



2021 CHILDCARE SURVEY RESULTS

Supporting Working Parents and Children



United Way of Greater Toledo
Serving Lucas, Wood,
& Ottawa counties

2021 CHILDCARE SURVEY RESULTS

SUMMARY

In the Spring of 2021, United Way of Greater Toledo, in partnership with the YWCA of Northwest Ohio, began circulating a “Supporting Working Parents & Children” survey in an attempt to better understand the employee benefits companies, businesses, nonprofits and community institutions were offering their workforce.

This was an especially pertinent question, as **many families or single working parents struggled to navigate the childcare landscape over the course of the COVID-19 pandemic.**

Like countless businesses across the community, childcare centers, who already operate on razor-thin margins, drastically struggled in their day-to-day operations, while classroom sizes were substantially decreased and new safety protocols were put in place. This led to a temporary closure of several childcare centers throughout the Greater Toledo area.

In January of 2021, the YWCA’s Childcare Resource & Referral noted that 21 of the 157 childcare centers operating in Lucas County were temporarily closed. In Wood County, five of the 28 were inactive, and in Ottawa County, two of the eight were inactive.

This doesn’t include statistics from home-care businesses, which also experienced great hardships during this time.

For the childcare centers that did remain in operation, classroom numbers were reduced, often-times leading to children of working parents being placed on wait-lists. Across the country, the impacts of inaccessible or a finite amount of childcare resources were predominately felt by working women.

The National Women’s Law Center shows that, in December of 2020, 27,000 women entered the labor force, and that is after 863,000 women exited three months prior in September. Additionally, in December, 154,000 Black women left the labor force, marking the largest one-month drop in their labor force size since March and April of 2020. **In total, there are nearly 2.1 million fewer women in the U.S. labor force in December of 2020 than there was in February of 2020, before the pandemic started.**

In a report from The Washington Post, economic correspondents have dubbed the country’s financial downturn the most unequal in modern U.S. history, with mothers of children ages six to 12 experiencing steeper unemployment levels than fathers of children of the same age group.

This report allows community members to more-clearly see what kind of parental services are being offered by employers. It is the first step in understanding who created innovative working parent models, where there are support gaps and how community partners can assist you in the childcare resource process.

Sources

The National Women’s Law Center, “All of the Jobs Lost in December Were Women’s Jobs,” by Claire Ewing-Nelson, published January 2021: <https://nwlc.org/wp-content/uploads/2021/01/December-Jobs-Day.pdf>

The Washington Post, “The covid-19 recession is the most unequal in modern U.S. history,” by Heather Long, Andrew Van Dam, Alyssa Fowers and Leslie Shapiro, published Sept. 30, 2020: <https://www.washingtonpost.com/graphics/2020/business/coronavirus-recession-equality/>

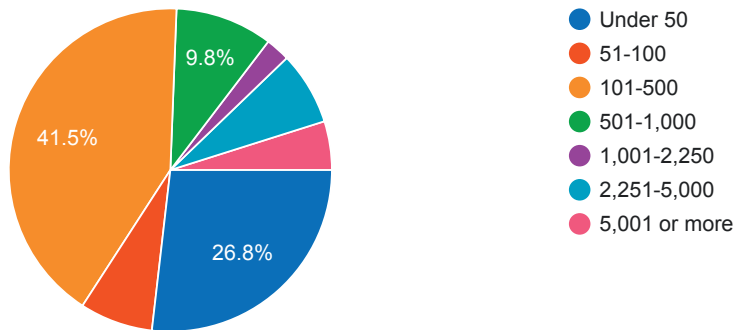
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INTRO TO SURVEY RESULTS

In our circulation of this survey, 41 companies, businesses, nonprofits and community institutions responded. The predominant industry that engaged was the for-profit, corporate community. Over 75% of respondents asked to remain anonymous, therefore, no industry names or industry lines-of-work will be noted in this document.

Please select the most-accurate size of your company's current workforce (includes hourly, part-time and full-time hourly / salaried employees).

41 responses



Would you consider the workforce size selected above your...

41 responses



2021 CHILDCARE SURVEY RESULTS

What is the percentage of your workforce who identifies as female?

41 responses

17% of respondents said that less than 20% of their workforce identifies as female.

22% of respondents said 20-40% of their workforce identifies as female.

34% of respondents said that 41-60% of their workforce identifies as female.

22% of respondents said 61-80% of their workforce identifies as female.

5% of respondents said more than 80% of their workforce identifies as female.

What percentage of your workforce are parents? (Includes mothers, fathers and guardians alike)

41 responses

10% of respondents said that less than 20% of their workforce are parents.

12% of respondents said 20-40% of their workforce are parents

10% of respondents said that 41-60% of their workforce are parents..

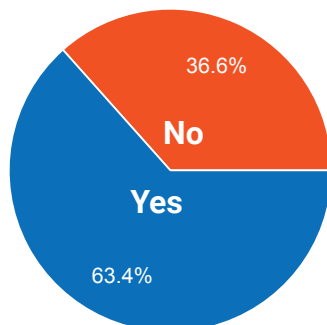
27% of respondents said that 61-80% of their workforce are parents.

10% of respondents said more than 80% of their workforce are parents.

31% of respondents said their organization *does not* collect this data.

Does your company offer paid maternity leave to full-time salaried employees?

41 responses

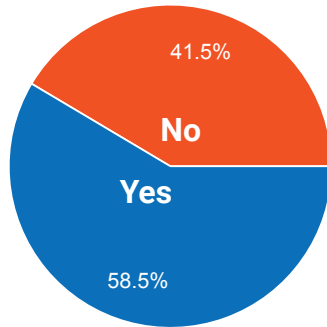


36.6% of respondents said paid maternity leave is not offered to *full-time salaried* employees.

2021 CHILDCARE SURVEY RESULTS

Does your company offer paid maternity leave to full-time hourly employees?

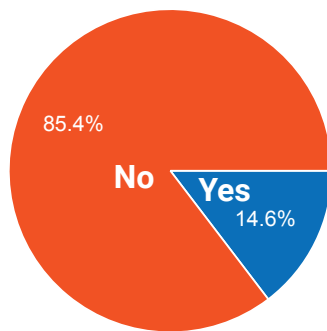
41 responses



41.5% of respondents said paid maternity leave is not offered to *full-time hourly* employees.

Does your company offer paid maternity leave to part-time hourly employees?

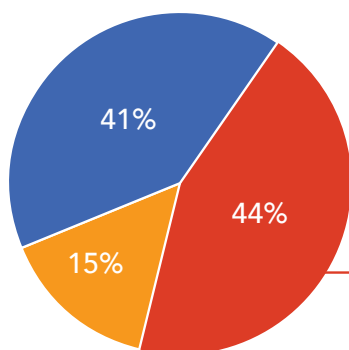
41 responses



85.4% of respondents said paid maternity leave is not offered to *part-time hourly* employees.

If your company offers paid maternity leave to full-time salaried employees, what percentage of their income do they receive? (Fill in answer with exact percent or, if not applicable, write "N/A").

41 responses



● 17 replies

100% coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

● 6 replies

40%-60% or less coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

● 19 replies

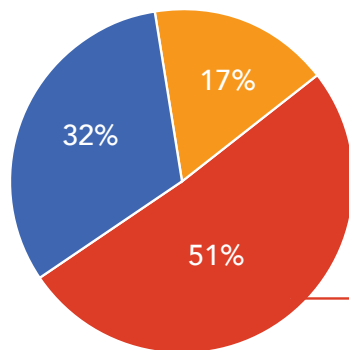
N/A or time needed to be used from vacation, sick time, or coverage via short term-disability.

Answers varied with the three break-outs above being the most common themes of offered paid leave options.

2021 CHILDCARE SURVEY RESULTS

If your company offers paid maternity leave to full-time hourly employees, what percentage of their income do they receive? (Fill in answer with exact percent or, if not applicable, write "N/A").

41 responses



● 13 replies

100% coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

● 7 replies

50%-60% or less coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

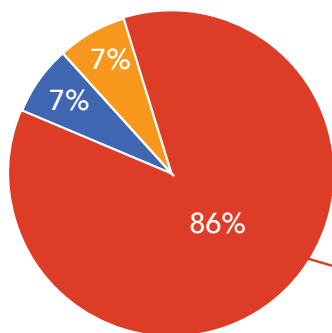
● 21 replies

N/A or time needed to be used from vacation, sick time, or coverage via short term-disability.

Answers varied with the three break-outs above being the most common themes of offered paid leave options.

If your company offers paid maternity leave to part-time hourly employees, what percentage of their income do they receive? (Fill in answer with exact percent or, if not applicable, write "N/A").

41 responses



● 3 replies

100% coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

● 3 replies

40%-60% or less coverage is offered anywhere from one to eight weeks; in some instances, the weeks allocated is contingent on years of service.

● 35 replies

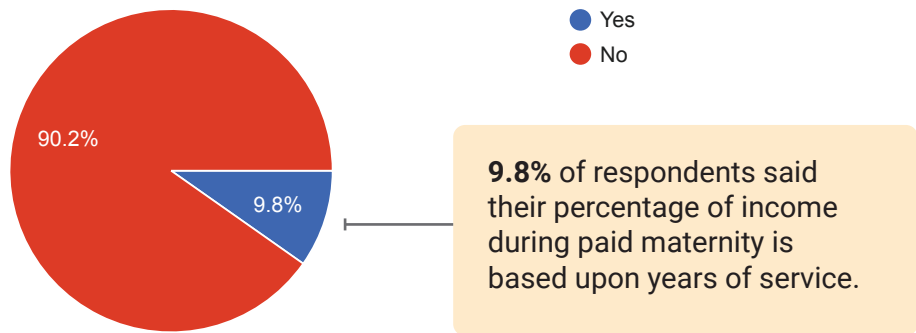
N/A or time needed to be used from vacation, sick time, or coverage via short term-disability.

Answers varied with the three break-outs above being the most common themes of offered paid leave options.

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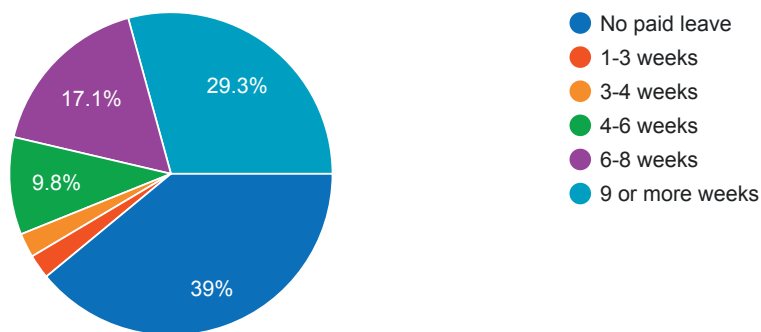
Is your percentage of income during paid maternity leave based upon years of service?

41 responses



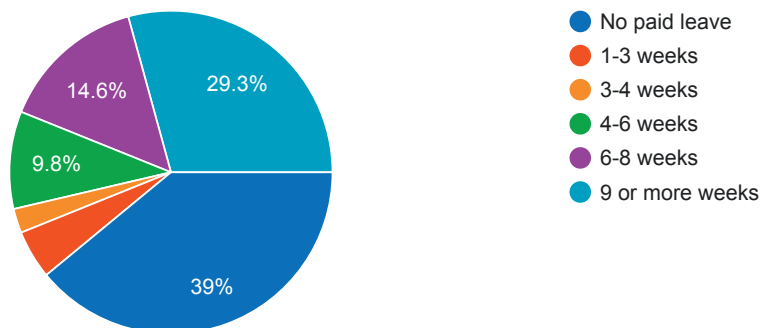
If "yes" for full-time salaried employees: How long is your paid maternity leave option?

41 responses



If "yes" for hourly employees: How long is your paid maternity leave option?

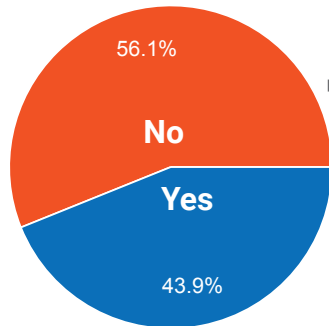
41 responses



2021 CHILDCARE SURVEY RESULTS

Do you offer paid parental / paternity leave for working fathers?

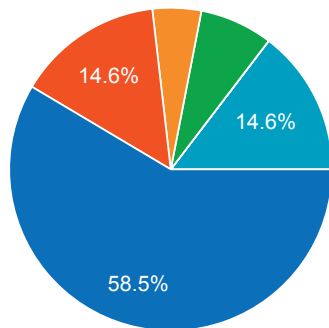
41 responses



56.1% of respondents said no parental/paternity leave is offered for working fathers.

If "yes": How long is your paid parental / paternity leave for working fathers?

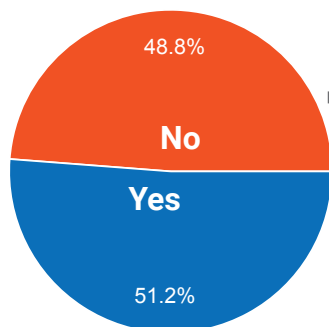
41 responses



- No paid leave
- 1-3 weeks
- 3-4 weeks
- 4-6 weeks
- 6-8 weeks
- 9 or more weeks

Do you offer paid parental leave for working mothers, fathers or guardians who have adopted a child?

41 responses

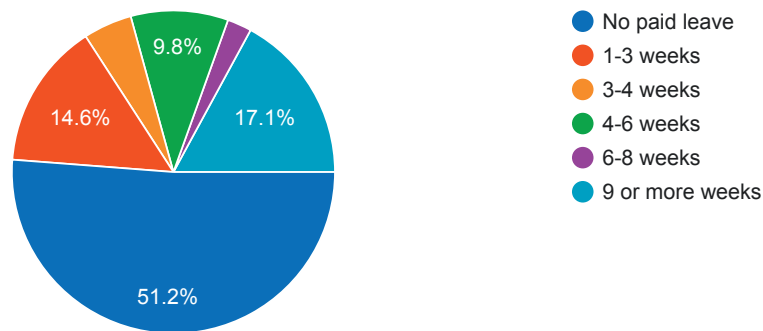


48.8% of respondents said no parental leave is offered to parents who have adopted a child.

2021 CHILDCARE SURVEY RESULTS

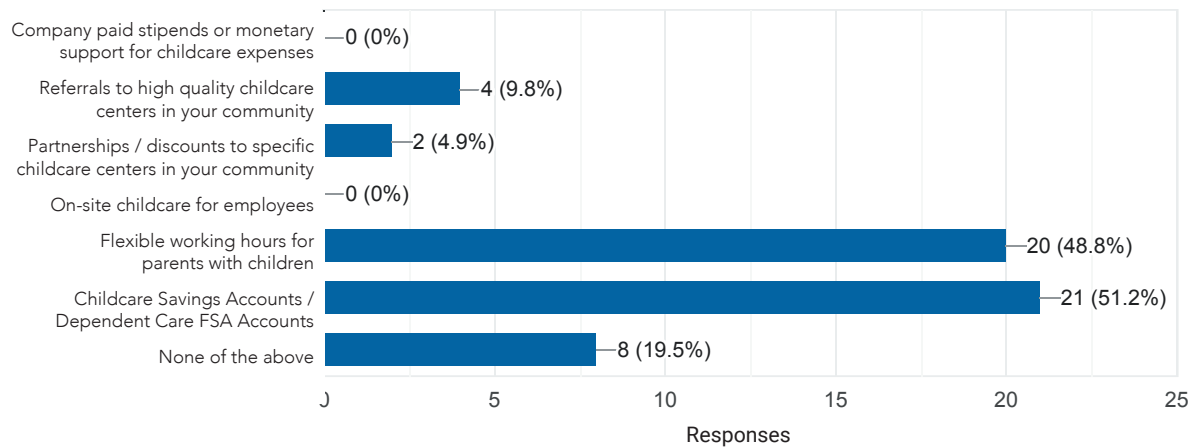
If "yes": How long is your paid parental leave for working mothers, fathers or guardians who have adopted a child?

41 responses



Please select the following childcare options, outside of paid leave, you offer your employees. (Check all that apply.)

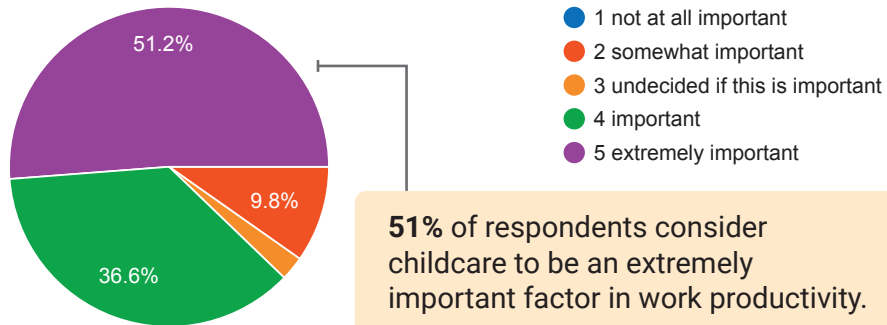
41 responses



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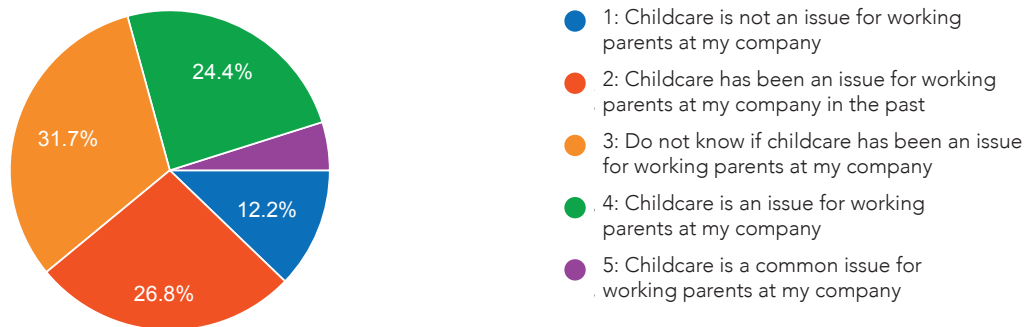
Using a scale of one to five, please answer the following questions and be sure to read the numerical descriptors: Do you consider childcare an important factor in employees, who are parents / guardians, being productive at work?

41 responses



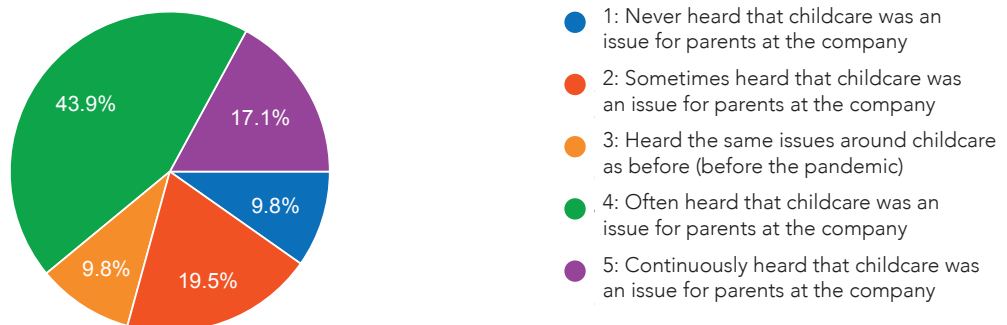
Using a scale of one to five, please answer the following questions and be sure to read the numerical descriptors: Do you consider childcare, and a lack thereof, limiting to working parents / guardians at your company or business?

41 responses



Using a scale of one to five, please answer the following questions and be sure to read the numerical descriptors: Did you find that, during the pandemic, childcare became an increasingly important issue for parents at your company or business?

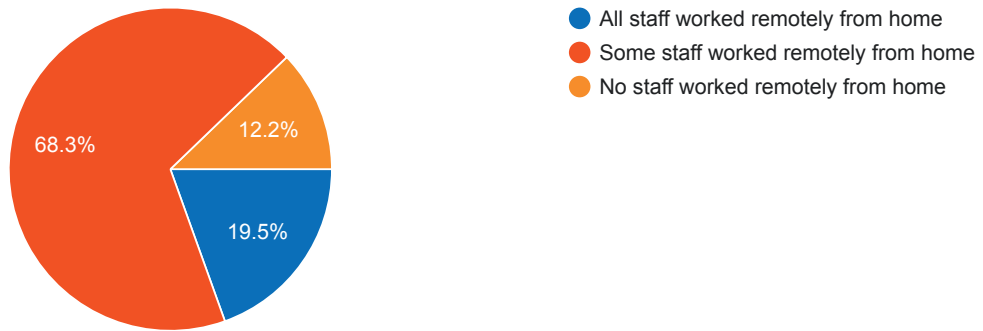
41 responses



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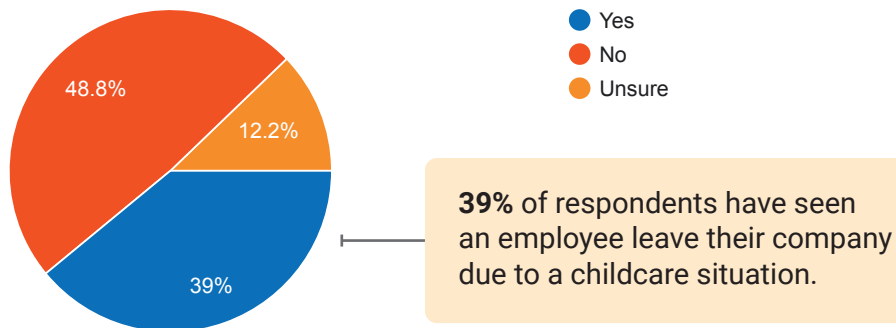
Did your company or business ever go “remote?” I.e., work from home?

41 responses



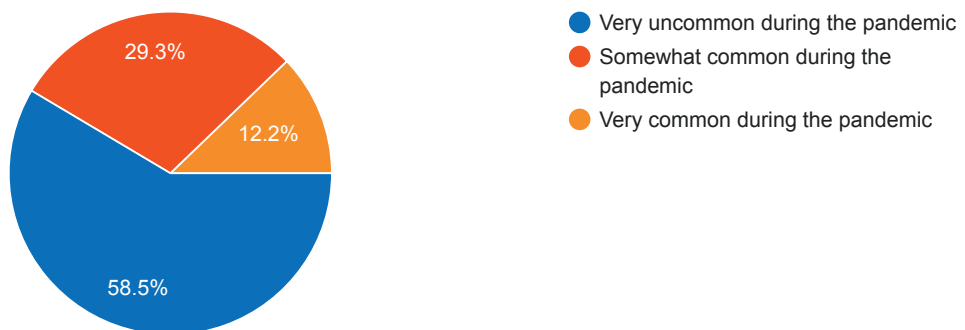
Have you ever seen an employee, who is also a parent, leaving your company or business / their position, because of their childcare situation? I.e., needing to stay home to offer care?

41 responses



Follow-up to the question above: Was this more or less common during the pandemic?

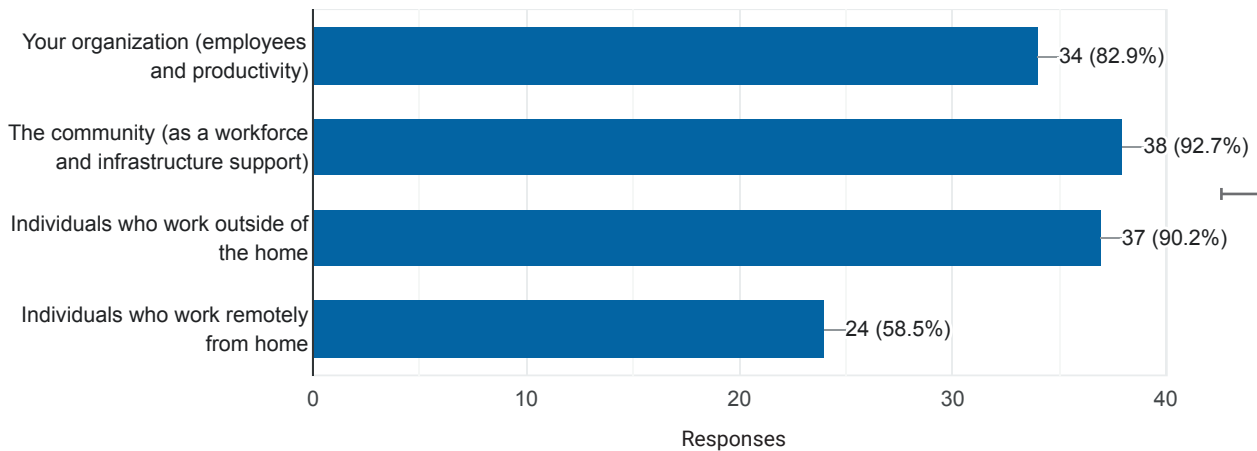
41 responses



2021 CHILDCARE SURVEY RESULTS

Do you believe that reliable, quality childcare is vital for the success of: (check all that apply)

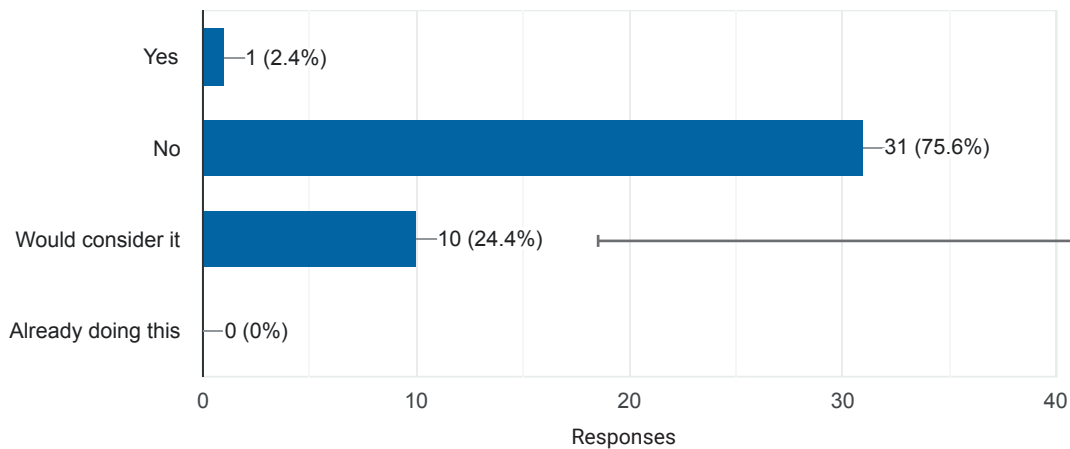
41 responses



Over 90% of respondents believe that reliable, quality childcare is vital to the success of individuals and the community.

Is your company or business interested in offering on-site, high-quality childcare for employees' children?

41 responses

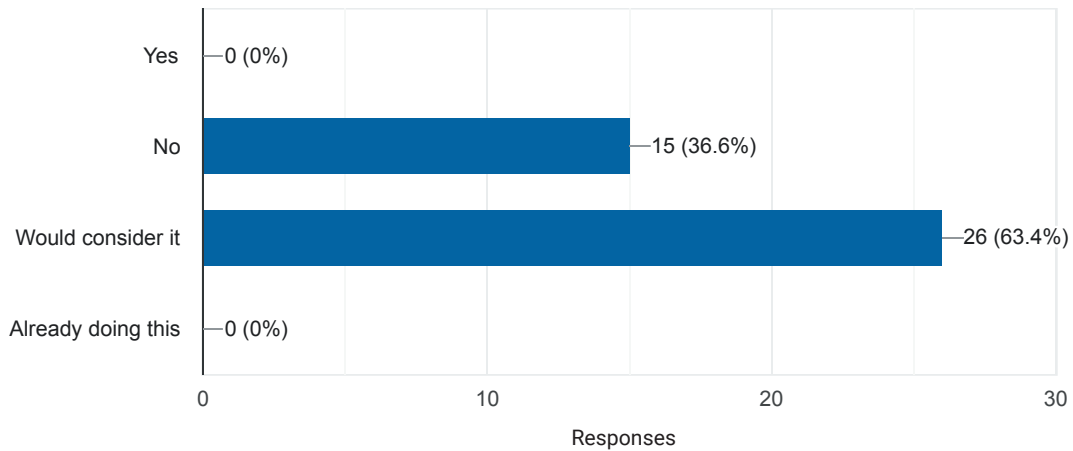


24.4% of respondents indicated their company would consider offering on-site, high-quality childcare for employee's children.

2021 CHILDCARE SURVEY RESULTS

Is your company or business interested in offering childcare stipends to high quality early education programs, as a staff benefit, to working parents / guardians?

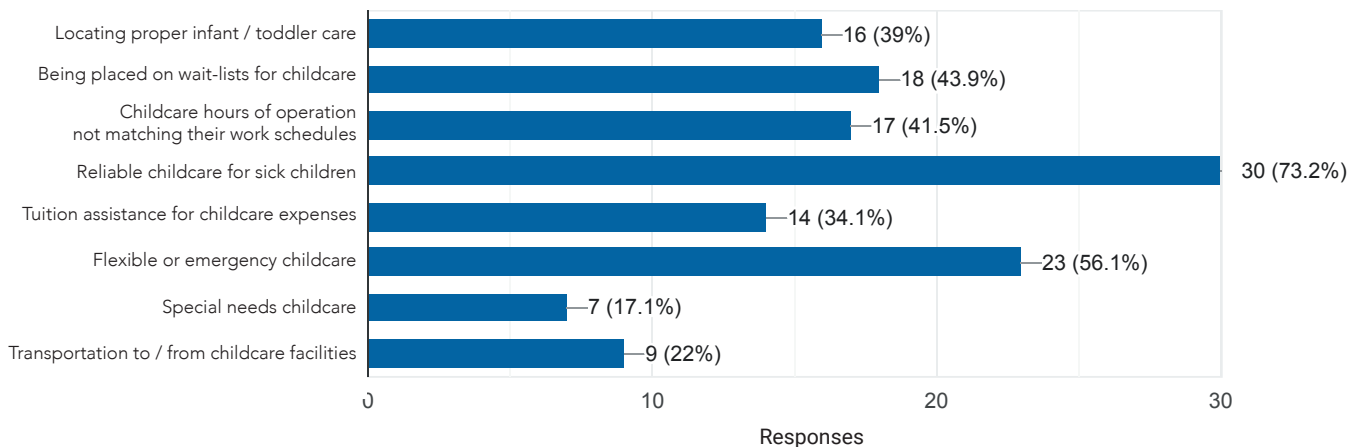
41 responses



63.4% of respondents indicated their company would consider offering childcare stipends for early education programs to working parents.

Are there any applicable barriers (examples below) your staff face when seeking childcare, or once they have their child enrolled in care? (Check all that apply)

41 responses



Respondents indicated their staff face a wide range of barriers when seeking quality childcare.

CONCLUSION

As noted, over 30 percent of respondents indicate that 41-60 percent their employee workforce identifies as female. Additionally, all respondents indicate high percentages of parent populations, whether that be mothers, fathers or guardians.

To again refer to the introduction — **over the course of the pandemic, women have often absorbed the duties of family care, as is reflected in national labor statistics.** We can see, given our local sample, that **workers who identify as female, and workers who identify as parents, compose the highest percentage of companies, businesses, nonprofits and community institutions' workforces.**

When it comes to childcare, **50 percent of respondents say that childcare is “extremely important”** when it comes to parents and guardians being productive at work. An additional 36 percent consider childcare “important” as it relates to job productivity.

Even outside of a pandemic, childcare and supportive resources for parents, like maternity leave, varies greatly. Especially between full-time and part-time employees. Most institutions surveyed only offer leave for births or adoptions via taking vacation time, sick days or short-term disability. Whereas those who indicated 100 percent paid leave coverage for birth or adoption varies from organization to organization based on years of service, with coverage declining over a parent's time-of-leave, sometimes as soon as a week after leave.

It is promising that most respondents nonetheless find high-quality childcare as an important factor within their company's workforce, and to the community at-large when it comes to creating a strong, future workforce.

It is the goal of United Way to continue to share this report and discuss the value of offering increased benefits to support working parents and their children. We will work closely with community partners and corporate partners alike to ensure that women do not feel an inability to continue work, and their careers, due to childcare.



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