

# Analysis of Employer Childcare Survey\*

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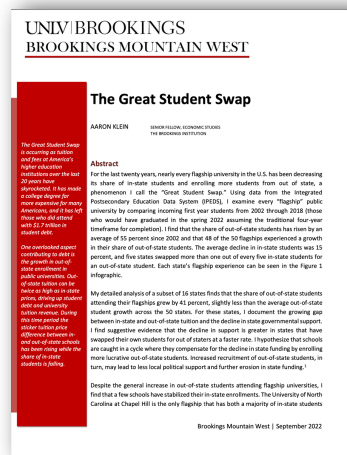
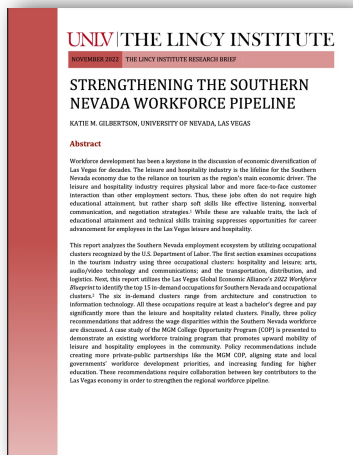
Professor and Chair,  
Department of Political Science

\* Prepared for presentation to the Nevada Governor's Workforce Development Board, February 15, 2023

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

# Who We Are and What We Do

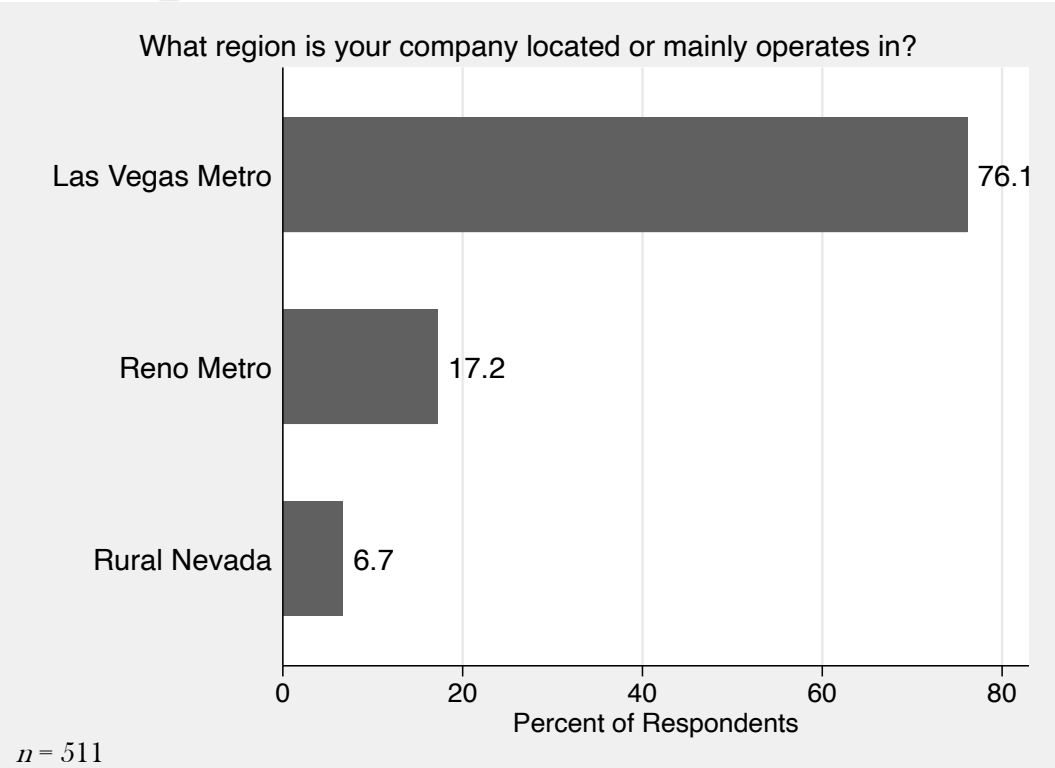
- ▶ The Lincy Institute conducts and supports research that focuses on improving Nevada's economic development, education, governance, health, nonprofits, and social services.
- ▶ Brookings Mountain West is a partnership with the Washington, D.C.-based Brookings Institution that provides a platform to bring ideas and expertise together to enhance public policy discussions and to build a robust, inclusive, and sustainable future.



# Survey Overview

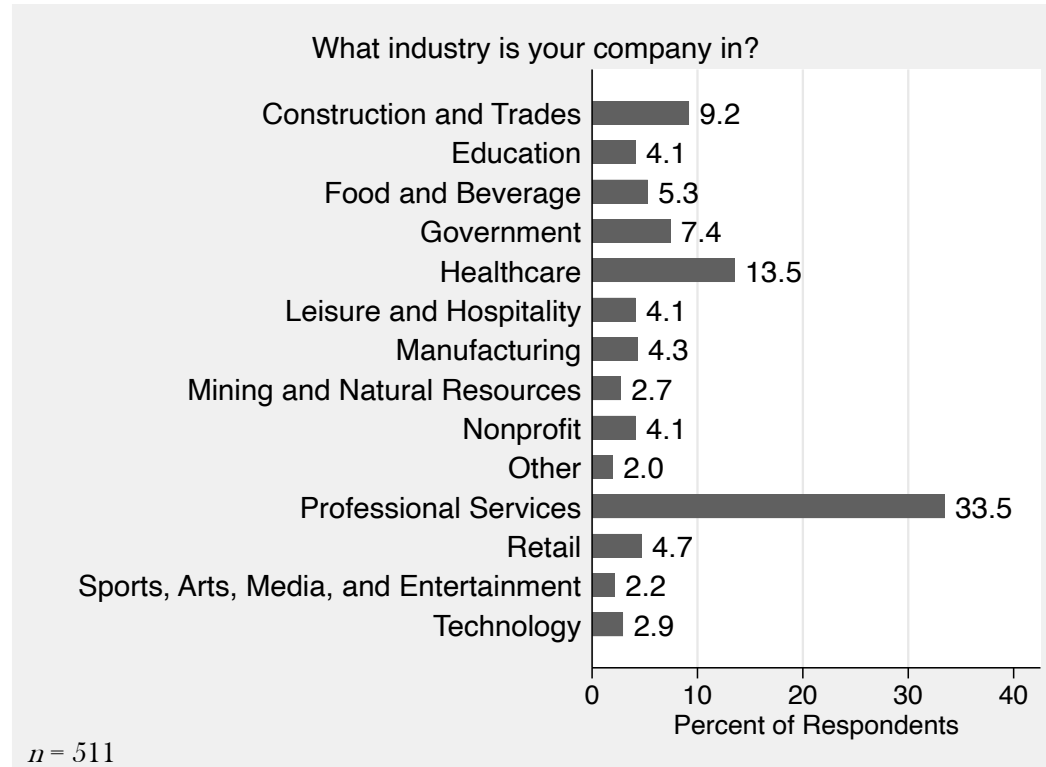
- ▶ Purpose: Assess the effects of Nevada's childcare gap on businesses
- ▶ Population: Small-business owners with employee childcare needs
- ▶ Sample: Non-probability, convenience sample
- ▶ Mode: Online data collection
- ▶ Content: 15 questions (two open-ended questions not reported here)
- ▶ Distribution: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

# Respondent Characteristics

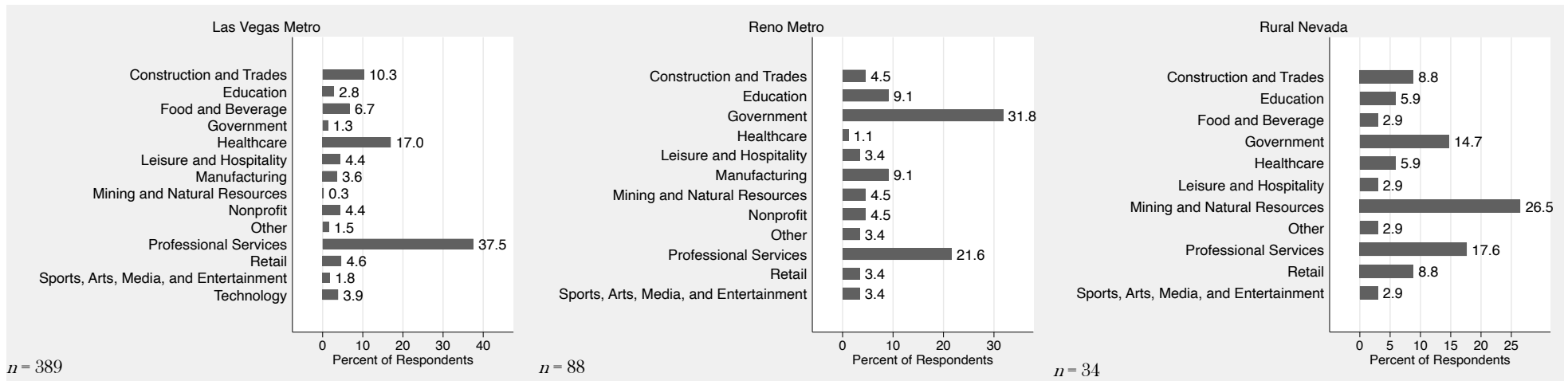


Population Shares (2021)	
Clark County	72.8%
Washoe County	14.7%
Rural Counties	12.5%
<i>Source: U.S. Census QuickFacts</i>	

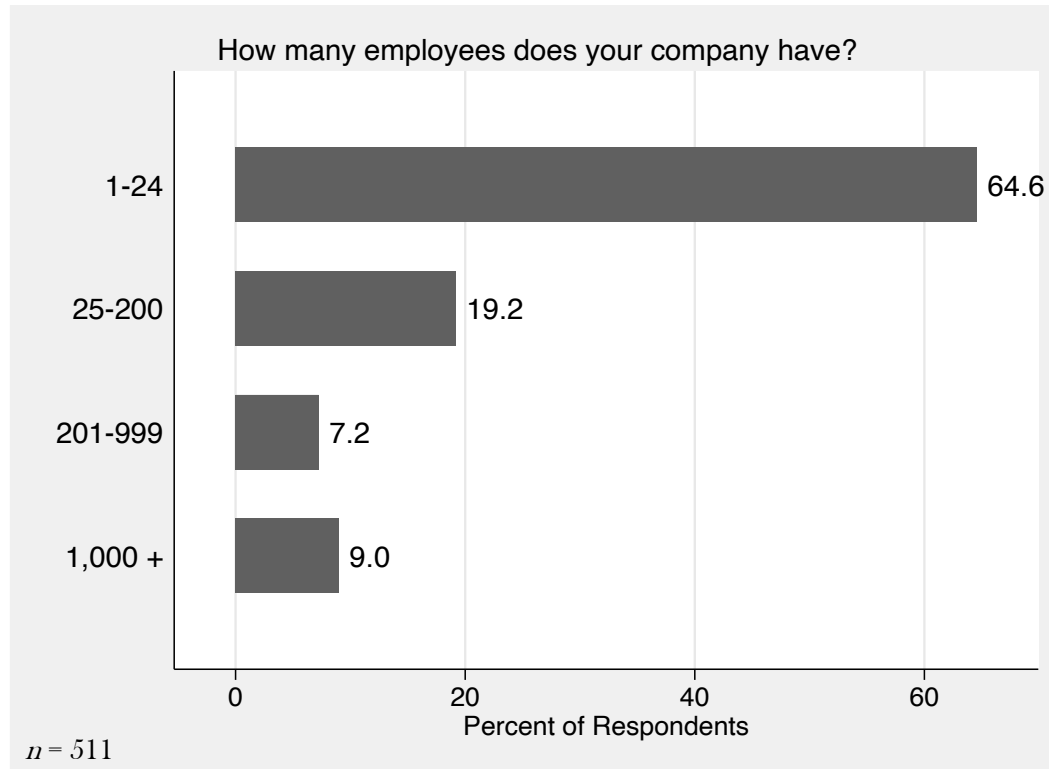
# Respondent Characteristics



# Respondent Characteristics



# Respondent Characteristics



## 2022 Small Business Profile

U.S. SMALL BUSINESS ADMINISTRATION  
**OFFICE OF ADVOCACY**

REGULATION • RESEARCH • OUTREACH

## Nevada

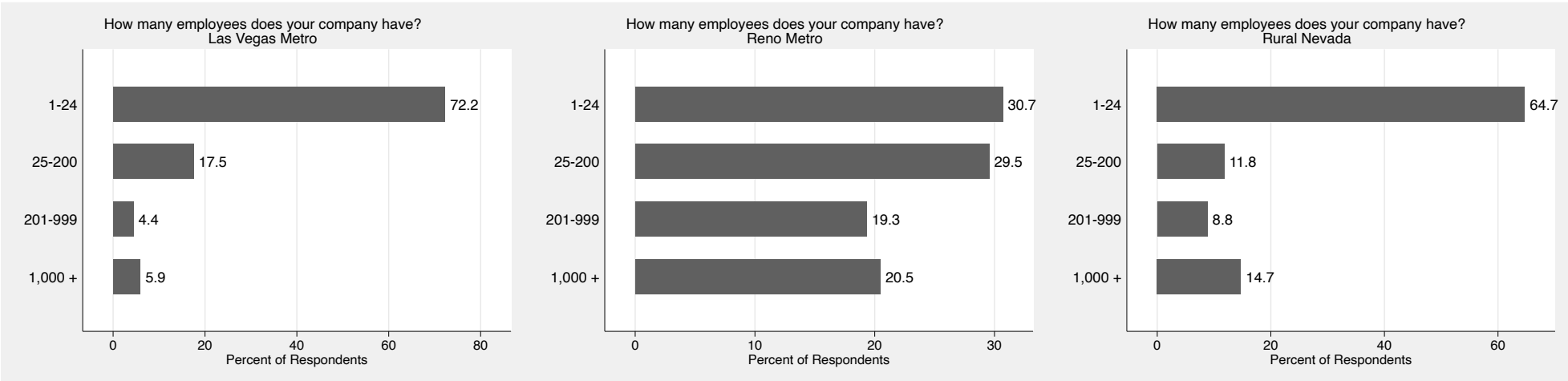
**313,257** small businesses  
99.2 percent of Nevada businesses

**540,004** small business employees  
42.8 percent of Nevada employees

Source: Small-Business-Economic-Profile-NV



# Respondent Characteristics



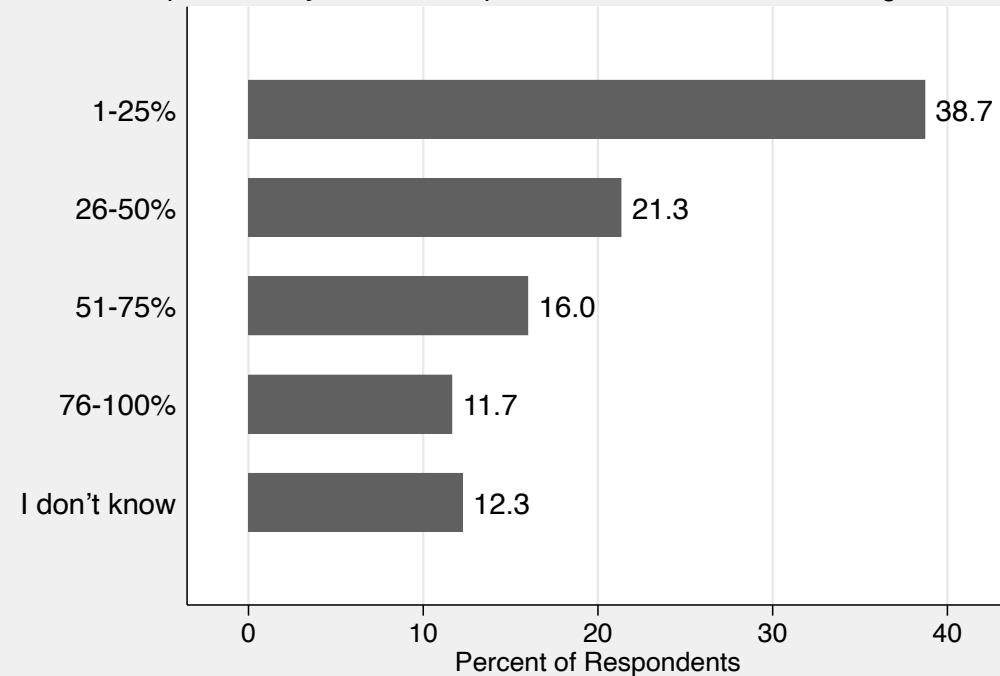
n = 389

n = 88

n = 34

# Respondent Characteristics

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

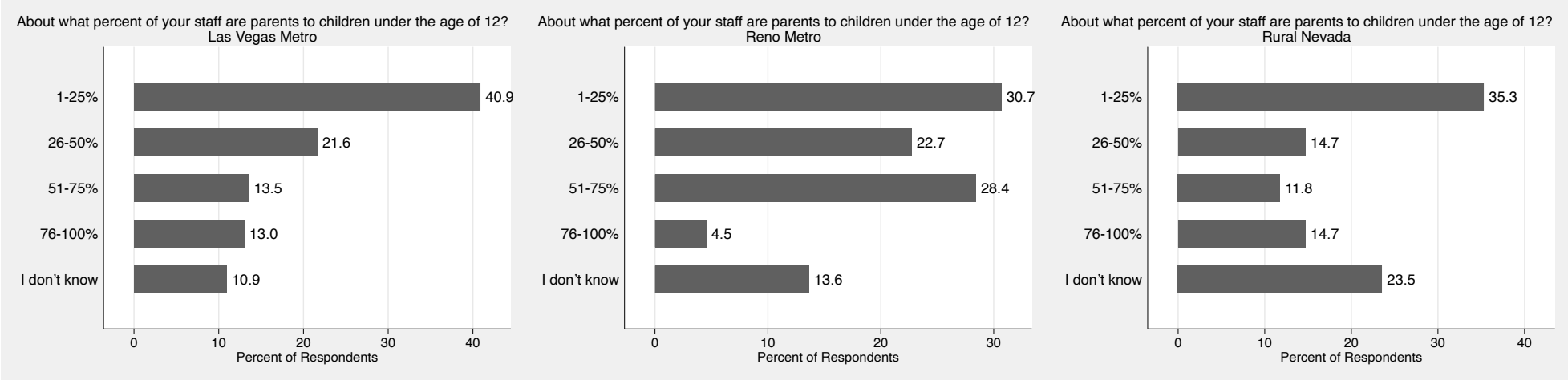


n = 506

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

# Respondent Characteristics

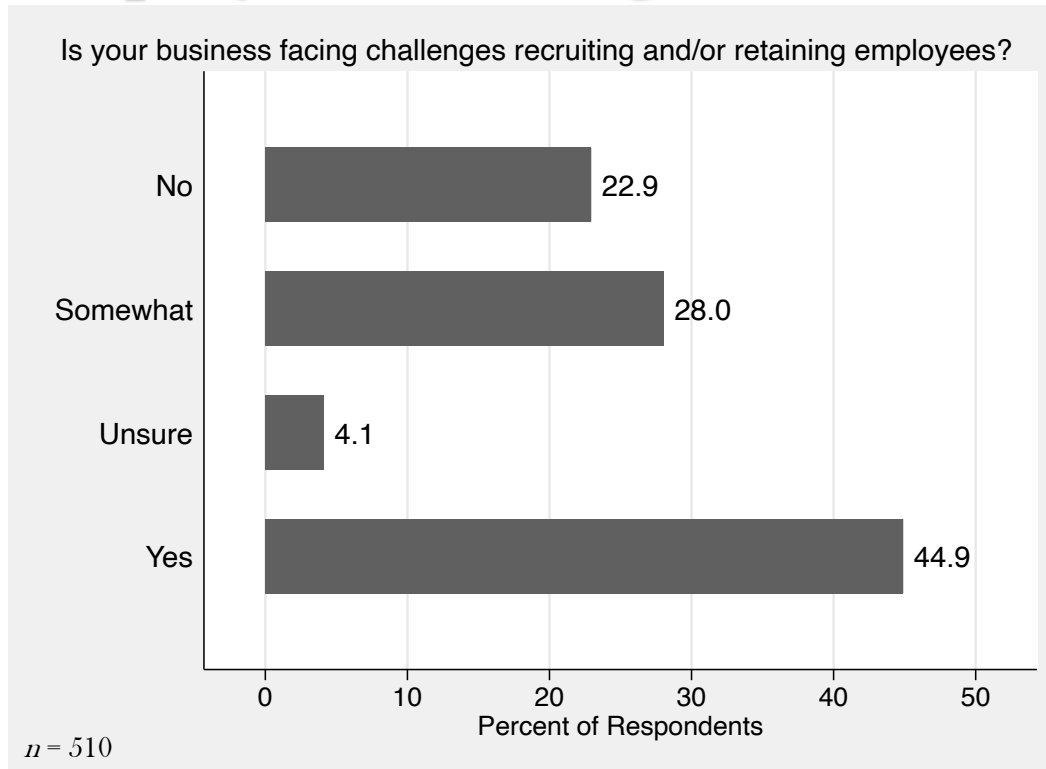


n = 384

n = 88

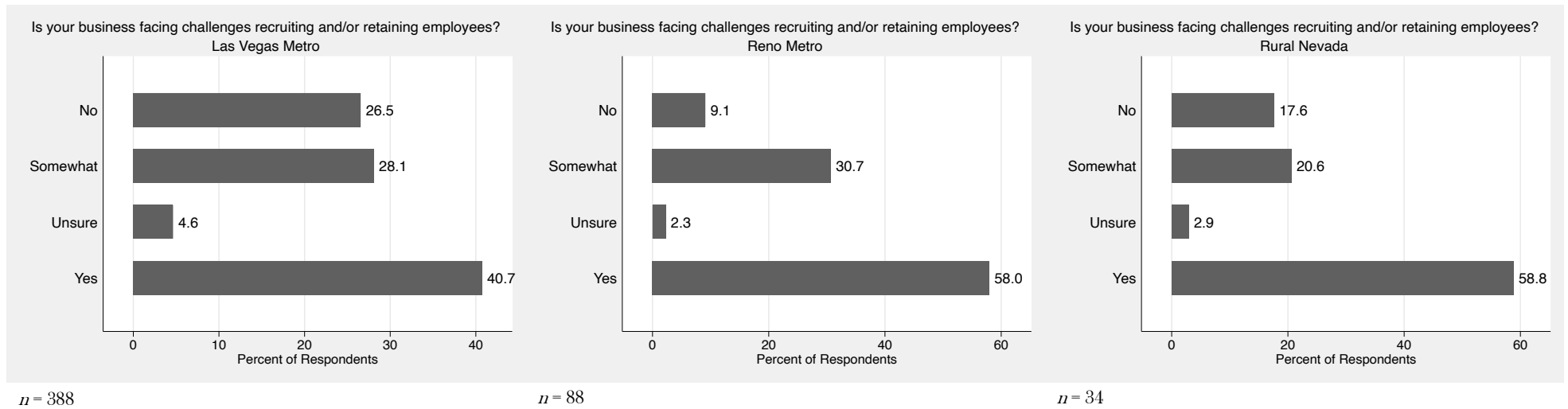
n = 34

# Employer Challenges

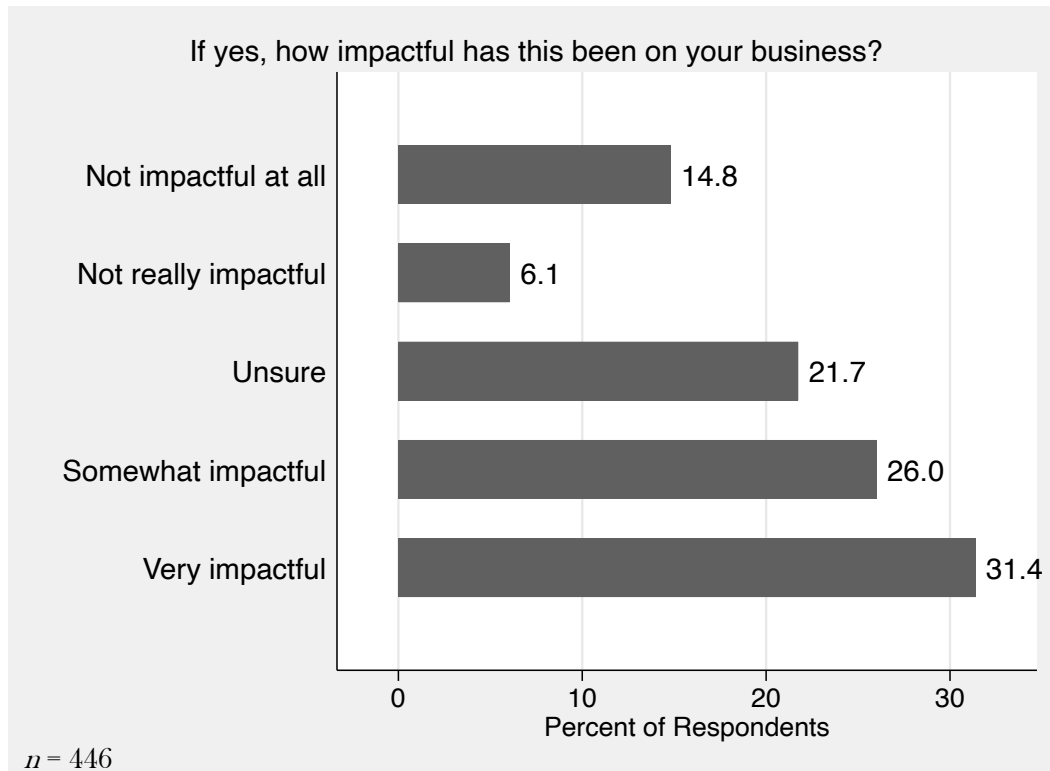


Nearly three-quarters of respondents indicated that they are facing some challenges recruiting or retaining employees.

# Employer Challenges

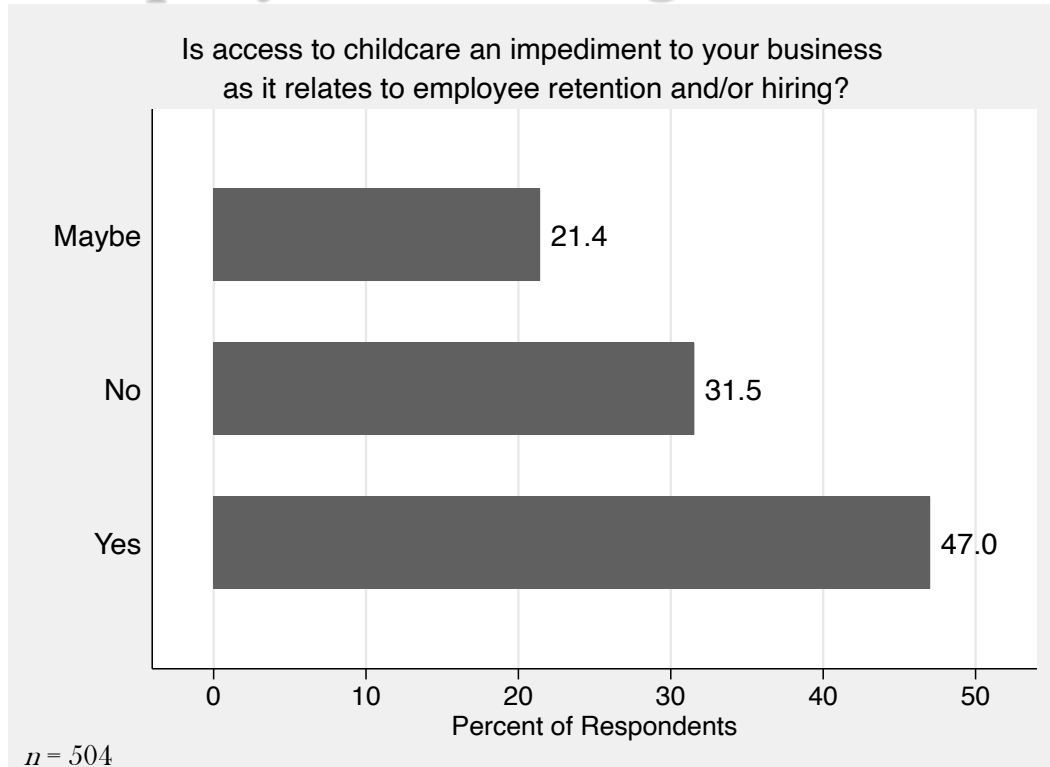


# Employer Challenges



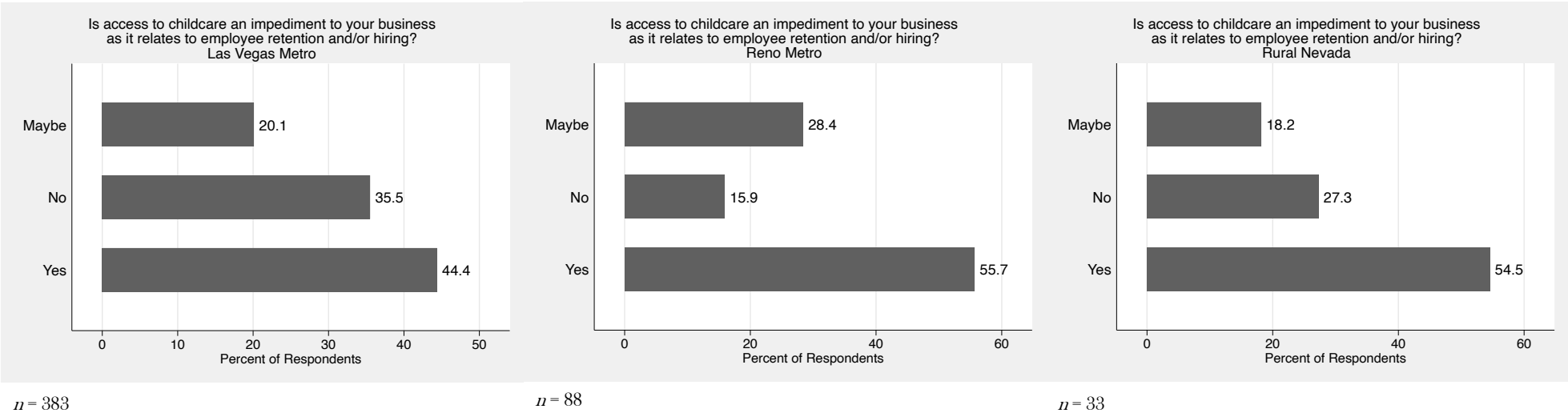
Nearly three of five respondents indicated that challenges to recruiting and retaining employees was somewhat or very impactful on their businesses.

# Employer Challenges



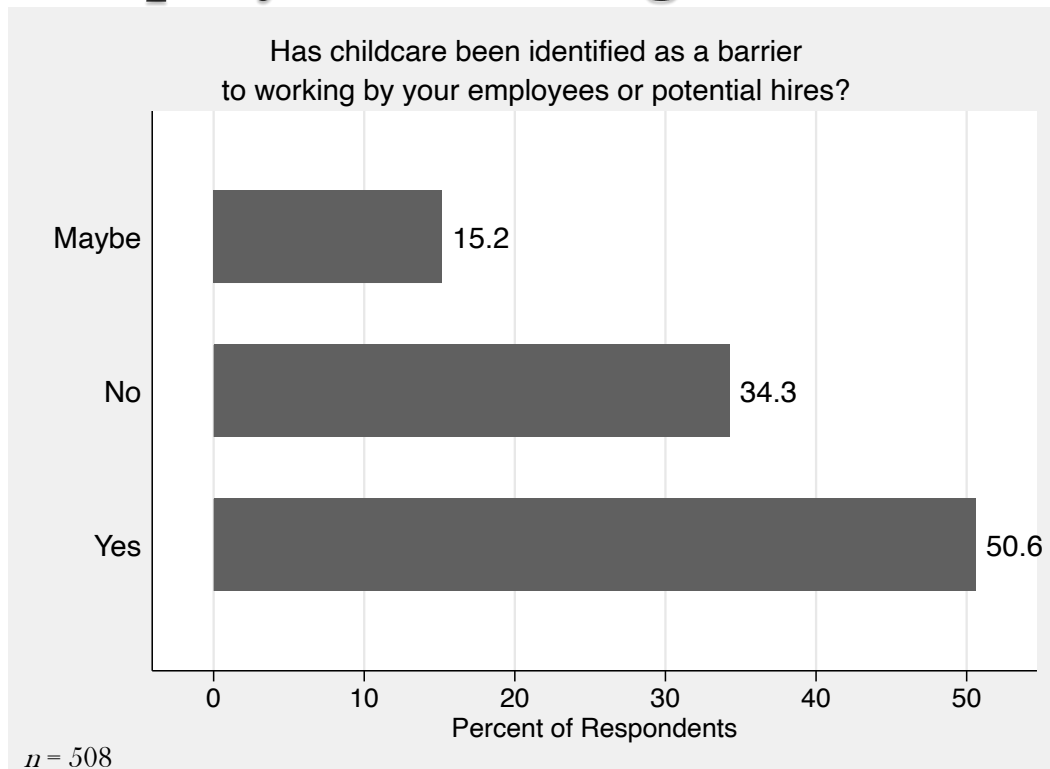
Nearly half of respondents indicated that access to childcare was an impediment to employee hiring and retention and a fifth of respondents indicated that it may be an impediment to employee hiring and retention.

# Employer Challenges



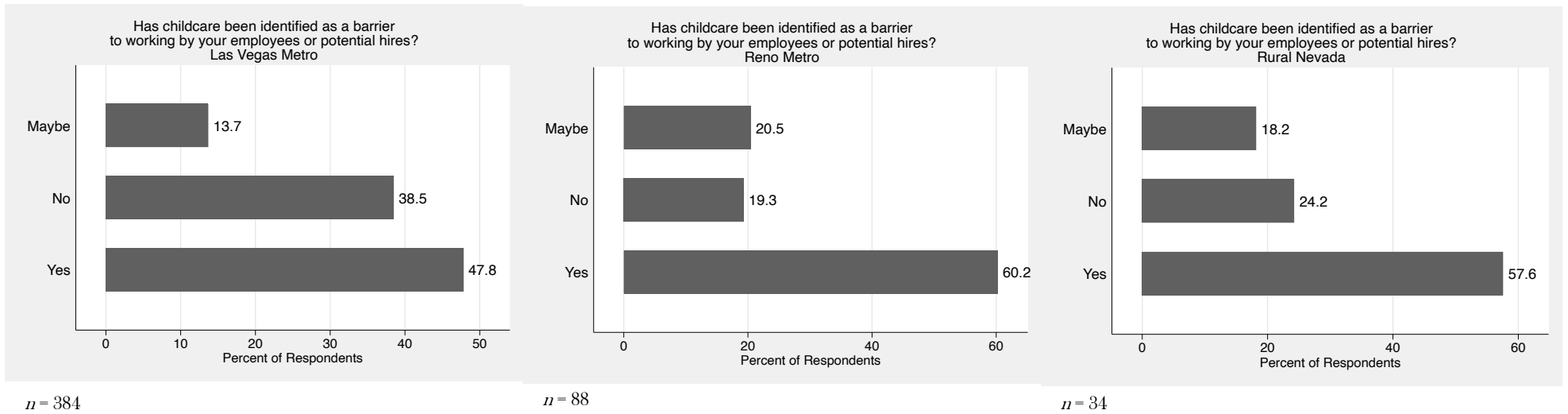


# Employer Challenges



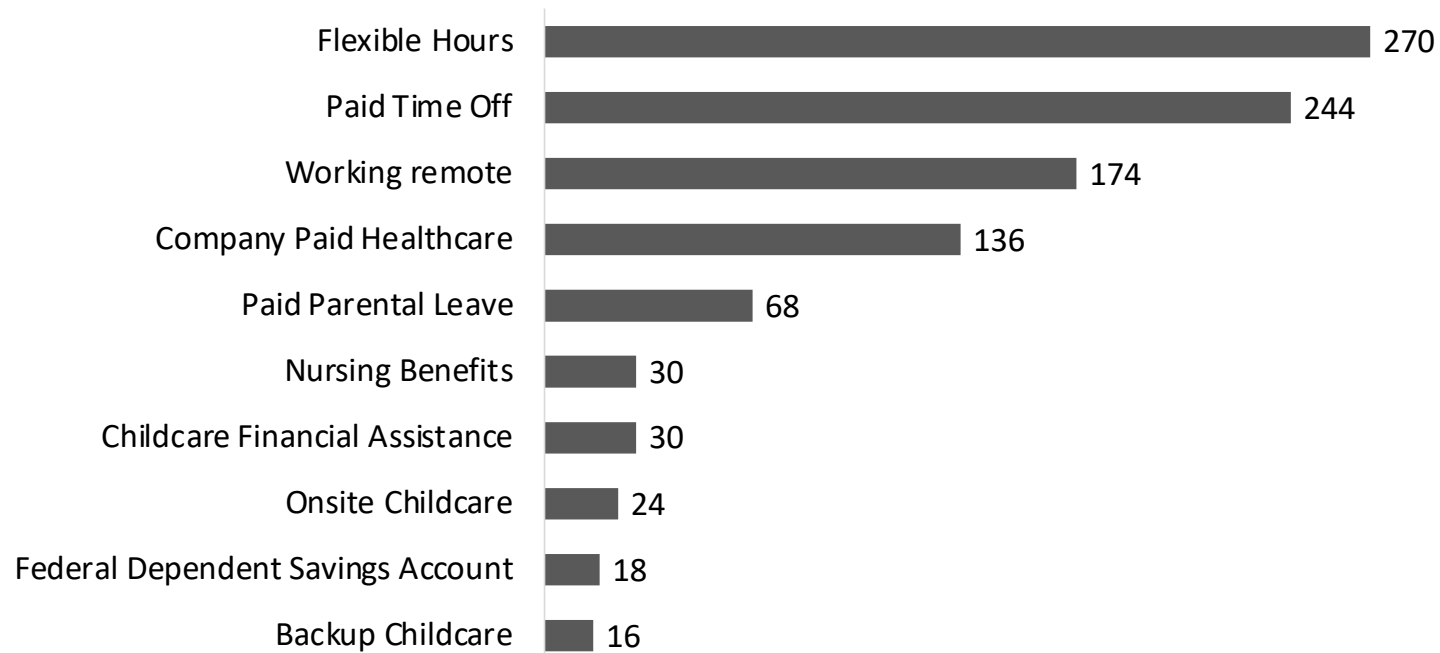
Half of respondents indicated that childcare was identified as a barrier to working by their employees or potential hires.

# Employer Challenges



# Childcare Access and Benefits

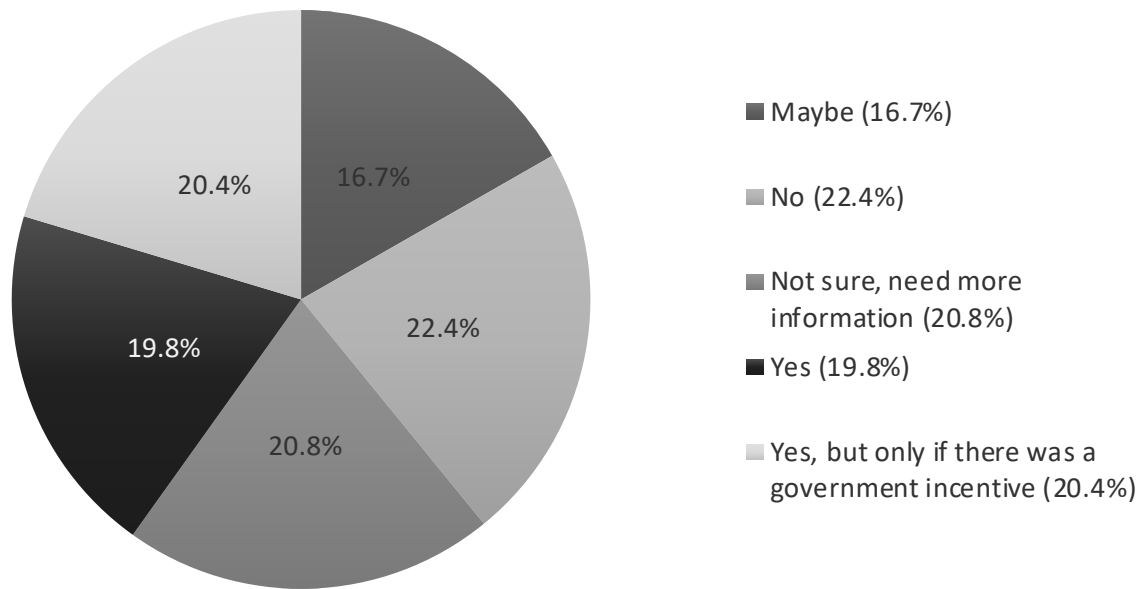
Which of the below employee benefits/policies does your business currently offer?



*n* = 433

# Childcare Access and Benefits

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

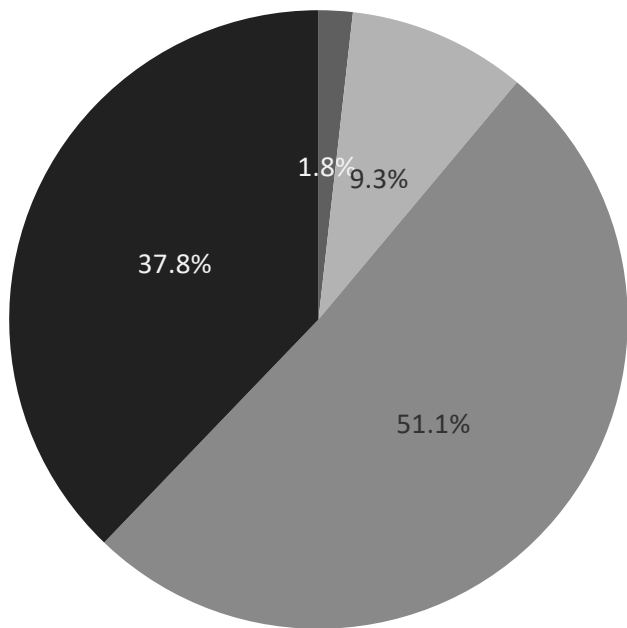


n = 496

	Las Vegas Metro	Reno Metro	Rural Nevada
Maybe	16.5%	20.7%	9.7%
No	23.5%	15.9%	25.8%
Not sure	20.1%	28.1%	9.7%
Yes	18.8%	23.2%	22.6%
Yes, but..	21.2%	12.2%	32.3%
n =	383	82	31

# Childcare Access and Benefits

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

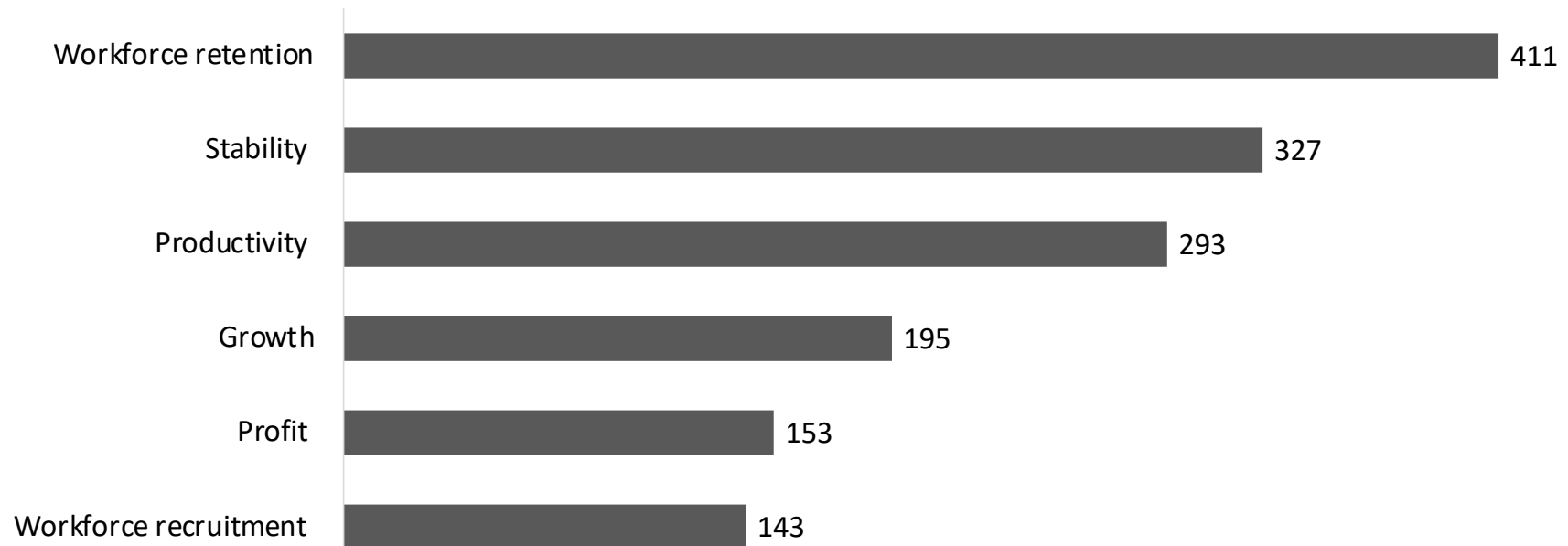


- I'm familiar with and use it (1.8%)
- I'm familiar with but don't use it (9.3%)
- I'm not familiar with and don't use it (51.1%)
- I'm not familiar but am interested in learning more (37.8%)

	Las Vegas Metro	Reno Metro	Rural Nevada
Familiar and use	1.6%	1.2%	6.1%
Familiar, don't use	8.8%	8.1%	18.2%
Not familiar, don't use	49.5%	57.0%	54.5%
Not familiar, but...	40.2%	33.7%	21.2%
<i>n</i> =	386	86	33

# Childcare Access and Benefits

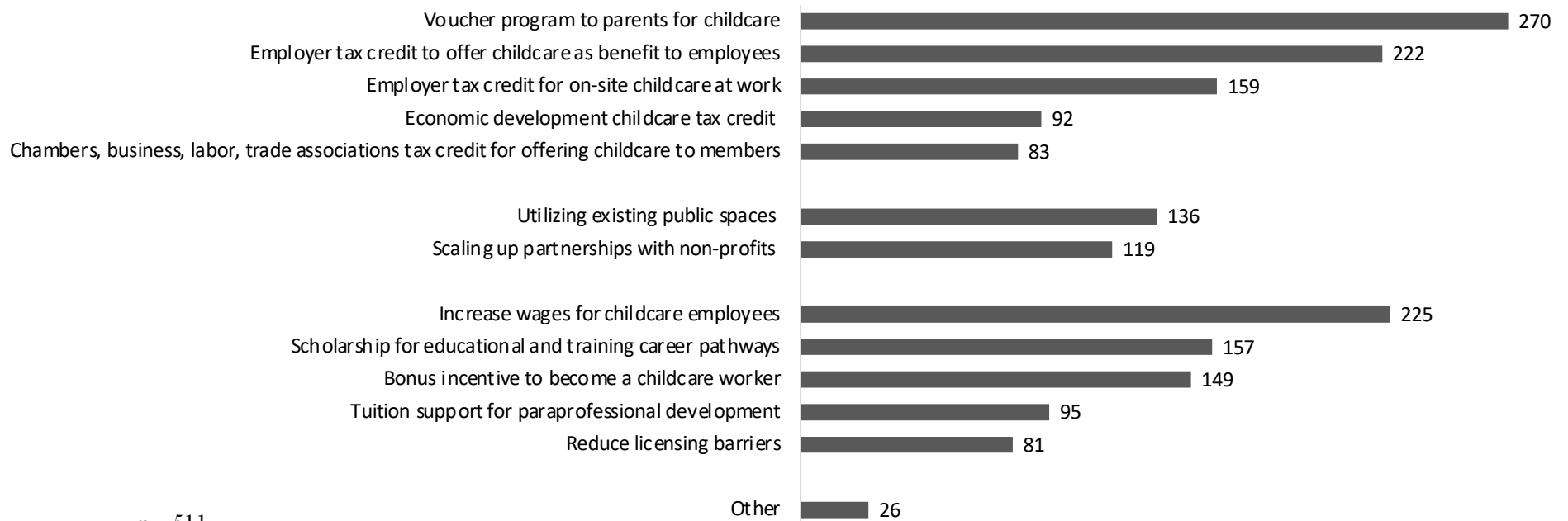
If your employees had greater access to childcare, as an employer do you believe this would improve:



*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.



# 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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