

Samantha Ball
Senior Research Associate

Dianne Meppen
Director of Survey Research

Kara Ann Byrne
Senior Research Associate

Work/Life Balance Preferences: Utah Parents

Statewide survey found a majority of Utah parents with children under the age of 12 work full-time and believe there are a number of workplace policies employers could offer to support them in getting closer to their ideal work and childcare arrangement.

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Kem C. Gardner
POLICY INSTITUTE
THE UNIVERSITY OF UTAH

DAVID ECCLES SCHOOL OF BUSINESS

411 East South Temple Street
Salt Lake City, Utah 84111
801-585-5618 | gardner.utah.edu

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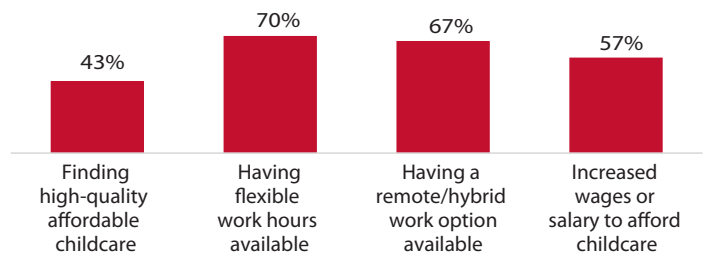
Analysis in Brief

Statewide survey results suggest there are a number of supportive policies employers could enact to recruit, support, and retain working parents in Utah's competitive labor market. While most are satisfied with their current work and childcare arrangement, many parents and guardians also think policies such as increased wage/salary, paid family leave, flexible/stable hours and schedule, remote/hybrid work options, better part-time job opportunities and childcare assistance are important to achieving their ideal situation. Many would work more if supportive policies were offered, and a majority would change their job, employer or industry for more flexible/predictable hours. The preferences of different types of households vary, and employers have a number of policies they could tailor to support families in finding their ideal work/life balance.

Key Findings:

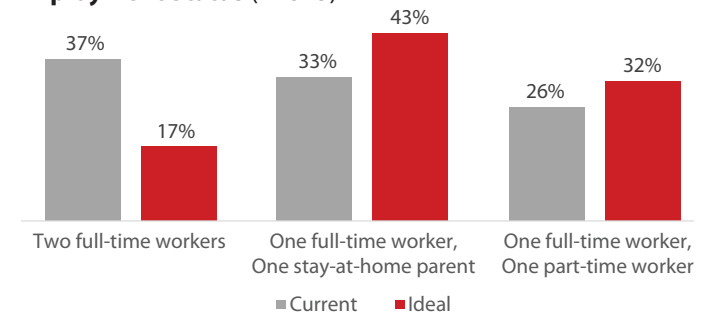
- **Supportive Employer Policies are Important**– Many parents/guardians would work more or change their job if they had supportive policies at work.
- **Wages/Salary are Important, but Not the Whole Story**– An increased wage or salary is ranked as important to achieving the ideal work and childcare arrangement by the greatest number of respondents (86%), but it comes in sixth (6%) in policies that would be most influential in choosing to change a job, employer or industry, behind more remote work opportunities (33%); more flexible/predictable hours (25%); more part-time opportunities for career advancement (11%); greater assistance with childcare subsidies (10%) and onsite childcare (9%).

Would any of the following cause you/a parent/guardian to work more than you currently do? (Households with at least one adult who is not working full-time)(n=352)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

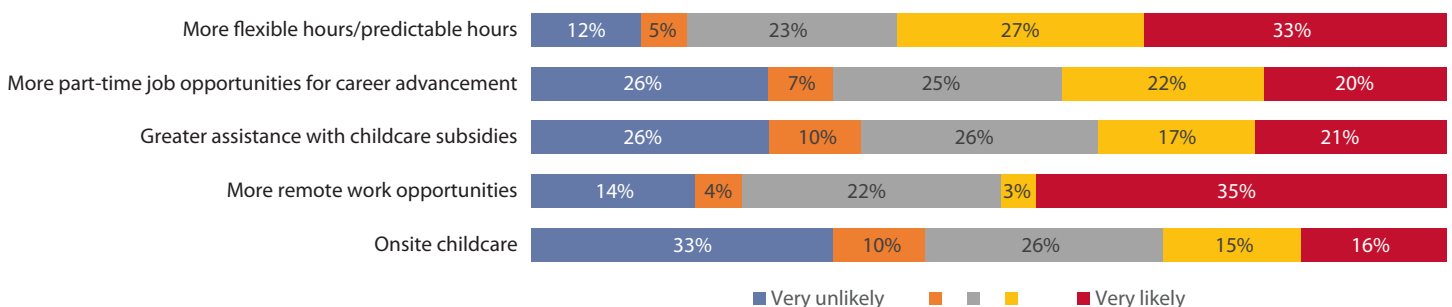
Two-Parent/Guardian Household Current and "Ideal" Employment Status (n=545)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

- **Demographics Matter**– Respondents' employer policy preferences differ significantly between respondents with different characteristics, such as age, gender, income, whether there are children under 6 in the household, and level of satisfaction with current work and childcare arrangement.

How likely would you be to change your job, employer, or industry if you found an opportunity that offered... (n=604)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

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Introduction

Utah employers are competing to recruit and retain qualified employees. This is due, in part, to Utah's comparatively low unemployment rate (3rd lowest) and high labor force participation rate (6th highest) in the nation.¹ Working parents are an important labor resource. This report presents findings from a statewide survey conducted in summer 2022, which found that a majority of Utah parents with children under the age of 12 work full-time and believe there are a number of policies employers could offer that would support them in getting closer to their ideal balance between paid work and childcare.

The following analysis identifies workplace policies respondents believe would be most important to achieving their ideal work and childcare arrangement; examines what policies would best support the “but if” respondents who would work more if they had certain supportive employer policies in their workplace; and considers what policies would prompt respondents to consider leaving their current job or industry for another work opportunity.

This survey compares current household work-childcare arrangements with ideal arrangements. Questions explore parents’ desire to work more as well as their desire to spend more time with their children. Additionally, the survey prompts respondents to consider the relative importance of policy options.

The analysis also shows that the level of preference for certain employer policies can vary when responses are examined in light of respondent characteristics such as age, gender, income, whether there are children under 6 in the household, employment status, household composition, industry or sector of employment (where applicable), and level of satisfaction with current work and childcare arrangement.

Comparing responses to current and ideal employment status and childcare questions suggests that some respondents would ideally like to work less in order to care for their children. Yet, responses to questions later in the survey suggest that some of these same respondents might be interested in working more or changing their job if supportive policies were offered. Apparently, a range of changes to respondents’ current work and childcare arrangement may be preferable, even if they are not sufficient to achieve their ideal work and childcare arrangement.

For employers wanting to support their employees, this report provides insight into the trade-offs in work/life balance working parents prefer to make. Twenty-one percent of respondents indicate they are dissatisfied with their current work and childcare situation and higher percentages of parents in households where at least one adult is not working full-time indicate they would be likely or very likely to change their

job, employer or industry if they found an opportunity that offered supportive workplace policies. These findings reflect respondents’ openness to change, and provide important feedback to employers wanting to do the most they can to recruit, support, and retain their employees in the current competitive job market and as part of a positive company culture moving forward.

Demographic Profile

Survey participants were asked several demographic questions, including gender, age, income, education, household composition, and race/ethnicity (See Table 1).

Table 1 displays respondent and Utah demographics for parents or guardians of children under 12. The survey sample overrepresents respondents with higher education and income levels and underrepresents respondents with lower education and income levels compared to the total population of Utah families with children under 12. Additionally, female respondents, older respondents (35-44 and 45-54), and white

Table 1: Demographics

Demographics ²		Survey ³	State
Gender ⁴	Male	41%	48%
	Female	59%	52%
Age ⁵	18–24	2%	5%
	25–34	35%	38%
	35–44	48%	45%
	45–54	13%	10%
	55–64	1%	1%
	65 and over	<1%	<1%
Household Income ⁶	<\$20,000	1%	4%
	\$20,000–\$39,999	6%	8%
	\$40,000–\$59,999	16%	12%
	\$60,000–\$79,999	19%	15%
	\$80,000–\$99,999	18%	15%
	\$100,000–\$150,000	24%	25%
	Over \$150,000	16%	21%
Education ⁷	Some high school	1%	5%
	High school graduate	14%	20%
	Some college/Tech. ⁸	24%	24%
	Assoc. degree	13%	12%
	College graduate	33%	28%
	Graduate work or degree	14%	12%
Race/Ethnicity ⁹	White	86%	78%
	Non-white/Hispanic	14%	23%
Household ¹⁰	One-parent ¹¹	11%	9.7%
	Two-parent	89%	90.3%

Kem C. Gardner analysis of IPUMS data. See endnotes.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

respondents are disproportionately represented in the survey sample relative to the comparable Utah population.

Data has been weighted to slightly better represent the educational background of the comparable Utah population, but it does not approximate the Utah population. Data should be considered with these limitations in mind, particularly since work and childcare preferences differ for respondents with lower incomes.

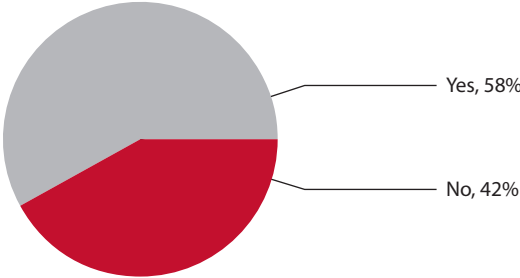
The survey also collected information regarding whether or not a household has children under six. A majority of respondents, 58%, had at least one child under the age of six at home (Figure 1). Where relevant, the analysis discusses differences between the preferences of parents with younger children (age 0-5) and parents with children only in the 6-11 age group, both because this is a time for critical development for children and school does not account for part of the child’s care during the day.

Current Work and Childcare Arrangement

In terms of household composition, 11% of respondents indicated they were part of a one-parent household and 89% indicated they were part of a two-parent household (Figure 2).

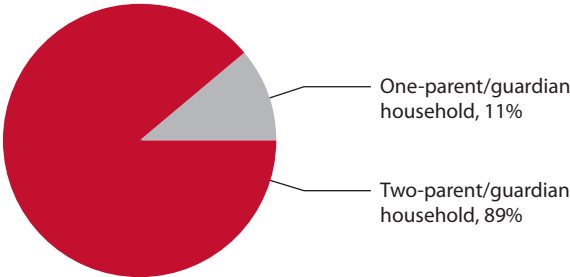
As shown in Figure 3, most respondents (67%) - either had a full-time job (including self-employment) or worked more than full-time. Most remaining respondents were either the stay-at-home parent or guardian (16%), or worked part-time (15%). Similarly, in Figure 4, in two-parent or guardian households, most spouses or co-guardians were working full-time (71%), followed by stay-at-home parent or guardian (16%), and work part-time (11%). For the 59 respondents who reported living in a one-parent household, 54 reported working either full or part-time (91.5%). Ninety-four percent of those one-parent household workers were working full-time.

Figure 1: Are any of the children in your home under age 6?
(n=604)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

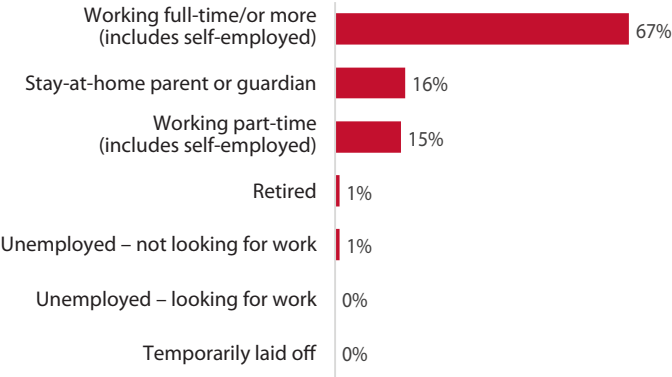
Figure 2: Which best describes your household?
(n=605)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

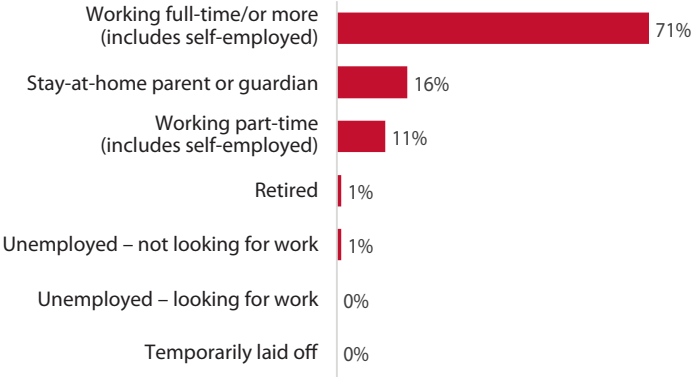
Table 2 excludes one-parent households from analysis and displays a crosstabulation of the respondent and spouse/co-guardian work status. In 63% of two-parent households, both parents are employed (either full or part-time). The largest percentage of respondents from two-parent households live in households where both parents work full-time (37%). An additional 26% live in households where one parent or guardian works full-time and the other works part-time. About a third of respondents living in two-parent households (33%) live in households where one parent works full-time and the other parent or guardian stays at home.

Figure 3: Which of the following best describes your employment status? (n=604)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 4: Which of the following best describes your spouse/co guardian's employment status? (n=546)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 2: Two-Parent/Guardian Household Joint Employment Status

		Respondent Employment Status (n=545)							Total
		Working full-time or more (including self-employed)	Working part-time (including self-employed)	Stay-at-home parent or guardian	Unemployed - looking for work	Unemployed - not looking for work	Retired	Temporarily laid off	
Spouse or Co-guardian Employment Status	Working full-time or more (including self-employed)	202 (37%)	81 (15%)	92 (17%)	2 (<1%)	3 (<1%)	0	1 (<1%)	381 (70%)
	Working part-time (including self-employed)	59 (11%)	5 (<1%)	1 (<1%)	0	0	0	0	65 (12%)
	Stay-at-home parent or guardian	86 (16%)	1 (<1%)	0	1 (<1%)	0	0	0	88 (16%)
	Unemployed - looking for work	2 (<1%)	0	1 (<1%)	0	0	0	0	3 (<1%)
	Unemployed - not looking for work	3 (<1%)	0	0	0	0	0	1 (<1%)	4 (<1%)
	Retired	1 (<1%)	0	0	0	0	2 (<1%)	0	3 (<1%)
	Temporarily laid off	0	0	0	0	1 (<1%)	0	0	1 (<1%)
Total		353 (65%)	87 (16%)	94 (17%)	3 (<1%)	4 (<1%)	2 (<1%)	2 (<1%)	545

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 3: Who cares for your children when they are not in school? by household employment status

	One-parent employed (n=54)	Respondent employed (n=93)	Spouse/co-guardian employed (n=99)	Two-parents employed (n=347)
Myself/parent/guardian/stepparent	63%*	97%*	95%*	63%*
Family (grandparents/, aunts/uncles, older siblings, etc.)	52%*	16%*	18%*	41%*
Friends or neighbors	17%*	2%*	6%	11%*
Nanny or babysitter	20%*	3%*	8%	12%*
Childcare at a school or center	24%*	1%*	2%*	10%*
Child is old enough not to need care	9%*	2%*	0%*	14%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

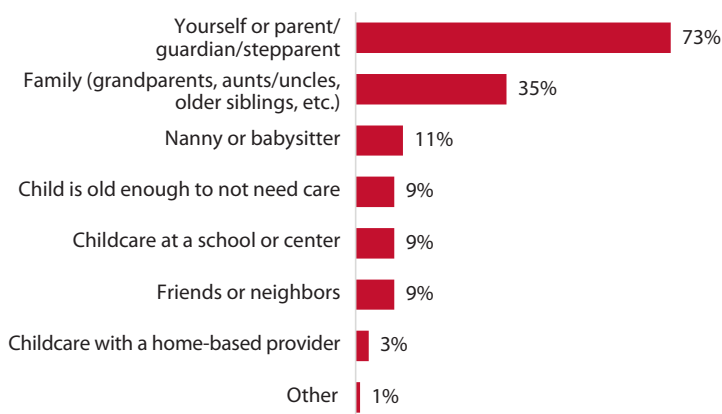
*In **63%** of two-parent households, both parents are employed.*

There are two key aspects to understanding the work/life balance of working parents: knowing the employment status of parents in the household and understanding how they provide care for their children while they are working. The majority of respondents have family caring for their children when they are not in school. Seventy three percent (73%) either care for children themselves or have a parent/guardian/stepparent caring for the children when they are not in school. Thirty-five percent (35%) have an extended family member (grandparents, aunts/uncles, older siblings, etc.) caring for the children (Figure 5)¹². Parents of children under 6 were more likely to have

childcare with a home-based provider (10%) and slightly more likely to have a nanny or babysitter (12%). Respondents in all households (one and two-parent) where all parents worked were also more likely to report that their children were cared for by family, friends or neighbors, nannies or babysitters, and childcare centers.

Table 3 shows, by household employment status, who cares for children when the respondent's children are not in school. One-parent and dual employed households share the same percentage of respondents (63%) where the children are cared for by "myself/parent/guardian/stepparent," compared with 95% or more of household where one parent or co-parent is employed. A greater percentage of one-parent and two-parent employed households report children are cared for by "family (grandparents/, aunts/uncles, older siblings, etc.)" and "childcare at a school or center" than the other categories, but not as great of a difference as for "myself/parent/guardian/stepparent."

Figure 5: Who cares for your children when they are not in school? (select all that apply) (n=605)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 4 shows some significant differences in care arrangements based on income. Whereas 11% of the children of respondents making less than \$40,000 annually are cared for by home-based provider, none of respondents' children in households with more than \$150,000 in income are cared for by home-based providers. Comparatively, a nanny or babysitter cared for 22% of children in households with \$150,000 or above and 6% of \$40,000 and below. These differences between high- and low-income household childcare arrangements underscore the need for more data from respondents with lower incomes in order to be confident of the extent of difference.

Most respondents (75%) do not pay for childcare when the children are not in school (Figure 6). Respondents in all households (one and two-parent) where all parents worked (41% and 31%), younger respondents (ages 25-34) (31%), and parents with children under six in the home (29%), were more

likely to pay for childcare. Interestingly, respondents with either a high school or less education, or a master's degree, were more likely than respondents with bachelor's degrees to pay for childcare (37% and 33% respectively compared with 15%). Combined, the figures and tables discussed thus far reflect the variety of respondents' household composition and work-childcare arrangements.

Ideal Work and Childcare Arrangement

Respondents were asked to think about and identify the ideal arrangement for paid work and childcare for their household. Among two-parent households, 43% of respondents indicate that having one parent work full-time and one who doesn't work is the ideal arrangement. Thirty-two percent indicate having one parent work full-time and one parent who works part-time as the ideal (Figure 7).

A smaller percentage of respondents from two-parent households (17%) indicate that having both parents work full-time would be their ideal arrangement, compared to 37% of households who currently have two parents working full time (Table 2). One-parent respondents were almost evenly split between full-time work (47%) and part-time work (46%) being the ideal (Figure 8).

Figure 9 displays the differences between current and ideal arrangements for two-parent households. "Two full-time workers" is the largest employment status category for two-parent households (37%). This is followed by households with one stay-at-home and one full-time working parent. The differences between current and ideal arrangements may indicate that some full-time worker two-parent families may prefer to have either one part-time working parent or one stay-at-home parent.

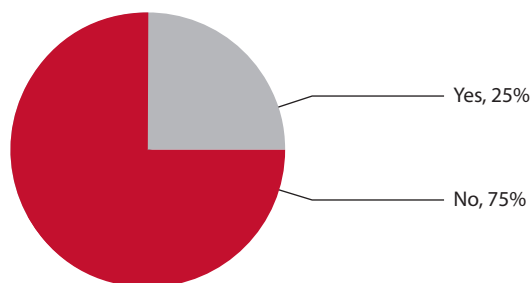
Table 4: Who cares for your children when they are not in school? by household income

	Less than \$40,000 (n=35)	\$40,000-\$59,999 (n=82)	\$60,000-\$79,999 (n=106)	\$80,000-\$99,999 (n=105)	\$100,000-\$150,000 (n=144)	More than \$150,000 (n=102)
Nanny or babysitter	6%	9%	9%	8%	10%	22%
Childcare with home-based provider	11%	2%	3%	7%	3%	0%

*Highlighted cells are discussed in more detail in the text.

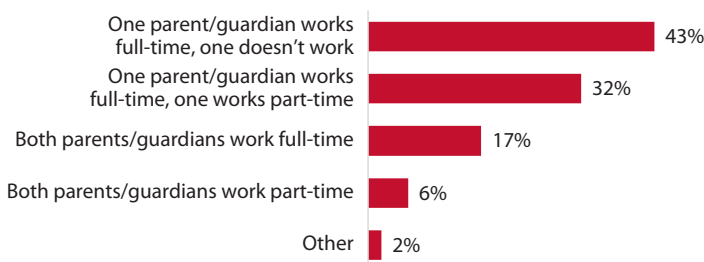
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 6: Typically, do you pay for childcare when your children are not in school? (n=605)



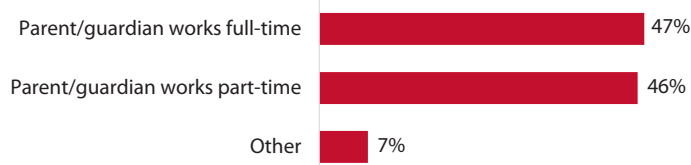
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 7: Ideally, when it comes to work, which arrangement do you think would be best for your household? (Two-parent/guardian) (n=545)



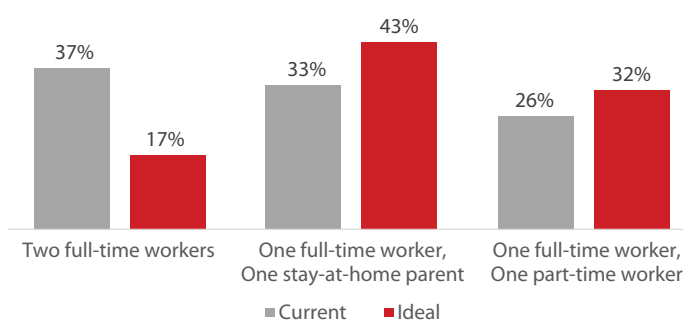
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 8: Ideally, when it comes to work, which arrangement do you think would be best for your household? (One-parent/guardian) (n=59)



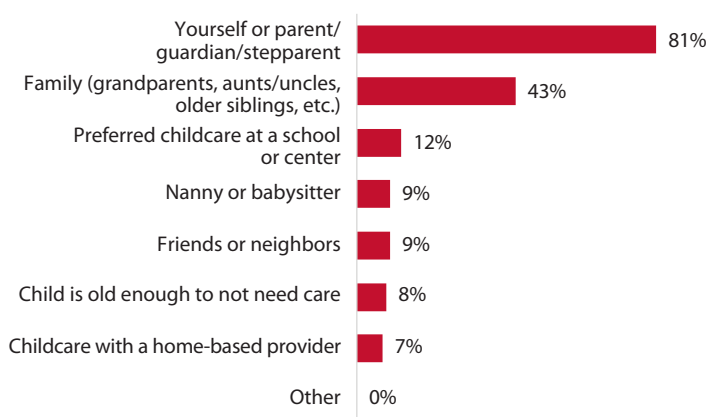
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 9: Two-Parent/Guardian Household Current and "Ideal" Employment Status (n=545)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 10: Ideally, which arrangement do you think would be best for when you children are not in school? Would you prefer childcare provided by...? (may choose more than one) (n=605)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

In terms of ideal childcare preferences, a large majority preferred care from a parent or guardian (81%), followed by 43% who preferred care from another family member (grandparents, aunt/uncles, older siblings, etc.), 12% who preferred childcare at a school or center, and 9% each for nanny or babysitter, and friends or neighbor care (Figure 10). Respondents in households with incomes more than \$150,000 were more than twice as likely as other income categories to indicate a nanny or babysitter would be the best arrangement when their children are not in school (21% compared to <9% among other income categories).

After having established respondents' current and ideal work and childcare arrangements, the survey posed the open-ended question: *Is there anything an employer could do to make it easier to achieve your ideal work and childcare balance?* prior to questions about specific employer policies. As shown in Appendix 2, these top-of-mind responses touched on the policies discussed later in the survey: 22% of respondents mentioned childcare, including assistance or subsidies and onsite child care; 20% mentioned flexibility in scheduling and hours; 16% mentioned remote work options; 14% mentioned a pay increase; and 5% mentioned benefits.

In addition to employer policies addressed in the survey, 7% of respondents mentioned or described the desire for a family-friendly culture that recognizes the importance of work/life balance. Topics such as being flexible on days when kids are sick and understanding when there are kids' activities suggest that a supportive culture is valuable in and of itself.

The range of responses illustrate the variety of perspectives and situations in respondent's households and the importance of employer policies to employee satisfaction:

"When I was single, it was nearly impossible for me to leave work when one of my children was sick. If my employer had policies that were more flexible when it comes to that, and not losing pay if my child has to come home sick suddenly, that would have been life changing for me."

"Allow increased work-from-home options, allow for more flexible hours during the day, avoid requiring commitments during the hours that children typically need to be dropped off or picked up from school."

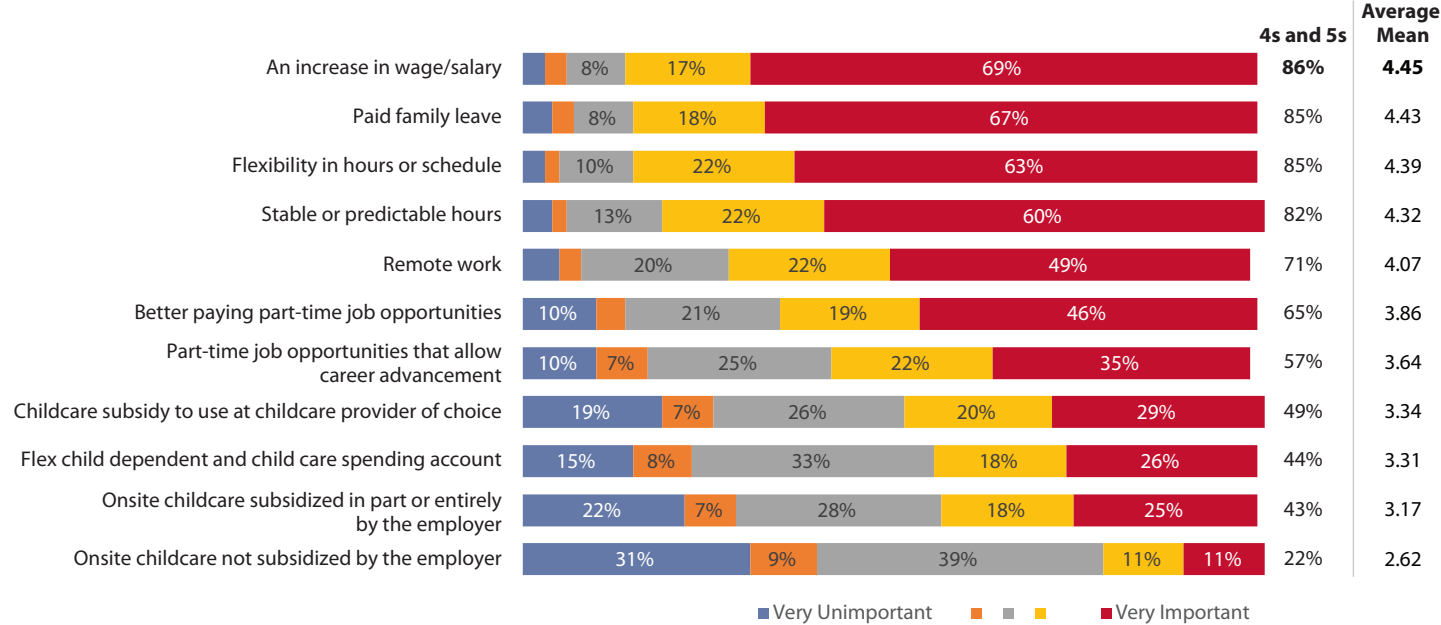
"Probably the best would be a childcare service that works around the unusual hours of my current employer."

Workplace Policies

Respondents were asked to rate how important several employer policies were to achieving their ideal arrangements for work and childcare on a scale from one to five.

Figure 11 shows that 86% of respondents thought an increase in salary was important, followed closely by 85% for paid family leave, 85% flexibility in hours and schedule, 82% stable or predictable hours, 71% remote work, 65% better paying part-time opportunities, 57% part-time opportunities that allow for career advancement, 49% a child care subsidy for employees to use at a childcare provider of choice, 44% for

Figure 11: How important is it that your employer or your spouse's/co guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare?



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

flex childcare dependent and childcare spending account, 43% onsite childcare subsidized in part or entirely by employer, and 22% onsite childcare not subsidized by employer.

The high rating of importance for increased wage or salary is not surprising given that it could be used to achieve a number of ideal child care arrangements, ranging from affording a high-quality childcare center to allowing a parent to work less to care for children. Of interest is that almost the same percentage of respondents said paid family leave, flexibility in hours or schedule, and stable or predictable hours were important to achieving their ideal arrangement, suggesting these supportive workplace policies are as important as wages and salary to most workers. Other policy ratings reflect the value of these policies to large portions of the working parent population, and later segment analysis shows that even the less highly-rated policies are considered particularly important to certain subsets of parents.

Another way to think about the data is considering the mean responses on a five-point scale, where 1 equals “very unimportant” and 5 equals “very important” (see far-right column in Figure 11). An average of “3.00” could mean that a majority of respondents rated a policy at a “3.00,” or it could mean that similarly large percentages of respondents rated the policy’s importance at “2.00” and “4.00.” A mean score of “4.00” or above means that many respondents rated the importance of the policy as high.

There are significant differences between subsets of the sample. Table 5 shows the greater importance respondents with children under six place on many policies compared to respondents without children under six. Table 5 shows that on average

Table 5: How important is it that employer provides the following to achieve ideal work/childcare arrangement? (by age of children) (Scaled 1-5, with 1=very unimportant)

	Children Under 6 (n=354)	No Children Under 6 (n=250)
Onsite childcare is subsidized in part or entirely by the employer	3.27*	2.88
Onsite childcare not subsidized by the employer	2.74*	2.39
A childcare subsidy for employees to use at a childcare provider of their choice	3.51*	3.02
Paid family leave	4.53*	4.28

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

respondents with children under six value onsite childcare (both subsidized and not subsidized), a childcare subsidy, and paid family leave more than respondents without children under six. In the case of a childcare subsidy for employees to use at the childcare provider of their choice, the mean is almost a half a point higher for respondents with children under six than for respondents without children under six.

Respondents in one-parent households gave higher average rankings to all of the policies listed in Table 6 than respondents in other types of households. The averages were most significantly different for onsite childcare is subsidized in part or entirely by the employer, a childcare subsidy for employees to use at a childcare provider of their choice, and flex child dependent and childcare spending accounts, but on average the importance of an increase in wage or salary, better paying

Table 6: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare? (by household employment status)

(Scaled 1-5, with 1=very unimportant)

	One-parent employed (n=54)	Respondent employed (n=93)	Spouse/co-guardian employed (n=98)	Two-parent employed (n=346)
Onsite childcare is subsidized in part or entirely by the employer	3.87*	2.59*	2.92*	3.20
Onsite childcare not subsidized by the employer	2.91*	2.20*	2.61*	2.65*
A childcare subsidy for employees to use at a childcare provider of their choice	3.85*	2.76*	3.23	3.37
An increase in wage or salary	4.61*	4.32*	4.34*	4.49*
Better paying part-time job opportunities	4.15*	3.32*	3.89*	3.93*
Part-time job opportunities that allow career advancement	4.06*	3.33*	3.45*	3.66*
Flex child dependent and childcare spending account	3.80*	2.89*	3.09*	3.34

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 7: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare? (by respondent age) (Scaled 1-5, with 1=very unimportant)

	25-34 (n=207)	35-44 (n=298)	45-54 (n=83)
Onsite childcare is subsidized in part or entirely by the employer	3.46*	2.99*	2.65*
A childcare subsidy for employees to use at a childcare provider of their choice	3.65*	3.16*	2.89*
An increase in wage or salary.	4.65*	4.39*	4.16*
Better paying part-time job opportunities	4.09*	3.74*	3.76
Part-time job opportunities that allow career advancement	3.85*	3.53*	3.49
Paid family leave	4.68*	4.33*	4.19*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 8: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare? (by respondent gender)

(Scaled 1-5, with 1=very unimportant)

	Men (n=249)	Women (n=353)
Onsite childcare is subsidized in part or entirely by the employer	2.80	3.32*
Onsite childcare not subsidized by the employer	2.29	2.80*
A childcare subsidy for employees to use at a childcare provider of their choice	2.99	3.53*
Stable or predictable hours	4.19	4.38*
Better paying part-time job opportunities	3.49	4.11*
Part-time job opportunities that allow career advancement	3.31	3.85*
Paid family leave	4.23	4.56*
Flex child dependent and childcare spending account	3.00	3.46*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

part-time job opportunities, and part-time job opportunities that allow career advancement are highest rated policies for respondents in one-parent households.

Looking at the three age categories with most of the respondents, Table 7 shows that the youngest category of respondents (25-34) placed higher importance on a number of employer policies than the two older age categories (35-44 and 45-54). Onsite subsidized childcare, a child care subsidy, increased wage or salary, better-paying part-time job opportunities, part-time job opportunities that allow for career advancement, and paid family leave are all on average more important to younger

respondents than older respondents. In the case of onsite subsidized childcare, the mean is almost a half a point higher than for the other two age categories. Looking at relative importance among all groups, both an increase in wages and salary and paid family leave have means above four (important) for all three categories, but better paying part-time job opportunities is only ranked a four for the youngest category.

Table 8 shows that women were more likely to think all but three (increase in wage and salary, remote work, and flexibility in hours or schedule (not shown)) of the employer policies surveyed were more important to achieving their

Table 9: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare? (by household income)

(Scaled 1-5, with 1=very unimportant)

	Less than \$40,000 (n=35)	\$40,000- \$59,999 (n=81)	\$60,000- \$79,999 (n=106)	\$80,000- \$99,999 (n=105)	\$100,000- \$150,000 (n=144)	More than \$150,000 (n=102)
Onsite childcare is subsidized in part or entirely by the employer	3.80*	3.41*	3.28*	3.07*	2.97*	2.78*
Onsite childcare not subsidized by the employer	3.26*	2.77	2.71	2.47*	2.45*	2.45*
A childcare subsidy for employees to use at a childcare provider of their choice	4.09*	3.68*	3.44*	3.11*	3.07*	3.17*
An increase in wage or salary	4.60*	4.73*	4.65*	4.46*	4.37*	4.20*
Better paying part-time job opportunities	4.46*	4.01	4.04	3.72*	3.76*	3.71*
Part-time opportunities that allow career advancement	4.29*	3.83	3.82	3.50*	3.62*	3.33*
Paid family leave	4.77*	4.65	4.48	4.32*	4.40*	4.25*
Flex child dependent and childcare spending account	3.80*	3.70*	3.33	3.10*	3.09*	3.12*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 12: Which of those workplace policies would be MOST important to you? (select only one) (n=602)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

ideal arrangement for work and childcare than men. Women's means are about a half-a-point higher for all childcare-related policies. Looking at average means scores, paid family leave and stable and predictable hours are above "four" for both men and women, and "better-paying part-time job opportunities" is above "four" for women.

Table 9 shows that in general people with low incomes gave a higher rating of importance, on average, than those with higher incomes on all the policies listed. Additionally, those with the highest income, on average, gave lower ratings of importance to subsidized onsite childcare and an increase in wage or salary. Although the average rating for increased wage or salary and paid family leave is above "four" for all income groups, the lowest income group gives average four ratings to a childcare subsidy for employees to use at a childcare provider of their choice, better paying part-time job opportunities, and part-time opportunities that allow career advancement as well. Respondents with incomes more than \$150,000, on average, gave significantly lower ratings to subsidized onsite childcare and an increased wage or salary.

When respondents were asked what workplace policy was **most** important, the order of most policies changed from the

percentages of respondents who thought each policy was important. Increased salary or wage was still at the top of the list, but more respondents chose flexibility in hours or schedule and remote work than paid family leave as the single most important policy. These were followed by a childcare subsidy to use at a childcare provider of choice, onsite childcare subsidized in part or entirely by the employer, better-paying part-time job opportunities, stable or predictable hours, and flex child dependent and child care spending account, as depicted in Figure 12. This reshuffling shows that for more than half the respondents (60%) the most important policy option is not an increase in wage or salary.

Responses for this question also show some variation based on some respondent characteristics. For instance, respondents with children under six were more likely to say paid leave was the most important and less likely to say flexibility in hours and schedule was the most important workplace policy than respondents without children under six (Table 10).

Women were more likely than men to choose three workplace policies as most important: onsite childcare subsidized in part or entirely by the employer, part-time job opportunities that allow career advancement, and paid family leave. Men were

Table 10: Which of the workplace policies would be most important to you? (by children age)

	Children Under 6 (n=352)	No Children Under 6 (n=249)
Flexibility in hours or schedule	13%	20%*
Paid family leave	13%*	4%

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 11: Which of the workplace policies would be most important to you? (by gender)

	Men (n=247)	Women (n=353)
Onsite childcare is subsidized in part or entirely by the employer	4%	8%*
An increase in wage/salary	47%*	34%
Part-time opportunities that allow career advancement	0%	3%*
Paid family leave	6%	11%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

more likely to choose an increase in wage or salary (Table 11).

Finally, while satisfied and dissatisfied employees are discussed in more detail in a later section, there were notable differences in how respondents who were satisfied with their current work and child care arrangement and those who were dissatisfied

with their arrangement responded to this question. Dissatisfied workers were more likely to choose onsite subsidized childcare as the most important policy and less likely to choose paid family leave, satisfied respondents were more likely to select flexibility in hours or schedule as the most important policy, and those who were neutral were more likely to choose an increase in wage/salary as the most important policy (Table 12).

Two full-time working parent households were asked three additional questions to better understand their preferences with regard to work/life balance.

Two full-time working parent households were asked “which of the following best describes their family situation?” Responses show that 66% need two incomes to cover household expenses, 24% both desire full-time careers, 6% meaningful career opportunities are not offered in the respondent’s or spouse/co-guardian’s line of work and 4% have some other reason for having two full-time workers (Figure 13). Respondents with children under six were more likely to answer “we need two incomes to cover our household expenses” (74%) and parents without children under six were more likely to answer “we both desire two full-time careers” (34%).

Of parents and guardians who did not work full-time, many indicated employer policies would cause them or the second parent/guardian to work more than they currently do (Figure 14). Seventy percent would work more if they had flexible work

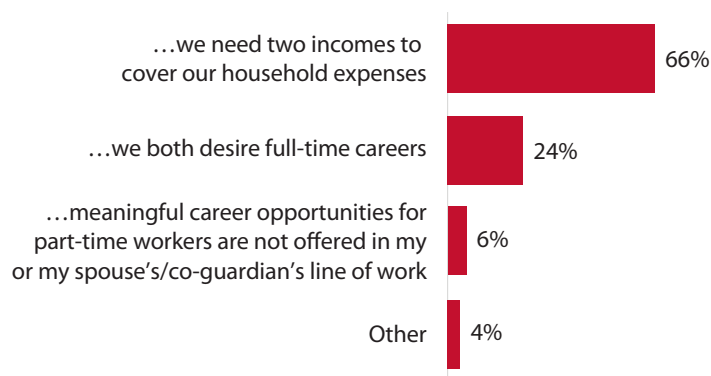
Table 12: Which of those workplace policies would be most important to you? (by satisfaction with current work and childcare situation)

	Dissatisfied (n=117)	Neutral (n=116)	Satisfied (n=369)
Onsite childcare is subsidized in part or entirely by the employer	12%*	7%	4%*
An increase in wage or salary	41%	53%*	35%*
Flexibility in hours or schedule	11%*	7%*	20%*
Paid family leave	2%*	9%*	11%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

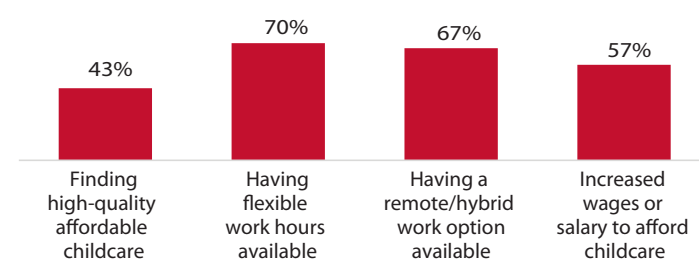
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 13: Which of the following statements best describes your family's currently situation? Both parents/guardians working full-time because... (two-parent household) (n=202)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 14: Would any of the following cause you/a parent/guardian to work more than you currently do? – select all that apply (Households where at least one adult is not working full-time) (n=352)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

hours, 67% would work more if they had a remote or hybrid option, 57% would work more for an increased salary so as to afford childcare, and 43% would work more if they could find high quality affordable childcare. Seventy percent of the non-fulltime workers asked this question is equivalent to 40% of all respondents.

Cause to Work More

Looking at segment analysis, it becomes clear that finding high quality affordable childcare is more important to some groups than others and that there are differences in responses based on several respondent characteristics. For instance, parents with children under six were more likely to say that finding high-quality affordable childcare would cause them or a parent/guardian to work more – with half saying they would work more if they had this resource (Table 13). Similarly, the younger 24-34 year-old age cohort is more likely to pay for childcare than the two older categories (54% compared to 35% and 29%) (Table 14).

Women were also significantly more likely to say finding high quality affordable childcare would cause them to work more – with almost half (49%) indicating they would work more, compared with 31% of men. Women were significantly more likely to say flexible work hours and a remote or hybrid option would cause them to work more – with 20% more women than men indicating remote/hybrid work options would have this effect (Table 15).

Spend More Time with Children

Respondents were also asked if certain employer policies would allow themselves or another parent or guardian to spend more time with their children. High percentages of respondents (87%, 87% and 84% respectively) indicated that having flexible work hours, having a remote/hybrid work option available, and increased wages or salary so as to not need two incomes would lead to a parent or guardian in the household spending more time with children (Figure 15).

As high as the percentages were overall for parents or guardians in two-parent families, for some categories of respondents, they were even higher. Parents in the 24-34 age category were significantly more likely to say they would spend more time with their children if they had increased salary so as not to need two incomes (Table 16). An interesting aspect of this finding is that the near unanimity suggests more time would be spent with children even if both parents are working full-time, perhaps allowing one or both to cut back on extra hours.

The importance of income in the ability to spend as much time as desired with children is evident in the significant difference between the answer to “increased wages or salary so as not to need two incomes” option (Table17).

Table 13: Would the following cause you or the other parent or guardian to work more than you currently do? (Finding high quality affordable child care) (by children age)

	Children under 6 n=226	No Children under 6 n=124
Yes	50%*	27%
No	50%	73%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 14: Would any of the following cause you or the other parent or guardian to work more than you currently do? (Finding High Quality Childcare) (by respondent age)

	25-34 (n=121)	35-44 (n=170)	45-54 (n=48)
Yes	54%*	35%*	29%*
No	46%*	65%*	71%*

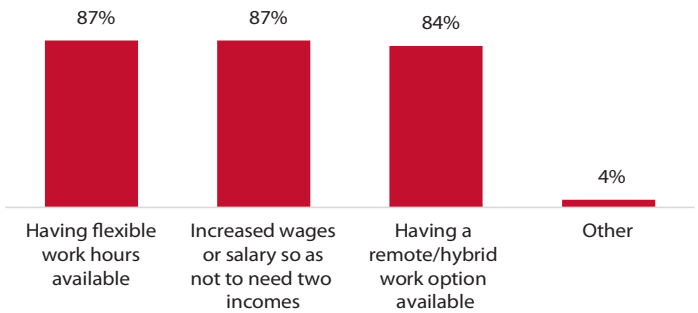
*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 15: Would any of the following to cause you or any other parent or guardian to work more than you currently do? (by gender)

	Men (n=156)	Women (n=194)
Finding high-quality affordable childcare	31%	49%*
Having Flexible work hours available	60%	77%*
Having a remote or hybrid option available	56%	76%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 15: Would any of the following allow you or the other parent/guardian to spend more time with your children? (select all that apply) (n=605)



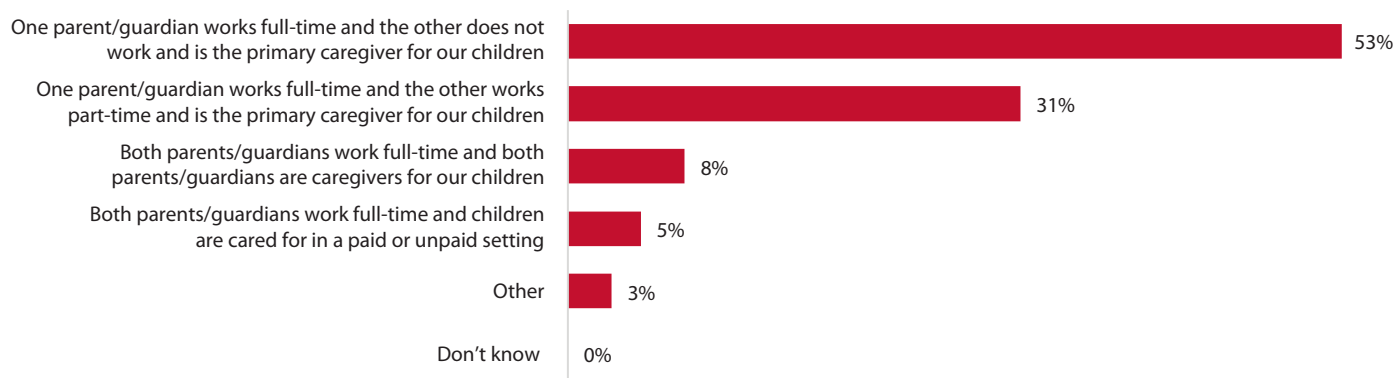
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 16: Would any of the following allow you or the other parent or guardian to spend more time with your children? (Increased wages or salary as not to need two incomes) (by respondent age)

	25-34 (n=207)	35-44 (n=299)	45-54 (n=83)
Yes	92%*	84%*	76%*
No	8%*	16%*	24%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 16: If your family could comfortably meet all household expenses on a single income, which of the following arrangement do you think would be best for your family? (Two-parent/guardian households) (n=546)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 17: Would any of the following allow you or the other parent/guardian to spend more time with your children? (Increased wages and salary so as not to need two incomes) (by household income)

	Less than \$40,000 (n=35)	\$40,000-\$59,999 (n=82)	\$60,000-\$79,999 (n=106)	\$80,000-\$99,999 (n=105)	\$100,000-\$150,000 (n=144)	More than \$150,000 (n=102)
Yes	97%*	94%*	93%*	87%*	85%*	70%*
No	3%*	6%*	7%*	3%*	15%*	30%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

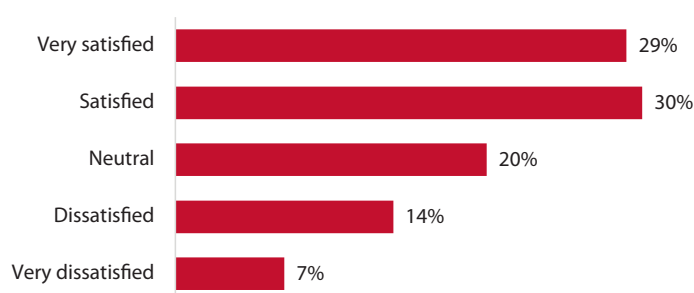
When two-parent household respondents were asked their ideal arrangement if all household expenses could be met by a single income, 53% said they would have one parent work full-time and the other not work except as the primary caregiver to their children, 31% said one parent would work full-time and the other would work part-time and also serve as the primary caregiver to the children, 8% said both parents would work full-time and both would be caregivers to their children, 5% said both parents work full-time and the children are cared for in a paid or unpaid setting, and 15% said something else (Figure 16).

Current Work/Life Balance Satisfaction

Satisfaction with the current work and childcare situation is one factor to consider in determining which employees are most likely to need employer support in order to stay in their current jobs. As shown in Figure 17, about 59% of respondents were satisfied with their current work and childcare situation, 20% were neutral and 21% were dissatisfied.

This 21% of dissatisfied respondents differed in important ways from satisfied and neutral respondents. For instance, looking at responses through segment analysis, respondents from one-parent households were more likely to be dissatisfied (52%) than respondents in other types of households (ranging from 3-14% dissatisfaction).

Figure 17: In general, how satisfied you are with your current work and childcare situations? (n=605)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Respondents in the less than \$40,000 income category were significantly more likely to be dissatisfied with their current arrangement and respondents in the more than \$150,000 category were significantly more likely to be very satisfied (Table 18).

There was a significant difference between dissatisfied and satisfied respondents in two-parent households regarding what arrangement they thought best for their household. Those who were dissatisfied were more likely to prefer having both parents work full-time than those who were satisfied. Table 19 also shows that both dissatisfied and satisfied respondents were most likely to choose "one parent/guardian works full time, one doesn't work" as their ideal work and childcare arrangement, while neutral respondents were slightly more likely to choose "one parent/guardian works full time, one works part time."

There were significant differences in respondents' preferences of ideal childcare arrangements when their children weren't in school for satisfied and dissatisfied respondents. Table 20 shows satisfied respondents were less likely to think childcare at a school or center and childcare with a home-based provider were the ideal arrangement and dissatisfied respondents were more likely to choose those options as the ideal.

Table 18: In general, how satisfied are you with your current work and childcare situation? (by household income)

	Less than \$40,000 (n=35)	\$40,000-\$59,999 (n=82)	\$60,000-\$79,999 (n=106)	\$80,000-\$99,999 (n=105)	\$100,000-\$150,000 (n=144)	More than \$150,000 (n=102)
Very dissatisfied	20%*	9%	8%	7%	3%*	3%*
Dissatisfied	17%	24%	13%	11%	11%	11%
Neutral	31%	26%	18%	19%	20%	12%
Satisfied	14%	23%	36%	34%	36%	27%
Very Satisfied	17%*	18%*	25%*	29%*	30%*	47%*
Don't Know	0%	0%	0%	0%	0%	0%

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 19: Ideally, when it comes to work, which arrangement do you think would be best for your household? (Two-parent households) (by satisfaction with current work and childcare situation)

	Dissatisfied (n=87)	Neutral (n=101)	Satisfied (n=357)
Both parents/guardians work full-time	25%*	18%	14%*
One parent/guardian works full-time, one works part time	22%	38%	33%
One parent/guardian works full-time, one doesn't work	37%	36%	47%
Both parents/guardians work part-time	9%	9%	4%

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 20: Ideally, which arrangement do you think would be best for when your children are not in school? (by satisfaction with current work and childcare situation)

	Dissatisfied (n=117)	Neutral (n=116)	Satisfied (n=372)
Childcare at a school or center	21%*	15%*	7%*
Childcare with a home-based provider	13%*	6%	5%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 21: Ideally, when it comes to work, which arrangement do you think would be best for your household? (one-parent households only) (by satisfaction with current work and childcare situation)

	Dissatisfied (n=30)	Neutral (n=15)	Satisfied (n=14)
Parent/guardian works full-time	27%*	73%*	50%
Parent/guardian works part-time	67%	27%	36%
Other	7%	0%	14%

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 22: Typically, do you pay for childcare when your children are not in school? (by satisfaction with current work and childcare situation)

	Dissatisfied (n=117)	Neutral (n=116)	Satisfied (n=372)
Yes	45%*	34%*	14%*
No	55%*	66%*	86%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 21 shows that a higher percentage of neutral and satisfied one-parent respondents chose “parent/guardian works full-time” than chose “parent/guardian works part-time,” and that the differences between dissatisfied and neutral selection for a parent/guardian full-time work ideal were significant. Moreover, neutral respondents were significantly more likely than dissatisfied respondents to select “parent/guardian works full-time” as their ideal.

On a related point, segment analysis shows that dissatisfied and neutral respondents were more likely to pay for childcare when their children are not in school than were satisfied respondents (Table 22).

Table 23 shows significant differences between how satisfied and dissatisfied respondents from households where both parents/guardians work full-time characterize their current family situation. Although a majority of dissatisfied, neutral and satisfied respondents indicated they needed two incomes to cover household expenses, satisfied respondents were significantly more likely to say both parent/guardians desire full-time careers.

Notably, while Figure 14 showed that fewer respondents chose “finding high quality affordable childcare” (57%) and “increased wages or salary so as to afford child care” (43%) than “remote/hybrid work options” (67%) and “having flexible work hours available” (70%) as policies that would allow them or their spouse to work more, segment analysis shows dissatisfied and neutral respondents were more like to select “finding high quality affordable childcare” and “increased wages or salary so as to afford child care” than satisfied respondents (Table 24).

Table 23: Which of the following statement best describes your family's current situation? (two-parent households only) (by satisfaction with current work and childcare situation)

	Dissatisfied (n=40)	Neutral (n=47)	Satisfied (n=115)
We need two incomes to cover our household expenses	82%*	77%*	51%*
We both desire full-time careers	8%*	17%	34%*
Meaningful career opportunities for part-time workers are not offered in my or my spouse's or co-guardian's line of work	8%	2%	10%
Some other reason	2%	4%	5%
Don't Know	0%	0%	0%

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 24: Would any of the following cause you or the other parent or guardian to work more than you currently do? (Households where at least one adult is not working full-time) (by satisfaction with current work and childcare situation)

	Dissatisfied	Neutral	Satisfied
Finding high quality affordable child care	69%*	53%*	33%*
Increased wages or salary so as to afford child care	75%*	75%*	48%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 25: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve your ideal arrangement for work and childcare? (by satisfaction with current work and childcare situation)

	Dissatisfied	Neutral	Satisfied
Onsite childcare is subsidized in part or entirely by the employer	3.85*	3.45	2.78*
Onsite childcare not subsidized by the employer	3.07*	2.78*	2.38*
A childcare subsidy for employees to use at a childcare provider of their choice	3.97*	3.57	3.02*
An increase in wage or salary	4.83*	4.48	4.33*
Remote work	4.37*	4.06*	4.01*
Better paying part-time job opportunities	4.36*	4.08	3.63*
Part-time job opportunities that allow career advancement	4.27*	3.75	3.39*
Paid family leave	4.70*	4.38*	4.36*
Flex child dependent and childcare spending account	3.95*	3.23*	3.07*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Finding high quality affordable child care and increased wages or salary so as to afford child care are both significantly more important for dissatisfied respondents as well as neutral respondents

Table 25 shows that remote work, an increase in wage or salary, and paid family leave is rated above a "four" for all three groups of respondents.

Dissatisfied workers also indicate that finding a job opportunity that offers remote work, flexible/predictable hours, more part-time job opportunities for career advancement, onsite childcare and greater assistance with childcare subsidies would be more likely to consider changing their job, than satisfied or neutral employees. Among satisfied workers, remote work and more flexible/predictable hours appear particularly appealing – with average ratings above "four" (Table 26).

Table 27 shows remote work opportunities are the most important factor to dissatisfied respondents in considering changing their job. They are more likely than neutral and satisfied employees to choose onsite child care as the most important factor. Despite a high average in importance rating in Table 25 above, a significantly smaller proportion of satisfied than dissatisfied employees chose flexible/predictable hours as

Table 26: How likely would you be to change your job, employer or industry, or get a job, if you found an opportunity that offered the following? (by satisfaction with current work and childcare situation)

	Dissatisfied	Neutral	Satisfied
More remote work opportunities	4.08*	3.73*	3.40*
More flexible and predictable hours	4.03*	3.73	3.46*
More part-time opportunities for career advancement	3.56*	3.20	2.78*
Onsite childcare	3.38*	3.00*	2.35*
Greater assistance with childcare subsidies	3.83*	3.30	2.53*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

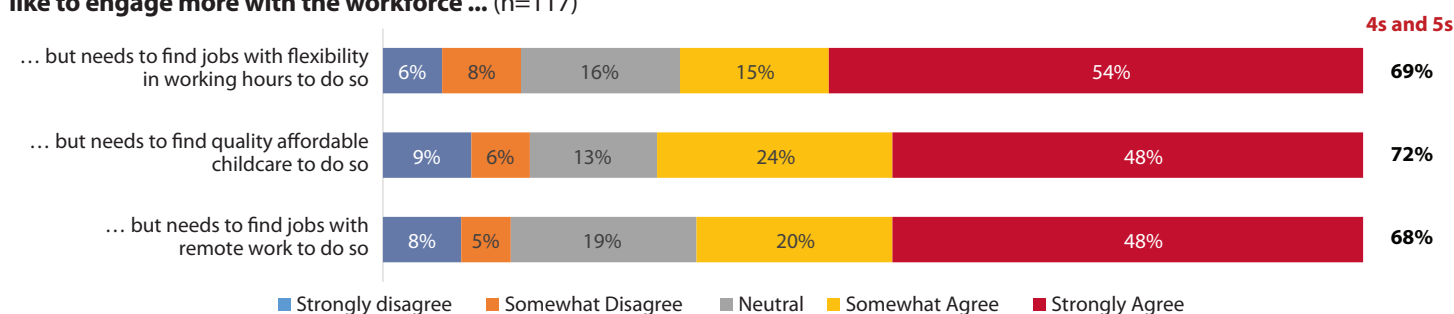
Table 27: Which of those opportunities would be most likely to influence you to consider changing your job, employer, or industry, or get a job? (by satisfaction with current work and childcare situation)

	Dissatisfied (n=117)	Neutral (n=115)	Satisfied (n=364)
More remote work opportunities	41%*	25%*	33%
More flexible hours or predictable hours	15%*	26%	28%*
Onsite childcare	16%*	13%*	5%*
Would not change jobs	0%*	3%	7%*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.

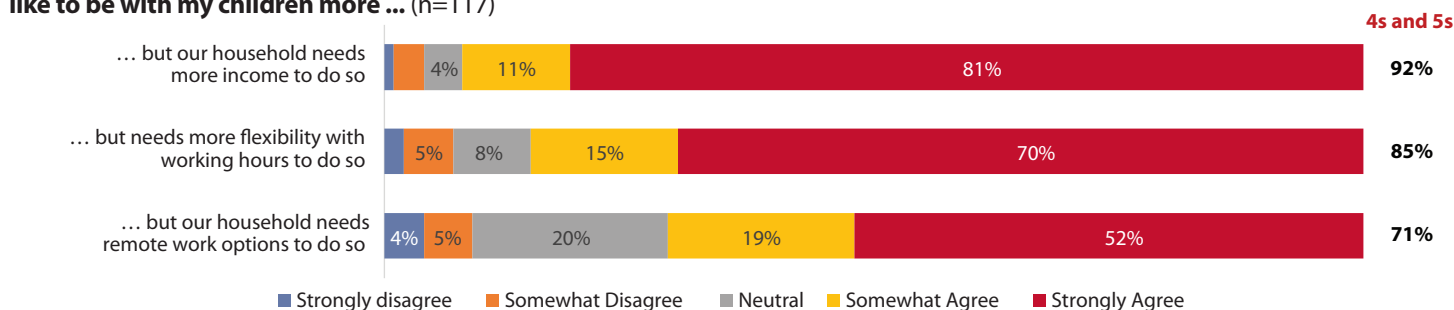
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 18: Rate your level of agreement with each of the following statements. A parent/guardian in my household would like to engage more with the workforce ... (n=117)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 19: Rate your level of agreement with each of the following statements. A parent/guardian in my household would like to be with my children more ... (n=117)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

the most important factor. Satisfied employees were less likely to choose onsite childcare as the most important factor and more likely to say they won't change their jobs.

Dissatisfied respondents were also asked to rate their level of agreement with a series of statements. Three of the statements addressed whether an employer policy would lead to a parent or guardian in the household to work more, and three addressed

whether an employer policy would result in a parent or guardian in the household spending more time with their children.

As shown in Figures 18 and 19, a majority of respondents dissatisfied with their current work and childcare situation agreed that finding quality affordable childcare (72%), having flexible work hours (69%), and having remote work (68%), would enable a parent or guardian in their household who

Figure 20: How likely would you be to change your job, employer, or industry if you found an opportunity that offered...

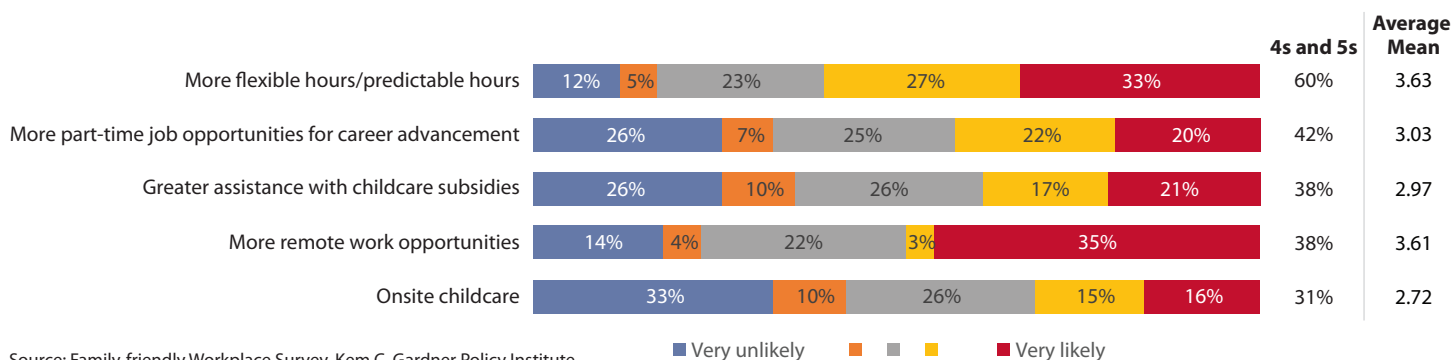


Table 28: How likely would you be to change your job, employer, or industry, or get a job, if you found an opportunity that offered the following? (by household employment status)

	One-parent employed (n=54)	Respondent employed (n=93)	Spouse/co-guardian employed (n=99)	Two-parent employed (n=347)
More remote work opportunities	4.06*	3.47*	3.62	3.52*
More part-time job opportunities for career advancement	3.35*	2.60*	3.06*	3.03*
Onsite childcare	3.24*	2.39*	2.80	2.62*
Greater assistance with childcare subsidies	3.85*	2.52*	2.69*	2.96

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 29: How likely would you be to change your job, or industry, or get a job if you found an opportunity that offered the following? (by household income)

	Less than \$40,000 (n=35)	\$40,000-\$59,999 (n=82)	\$60,000-\$79,999 (n=106)	\$80,000-\$99,999 (n=105)	\$100,000-\$150,000 (n=144)	More than \$150,000 (n=102)
Onsite childcare is subsidized in part or entirely by the employer	3.69*	3.00*	2.75	2.72	2.57*	2.20*
Greater assistance with childcare subsidies	3.69*	3.38*	2.94*	2.86*	2.72*	2.70*

*Indicates a statistically significant difference. Highlighted cells are discussed in more detail in the text.
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

wants to work more to increase their engagement with the workforce. A large majority of dissatisfied respondents also indicated that more income (92%), more flexible work hours (85%), and remote work options (71%), would result in the parent or guardian spending being able to meet desire to spend more time with their children.

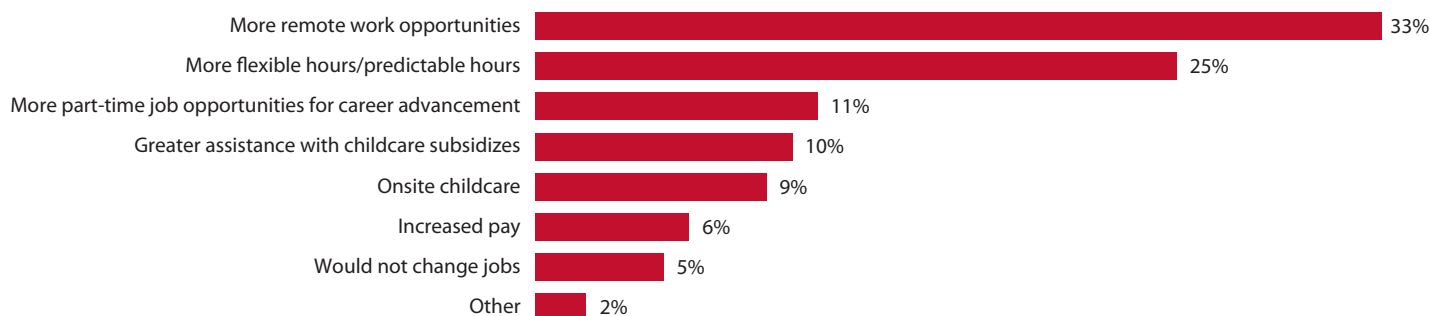
Another way to think about the importance of specific employer policies is to consider whether a respondent would consider changing their job, employer, or industry if they could have a certain type of policy support from their employer. As shown in Figure 20, more flexible or predictable hours was the most likely to make a respondent consider changing their workplace (60%), followed by more part-time opportunities for career advancement (42%), more remote work opportunities and greater assistance with childcare subsidies (each at 38%), and onsite childcare (31%). Looking at the respondents who felt the most strongly – they were “very likely” to consider changing jobs based on a specific policy – more remote work opportunities – was the highest, with 35% of respondents

saying they would be “very likely” to change jobs for more remote work opportunities. “More flexible hours/predictable hours” was next highest in the “very likely” responses, with 33% indicating they would consider changing jobs for more flexible/predictable work hours.

Respondents in one-parent employed households are on average significantly more likely than respondents in other types of households to change their job if the opportunity included more remote job opportunities, more part-time job opportunities for career advancement, onsite childcare, or greater assistance with childcare subsidies. Employed respondents in non-dual income two-parent households are on average less likely than respondents in other types of households to change to jobs that offered more part-time job opportunities for career advancement (Table 28).

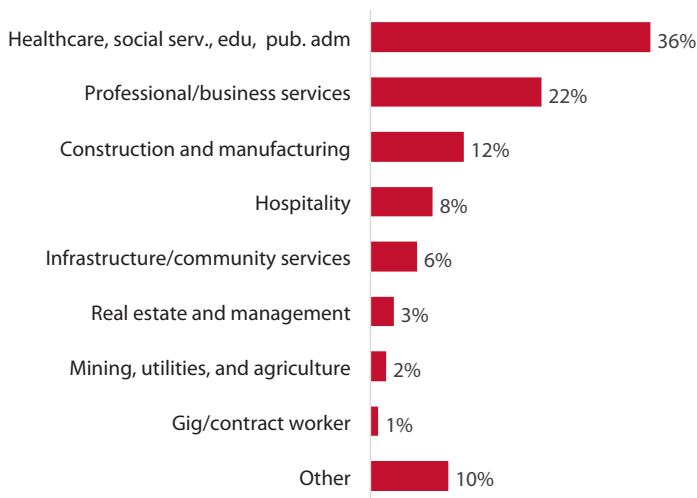
Looking at income, respondents in the less than \$40,000 category were on average significantly more likely to change their job based subsidized onsite childcare and greater assistance with childcare subsidies. Those with more than

Figure 21: Which opportunity would be MOST likely to influence you to consider changing your job, employer, or industry? (select one only)



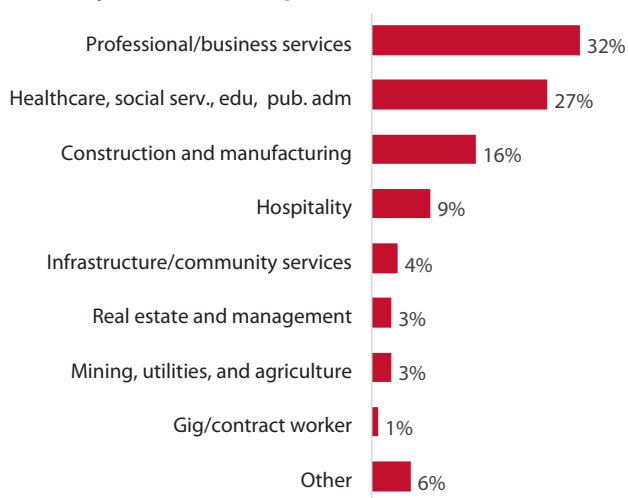
Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 22: Respondent Industry Sector: Which industry or sector do you currently work in? (n=488)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Figure 23: Second-Parent/Guardian Industry Sector: Which industry or sector does your spouse or co-guardian currently work in? (two-parent household) (n=442)



Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

\$150,000 significantly less likely to change their job based on subsidized onsite childcare or when offered assistance with childcare subsidies (Table 29).

Respondents were then asked to indicate with of this list of policies, with the addition of increased pay and more part-time job opportunities for career advancement as options, would me **most** likely to influence them to consider changing their jobs (Figure 21). When selecting the single most important policy, the largest percentage of respondents chose more remote work opportunities (33%), followed by more flexible or predictable hours (25%), more part-time job opportunities for career advancement (11%), greater assistance with childcare subsidies (10%), onsite childcare (9%), and Increased pay (6%).¹³ When ranking the most important policy prompting them to consider changing their job, increased pay ranked last, suggesting that while it would be one of the most important factors in achieving an ideal, other work/life balance policies are more important if considering the trade-offs relative to what they like about their current situation.

The 25 to 34 age group is on average more likely than others to select “onsite childcare” as the opportunity that would be most likely to influence them to consider changing their job – 15%, compared to 6% for respondents in the 35-44 year old category and 4% for respondents in the 45 to 54 year old category.

Preferences by Industry Sector

Respondents were asked to indicate which of eight broad industry/sectors they currently work in, as well as (if the respondent was part of a household with a second employed parent/guardian) which industry/sector characterized the work of the other parent or guardian in the household.¹⁴ Thirty-six percent of respondents indicated they worked in the “healthcare, social services, education, and public administration” sector, followed by 22% indicating they worked in “professional/business services.” In comparison, respondents in households with a second working parent indicated 32% of employed second parent/guardians worked in the “professional/business services” sector and 27% worked in healthcare, social services, education and public administration.” The third, fourth,

Table 30: In general, how satisfied are you with your current work and childcare situation? (by industry sector)

	Healthcare/ Public Admin. (n=187)	Construction/ Manufacturing (n=51)	Hospitality (n=34)	Professional/ Business Services (n=115)
Very dissatisfied	6%	2%	12%	3%
Dissatisfied	13%	16%	29%	15%
Neutral	17%	31%	26%	14%
Satisfied	34%	24%	29%	40%
Very satisfied	29%*	27%*	3%*	28%*
Don't know	0%	0%	0%	0%

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 31: How likely would you be to change your job, employer, or industry, or get a job, if you found an opportunity that offered the following? (mean on 1-5 scale) (by industry sector)

	Healthcare/ Public Admin. (n=187)	Construction/ Manufacturing (n=51)	Hospitality (n=34)	Professional/ Business Services (n=115)
More remote work opportunities	3.40*	3.18*	4.18*	3.71*
More part-time job opportunities for career advancement	3.03	2.53*	3.94*	2.84*
Onsite childcare	2.68*	2.16*	3.29*	2.50*
Greater assistance with childcare subsidies	2.98	2.45*	3.62*	2.94

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Table 32: How important is it that your employer or your spouse's or co-guardian's employer provide the following for your family to achieve the ideal arrangement for work and childcare? (by industry sector)

	Healthcare/ Public Admin. (n=187)	Construction/ Manufacturing (n=51)	Hospitality (n=34)	Professional/ Business Services (n=115)
Onsite childcare is subsidized in part or entirely by employer	3.41*	2.76*	3.38	2.81*
Onsite childcare not subsidized by the employer	2.79*	2.49	3.09*	2.17*
Remote work	3.98	3.55*	4.26*	4.41*
Flexibility in hours or schedule	4.37*	3.88*	4.68*	4.53*
Better paying part-time job opportunities	3.84	3.18*	4.5*	3.73
Flex child dependent and childcare spending account	3.46*	2.86*	3.59*	3.1*

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

and fifth most frequently selected sectors for both groups were "construction and manufacturing," "hospitality," and infrastructure/community services."

A segment analysis was conducted for the four sectors in which the greatest number of respondents worked: healthcare/public administration, construction/manufacturing, hospitality, and professional/business services) showed important differences in satisfaction and preferences.¹⁵ Table 30 shows that respondents who worked in the hospitality sector were significantly less likely than respondents working in other sectors to be very satisfied with their current work and childcare situation (3% compared to 27-29%). Respondents working in the hospitality sector gave higher ratings to more remote work opportunities, more part-time job opportunities for career advancement, onsite childcare, and greater assistance with childcare subsidies (Table 31).

In terms of the importance of specific policies in respondents achieving their ideal arrangement, several positive significant relationships were found (Table 32). Respondents working in the hospitality sector indicated better paying part-time job opportunities were of more importance than respondents

working in other sectors. Professional/business service sector respondents indicated remote work was more important than respondents working in the other sectors, and healthcare/public administration respondents thought subsidized onsite childcare and flex child dependent and childcare spending accounts were more important than respondents working in the other sectors.

The industry sector segment analysis suggests meaningful differences between preferences of employees in different sectors, and the smaller number of respondents in four of the sectors suggests a need for future research into whether some policies may be more valuable to employees of sectors not included.

The survey concluded by asking respondents if they had any additional comments. Respondents provided a wide range of comments that can be found in Appendix 2. While many are as unique as the respondents themselves, several themes emerged, including mentioned the high cost of housing and health benefits, the high cost of living/inflation, and having wages and/or salary not keep up with these rising costs.

Conclusion

In a state where employers must compete to recruit and retain employees, the results from this statewide survey of Utah parents suggest there are a number of policies they could offer that employees would view as important in moving towards their ideal work/life balance.

Ideally, some respondents would choose to have one or more of the adults in their household work less, specifically to provide care for their children. However, many (even some of these same workers) would also choose to work more, or to change their job or line of work, if supportive policies were offered. Respondents are interested in better approximating their ideal work and childcare arrangement and pursuing jobs at places with supportive policies and cultures.

Respondents rate “increased wage or salary,” “paid family leave,” and “flexibility in hours or schedule” highly in their importance to achieving their ideal work and childcare arrangement. However, when selecting the policy that would be **most** influential in choosing to change their job, employer, or industry, “increased pay” was sixth in line behind “more remote work options,” “more flexibility in hours or schedule,” “more part-time opportunities for career advancement,” “greater assistance with childcare subsidies,” and “onsite childcare.”

Stratifying results by sample characteristics, such as the respondent's gender, age, household income, or satisfaction with current employment, yielded meaningful differences in circumstance and preferences. For instance, respondents with children under six, women, respondents in one-parent households, younger respondents, and respondents in the lowest income brackets, all provided higher importance ratings to subsidized onsite childcare than did respondents overall. Additionally, dissatisfied employees gave higher importance ratings to a wide range of policies, including onsite childcare (subsidized and not subsidized), a childcare subsidy to use at a childcare provider of choice, an increase in wage or salary, remote work, better paying part-time job opportunities, part-time job opportunities that allow for advancement, paid family leave, and flex child dependent and childcare spending account.

These quantifiable preferences, combined with qualitative responses to the open-ended questions, illuminate a labor pool motivated to consider supportive family-friendly employer policies and workplace culture in their decision-making regarding how much to work and whether to change jobs. There is not a one-size fits all approach to helping working parents move towards their desired work/life balance, but there are a number of policy tools available to interested employers.

Appendix 1 – Survey Questionnaire

Family-friendly Workplace Survey

Full Data Collection Version

June 9, 2022

Hello, this is _____ with Lighthouse Research. We're conducting a survey with parents in your area. Do you mind if I ask you some questions?

1. Do you identify as male, female, or prefer to self-identify?
 - a. Male
 - b. Female
 - c. Prefer to self-identify (Specify)
2. What is your age?
 - a. 18 to 24
 - b. 25 to 34
 - c. 35 to 44
 - d. 45 to 54
 - e. 55 to 64
 - f. 65 or older
 - g. Prefer not to say (VOL)
3. Are you the parent or guardian of at least one child under the age of 12?
 - a. Yes
 - b. No → May I speak to a parent or guardian in your household?
4. Are any of the children in your home under age 6?
 - a. Yes
 - b. No
5. In what county do you live?

Work and Childcare status Questions

The following questions are about your family situation and work and childcare preferences. Your input will help employers and policymakers understand the concerns families face so they can better support their needs.

6. Which of the following best describes your household?
 - a. Two-parent/guardian household
 - b. One-parent/guardian household
 - c. Refused (VOL)
7. Which of the following best describes your employment status?
 - a. Working full-time/or more (includes self-employed)
 - b. Working part-time (includes self-employed)
 - c. Stay-at-home parent or guardian
 - d. Unemployed – looking for work
 - e. Unemployed – not looking for work
 - f. Retired
 - g. Temporarily laid off
 - h. Refused (VOL)
8. *[Two-parent/guardian]* Which of the following best describes your spouse's or co-guardian's employment status?
 - a. Working full-time/or more (includes self-employed)
 - b. Working part-time (includes self-employed)
 - c. Stay-at-home parent or guardian
 - d. Unemployed – looking for work
 - e. Unemployed – not looking for work
 - f. Retired
 - g. Temporarily laid off
 - h. Refused (VOL)
9. Typically, do you pay for childcare when your children are not in school?
 - a. Yes
 - b. No
10. Who cares for your children when they are not in school?
 - a. Yourself or parent/guardian/stepparent
 - b. Family (grandparents, aunts/uncles, older siblings, etc.)
 - c. Friends or neighbors
 - d. Nanny or babysitter
 - e. Childcare at a school or center
 - f. Childcare with a home-based provider
 - g. Child is old enough to not need care
 - h. Other
 - i. Refused (VOL)

Now, think about your **ideal** arrangements for paid work and childcare and consider the arrangement that you think would be best for your family.

11. *[Two-parent/guardian]* **IDEALLY**, when it comes to work, which arrangement do you think would be best for your household?
- Both parents/guardians work full-time
 - One parent/guardian works full-time, one works part-time
 - One parent/guardian works full-time, one doesn't work
 - Both parents/guardians work part-time
 - Other (Specify)
12. *[One parent/guardian]* **IDEALLY**, when it comes to work, which arrangement do you think would be best for your household?
- Parent/guardian works full-time
 - Parent/guardian works part-time
 - Other (Specify)
13. **IDEALLY**, which arrangement do you think would be best for when your children are not in school? Would you prefer childcare provided by...?
- Yourself or other parent or guardian or stepparent
 - Family, (grandparents, aunts/uncles, older siblings, etc.)
 - Friends or neighbors
 - Nanny or babysitter
 - Childcare at a school or center
 - Childcare with a home-based provider
 - Child is old enough to not need care
 - Other (Specify)
 - Refused (VOL)
14. **In general**, how satisfied you are with your **current** work and childcare situations?
- Very dissatisfied
 - Dissatisfied
 - Neutral
 - Satisfied
 - Very satisfied
 - Don't Know (VOL)

15. *[Employed respondents and homemakers]* Is there anything an employer could do to make it easier to achieve your ideal work and child care balance? (OPEN)
16. *[Randomized]* If "very dissatisfied" or "somewhat dissatisfied" on Q14, ask: Please rate your level of agreement with each of the following statements. A parent/guardian in my household would like to...
- ...engage more in the workforce, but needs to find quality affordable childcare to do so
 - ...engage more in the workforce, but needs to find jobs with remote work to do so
 - ...engage more in the workforce, but needs to find jobs with flexibility in working hours to do so
 - ...be with my children more, but needs more flexibility with working hours to do so
 - ...be with my children more, but our household needs more income to do so
 - ...be with my children more, but our household needs remote work options to do so
- Strongly disagree
 - Somewhat disagree
 - Neutral, neither agree nor disagree
 - Somewhat agree
 - Strongly agree
17. *[Randomized]* *[Two-parent/guardian who both work full-time]* Which of the following statements best describes your family's current situation? Both parents/guardians work full-time because...
- ...we need two incomes to cover our household expenses
 - ...we both desire full-time careers
 - ...meaningful career opportunities for part-time workers are not offered in my or my spouse's/co-guardian's line of work
 - Other (Specify)
 - Don't Know (VOL)

Now, consider your **ideal** household arrangement for work and childcare balance.

18. *[NOT 2-parent/guardians working full-time or one-parent working full-time]* Would any of the following cause [you/ a parent/guardian] to work more than you currently do? Please mark “yes” or no” to each.
- Finding high-quality affordable child care
 - Having flexible work hours available
 - Having a remote/hybrid work option available
 - Increased wages or salary to afford childcare
 - Other (Specify) (VOL)
19. Would any of the following cause [you/ a parent/guardian] to spend more time with your children?
- Having flexible work hours available
 - Having a remote/hybrid work option available
 - Increased wages or salary so as not to need two incomes
 - Other (Specify) (VOL)
20. *[2-parent/guardian households]* Thinking of your **ideal** household arrangement for work and childcare balance, if your family could comfortably meet all household expenses on a single income, which of the following arrangements do you think would be best for your family?
- Both parents/guardians work full-time and children are cared for in a paid or unpaid setting
 - One parent/guardian works full-time and the other works part-time and is the primary caregiver for our children
 - One parent/guardian works full-time and the other does not work and is the primary caregiver for our children
 - Both parents/guardians work full-time and both parents/guardians are caregivers for our children
 - Other (Specify)
 - Don't know (VOL)

Employer related Questions

21. *[Randomized]* Using a 1-to-5 rating scale where 1 is “very unimportant,” 5 is “very important,” and 3 is “neutral,” how important is it that your employer or your spouse’s/co-guardian’s employer provide the following for your family to achieve your ideal arrangement for work and childcare?
- Onsite childcare subsidized in part or entirely by the employer
 - Onsite childcare not subsidized by the employer
 - A child care subsidy for employees to use at a child care provider of their choice
 - An increase in wage/salary
 - Stable or predictable hours
 - Remote work
 - Flexibility in hours or schedule
 - Better paying part-time job opportunities
 - Part-time job opportunities that allow career advancement
 - Paid family leave
 - Flex child dependent and child care spending account
 - Other
22. Which workplace policy would be **MOST** important to you?
- Onsite childcare subsidized in part or entirely by the employer
 - Onsite childcare not subsidized by the employer
 - A child care subsidy for employees to use at a child care provider of their choice
 - An increase in wage/salary
 - Stable or predictable hours
 - Remote work
 - Flexibility in hours or schedule
 - Better paying part-time job opportunities
 - Part-time job opportunities that allow career advancement
 - Paid family leave
 - Flex child dependent and child care spending account
 - Other
 - None of the above
23. Using a 1-to-5 scale where 1 is “very unlikely,” 5 is “very likely,” and 3 is “neither likely nor unlikely,” how likely would you be to change your job, employer, or industry if you found an opportunity that offered the following?
- More remote work opportunities
 - More flexible hours/predictable hours
 - More part-time job opportunities for career advancement
 - Onsite childcare
 - Greater assistance with child care subsidizes

24. Which opportunity would be **MOST** likely to influence you to consider changing your job, employer, or industry?
- More remote work opportunities
 - More flexible hours/predictable hours
 - More part-time job opportunities for career advancement
 - Onsite childcare
 - Greater assistance with child care subsidies
25. Which industry or sector do you currently work in?
- Healthcare, social services, education, and public administration
 - Construction and manufacturing
 - Hospitality (retail, accommodation and food services, arts/entertainment/recreation, wholesale trade)
 - Professional/business services (prof/scientific/technical services, finance/insurance, information, other services)
 - Infrastructure/community services (Admin supp/waste management/remediation, transportation/warehousing)
 - Real estate and management
 - Mining, utilities, and agriculture
 - Gig/contract worker
 - Do not work for pay
 - Other (Specify)
26. [2-parents/guardians] Which industry or sector does your spouse or co-guardian currently work in?
- Healthcare, social services, education, and public administration
 - Construction and manufacturing
 - Hospitality (retail, accommodation and food services, arts/entertainment/recreation, wholesale trade)
 - Professional/business services (prof/scientific/technical services, finance/insurance, information, other services)
 - Infrastructure/community services (Admin supp/waste management/remediation, transportation/warehousing)
 - Real estate and management
 - Mining, utilities, and agriculture
 - Gig/contract worker
 - Do not work for pay
 - Other (Specify)
27. Do you have any additional comments you would like to share about your situation that didn't come up during this survey?
- Yes
 - No
28. If "yes" to Q27, ask: What additional comments do you have?
29. Please select the highest level of education you have attained.
- Some high school (did not graduate or complete a GED)
 - High school graduate or GED
 - Trade or technical school certificate
 - Some college
 - Associate degree
 - Bachelor's degree
 - Master's degree
 - PhD or other advanced post-graduate degree
 - Prefer not to say
30. With which racial/ethnic identity do you most identify?
- Hispanic/Latino
 - American Indian or Alaska Native
 - Asian or Asian-American
 - Black or African American
 - Pacific Islander/Native Hawaiian
 - White
 - Multiple races/ethnicities
 - Other (Please specify)
 - Don't know
 - Prefer not to say
31. What is your marital status?
- Married
 - Separated
 - Divorced
 - Widowed
 - Never married
 - Domestic/civil partnership
 - Prefer not to answer

32. Please select the range that best describes your annual household income:

- a. Less than \$20,000
- b. \$20,000 to \$39,999
- c. \$40,000 to \$59,999
- d. \$60,000 to \$79,999
- e. \$80,000 to \$99,999
- f. \$100,000 to \$150,000
- g. More than \$150,000 per year
- h. Prefer not to say

33. Would you be interested in participating in future research to discuss your needs and preferences regarding employer policies related to flexibility and family?

- a. Yes
- b. No

34. *If yes, to Q34:* How do you prefer to be contacted?

- a. Phone (Specify number)
- b. Email (Specify email)

That concludes our survey. Thank you for your time.

Appendix 2 -Verbatim Comments

Question: What could an employer do to make it easier to achieve your ideal work and child care balance?

Childcare – 22%

A – Childcare assistance/Subsidy

B – Provide childcare/Onsite childcare

C – More pay specifically for childcare

A - Childcare assistance/Subsidy

- Discounts on childcare, create kid care at work.
- Offer a daycare provider or help pay for daycare.
- Provide a place with a discounted daycare or more funds for childcare.
- Provide discounted childcare through work.
- Move to a 30-hour work week or pay for daycare.
- Some employers could and should allow children to accompany their parents to the workplace, especially if they are a certain age and are responsible. I also think some employers should help offset the cost of childcare. During COVID, I was forced to still go into the office. It was incredibly difficult for me as a single mom to work all day and then have to come home, do schoolwork, cook, clean, and more after a long day at work. My employer did not help offset the childcare costs while forcing us work in the office. I could not afford a nanny. My oldest was barely old enough (13) to babysit but babysitting three younger siblings all day was a huge task for her. I still have some trauma from those long six months. Now that my kids are older, it's a little better. I also think if employers could allow working from home, that would be helpful. Being flexible with schedules would be good, too. Maybe allowing for 10-hour days with two longer lunch breaks? Just getting creative and working with their staff would be nice.
- Though my son is older now, when he was younger it would have been nice to have onsite childcare/education or subsidized childcare as a benefit for employees.
- Higher wages, compensated childcare.
- Increase overall pay, or include a childcare stipend, or even allow parents to work from home when needed.
- Flexible schedule, some help in paying for childcare service.
- They could provide more flexible hours or subsidized childcare options.
- Offer flexible work-from-home options, generous time off, high compensation, pay for healthcare for children, and offer a credit for childcare.
- A childcare allowance; if you care for your kids yourself, you keep the allowance, otherwise, you use that money to pay for quality childcare.
- Assist in covering costs.
- Childcare allowance.
- Childcare assistance.
- Childcare stipend.
- Credit for childcare, fewer hours to maintain full-time benefits.
- Either help with childcare or provide resources.
- Free childcare.
- Give extra money to help cover childcare costs or supply childcare.
- Have some sort of pay available to compensate for when I do need to pay someone to watch my children due to needs of the business.
- Help compensate for in-home childcare or a nanny.
- Help cover cost of childcare.
- Help pay for childcare.
- Help subsidize childcare and be more flexible for family emergencies.
- Help with cost.
- Help with daycare costs.
- Helping cover childcare. Programs that are offered for full-time parent workers, assistance, and after-school programs for parents that work late.
- I would go back to work full-time if an employer offered subsidized daycare.
- Offer childcare subsidies.
- Offer daycare benefits at work.
- Offer daycare or childcare stipend, flexible hours for when you have a sick child.
- Pay for childcare services.
- Pay for childcare, provide me with benefits for part-time work.
- Pay for childcare. (4)
- Pay for it.
- Pay me more for daycare/childcare.
- Probably help with childcare costs. Give a little stipend.
- Provide a childcare benefit.
- Provide assistance with childcare.
- Provide options with childcare funding to help reduce costs.
- Provide reimbursement for childcare or a childcare center on site.
- Subsidized childcare.
- Tax-free childcare account/benefit.
- The cost of childcare was the primary driver in my spouse staying home. The goal was to return to work when our children were in full-time school (kindergarten), but the

challenge is being out of the workplace for nine years has severely hindered her career options. Employers offering financial assistance for childcare and paid family medical leave would have kept my spouse in the workplace.

- They could pay a portion of childcare services when needed. If I could afford a nanny or daycare, it would be nice to have some of it covered.

B – Provide childcare/Onsite childcare

- A school daycare.
- An employer could provide childcare and allow more work from home.
- Have onsite childcare available, also affordable or a dependent care, specifically more than \$5,000.
- Childcare available for a discounted rate at the jobsite
- Create childcare within our work; it'd be nice to know that my child is close to me, and I can check on them if I need to. Pay us enough so that we can survive off of one income and be at home to raise our children.
- Daycare available at work.
- Daycare during the summer.
- Daycares onsite at company offices are the dream.
- Discounts on childcare. Create kid care at work.
- Employers should, when possible, provide childcare at work or allow at least one parent to work from home, in my opinion.
- Have childcare at work.
- Having a free daycare at work.
- I didn't go back to work until my children were all in school. I'm a teacher, so I'm able to be home with my kids most of the time when they are home. For teachers with young children, daycare offered at their workplace is a huge benefit. Teachers have left their jobs to teach at a school that offers daycare.
- I think if more places offered childcare onsite.
- I work at IMC and have always said they would benefit from having a daycare at the hospital so their nurses would be available to help more!
- I work for the U of U Hospital, so it would be nice if they had an affordable onsite daycare.
- I'm not sure. Maybe offer childcare?
- If they could provide some sort of daycare or some sort of service to care for the children under 12 when they're out of school.
- If work provided daycare, more paternity leave, more flexible hours.
- I'm not sure, provide at-work childcare options.
- It'd be cool if they provided in-work daycares.
- Make things more flexible, provide financial benefits for childcare costs, and provide in-work childcare. I don't even have parental leave.
- Maybe onsite childcare.
- More pay, provide childcare.
- Offer affordable or free onsite childcare.
- Offer childcare at my facility.
- Offer childcare in-house.
- Offer childcare onsite. (4)
- Offer childcare. (2)
- Offer daycare.
- Offer home-work and in-office childcare.
- Offer more options for in-house childcare and increase hours of available childcare, less schedule variability and more predictability.
- Offer onsite childcare.
- Onsite childcare/daycare.
- Onsite daycare, nanny brokerage, or pay me more money.
- Pay enough to cover childcare or provide onsite childcare.
- Probably the best would be a childcare service that works around the unusual hours of my current employer.
- Provide access to childcare that follows the unusual schedule of educators closer to the location of my work.
- Provide affordable childcare.
- Provide an at-work childcare system.
- Provide childcare at work. Make working hours align with school hours.
- Provide childcare onsite.
- Provide childcare. (3)
- Provide daycare.
- Provide free daycare, preferably in-house.
- Provide some type of childcare.
- Provided childcare would be awesome so my wife could work, or a high enough wage that we were more comfortable on one paycheck.
- Shorter work week, offer childcare.
- They could offer work-provided childcare.
- They could provide onsite childcare.
- Though my son is older now, when he was younger it would have been nice to have onsite childcare/education or subsidized childcare as a benefit for employees.
- When my children were younger, offering childcare inside the hospital for employees.
- Make things more flexible, provide financial benefits for childcare costs, and provide in-work childcare. I don't even have parental leave.
- Childcare isn't always needed for us, but drop-in childcare with little advance notice would be a fantastic service. This would be great for emergencies or work needs that come up suddenly. More options for after-school programs would also be great.
- Offer childcare options. (2)

- Offer daycare options.
- Pay higher wages, tax the rich to oblivion. Nobody needs a salary above \$1 million a year. Employers can allow for childcare while at work. Pay higher wages for workers to be able to afford daycare.

C - Pay more specifically for childcare

- A raise to help pay for childcare options.
- Higher income to compensate for inflation, increased benefits to support childcare costs.
- Higher wages, compensated childcare.
- I would need a job that pays more so I can afford childcare or work somewhere I can have my kids watched while I work.
- Increase overall pay, or include a childcare stipend, or even allow parents to work from home when needed.
- More flexibility, extending maternity leave to six months minimum - one year would be ideal, increased wages to cover childcare expenses.
- More pay, provide childcare.
- Pay enough so that paying for childcare did not take the entire paycheck.
- Pay enough to cover childcare or provide onsite childcare.
- Pay higher wages, tax the rich to oblivion. Nobody needs a salary above \$1 million a year. Employers can allow for childcare while at work. Pay higher wages for workers to be able to afford daycare.
- Pay more or help with childcare costs.
- Pay more so I can afford childcare or a nanny at home.
- Pay more, provide childcare, or credit.
- Pay us more so we can pay for care or offer free educational childcare.
- Up the pay to be able to afford childcare and make it worth it.

Better Schedules (Hours / Days) - 20%

- Allow for a 3- or 4-day workweek.
- Allow more time to personally care for kids, whether it's less days at the office; Monday through Thursday workdays; set amount of hours allowed for school programs/activities each month so parents can be more present in children's schooling; higher pay to afford childcare when caring for our own isn't possible with the work schedule; better attitude and giving less hassle and stress about taking off of work for kids (sick, school events, holidays, etc.); and being more understanding when it comes to daily lives with kids.
- Better schedules; ideally, I support a four-day work week for full-time as opposed to a five.
- Changing hours from five eight-hour days to four tens.

- Four days on, three days off work week. That way the family is able to actually spend time together and get things done on days when stores aren't closed within an hour of leaving work and the family can spend quality time together instead of sending the children to someone else to be taken care of just to live paycheck to paycheck. There was a study in France that showed that companies that did a four on and three off workweek had a more successful business because of the reasons I mentioned above. Their workers were able to get more done so they weren't left as stressed about what they hadn't gotten done, leaving them with a clearer mind for the working days. Also, it would be beneficial to have the funds that would typically go to a child's school to go to the families that homeschool since they're paying out of pocket, like a teacher would do all the same things. Also, stop letting the teachers' union run the state of Utah and dictate what happens with our children. To have a healthy family the teachers should be silenced on teaching anything other than educational material. Parents would feel safer with their children in school and not stress and would have a happier and healthier at home/work life if we didn't have to worry about our children being taught everything within the outside influence of the world. Our children need history, language arts, math, science, P.E. There is absolutely nothing else that should be involved in our children's education. That would make work easier on everyone because people wouldn't be as on edge. If the state of Utah cares even an ounce about our home/work and how it effects our families you will understand that it revolves around our children, their education, and cleaning up the mess the teachers leave in their wake.
- Four-day work week. (3)
- Four-day work week so I have more time at home with my child, as I am a single parent.
- I would like to work four-day work weeks with three days working from home, and one day in the office. Three-day weekends would be ideal.
- Offer more flex-work schedules/work from home.
- Pay more, work less, or have Mondays off and a four-day work week or 5-hour work shifts.
- Shorter work week, offer childcare.
- Work four days on, have three days off, and increase wages.
- Allow for an option to temporarily reduce hours.
- Allow full-time to be 30 hours a week (for the same wages) in order to properly have time to care and raise for the children.
- Allow increased work-from-home options, allow for more flexible hours during the day, avoid requiring commitments during the hours that children typically need to be dropped

off or picked up from school.

- Allow me to work fewer hours.
- Allow more flexible hours and work-from-home options.
- Allow my husband to work when he wants and where he wants.
- Allow working from home, flexible hours.
- Be flexible or adjust hours or days around childcare availability schedule.
- Be flexible with hours.
- Better hours.
- Better pay and better hours.
- Better pay or hours.
- By not working 50 hours a week.
- Childcare rates have skyrocketed in the last few years. I am a home childcare provider and I work part-time 25 to 35 hours a week. Children need to be in a loving family environment, but similarly, adults need a break from children. I appreciate my clients who have the ability to work about 30 hours a week, so they still get that time with their kids, that the kids need from Mom and Dad. It also gives me that mental break, so I can continue to provide the best care. Employers don't seem to realize that young children still need Mom and Dad. My husband gets bad reviews from his boss when he helps with appointments or emergencies, which can happen as often as once every other week with five kids. Also, the neighborhood seems to be against home childcare, more because of the lack of understanding than any real reason. The idea of children needs to change to a positive one.
- Continue to be flexible in scheduling.
- Create a 25-hour work week.
- Credit for childcare, fewer hours to maintain full-time benefits.
- Decent pay that would afford one person to pay what is needed to live and/or be flexible enough in hours that both parents can work without the need for daycare (shift hours).
- Flexibility in work schedule to meet children's needs.
- Flexible hours and work-from-home options.
- Flexible hours when it is possible.
- Flexible hours working from the office and home.
- Flexible part-time and full-time work hours.
- Flexible schedule. (12)
- Flexible schedule, some help in paying for childcare service.
- Flexible schedules, remote work, and part-time schedules.
- Flexible work hours. (11)
- Flexible work schedule, equity in both control of time and compensation compared to male colleagues.
- Flexible work scheduling, remote work.
- For certain parents--having flexible hours. I know some

people depend on preschool and stuff, but I never had to because I was home with them. It is a tough situation when people need to work.

- For me, it would be to sticking to an hourly time commitment each week.
- Give myself and my husband a set schedule so we know our days off in advance.
- Have complete control of my schedule.
- Have multiple shift options available to make working around each other's schedules easier.
- I have to work full-time to afford this crazy inflation, but I'd love to work part-time and be home when my kids get out of school.
- I have worked part-time on and off as a 1099 employee to be able to have a flexible schedule that allows me to be my children's primary caregiver. My children have attended preschool as well.
- I share custody of my children, and they are with me every other week. I'd love to be able to work full-time every other week. In general, flexibility around childcare would benefit me to go back to the workforce.
- If work provided daycare, more paternity leave, more flexible hours.
- Less hours at work.
- Less time spent at work.
- Let me choose which schedule works best with proof that I need that schedule.
- Limit my hours, get my staffing where it should be, listen to the people on the ground doing the work every day.
- Make full-time less hours. My husband is coming completely worn out and exhausted upon getting home from work, as am I from being a stay-at-home mom. Each day feels like survival.
- Make my spouses hours flexible.
- Make work hours more flexible or work from home when at all possible.
- More consistent time getting off work so I could help with childcare in the evenings.
- More flexibility in schedule/hours.
- More flexibility to work from home and work different hours.
- More flexible hours, allow some work from home.
- More flexible schedules, work-from-home options.
- More flexible schedules.
- Move to a 30-hour work week or pay for daycare.
- Not go to work so much.
- Not make us work 14+ hours to make ends meet, while our kids suffer.
- Not require 12-hour days.
- Offer daycare or childcare stipend, flexible hours for when you have a sick child.

- Offer flexibility and higher wages.
- Offer part-time.
- Offer shorter shifts (I work in a hospital, 12-hour shifts).
- Offering different shifts or hour options has worked for me. I work four ten-hour shifts with three days off.
- Provide flexible part-time work-from-home hours.
- Reduced hour requirements at work.
- Remote options or extended, flexible hours.
- Set hours to school schedule and allow me to work at home when the kids are not in school.
- Shorten the workday by one hour.
- Shorter work weeks with equivalent pay still.
- The flexibility to work at home when my kids are sick or off from school for holidays would be extremely helpful. If my kids had a school holiday coming up, I'd also be happy to frontload my hours at work so that I could have some time off when my kids are home.
- They could offer flexible schedules.
- They could provide more flexible hours or subsidized childcare options.
- Utilize the studies showing employees are just as productive working 30 to 35 hours per week as they are working 40.
- Work during school hours.
- Work fewer hours, some work-from-home options.
- Work hours when childcare is available.
- Work less than 50 hours a week.
- Work with schedules and not schedule someone outside of their availability.
- Work-from-home options, flexible schedule.
- Working from home and flexible hours.
- 30-hour work week. (2)
- Workday ending when school gets out.

Remote Work - 16%

- Ability to work from home as needed.
- Allow employees to work from home.
- Allow increased work-from-home options, allow for more flexible hours during the day, avoid requiring commitments during the hours that children typically need to be dropped off or picked up from school.
- Allow more flexible hours and work-from-home options.
- Allow more remote work.
- Allow more telework.
- Allow more work from home positions.
- Allow more working from home. (2)
- Allow my husband to work when he wants and where he wants.
- Allow their employees to work from home so they can be with their children.
- Allow work from home. (3)

- Allow working from home, flexible hours.
- All-remote work conditions.
- An employer could provide childcare and allow more work from home.
- Be more flexible by allowing work-from-home scenarios so parents can save on daycare and still be able to care and provide for the kids.
- Be okay with work from home.
- Employers should, when possible, provide childcare at work, or allow at least one parent to work from home, in my opinion.
- Flexibility and working from home.
- Flexibility on where you work your hours.
- Flexibility to telework and work from home.
- Flexibility, teleworking.
- Flexible hours and work-from-home options.
- Flexible hours working from the office and home.
- Flexible schedule, with work-from-home options.
- Flexible schedules, remote work, and part-time schedules.
- Flexible work location for jobs that allow, do not require employees to be in the office for roles that permit, flexible schedule for roles/positions that allow it.
- Flexible work scheduling, remote work.
- Freedom to choose to work from home even if not needed, due to sickness.
- Give me a laptop to be able to work from home and an allowance for equipment.
- Give more flexibility with working at home, with more paid time off and volunteer time off.
- Have a great balance working from home full-time.
- Have my spouse work remote full-time instead of part-time in office.
- Have work-from-home options that can support a family.
- Higher pay would be helpful and better hours, more understanding about needing to go to a child's activity, more at-home work.
- I would like to work four-day work weeks with three days working from home, and one day in the office. Three-day weekends would be ideal.
- Increase overall pay, or include a childcare stipend, or even allow parents to work from home when needed.
- Just work/life balance, the possibility to be able to have a hybrid environment or work from home.
- Less restrictions when I can work or work from home.
- Let me telework more often.
- Let me work from home on Flexitour, get my eight hours in however works best for us.
- Let parents work from home when possible.
- Let us work from home if possible.
- Make work hours more flexible or work from home when at all possible.

- More flexibility for working at home.
- More flexibility to work from home and work different hours.
- More flexible hours, allow some work from home.
- More flexible schedules, work-from-home options.
- More remote work options. (2)
- More telecommute days.
- More telework options.
- More work from home. (2)
- More work from home opportunities.
- Never make me go back to the office - home work works.
- Offer at-home positions, training at home. I'd work if I could find something at home and be flexible.
- Offer flexible work-from-home options, generous time off, high compensation, pay for healthcare for children, and offer a credit for childcare.
- Offer home-work and in-office childcare.
- Offer less restrictions for work from home employees, such as offer an extended shift with more frequent breaks, in addition to the company's given breaks and lunch time. If let's say, the shift was extended an hour, then there could be an hour of unpaid time that the employee can utilize for work/life balance at their choosing with a minimum of 15-minute increments at a time up to four times.
- Offer more flex-work schedules/work from home.
- Offer more work-from-home options. (4)
- Offer more work-from-home options during the summer.
- Offer work from home option or benefits.
- Part-time being able to work from home.
- Provide flexible part-time work-from-home hours.
- Provide flexible work arrangements, such as work from home.
- Provide more flexibility and an ability to work from home when kids are sick or when needed.
- Provide more flexibility during office time/work at home to care for kids when sick.
- Remote options or extended, flexible hours.
- Remote work.
- The flexibility to work at home when my kids are sick or off from school for holidays would be extremely helpful. If my kids had a school holiday coming up, I'd also be happy to frontload my hours at work so that I could have some time off when my kids are home.
- The opportunity to work from home part-time.
- They want us to return to the office after two years. With the virus rising and gas prices, they should let us work from home.
- Work fewer hours, some work-from-home options.
- Work from home. (3)
- Work from home full-time. (2)

- Work from home, no logging hours (if your task is done, then you are done working), and build a culture where that is the accepted norm.
- Work from home, which they do.
- Work-at-home options, when needed.
- Work-from-home options. (2)
- Work-from-home options on days where flexibility is needed (i.e. sick kids, snow days).
- Work-from-home options, flexible schedule.
- Working from home and flexible hours.
- Working from home would be better than in the office.
- Working from home would be ideal.

Pay Increase - 14%

A - Pay increase in general

B - Single income

C - Pay more with specific desire to help with childcare

A - (Pay increase)

- Better pay. (4)
- Extra pay.
- Higher pay. (3)
- Higher wages. (5)
- More money. (3)
- Pay more. (10)
- Better pay and better hours.
- Better pay or hours.
- Better pay; Utah is freaking expensive.
- Decrease the amount of overtime hours needed to make a living in Utah now. With all of the growth, it has made Utah an expensive state which employers have not kept up with.
- Give me a raise so I don't have to work so much.
- Higher income.
- Higher pay would be helpful, better hours, more understanding about needing to go to a child's activity, more at-home work.
- Higher salaries.
- Higher wages for state employees and higher education employees.
- Increase wages. (2)
- Increase wages and opportunities to move up. Increased benefits cannot compensate for inflation.
- Make sure to pay fair wages.
- Pay increase; the lower wage workers saw a big increase. Those in the middle making less than \$75,000 saw no increase at all.
- Pay me more so I could work part-time.
- Pay me more than I'm paid currently.
- Pay more for much fewer hours.

- Pay more or make housing less!
- Pay more so I could work less hours to be with my kids. I work two jobs and struggle to provide for my children, especially with inflation and rising housing costs. My family would be stronger, healthier, and happier if I was home more than working.
- Pay more, work less.
- Pay more, work less, or have Mondays off and a four-day work week or 5-hour work shifts.
- Pay more. Time away from family can be expensive and not satisfying.
- Pay us a living wage so we can survive.
- Raise my pay to more than \$12; even at full-time, it's not enough for bills and food.
- Raise pay in accordance with inflation.
- Raise pay or stop inflation.
- There isn't much, unless I get a large enough raise to help keep up with the skyrocketing cost of living while still being able to be present with my children.
- They could pay more.
- With the amount you pay, you might as well not work because then there's barely enough for bills as is.
- Work four days on, have three days off, and increase wages.
- Onsite daycare, nanny brokerage, or pay me more money.
- Offer flexibility and higher wages.
- Offer flexible work-from-home options, generous time off, high compensation, pay for healthcare for children, and offer a credit for childcare.

B - (To become a single income family)

- Create childcare within our work; it'd be nice to know that my child is close to me, and I can check on them if I need to. Pay us enough so that we can survive off of one income and be at home to raise our children.
- Decent pay that would afford one person to pay what is needed to live and or be flexible enough in hours that both parents can work without the need for daycare (shift hours).
- I guess pay enough that one parent can stay home.
- Increase pay to offset bills, allowing my wife to stay home with the kids like she would like to do.
- My husband currently works two jobs to provide for our family and to give me the opportunity to be a stay-at-home mom. It would be amazing if companies right now could increase wages - especially with inflation - so my husband could be home more instead of working all the time.
- Pay enough so that only one income is needed.
- Pay increase and better benefits so only one parent needs to work.

- Pay me more so my wife doesn't have to work. Currently it's impossible to live off one parent's income.
- Pay more money so both parents would not have to work.
- Pay more money so we can afford to live off one income.
- Pay my spouse more so that I don't have to work or can work less.

C - Pay more specifically for childcare

- A raise to help pay for childcare options.
- Higher income to compensate for inflation, increased benefits to support childcare costs.
- Higher wages, compensated childcare.
- I would need a job that pays more so I can afford childcare or work somewhere I can have my kids watched while I work.
- Increase overall pay, or include a childcare stipend, or even allow parents to work from home when needed.
- More flexibility, extending maternity leave to six months minimum - one year would be ideal, increased wages to cover childcare expenses.
- More pay, provide childcare.
- Pay enough so that paying for childcare did not take the entire paycheck.
- Pay enough to cover childcare, or provide onsite childcare.
- Pay higher wages, tax the rich to oblivion. Nobody needs a salary above \$1 million a year. Employers can allow for childcare while at work. Pay higher wages for workers to be able to afford daycare.
- Pay more or help with childcare costs.
- Pay more so I can afford childcare or a nanny at home.
- Pay more, provide childcare or credit.
- Pay us more so we can pay for care or offer free educational childcare.
- Up the pay to be able to afford childcare and make it worth it.

Satisfied with my employer/situation – 8%

- Doesn't apply in my situation.
- Everything is fine.
- Honestly, mine is really good.
- I am satisfied with my current situation with work and childcare.
- I am self-employed and have a flexible schedule when needed.
- I am self-employed, so I don't have an employer.
- I am supported well.
- I don't know; they do a pretty good job working with us, so I can't really complain.
- I don't need anything right now.
- I have a very flexible schedule, so nothing.

- I think mine is pretty good right now.
- I think my employer does it; we have flexible hours and I have the flexibility to work from home if my kid is sick.
- I work from home and make my own schedule. My employer does a fabulous job of making it so I can balance everything.
- I work from home for my husband's business while my kids are at school.
- I work remotely three days of the week, and if I need to, remote any of the two other days. They are flexible with me on that.
- I'm self-employed – own business. (3)
- In our situation, it doesn't matter.
- It is ideal.
- I've been having work stuff the same since I started having kids, and I wouldn't change a thing.
- Keeping my own self-employment.
- Mine does a good job.
- Mine does a great job. I think allowing my flexible schedules with other companies helps.
- My employer adjusts my schedule based on my kids' needs.
- My employer does a great job respecting limits on our time and paying competitive wages, especially in an environment where the government has embarked on a path of catastrophic inflationary policies and appears ready to make it even worse with debt-funded subsidies and other economically illiterate boondoggles.
- My employer does well beyond what I would expect.
- My employer is amazing.
- My employer is amazing. I just wish there were more affordable, quality childcare options. There are only one or two in my area, and the waiting list is over a year long.
- My employer is flexible.
- My employer is great at understanding when I need to arrange my work schedule to take care of my child (i.e. doctor's appointments, staying home when my child is sick, etc.).
- My employer is very flexible and allows me to work the hours that are best for me. I am happy with my work schedule; I can work while the kids are at school and am home when they are home.
- My employer works with me.
- My kids are in school. I substitute, I'm content.
- Not really much, I never had a problem. If I need a day off, my principal lets me take it off, as long as it's not extended.
- Nothing, it's great.
- Nothing, my employer is pretty cool.
- Our current employer is good.
- Personally, my husband and I feel it is so important that

one parent be full-time in the home; ideally, the mother, as women are more instinctively nurturing and caring. We choose to forgo a lot of vacations, trips, and other experiences in order to ensure that I am able to be at home when our children wake up, get on the bus, off the bus, at dinner time, and bedtime. Our employer is great at allowing my husband to take time off of work for different school events, or when I am sick. We are very satisfied with the company he works for.

- They actually just allowed me to work from home.
- We are fine.
- We are good.
- We are happy; they don't need to change anything.
- We are self-employed.
- We are there and work from home.
- We are very blessed with my husband's current employment. He gets three months paternity leave, paid, which is amazing, and I think at least six weeks should be mandatory. His work is also very understanding and flexible with time and his health issues.
- We both work from home the majority of the time.
- We don't pay for childcare.
- We have the ideal.

Support Family Culture, Work/Life Balance - 7%

- Allow a flexible schedule to accommodate pick-up and drop-off easier. It is really hard to get to daycare at a reasonable time if you have to leave work at 5 PM.
- Allow increased work-from-home options, allow for more flexible hours during the day, avoid requiring commitments during the hours that children typically need to be dropped off or picked up from school.
- Allow more time to personally care for kids, whether it's less days at the office; Monday through Thursday work days; set amount of hours allowed for school programs/activities each month so parents can be more present in children's schooling; higher pay to afford childcare when caring for our own isn't possible with the work schedule; better attitude and giving less hassle and stress about taking off of work for kids (sick, school events, holidays, etc.); and being more understanding when it comes to daily lives with kids.
- Be flexible about sick kids.
- Be flexible when it comes to needing time off for sick children and important appointments and events for kids.
- Be flexible when there are family emergencies or sicknesses, let sick days be for both physical and mental needs of anyone in the family.
- Be flexible with real life issues that arise.
- Be flexible with time off needs. With kids, sometimes they

just need their parents and they go through phases.

- Be more lenient on leave time.
- Be understanding of sick days.
- Be understanding when family situations arise.
- Being more lenient of time with family and working remotely, being more lenient in caring for and understanding the family value.
- Childcare rates have skyrocketed in the last few years. I am a home childcare provider and I work part-time 25 to 35 hours a week. Children need to be in a loving family environment, but similarly, adults need a break from children. I appreciate my clients who have the ability to work about 30 hours a week, so they still get that time with their kids, that the kids need from Mom and Dad. It also gives me that mental break, so I can continue to provide the best care. Employers don't seem to realize that young children still need Mom and Dad. My husband gets bad reviews from his boss when he helps with appointments or emergencies, which can happen as often as once every other week with five kids. Also, the neighborhood seems to be against home childcare, more because of the lack of understanding than any real reason. The idea of children needs to change to a positive one.
- Easier flextime to be able to attend child-related appointments or things at school during the day.
- Ensure a good work/life balance.
- Expect less outside of working hours.
- Flexibility with home life, provide benefits and paid maternity and paternity leave.
- Flexible scheduling to deal with childcare needs. For example, longer breaks during the day to transport children to activities, appointments, etc.
- Have realistic expectations for work completion. I should not be expected to work at home grading and preparing lessons for the next day.
- Have way better support for employees with children or be more understanding of parents who have children.
- Help subsidize childcare and be more flexible for family emergencies.
- Help us feel okay about leaving work at 5 PM.
- Higher pay would be helpful and better hours, more understanding about needing to go to a child's activity, more at-home work.
- Honor work-time boundaries: no meetings after 5 or 6 PM, no meetings before 8:30 AM.
- I need to drop off and pick up kids from school. I need something flexible.
- If my child is sick, continue to let me go home.
- Just be accommodating when things come up, within reason.
- Just work/life balance, the possibility to be able to have a hybrid environment or work from home.
- Make it easier for teachers to take time in emergencies.
- Moms need to be home, but it's also important for dads to be present. I feel like 15 years into our parenting years, my husband is finally in a place where he can be home most evenings. When our children were little, in order for me to be home to raise our kids and to make ends meet, my husband worked around the clock, and we rarely saw him. In his case, he worked for the city, his division was understaffed, they weren't willing to give raises and weren't willing to hire more employees. So even when he was scheduled to have some time off, he was called in to work. It was a hard situation for a long time. I think employers should work hard to listen to the reasonable needs of their employees and treat their employees better in that regard. The health of family life directly affects society at large. When parents stop parenting their children, mental health becomes a bigger problem, accountability goes out the door, and crime rates increase. We need to do more to make families a priority while enabling parents to be parents, but also have a good work ethic. Frankly, if families were more prioritized, I believe productivity in the workforce would increase. Good healthcare, dental, vision, increased vacation time, cash-out sick pay, etc. These all help morale. When people feel appreciated by their employer, they are more loyal and more likely to work harder.
- More family time!
- More flexibility with schedule to attend family events.
- More flexibility, extending maternity leave to six months minimum - one year would be ideal, increased wages to cover childcare expenses.
- Do not criticize or condone parents in situations, be understanding and when a parent says they can't, don't push it.
- Offer flexibility so I could attend important events like school functions, flexibility so I could drop off and pick up my child from school instead of paying almost my hourly wage for childcare.
- Offer less restrictions for work from home employees, such as: offer an extended shift with more frequent breaks in addition to the company's given breaks and lunch time. If let's say, the shift was extended an hour, then there could be an hour of unpaid time that the employee can utilize for work/life balance at their choosing with a minimum of 15-minute increments at a time up to four times.
- Recognize that we need a work/life balance. Understand that we can work with and around our families to get things done. When people are given freedom to perform,

then their lives become more even and happier, but most employers do not understand this. Most employers tell you your work is your family. That in itself is a harsh and disruptive mentality.

- Respect and prioritize a work/life balance and a flex schedule.
- Respect my time when I'm off. Do not call me or expect me to work if there is a so-called crisis that could reasonably wait until Monday.
- Set realistic hours, but don't expect me to work more than a 40-hour week. I want to spend time with my children as well.
- Treat employees with respect, give appropriate notice for overtime, give consistent time off.
- When I was single, it was nearly impossible for me to leave work when one of my children were sick. If my employer had policies that were more flexible when it comes to that, and not losing pay if my child has to come home sick suddenly, that would have been life changing for me.

Benefits - 5%

- Better benefits.
- Have affordable health insurance so that when myself, my spouse, or my kids are sick or need healthcare, we can actually afford it. It also helps just for simple understanding when I need to be home with the kids.
- If insurance could be offered to part-time employees, that would be amazing.
- Provide health insurance and more paternity leave.
- Provide the same benefits, whether part-time or full-time.
- Pay increase and better benefits so only one parent needs to work.
- Higher income to compensate for inflation, increased benefits to support childcare costs.
- Flexibility with home life, provide benefits and paid maternity and paternity leave.
- More flexibility, extending maternity leave to six months minimum - one year would be ideal, increased wages to cover childcare expenses.
- Give more flexibility to working at home, with more paid time off and volunteer time off.
- Offer flexible work-from-home options, generous time off, high compensation, pay for healthcare for children, and offer a credit for childcare.
- More pay and paid time off. (2)
- More pay and time off to deal with kid stuff.
- With inflation, everything has gone up, especially formula. Inflation-based raises certainly wouldn't hurt. I have two-weeks PTO per year which can be used interchangeably for vacation or sick time or a short leave with our newborn

that's coming in December. I'd love having extra time off with my family; however, that's just not how the dice rolls sometimes.

- Paid time off. (2)
- Paternal leave.
- Paternity leave, more paid holidays, unlimited PTO.
- Provide at least two months of paid leave for all new parents, offer work from home and flexible hours.
- Provide more time off per year.
- Provide parental leave after a new baby.
- Provide paternity leave when we have a new baby.
- Several of our children have special needs. This has made it so that my wife has to stay home with our kids. While she is available most of the time for them, it would be helpful for employers to provide emergency time off to attend IEP meetings or to assist at the school when our kids are having meltdowns due to their autism, etc. Being able to leave and help when needed without fear of retribution would be a major help and benefit for our family.
- Short-notice PTO.
- They could offer unlimited paid time off and work from home.
- If work provided daycare, more paternity leave, more flexible hours.

Not the employer's responsibility - 2%

- I don't believe it's the employer's responsibility to manage an employee's childcare needs.
- I don't think it's the employer's duty to do anything. They are my kids, not my employer's.
- I don't see that being the employer's responsibility.
- I don't think it's their job.
- I feel like it is not the employer's responsibility to help with childcare. I don't know of anything that would make it easier.
- It's not really up to the employers. It's up to us as people and families to make our ideal situations happen.
- It's not the employer's job. Find a job where they are willing to accommodate, but ultimately, it's not their job. It's their job to pay you for work or services performed, not to accommodate your life.
- It's not really up to the employer to help, it's more about the community. It's just really expensive.
- Nothing, I don't think it's the employer's responsibility.
- Nothing, it's not the employer's problem.
- Pay me to do my manual labor from home (sarcasm). I don't think it's their job to worry about my childcare issues. It's society's fault that it takes two blue-collar incomes for a household to make it. Food, fuel, housing prices are ridiculous.

Miscellaneous responses - 4%

- Because I don't have little kids, I feel like my kids are pretty self-competent. I think it's good for them to have responsibilities. If they were younger, I think I would answer differently.
- Childcare is nearly impossible in the Uintah Basin. I know if it wasn't an issue and didn't cost an arm and a leg, I'd probably go back to work, but we would be paying for me to work.
- Currently, my employer does nothing for childcare, but my spouse stays home and tends to our three children.
- Employers can't do anything like the government's done.
- Find a job closer to me but with the same pay rate.
- For my wife, who is a dental hygienist, there could be better strides taken. I think perhaps some type of tax credit for stay-at-home moms to be recognized for the great work that they do.
- Hire more people so we aren't forced to work so much overtime.
- I leave around 8:15 and come home around 6:30, so it would be nicer to have something closer or to work part-time.
- I was working full-time; to balance better, I took on a higher paying position and went part-time.
- I work for Alpine School District. I'm at work when my kids are at school because I work part-time. I made this decision intentionally.
- I wouldn't have to worry about my spouse working (therefore childcare) if the current administration would get its head out of its ass.
- I'm not sure what the solution is, but the current one isn't in favor of single moms who are the sole providers for their little ones. I'd love to be around my kids more and raise them, but I can't do that and work full-time while providing a loving, safe home for them.
- It's just really hard to find trusted childcare. It's also very expensive.
- Less billable hours for attorneys.
- Longer childcare hours.
- More affordable childcare.
- My child is old enough that he no longer needs childcare.
- Not micromanage everything I do.
- Offer more ways for single dads and moms to be with their kids while working full-time.
- The cost of childcare is more than what most women can make working full-time.
- They could help get rid of the government so the tax burden is not so high, then we wouldn't have to work so much.
- Universal Basic Income, you fools!
- With current conditions, even with a good job, nothing is affordable.
- Allow kids to go to work with their parent if necessary.
- Allow me to bring my child to work during the summer, since I am a single mom.
- Some employers could and should allow children to accompany their parents to the workplace, especially if they are a certain age and are responsible. I also think some employers should help offset the cost of childcare. During COVID, I was forced to still go into the office. It was incredibly difficult for me as a single mom to work all day and then have to come home, do schoolwork, cook, clean, and more after a long day at work. My employer did not help offset the childcare costs while forcing us work in the office. I could not afford a nanny. My oldest was barely old enough (13) to babysit but babysitting three younger siblings all day was a huge task for her. I still have some trauma from those long six months. Now that my kids are older, it's a little better. I also think if employers could allow working from home, that would be helpful. Being flexible with schedules would be good, too. Maybe allowing for 10-hour days with two longer lunch breaks? Just getting creative and working with their staff would be nice.

Question: Do you have any additional comments you would like to share about your situation that didn't come up during this survey?

- A four-day work week would be ideal.
- A salary boost with consistent scheduling (as I have now) would be the most likely thing to make me leave my job.
- About how expensive it is for childcare and also how it can be expensive to give up a job to take care of your child.
- Adopt a four-day workweek.
- Affordable healthcare for self-employed small businesses is a big issue. That is the only reason I work is for an employer that offers healthcare coverage. We would not otherwise have because it is too costly to afford being self-employed.
- Affordable housing that affects childcare.
- Again, I have my dream job and employment in my field is hard to come by, so it would take much more than childcare options to make me consider getting a new one.
- Again, the adoption portion I already wrote about. If I have the sick time built up, I should have been able to use it as maternity just like everyone else did.
- All in all, I know that it kind of gets a really good or bad rep depending on who you're talking to, but I think remote work should be explored by more companies because even considering the commute time difference, you can spend that much more time on the job.
- Along with flexible hours, less than 40 hours a week.
- Another issue that I dealt with in regard to expensive childcare was staying in an unhealthy, toxic, and abusive relationship. I didn't make a lot of money and was scared to leave because I couldn't afford childcare. I don't have any family in the area, so that option was not available. My workplace didn't offset childcare costs, nor did they have onsite childcare or offer remote work. I stayed far too long and myself and my children suffered.
- Any way to work remotely full-time from home. I didn't feel like the survey accounted for that possibility with responses.
- Be informative.
- Become like a lot of European countries where they have a month or more time off and it doesn't take years to get there. Ten days a year is pathetic. There are more important things in life than working all the time.
- Better paid time off options.
- Better pay so I can work fewer hours would be my number one reason to change jobs.
- Better pay would help with childcare.
- Better paying part-time work and equal opportunity for everyone.
- Better PTO/paid family leave.
- Both parents are in a high-risk job setting.
- Capitalism is the worst.
- Childcare is extremely expensive. When I worked a full-time job in healthcare, I paid for childcare and health insurance. My husband paid the mortgage and bills. When I worked part-time, my insurance tripled. I was pretty much working to have health insurance for my family.
- Childcare opportunities even with remote jobs.
- Commuting to and from work can take a lot of time away from work/life balance. The cost of childcare can be overwhelming.
- Companies should not have to pay for childcare. Children should ideally be taken care of by at least one of their parents and not by a daycare.
- Cost of living and wages are not equally increasing.
- Cost of living makes it almost impossible to provide for a family on a single income.
- Cost of living should go back to precocious. Housing, gas, food, electricity, clothing, etc. have increased so that it makes two salaries necessary for survival. If cost of living went down, we wouldn't have to have a pay increase.
- Don't California my Utah.
- Employers need to respect employees' days off! Allow us to enjoy our family time!
- Employers need to understand that family/children are the most important thing, and they will always come first, not my job.
- Employers should not be asked to foot the bill for every personal choice a family makes.
- Employers that offer paid holidays.
- Employers treat employees as slaves, then claim it's the employee's fault and pay new hires with no experience as much or more than skilled workers.
- Employers would allow a smaller travel area so employees could stay home more.
- Employment is too onsite politically driven. Favoritism gets people hired/promoted over experience and performance. Expectations are not clear and ambiguous when others are hired or promoted.
- Even when daycare is paid for, it's the holidays and the sick days, and then when they're still little. And what do you do after school or how do you get them to school at 9 when you have to be to work at 8? These are the gaps that are so stressful to fill.
- Families need help.
- Find a job that is able to have better pay.
- Fix the housing market.
- Flexible hours, hybrid employment, pick my hours so I can

take care of my children.

- Gas and time lost having to travel to and from daycare options needed to work.
- Give me a raise!
- Government shouldn't be involved in this.
- Growth is good, but it comes with consequences if the greedy are allowed to continue it. This applies both economically and to natural resources (water). It has become a development nightmare and I don't agree with the continued direction Utah is heading. You can give as many folks as you can raises, which increases cost anyway, which you would then need to/should increase wages again.
- Health insurance.
- Health insurance is the biggest killer. If we had standardized healthcare, it would be a lot more affordable and accessible. I cannot afford to get health insurance through most employers for my family because it is at least \$600 a month just for premiums. With the cost of living so high, I need higher wages in order to provide. Even working 10 hours a day for work barely pays all the bills. We hardly have any debt, but we are still unable to save and live paycheck by paycheck.
- Higher pay.
- Higher salaries would help the most.
- Higher wages, more flexible work hours.
- Housing costs are too much here.
- Housing is too expensive!
- How to survive on one income.
- I already have a very flexible work schedule/job which makes all the difference with our kids and coordinating watching them, etc., even if my wife has a part-time job.
- I already work a flexible remote job so that made it difficult to answer some of the questions.
- I already work full-time at home, and I am right where I want to be. Childcare is too expensive for both of us to work, so expensive it was cheaper for my wife to quit than to go full-time.
- I am a public high school teacher and have never had parental leave, which is important. As a society, we make it very difficult to have children.
- I am happy with my current job, I just wished it paid a little more and rent was less.
- I believe state workers should be paid more, at least paid closer to whatever local jobs are willing to pay for the same profession. Usually, state workers get paid less than if they worked for a private company.
- I can't think of anything right now.
- I can't work full-time because I homeschool, so a childcare subsidy that could also be used for homeschooling

supplies would be awesome from my husband's employer.

- I don't have to work. Mine is just so that I'm not bored at home. Kids are grown, otherwise, I would be at home. I'm a big advocate for parents to be home with kids as much as they can. Any time the kids are home, one of us are home.
- I don't leave my job because it's familiar. I don't know if I could get paid the same or higher elsewhere and like it as much, and because I fear my current skills aren't very applicable elsewhere.
- I don't work for the money, it's for my mental health.
- I enjoy working part-time and still would, even if my husband made more money. But it would be nice if his schedule was more flexible or offered remote work, so it wasn't always up to me to find babysitters when I go to work. If the hospital offered childcare, I could help out more.
- I feel opposed to requiring employers to take care of all employees' problems.
- I have a great WLB.
- I have a special needs son; being able to afford his therapies and survive is hard. Also, no childcare provider really will accept him, so one parent works while the other stays home. Remote work and flexible hours would help tremendously to help my family.
- I have already stated.
- I have never used daycare (none near me with openings) and have reservations about it post-COVID that likely influenced my results.
- I have put my career on hold for a little while.
- I like not needing to pay daycare and work part-time.
- I love my job, so I'm not likely to leave. One of the things that is a huge benefit is onsite childcare.
- I love working and helping others, but I miss being a mom. I have a full-time job and a part-time job, and I barely make ends meet and never have enough time. I'd like to put family first and above all else, but sadly, I have to provide, no matter what.
- I quit my job to seek other opportunities.
- I support actions that promote a parent to be able to stay home and be the caregiver for their children, allowing the other to work full-time at a well-paying job.
- I think after-school programs and day programs are alternates to daycare with more programs with the YWCA and summer camps, things that offer options to parents that don't need full-time daycare but are able to have things for their kids over the summer.
- I think it should be normalized to work part-time but get paid the same so parents have the option to be at home with their children more.

- I think it would be best if the entire country just had to work less for the same wages in order to establish families in the healthiest way possible.
- I think that parental leave should be paid for like in other countries. Also, I would like more vacation hours, especially for those with families with children. Also, there should be options for children to be cared for without more hours.
- I think we have just the right balance.
- I think we need to consider 32 to 35 hours per week a full work week and start making the 4-day work week more common. Not only the workweek, but also the school schedule. What makes it difficult for parents is half-day school Fridays and trying to work around that. A simple act of helping those to match would go a long way.
- I think we should focus most on ways to help parents be able to care for their children: increase wages, paternal leave, etc., rather than increasing subsidies for childcare. I'd rather care for my own children and receive support to that end.
- I think, ideally, my spouse and I would both work 50% of full-time and be home with the kids 50% of the time. This would only be possible if our two employers had an agreement to provide 50% of the expense/access to insurance benefits. That's my dream world.
- I wish there were more options for parents to receive education about connecting to their kids or for employers to encourage connection at home. I truly believe that connection-based parenting is key to helping the future generation.
- I work for my father in his home. My mother takes care of my kids when my wife works.
- I would change my job for better leadership and for people who lead by example. Hybrid work schedule and more bonuses.
- I would go back one day a week with a gas subsidy.
- I would like to have a job so I can be the working parent; there needs to be more flexible opportunities.
- I would like to work, but I cannot afford to work while paying for childcare. That is why I stay home and watch the children.
- I would love to work part-time while my kids are in school but would need flexibility to leave if my kids got sick or hurt at school.
- I would say childcare is the responsibility of the parents.
- If price gouging was illegal, then more people could afford homes in Utah. It should be illegal for a corporation/company to own any sort of residential properties. If a corporation wants to build an apartment complex, then there should be limited places they should be able to build. Can't do anything about ones already built. Also, any person that is in public office should not be able to accept donations from any corporation for any reason.
- If this company were to enact any of the policies talked about in this survey, I would apply 100 percent.
- If you guys are going to make prices really high in the world and make it hard for people to survive, give them more pay, especially to the people who have been there for a very long time. Life is not easy for everyone; now it's way too expensive. I have to work a second job to try to make it and it's hard when you're a single father taking care of a child. I work so much I can't even spend time with my child because I have to work to keep a roof over our head and food on our table.
- I'm currently working remote and flexible hours.
- I'm freelancing while looking for my next full-time opportunity. I've been looking for six months. Salaries are not competitive for many roles in Utah.
- I'm not the best to ask, as my kids are older, and my husband is more established now. I'm sure my answers would have been very different a decade ago.
- I'm the primary wage-earner for my family but have no access to paid maternity leave, so that would be really important.
- Incentives for parents that stay home and fully take care of them, such as an allowance to help the child for the caregiver, so they can take care of the children.
- Increase in pay with onsite childcare would allow me to work and be more comfortable financially as well as allow more money to take part in more activities with my kids.
- Increased salary can help more than you think.
- Inflation is so bad that my husband's salary isn't paying the bills anymore.
- Inflation will kill the blue-collar worker.
- Insurance benefits, paid time off.
- It covered all the bases.
- It is important for companies to understand that parents want to care for their children rather than childcare by someone else.
- It is important for humans to not work their lives away. Having four days on and a mandatory three days off would benefit all around, such as reduced stress and depression, and give more time for what really matters.
- It seems like Utah is very family-focused and that's important to us. We want to put our children first and support them, and we think that there's a lot of opportunities for students in high school to get college credit.
- It was a good survey to have.
- It would be nice to provide additional pay at a job and to

be able to have flexibility to take care of our child at home by even having an option to afford paying a nanny instead of daycare.

- It would be preferable for me to work full-time and my spouse to stay at home, but I would have to make a substantial amount more than her for that to happen, which is unrealistic. She has a very good salary but isn't willing to contribute her income to childcare, even if she had more income.
- It's a lot easier when your kids are older than six to juggle the work and childcare balance.
- It's good for employers to have employees work from home.
- It's impossible these days to make ends meet, even with two incomes. Add in children, and the stress level is unmanageable at times. Our children deserve better. We can do better to make sure everyone is maintaining better mental health.
- It's not anyone's job to take care of your kids, except the parents. If the company wants to add that as a perk, great, but government needs to stay out of it. They ruin everything.
- It's not just about childcare. It's the ability to spend quality time with your children.
- It's very difficult to find an affordable daycare. It's like having another mortgage. If both parents are working, then all your secondary income is paying for is daycare and you can't get ahead.
- It's way more complicated for self-employed people.
- Just having a four-day workweek would be great.
- Less government overreach.
- Less hours of work would be very helpful.
- Look into communities modeling Universal Basic Income, fools. Ask yourselves why you believe human beings should "have" to "earn" the right to live by spending most of our lives at a damn job instead of with our families and loved ones. Ask yourself why you think that is the right way for us to operate as a society.
- Medical benefits are a huge factor.
- Minimum 12-week paid parental leave for both moms and dads are essential to newborn care.
- More assistance for single parents.
- More paid time off.
- More part-time jobs for the disabled and better pay for childcare when needed.
- More support for single parents.
- My annual increase is not even close to the pace of inflation and rising housing costs.
- My degree (Biology - Applied Science) does not have great part-time options available. I would love to advance

my career while being able to enjoy my children's youth. I currently work part-time in the food industry to supplement our income.

- My husband and I have been given the task to oversee the care of our grandson. We raised four children making less money than what we have now. My husband worked full-time, and I worked part-time to help raise our kids, but we cannot keep up with the care of our grandson and our bills. Everything is expensive! We fit in the middle class (financially), but we feel like we'd get more help from the state if we only had a one-income home. We need to raise the pay so we can afford to live or make it affordable to have childcare with learning attached to their daily activities.
- My husband is still a student as well as an employee. Student life makes it difficult to earn income enough for a family as well.
- My husband is the breadwinner and an employee. When I do work, I'm a part-time hairstylist. I own my business, set my own hours, set my own prices. What I need is more affordable childcare options in general. Nannies are worth it, but pricey, and daycare and preschool is too expensive.
- I don't need more growth opportunities; I need affordable options so I can feel good about going back to work.
- My husband stays at home with our child. My husband would like to work, but he would not make enough to provide anything beyond paying for childcare. I do not make enough to afford anything beyond our basic necessities. There is no point in job hunting and childcare hunting when the childcare would take all the money. It would be more work for no financial gain.
- My husband works very hard at two jobs to provide us a good life. It would be great if there was a wage increase to match the increase of inflation.
- My husband's job is very demanding. I feel too many employers require too many hours in our state. He misses a lot. It is frustrating and sad, but it seems the grass isn't greener at other accounting firms. The industry needs to treat employees better.
- My ideal situation would be to stay at my current workplace part-time if we could afford it, and my husband to stay where he is.
- My job offers opportunities for my older kids, but to take advantage of this, the younger kids below 12 have to suffer. Part-time with benefits would be ideal.
- My kids are older now, so I just let them watch themselves, but it was so hard to afford childcare when they were younger. Almost my whole paycheck would go to daycare. The wages in Utah are not enough to cover living expenses.

- My partner and I are both educators. We both chose that field because, in theory, we would be working while our kids are in school, but we have so much required of us that we both essentially work around the clock.
- My spouse and I have been able to balance work and childcare without employer assistance and are happy with our situation.
- My wages are not meeting the increasing costs of living. The housing market and people moving to Utah is only making things less affordable. We were hoping to upgrade our home, but with the current economy and Californians buying homes with cash, it makes it next to impossible for those of us who have always lived here to be able to afford any homes.
- No company takes into account the cost of living and they should.
- No other comments, other than cheaper gas prices would also help.
- Nobody talks about the existing employees who are getting left behind on the pay scale because employers are offering incentives to get new employees.
- Nothing is affordable.
- Now that my kids are older, it would be easier to make these decisions. Also, subsidies or onsite childcare would have helped a lot when they were smaller.
- One parent working full-time and another being a stay-at-home parent to take responsibility for full care of the children (no other times spent bringing in income) would be the best arrangement.
- Our children are school age, so we are lucky. If they were younger, an onsite childcare facility would be very important.
- Our children need more time with their parents, NOT an outside party. We worry about our children when they're away from us and want/need closure that they are safe. With school shootings and other things going on in society (i.e. all the child abduction alerts lately), the last thing we need for our children is for them to be in the care of a stranger.
- Our debt-to-income ratio is high, and we are going deeper and deeper in debt every month. Salaries have not kept up with inflation. We don't have anybody who is willing to watch our child on any kind of basis, paid or not. Discouragement and past experience make every effort at a better life seem futile.
- Our family has children with special needs. Being able to have our children's needs met is our number one priority. If we could have them met so that we could have a second income, or one of us care for them while we had the other working a flexible schedule or remotely to help fill in, it would be extremely helpful and stress relieving in many ways.
- Our housing and cost of living are near California prices without the California wages.
- Overnight hours, weekend shifts.
- Paid family leave is the best solution to my family/work balance. It would allow me to retain the job that I love while taking a break to be with children at a crucial moment in their lives.
- Paid family leave would be helpful.
- Paid family medical leave and offering subsidies for childcare would be a massive differentiator when looking for a new job.
- Parental leave policies need to be all inclusive for fathers and mothers and foster children need to be included, and so should flexible hours and generous times off.
- Part-time jobs having benefits. I have two remote part-time jobs that equal to one full-time, considering combined hours (pays higher than minimum wage), and I still can't afford insurance, my own apartment, childcare if I needed it, etc. Pay needs to rise since I don't see anything else being lowered due to inflation.
- Pay and retirement is terrible for firefighters in Utah.
- Pay is really not good right now. Wages need to go up with inflation, not down.
- Pay is the greatest motivator and help for families.
- Pay seems to stay the same as the prices of everything goes up.
- People should be able to care for their own children.
- Price of gas also makes it hard to go to work and or childcare.
- Raising wages to meet growing cost of living is an inflationary cycle. Regulations should target factors that contribute to cost of living, rather than increasing wages.
- Remote job opportunities are hard to come by in my industry (healthcare). Since patient care is hands-on, I'm not sure how a future employer might be able to help with that (with the exception of virtual medical treatment).
- Remote work.
- Remote work is not convenient for me. It is like taking my kids to work with me. It sounds nice to a lot of people, but I would much rather leave the house to go to work. I am more productive that way, and it is a break from the kids.
- Remote work is very helpful as it means I don't have to worry about finding care for my children. They're old enough where their needs are minimal, but still need some form of minimal supervision.
- Rising cost of living is a major concern not reflected in wages or assistance programs such as in DWS's childcare program.

- School/tuition reimbursement is a great option.
- Secondary parents need to have more options in pay and flexibility, especially with part-time job opportunities. It feels like other, worse jobs pay more.
- Six weeks PTO would help with flexibility, daycare, and other help to be with kids.
- Small town, no consistency with daycare.
- Stop inflation so the money we actually make can be used to support our families.
- Summer childcare is a huge issue.
- Tax the rich. Make religious businesses pay taxes.
- Taxpayers should not pay for others' childcare.
- Thanks for doing the survey. I hope something positive comes out of it.
- The ability to come and go as needed to support family life, provided work quality and goals are achieved and meeting the needs of the business employer.
- The best thing that could happen for working families is for the government to stop racking up insane debt--paying for needless wars and social programs that erode the social fabric of strong families. These just make it harder to provide for and care for our families.
- The biggest thing for me is doing something remote with flexible hours. I'm not sure if that's even possible.
- The cost of living has gotten out of hand.
- The housing rate is sooooo high, it does not match the pay. Please fix the pay. We are not California in pay, but our housing costs are.
- The ideal situation is me maintaining my earning while decreasing my hours.
- The importance of the time spent. The majority of my day is spent at work from 7:30 AM until 5 at night, and the bulk of my time is devoted to employment, which does take a toll on family, where we spend more time at our work and less time with our family.
- The middle-class wages are stagnant right now. It's really frustrating to see my parents have significant better pay opportunities than I have seen. It makes childcare more difficult because it is so expensive. My parents could afford to live on one income, so they didn't have to find a way to do childcare too.
- The need for insurance.
- The only way I have been able to get through some stages of my children's lives is because my employer has FMLA. If I had worked in a different place, I would have definitely either lost my job or not been able to take care of my children. I feel extremely lucky that I have been able to take advantage of that benefit when I needed it. When I was a waitress, it would have been impossible.
- The state legislature needs to raise wages accordingly with cost of living, along with merit raises.
- The survey structure. I answered that I did not have young children, yet I was asked about childcare. While I was once in that position, it no longer applies. Structure the survey so that questions are applicable to the audience.
- The wages across the board are too low. Everyone I know has both parents working just trying to make ends meet and are barely living paycheck to paycheck because everything is so expensive.
- This doesn't reflect our situation, but other people need to be more understanding of women having children at home.
- Time off for paternity or maternity leave should be mandatory, especially with the state of this country, and more locally, this state. You can't take away abortion rights and not give parents, specifically mothers or primary guardians, good paying jobs and as much time off as possible for any childcare needs.
- Times are tough and only going to get tougher.
- Utah culture has heavy biases that place many individuals at a disadvantage. We need childcare options, especially in the pandemic, as well as a focus on everyone's wellbeing in order to do our best work. Expanding school hours and perhaps going to a broader school year, supporting schools would achieve greater purpose and be better prepared for the next generation. Helping kids in school enables adults to work more as well.
- Utah is all about families. With increased inflation, I'm afraid we will be seeing a lot more parents going to work rather than raising up a generation of kids and teaching them crucial values! They are left to the influence of others that can be detrimental to society.
- Wages are not keeping pace with the price of goods. I am in the negative for the year. I had to say no to summer performing arts camp this year because I simply could not afford it. It simply is discouraging. I see how much the CEOs make, and yet the workers providing all the services don't make enough for a one-week half-day summer camp. It's very sad.
- Wages for nurses are way too low in Utah.
- We are also a blended home. One child between my spouse and I and two that share a parent outside of the home. This adds another level of stress with work to balance where all the kids will be any given day.
- We are both self-employed, so the questions assuming we have an employer/employee relationship are odd.
- We are both teachers, but we are contracted to stay later than the students (including our children), and in one situation, as much as two hours later. After/before school activities and camps would be helpful.

- We both are self-employed and work remote, so our situation is pretty ideal. Too bad things are so expensive right now; then maybe we could do extra activities and enjoy more things with our kids. Let's go Brandon!
- We can't afford childcare, so we live one income. We also have a special needs kiddo that childcare is impossible for, let alone any childcare in town.
- We don't make enough money to afford childcare most of the time, so if needed, we miss out on days if it's necessary.
- We have the ideal and have never used childcare for work.
- We just took a pay cut to be home-shored with the kids.
- We need to have one parent at home with our child due to medical needs for our child. We cannot do childcare. However, we are struggling to meet medical bills and I was recently laid off from my full-time job. I am surprised how there seems to be no one hiring, due to the bad economy.
- We would love part-time jobs that would still pay the bills. Less hours and more pay because with the way the world and economy are going, we are wiped out and exhausted, and our kids suffer. We've even been thinking about just living in a camper van full-time because we can't afford to live in UT anymore!
- What our current gross income is and the total number of children we have should be accounted for. People with fewer children have different needs than those with more children. We have three kids but need two incomes to cover expenses. I am also a student at the University of Utah and that is another thing that takes me out of the home.
- When it comes to work, money is king. Other than that, changing the culture away from toxic puritan labor-worship and moving from selling time to employers to selling specific tasks/responsibilities is important.
- While cost of living is high, it is possible to get by on a single income so that one parent can raise the children. Our society lacks financial discipline. It's not the government's job to budget for families. If costs are too high, figure out a solution. Don't go to the government to "bail you out."
- While my wife currently doesn't work, having one of us full-time with the kids is great, but she would have more sanity and fulfillment if both of us had some level of work-whether it's two part-time jobs or a four-day workweek.
- Why does the University of Utah graduate school not pay for prescription drug coverage?
- With on-call situations with my job, having childcare available 24 hours a day would be nice.
- Work hard and smart.
- Work/employee events that are family friendly.
- Working in healthcare, I can't really work remotely. I've got a pretty ideal hook-up; I make decent money and have a flexible schedule.

Appendix 3 – County Residence

5. In which county do you currently live? (n=605)

		%
Beaver	0	0%
Box Elder	10	2%
Cache	26	4%
Carbon	3	0%
Daggett	0	0%
Davis	65	11%
Duchesne	6	1%
Emery	1	0%
Garfield	0	0%
Grand	0	0%

		%
Iron	14	2%
Juab	3	0%
Kane	1	0%
Millard	2	0%
Morgan	2	0%
Piute	1	0%
Rich	0	0%
Salt Lake	233	39%
San Juan	4	1%
Sanpete	6	1%

		%
Sevier	4	1%
Summit	4	1%
Tooele	17	3%
Uintah	6	1%
Utah	114	19%
Wasatch	6	1%
Washington	20	3%
Wayne	2	0%
Weber	55	9%

Source: Family-friendly Workplace Survey, Kem C. Gardner Policy Institute.

Appendix 4 – Survey Methodology and Limitations

In 2021, the Salt Lake Chamber's Utah Community Builders and the Utah Department of Health and Human Services contracted with the Kem C. Gardner Policy Institute to conduct a statewide survey of Utah parents. The overall objective of the research was to better understand parents' work and childcare balance preferences, and the policies employers could adopt to best support them.

Working with Utah Community Builders, the Gardner Institute designed a survey questionnaire to meet these objectives. The survey questionnaire was programmed into a computer-assisted telephone interviewing system and pretesting was conducted to check programming, clarity, and flow of the questions. The telephone survey averaged 10-12 minutes and contained two open-ended questions. See Appendix A for a copy of the survey questionnaire.

The Gardner Institute contracted with Lighthouse Research to conduct the survey. Between June 8th and July 9th, Lighthouse Research collected surveys using a mixed mode methodology that began with the distribution of online survey links to a random sample of known Utah email addresses and proceeded to telephone interviews to attain the desired response level. Lighthouse Research samples multiple sources, including their own continuously updated 20+ year old data base. The firm also uses public records available through list vendors and Utah voter registration lists.

A number of survey responses fall along a Likert scale, from one (e.g., strongly disagree) to five (e.g., strongly agree). This analysis often combines the two negative responses on the five-point scale (such as disagree and strongly disagree) and the two positive responses (agree and strongly agree) in order to indicate general respondent perceptions (such as agree or disagree).

Both percentages and means are discussed in the report. Both are similar with regards to importance. Means provide information regarding the distribution of answers across each variable. For instance, with mean responses on a five-point scale, where 1 equals "very unimportant" and 5 equals "very important, a "3.00" could mean that a majority of respondents rated a policy at a "3.00," or it could mean that similarly large percentages of respondents rated the policy's importance at "2.00" and "4.00" A mean score of "4.00" or above means that many respondents rated the importance of the policy as high. Mean results should be considered with distribution possibilities in mind.

Additionally, the report examines statistically significant differences among different groups (referred to as segments in this report). These groups include age, gender, income, whether a household has children under 6, household employment status, satisfaction with current work and childcare arrangement, and industry sector. Only statistically significant differences are specifically mentioned or highlighted.¹⁶

The sample (N=605) included adults age 18 and older who are parents or guardians of one or more children under 12.

The survey has a margin of error of +/-4% at the 95% confidence level. The error rate differs on individual questions or grouped analysis (when responses from individual demographic groups are considered).

Limitations

As mentioned earlier in the report, the survey sample over-represents respondents with higher education and income levels and underrepresents respondents with lower education and income levels compared to the total population of Utah families with children under 12. Additionally, female respondents, older respondents (35-44 and 45-54), and white respondents are disproportionately represented in the survey sample relative to the comparable Utah population.

Data has been weighted to slightly better represent the educational background of the comparable Utah population, but it does not approximate the Utah population. Data should be considered with these limitations in mind, particularly since work and childcare preferences differ for respondents with lower incomes.

Additionally, when the analysis discusses a small subsets of respondents, there is less certainty their preferences are likely to be reflective of what others in that subset would have said if surveyed. That said, even with relatively large margins of error, it is sometimes possible to indicate what the majority of respondents indicated within an acceptable level of certainty.

Although the data does not identify reasons individuals with certain characteristics were more likely to respond to the survey than others, there are several possibilities. First, data collection was limited to Utah parents with an email address and/or telephone number. Individuals without email addresses or an established phone number were less likely to be contacted. Lower response rates for some groups may indicate less time or inclination to take a survey, or a greater interest in the survey topic.

Appendix 5 – Segment Analysis Methodology¹⁷

Statistical significance is defined as a difference in value that is too large to be attributed to chance alone, thus describing the relationship that exists between the demographic variable of interest and the survey responses.

Different methods were applied depending on whether the data was categorical or scalar in nature.

For categorical data, Pearson's Chi-Squared Test was utilized to determine whether the frequencies under consideration differed significantly by segment variable. In cases where a large number of segments renders the expected counts too low for a standard chi-squared test, Monte-Carlo simulation under the null hypothesis was used to create simulated p-values. Among the results established that varied by segment, a Post-Hoc Fisher's Exact Test was performed to determine what particular differences are driving the trend.

For scalar data, a Kruskal-Wallis One-Way ANOVA was used, which tests segmented data against the hypothesis that they

come from the same distribution. Kruskal-Wallis is robust against non-normality, unequal variances, outliers, and a variety of other problems. In cases where there were two-part segments, Kruskal-Wallis is equivalent to the Wilcoxon Rank-Sum Test, the standard for comparison tests, so it was unnecessary to change our methods. A Post-Hoc Dunn's test was applied to those that were significant under Kruskal-Wallis, once again narrowing down the source of the differences detected in the broader test.

In order to avoid the multiple comparisons problem (in which asking many questions statistically leads to the possibility of proportionally many false positives), the false discovery rate was controlled using the Benjamini-Hochberg adjustment.

It is possible to detect a difference in the general trend without finding specific pairwise differences in a segment. "Blank" tables with no green or red markers of significance are in this category, with a statistically significant trend, but without a statistically significant direct comparison.

Endnotes

1. Kem C. Gardner Policy Institute. (n.d.). Utah Economic Dashboard. Retrieved August 15, 2022 from <https://gardner.utah.edu/economics-and-public-policy/utah-economic-dashboard/>
2. Data has been rounded to the nearest percent.
3. Weighted to adjust education levels to better reflect population of Utah families with children under 12. Weighted sample still over overrepresents respondents with higher education and income levels and underrepresents respondents with lower education and income levels compared to the total population of Utah families with children under 12.
4. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.
5. *ibid*
6. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>. Data was adjusted for inflation.
7. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.
8. Survey responses “trade or technical school certificate” (7%) and “some college” (17%) have been combined here to allow for comparison with state data.
9. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>.
10. Survey question asks “Which of the following best describes your household? One-parent-guardian household, two-parent/guardian household.” IPUMS data based on presence of a spouse in the household.
11. Steven Ruggles, Sarah Flood, Ronald Goeken, Megan Schouweiler and Matthew Sobek. IPUMS USA: Version 12.0 [dataset]. Minneapolis, MN: IPUMS, 2022. <https://doi.org/10.18128/D010.V12.0>. The state-level data is an approximation - it identifies households without a spouse present rather than one-parent households.
12. Percentages add to over 100% because many families use more than one type of care.
13. Five percent said they would not change their job.
14. Ten percent of respondents selected “other” to characterize their own work and six percent selected “other” to characterize the work of the other parent or guardian in the household (if applicable).
15. There were not enough respondents working in the other sector categories to conduct a segment analysis.
16. See Appendix 4 for a summary of segment analysis methodology.
17. Lighthouse Family-friendly Workplace Mixed Mode Survey 2022 Segment Analysis



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