

# The Impact of Child Care on Working Families in the Mohawk Valley

*A summary of survey findings compiled by the Child Care Council of Cornell Cooperative Extension Oneida County and the Mohawk Valley Regional Economic Development Council*



Children gardening at the Genesee Street Children's Center

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# ACKNOWLEDGEMENTS

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Our final report could not have been completed without the help and support of the following individuals and organizations:

## Child Care Resource and Referral Agencies in our Region

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- Dawn Garvey, CCRR Program Director, Schoharie County Community Action, Inc.
- Christy Houck, Associate Executive Director, Catholic Charities of Delaware, Otsego, and Schoharie Counties

## The Mohawk Valley Regional Economic Development Council

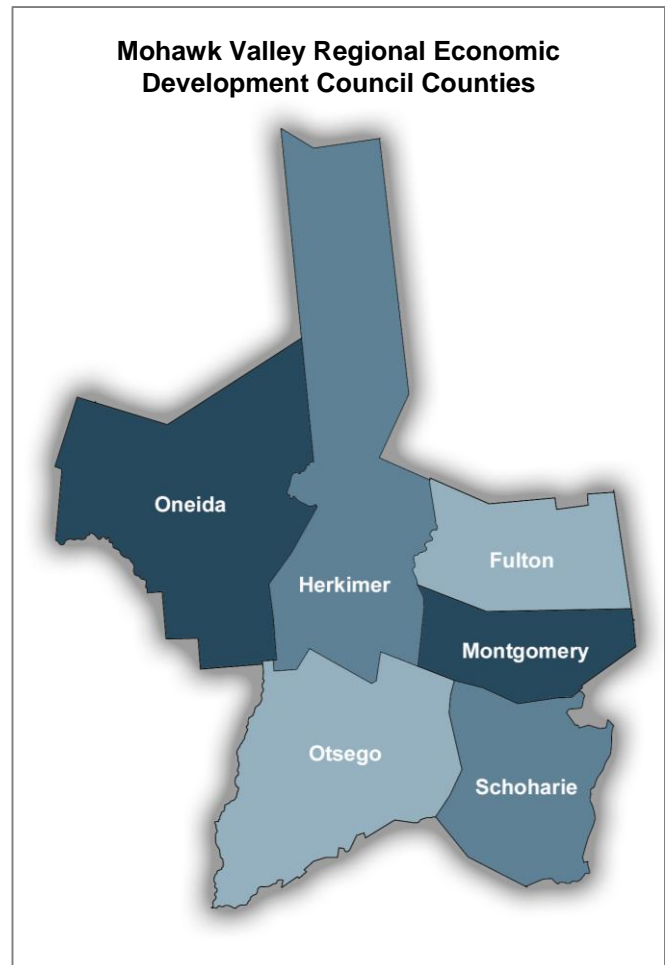
- Allison Nowak, Deputy Director of the Mohawk Valley Regional Economic Development Council

## Data Analysis Consultant

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In August 2019, The Child Care Council of Cornell Cooperative Extension Oneida (**CCEOC**) was awarded funding through New York State’s “*Birth Through Five Project*” to partner with the Mohawk Valley Regional Economic Development Council (**MVREDC**) in identifying the region’s child care needs and challenges. The initiative demonstrated the State’s recognition that child care is not only a *social* issue, but an *economic development* issue which service providers and the business community must tackle together to resolve.

The one-year grant called for an assessment of the needs within the early child care system across New York State. In summary, goals were to strengthen partnerships, increase parent choice, and improve access to quality care options and learning environments.



The Child Care Council of CCEOC worked with the MVREDC Child Care Taskforce to develop a survey for distribution via employers in each of the six counties comprising the Region. The purpose of the survey was to collect data on the experience of local employees as it relates to child care. This information would serve to expand on existing data and provide greater insight into the barriers that parents and employers face regarding child care. Prior to this survey, known data was limited to national statistics from sources such as the Chamber of Commerce and ReadyNation<sup>1</sup> as well as local supply data on child care providers.

The data presented in this report was collected between October 2019 and February 2020. Responses were received from over 2,000 participants: residents/workers of the Mohawk Valley (1863), regional child care providers (128), and focus groups (final attendance count pending) convened to gather qualitative, first-hand viewpoints that could expand upon statistical findings.

<sup>1</sup>Referenced data:

Ready Nation Report “The Economic Impacts of Insufficient Child Care on Working Families”

<https://go.aws/2FObkdR>

Chamber of Commerce Report “Building Bridges; Creating Strong Partnerships for Early Childhood Education”

<https://bit.ly/3a3LjFv>



Children explore the outdoors at Masonic Care Community Child Care Center

Child care has become a prevailing issue for working families across all sectors in the Mohawk Valley. Challenges with child care cause a ripple-effect that can be felt throughout an entire workplace. Of course, not all employees have a direct need for child care. Those who do, however, often face substantial barriers and when their child care arrangements fail...the workload they carry shifts elsewhere or, worse, the flow of production throughout the organization is interrupted indefinitely. Workers who don't need childcare are aware of their colleagues' struggles (many faced them at an earlier stage of their own lives), while those in Human Resources and supervisory positions have employees approaching them to explain their

uncontrollable circumstances. Parents are often late, change their hours to accommodate care arrangements, or miss work entirely.

Those who *do* find reliable child care are typically satisfied with their arrangements, however, the luxury of security in child care comes at a price. A *real* price: The cost of child care nationally as well as locally in the Mohawk Valley remains one of our country's most persistent economic issues, and many parents are forced to leave the workforce when their paychecks aren't enough to cover the cost of care.

At the same time that parents struggle to find dependable, affordable providers there are many child care programs in the Mohawk Valley unable to remain open despite the high demand. Providers report that certain regulations in New York State hinder growth and limit their capacity to serve the two neediest segments of the child care pool – early infancy through age two, and after-school day care for age five and up. While some successfully achieve regulatory compliance with age-group restrictions, others struggle to run their business financially, and end up with earnings at or only slightly above minimum wage. It becomes easier – and more profitable -- to simply find a job outside of the home, leaving yet another gap in child care for the community to fill.

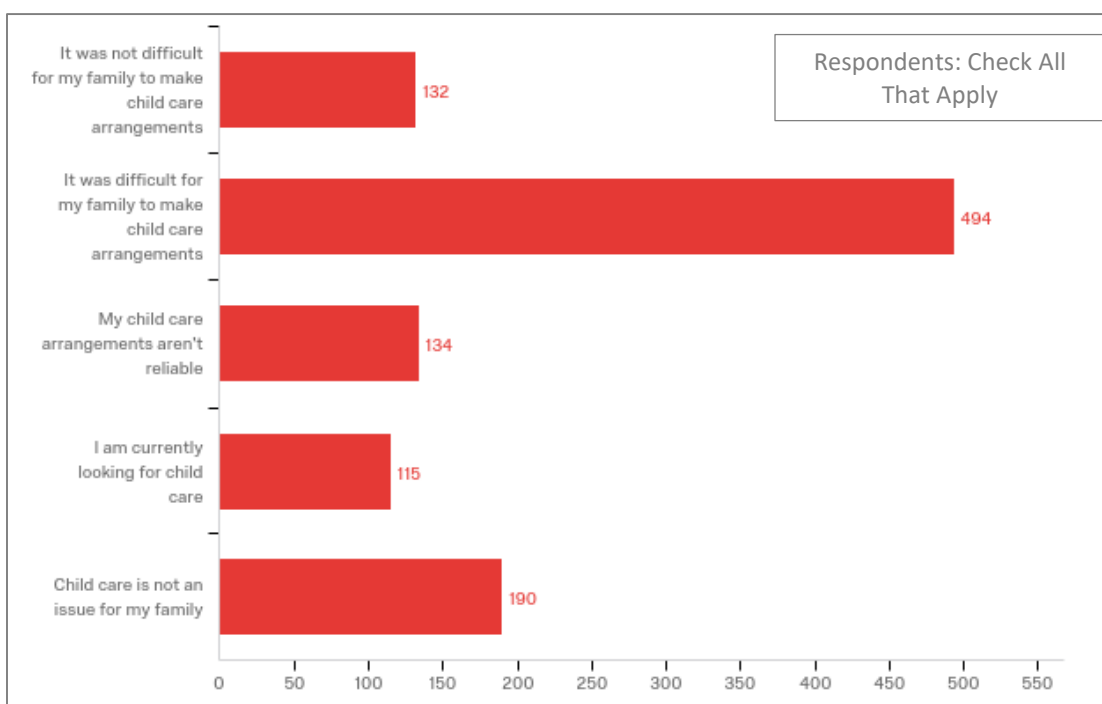
The child care system in the Mohawk Valley is facing a crisis. The longer that communities and officials delay taking steps to reinforce this employee support network, the more likely that people will leave the workforce. This, in time, will bring further socio-economic challenges in the form of lower household incomes, decreased retention of young families, and inability to attract new business due to lack of talent and the resources to support it. This report will demonstrate the need for child care reinforcement at the community level. It will be followed by subsequent testimony and data to be released in Spring 2020 at [www.cceoneida.com](http://www.cceoneida.com), along with an action plan of suggestions for improving the child care climate in the Mohawk Valley.

Survey availability was promoted community-wide to individuals who live and/or work in the Mohawk Valley region. Surveys were also disseminated via regional employers, and response was voluntary. Of the 1,863 resident/worker responses collected, it should be noted that 6.7% -- 124 -- were completed by persons who *worked* within the region, but commuted from a peripheral county. Their responses were included in analysis because they participate daily in the Mohawk Valley economy.

A total of 859 respondents (46.3%) indicated they cared for a child under the age of 13 while 996 (53.7%) did not. Of the 859 respondents with children, 824 (96%) were also employed. The county reporting the lowest proportion of respondents who had children under 13 and were employed was Schoharie County, at 82%. All other counties ranged between 95% to 98% employed with children under 13.

(NOTE: Of the 68 parent-guardians who indicated they were *unemployed at the time of survey*, 65 expanded on the *reasons* for their unemployed status. For 31% of those not working at the time of survey, a child care issue was an underlying factor and, further, 70% of those respondents indicated child care *expense* was the predominant reason. Additional reasons focused on the inability to find quality or dependable care.)

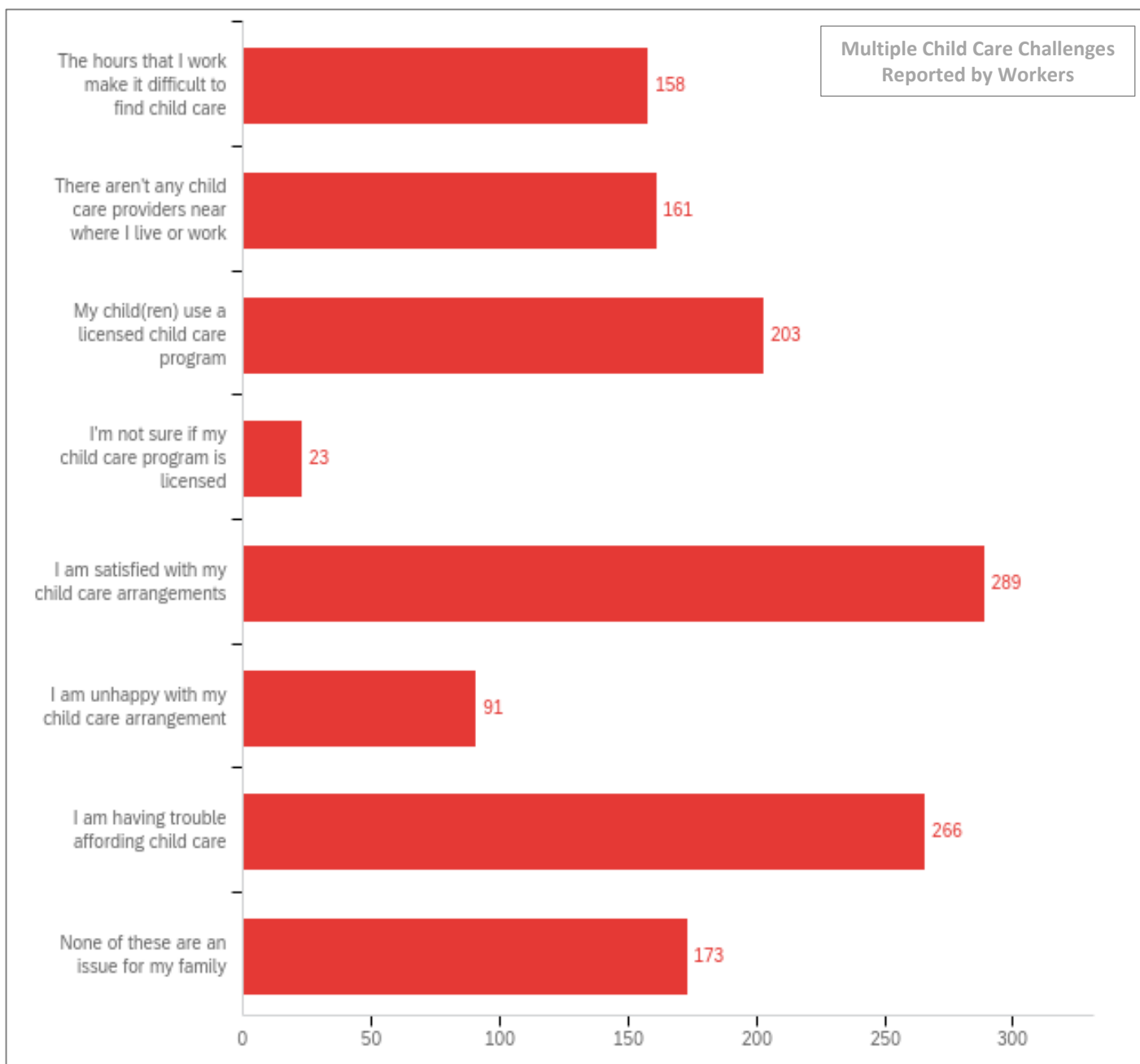
Responses from the 824 working parent/guardians indicated that 60% had a difficult time making child care arrangements and 16% had unreliable child care arrangements. These percentages were especially high in Fulton and Montgomery County, where 75% and 67% respectively had a difficult time making child care arrangements. In addition, respondents were nearly four times more likely to select the statement “It was difficult for my family to make child care arrangements” than the statement “It was not difficult for my family to make child care arrangements”.





While we did not learn exactly why all of the 494 participants indicated it was difficult to find child care, we do know that 319 also reported they either had hours that made it difficult to find care or there weren't any providers near work or home.

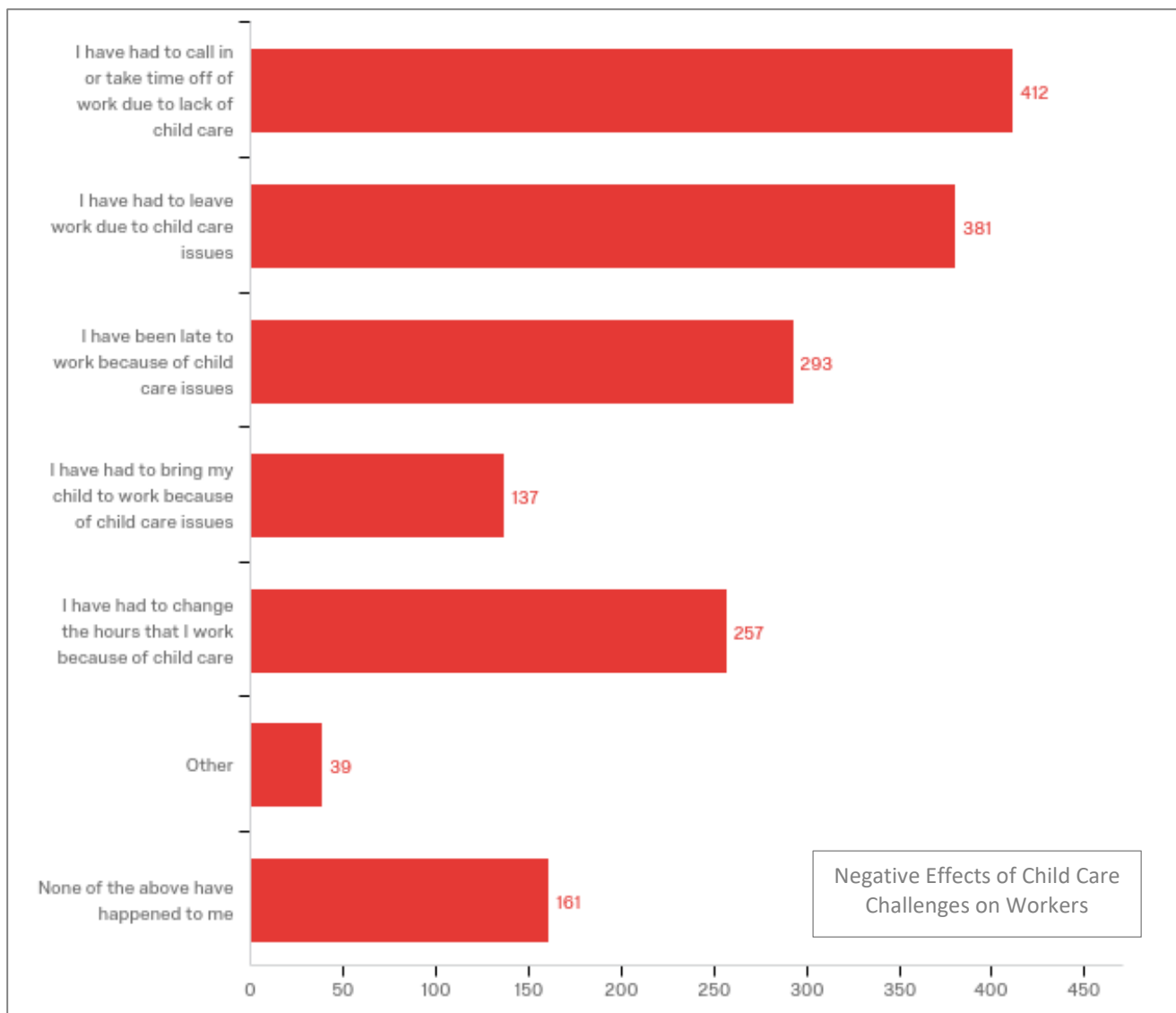
The expense of child care also appeared in survey results for those who were employed at the time, where 266 respondents – 32% -- stated they were having trouble affording child care. Therefore, it is not surprising that, for those who are employed with children, 220 also reported they had considered quitting their jobs to care for their children.



Thoughts about leaving the workforce are only *one* of the many negative outcomes that child care challenges can have on an employee. Survey responses revealed:

- 48% of workers with children under 13 have had to call in or take time off due to lack of child care;
- 34% reported that child care issues have made them late to work;
- 44% have had to leave work for child care reasons (snow days and childhood illness were particularly challenging); and
- 30% of respondents noted that they changed the hours or amount that they worked to accommodate their child care needs.

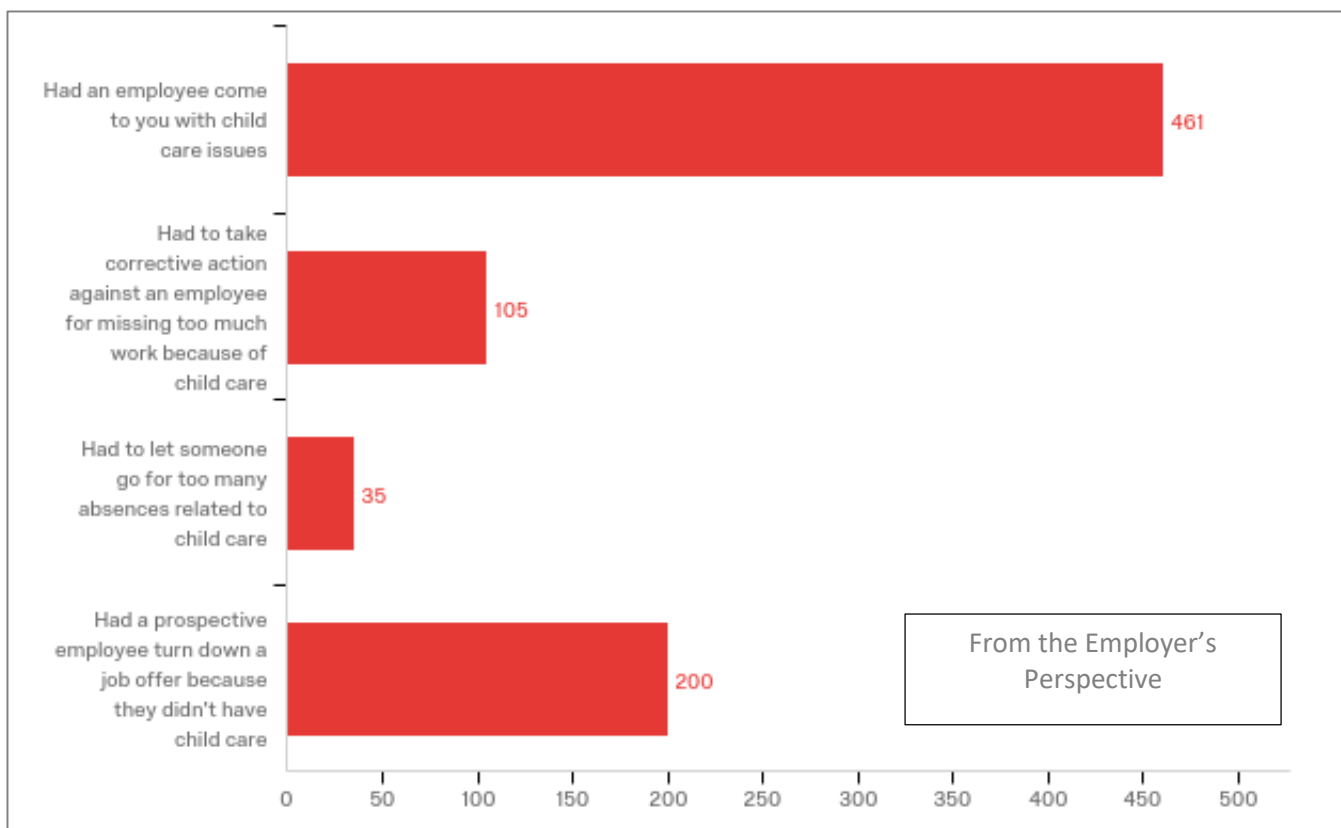
While the majority of workers did not worry that their child care issues would affect their job, 16% worried they might be fired as a result of child care issues. Approximately 6% had corrective action taken against them as a result of child care-related absences or tardiness.



# FINDINGS: PERCEPTIONS

Although not everyone has children or a need for child care, the impact that it has on the workforce is apparent to most workers, including those *without* children. In fact, when asked if a coworker at their current job has mentioned issues with child care, 59% said yes.

Furthermore, 37% of employed survey respondents were either in a Human Resources or Supervisory position where other employees reported to them. Of these administrative workers, 69% reported that they have had employees come to them to report child care issues. This peaked in Oneida County where 71% of respondents in HR or Supervisory positions have received reports of child-care issues from workers. It may be of particular concern that 30% of these administrators reported they had a prospective employee turn down a position because they didn't have child care. In Montgomery County, this rose to 61%. Overall, 16% stated they had taken corrective action against an employee who missed too much work due to child care issues, and 5% had terminated employees due to too many absences related to child care.





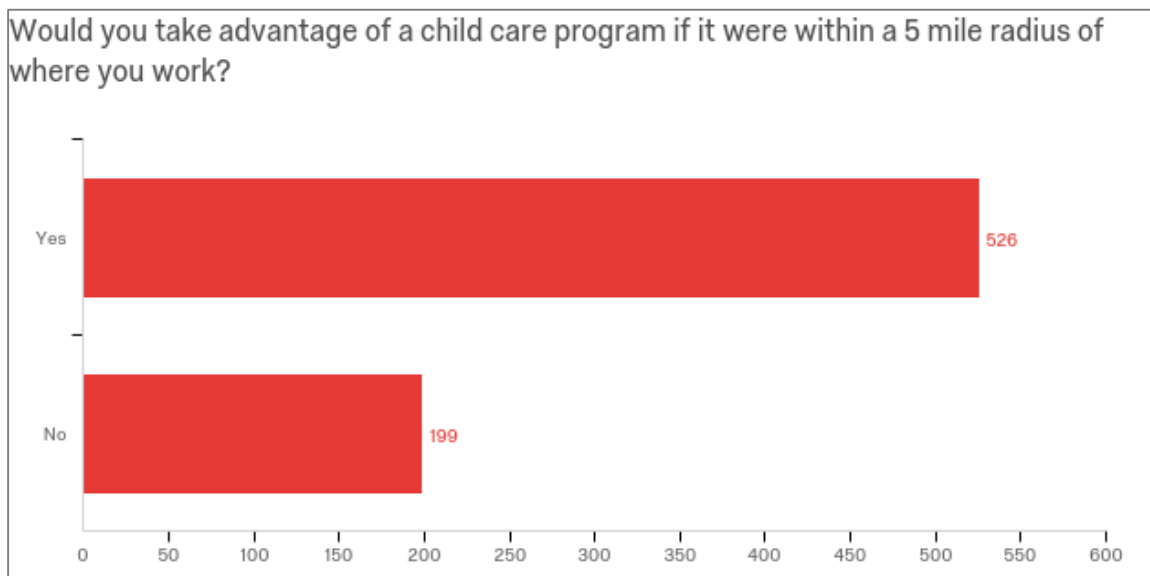
It's hard to tell how survey respondents felt about their child care arrangements. They were asked to select if they were satisfied with their child care arrangement or if they were unhappy. While 34% reported being satisfied with their child care, only 11% reported that they were unhappy with their child care arrangement. This leaves a large population of respondents who, for an unknown reason, didn't select either of those options.

About 24% of respondents reported they made use of a licensed/registered child care program, while 3% of respondents weren't sure if their child's program was licensed/registered. This may indicate that the majority of respondents with children under 13 are making use of child care services provided *outside of* New York State Regulation. With just under 20% of survey respondents stating that the hours they worked made it difficult to find child care and there weren't any child care providers near their workplace, it is not surprising that so many are not using licensed care.



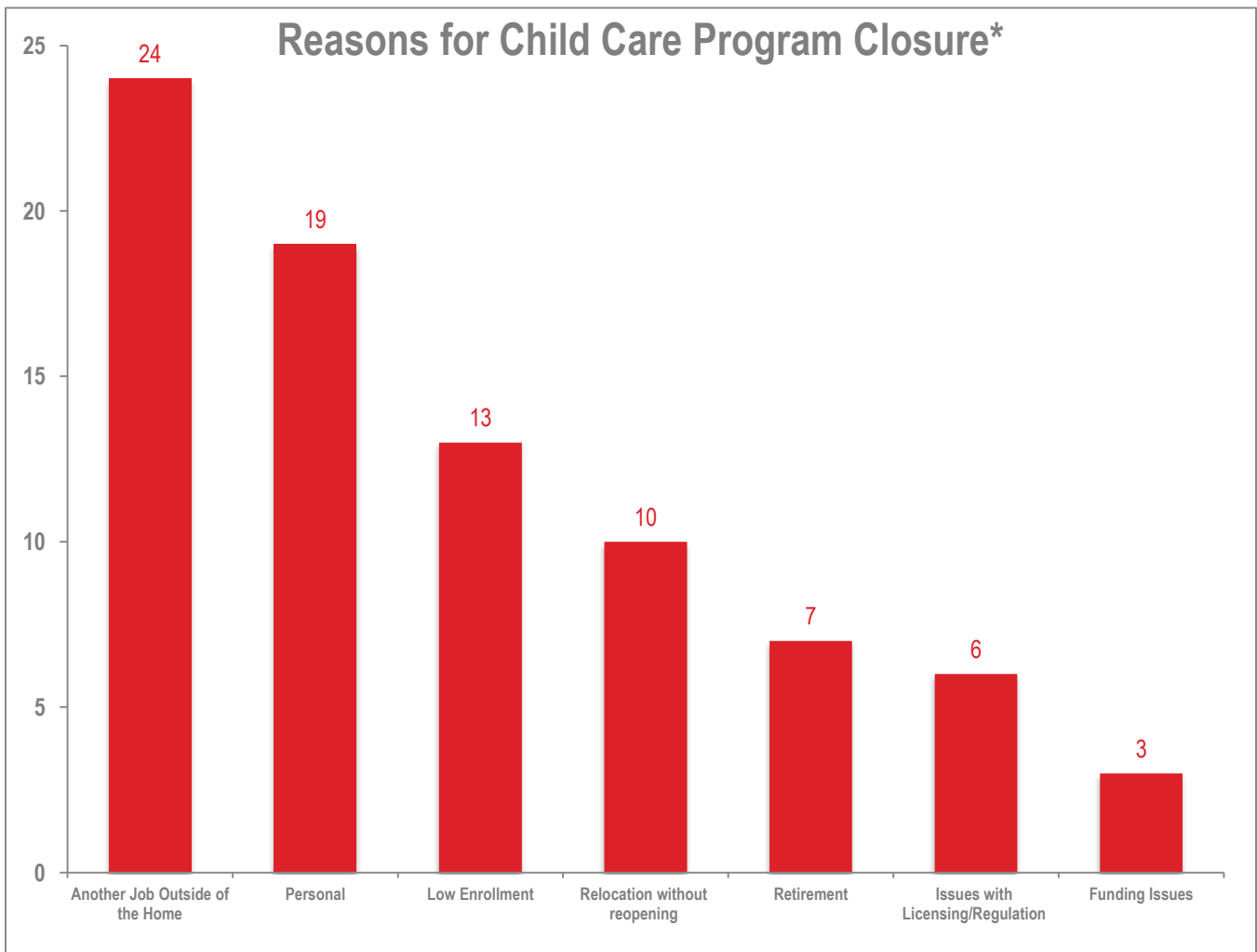
Children investigating berries at Hey Diddle Diddle Daycare in Frankfort

Regardless, 73% of employed survey respondents with children reported that they would take advantage of a child care facility if one was made available within a five-mile radius of work.



As part of addressing the challenges faced by those needing child care, it is also important to understand the reasons why there is a reported shortage of child care *programs* in the Mohawk Valley.

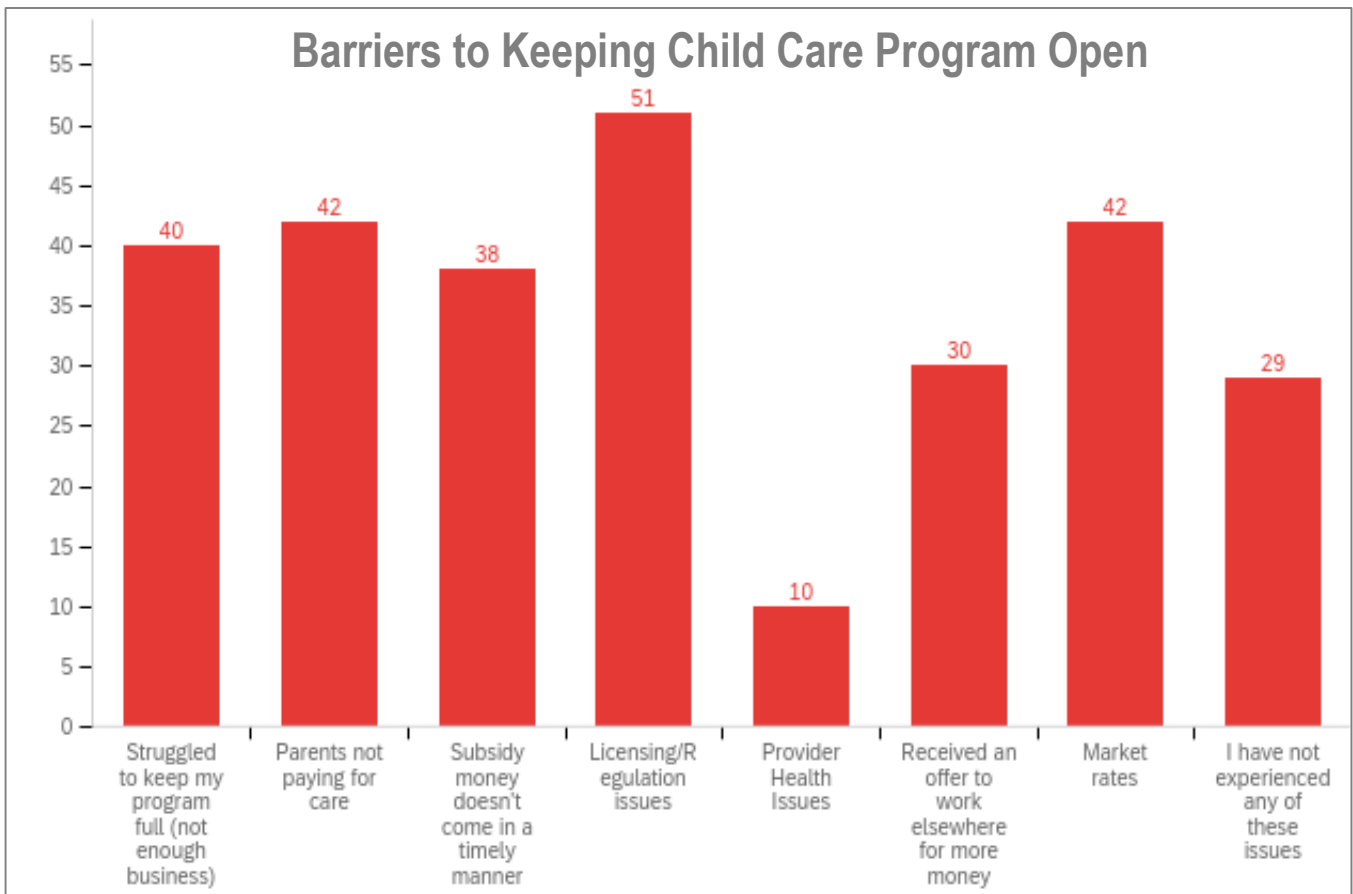
In efforts to oversee area child care providers, the Child Care Council at CCEOC conducts 'exit interviews' for those who are leaving the profession. These exit interviews are part of routine data collection performed by the Council to keep their database of child care programs as current as possible. When the New York State Office of Children and Family Services (**OCFS**) notifies the Council that a child care program has closed, staff contact a representative of the program to discuss reason(s) for closure. This information is not captured by OCFS nor is it always available once the program closes, however, the Council will make multiple attempts as the information is deemed critical to the current and future state of child care services in the Mohawk Valley. The chart below portrays a summary of data extracted from exit interviews since 2006. Not included in this report are temporary closures for reasons such as relocation to a new site, or program/facility expansion.



\*proprietary data of Child Care Council of Cornell Cooperative Extension, representing 3 counties

While the previous data is helpful for understanding what *former* providers perceived as catalysts driving their final decisions to *close* their businesses, surveyors also wanted to provide a snapshot of what *current* child care providers perceive as hurdles in their efforts to keep their doors *open*. From a separate survey instrument disseminated to child care providers in all six counties of the Region, the Child Care Council received 128 provider responses. They were asked to select from a pre-determined list of provider issues heard frequently by the Child Care Council. In addition, respondents could write-in their own issues to elaborate on unique circumstances or add something not found on the list provided. Immediately below is a graph depicting the responses tallied from this survey.

There are some interesting disparities presented in the two subsets of provider data discussed above. First, while the majority of *current* providers (18%) have experienced issues with Licensing/Regulations only a small percentage of *former* providers (7%) identified that as the primary reason for closure during their exit interview. In addition, the largest percentage of *former* providers (29%) closed after being offered a different job, which was one of the least common factors reported by *current* providers (11%) in discussion of their barriers to remaining open.



In their written comments, several providers also discussed the disproportionate changes that have occurred in the ages of children who currently need child care. The issue they describe has resulted from the ongoing emergence of Universal Pre-Kindergarten (UPK) programs.

As UPK programs have increased in prevalence, the need for care serving youngsters after the infancy and toddler stages has essentially decreased or, in some cases, been reduced considerably to require more flexible, part-time arrangements.

For providers, this reduces income and is compounded by the State's regulations that limit the number of infants one individual may care for at one time. Providers, therefore, find themselves with reduced middle-agers who have moved on to UPK, and their losses cannot be offset by taking in new – or more – infants.



Learning to walk at Little Wonders Child Care in Rome

Certainly, the regulation is meant to ensure the safety and proper supervision of our children. Nevertheless, it has evolved to skew the supply and demand for child care at certain ages and communities are left to deal with the following:

- **high demand, low supply of infant care providers, and**
- **low demand, high supply of preschool care providers**

When asked what could be done to help programs remain in business, an overwhelming majority of responses from providers related to financial support. Operators of child care programs are having trouble making ends meet in a profession that they love. What surveying this population has demonstrated to the Child Care Council is that our Region's providers face many diverse challenges on a daily basis. Eventually those challenges multiply and become too overwhelming for the amount of pay they receive, and providers end up taking jobs outside of the home where they can make at least the same wages with less personal stress, if not more. The result is a high-turnover child care industry that leaves families, workers, and employers struggling.





Children learn about pirates at St. James Church Day School in Clinton

During the survey period, focus groups were convened to assist in collecting qualitative information that could shed additional insight on local perceptions and opinions related to child care in the Mohawk Valley. At the time this report was written, focus groups had been completed and results reviewed for one private business, and one not-for-profit services provider. Data is still being collected and analyzed from the third focus group participant, a local college. Preliminary results are summarized below, however an addendum to this report will be released in Spring 2020. Specific

names of the locations where focus groups were held are not included in this report.

The private business focus group was extremely informative on the barriers that working women face pertaining to child care. The participants were all female and varied in age as well as whether they had children at the time. Regardless of their family composition, everyone in the room recognized that quality child care is difficult to find. Those with children expressed that they weren't prepared for how difficult finding care would be when they were ready to return to work. They wished that the topic and resources had been part of child-birthing class since infant care was so difficult to secure. Between the locations of programs and lack of openings within programs for the age groups they were seeking, it was learned that many families today are making use of child care services they don't like just because it's the only option available. Some participants have solicited full-time care from another family member to make ends meet financially, even if that meant driving longer distances.

The expense of child care was also discussed as a barrier. "You can't afford to work, but you can't afford *not* to work," is how one participant described this situation. Some mentioned that the expense of daycare was one of the reasons they weren't having more children, while others had to split up their care arrangements to save money. Although all child care can be expensive, it was noted that afterschool care was particularly costly, since families pay the same amount regardless of the time their child spends there.

One of the most common challenges expressed by participants was the need to find daycare geographically situated within their school district to accommodate any transportation needs back and forth during the families' school- and workdays.

School schedules also pose another yearlong conflict for working families – snow days, staff training, school breaks, and summertime. Many participants stated that they have taken days off from work to care for their child not only during their own brief illnesses, but also during time periods such as those above that were unannounced or incompatible with routine employment schedules. Participants made a point to mention they were all thankful for their office's flexible work policies that help accommodate their families' child care situations.

The not-for-profit organization's focus group hosted Arabic, Spanish, Russian, Karen, Burmese and Khmer speaking immigrants (interpreters were used for this focus group). This population mostly uses family members for child care until their children reach school age, so child care wasn't reported as being as much of an issue as it seems to be for indigenous or well-established families. For this population, transportation and language barriers remain the biggest obstacles in nearly all aspects of their lives, particularly gaining employment.

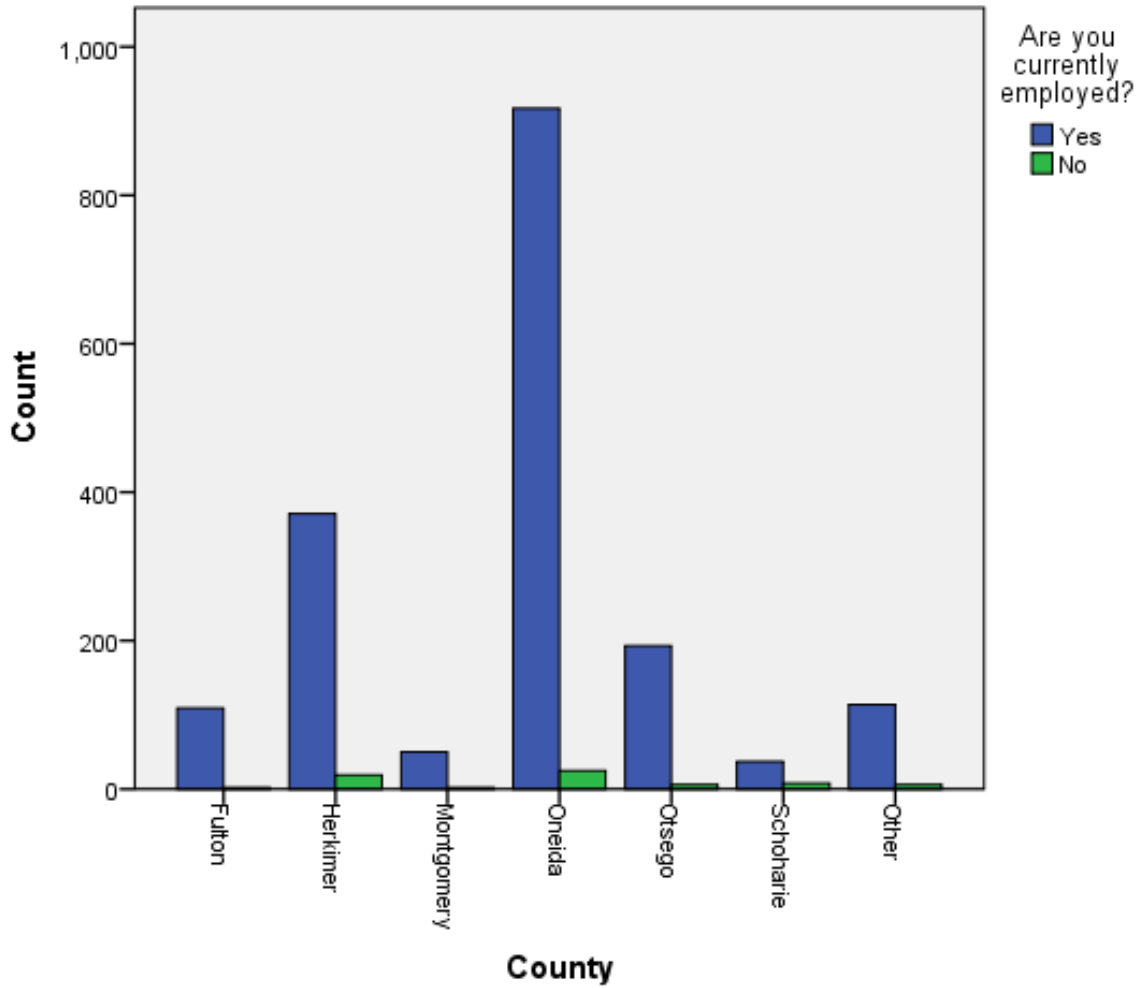
Remaining data and comments from the focus groups are being collected/summarized, and will be released as an addendum in a separate report during Spring 2020.



As part of this survey we asked respondents to provide the name of their employer so aggregate data could be reported back to each business regarding their employees' specific child care needs. We found, however, that respondents were sometimes vague in recording their employers' full business names. Therefore, we have compiled an alphabetical roster after cross-checking against public listings to the best of our ability. We regret that we were unable to clearly pinpoint the listings for some of our regional business partners, which in many cases was due to a lack of reference regarding branch or geographical location. Some unverified names have been included in this list as recorded by survey respondents in our attempt to ensure all participating or referenced employers were listed.

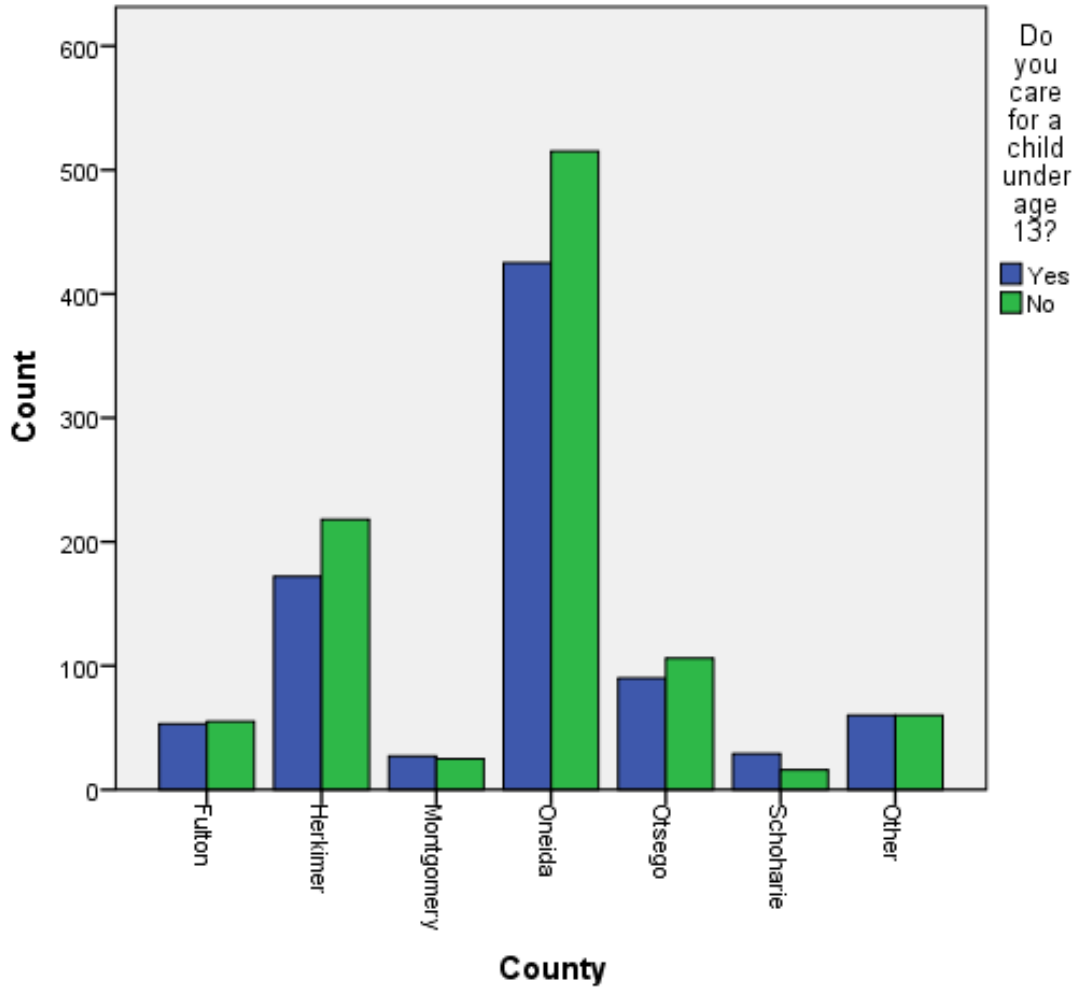
**ACCESS-VR**, Accu-Data, **Adirondack Central School District**, Albany Dental Care, **Americu Credit Union**, Amsterdam Printing, **Aman Development Corp**, Area Resource Center, **Baird**, Bassett Healthcare Systems, **Benefit Plans Administrative Services**, Benton Hall Academy, **Big Moose Inn**, BNY Mellon, **Bob Putnam Agency Inc**, BOCES, **Booz Allen Hamilton**, Brady Fence Co, **Brewery Ommegang**, BRIDGES, **Bright Hill Press**, Brooks Machine Products Ltd, **Bugbee Children's Center**, Building Blocks, **C&D Advertising**, Canastota Central School District, **CAP-21**, Catholic Charities, **Cazenovia Public Library**, Clinton Early Learning Center, **Celebration Children's Center**, Center for Disability Services, **Center for Family Life and Recovery**, Center State Propane, **Central New York Health Home Network**, Central Valley School District, **Centro Civico**, Chamber of Commerce, **Church of the Holy Family**, CNY Developmental Disabilities Services Office, **CNY Psychiatric Center**, Cobleskill-Richmondville Central School District, **Cochran Farm 1790**, Community Action, **Community Bank**, Community Foundation, **Cooperstown Central School District**, Cornell Cooperative Extension, **County Child Development Council**, County Department of Planning, **County Emergency Service**, County Office for the Aging, **County Probation**, County Public Health, **County Rural Preservation**, County Sheriff, **County SNAP**, County Social Services, **County WIC Program**, County Youth Bureau, **Cozy Cubs Daycare**, Delaware Engineering, **Department of Corrections**, Department of Education, **Department of Environmental Conservation**, Department of Labor, **Department of Transportation**, **D.P.C.**, Didymus Thomas Library, **Dolgeville Central School District**, Douglas County School District, **DRN Counseling & Consulting Services**, Dunham Library, **Eastern Star Daycare**, Ed&Ed Business Technology Inc, **Eggan Excavating**, Empire State Development, **Enchanted Forest Water Safari**, Family Planning of South Central NY, **Feldman Manufacturing**, FGI, **First Assembly of God Church**, **First Nursery School of Utica**, Foor's Auto Repair, **Frank J Basloe Library**, Frankfort Free Library, **FrieslandCampina**, General William Floyd Elementary, **Genesee Street Children's Center**, Giacomo Sporting USA, **Gilbertsville Expressive Movement Inc**, Gilroy Kernan & Gilroy, **Gold Star Feed & Grain**, Griffiss Business & Technology Park, **H&R Block**, Half Pint Academy, **Hamilton Public Library**, Hartwick College, **Head Start**, Helios Care, **Herkimer College**, Herkimer Central School District, **Holland Patent Central School District**, Hope House, **ICAN**, Indium Corporation, **Industrial Development**

**Agency**, Jay's Day Care, **JBK Stainless**, Jervis Public Library, **Jewish Community Center**, Johnson Park Center, **Junior Junction**, Kids Time Learning Center, **Kidz Korner**, Kinney Drugs, **Kirby Free Library**, Legal Services of CNY, **LIFEPlan CCO NY**, Little Falls City School District, **Little Falls Hospital**, Little Falls Public Library, **Little Sprouts Daycare**, M&T Bank, **Mama Bear Daycare**, Manna Fish Farms Inc, **Masonic Care Community of New York**, Merrill Lynch, **MetLife**, Mohawk Valley Community College, **MV Housing & Homeless Coalition**, Mohawk Valley Interpreters, **Mohawk Valley Latino Association**, Mohawk Valley Perinatal Network, **Morrisville Auxillary Corporation**, Mosaic Health, **Mount Markham Central School District**, Munson Williams Proctor Arts Institute, **MVP Health**, Nathan Littauer Hospital, **National Baseball Hall of Fame**, NBT Bank, **Nelson & Strife Financial Group**, New Hartford Central School District, **New Hartford Public Library**, New Woodstock Free Library, **New York Central Mutual**, New York Folklore Society, **New York Mills Public Library**, NYS Assembly, **NYS Canal Corporation**, NYS Civil Services, **NYS Department of Information Technology Services**, NYS Justice Center, **Mental Hygiene Legal Services**, NYS School for the Deaf, **NYS Senate**, Newport Telephone Company, **Northern Rivers Family Services**, Northstar Recycling, **Nurse Connection Staffing**, NYS Office of Children & Family Services, **NYS Office of General Services**, Operations Residential, **Oppenheim-Ephratah-St. Johnsville Central School District**, Opportunities for Otsego Inc, **Otsego Now**, Parkway Center, **Puma Accounting**, R&K Enterprise Solutions, **Rehabilitation Support Services Inc**, Remsen Central School District, **Rescue Mission**, Resource Center for Independent Living, **Rome Art & Community Center**, Rome Central School District, **Rome Early Childhood Program**, Rommel Fence LLC, **Rural Rental Assistance**, Russell Services, **Safe Schools Mohawk Valley**, Sangertown Square, **Schoharie River Center**, Sitrin Health Care Center, **Mohawk Valley Small Business Development Center**, Oneida-Herkimer Solid Waste Authority, **Sotera Investigative Group LLC**, Springbrook, **St. John the Evangelist Nursery School**, St. Paul's Nazareth Daycare, **SUNY Cobleskill**, SUNY Oneonta, **SUNY Polytechnic Institute**, Roman Catholic Diocese of Syracuse, **Syracuse University**, Tech Geekery Inc, **The Center**, The Family Counseling Center, **The Farmhouse at Emmons**, The Fountainhead Group, **The Kelberman Center**, The Neighborhood Center, **The Pavillion at Robinson Terrace**, Thea Bowman House, **NYS Thruway Authority**, Town of Webb, **Town of Webb Union Free School District**, Townsquare Media, **Tractor Supply Co**, Gehring Tricot Corp, **United Healthcare**, Upstate Cerebral Palsy, **Upstate Family Health Center Inc**, United Way, **Utica Academy of Science Charter School**, Utica City School District, **Utica College**, Utica Public Library, **Utica Zoo**, Valley Health Services (Bassett), **Valley Residential Services (Bassett)**, Vernon-Verona Sherrill Central Schools, **Walgreens**, Walmart, **Walter Elwood Museum**, Watershed Agricultural Council, **Weller Library**, West Winfield Library, **Western Town Library**, Westmoreland Central School Elementary, **WIC (Women, Infants, & Children)**, Working Solutions, YMCA, **YWCA**.

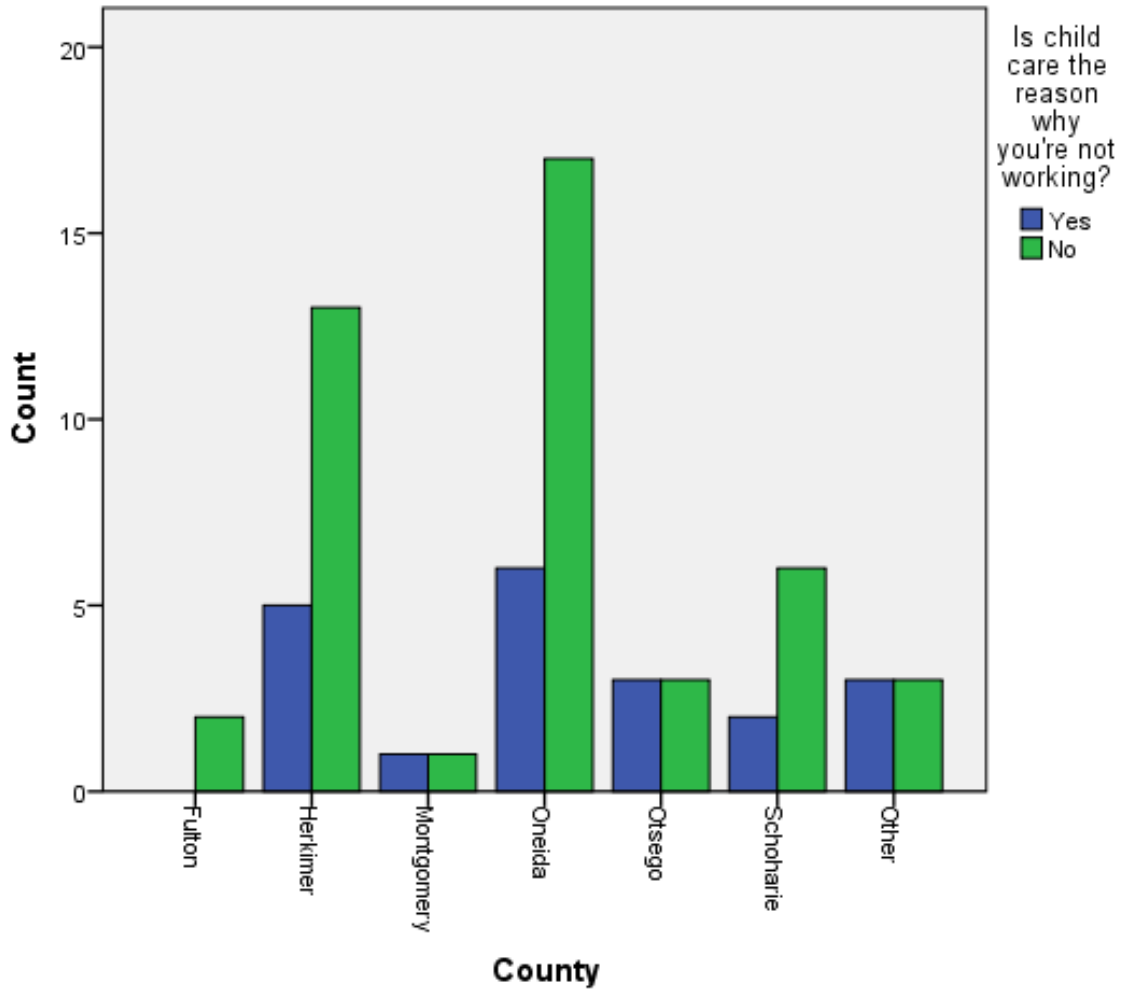


		Are you currently employed?		Total
		Yes	No	
County	Fulton	109 (98%)	2 (2%)	111
	Herkimer	371 (95%)	19 (5%)	390
	Montgomery	50 (96%)	2 (4%)	52
	Oneida	917 (97%)	25 (3%)	942
	Otsego	193 (97%)	6 (3%)	199
	Schoharie	37 (82%)	8 (18%)	45
	Other	114 (95%)	6 (5%)	120
Total		1791	68	1859

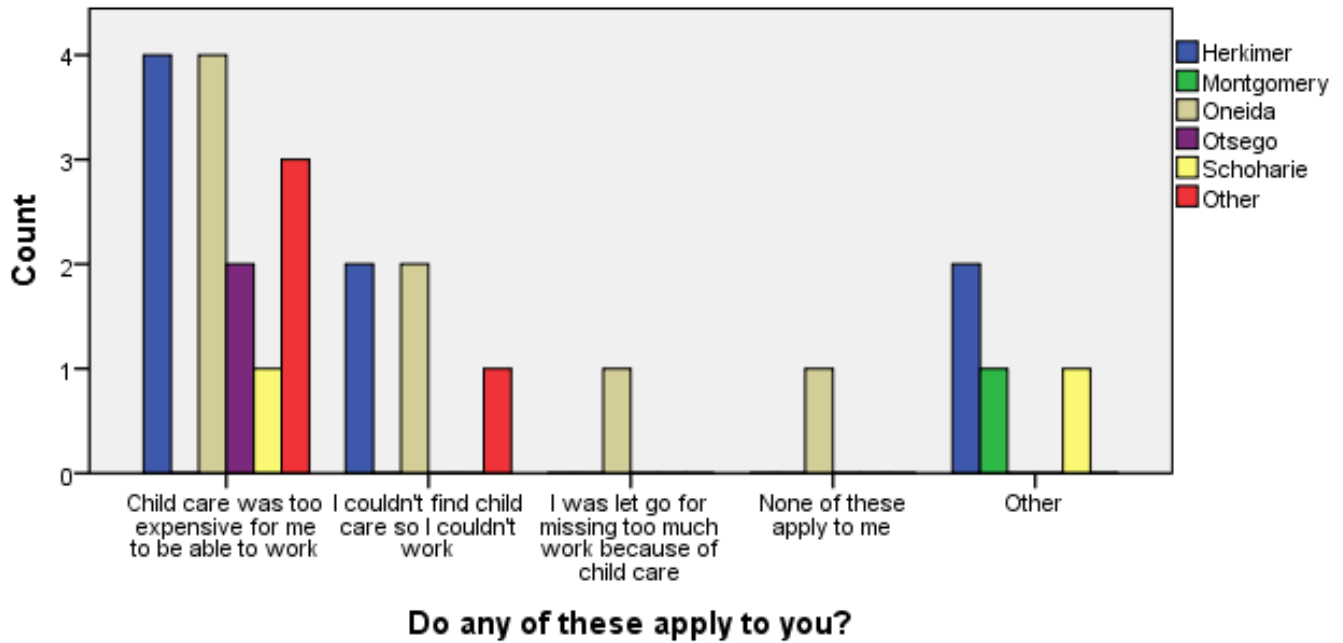
# DATA: BY COUNTY



Count		Do you care for a child under age 13?		Total
		Yes	No	
County	Fulton	53 (49%)	55 (51%)	108
	Herkimer	172 (44%)	218 (56%)	390
	Montgomery	27 (52%)	25 (48%)	52
	Oneida	425 (45%)	515 (55%)	940
	Otsego	90 (46%)	106 (54%)	196
	Schoharie	29 (64%)	16 (36%)	45
	Other	60 (50%)	60 (50%)	120
Total		856	995	1851

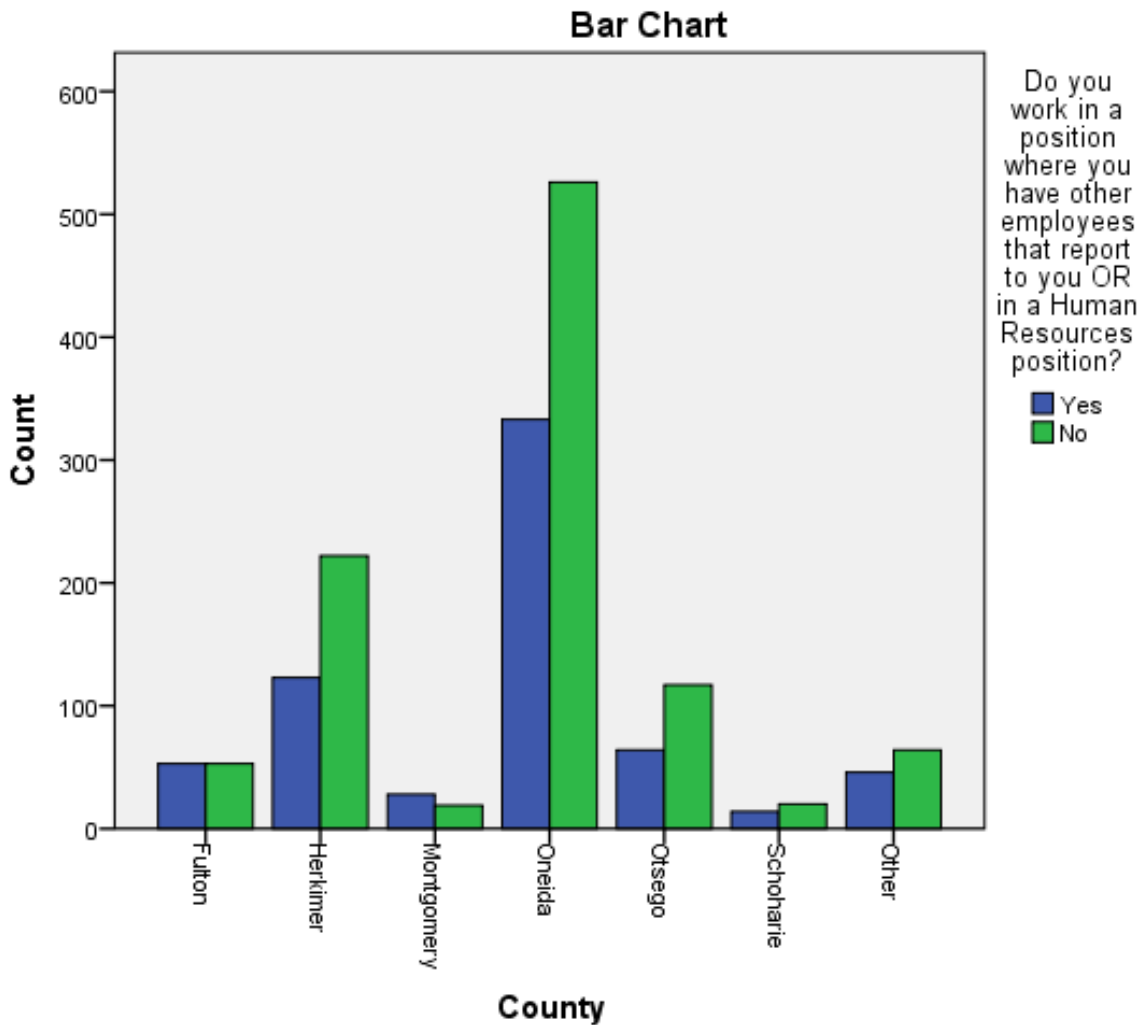


County		Is child care the reason why you're not working?		Total
		Yes	No	
Fulton		0 (0%)	2 (100%)	2
Herkimer		5 (28%)	13 (72%)	18
Montgomery		1 (50%)	1 (50%)	2
Oneida		6 (26%)	17 (74%)	23
Otsego		3 (50%)	3 (50%)	6
Schoharie		2 (25%)	6 (75%)	8
Other		3 (50%)	3 (50%)	6
<b>Total</b>		<b>20</b>	<b>45</b>	<b>65</b>

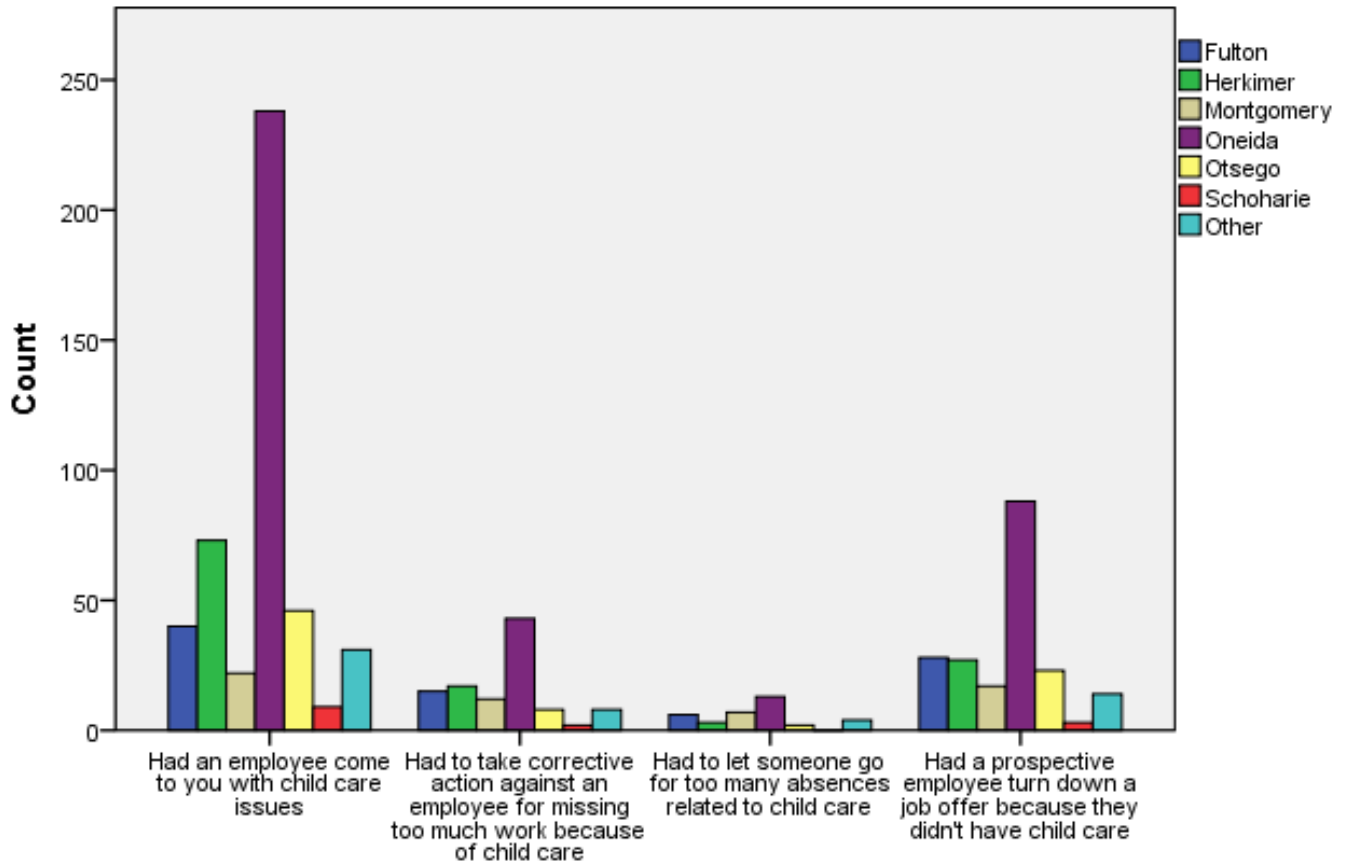


		Do any of these apply to you?					Total	
		Child care was too expensive for me to be able to work	I couldn't find child care so I couldn't work	I was let go for missing too much work because of child care	None of these apply to me	Other		
County	Herkimer	Count	4 (21%)	2 (11%)	0 (0%)	0 (0%)	2 (11%)	5
	Montgomery	Count	0 (0%)	0 (0%)	0 (0%)	0 (0%)	1 (50%)	1
County	Oneida	Count	4 (16%)	2 (8%)	1 (4%)	1 (4%)	0 (0%)	6
	Otsego	Count	2 (33%)	0 (0%)	0 (0%)	0 (0%)	0 (0%)	2
County	Schoharie	Count	1 (13%)	0 (0%)	0 (0%)	0 (0%)	1 (13%)	2
	Other	Count	3 (50%)	1 (17%)	0 (0%)	0 (0%)	0 (0%)	3
Total	Count		14	5	1	1	4	19



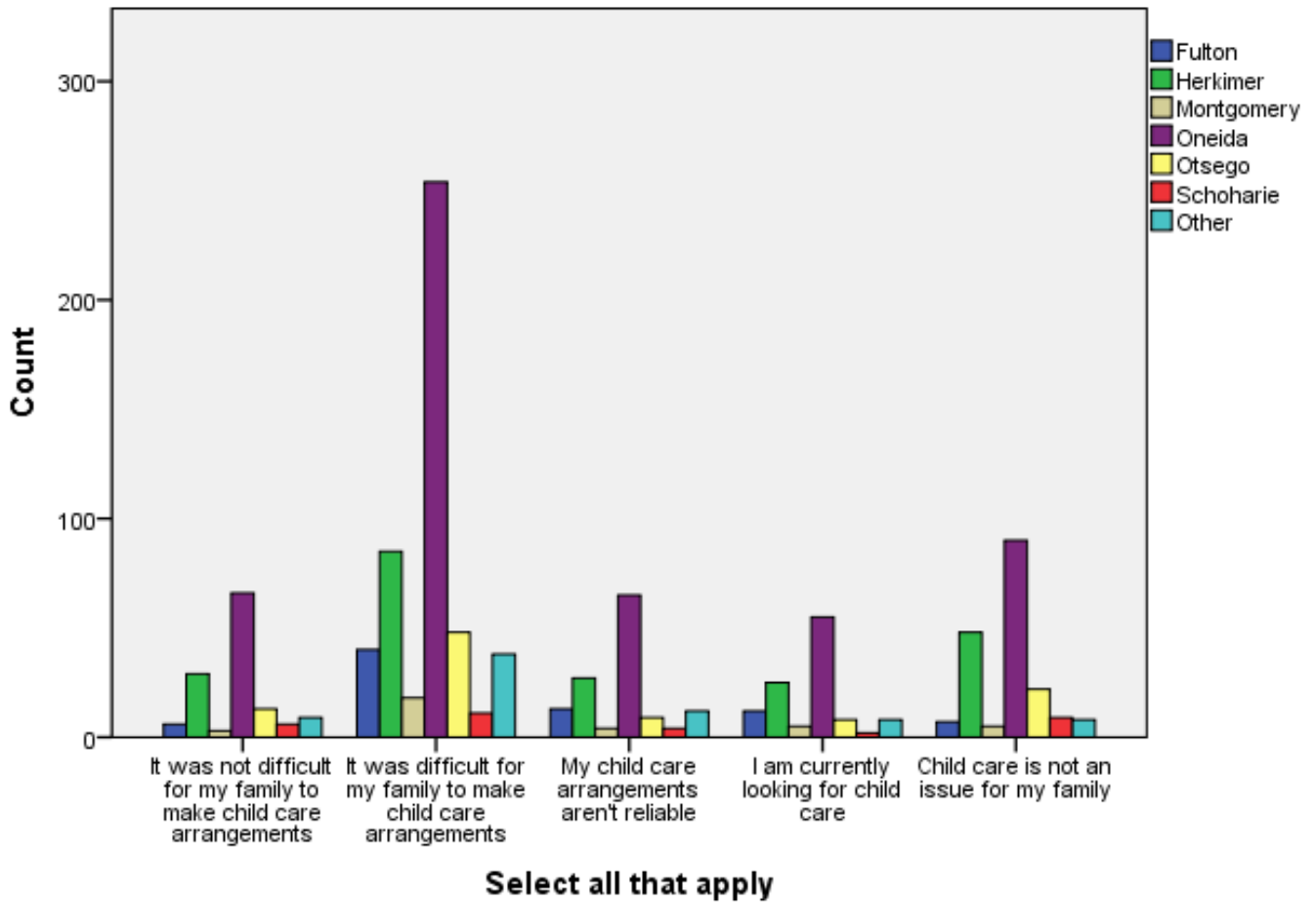


Count		Do you work in a position where you have other employees that report to you OR in a Human Resources position?		Total
		Yes	No	
County	Fulton	53 (50%)	53 (50%)	106
	Herkimer	123 (36%)	222 (64%)	345
	Montgomery	28 (60%)	19 (40%)	47
	Oneida	333 (39%)	526 (61%)	859
	Otsego	64 (35%)	117 (65%)	181
	Schoharie	14 (41%)	20 (59%)	34
	Other	46 (42%)	64 (58%)	110
Total		661	1021	1682

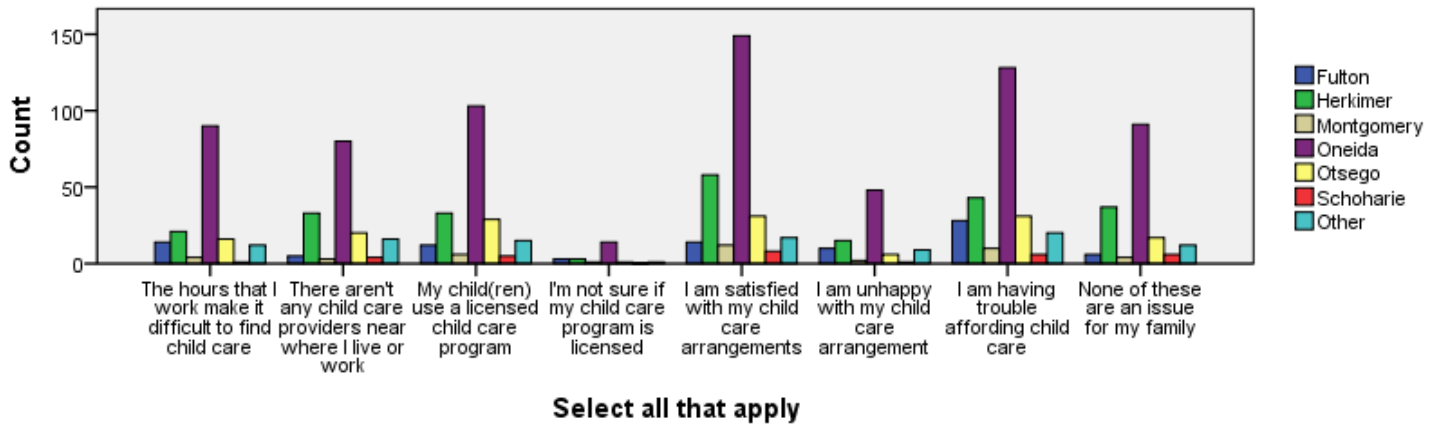


## Have you ever...

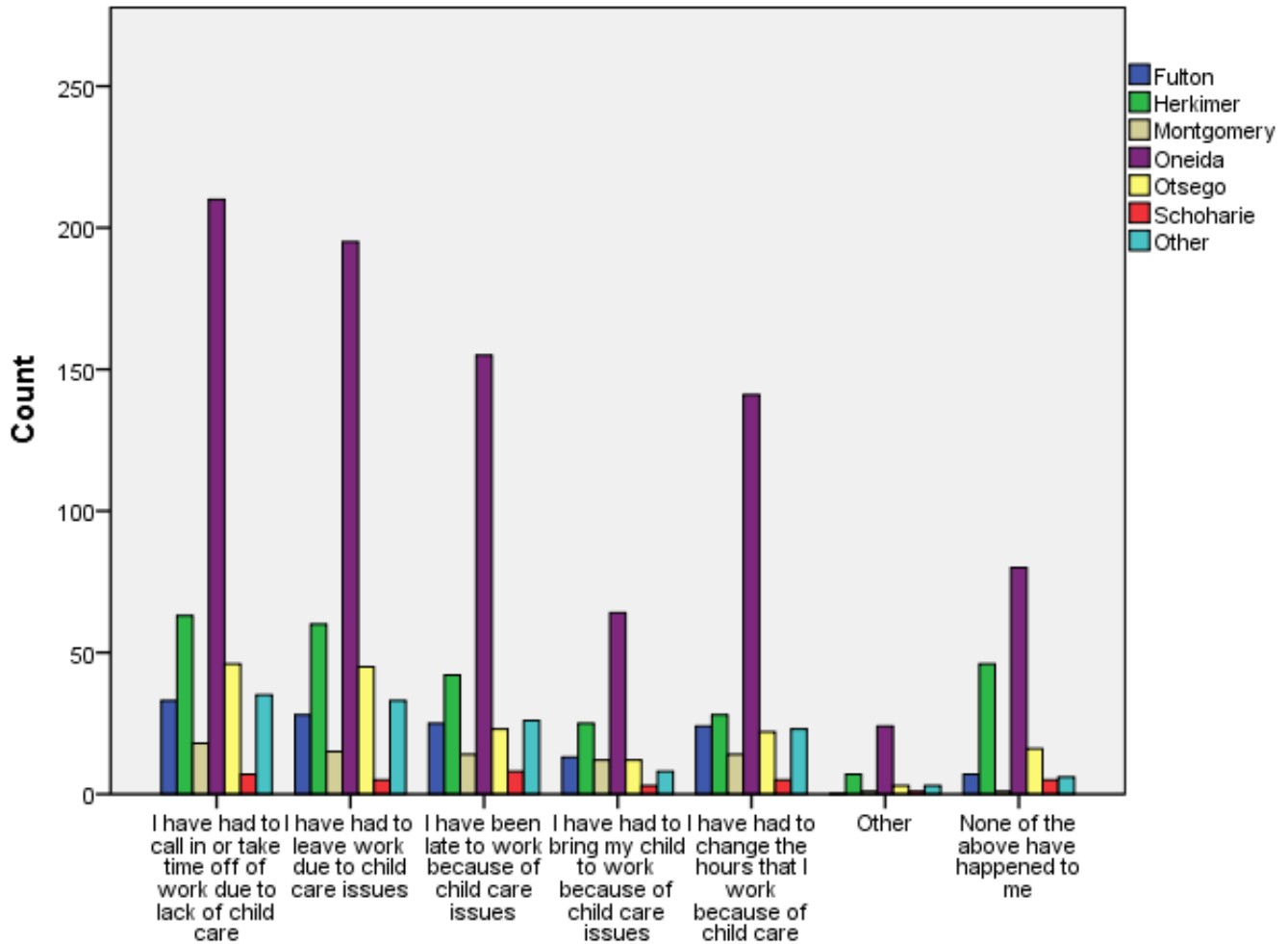
		Have you ever...				Total	
		Had an employee come to you with child care issues	Had to take corrective action against an employee for missing too much work because of child care	Had to let someone go for too many absences related to child care	Had a prospective employee turn down a job offer because they didn't have child care		
County	Fulton	Count	40 (75%)	15 (28%)	6 (11%)	28 (53%)	44
	Herkimer	Count	73 (59%)	17 (14%)	3 (2%)	27 (22%)	81
	Montgomery	Count	22 (79%)	12 (43%)	7 (25%)	17 (61%)	23
	Oneida	Count	238 (71%)	43 (13%)	13 (4%)	88 (26%)	252
	Otsego	Count	46 (72%)	8 (13%)	2 (3%)	23 (36%)	49
	Schoharie	Count	9 (64%)	2 (14%)	0 (0%)	3 (21%)	9
	Other	Count	31 (67%)	8 (17%)	4 (9%)	14 (30%)	32
Total	Count	459	105	35	200	490	



		Select all that apply					Total	
		It was not difficult for my family to make child care arrangements	It was difficult for my family to make child care arrangements	My child care arrangements aren't reliable	I am currently looking for child care	Child care is not an issue for my family		
County	Fulton	Count	6 (11%)	40 (75%)	13 (25%)	12 (23%)	7 (13%)	51
	Herkimer	Count	29 (17%)	85 (49%)	27 (16%)	25 (15%)	48 (28%)	159
	Montgomery	Count	3 (11%)	18 (67%)	4 (15%)	5 (19%)	5 (19%)	26
	Oneida	Count	66 (16%)	254 (60%)	65 (15%)	55 (13%)	90 (21%)	405
	Otsego	Count	13 (14%)	48 (53%)	9 (10%)	8 (9%)	22 (24%)	84
	Schoharie	Count	6 (21%)	11 (38%)	4 (14%)	2 (7%)	9 (31%)	26
	Other	Count	9 (15%)	38 (63%)	12 (20%)	8 (13%)	8 (13%)	55
<b>Total</b>		<b>Count</b>	<b>132</b>	<b>494</b>	<b>134</b>	<b>115</b>	<b>189</b>	<b>806</b>

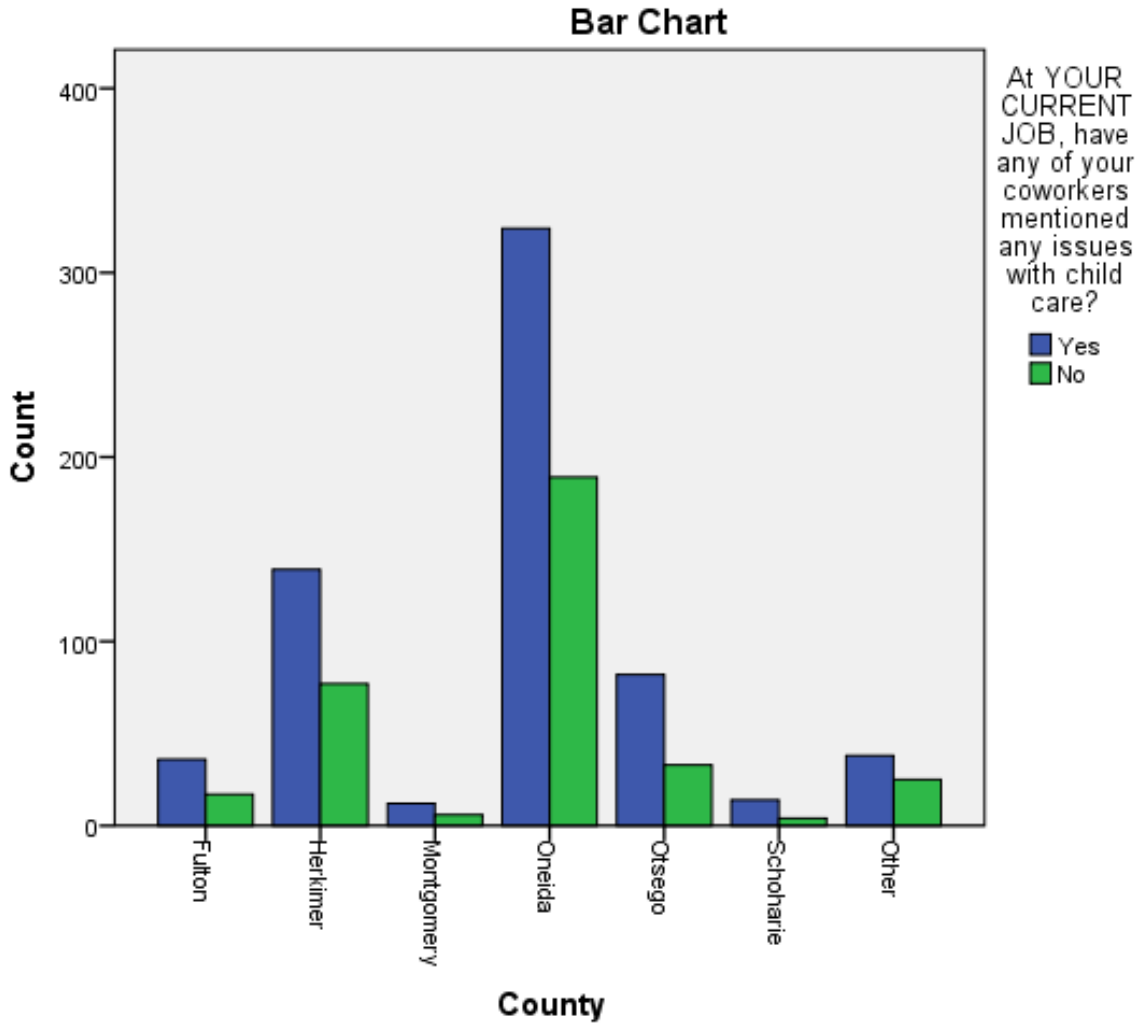


			Select all that apply								
			The hours that I work make it difficult to find child care	There aren't any child care providers near where I live or work	My child(ren) use a licensed child care program	I'm not sure if my child care program is licensed	I am satisfied with my child care arrangements	I am unhappy with my child care arrangement	I am having trouble affording child care	None of these are an issue for my family	Total
County	Fulton	Count	14 (26%)	5 (9%)	12 (23%)	3 (6%)	14 (26%)	10 (19%)	28 (53%)	6 (11%)	50
	Herkimer	Count	21 (12%)	33 (19%)	33 (19%)	3 (2%)	58 (34%)	15 (9%)	43 (25%)	37 (22%)	153
	Montgomery	Count	4 (15%)	3 (11%)	6 (22%)	1 (4%)	12 (44%)	2 (7%)	10 (37%)	4 (15%)	24
	Oneida	Count	90 (21%)	80 (19%)	103 (24%)	14 (3%)	149 (35%)	48 (11%)	128 (30%)	91 (21%)	387
	Otsego	Count	16 (18%)	20 (22%)	29 (32%)	1 (1%)	31 (34%)	6 (7%)	31 (34%)	17 (19%)	82
	Schoharie	Count	1 (3%)	4 (14%)	5 (17%)	0 (0%)	8 (28%)	1 (3%)	6 (21%)	6 (21%)	23
	Other	Count	12 (20%)	16 (27%)	15 (25%)	1 (2%)	17 (28%)	9 (15%)	20 (33%)	12 (20%)	54
<b>Total</b>		<b>Count</b>	<b>158</b>	<b>161</b>	<b>203</b>	<b>23</b>	<b>289</b>	<b>91</b>	<b>266</b>	<b>173</b>	<b>773</b>



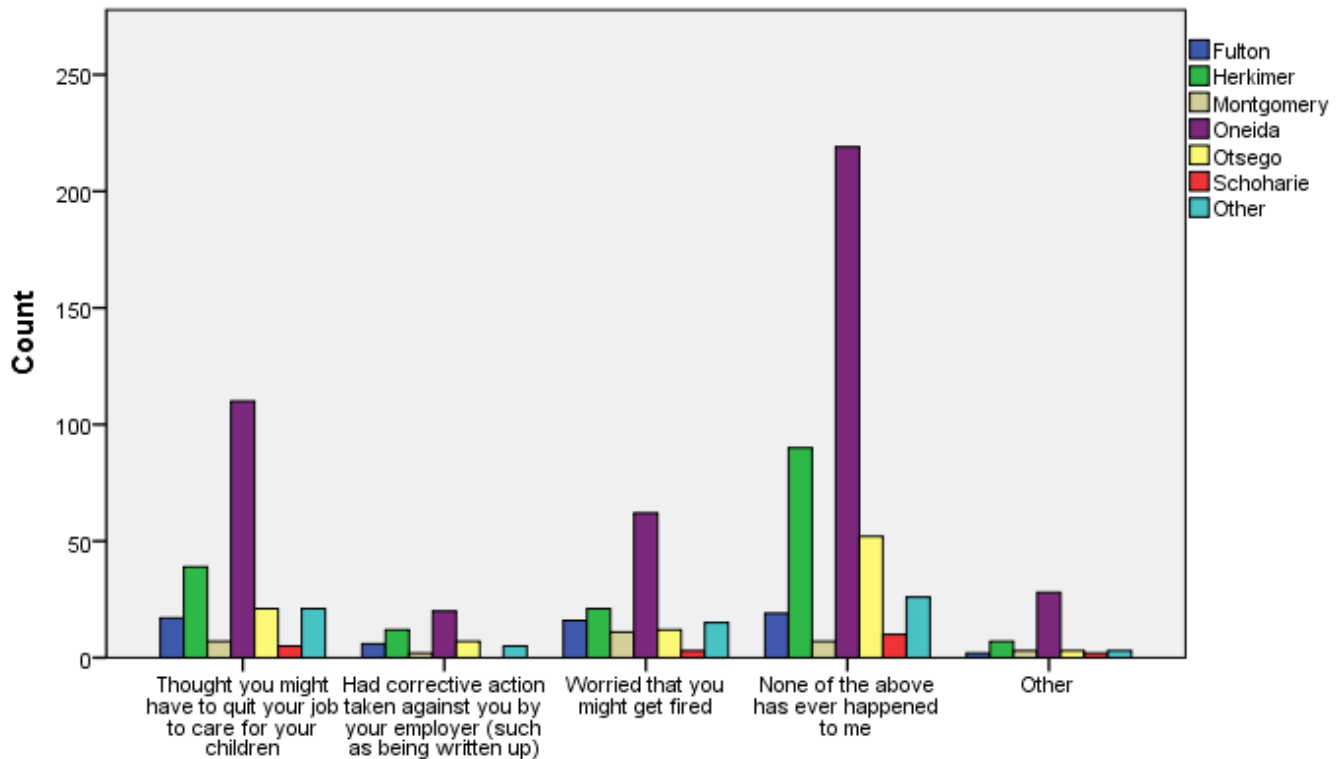
Select all that apply

		Select all that apply							Total	
		I have had to call in or take time off of work due to lack of child care	I have had to leave work due to child care issues	I have been late to work because of child care issues	I have had to bring my child to work because of child care issues	I have had to change the hours that I work because of child care	Other	None of the above have happened to me		
County	Fulton	Count	33 (62%)	28 (53%)	25 (47%)	13 (25%)	24 (45%)	0 (0%)	7 (13%)	48
	Herkimer	Count	63 (39%)	60 (37%)	42 (26%)	25 (15%)	28 (17%)	7 (4%)	46 (28%)	143
	Montgomery	Count	18 (72%)	15 (60%)	14 (56%)	12 (48%)	14 (56%)	1 (4%)	1 (4%)	21
	Oneida	Count	210 (51%)	195 (47%)	155 (37%)	64 (15%)	141 (34%)	24 (6%)	80 (19%)	374
	Otsego	Count	46 (53%)	45 (52%)	23 (26%)	12 (14%)	22 (25%)	3 (3%)	16 (18%)	79
	Schoharie	Count	7 (30%)	5 (22%)	8 (35%)	3 (13%)	5 (22%)	1 (4%)	5 (22%)	17
	Other	Count	35 (63%)	33 (59%)	26 (46%)	8 (14%)	23 (41%)	3 (5%)	6 (11%)	50
Total		Count	412	381	293	137	257	39	161	732



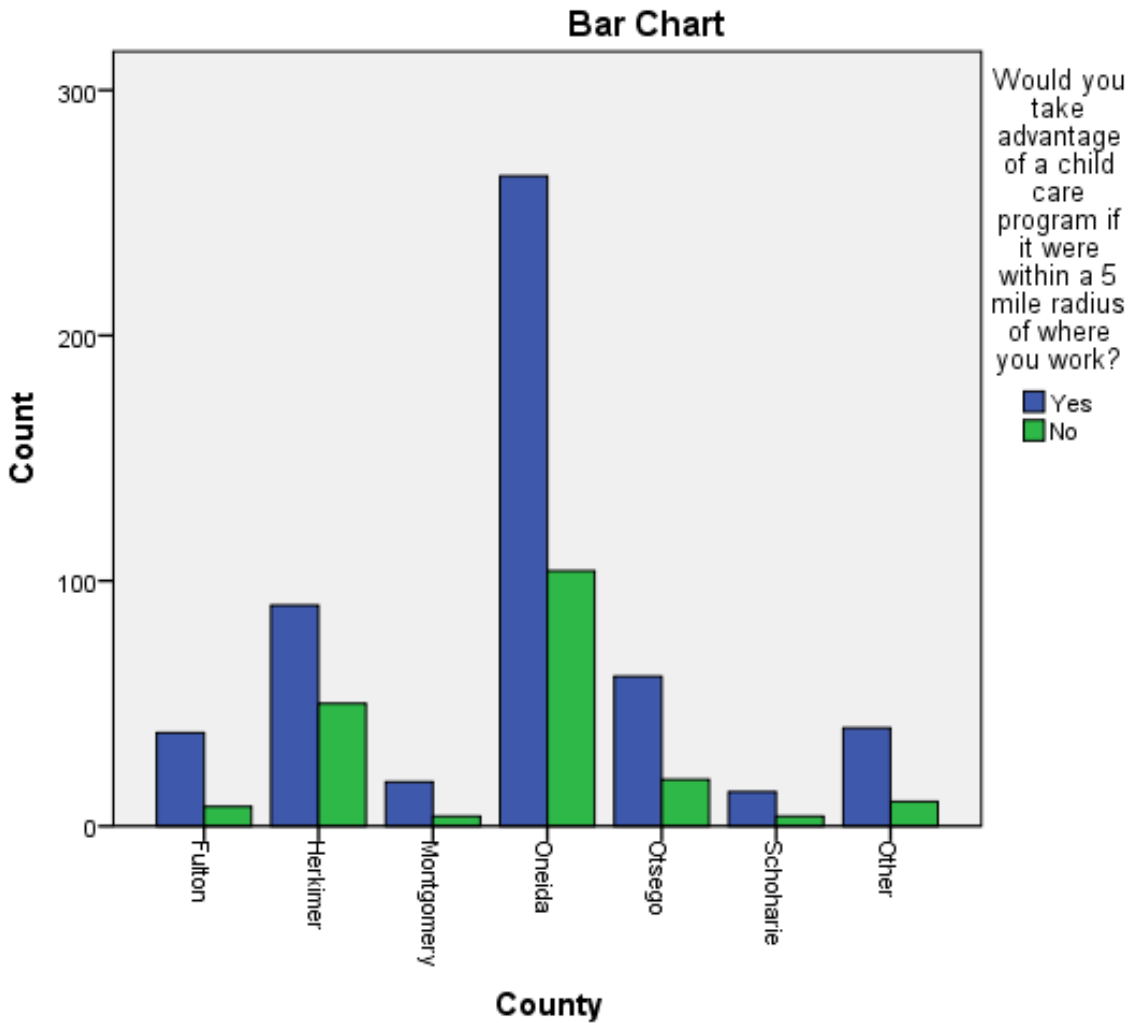
Count		At YOUR CURRENT JOB, have any of your coworkers mentioned any issues with child care?		Total
		Yes	No	
County	Fulton	36 (68%)	17 (32%)	53
	Herkimer	139 (64%)	77 (36%)	216
	Montgomery	12 (67%)	6 (33%)	18
	Oneida	324 (63%)	189 (37%)	513
	Otsego	82 (71%)	33 (29%)	115
	Schoharie	14 (78%)	4 (22%)	18
	Other	38 (60%)	25 (40%)	63
Total		645	351	996





**As a result of child care problems, have you ever...**

			Select all that apply					Total
			Thought you might have to quit your job to care for your children	Had corrective action taken against you by your employer (such as being written up)	Worried that you might get fired	None of the above has ever happened to me	Other	
County	Fulton	Count	17 (32%)	6 (11%)	16 (30%)	19 (36%)	2 (4%)	46
	Herkimer	Count	39 (24%)	12 (7%)	21 (13%)	90 (55%)	7 (4%)	143
	Montgomery	Count	7 (28%)	2 (8%)	11 (44%)	7 (28%)	3 (12%)	22
	Oneida	Count	110 (27%)	20 (5%)	62 (15%)	219 (53%)	28 (7%)	372
	Otsego	Count	21 (24%)	7 (8%)	12 (14%)	52 (60%)	3 (3%)	78
	Schoharie	Count	5 (22%)	0 (0%)	3 (13%)	10 (43%)	2 (9%)	18
	Other	Count	21 (38%)	5 (9%)	15 (27%)	26 (46%)	3 (5%)	50
<b>Total</b>		<b>Count</b>	<b>220</b>	<b>52</b>	<b>140</b>	<b>423</b>	<b>48</b>	<b>729</b>



		Would you take advantage of a child care program if it were within a 5 mile radius of where you work?		Total
		Yes	No	
County	Fulton	38 (83%)	8 (17%)	46
	Herkimer	90 (64%)	50 (36%)	140
	Montgomery	18 (82%)	4 (18%)	22
	Oneida	265 (72%)	104 (28%)	369
	Otsego	61 (76%)	19 (24%)	80
	Schoharie	14 (78%)	4 (22%)	18
	Other	40 (80%)	10 (20%)	50
Total		526	199	725