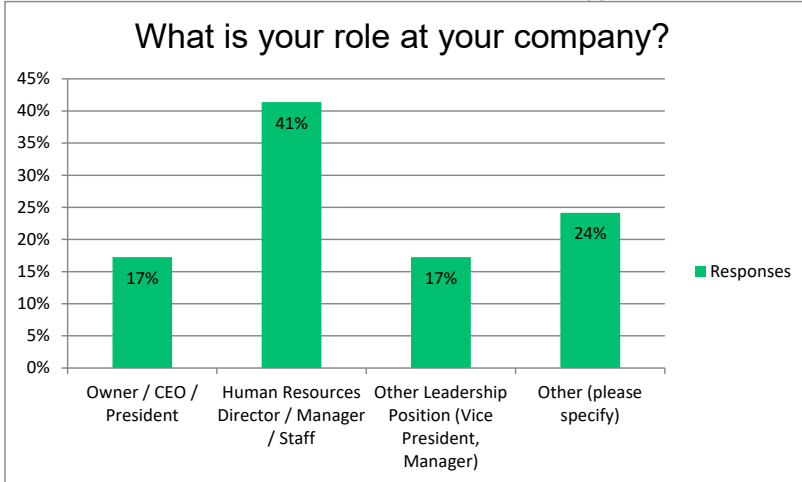


MCCF Employer Survey

What is your role at your company?

Answer Choices	Responses	
Owner / CEO / President	17%	5
Human Resources Director / Manager / Staff	41%	12
Other Leadership Position (Vice President, Manager)	17%	5
Other (please specify)	24%	7
Answered		29
Skipped		2

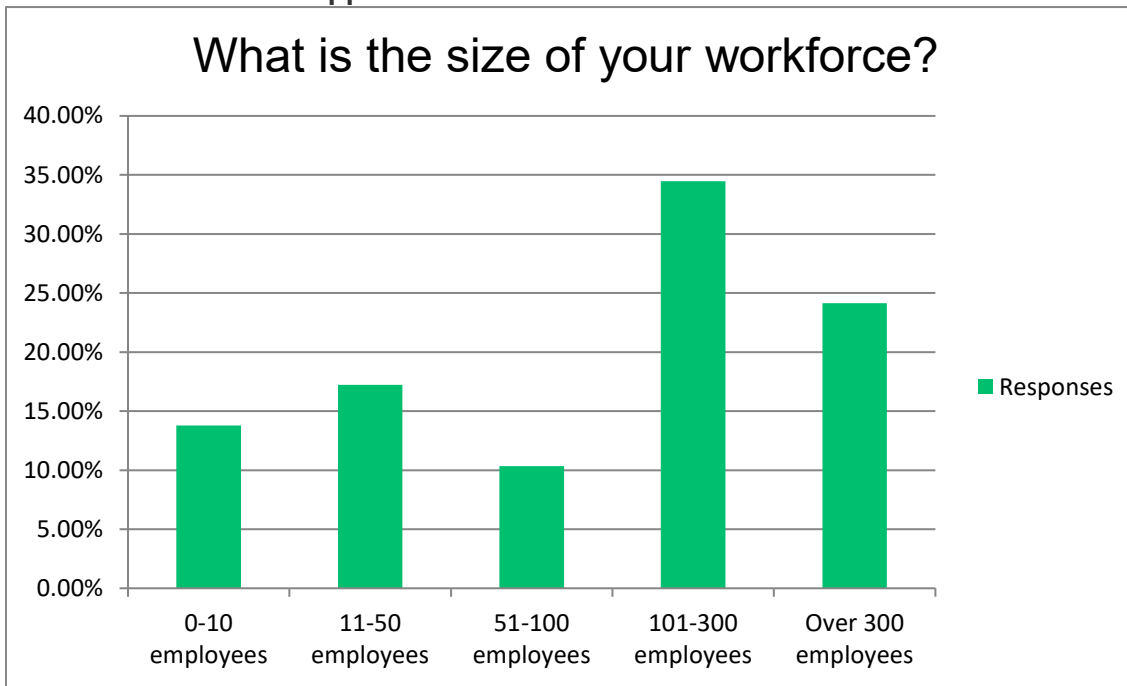


Respondents	Response Date	Other (please specify)	Tags
	1 Sep 16 2019	0 supervisor	
	2 Sep 13 2019	1 CFO/HR/BENEFIT ADMIN MGMT	
	3 Sep 13 2019	0 First deputy clerk	
	4 Sep 05 2019	0 Faculty with long history of involvement in child care discussions	
	5 Sep 04 2019	1 Superintendent	
	6 Aug 29 2019	0 Assistant Human Resources Manager	
	7 Aug 28 2019	0 Superintendent	

MCCF Employer Survey

What is the size of your workforce?

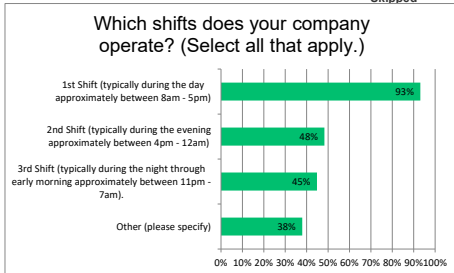
Answer Choices	Responses	
0-10 employees	13.79%	4
11-50 employees	17.24%	5
51-100 employees	10.34%	3
101-300 employees	34.48%	10
Over 300 employees	24.14%	7
Answered		29
Skipped		2



MCCF Employer Survey

Which shifts does your company operate? (Select all that apply.)

Answer Choices	Responses
Other (please specify)	38% 11
3rd Shift (typically during the night through early morning approximate	45% 13
2nd Shift (typically during the evening approximately between 4pm - 1	48% 14
1st Shift (typically during the day approximately between 8am - 5pm)	93% 27
Answered	29
Skipped	2

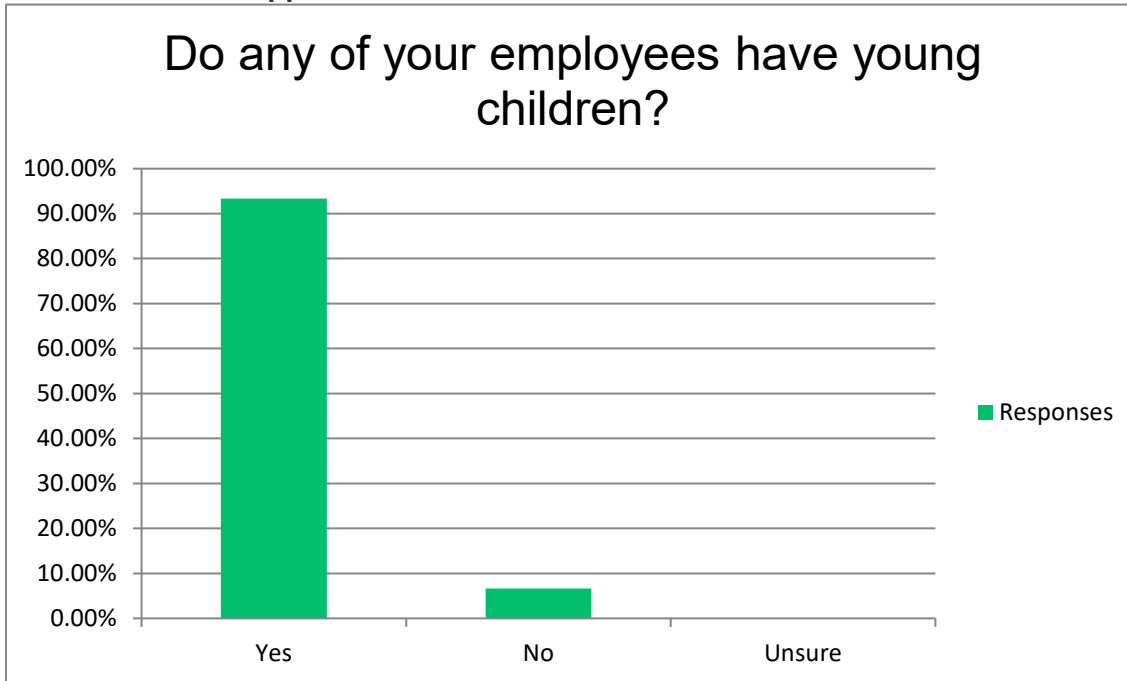


Respondents	Response Date	Other (please specify)	Tags
	1 Sep 16 2019	(12 hour shifts 5a-5p	
	2 Sep 13 2019	(STAFFED 24/7 - SHIFTS VARY BY DEPT	
	3 Sep 11 2019	(Saturday-Monday 6 a.m.-6 p.m.	
	4 Sep 05 2019	(4/Crew - 12 hours days (4 on - 4 off) 7AM - 7PM/7PM - 7AM Rotation	
	5 Sep 04 2019	(Transitional 1st, 2nd and 3rd, Weekend A: S/S 6am-Noon, M,T,W 7am-3pm, Weekend B S/S 6am - Noon, W,Th,F 7am-3pm, and PT Weekends S/S 6am - Noon	
	6 Sep 03 2019	(Each department is different. The majority of the positions are 1st shift. However, the fire dept works 24 hour shifts and the police department has a day/night shift.	
	7 Aug 30 2019	(We have employee who work during outages. Those hours are undetermined.	
	8 Aug 30 2019	(Sat & Sun 6am-noon	
	9 Aug 29 2019	(evening 5-9pm	
	10 Aug 29 2019	(Swing shift 4 on/4 off 10am-10pm/10pm-10am	
	11 Aug 29 2019	(4 on 4 off/12 hours shifts - including weekends, 3 day/12 hour weekend shifts, 4-10 hour shifts	

MCCF Employer Survey

Do any of your employees have young children?

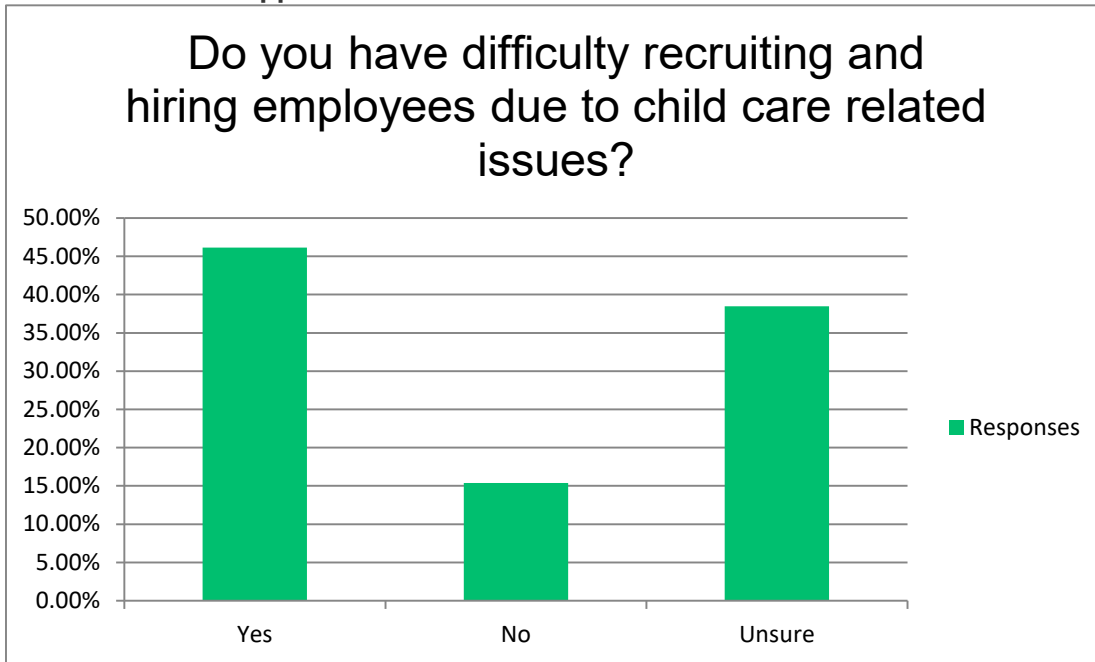
Answer Choices	Responses	
Yes	93.33%	28
No	6.67%	2
Unsure	0.00%	0
Answered		30
Skipped		1



MCCF Employer Survey

Do you have difficulty recruiting and hiring employees due to child care related issues?

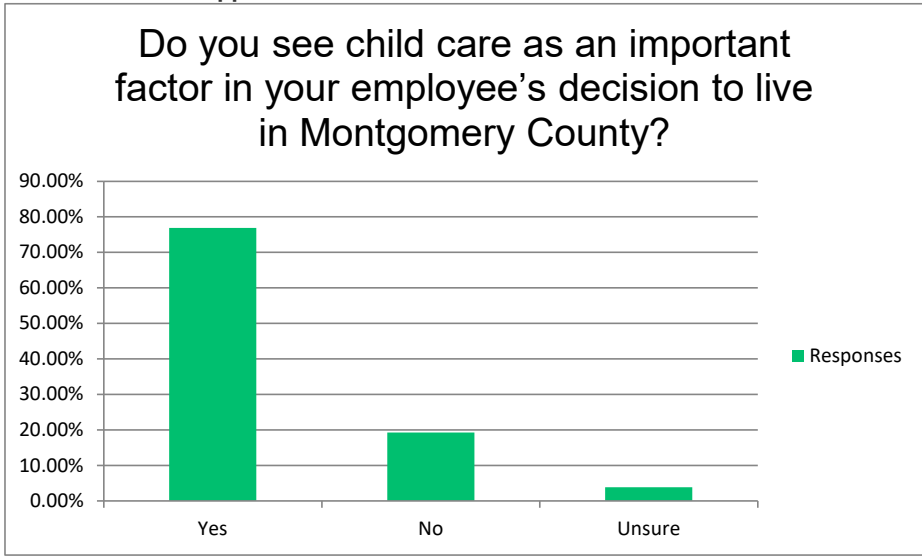
Answer Choices	Responses	
Yes	46.15%	12
No	15.38%	4
Unsure	38.46%	10
Answered		26
Skipped		5



MCCF Employer Survey

Do you see child care as an important factor in your employee's decision to live in Montgomery County?

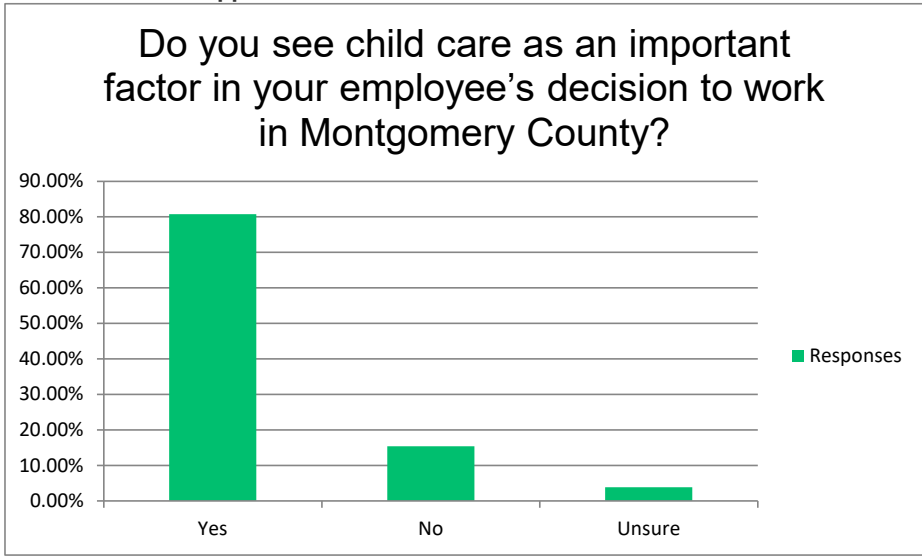
Answer Choices	Responses	
Yes	76.92%	20
No	19.23%	5
Unsure	3.85%	1
Answered		26
Skipped		5



MCCF Employer Survey

Do you see child care as an important factor in your employee's decision to work in Montgomery County?

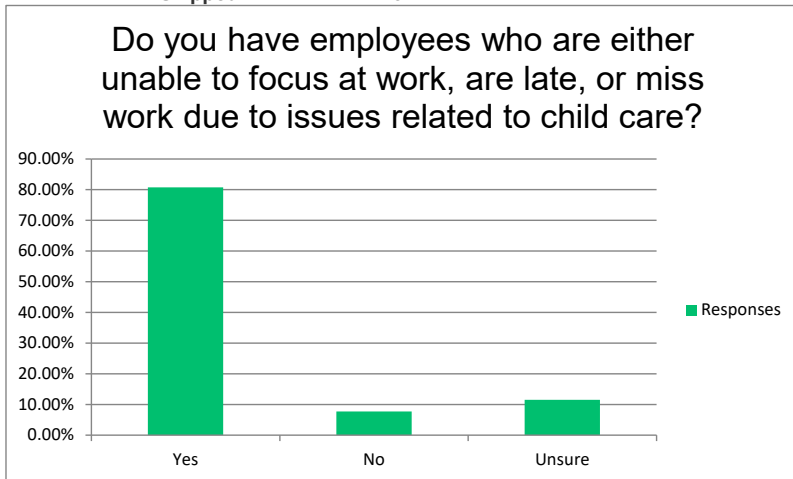
Answer Choices	Responses	
Yes	80.77%	21
No	15.38%	4
Unsure	3.85%	1
Answered		26
Skipped		5



MCCF Employer Survey

Do you have employees who are either unable to focus at work, are late, or miss work due to issues related to child care?

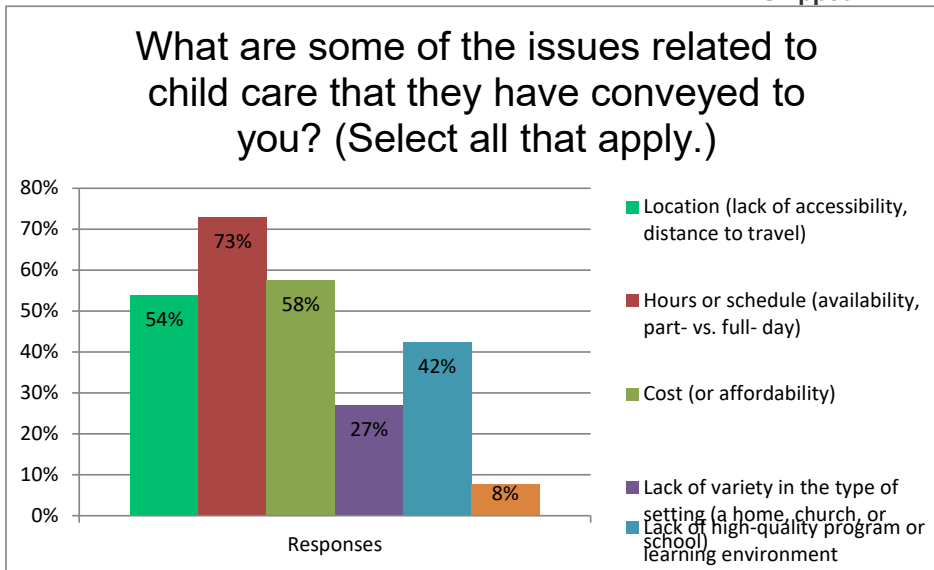
Answer Choices	Responses	
Yes	80.77%	21
No	7.69%	2
Unsure	11.54%	3
Answered		26
Skipped		5



MCCF Employer Survey

What are some of the issues related to child care that they have conveyed to you? (Select all that apply.)

Answer Choices	Responses	
Location (lack of accessibility, distance to travel)	54%	14
Hours or schedule (availability, part- vs. full- day)	73%	19
Cost (or affordability)	58%	15
Lack of variety in the type of setting (a home, church, or school)	27%	7
Lack of high-quality program or learning environment	42%	11
No issues	8%	2
Other (please specify)	4%	1
	Answered	26
	Skipped	5

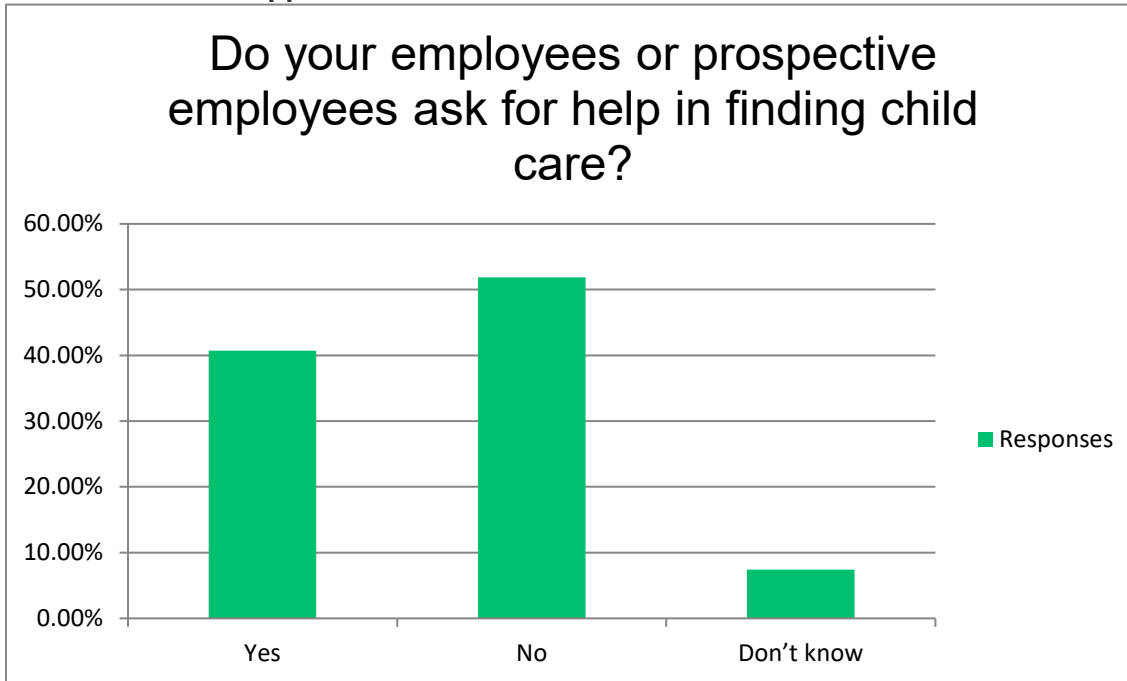


Respondents	Response Date	Other (please specify)	Tags
1	Aug 29 2019	0 sick child and had to stay home	

MCCF Employer Survey

Do your employees or prospective employees ask for help in finding child care?

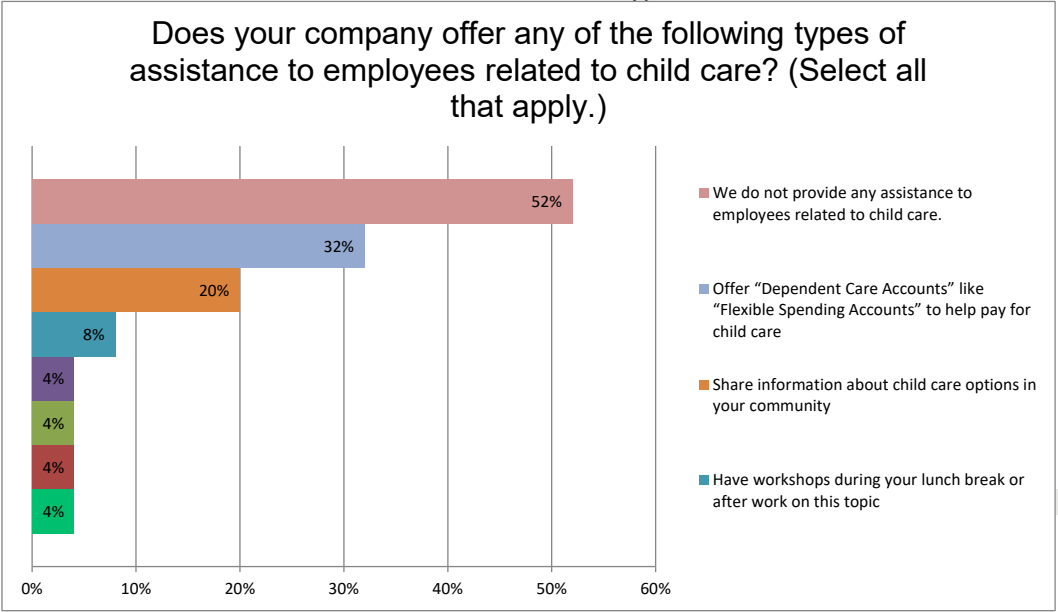
Answer Choices	Responses	
Yes	40.74%	11
No	51.85%	14
Don't know	7.41%	2
Answered		27
Skipped		4



MCCF Employer Survey

Does your company offer any of the following types of assistance to employees related to child care? (Select all that apply.)

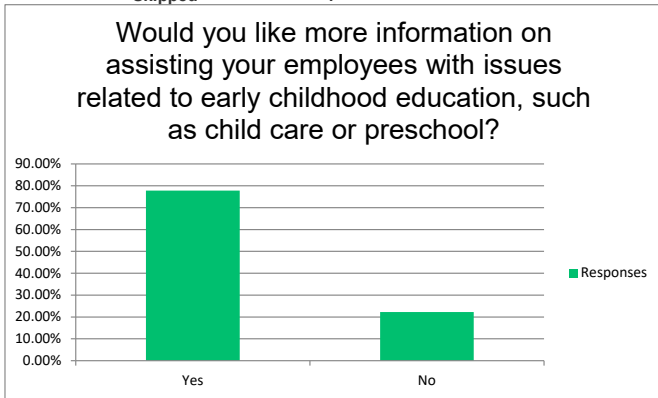
Answer Choices	Responses	
Provide scholarships to help cover the cost of child care	4%	1
Reserve spots at a local child care that gives your employees priority	4%	1
Share information on programs and partners to help find child care and	4%	1
Include information in your newsletter or other communication channel	4%	1
Have workshops during your lunch break or after work on this topic	8%	2
Share information about child care options in your community	20%	5
Offer "Dependent Care Accounts" like "Flexible Spending Accounts" to	32%	8
We do not provide any assistance to employees related to child care.	52%	13
	Answered	25
	Skipped	6



MCCF Employer Survey

Would you like more information on assisting your employees with issues related to early childhood education, such as child care or preschool?

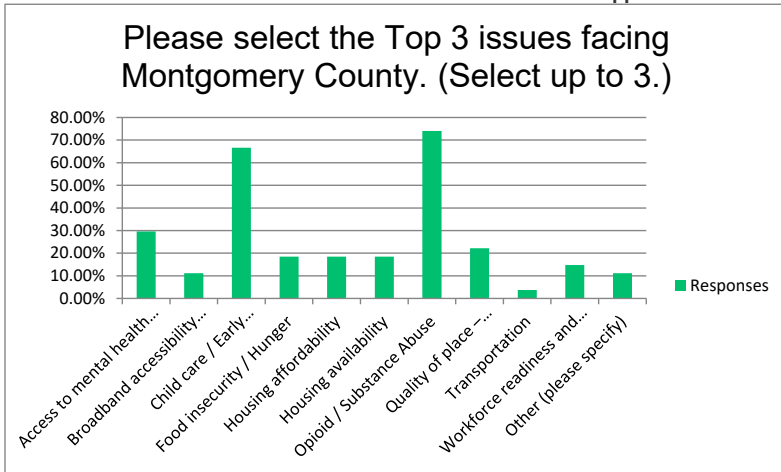
Answer Choices	Responses	
Yes	77.78%	21
No	22.22%	6
Answered		27
Skipped		4



MCCF Employer Survey

Please select the Top 3 issues facing Montgomery County. (Select up to 3.)

Answer Choices	Responses	
Access to mental health services	29.63%	8
Broadband accessibility and capacity	11.11%	3
Child care / Early childhood education	66.67%	18
Food insecurity / Hunger	18.52%	5
Housing affordability	18.52%	5
Housing availability	18.52%	5
Opioid / Substance Abuse	74.07%	20
Quality of place – opportunities to live, work and play	22.22%	6
Transportation	3.70%	1
Workforce readiness and training	14.81%	4
Other (please specify)	11.11%	3
	Answered	27
	Skipped	4



Respondents	Response Date	Other (please specify)	Tags
1	Sep 10 2019	0	Income/ parents ability to have a car to get their children to therapy
2	Sep 05 2019	1	Not enough quality job applicants due to lack of soft skills
3	Aug 30 2019	0	overall aging workforce as "baby boomers" retire

MCCF Employer Survey

What are other forms of support that would be helpful for your employees with young children?

Answered 16
Skipped 15

Respondents Response Date Responses Tags

- 1 Sep 16 2019 C RESOURCES FOR OPTIONS FOR CHILDCARE
- 2 Sep 16 2019 C Would like male dominiment housing
- 3 Sep 13 2019 1 PARENTING SKILLS CLASSES, FINANCIAL RESPONSIBILITY TRAINING.
- 4 Sep 13 2019 1 support information that they could learn about in any free-time.
- 5 Sep 13 2019 C Family
- 6 Sep 10 2019 C Increased access to quality care.
- 7 Sep 05 2019 C Assistance with knowing location and open capacity at local facilities.
- 8 Sep 05 2019 C Near by childcare, cost assistance, information on the childcare providers we do have, if or when they have openings, and how to best connect or find out more information
- 9 Sep 05 2019 C Referral services, or really any form of reliable, centralized information. Databases on Montgomery County early childhood education are spotty, which means that parents are often relying on word of mouth.
- 10 Sep 04 2019 1 Childcare for non-traditional work hours
- 11 Aug 29 2019 1 Lower Costs and availability
- 12 Aug 29 2019 C nice park access with playgrounds
- 13 Aug 29 2019 C Before school care
- 14 Aug 29 2019 C Child Care vs. Child Learning opportunities. Child care hours of operation.(We are a 24 hr/day operation)
- 15 Aug 29 2019 C Not sure how to handle it, but, one issue is that of having somewhere to take sick children. Recently we had an issue wherein an associate had to miss work because his child had to be symptom free for 48 hours. That's potentially two missed work days.
- 16 Aug 28 2019 C Care for 0-2 years is really scarce

MCCF Employer Survey
What would you change related to child care or preschool in the community? Why?
Answered 21
Skipped 16

Answers 1 - 21

- 1 See 10 2019 MORE OPTIONS FOR CHILD CARE FOR PEOPLE WHO WORK SHIFTS WORK
- 2 See 10 2019 None
- 3 See 10 2019 LOWER THE COST FOR WORKING PEOPLE, OR PROVIDE CHILDHOOD DEVELOPMENT/PARENTING TRAINING, AND INCOME OPPORTUNITIES TO MOTHERS WHO CHOOSE TO STAY AT HOME WITH THEIR CHILDREN
- 4 See 10 2019 Help find 24 hours or in case of illness or emergency care for the work shift work
- 5 See 10 2019 After school care and the price for very young children for single parents working full time
- 6 See 10 2019 Increase quality options for general childcare
- 7 See 10 2019 More accessibility on off shifts - overtime hours
- 8 See 10 2019 Have more childcare facilities/centers that have a part time preschool and more part time day care. Some states/bets can help but don't want overburden - vet the parents normally have to cover for the full week regardless
- 9 See 10 2019 None and don't offer child care
- 10 See 10 2019 Our employees are focused primarily on quality and hours of service. With few programs on Indiana's Public to Quality, it is difficult for our employees with children to find programs that they are enthusiastic about. And coverage from 4:30-5:30 can be spotty, making it difficult for our faculty to attend important afternoon meetings
- 11 See 10 2019 Most programs are not open at the times our shifts begin (evening) or early morning. Our shifts begin at 4:30 - 5:30 am :)
- 12 See 10 2019 Additional access to quality childcare
- 13 See 10 2019 It would be nice if our own preschool was like so many other schools do.
- 14 See 10 2019 More high quality options
- 15 See 10 2019 additional facilities and other low costs which are funded by the public and private sectors
- 16 See 10 2019 not sure
- 17 See 10 2019 Cost is often the issue for families with multiple children
- 18 See 10 2019 Affordable. Many young mothers and families are not wanting to run potential as they need the services with minimal expense.
- 19 See 10 2019 I would like to see more high-quality child care and preschool in the community with options for low-income families to make it accessible to all.
- 20 See 10 2019 I would like to see more accredited childcare. I think extra licensing opportunities for professionals to be in the community because we don't have the quality of child care that they expect for their children. I don't know for sure if we have any after-school programs other than what the Boys & Girls Club offers. Having picked up grandchildren there, I think they are sometimes overwhelmed with the number of children they have. It'd be nice to see some affordable after-school programs as options for parents, such as AYCS.
- 21 A++ 10 2019 Relinquishing of PK to ensure best practices are in place for K readiness

MCCF Employer Survey

(Optional) Is there anything else you would like to share related to child care or preschool?

Answered 4

Skipped 27

Respondents Response Date Responses Tags

- 1 Sep 16 2019 | No
- 2 Sep 13 2019 | My niece is a single mother getting no child support and works fulltime in a factory making about \$14 and hour isn't a fulltime student and cant get any help and her children are 3 and 1
- 3 Sep 05 2019 | childcare provider training (early childhood development, positive reinforcement, CPR, etc.)
- 4 Aug 29 2019 | I believe that we have some very good non-accredited child-care providers in our community. I don't want to create a situation wherein these folks are forced out of business due to over formality and requirements. I feel strongly that just because a child care provider is small and informal it doesn't mean the quality of care is inadequate.