



## **Sample employee survey**

### **Identify the needs of parents and caregivers in your workforce**

The following are sample questions to help you better understand employees' needs around caregiving, particularly working parents. Questions are grouped into four categories:

- Demographic & work information
- Caregiving & pediatric health
- Balancing career & family
- Conducting a child care needs assessment

Due to the personal nature of some questions, Best Place for Working Parents® suggests surveying employees anonymously so they're comfortable sharing honestly. Note: This is just a guide. We suggest customizing, removing, and/or adding questions to ensure it is relevant to your employees.

### **SECTION 1: DEMOGRAPHIC AND WORK INFORMATION**

**Where are you located?**

- a) City
- b) State

**Which best describes your typical work schedule with the company?**

- a) Full-time
- b) Part-time
- c) Currently on leave
- d) Other (Please specify)

**How would you characterize your title or level within the organization?**

- a) Entry Level
- b) Mid-Level
- c) Senior Leadership
- d) C-level (e.g. Chief X Officer)
- e) Other (please specify)



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### How long have you been with the company?

- a) Less than a year
- b) 2-3 years
- c) 4 - 5 years
- d) 6 – 10 years
- e) >10 years

*NOTE: Consider removing the next section if you have one policy for all employees (e.g. all remote, all in-person).*

### Which of the following represents how you are currently working?

- a) I work from our company's physical place of work/ office.
- b) I work fully remotely.
- c) I work a mix of remotely and at our company's physical office.
- d) I work in the field (e.g. field service, delivery driver).
- e) I am currently on leave.
- f) Other (please specify)

### What is your work preference?

- a) To work from our company's physical place of work/ office
- b) To work fully remotely
- c) To work a mix of remotely and at our company's physical office
- d) To work in the field (e.g. field service, delivery driver)
- e) Other (please specify)

### Are there specific challenges you face at this time? Select up to three.

- a) Difficulties coordinating teams across individualized schedules and locations for each team member
- b) Juggling my own varied schedule day to day and week to week
- c) Managing my direct reports and/or teams
- d) Securing child care or education for a child(ren)
- e) Burnout from managing work and home responsibilities
- f) Other (please specify)



## **SECTION 2: CAREGIVING & PEDIATRIC HEALTH**

**Please select all the answers that represent your caregiving situation:**

- a) I do not have caregiving responsibilities and don't plan to for the foreseeable future.
- b) I do not currently have caregiving responsibilities but am planning to start a family.
- c) I have caregiving responsibilities - I have at least 1 child who lives with me full time.
- d) I have caregiving responsibilities - I have at least 1 child who does not live with me full time, but for whom I provide care part-time.
- e) I have caregiving responsibilities for a disabled, sick, or elderly loved one.
- f) Other (Please specify)

**If you are a parent or care for a child, which of the following age groups do your children fall into? Select all that apply:**

- a) 0 - 18 months
- b) 19 - 30 months
- c) 2.5 - 5 years old
- d) 6 - 12 years old
- e) 13 - 18 years old
- f) 18+ years old
- g) Not applicable

**If you care for a child(ren) under the age of 6 years, do you currently have childcare?**

- a) Yes – I have consistent access to full time childcare.
- b) Part time – I have consistent access to childcare, but it doesn't cover all of my work hours.
- c) Part time – I have access to childcare, but its availability is inconsistent/unpredictable.
- d) No – my family is without childcare.

**What is your childcare arrangement? Select all that apply:**

- a) Full-time nanny
- b) Child care or preschool
- c) Employer-sponsored on-site childcare or preschool
- d) Child(ren) attend elementary or high school during the day
- e) Child(ren) attend school and after-care or afterschool programs
- f) Part-time babysitter/nanny
- g) Childcare provided by my partner, co-parent, or a relative



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- h) N/A – I do not have childcare arrangement.
- i) Other (please specify)

**Which of the following actions have you taken to secure childcare during your employment with our company? Select all that apply:**

- a) None of the following apply.
- b) I moved to part-time capacity at work or I changed my hours at work.
- c) My partner/spouse moved to part-time, took a leave of absence, or left their job capacity at work.
- d) I took a leave of absence from work to care for my child(ren).
- e) Hired a nanny
- f) Switched to a new childcare center or licensed in-home childcare
- g) I have moved or am considering moving to be closer to family for support.
- h) N/A – I do not have a childcare arrangement.
- i) Other (please specify)

**Do any of the following impact your child(ren) that you would like us to be mindful of in drafting HR policies? Select all that apply.**

- a) Congenital conditions (e.g. heart defects, genetic disorders)
- b) Childhood chronic illness (e.g. asthma, Type 1 diabetes, epilepsy)
- c) Childhood obesity
- d) Adverse childhood events (death of parent, divorce, parent with substance use, housing or food insecurity)
- e) Pediatric mental health and behavioral issues (e.g. anxiety, ADHD, etc) Childhood cancers or terminal illnesses
- f) Sensory or speech impairments (e.g. deafness, blindness)
- g) Neurodivergent conditions (e.g. Autism Spectrum Disorders, Tourette's)
- h) None of the above apply
- i) Other (please specify)

### **SECTION 3: BALANCING CAREER & FAMILY**

**What are your greatest challenges in life and work currently? Select up to three top challenges:**

- a) Balancing work and family responsibilities
- b) Dynamics with my manager
- c) Dynamics with colleagues or teammates
- d) Coordinating household responsibilities with my partner



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- e) Needing more time for work responsibilities
- f) Emotional wellness or mental health
- g) Logistics of organizing childcare/ education options for my child(ren)
- h) Help with homework for my child(ren)
- i) Health and safety concerns
- j) Caregiving responsibilities for a child(ren)
- k) Caregiving responsibilities for an adult relative
- l) No issues with work and family
- m) Other (please specify)

**In an average week, how many days do you feel stressed about balancing work and family responsibilities?**

- a) Every day or almost every day
- b) Most days – about 2-3 days per week
- c) Some days – about 1-2 days per week
- d) Almost never – less than 1 day per week
- e) Never

As a result of your caregiving responsibilities, have you considered any of the following due to insufficient childcare services or benefits offered at your company?

- a. Leaving the company
- b. Cutting back on work hours
- c. No

**If you are paying or plan to pay for childcare services, how would you describe the cost?**

- a. Manageable/Affordable
- b. High, but still able to remain in the workforce
- c. High, considering leaving the workforce
- d. Other (please describe)

**How would you rate the childcare related benefits offered by the company?**

- a. Inadequate
- b. Adequate
- c. More than adequate

**10. Thinking about employees at this company as a whole, to what extent do you believe more company-provided childcare benefits would impact each of the following?**



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(Rank each on a scale of 1 to 5 with 1 = Very Little Extent and 5 = Very Large Extent.)

- a. Quality of work
- b. Engagement
- c. Reputation
- d. Productivity
- e. Retention
- f. Other (Please specify)

### **11. What childcare benefits would most help you? (Select up to five.)**

- a. Direct stipend to support childcare of my choice
- b. Employer-subsidized childcare center near my home
- c. Employer-subsidized childcare center near my work location
- d. Funding/increased funding for backup (emergency) childcare
- e. Parental leave/increased parental leave
- f. Option to gradually phase back into full-time work after parental leave
- g. After-school care (between the hours of 3 and 6 pm)
- h. Extended hour care (between the hours of 6 pm and 8 am)
- i. Weekend care
- j. Summer care
- k. Tutoring
- l. Childcare resource and referral support
- m. More flexible work schedule
- n. More flexible work location
- o. Other

Anything else you'd like to share as we continue to explore different ways to support our employees?