



# Child Care Needs Assessment

Prepared for:

Yamhill CCO Early Learning Hub

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# TABLE OF CONTENTS

Introduction.....	1
Methods.....	1
Findings.....	1
Family Survey Demographics.....	1
Business Survey Demographics .....	3
Family Child Care Preferences and Barriers.....	5
Impact of COVID-19 Pandemic on Families and Businesses .....	10
COVID-19 Impact on Child Care Need and Access .....	11
Barriers to Securing Child Care during COVID-19 .....	14
Business Response to COVID-19.....	16
Business Partnership Opportunities .....	17
Evaluation Insights.....	18

# INTRODUCTION

To inform upcoming expansion planning, Yamhill County, Yamhill CCO and its Early Learning Hub, and Child Care Resource & Referral partnered with Pacific Research & Evaluation to conduct a compressed child care feasibility study. This research focused on assessing child care needs and preferences in Yamhill County and the Confederated Tribes of Grand Ronde. Further, this research identified barriers related to child care that families and local businesses are facing in the context of the COVID-19 pandemic. This study included a family survey and a business survey administered online in September 2020. Survey findings are summarized below.

# FINDINGS

## Family Survey Demographics

Six percent (5.6%) of the 251 family survey respondents reported they are members of the Confederated Tribes of Grand Ronde. **McMinnville is the primary city of residence and work** for survey respondents.

Table 1. City/Town of Residence and Work

	Live (n = 251)	Work (n = 239)
Amity	2.0%	0.4%
Carlton	4.0%	1.3%
Dayton	3.2%	5.0%
Dundee	1.6%	0.0%
Grand Ronde	3.2%	4.6%
Lafayette	5.2%	1.3%
McMinnville	61.0%	57.7%
Newberg	8.4%	7.5%
Other	1.6%	13.0%
Sheridan	3.2%	2.5%
Willamina	3.6%	2.9%
Yamhill	3.2%	3.8%

# METHODS

**Family Survey:** PRE and Yamhill CCO Early Learning Hub collaborated to create the family survey protocol. The survey was directed at parents who live and/or work in Yamhill County or who are members of the Confederated Tribes of Grand Ronde. The purpose of the survey was to better understand parents' concerns and barriers to securing child care and to identify what factors are most important to families when they are looking for a child care program for their child. The survey also pertained to barriers faced amidst the COVID-19 pandemic and was administered in September 2020. A total of **251** survey responses were collected (including 245 surveys in English and 6 surveys in Spanish).

**Business Survey:** PRE and Yamhill CCO Early Learning Hub collaborated to create the business survey protocol. The survey was directed at businesses operating in Yamhill County and/or the Confederated Tribes of Grand Ronde. The purpose of the survey was to better understand how employees' access to and need for child care impacts organizations, to learn more about the implications of the COVID-19 pandemic, and to identify partnership opportunities. The survey was administered in September 2020 in English and Spanish. **41** total survey responses were submitted (all responses were in English).

The majority (**80.5%**) of families identified as **White** (see Table 2). The **Hispanic/Latinx** population is the community of color with the largest representation in the survey at **16.7%**.

*Table 2 Survey Respondents by Race/Ethnicity (n = 251)*

	<b>%</b>
<b>African American/Black</b>	4.8%
<b>Asian</b>	1.6%
<b>Hispanic/Latinx</b>	16.7%
<b>Native American/Native Alaskan</b>	6.8%
<b>Native Hawaiian/Pacific Islander</b>	2.0%
<b>White</b>	80.5%
<b>Other</b>	0.4%
<b>I prefer not to answer</b>	3.6%

\*Survey respondents could select more than one answer

Most parents (**96.0%**) indicated that their child’s primary home language is **English** (see Table 3).

*Table 3. Child’s Primary Home Language (n = 251)*

	<b>%</b>
<b>English</b>	96.0%
<b>Spanish</b>	8.4%

As shown in Table 4, seventy-five percent (**74.9%**) of families responding to the survey have a child six or more years of age. Approximately a quarter (**27.5%**) of families reported having an infant.

*Table 4. Age group of children (n = 251)*

	<b>%</b>
<b>Birth to two years of age</b>	27.5%
<b>Three to five years of age</b>	41.4%
<b>Six or more years of age</b>	74.9%

\*Survey respondents could select more than one answer

Seventeen percent (**16.7%**) of parents indicated that they have a child who is currently being served on an Individualized Family Service Plan (IFSP) or Individualized Education Program (IEP).

About forty five percent (**44.9%**) of families reported their annual family income is equal to or less than 250% of the 2020 Federal Poverty Level (FPL) (see Table 5).

*Table 5. Families living beneath the FPL (n = 245)*

	<b>%</b>
<b>Family income equal to or less than 135% FPL</b>	11.4%
<b>Family income equal to or less than 200% FPL</b>	33.5%
<b>Family income equal to or less than 250% FPL</b>	44.9%

## Business Survey Demographics

Out of the 41 businesses that completed the survey, **40** indicated they are in Yamhill County and **one** business is located in the Confederated Tribes of Grand Ronde (see Table 6).

*Table 6. Industry representation (n = 41)*

Industry	n
Agriculture	1
Education	8
Government	2
Health care	4
Manufacturing	3
Non-profit	7
Professional Services (accounting, law, etc.)	2
Service/Hospitality	4
Technology	1
Other (Child care (4), auto & RV repair, real estate, retail and equipment repair, staffing agency)	9

A majority of organizations completing the survey (**85.4%**) were located in **McMinnville or Newberg**.

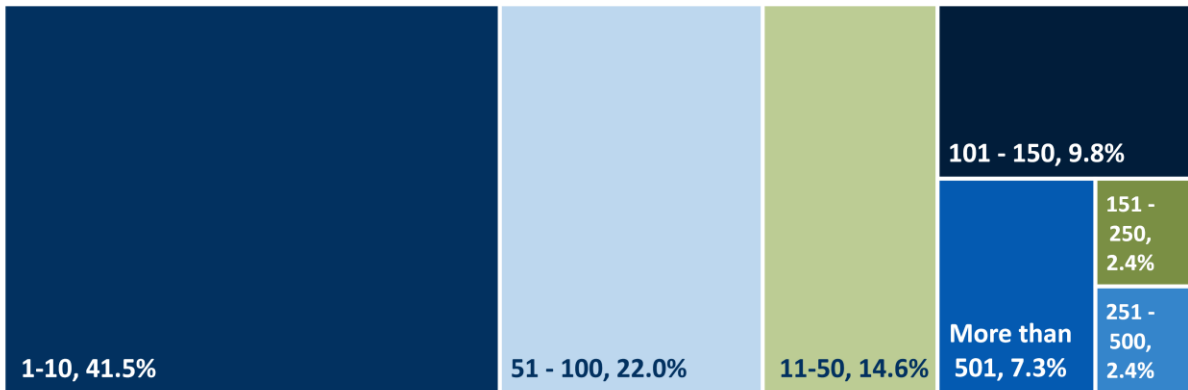
*Table 7. City representation (n = 41)*

City/Town	n
Amity	5
Carlton	4
Dayton	6
Dundee	2
Grand Ronde	3
Lafayette	5
McMinnville	22
Newberg	13
Sheridan	6
Willamina	2
Yamhill	5
Other	2

\*Survey respondents could select more than one answer

Slightly less than half (41.5%) of businesses who completed the survey employ 10 or fewer employees.

Figure 1. Number of Employees (n = 41)



As shown in the table below, businesses who completed the survey were most often reporting that less than 25% or between 26 and 50% of their employees rely on child care to work.

Table 8. Please estimate the percentage of your employees that rely on child care in order to work? (n = 41)

	%
Less than 25%	43.9%
26% to 50%	43.9%
51% to 75%	4.9%
More than 76%	7.3%

Businesses report that employees are seeking child care for children of all ages and 78.0% reported employees are seeking care for school aged kids (Table 9).

Table 9. What age groups are your employees seeking child care for? (n = 41)

	%
Birth-2 years old	51.2%
3-5 years old	70.7%
6+ years old	78.0%
I don't know	17.1%

\*Survey respondents could select more than one answer

The family survey echoed this finding. As seen in the snapshot below, about two thirds of parents with children 6 years or older reported they are not currently accessing care for their school-aged child and survey respondents repeatedly asserted their need for additional support with distance learning throughout the survey.

## Snapshot of Families Currently Receiving Care (n=113)



- 91.2% of families rely on their personal vehicle to access care for their child.
- 72.6% of families commute less than 10 miles one-way for child care.



- ◆ More than half (50.4%) of parents reported they pay over \$500 per month for child care, 15.9% access free care, 23.9% pay less than \$200, and 9.7% pay \$201 - \$500.
- ◆ About one-third (36.3%) of parents consider their child care costs to be unaffordable.
- ◆ 4.4% of families reported receiving a DHS subsidy.



- 36.3% receive care in a child-care center, preschool, or Head Start.\*
- 34.5% receive care in their child's home by a relative (e.g. grandparent, sibling).
- 19.5% receive care in a non-relative's home including family or home-based programs.
- 15.0% receive care in a relative's home by a relative (e.g. grandparent, sibling).
- 6.2% receive care in their child's home by a non-relative (e.g. neighbor, friend, nanny).



- ◆ 49.3% of the parents with an infant (69) reported they have a child 0 to 2 years of age who is currently receiving regular child care (at least 8 hours or more a week).
- ◆ 53.8% of the parents with a 3 to 5-year-old (104) reported they have a child in this age group who is currently receiving regular child care.
- ◆ 34.0% of the parents with a child 6 years or older (188) reported they have a school aged child who is currently receiving regular child care.

\*Survey respondents could select more than one care option



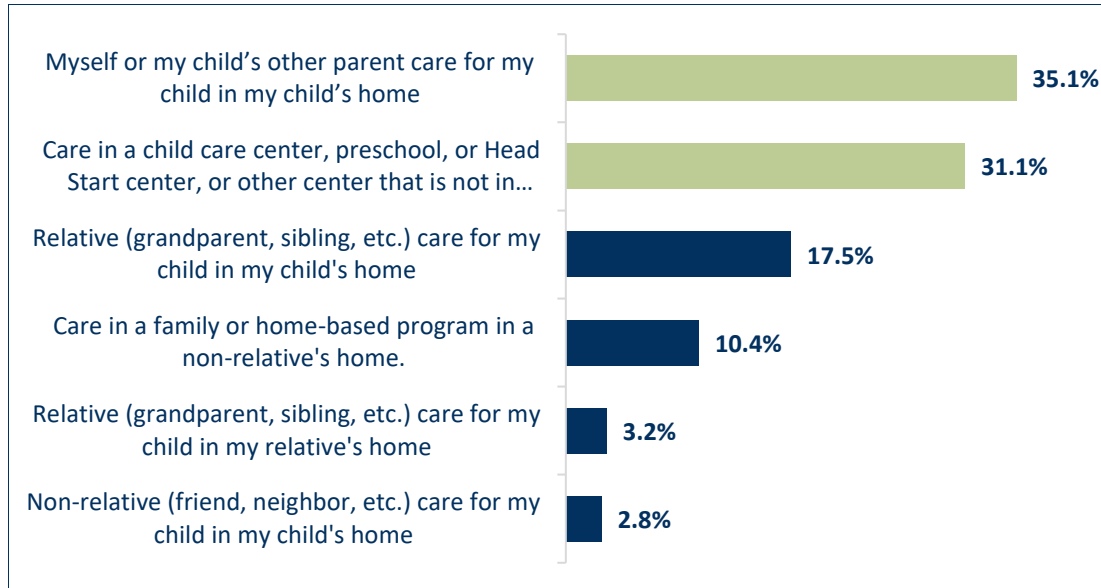
## Family Child Care Preferences and Barriers

### Key Findings:

- ◆ A third (35.1%) of the 251 surveyed families prefer caring for their own child in their home and a third (31.1%) of parents prefer center-based care. The least preferred types of care are relative care in a relative's home and non-relative care in the child's home.
- ◆ Parents indicated they most prefer full-day care (63.3%), followed by school-day care (49.8%).
- ◆ A clean, comfortable, and friendly space was rated as the most important factor by parents when selecting a child care program. Parents also ranked developmentally- and age-appropriate activities and staff training/education in their top three factors.
- ◆ The highest reported barrier for parents to securing child care includes limited affordable care options, followed by a lack of available spots in a child care program.

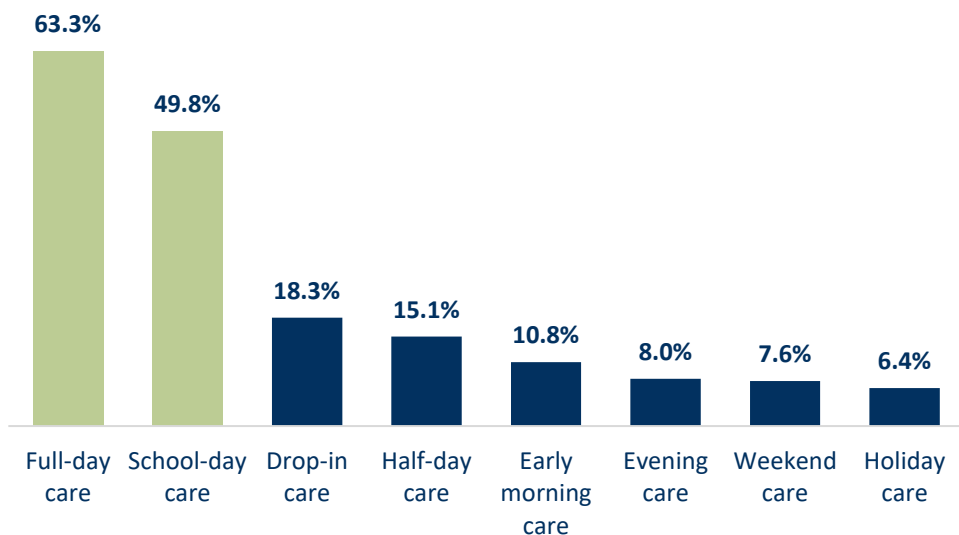
Families reported mixed feedback about their preference for type of child care, **with a third (35.1%) of parents reporting that they prefer that they or their child's other parent cares for their child in their home.** It appears this preference is related to COVID-19 circumstances. One parent stated: "At this point in time, I am no longer interested in outside child care and would prefer with myself, husband or immediate family". A third (**31.1%**) of families reported they prefer care in a child care center (see Figure 2). Less than four percent of families prefer to have a relative care for their child in their relative's home or to have a non-relative care for their child in their child's home.

Figure 2. Preference for Type of Child Care (n = 251)



In terms of child care hours of operation, parents reported they most prefer **full-day care (63.3%) and school-day care (49.8%)** (see Figure 3). The data suggest parents least prefer evening, weekend, and holiday care.

Figure 3. Preference for Child Care Hours (n = 251)





Factors that parents rated as the most important when selecting a child care program pertain to **clean spaces, engaging staff, and regular communication with families** (see Table 10). Transportation to/from a child care program appears to be important for the least number of surveyed parents.

*Table 10. Most important factors when selecting a child care program (n = 250)  
(% important or very important)*

	%
A clean, comfortable, friendly space (n = 248)	98.4%
Staff actively smile, listen, and talk to children	97.6%
Regular communication with families by program staff	96.4%
Indoor/Outdoor space for movement and play	95.6%
Developmentally- and age-appropriate activities	94.4%
Staff training and education	93.2%
Having the same person take care of my child regularly (n = 249)	91.6%
Balancing program schedule with my work schedule (n = 248)	87.5%
Small ratio of children to caregiver/teacher (n = 251)	86.0%
Program cost	80.4%
Licensed facility (n = 251)	79.3%
STAR rating (indicates quality of care)	79.2%
Healthy meals and/or snacks provided	71.8%
Program located close to where I live	66.0%
Program located close to where I work	54.8%
Staff who share my child’s home language and culture	53.6%
Transportation to/from program	24.4%

Other important factors that came up repeatedly in the survey include the child liking the facility, security of the facility, and cultural factors such as bilingual learning and activities.

When asked to rank child care factors, **a clean, comfortable, and friendly space was the factor that parents were most likely to rate in their top three factors**. As seen in the table below, **approximately a third of parents ranked developmentally- and age-appropriate activities and staff education/training in their top three**.

*Table 11. Percentage of respondents who ranked child care factors as their top 3 factors (n = 251)*

	%
A clean, comfortable, friendly space	40.6%
Developmentally- and age-appropriate activities	36.3%
Staff training and education	32.7%
Program cost	24.7%
Having the same person take care of my child regularly	22.3%
Regular communication with families by program staff	17.1%

	%
Indoor/Outdoor space for movement and play	16.7%
Licensed facility (n = 251)	15.5%
Small ratio of children to caregiver/teacher	12.7%
Healthy meals and/or snacks provided	10.4%
Staff actively smile, listen, and talk to children	10%
Staff who share my child's home language and culture	9.2%
Balancing program schedule with my work schedule	8.4%
STAR rating (indicates quality of care)	5.6%
Program located close to where I live	3.6%
Transportation to/from program	3.2%
Program located close to where I work	1.6%

**Program cost emerged as the primary barrier to securing child care** - the top 8 reported barriers are listed below in Table 12. Parents described issues with limited affordable care options, with multiple parents commenting it was more financially feasible to stay at home and care for their child than to work and pay for care. Several families also noted that they feel stuck as they do not qualify for low income assistance but cannot afford expensive care options.

Limited available spots in a program was another barrier that came up repeatedly in the data, with parents indicating an overall lack of program slots and challenges with being waitlisted for extensive periods of time. These barriers related to affordability and availability are interconnected, as one parent stated: "I don't have a job because no one can watch my child, I can't afford child care because I don't have a job". Parents also remarked on the need for flexible scheduling, with some parents only working part-time and seeking part-time care or parents needing full-day care so they can pick up their child after work.

Table 12. Top reported barriers to securing child care (n = 151)

	n	Example Quotes
Limited affordable care	74	<ul style="list-style-type: none"> <li>• <i>"Cost is a huge barrier. We have 3-year-old twins and the cost for full time child care is more than any of our other expenses. In some cases, it didn't even make it worth working."</i></li> <li>• <i>"I work in schools and have had to quit my job due to a lack of affordable daycare. It was cheaper not to work then to pay for 3 kids in daycare."</i></li> <li>• <i>"Some families qualify for State assisted child care, but they can't use those funds unless they find a licensed facility, and that is where families run in to issues as well. They may have the funds, but not the appropriate care option."</i></li> <li>• <i>"We do not qualify for low income. But we also can't afford care."</i></li> </ul>

	n	Example Quotes
Lack of available spots in program	51	<ul style="list-style-type: none"> <li>• <i>“El problema es que no hay espacio disponible para las familias o tienen que estar en una lista de espera!”</i> [“The problem is that there is no available space for families or they have to be on waitlists!”]</li> <li>• <i>“Child care is incredibly difficult to find right now. All places I’ve called are either waitlisting children or allowing unreasonably large size student groups.”</i></li> <li>• <i>“Lack of availability is the biggest barrier, 211 does not have current information on providers, there is not sufficient information on reviews of facilities, inquiries sent to facilities are not responded to.”</i></li> </ul>
No flexible scheduling	21	<ul style="list-style-type: none"> <li>• <i>“Only working part time and not wanting to pay for days not needing care.”</i></li> <li>• <i>“The main obstacles for me with my child was the inconsistent work times. I needed different times at different days.”</i></li> <li>• <i>“Hours of operation don’t coordinate with my work schedule: i.e. provider closes at 4:30 and I work till 5.”</i></li> </ul>
Distance learning challenges	13	<ul style="list-style-type: none"> <li>• <i>“I am having to pay for someone to watch and assist with distance learning while I work. I am a foster parent to a 2 and 13-year-old. I work full-time”.</i></li> <li>• <i>“I don’t think my child will get an adequate education with it being online. I want to be able to be home and teach them myself, but I obviously have to work to support my family. I feel like I have to choose between a place to live and my kids’ education/future.”</i></li> <li>• <i>“Our private preschool is open as emergency child care with limited spots. Our elementary aged kid is home full time with distance learning which has a huge impact on our daily work lives.”</i></li> </ul>
Location; No care in my area	11	<ul style="list-style-type: none"> <li>• <i>“There is a huge lack of availability in Carlton. The city of Carlton has been reluctant to prioritize this need and process the applications of the few organizations that have attempted to bring more care options to the area.”</i></li> <li>• <i>“My town doesn’t have a preschool. I’m looking locally so I don’t have to drive out of town to take my kid to school. I think having a preschool in Dayton would be very helpful.”</i></li> <li>• <i>“There are no options in Sheridan. Only 2 in home daycares that are full.”</i></li> </ul>

	n	Example Quotes
Lack of care for age group (i.e. infants or school-age)	11	<ul style="list-style-type: none"> <li>• <i>"Finding an available spot for my son as an infant was nearly impossible. It took 5 months to find one."</i></li> <li>• <i>"Lack of spots available for children under 2"</i></li> <li>• <i>"It was difficult finding care that was open to school age children."</i></li> </ul>
No staff with special needs/behavior challenges training	6	<ul style="list-style-type: none"> <li>• <i>"Lack of respite or care center for youth with disabilities outside of wraparound, and we can't really utilize after school programs either because they don't have the experience, staff or funds to provide this service."</i></li> <li>• <i>"We do not qualify for Head Start and finding a private preschool that will accommodate my daughter and her special needs is challenging."</i></li> </ul>
Lack of care in child's home language	5	<ul style="list-style-type: none"> <li>• <i>"Program cost, language and/or cultural barriers. I speak English, but my children are currently only learning/speaking Spanish."</i></li> </ul>



## Impact of COVID-19 Pandemic on Families and Businesses

### Key Findings:

- ◆ Most families (95.2%) have someone in their household who is currently employed, and the majority are working a regular weekday schedule (7a.m.- 6p.m.).
- ◆ A quarter (27.9%) of parents report they are currently working full-time at their employment site and half of parents anticipate this work arrangement post-COVID. Businesses similarly report they expect more employees to return to work onsite.
- ◆ More than forty percent of families reported their work location has changed due to COVID-19 and indicated that their work hours have either increased or decreased. Both parents and businesses reported that employee attendance is impacted by the shortage of child care.
- ◆ The top three rated barriers to securing child care amidst COVID-19 include safety and cleaning practices, program cost, and concerns that school-age children will not be adequately supported with distance learning.
- ◆ The most important factors when securing child care amidst COVID-19 include distance learning support for school-aged children, a class with less than 10 kids, and programs with flexible hours that are suited to families' social distancing preferences.
- ◆ Forty-two percent (41.5%) of businesses taking the survey have lost employees during the pandemic due to lack of access to child care and/or challenges with distance learning. In response to the crisis, business indicated they are offering work from home options, as well as flexible scheduling and increased PTO.

## COVID-19 Impact on Child Care Need and Access

The majority of families (95.2%) reported that someone in their household is currently employed (including self-employment). As shown in Table 13, most families (93.3%) reported they work regular weekdays and about a fifth of families (18.0%) indicated they work weekend days.

Table 13. Work shifts reported by Families (n = 239)

	%
Regular weekday (7am-6pm)	93.3%
Weekend days	18.0%
Weekday evenings/nights	14.6%
Weekend evenings/nights	11.3%
On-call	7.5%
Other (seasonal, varies, rotating, etc.)	7.1%
Swing shift	6.7%
Holidays	5.9%

The business survey echoed this feedback, as 90.2% of the 41 organizations reported that child care services are primarily needed between 7 a.m. and 6 p.m.

Table 14. When do your employees typically need child care services (n = 41)

	%
Standard work week hours (7 a.m. – 6 p.m.)	90.2%
Weekday evenings/nights	9.8%
Weekend days	14.6%
Weekend evenings/nights	4.9%
Other (IDK (3), 8-6 (1), 7:30-4 (1), partial days (1))	12.2%

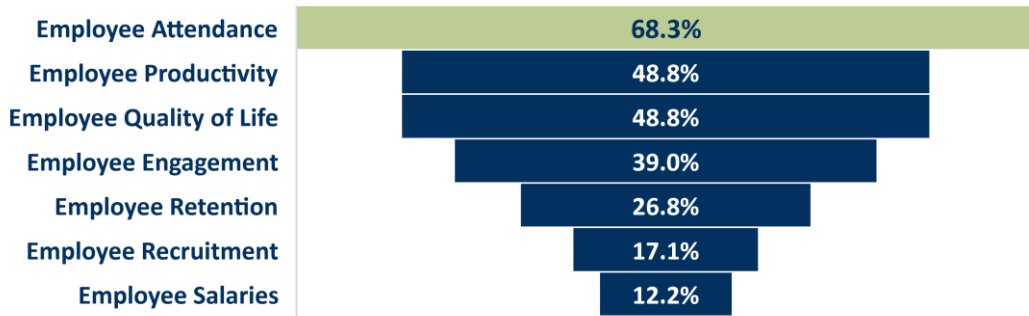
Almost half (48.9%) of parents reported having to miss work 3 or more times in the last six months to care for their child/children.

Table 15. Number of times parents missed work in last 6 months to care for child/children (n = 251)

	%
1-2 times	26.3%
3-4 times	17.9%
5-10 times	12.7%
More than 10 times	18.3%
Not applicable	24.7%

The business survey also highlights this issue, as participants reported **employee attendance as the primary way that the child care shortage is impacting their organization**. The other top two ways that businesses are impacted is **employee productivity, and employee quality of life** (see Figure 4).

Figure 4. In what ways does the issue of finding child care services in your region impact your organization? (n = 41)



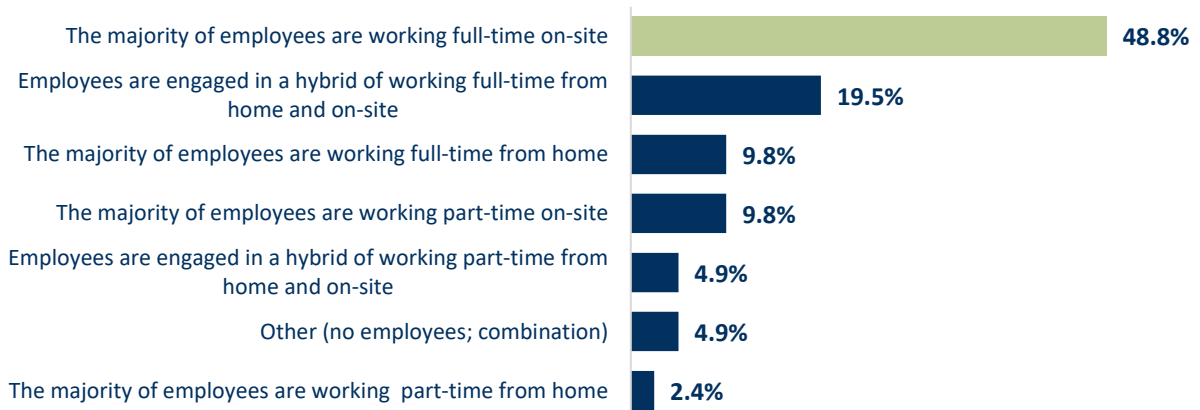
About a quarter (27.9%) of parents report they are currently working full-time at their employment site and about a fifth (20.9%) of parents reported they are working full-time at home (see Table 16). Half (50.6%) of parents reported they anticipate working full-time work at their employment site post-COVID.

Table 16. Families' Current and Anticipated Post-COVID Work Arrangements (n = 251)

	Current Work Arrangements (%)	Anticipated Post-COVID Work Arrangements (%)
Working full-time at employment site	27.9%	50.6%
Working full-time at home	20.7%	6.0%
Hybrid of full-time at home and at employment site	17.5%	14.7%
Not working	12.4%	6.0%
Working part-time at employment site	8.8%	10.4%
Hybrid of part-time at home and at employment site	3.6%	2.4%
Working part-time at home	1.6%	2.0%
Other (e.g. 4-10 work schedule)	3.6%	8.0%

Just under half of businesses (48.8%) report that the majority of their employees are working full-time on site and about 20% are engaged in a hybrid of working onsite and from home.

Figure 5. What do the current work arrangements look like for the majority of your employees (n = 41)



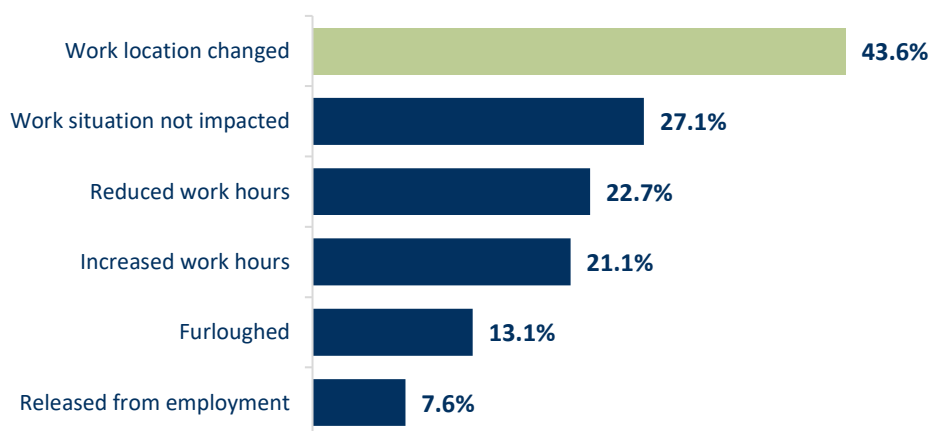
In line with the family survey, **about one third of businesses anticipate increased on-site work after COVID and one third do not anticipate any change.**

Table 17. How do you anticipate work arrangements will change after COVID? (n = 24)

	n	%
Increased on-site work	7	29.2%
No change anticipated	7	29.2%
Unsure	6	25.5%
Hybrid continued	1	4.1%
N/A	2	8.3%

As seen in Figure 6, **COVID-19 has displaced more than forty-three percent of families from their usual work locations and either increased or reduced their work hours.**

Figure 6. How COVID-19 has displaced families from their work (n = 251)



About a third (**34.3%**) of parents reported that **the hours they need child care have increased during the pandemic.** This need for more hours of care appears to particularly pertain to **parents with school age children engaged in distance learning**, as one parent remarked: "I now need help for my elementary school aged child during school hours". Similarly, a business survey participant commented: "Once children go back to school the need for child care will lessen. There is only a lack of child care because children are not in school."

Table 18. Impact of COVID-19 on **need** for child care (n = 251)

	%
The hours that I need child care have increased.	34.3%
My child care needs have not changed due to the COVID-19 pandemic.	30.7%
I no longer need child care.	11.2%
The hours that I need child care have decreased.	11.2%
Other	12.7%

While some parents reported they no longer need child care, this is often only the case temporarily, as one parent noted: "I don't need child care while I am working from home, but I will need it when I return

to work". Overall, **the need for child care in Yamhill county is constantly shifting for families in light of ongoing changes to their work arrangements, care facility and school closures or transitions to hybrid learning.**

Families provided mixed feedback about the impact of COVID-19 on their access to care. Some parents reported a limited impact, indicating they did not receive child care before the pandemic and still do not (25.5%), or that their child care arrangement remains the same (17.5%) (see Table 19). Multiple parents reported notable implications, such as access issues with **increased care costs**, as one parent stated: "I had to find new care which is over twice as much due to increased cost".

Table 19. Impact of COVID-19 on **access** to child care (n = 251)

	%
<b>Not at all, I did not have child care before COVID-19 and I still don't have child care.</b>	25.5%
<b>Not at all, I still have the same child care arrangement as I did prior to COVID-19.</b>	17.5%
<b>My child care provider is operating on limited hours due to COVID-19.</b>	16.7%
<b>My child care provider is currently closed due to COVID-19.</b>	12.0%
<b>Other (Increased costs, limited availability in programs, school closures, etc.)</b>	28.3%

Families also described **complications due to child care closures**, as one parent noted:

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*"The only preschool in Dayton closed permanently and that's where my son was going to go. I've been struggling to find face to face preschool for my son."*

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Another parent stated: "I now have to worry about leaving my child home alone for approx. 8 hours a day". Several parents remarked on Kids on the Block (KOB) being a quality care option for their children before the pandemic, as one survey respondent remarked: "My children are school age and now have nowhere to go, where before they would have had school and then KOB".

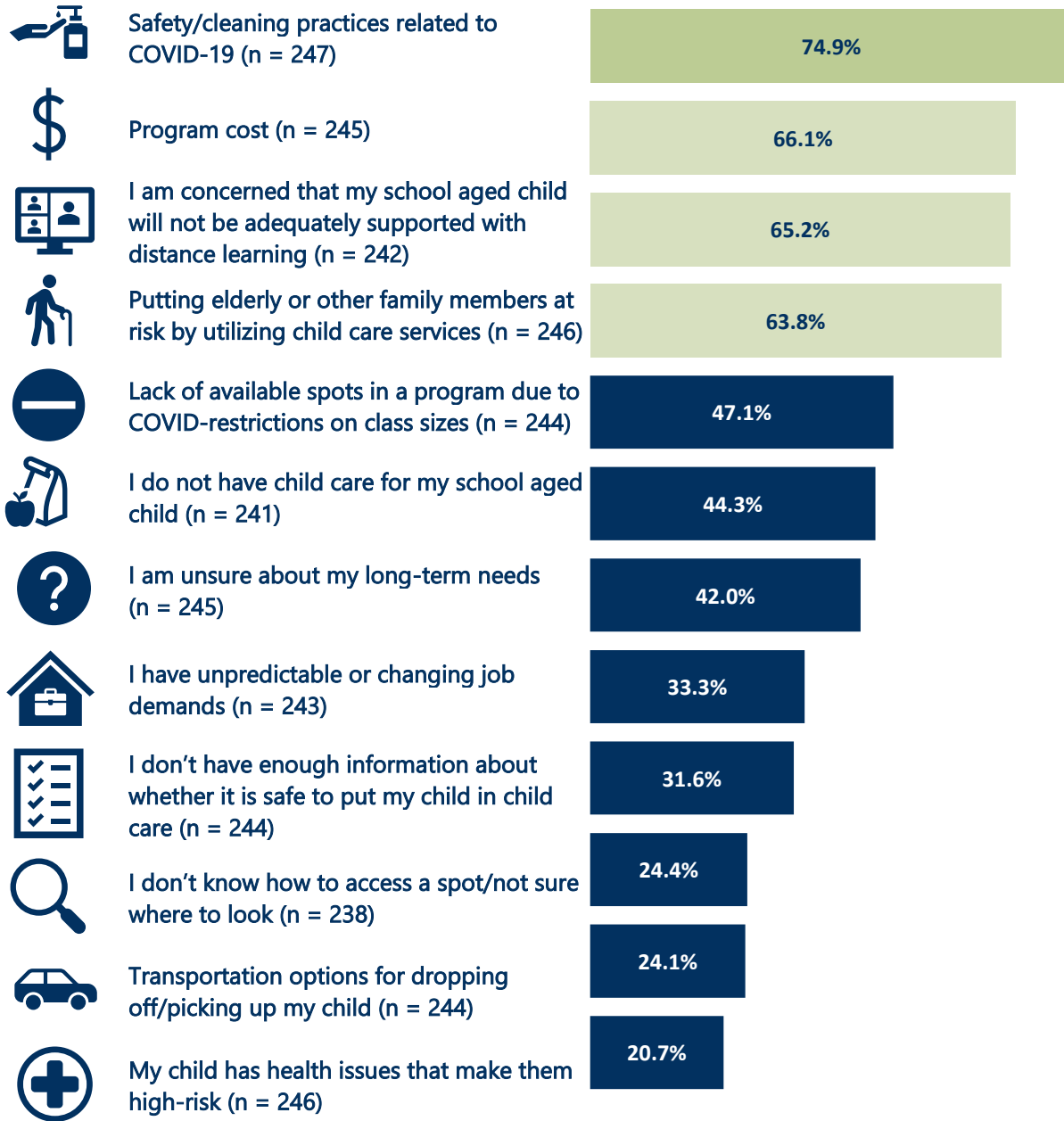
### **Barriers to Securing Child Care during COVID-19**

Families' top-rated barrier to securing child care during COVID-19 is **safety and cleaning practices**; almost seventy-five percent (74.9%) of parents indicated they are moderately or very concerned about this issue (see Figure 7).

Additional barriers that were rated as a notable concern for over sixty percent of parents include **program cost, concern that school aged children will not receive adequate distance learning support and putting elderly or other family members at risk by utilizing child care.**



Figure 7. Parents level of concern regarding COVID-19 barriers to securing child care  
(% Moderately or Very Concerned)

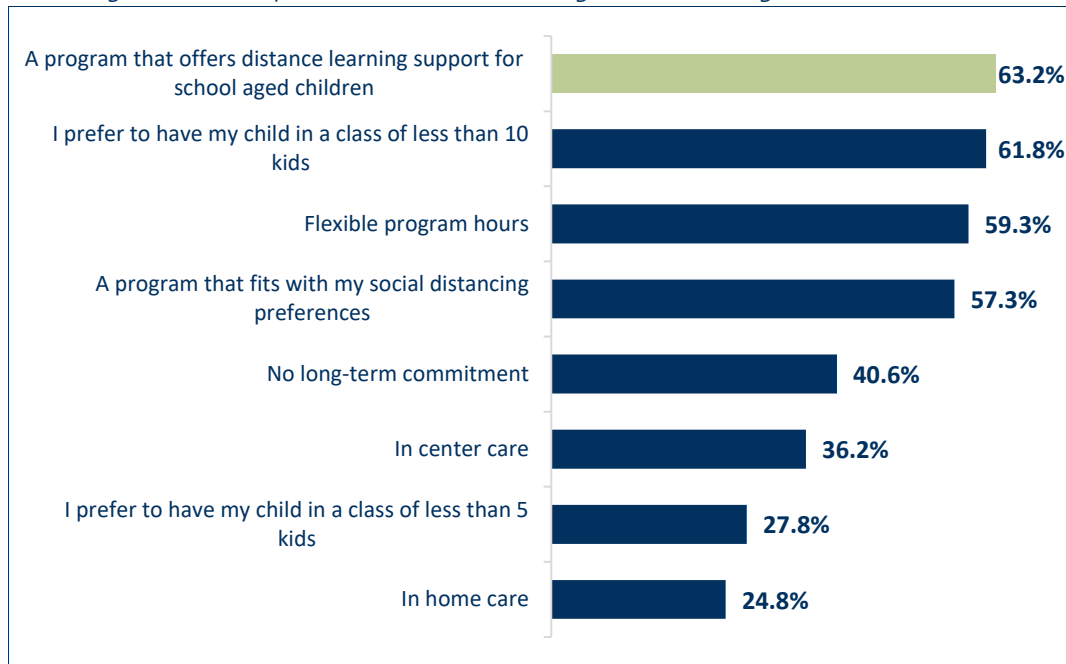


Businesses identified similar barriers; the most common responses included finding care for school aged children in distance learning (8), limited space (7) often due to the cohort size restrictions, and affordability (6). Businesses noted that expense was often an issue because employees have not budgeted for care for school aged children. One business survey participant commented,

*"Child care spots are limited at licensed facilities and most employees have not budgeted for full time care during the school year. This leads to extreme financial stress for our employees."*

Again, as seen in Figure 8, families indicated that a program offering distance learning support for their school aged child/children is most important when securing child care during COVID-19. Other top-rated factors include preference for a class with less than 10 children, flexible program hours, and a program that fits with their social distancing preferences.

Figure 8. Most important factors when securing child care during COVID-19 (n = 251)



Parents also reported that program affordability remains a top priority, as well as a range of other factors such as outdoor programming and programs including educating kids on COVID-19 safety guidelines.

## Business Response to COVID-19

Forty-two percent (41.5%) of businesses taking the survey have lost employees during the pandemic due to lack of access to child care and/or challenges with distance learning (Table 20). Businesses who have not lost employees noted increased flexibility as noted by one survey participant, “[We have lost] zero, BUT that is due to the fact we are allowing those with child care challenges to work from home.”

Table 20. Approximately how many employees have you lost during the COVID-19 pandemic due to the lack of access to child care and/or challenges with distance learning? (n = 41)

	%
None	48.8%
1-5 employees	29.3%
6-10 employees	7.3%
11-20 employees	4.9%
Unsure	4.9%
N/A	2.4%
Other ("Not many")	2.4%

In response to the crisis, fifty-nine percent (58.5%) of businesses reported they have revisited their HR policies and procedures to retain employees during the COVID-10 pandemic. Figure 9 presents the three most common policies that have been revisited by businesses. Other policies mentioned included providing a child care allowance and allowing employees to be exempt from certain onsite duties.

Figure 9. What HR policies and procedures have changed related to employees' need for and access to child care (e.g. work from home policies)? (n = 23)



About a quarter (24.4%) of businesses indicated they have implemented other strategies for supporting employees with child care. Examples are similar to the strategies listed above and include: flexible schedule (2), work from home options (1), providing a child care allowance (1), allowing children at the workplace (2) onsite child care (2), and educational facilities offering space to employees' children (2).

### Business Partnership Opportunities

Businesses were asked a series of questions about potential partnership opportunities and solutions to the child care shortage and response are summarized in the box below.

### PARTNERSHIP OPPORTUNITIES

- 41.5%** of businesses are interested in being matched with a network of family child care providers in order to secure slots for their employees.
- 36.6%** of businesses are interested in partnering with another small business to develop collaborative solutions to child care.
- 31.7%** of businesses are interested in being part of an advisory committee to the Hub to involve local businesses in strategies to address child care.
- 19.5%** of businesses are interested in partnering with in-home care providers.
- 19.5%** of businesses are interested in dedicating staff in their organization to provide on-site child care
- 19.5%** of businesses are interested in repurposing a building or portion of a building in their organization to act as a type of child care facility.
- 12.2%** of businesses are interested in utilizing land owned by their organization as a potential child care facility.

## EVALUATION INSIGHTS

1. A key theme that emerged repeatedly throughout both the business and family surveys is **the need for additional child care for school aged children to support with distance learning**. Only a third (**34.0%**) of the 188 surveyed parents with a child 6 years or older reported they have a school aged child who is currently receiving regular child care. Parents rated distance learning support as the most important factor when securing child care during the COVID-19 pandemic. Families reported it is challenging to work and manage their school aged child's learning, are worried about leaving their child at home alone, and/or concerned about the quality of learning their children are receiving virtually. Both business survey and family survey respondents noted these stressors are further elevated by the additional expense of care for school-aged children that families did not budget for. Overall, **this issue appears to be a highly pressing need specific to the context of COVID-19** and would likely shift when schools reopen.
2. Parents rated **a clean, comfortable, and friendly space for their child as a top priority when securing a child care program for their child**. Beyond the immediate safety concerns with COVID-19, parents were most likely to rate **developmentally- and age-appropriate activities** as well as **staff training and education** in their top three factors when selecting a program.
3. Beyond the present concerns with COVID-19, **the lack of affordable child care options is families' highest reported barrier to securing child care**. Approximately a third (36.3%) of the 113 parents currently receiving child care indicated the associated costs are unaffordable. Families report they feel stuck in between when they do not qualify for assistance, and yet cannot afford expensive alternatives. Multiple parents indicated they have opted to not work as it is more financially secure if they stay home rather than pay for child care for their young children. Families also reported **a lack of available spots in programs with extensive waitlists** and **the need for more programs with flexible scheduling** that accommodate families' varied work schedules.
4. Both family and business survey findings indicate **employee attendance is impacted by the child care shortage in Yamhill county and the Confederated Tribes of Grand Ronde**. This issue is further exacerbated by COVID-19. Of the 41 businesses who participated in the survey, 42% indicated they have lost employees due to COVID-19. Businesses have responded to the crisis by **revisiting their HR policies to allow work from home, flexible scheduling, and more PTO**, among other strategies.
5. **Multiple business expressed interest in partnerships related to expanding child care and the data suggest there are future opportunities for the Hub to engage local businesses in addressing child care shortages**. Over forty percent (**41.5%**) of surveyed businesses who responded to the survey are interested in being matched with a network of family child care providers in order to secure slots for their employees. Approximately a third (**36.6%**) of businesses are interested in partnering with another small business to collaboratively develop child care solutions. A further third (**31.7%**)

of businesses expressed interest in being part of an advisory committee to the Yamhill CCO Early Learning Hub to address child care shortages.

6. Lastly, **the family survey data reveal opportunities for the Hub to further engage families in upcoming expansion planning.** Sixty family survey respondents indicated they are interested in learning more about becoming a child care provider for a small pod of children. Additionally, **89** families would like to be contacted about future school readiness and family support opportunities available through Yamhill CCO Early Learning Hub.