

Analysis of Employer Childcare Survey*

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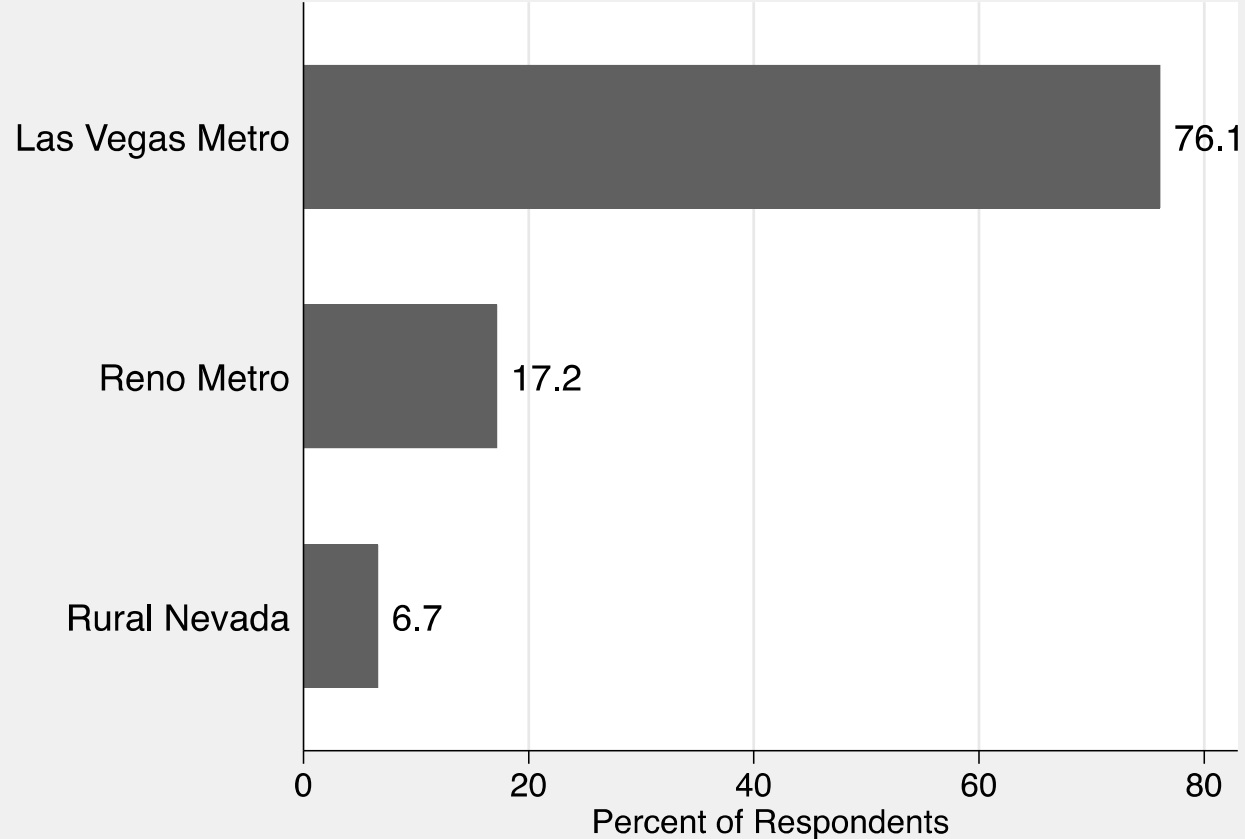
- I. Who We Are and What We Do
- II. Survey Overview
- III. Respondent Characteristics
- IV. Employer Challenges
- V. Childcare Access and Benefits
- VI. Takeaways

Survey Overview

- ▶ Purpose: Assess the effects of Nevada's childcare gap on businesses
- ▶ Population: Small-business owners with employee childcare needs
- ▶ Sample: Non-probability, convenience sample
- ▶ Mode: Online data collection
- ▶ Content: 15 questions (two open-ended questions not reported here)
- ▶ Distribution: Chambers, LVGEA, EDAWN, Clark County, and UNR
- ▶ Dates available: 12/19/22 – 1/15/23
- ▶ Responses = 511

Respondent Characteristics

What region is your company located or mainly operates in?



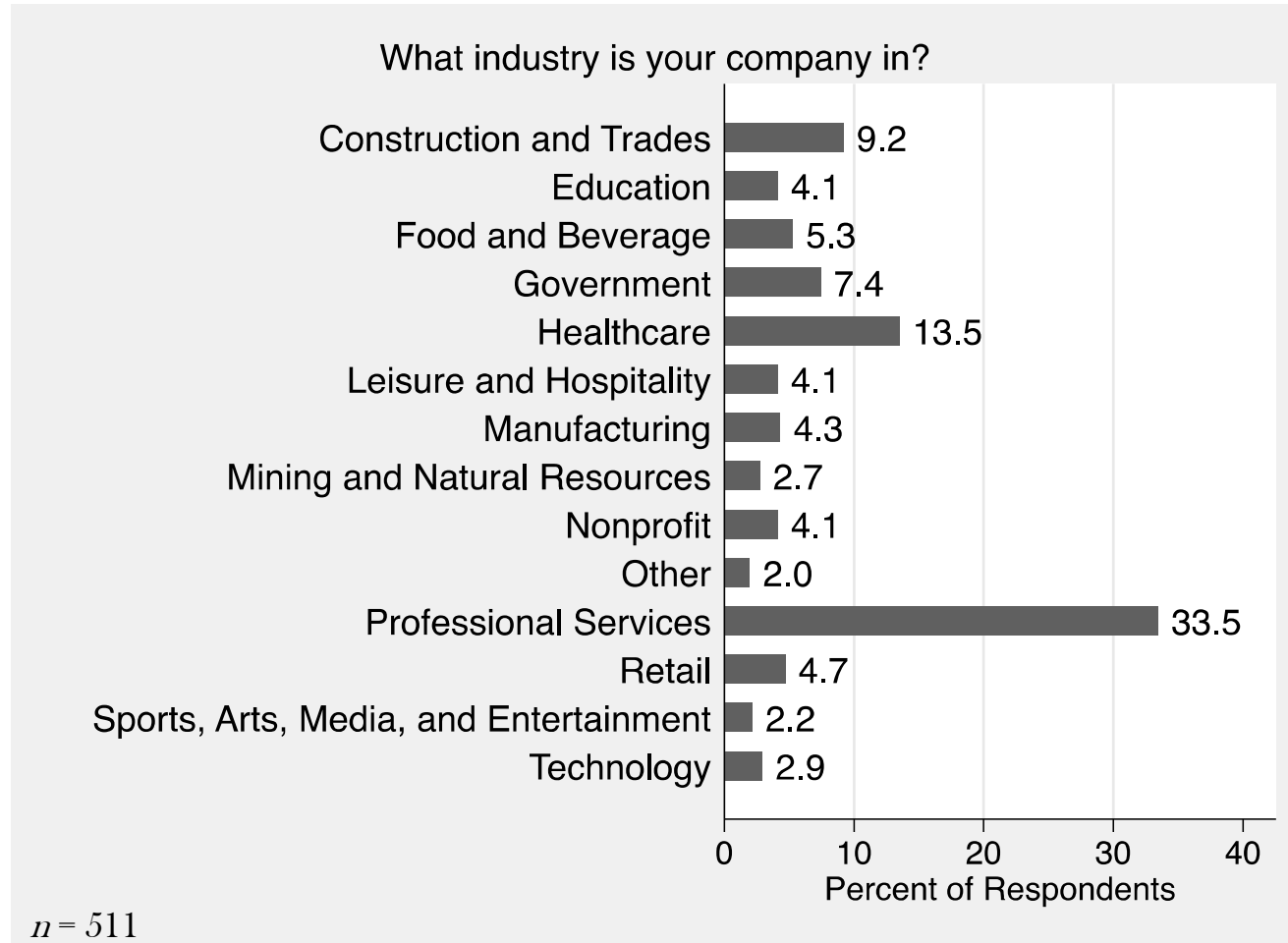
n = 511

Population Shares (2021)

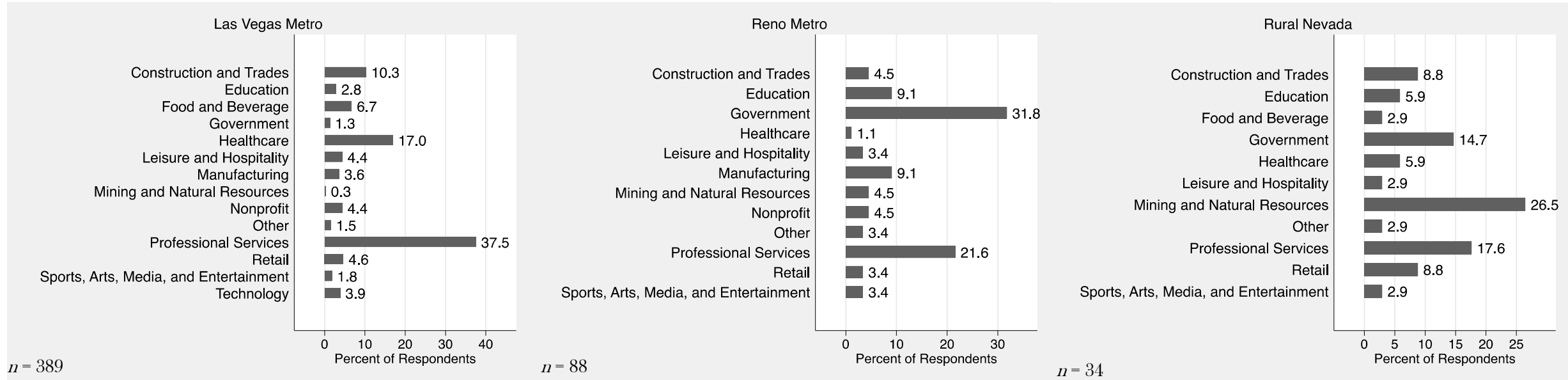
Clark County	72.8%
Washoe County	14.7%
Rural Counties	12.5%

Source: U.S. Census QuickFacts

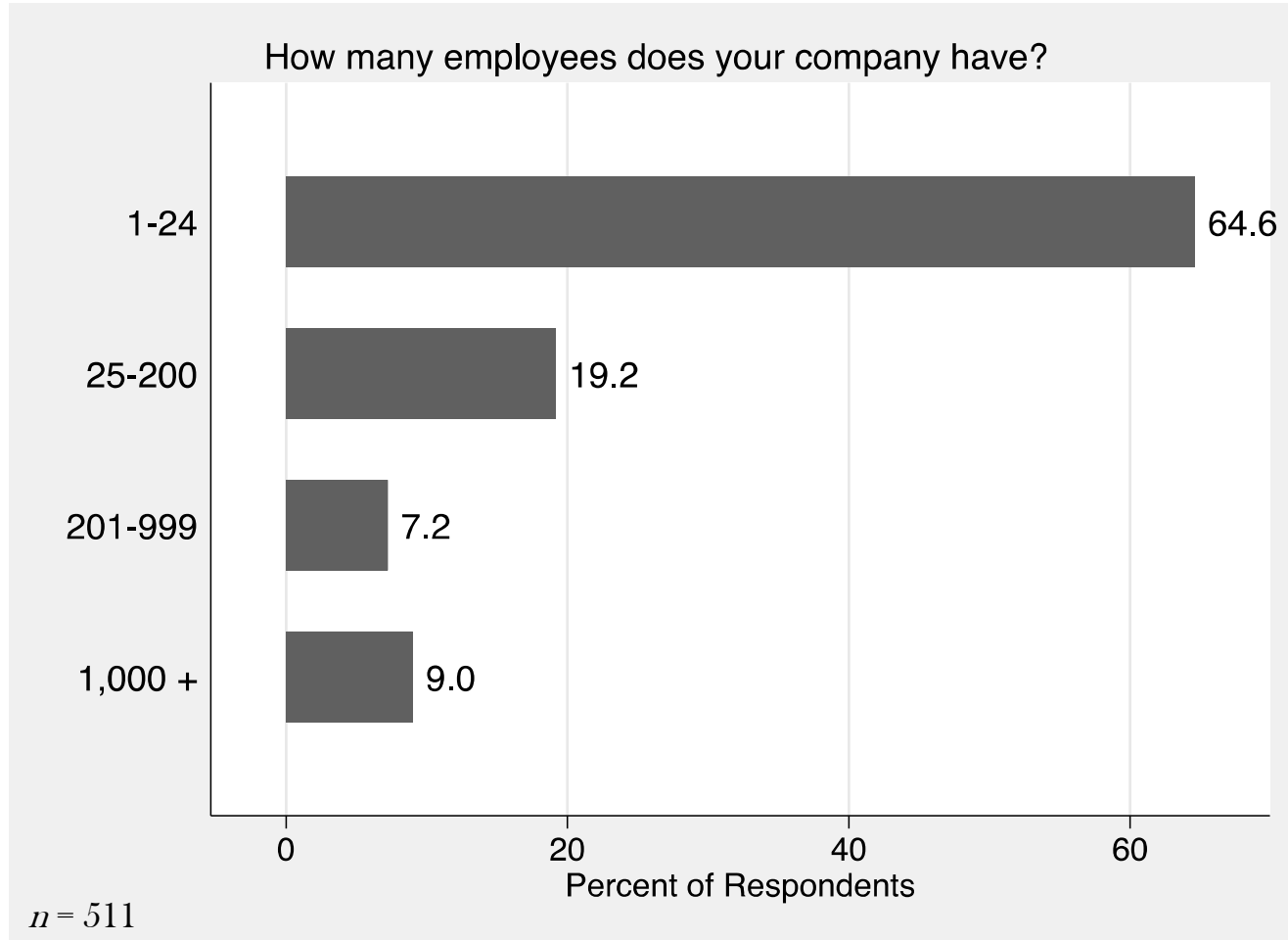
Respondent Characteristics



Respondent Characteristics



Respondent Characteristics



2022 Small Business Profile

U.S. SMALL BUSINESS ADMINISTRATION
OFFICE OF ADVOCACY
REGULATION • RESEARCH • OUTREACH

Nevada

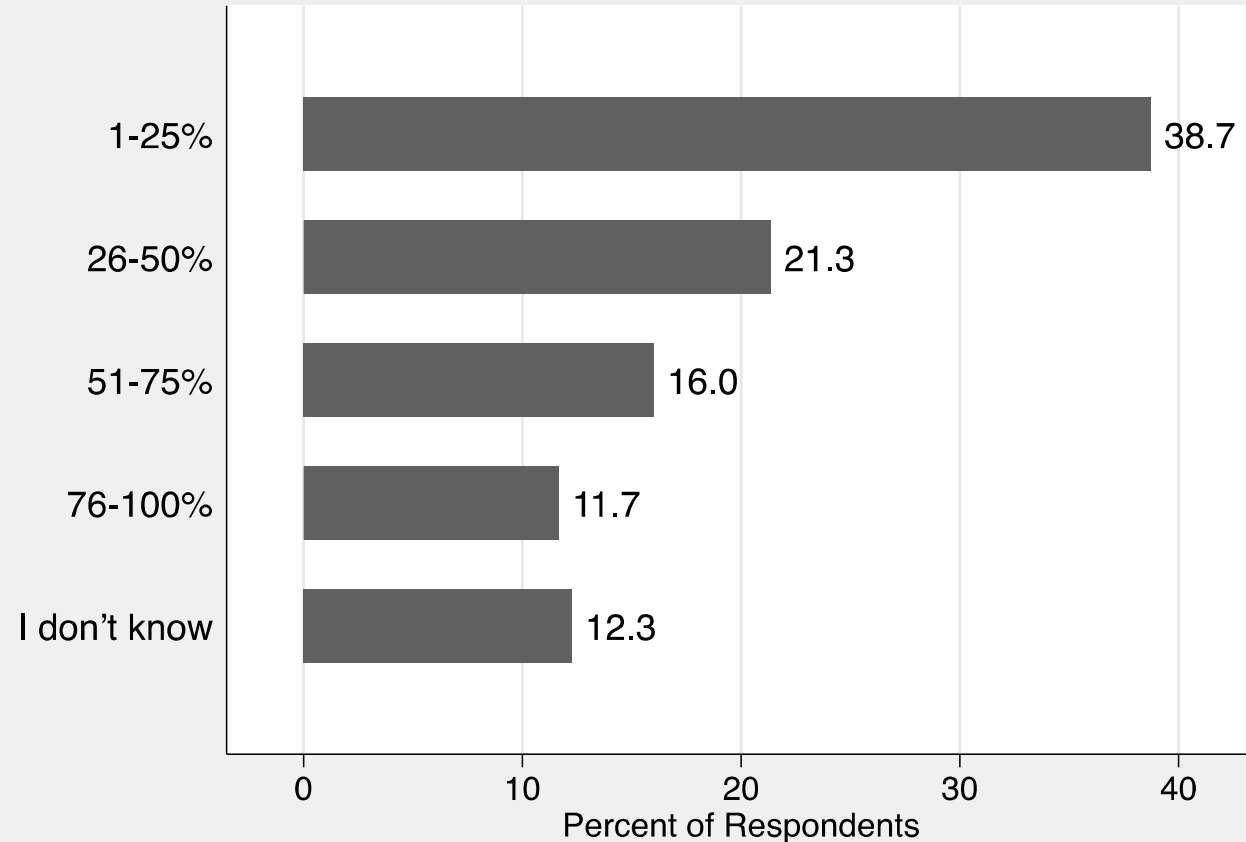
313,257 small businesses
99.2 percent of Nevada businesses

540,004 small business employees
42.8 percent of Nevada employees

Source: Small-Business-Economic-Profile-NV

Respondent Characteristics

About what percent of your staff are parents to children under the age of 12?

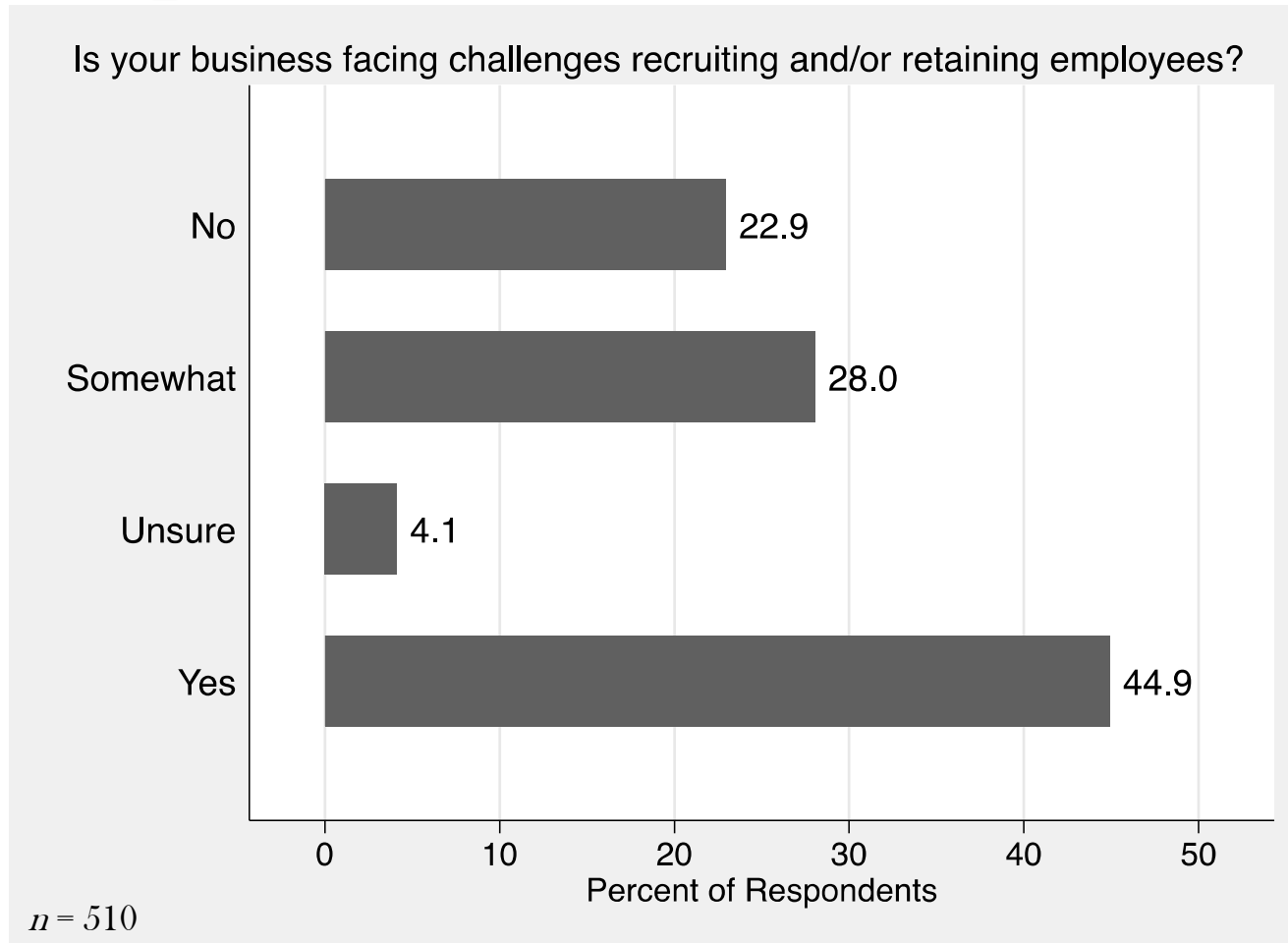


n = 506

While Nevada's population is aging, there are nearly 600,000 Nevadans 14 years of age or younger.* Most respondents indicated that they have employees with children under the age of 12.

* 2021 ACS 5-Year Estimates Subject Tables

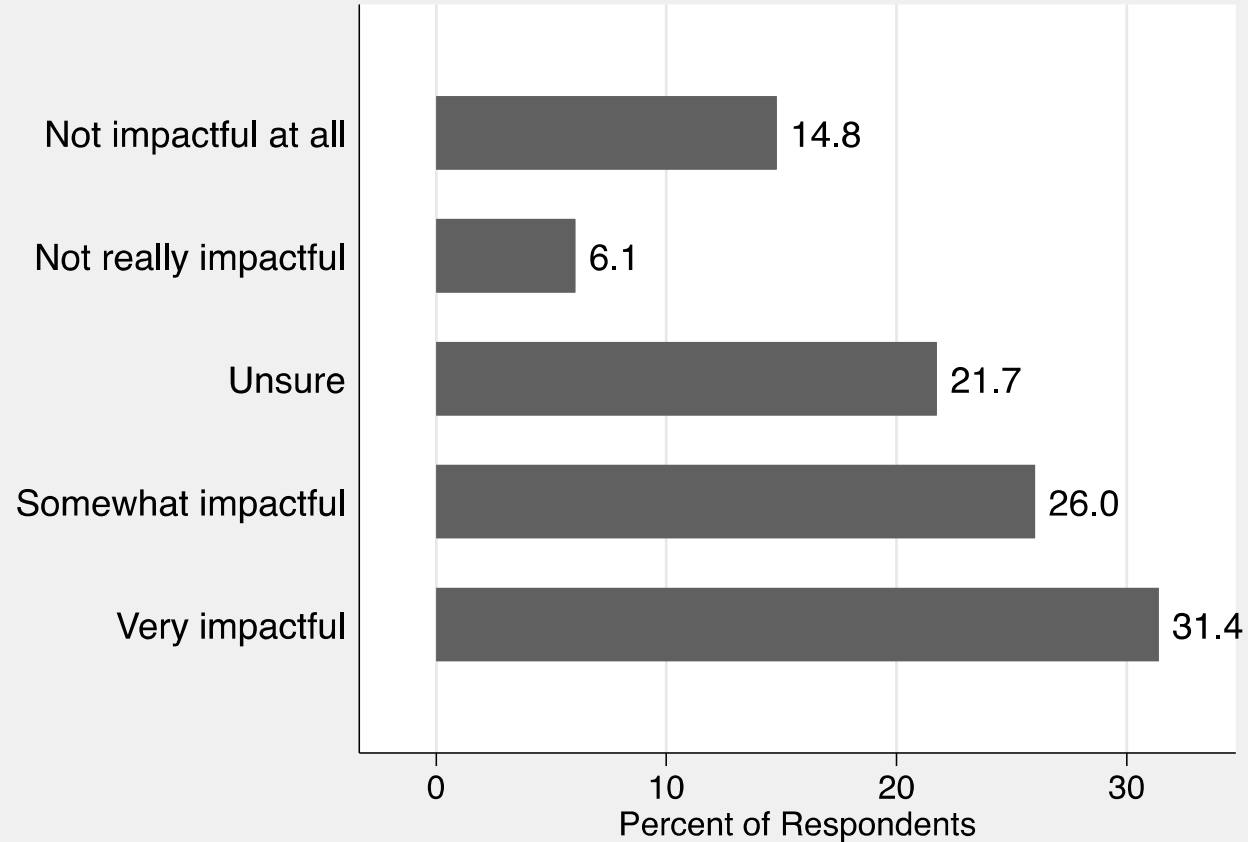
Employer Challenges



Nearly three-quarters of respondents indicated that they are facing some challenges recruiting or retaining employees.

Employer Challenges

If yes, how impactful has this been on your business?

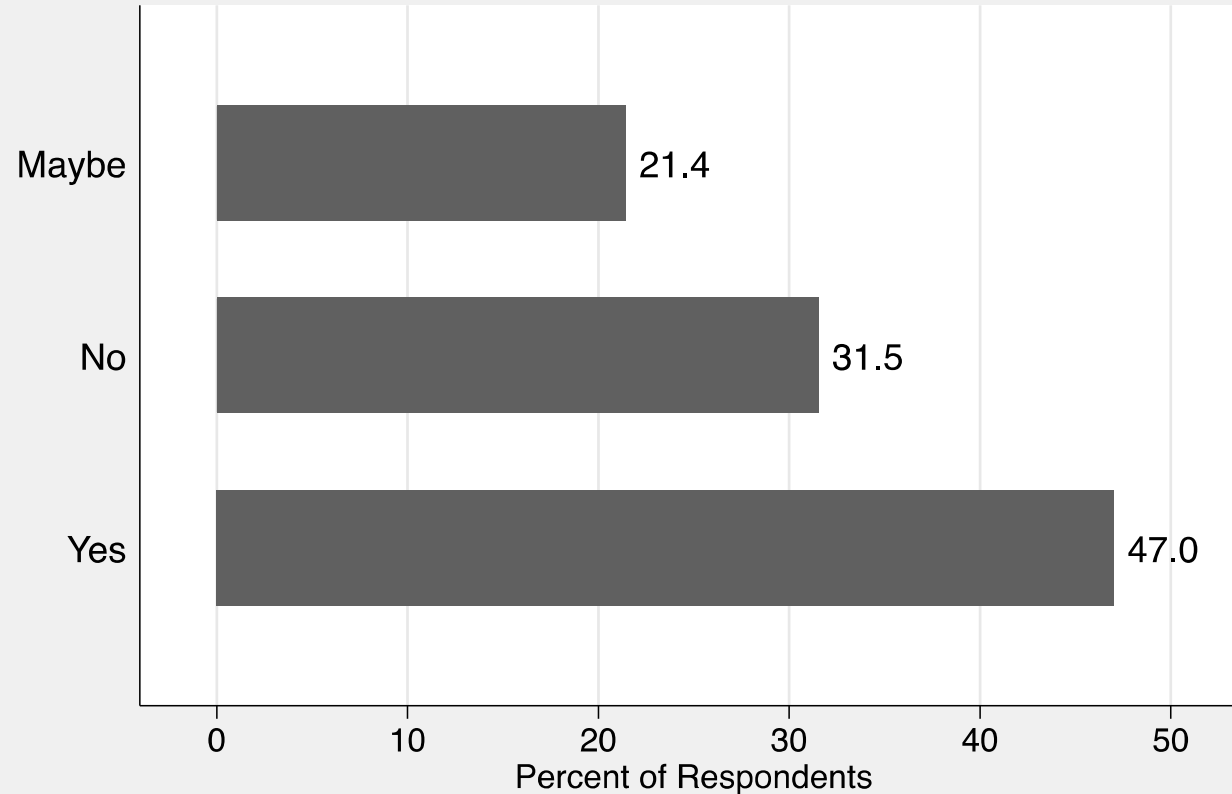


$n = 446$

Nearly three of five respondents indicated that challenges to recruiting and retaining employees was somewhat or very impactful on their businesses.

Employer Challenges

Is access to childcare an impediment to your business as it relates to employee retention and/or hiring?

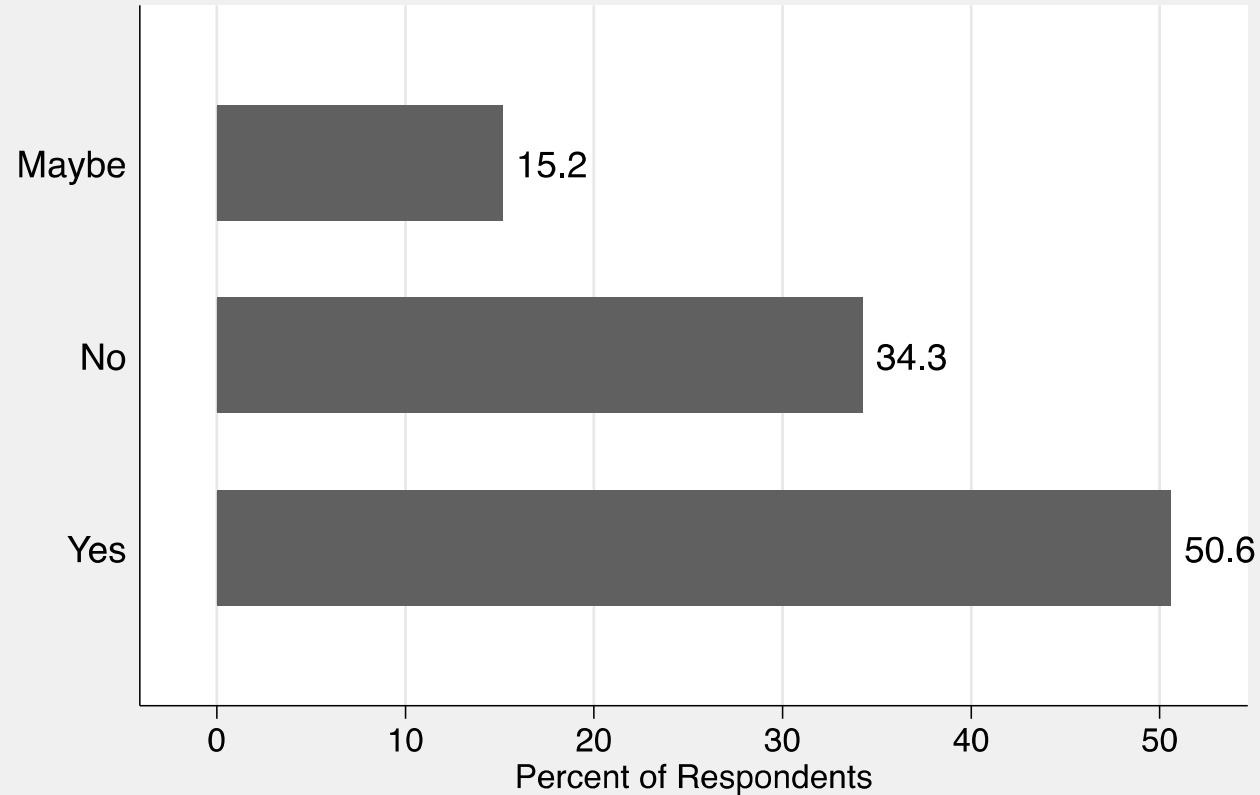


n = 504

Nearly half of respondents indicated that access to childcare was an impediment to employee hiring and retention and a fifth of respondents indicated that it may be an impediment to employee hiring and retention.

Employer Challenges

Has childcare been identified as a barrier to working by your employees or potential hires?

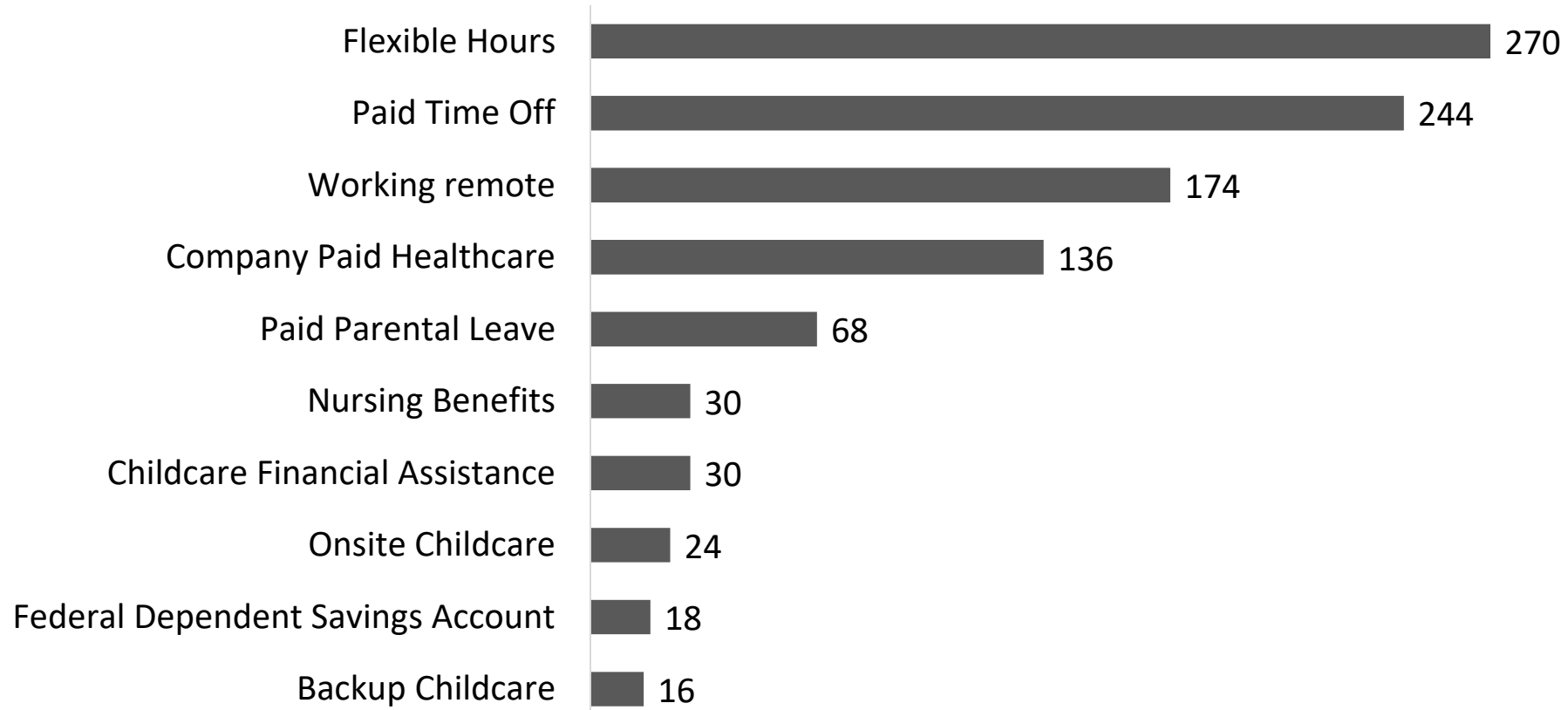


n = 508

Half of respondents indicated that childcare was identified as a barrier to working by their employees or potential hires.

Childcare Access and Benefits

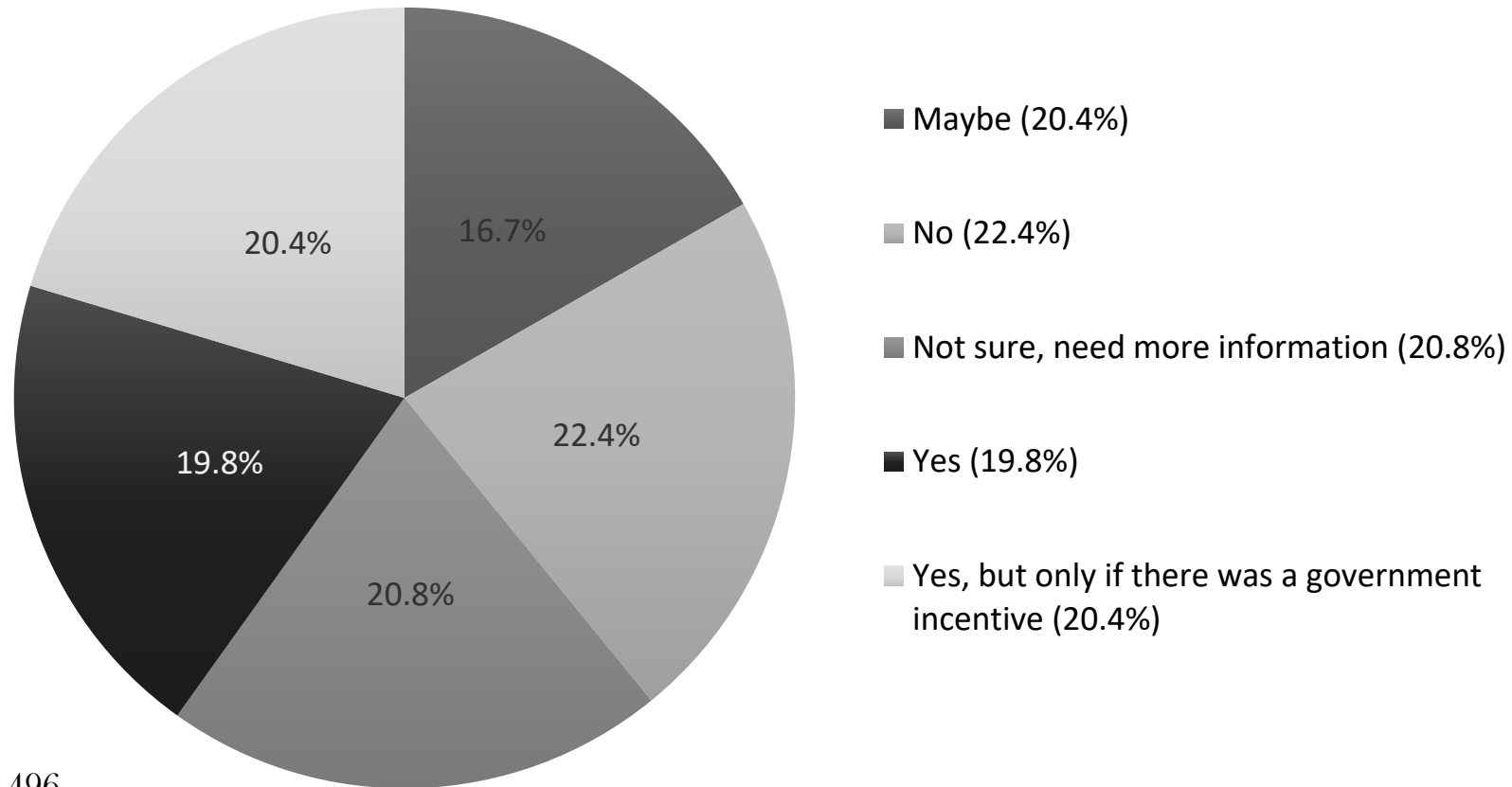
Which of the below employee benefits/policies does your business currently offer?



n = 433

Childcare Access and Benefits

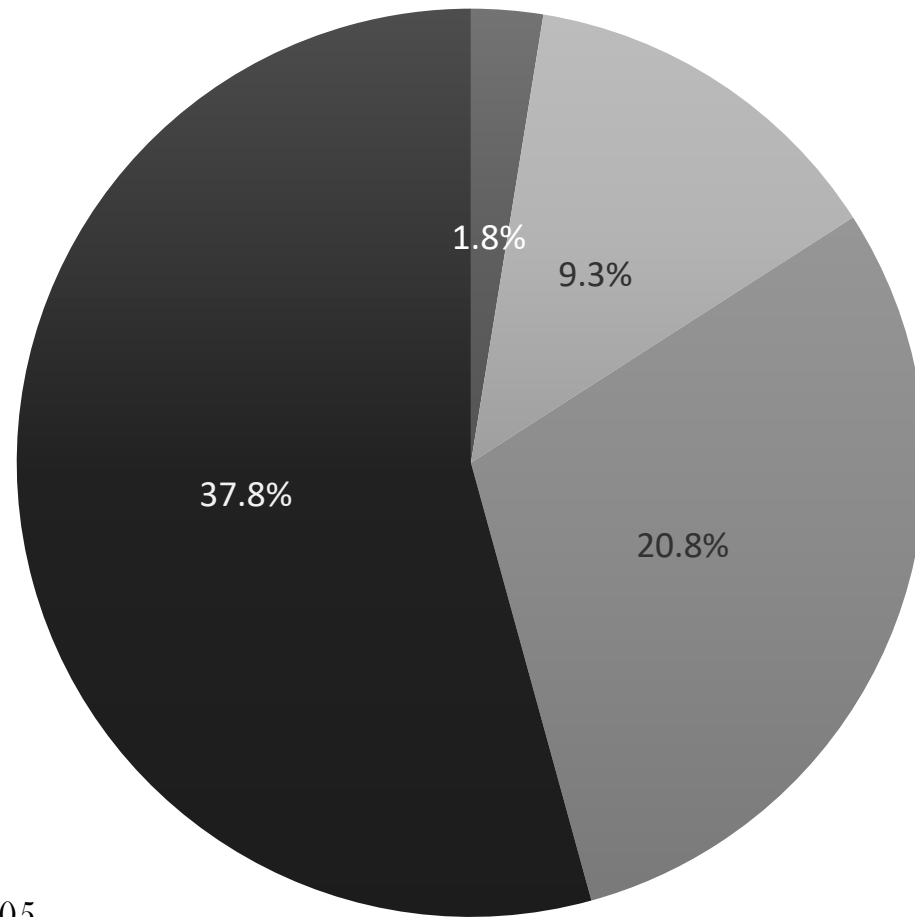
If you do not currently offer childcare benefits to your employees, would you be interested?



n = 496

Childcare Access and Benefits

Are you familiar with or utilize the federal childcare business tax credit, 45F?

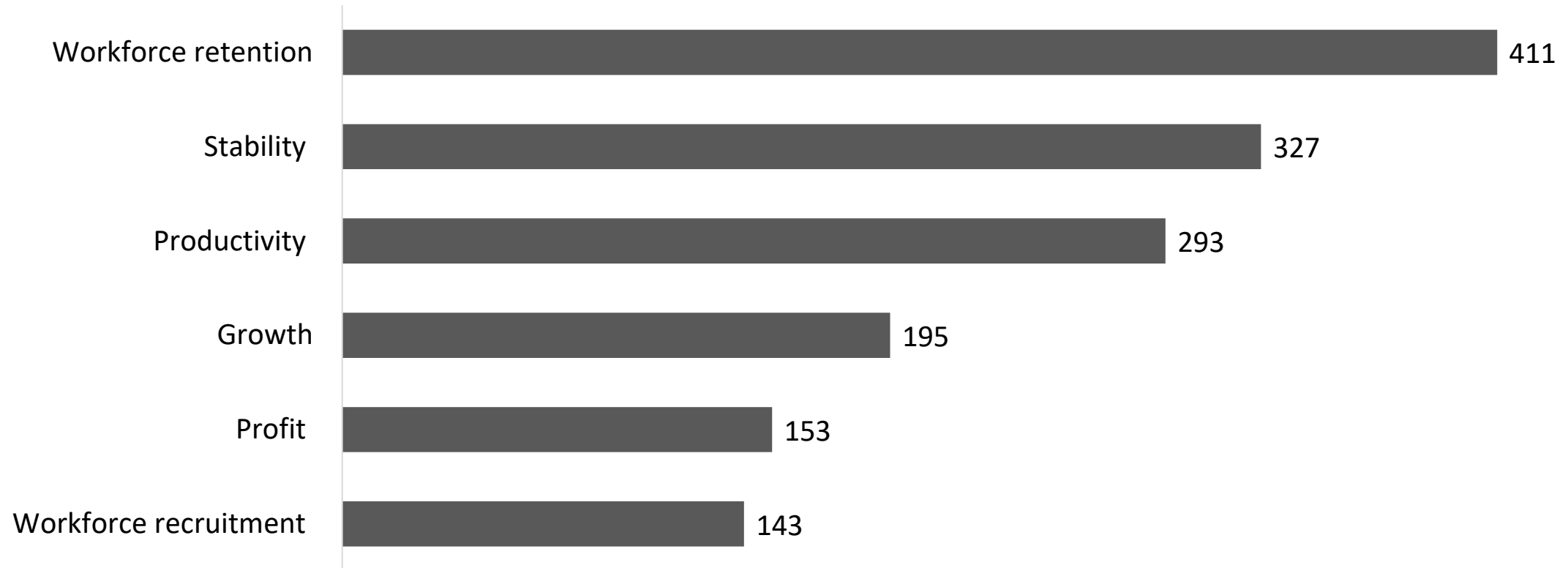


n = 505

- I'm familiar with and use it (1.8%)
- I'm familiar with but don't use it (9.3%)
- I'm not familiar with and don't use it (51.09%)
- I'm not familiar but am interested in learning more (37.8%)

Childcare Access and Benefits

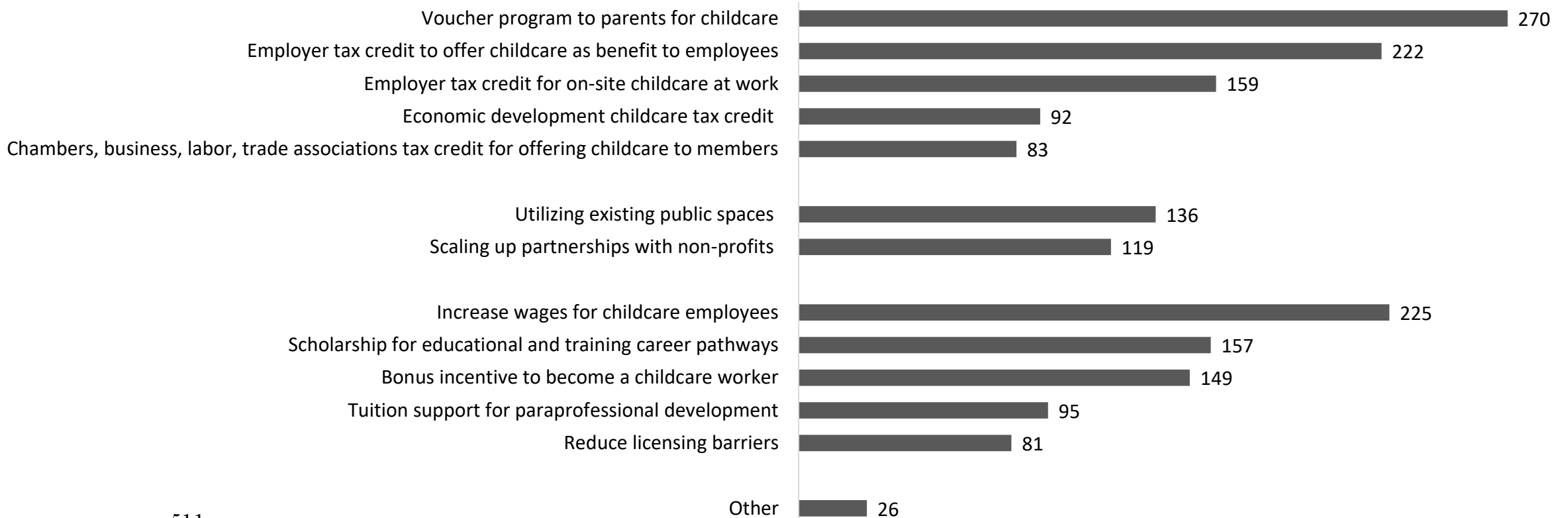
If your employees had greater access to childcare, as an employer do you believe this would improve:



n = 433

Childcare Access and Benefits

Nevada allocated \$220 million of ARPA funding to address access to childcare.
How would you like to see those dollars invested? Please check all that you support.



n = 511

Takeaways

- ▶ Childcare access is an issue for employees and employers.
- ▶ The most common benefits offered by employers to address employee childcare needs are flexible schedules, paid time off, and remote work.
- ▶ Many employers are interested in offering childcare benefits, yet there is little knowledge and use of the 45F federal childcare business tax credit.
- ▶ Employers would like to see Nevada use ARPA funding to bolster the childcare workforce and to use vouchers or tax credits to offset costs.

Thank you!

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