2020 11:40 AM
3	In regards to Question #7, I am very concerned with productivity, but not entirely from the perspective of achieving results. I am very concerned my employees are going to maintain the same level of productivity and burn themselves out. In the long-term that is not good for my organization or employees.	8/13/2020 4:39 PM
4	Looking at flexible days of work	8/13/2020 6:05 AM
5	Can speak as a grandmother. My children want their children back in school. They cannot work around a virtual school program with jobs that are considered essential. This will be a step backwards for working women if they have to quit their jobs to stay home and teach/supervise grade schoolers.	8/12/2020 6:29 PM
6	For us, its a balance to maintain smooth operations as we're an essential place of business and 65% of our employees are considered essential employees, but meeting their needs is getting increasingly more challenging as the school year approaches.	8/12/2020 5:14 PM
7	There needs to be better outside the box thinking about education and virtual learning	8/12/2020 4:30 PM
8	Employees do not know what the best decision is for their family, therefore the business cannot plan for impact to workplace.	8/12/2020 4:11 PM
9	n/a	8/12/2020 1:01 PM
10	N/A	8/12/2020 10:36 AM
11	Employers are struggling to survive and now may lose a trained staff. It is a challenge and could be the tipping point for some organizations	8/12/2020 10:13 AM
12	nothing has changed	8/12/2020 9:11 AM
13	While most people can handle this, not everyone is cut out for a WFH situation.	8/12/2020 9:00 AM
14	No comments to add	8/12/2020 8:53 AM
15	Our business can not afford to pay for child care for our employees. It's terrible that parents have been left in the lurch when it comes to public school for their children. Women at our organization are the worst affected.	8/12/2020 8:44 AM
16	/na	8/12/2020 8:38 AM
17	Considering offering staff mentoring of school age child to help out with school work.	8/12/2020 8:22 AM
18	Schools should remain closed. We will adjust as needed to meet the safety requirements.	8/12/2020 7:58 AM
19	Need a comprehensive approach to childcare. Federal government needs to reinstate the au pair program.	8/12/2020 7:53 AM
20	This is not the first time a major world event has impacted the workforce. There are lessons to be learned from the past. Evolution not revolution.	8/12/2020 7:52 AM
21	Na	8/11/2020 10:11 PM
22	Employees are responsible for their own family needs.	8/11/2020 4:59 PM
23	None	8/10/2020 10:57 AM
24	n/a	8/10/2020 9:20 AM
25	Questions on how many dead children is acceptable to reopen economy might be regarded as a "push" survey	8/9/2020 4:59 PM
26	Love to see chamber, city and UWSEM partner on this issue like San Fransisco and other cities are doing!	8/9/2020 11:56 AM
27	We believe that this challenge extends beyond K-8. Early childhood and HS aged youth are also greatly impacted by the ongoing discussions related to education and COVID-19. While	8/9/2020 9:20 AM

Employer Survey: Child Care Demands Impact on Workforce

we would fully support offer additional benefits to better support families both now and in general securing consistent funding to do so remains a challenge.

28	Zero consideration or inquiry has been made of employees to consider what the schooling situation looks like.	8/8/2020 8:12 PM
29	In this climate and based on the type of work being performed it's hard to say what exactly companies should do, but it is a strain on parents trying to do virtual learning and work. Employees may need to provide flexible hours allowing parents to use morning hours to support their children.	8/8/2020 10:14 AM
30	I'm more concerned for families in our community where school is a haven for children. It's their safe place, it's a place where they get food, support, social interaction, books etc. Some families don't have time or resources to support all children in their families with remote learning.	8/8/2020 7:02 AM
31	No employees with school age children	8/7/2020 8:59 PM
32	They are free to work from home on their own schedules	8/7/2020 8:34 PM
33	None at this time. Still waiting for decisions from more districts	8/7/2020 1:08 PM
34	Productivity of work at home employees while trying to educate school age children.	8/7/2020 9:40 AM
35	na	8/7/2020 8:23 AM
36	I think that it will be EXTREMELY difficult to enforce or expect children between the ages of 2yrs-5yrs of age to wear a mask all day long indoor's!!!	8/6/2020 9:24 PM
37	I allow some flexibility but it is very stressful to parents to try to focus at work while feeling neglectful of their child's education.	8/6/2020 5:33 PM
38	Continued flexible workforce policies will be critical - for example, we will be much better off allowing someone to take a leave of absence than having them resign - saves rehire and recruiting costs and keeps them engaged with the organization. Or move them to contingent status with very few or no hours.	8/6/2020 4:53 PM
39	Employees even though they are working at home have significant challenges meeting the expectations of their position due to lack of childcare, they are unable to focus on their work during the waking hours of the children.	8/6/2020 3:37 PM
40	N/A	8/6/2020 3:17 PM
41	We lost our biller due to child care issues.	8/6/2020 3:06 PM
42	Meh	8/6/2020 3:00 PM
43	It is a very challenging situation and requires flexibility and trust.	8/6/2020 12:59 PM
44	If we need to have employees at work, it would be wonderful to set up child care/teaching assistance at work.	8/6/2020 12:54 PM
45	N/A	8/6/2020 12:51 PM
46	Parenting employees are trying to figure out how to provide oversight for their children's education while learning at home and they are working. Child care is available now, but some are not taking advantage of as they would normally do for fear of illness. Some providers may not want to/cannot provide educational help for children in their care. Female employees are being more burdened with child care/educational oversight demands than the male employees. High stress is likely to be a growing issue for working parents with children being educated from home, which could lead to productivity issues down the road. We're a small company so we have felt the loss of capacity from shortened work schedules by some staff already. We are limited on what we can do to directly address child care challenges for our staff. We plan to have more discussions with employees but mostly what we can offer are ideas.	8/6/2020 11:32 AM
47	I have been approached by parents with older siblings to provide care at my in home daycare.	8/6/2020 10:50 AM
48	Families are concerned when it comes to their school aged children far as should they keep there children in a home base childcare or should they send there children back to school. Due to COVID 19 families are struggling with this huge decision.	8/6/2020 10:40 AM

Employer Survey: Child Care Demands Impact on Workforce

49	Offering very very flexible work hours to families with young children	8/6/2020 10:34 AM
50	Flexibility is key	8/6/2020 9:21 AM
51	safety for re integrate back.	8/6/2020 8:44 AM
52	The challenges I am currently facing is trying to figure out how to provide a safe play for mynstaff and some of my parents to have a place to bringtheir children for remote learning at the center.. The cost for a teacher, dividers, extra cost for food and what fee can I charge without overtaking my staff and parents.	8/6/2020 8:15 AM
53	At this time, employees do not have children	8/6/2020 8:07 AM
54	Easy for employees to talk with HR or their managers about adjusting their work objectives	8/6/2020 7:50 AM
55	Uncertainty & fear of staying safe and healthy. Also, the unknown of how cautiousuly and seriously others are responding and acting to the pandemic. We can only control ourselves.	8/6/2020 12:40 AM
56	There will be challenges for them to make sure their child is doing The school work	8/5/2020 11:46 PM
57	Yes we had the conversation	8/5/2020 10:24 PM
58	What affects the ffcra will have in parents this fall	8/5/2020 9:22 PM
59	None	8/5/2020 9:20 PM
60	The challenge is not knowing how frequently the scenarios will change with the schools.	8/5/2020 9:01 PM
61	Stress on the employee of making the decision to go virtual or live school.	8/5/2020 5:00 PM
62	none at this time	8/5/2020 4:51 PM
63	As an essential workforce providing direct service to the homeless population, most positions cannot be converted to a remote work option.	8/5/2020 4:31 PM
64	The not knowing from day to day of what our governor will do next without warning.	8/5/2020 4:29 PM
65	N/A	8/5/2020 4:28 PM
66	none	8/5/2020 4:26 PM
67	Concerned about their mental & emotional states and their ability to focus on work with these challenges	8/5/2020 4:00 PM
68	None	8/5/2020 3:59 PM
69	It's an adjustment for everyone with school aged children. Many are having to hire people to help provide oversight of schooling throughout the day	8/5/2020 3:57 PM
70	We are very concerned for our employees with school aged children.	8/5/2020 3:44 PM
71	It has been impossible to hire any as they are all on unemployment. So I suspect it will be the same this fall even if we offered childcare they would still say the needed to homeschool and cannot work and do that.	8/5/2020 3:27 PM
72	This is a disaster waiting to happen. Until the White House gets its act together and gets this virus under control the economy is going to continue to suffer unnecessary pain. We will not recover in any meaningful way until there is a vaccine or a change in leadership in Washington.	8/5/2020 3:25 PM
73	none	8/5/2020 3:17 PM
74	n/a	8/5/2020 3:08 PM
75	Increased stress levels of employees with children has created work environment (even if remote) that is more emotionally sensitive. Focus on work is greatly reduced.	8/5/2020 2:57 PM
76	Working remote is great but working remote and trying to teach two children at the same time is nearly impossible.	8/5/2020 2:52 PM
77	This is furthering the divide between people who have means to hire caregivers and tutors and those who do not. The burden we are putting on low income people is immense. The learning loss and other problems we will see in kids will be huge. Business needs to step up and pay	8/5/2020 2:46 PM

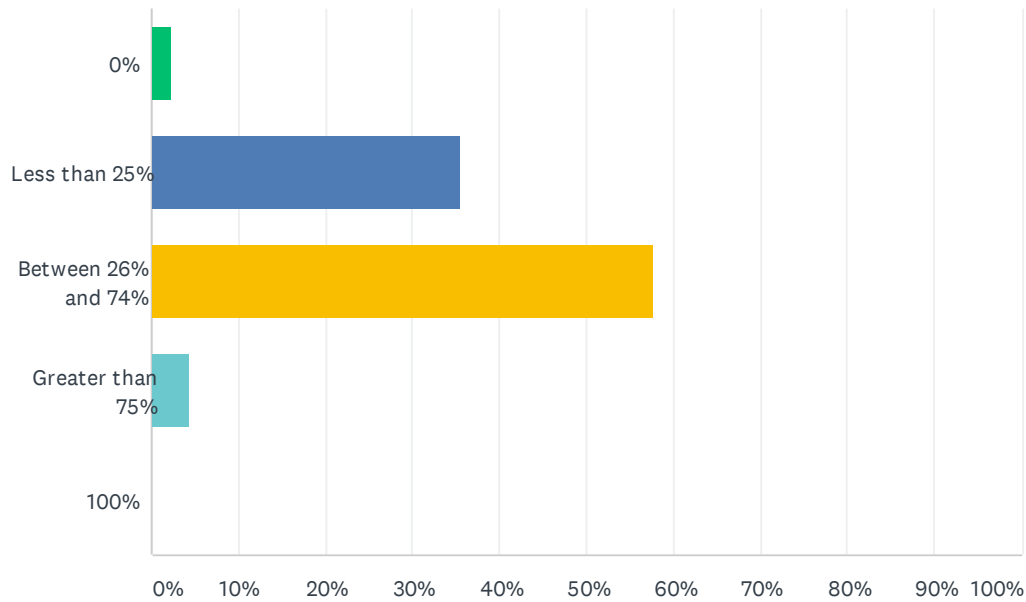
Employer Survey: Child Care Demands Impact on Workforce

more in taxes to help dig us out of the hole we will be in. And we need to demand more from the federal government to build our state back.

78	none	8/5/2020 2:42 PM
79	Comment added above	8/5/2020 2:41 PM
80	Remote work and managing multiple personal and professional responsibilities in the same space	8/5/2020 2:35 PM
81	There is FEAR in trying to make the "right" decision for their children's education. Employees are so preoccupied with this, it's difficult for some of them to concentrate.	8/5/2020 2:34 PM
82	None	8/5/2020 2:33 PM
83	We are really in a tight spot because of this. We just got our staff all back (although some could not come back to their previous shifts. It's been very stressful on the staff that have been working through it all since March. We are sympathetic but we have concerns about the stress on the employees that have weathered the storm and been at work through it all.	8/5/2020 2:33 PM
84	n/a	8/5/2020 2:32 PM
85	none	8/5/2020 2:30 PM
86	The greatest problem is reorganizing work schedules around child care needs.	8/5/2020 2:29 PM
87	Parents are under tremendous pressure, and family is first on their mind.	8/5/2020 2:27 PM
88	n/a	8/5/2020 2:26 PM
89	na	8/5/2020 2:25 PM
90	N/A	8/5/2020 2:23 PM

Q10 What percentage of your organization's staff has children either in school (K-8) or in need of child care? Select one.

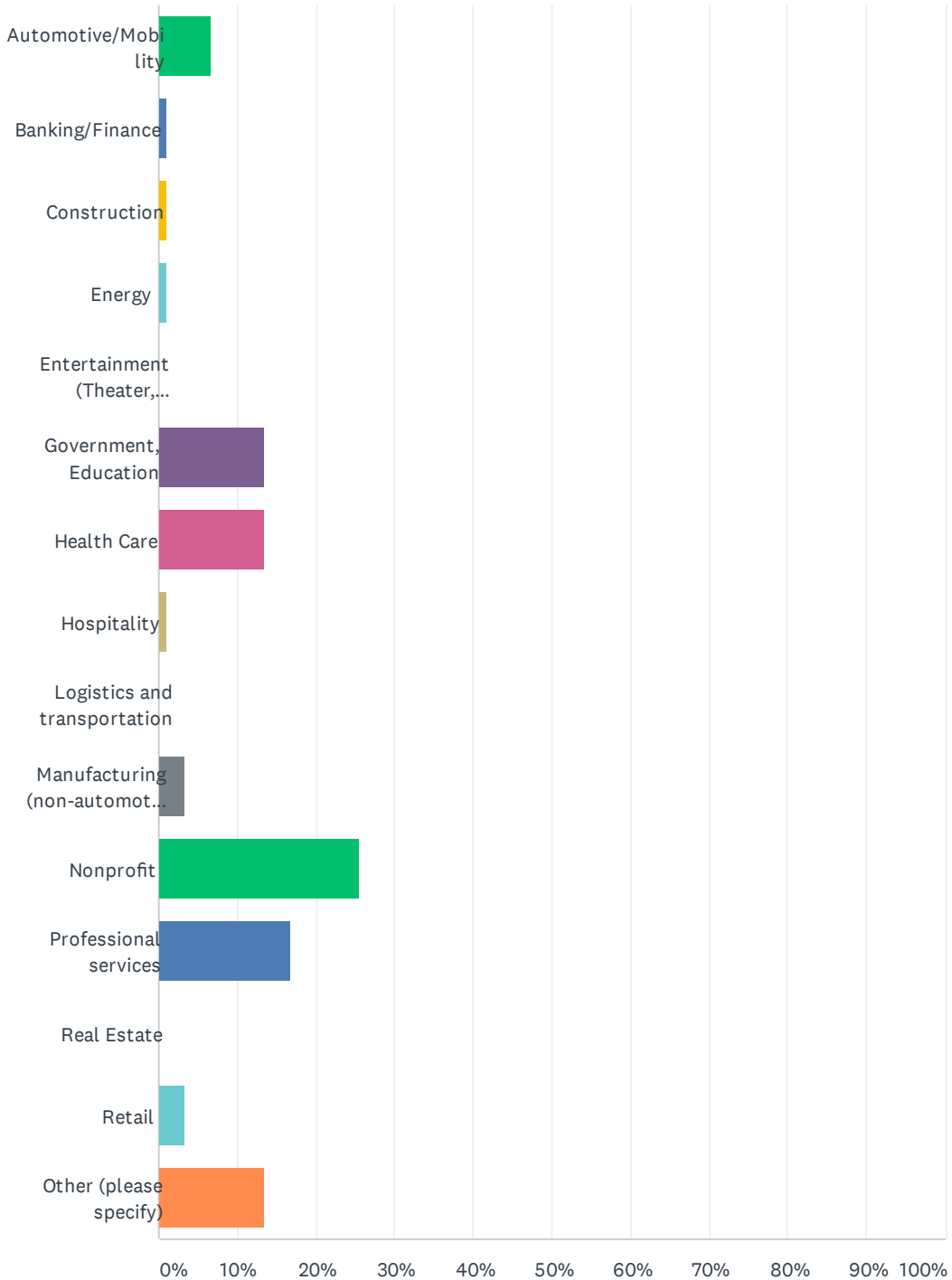
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES
0%	2.22% 2
Less than 25%	35.56% 32
Between 26% and 74%	57.78% 52
Greater than 75%	4.44% 4
100%	0.00% 0
TOTAL	90

Q11 What industry does your organization represent? Select one.

Answered: 90 Skipped: 0



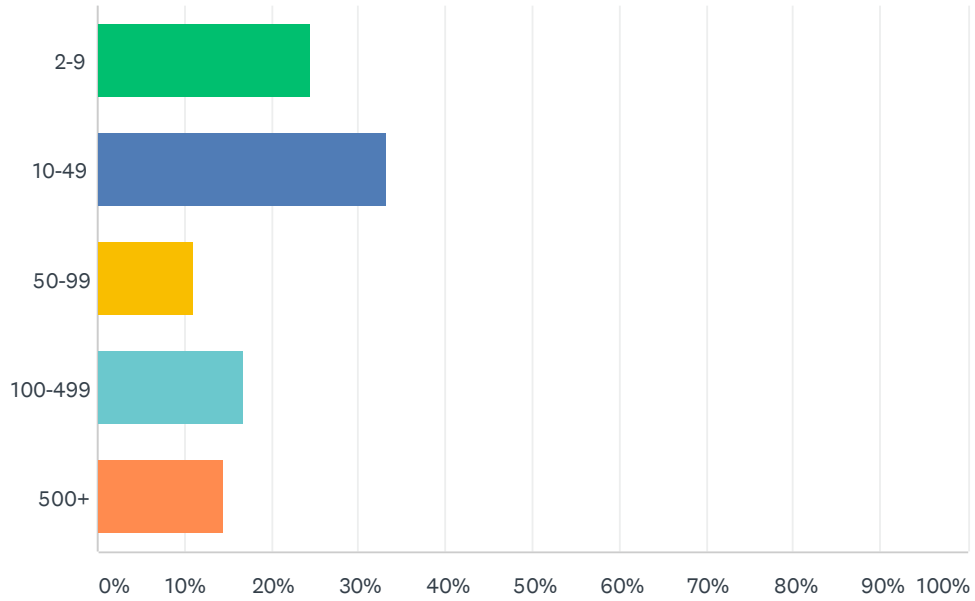
Employer Survey: Child Care Demands Impact on Workforce

ANSWER CHOICES	RESPONSES	
Automotive/Mobility	6.67%	6
Banking/Finance	1.11%	1
Construction	1.11%	1
Energy	1.11%	1
Entertainment (Theater, cultural institutions, etc.)	0.00%	0
Government, Education	13.33%	12
Health Care	13.33%	12
Hospitality	1.11%	1
Logistics and transportation	0.00%	0
Manufacturing (non-automotive)	3.33%	3
Nonprofit	25.56%	23
Professional services	16.67%	15
Real Estate	0.00%	0
Retail	3.33%	3
Other (please specify)	13.33%	12
TOTAL		90

#	OTHER (PLEASE SPECIFY)	DATE
1	Workforce Development	8/14/2020 7:33 PM
2	Information Technology, data science	8/12/2020 4:30 PM
3	Software/IT Services	8/8/2020 8:12 PM
4	Childcare	8/6/2020 9:24 PM
5	Marketing	8/6/2020 3:00 PM
6	Agriculture	8/6/2020 12:54 PM
7	Childcare	8/6/2020 10:50 AM
8	Fundraising Sales Specialists & Distributors	8/6/2020 12:40 AM
9	Child Care	8/5/2020 11:46 PM
10	IT staffing	8/5/2020 3:59 PM
11	Marketing and Advertising	8/5/2020 2:34 PM
12	Staffing/Recruiting Agency	8/5/2020 2:23 PM

Q12 What is the number of employees at your organization? Select one.

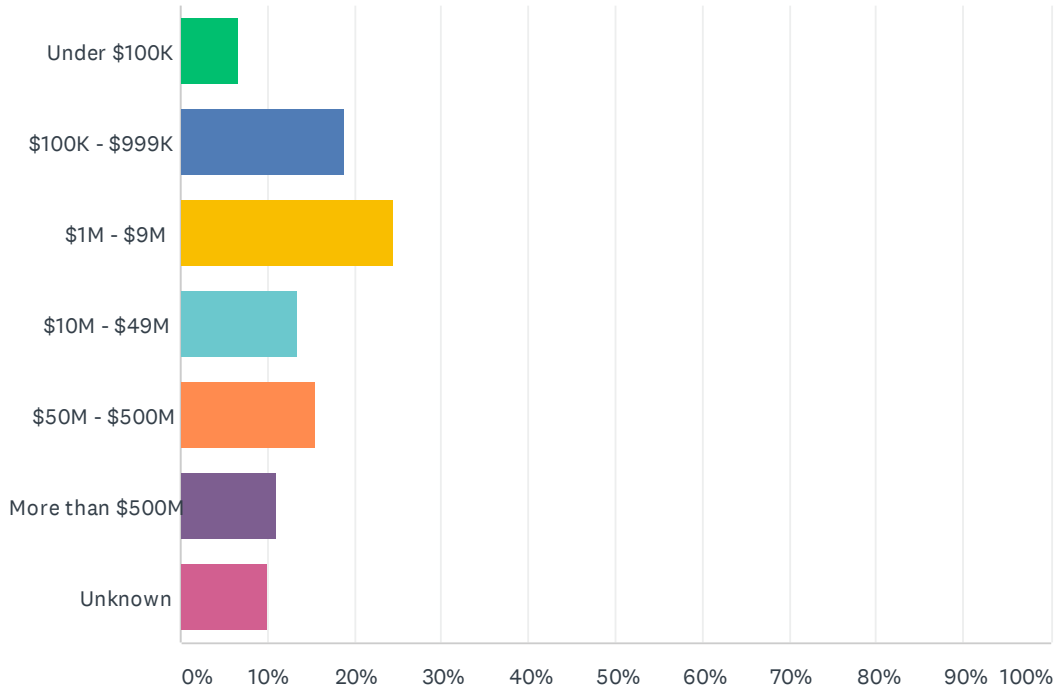
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
2-9	24.44%	22
10-49	33.33%	30
50-99	11.11%	10
100-499	16.67%	15
500+	14.44%	13
TOTAL		90

Q13 What is the annual revenue of your organization? Select one.

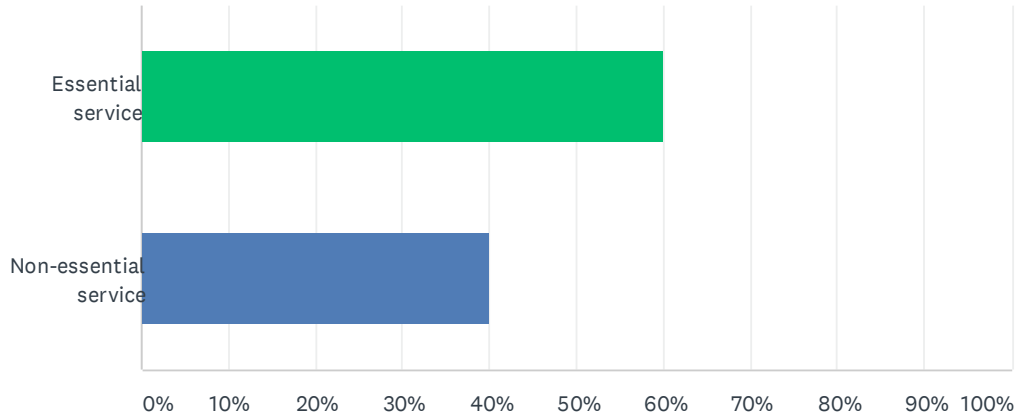
Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES
Under \$100K	6.67% 6
\$100K - \$999K	18.89% 17
\$1M - \$9M	24.44% 22
\$10M - \$49M	13.33% 12
\$50M - \$500M	15.56% 14
More than \$500M	11.11% 10
Unknown	10.00% 9
TOTAL	90

Q14 Your organization is considered: (Select one)

Answered: 90 Skipped: 0



ANSWER CHOICES	RESPONSES	
Essential service	60.00%	54
Non-essential service	40.00%	36
TOTAL		90