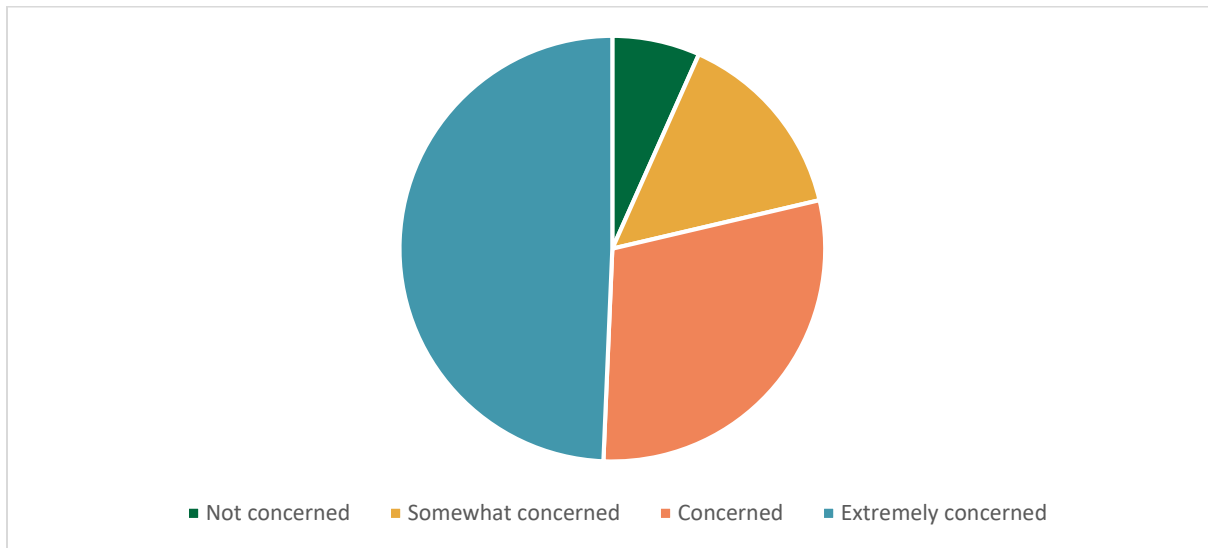


## Delaware Business Leaders Child Care Pulse Survey

The Child Care Pulse Survey was aimed at business and nonprofit leaders and managers, and was available from June through November of 2021. It was an effort led by The Federal Reserve Bank of Philadelphia, The Delaware State Chamber of Commerce, and Rodel.

### Results:



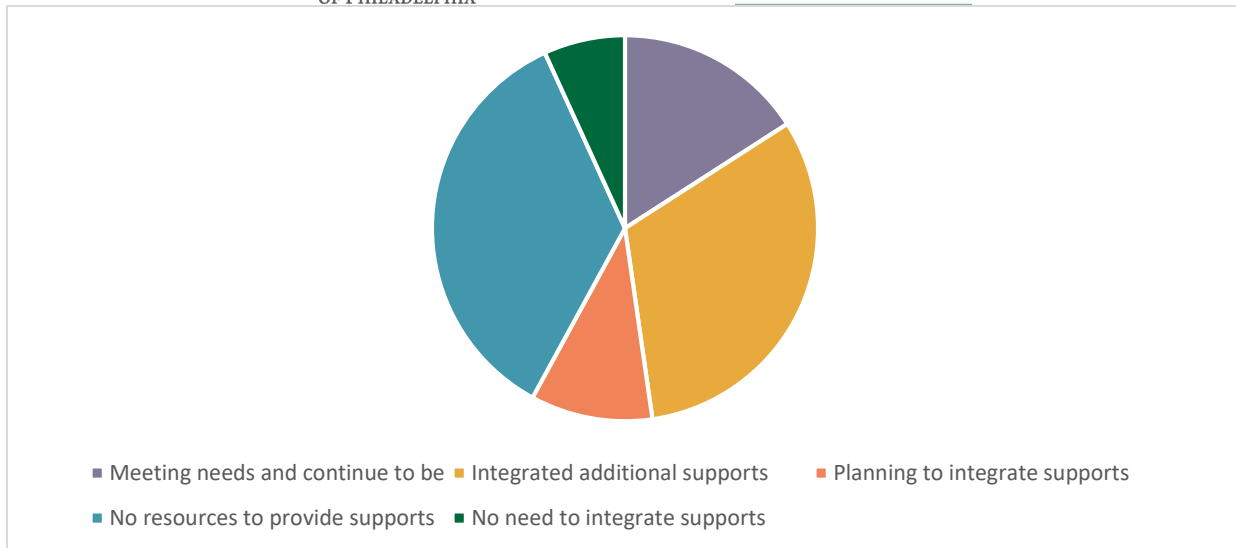
### **Question 1 - How concerned are you about the impact of COVID-19 adversely impacting employee productivity for parents in the workplace?**

Not concerned: 6.67%

Somewhat concerned: 14.67%

Concerned: 29.33%

Extremely concerned: 49.33%



## Question 2 - How have you changed your employee child care supports during COVID-19?

I was meeting my employees' child care needs pre-pandemic and continue to be: 15.91%

We integrated additional supports in response to the COVID-19 pandemic: 31.82%

We are planning to integrate additional child care supports: 10.23%

We do not have the resources to provide additional supports: 35.23%

We do not have a need to integrate child care supports: 6.82%

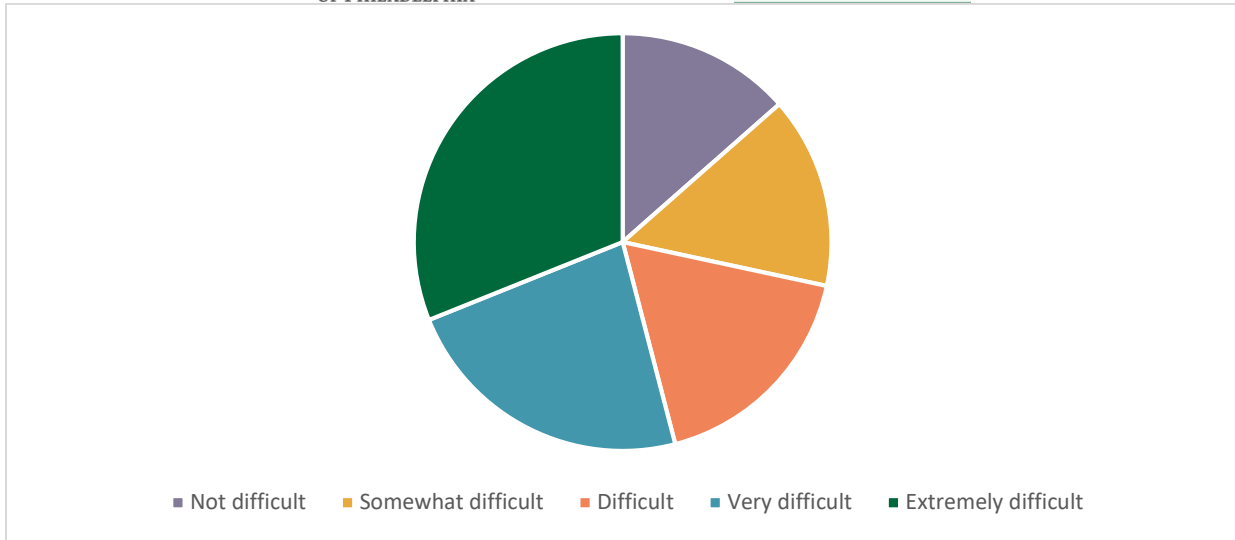
### Notable Quotes:

*"In lower Sussex County (below the Indian River bridge and east of U.S. 113), **we do not have enough safe child care options.** We also are in need of summer care and activities."*

*"**The bulk of our daily absenteeism is for child care.** With schools not fully operational and child care at an all-time low, it is difficult to get child care."*

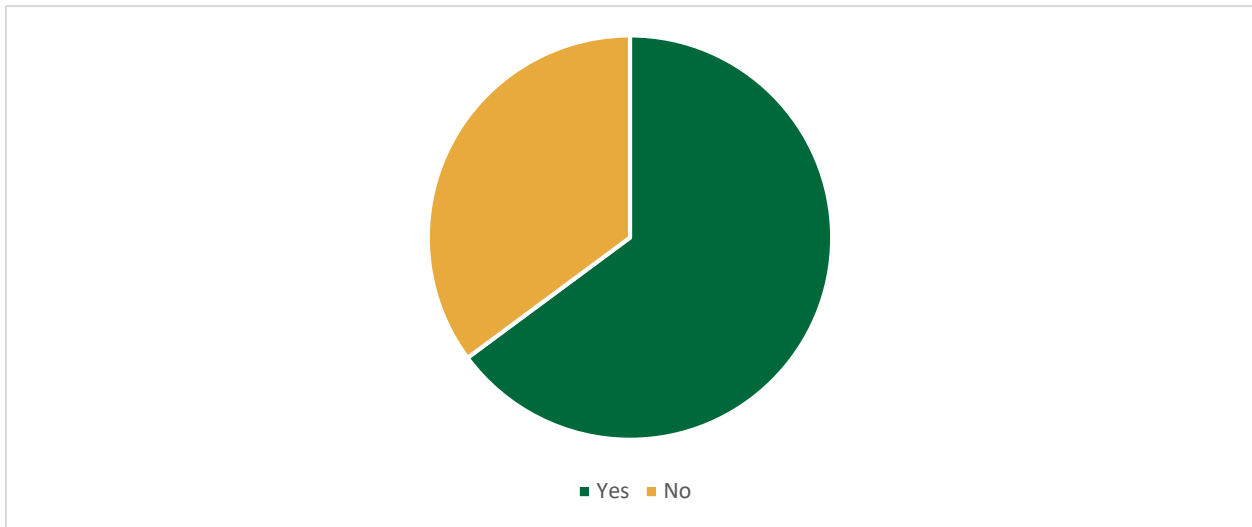
*"We have at least **one call out per week at each of our businesses that is related to the lack of child care.** Especially during COVID-19, the availability, affordability, and accessibility has been nonexistent and has had **a devastating impact on Sussex County businesses.**"*

*"Availability of workforce [is my biggest concern]—**people [are] choosing to stay home** due to lack of child care, creating not enough people to perform job duties."*



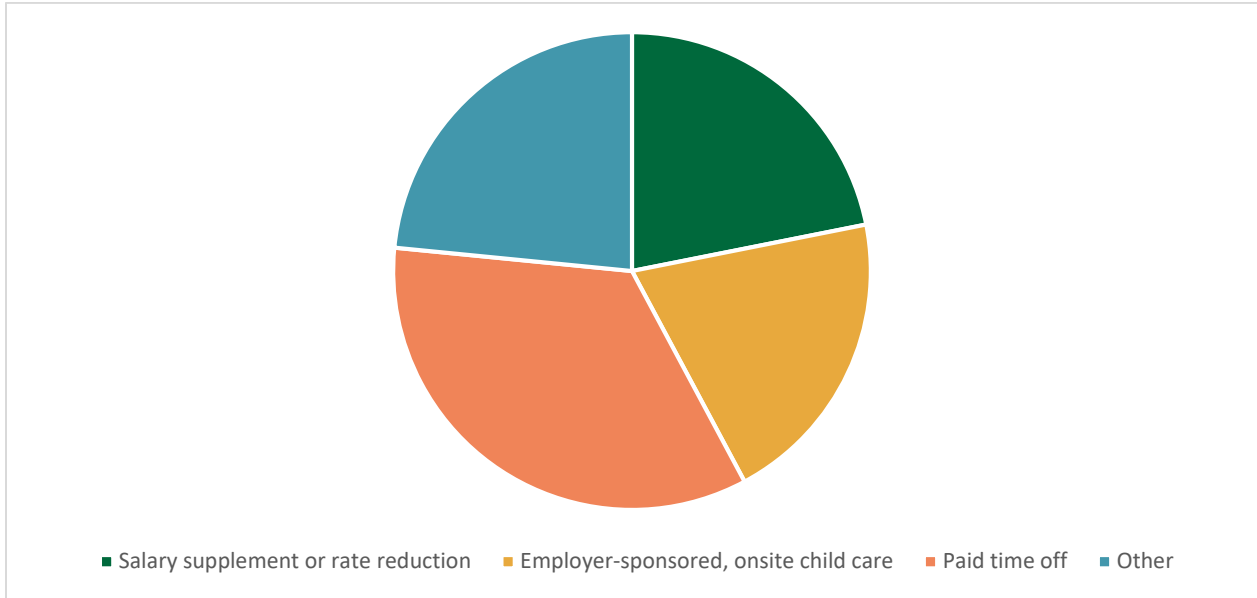
**Question 3 - How difficult has it been to recruit/retain employees because of the impact COVID-19 has had on child care and school schedules?**

Not difficult: 13.51%  
Somewhat difficult: 14.86%  
Difficult: 17.57%  
Very difficult: 22.97%  
Extremely difficult: 31.08%



**Question 4 - Would you like more information on policies and strategies to support your employee child care needs?**

Yes: 64.86%  
No: 35.14%



**Question 5 - Do you offer any of the following child care supports to your employees?**

**Select all that apply:**

Salary supplement or rate reduction: 21.88%

Employer-sponsored, onsite child care: 20.31%

Paid time off: 34.38%

Other: 23.44%