



# Wayne County, Indiana Employee Child Care Survey

In the Fall of 2022, the EDC of Wayne County and Forward Wayne County collaborated with the Purdue Center for Regional Development to develop and distribute a child care survey to adults working in Wayne County. Eighteen partner employers distributed this survey to their workforce and as a result we received 276 valid survey responses.

Participating employers represent diverse employment sectors including manufacturing, healthcare, education, financial services, and government. The aggregated responses are enclosed along with a summary of our findings.

## Summary of Child Care Survey

### Demographic Characteristics

Nearly 92% of responses were received from full-time workers and of those workers the majority, 72.5%, were female. The age range of responses were diverse, but nearly 80% were between the ages of 26-55.

### Location and Household Income

Almost 80% of respondents live in Wayne County with the majority at 58.3% living in Richmond. It should be noted, however, that 19.6% of those Wayne County workers who responded live outside of the county. The annual household income range of respondents was vast ranging from \$30,000 or less up to more than \$150,000.

### Ranking of Benefits

When asked their preference of employee benefits, the top choice with a ranking of 5 was college/university tuition support. Second to that with a ranking of 4.4 was child care support demonstrating that assistance with the high cost of education and child care are desired benefits of our workforce. Next came life insurance, vacation time/pto, retirement, and lastly health insurance.

## Child Care

Half of respondents either have child care needs now or will need it in the future. Most only have 1-2 children and nearly 59% rely on a friend or family member or another household to meet their current child care needs.

This informal level of child care results in 26.6% of workers who elect to leave the job to stay home when child care is not available and another 12% who reduce their work hours when child care is not available. For respondents with children, significant days of work were missed due to childcare challenges: 31.3% missed 1-5 days, 7.7% missed 6-10 days, 2.6% missed 11-15 days, and 1.8% missed 16 or more days.

*Note: These survey data results supports two key truths—1) Local child care facilities policies prevent sick children from attending child care facilities (licensed, home-based, or ministerial) as to not spread illness ([470 IAC 3-4.7-16 Enrollment policies](#)) 2) More recently, national data from the Bureau of Labor Statistics showed that thousands of parents missed work due to child care issues in October 2022. <https://data.bls.gov/timeseries/LNU02096055>*

The survey also showed that it is clear that the majority of workers need child care Monday through Friday with only 1.4% requiring child care on Sunday and 1.7% on Saturday.

Additionally, first shift is clearly the mostly needed time of day with 46.8% needing child care between 6am – 1pm and 48.6% needing it from 1pm – 6pm.

When asked how much they are willing to pay for child care, an astounding majority at 74.8% are only willing to pay \$150 or less per child per week. That equates to \$7,800 annually. This may heavily impact those respondents in the \$30,000 household income range. Only 4.7% currently use Child Care Development Fund vouchers to subsidize their child care costs. We are unclear if such low usage is tied to ineligibility or lack of awareness about the program.

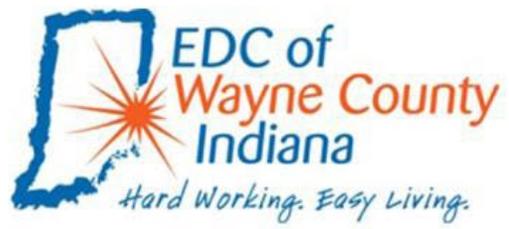
Lastly, when asked how important various child care factors are to those who use it, it is clear that hours of operation and cost are very important factors and other high rankings include the program being licensed by the state, close proximity to their home or work and that early education is provided.

## Conclusion

The aggregated responses provide a pure message for our local employers. Child care is the second highest sought out employee benefit. More important than traditional benefits. We offer the following suggestions:

1. Take this information back to your internal team and start thinking of how you can assist your current and future employees.
  - a. Can you offer child care subsidies?
  - b. Do you need additional information on Child Care Development Fund vouchers?
2. Seek out information and guidance from your fellow employers. We would be happy to connect you with employers who have had success with subsidizing child care.
3. Collaborate with local child care facilities.
  - a. Buy standing seats so they are available for your workforce.
  - b. Provide monetary donations so that they can increase wages, etc. to retain staff which in turn sustains the number of available seats they have to offer.
4. Advocate and support local efforts to bring in outside grants or other resources that enhance local child care availability and affordability.

This is not a conclusive list. The EDC of Wayne County and Forward Wayne County are here to assist in any way we can. In the next quarter, we would like to reconvene employer roundtables to continue this conversation. We hope you will join us.



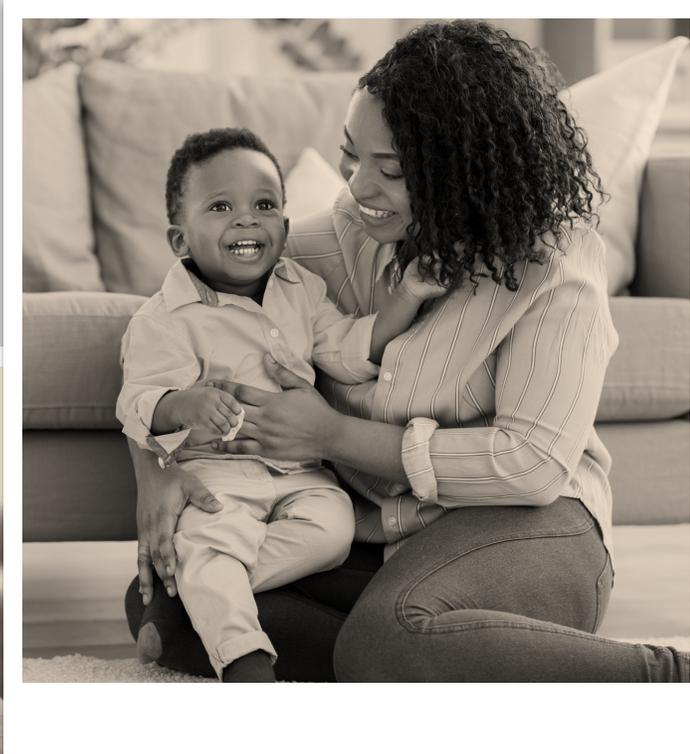
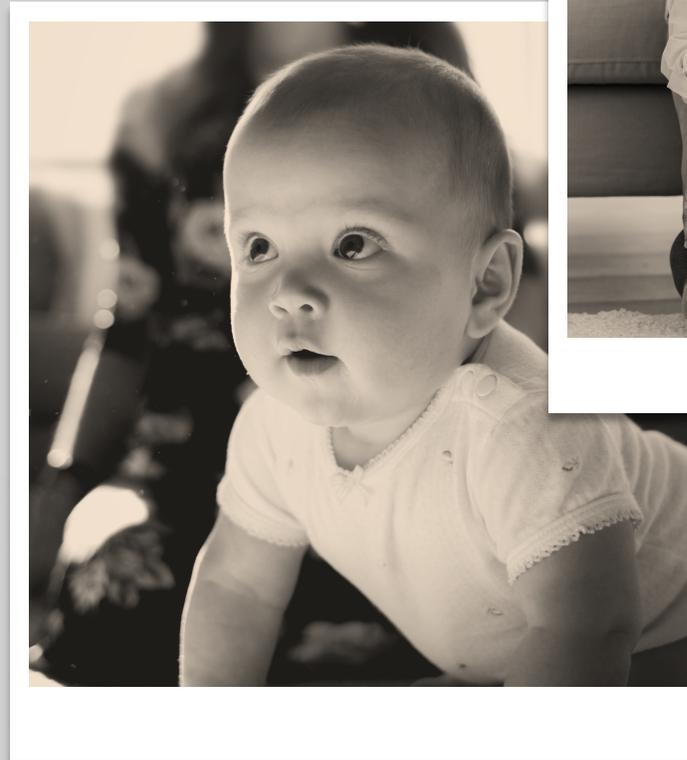
# Employee Child Care Survey

November 2022

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**Roberto Gallardo, Ph.D.**

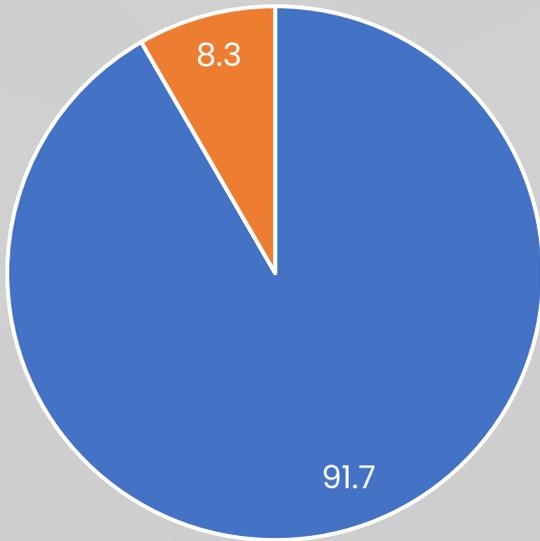
Purdue Center for Regional Development



# Demographic Characteristics

### Employee Type

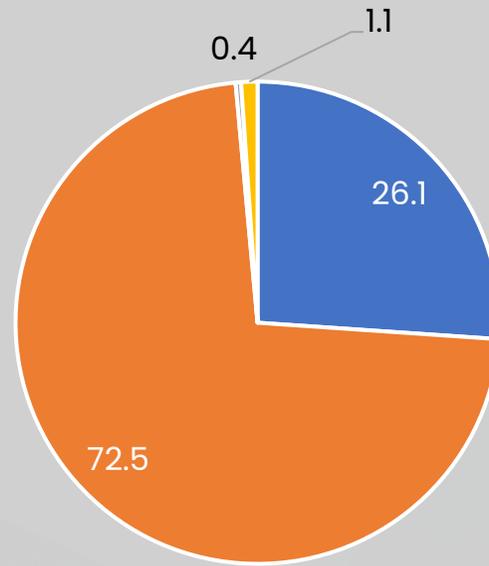
n = 276



■ Full-time ■ Part-time

### Gender

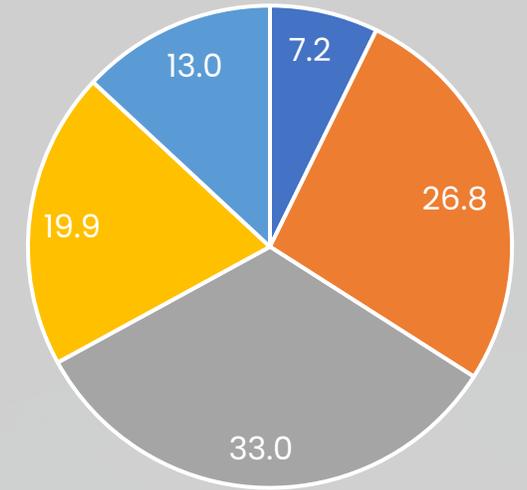
n = 276



■ Male ■ Female  
■ Non-binary ■ Prefer not to say

### Age Groups

n = 276

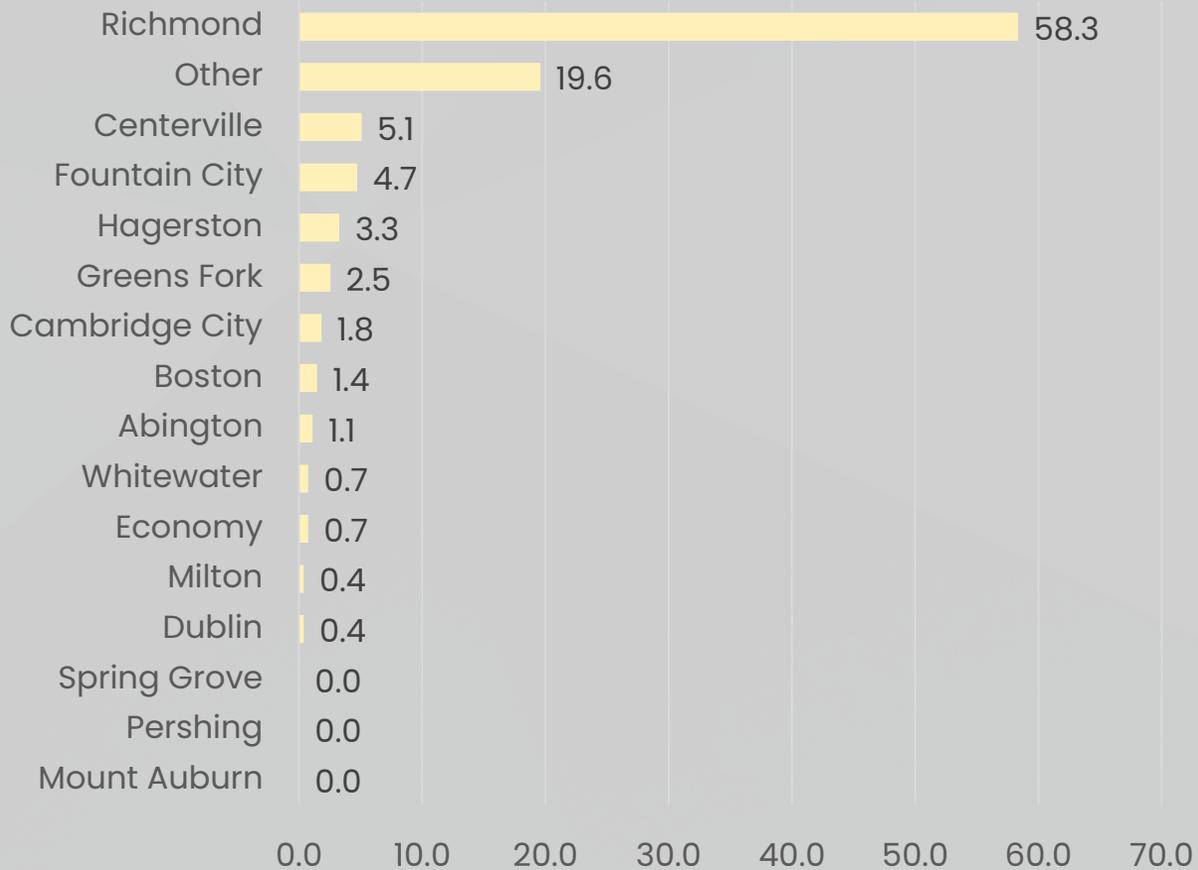


■ 18-25 ■ 26-35 ■ 36-45  
■ 46-55 ■ 56 or older

# Location and Household Income

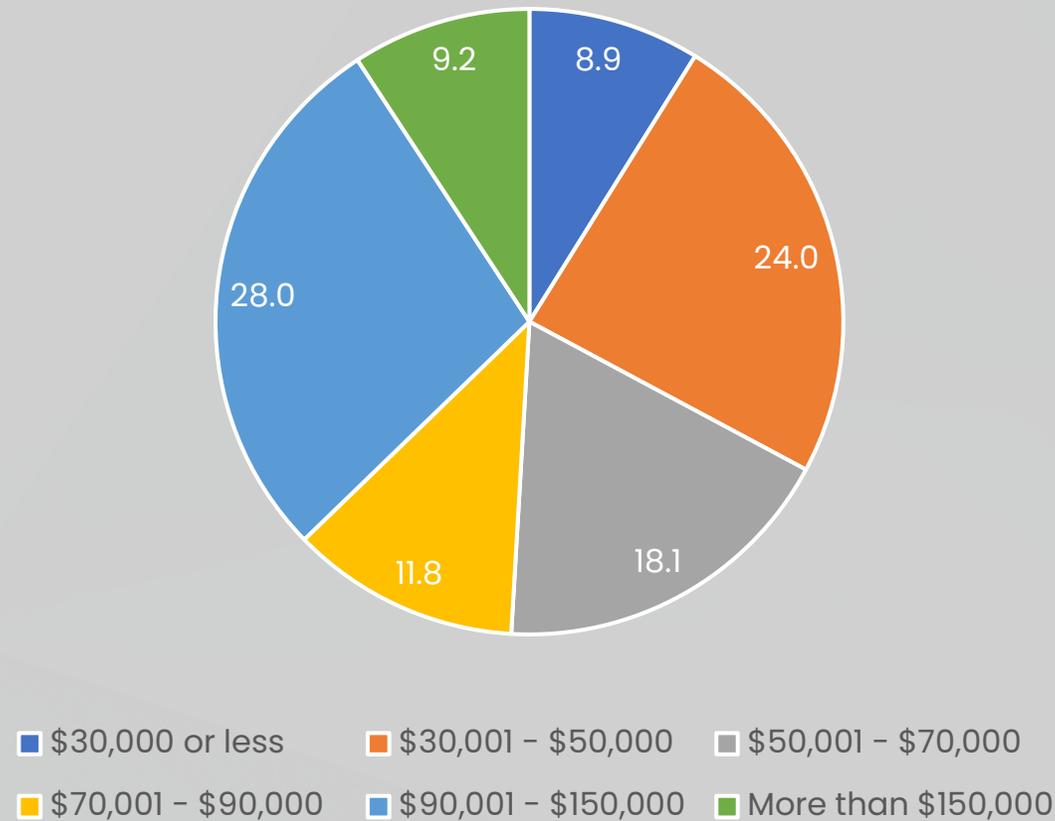
Where do you live?

n = 276



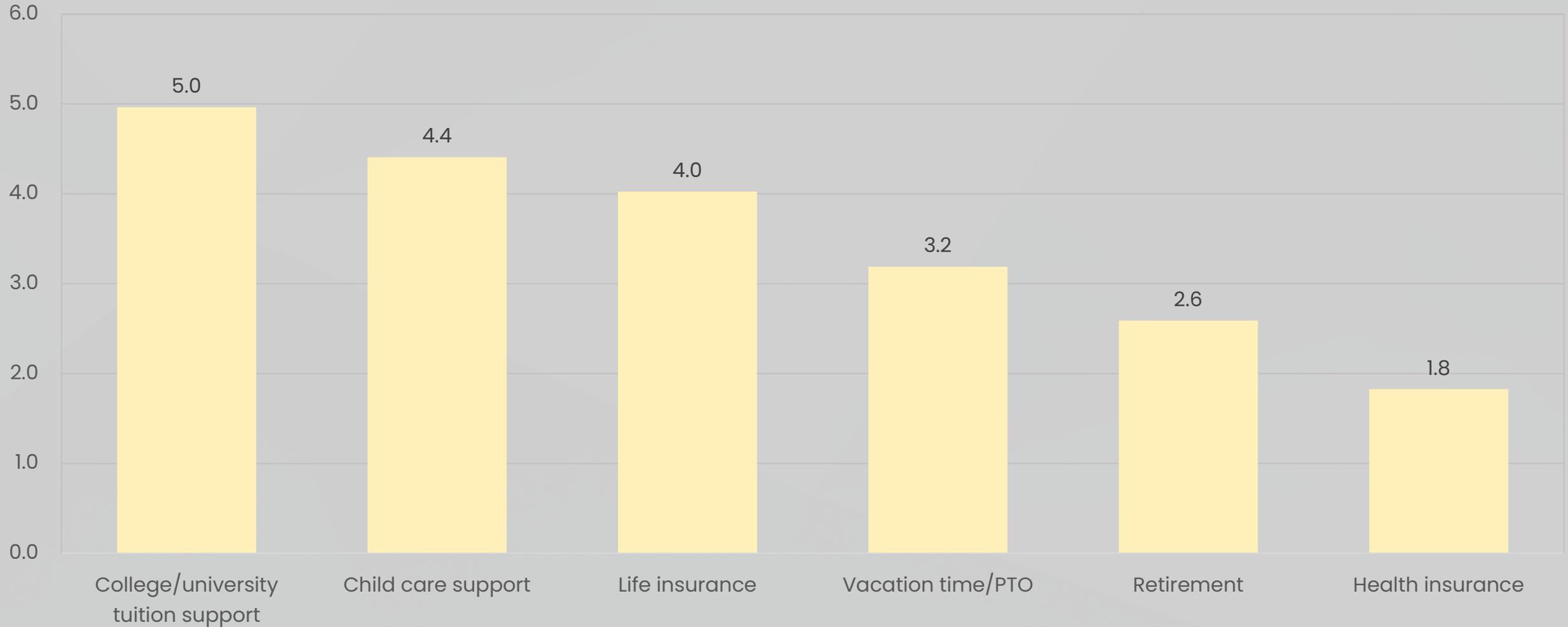
Household Income

n = 271



# Ranking of Employee Benefits (1 = low; 6 high)

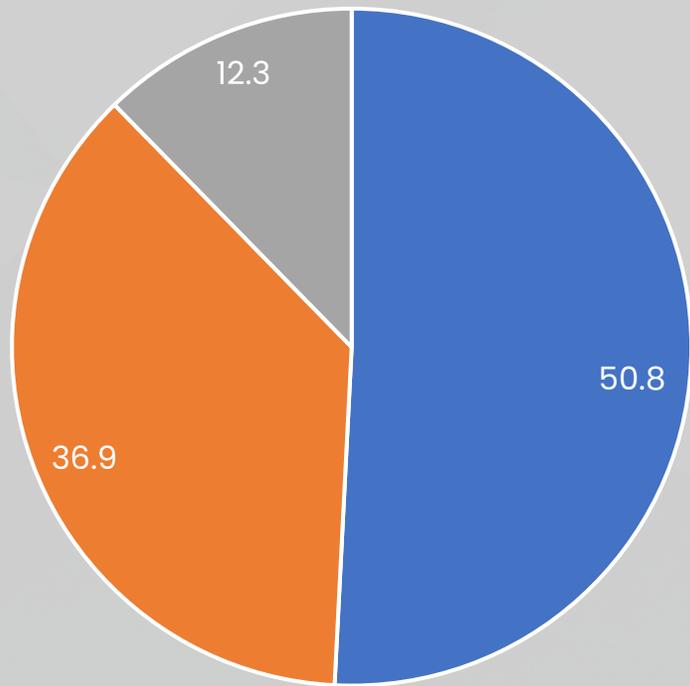
n = 270



# Child Care Situation & Number of Children

### Child Care Situation/Need

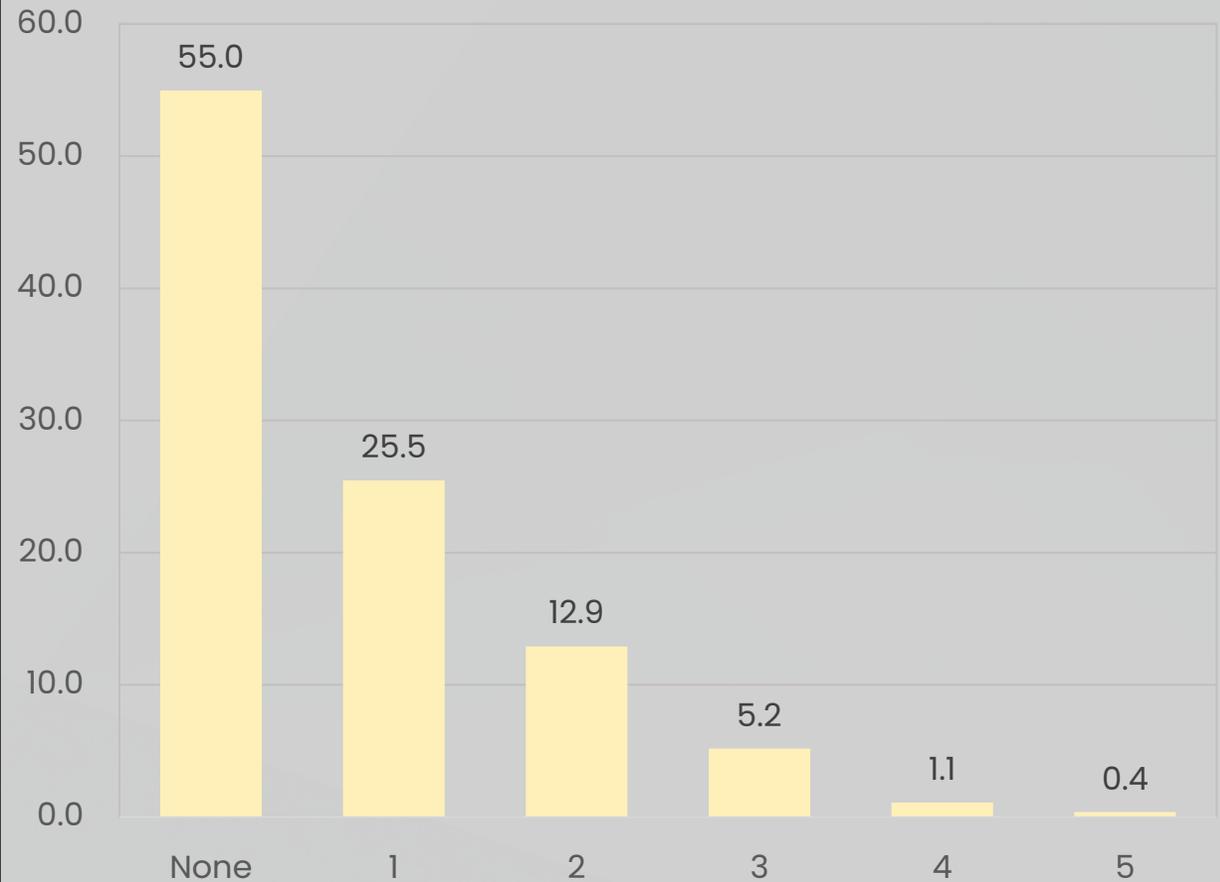
n = 187



■ Have had in the past   ■ Currently   ■ Anticipate in the future

### Number of Children

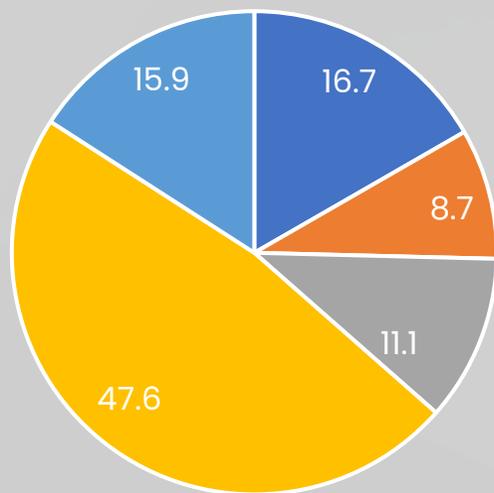
n = 271



# Child Care Type & Options

### Child Care Type

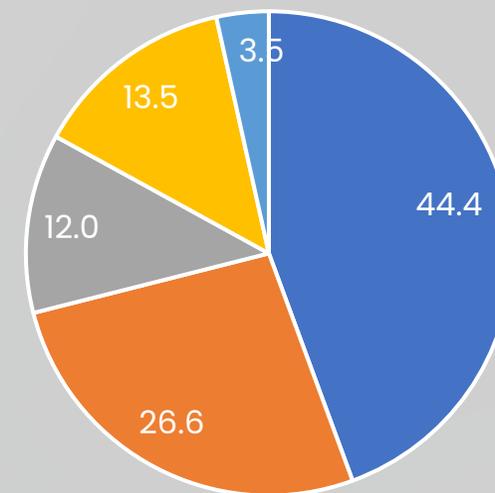
n = 126



- Center
- Church or early learning center
- Another home
- Friend or family member
- Other

### If no child care, what would you do?

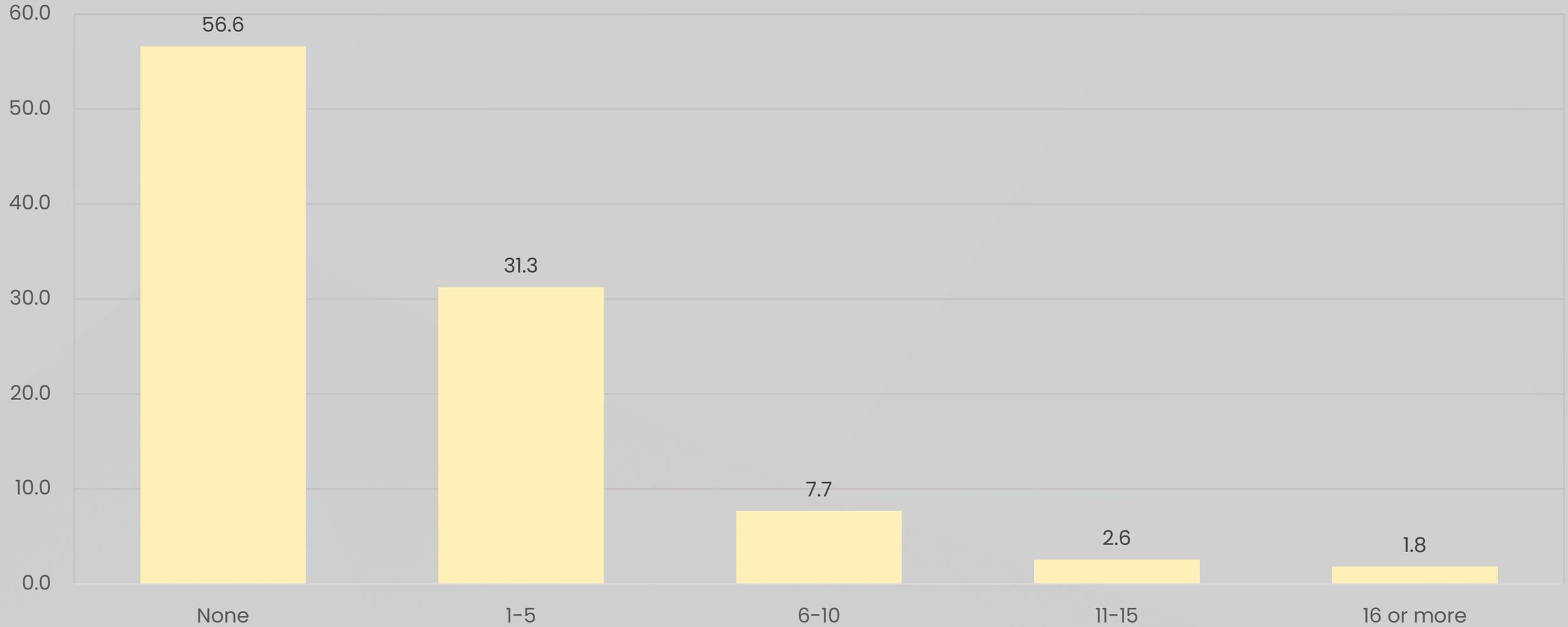
n = 259



- Seek care from family member, friend or neighbor
- Leave job to stay home
- Reduce work hours
- Alternative shift/schedule
- Other

# Days Missed in the past Year due to Child Care Challenges

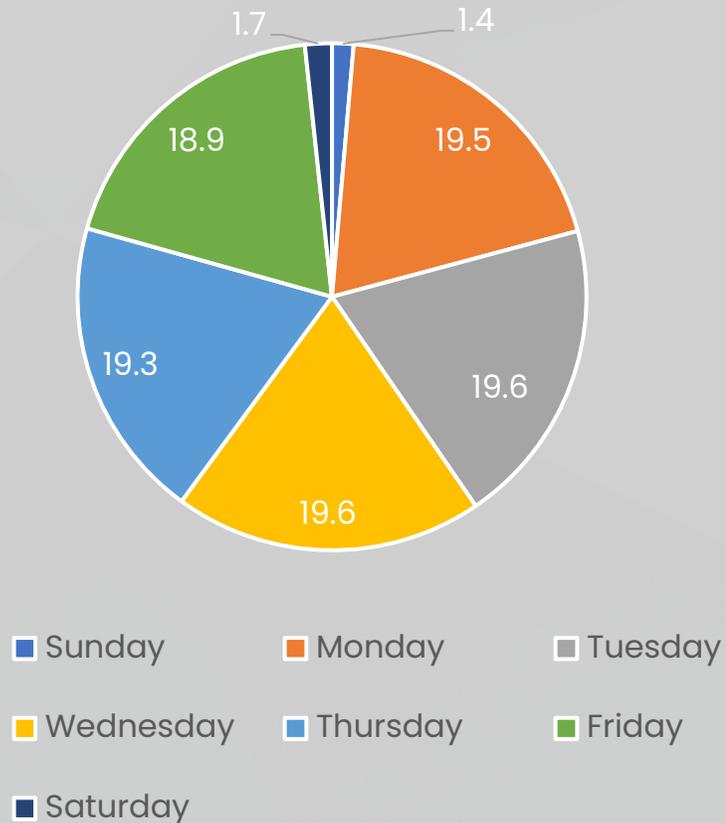
n = 272



# Child Care Preferences

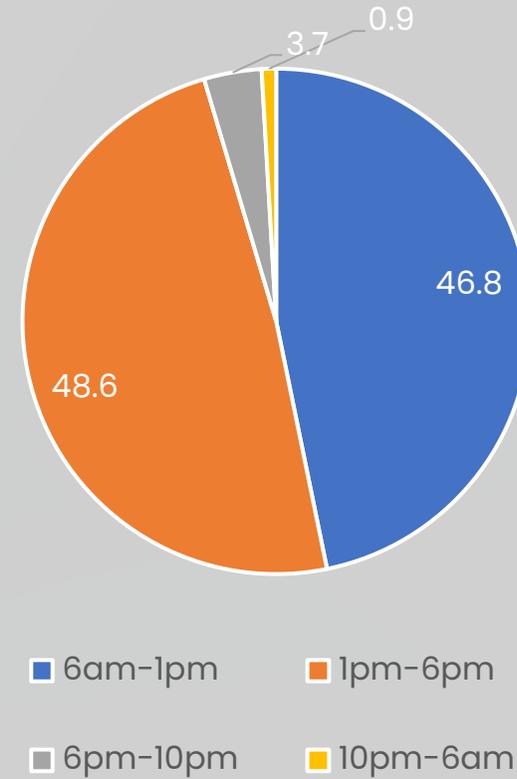
### Days of the week

n = 586



### Time of day

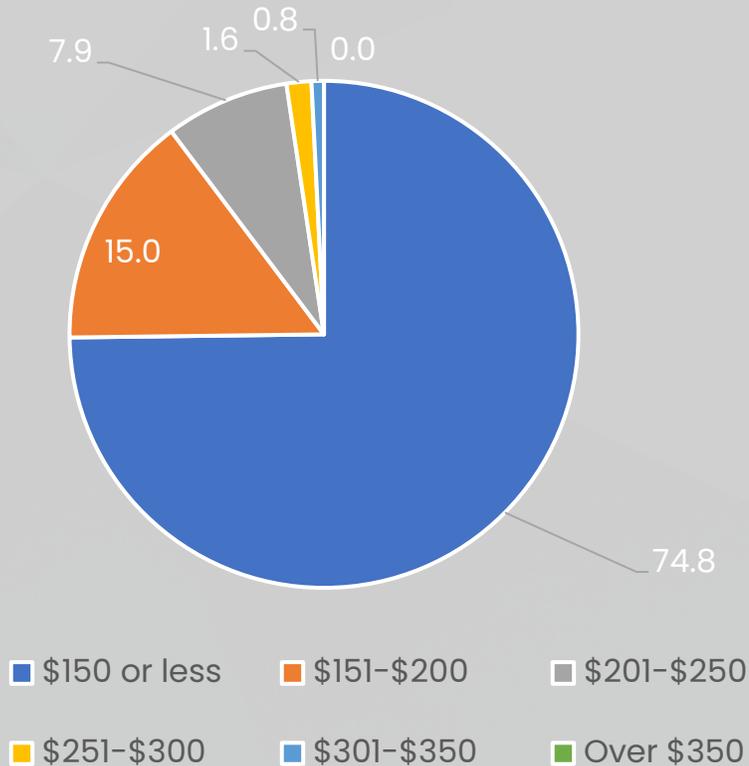
n = 218



# Willingness to Pay & Child Care Vouchers Eligibility

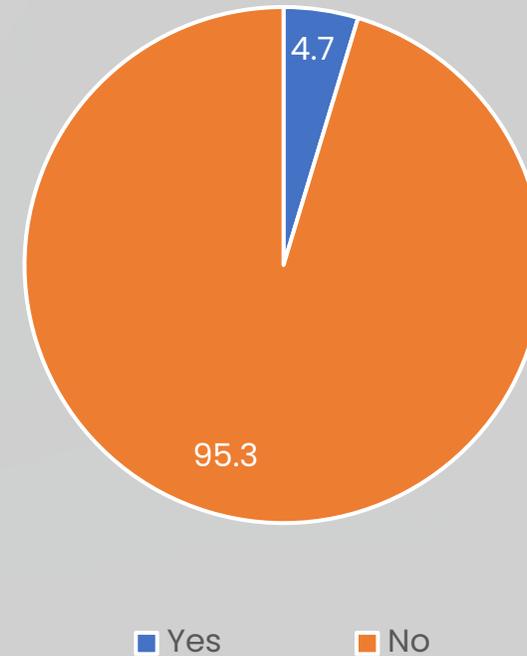
### Willingness to Pay per Child, per Week, Full-time

n = 127



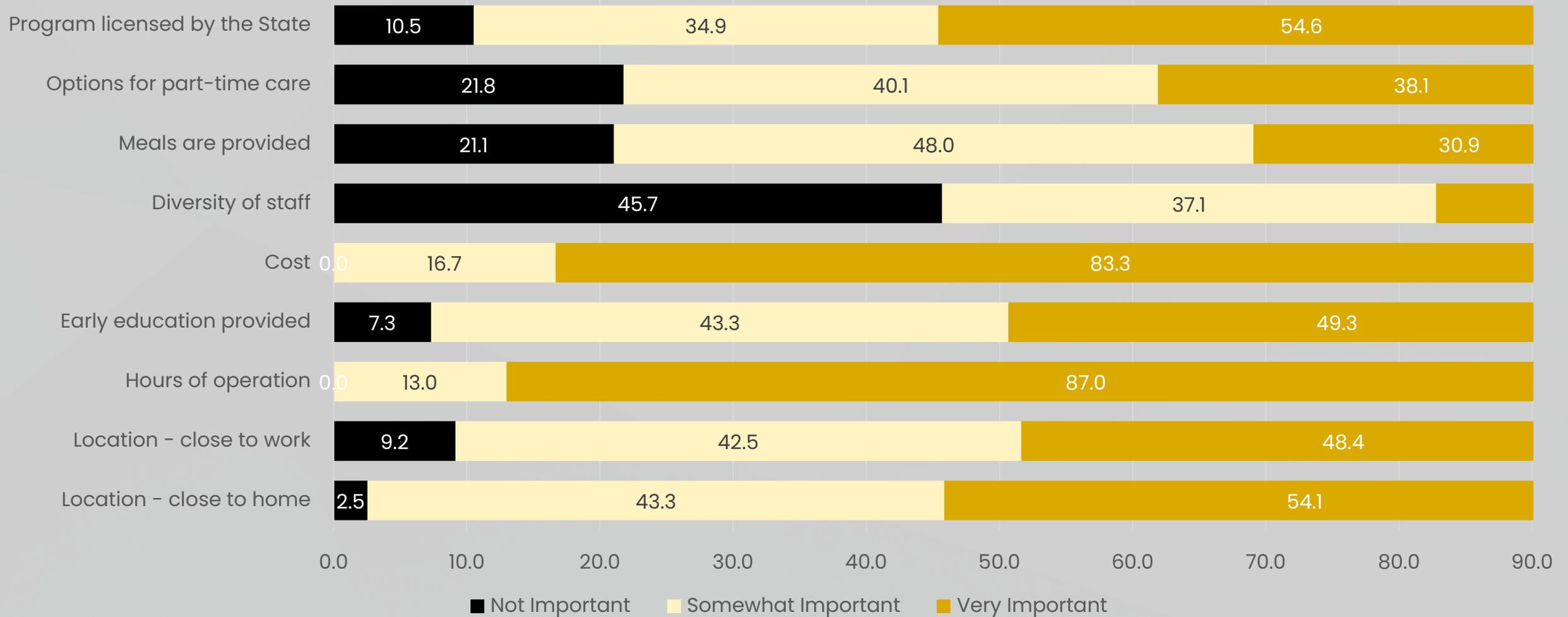
### Qualify for Child Care & Development Fund (CCDF) vouchers?

n = 86



# Child Care Factors

n range = 147-157





Schowe House  
PCRD Headquarters

## How can we help?



(765) 494-7273



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Center for Regional Development