

ACCEE Fund Communications Update

Survey and Engagement Session Feedback



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*Prepared for: Implementation Team
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March 20, 2024*

Source of Feedback

- **10 public presentations** for businesses, parents, providers, and orgs in Anchorage, Girdwood, Eagle River, plus virtual (Jan-Feb)
- **Numerous meetings** (Oct-Feb)
- Survey taken by **425 individuals** (Jan-March). Shared via social media/newsletters/website, sent to providers, fliers around town, in schools, and in CC/EE programs.
- **Outreach** to dozens of entities: churches, diaper pantries, WIC, associations, Covenant House, AWAIC, ASD schools/pre-k, etc. (Jan-Feb)
- Direct communication via **website** (Jan-March)



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Themes from community conversations

- Providers need:
 - Better wages and benefits
 - More paid, accessible training, incl in languages other than English
 - Assistance rates that match the market rate of care
 - Funding for renovation/construction/playgrounds, etc.
 - Support navigating licensing and grant writing
- Retention and career pipeline
 - Can't attract or retain workers with low pay and lack of respect for sector
- **Quality = Continuity**
 - Children need stable care; there is too much turnover



Themes from community conversations, cont.

- Families need:
 - Affordable options – currently too expensive
 - More access, especially in remote areas and for atypical hours
 - Foster parents and kids w special needs especially struggling
 - Support navigating and maintaining child care assistance
 - More collaboration with ASD
- The child care status quo is causing parents to:
 - Change their work schedules
 - Quit their jobs
 - Not have additional children

Survey Results

- Jan 23, 2024 – March 11, 2024
- **425** responses
 - All Anchorage residents
 - **81%** parents (4/5 had kids under 8)
 - **20%** providers/care givers
 - **8%** business owners
 - **14%** other: teachers, community members, elected officials, child care board members, expecting babies
 - (more than 100% because some are more than one!)
 - **78%** White; other 22% made up of Hispanic/Latinx, Asian, Pacific Islander, Black/African American, Alaska Native/Indigenous, and mixed race
 - **85%** women
 - Age range from **18-56+**; most common age 35-44



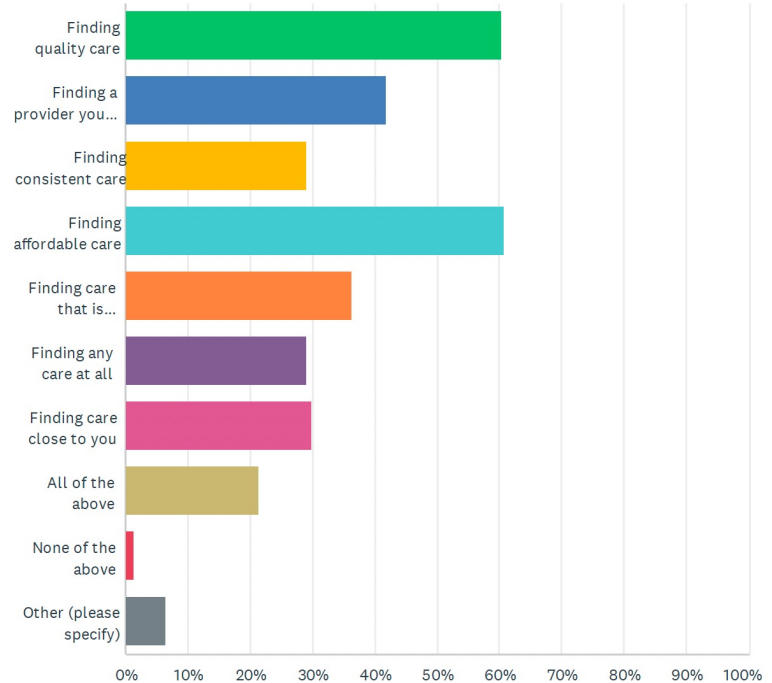
Survey Results

Parents

- **92%** used child care services in last 3 years
- **68%** said cost of child care was unreasonable
- **80%** said they would be more likely to use child care if it were cheaper
- **53%** have chosen to stay home instead of work outside of the home because of child care issues

Q6 What has been the most difficult aspect to finding care?

Answered: 235 Skipped: 190



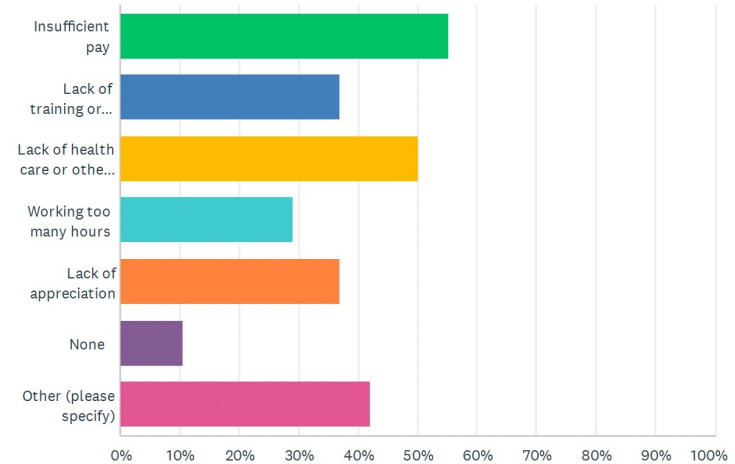
Survey Results

- **Providers**

- **51%** been providers for 10+ years
- **100%** said they like being a provider
- **Only 38%** said their pay is sufficient to pay monthly bills – those 38% are mostly EDs/admins
 - **62%** think they'll stay in their career field
- “Other” issues in Q13 include: lack of staff, unstable work environment, risk of exposure to disease (COVID or otherwise), unfair sick leave, lack of funding, unfair wages, difficult behavior by children, not enough time off, inconsiderate and inconsistent management

Q13 What if any challenges do you have with your current job? (check all that apply)

Answered: 38 Skipped: 387



Quotes from Providers

- “I am getting too old to work this hard for such low pay”
- “I can’t support my family on the wages”
- “I’m pregnant and cannot work as hard as I need to being single ratio and having no assistant teacher”
- “I am leaving after this summer”
- “Health care insurance needed”
- “Want to work from home soon to take care of baby”
- “[We need] days off to recharge. We work all year and have little time to be with families”
- “Higher pay, more training, more staff”
- → ***“We need staff and reliable staff. We need staff who have experience and love working with babies and older children. We need things to be fair and have fair pay and better pay”***

What Can the ACCEE Fund do to better support you?

- “Support a balance of work, personal time off, and decent wages”
- “Support higher wages”
- “Higher and equal pay for all staff, flexibility for staff, support all around, better training and resources to support staff”
- “Support child care workers by acknowledging they are doing a worthy job”
- “Education to community about healthy and safe parenting behaviors”
- “Impose and support a minimum wage scale for child care services”
- “Health care”
- “Sustained, long term investment to providers to help cover operating costs so costs do not increase even more for families and staff wages and benefits can increase”
- → ***“I want to feel safe and I think that health insurance will make me very comfortable. I love this job but I know that the pay and lack of benefits will make me leave at some point.”***

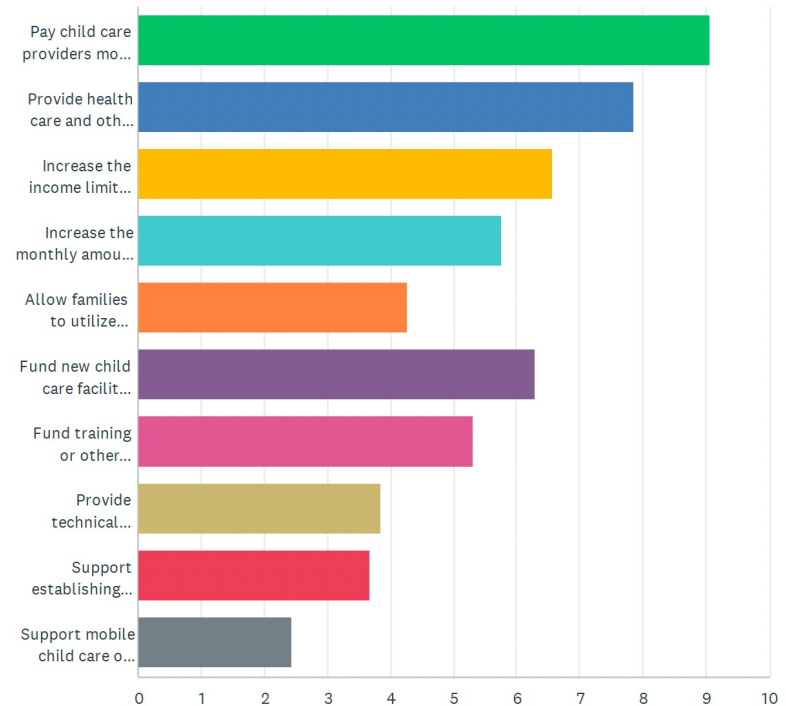
Survey Results

- **Businesses** - sample size only 6
 - **100%** said they've noticed an impact on business based on employees' ability to secure child care
 - **50%** said they offer child care or CC incentives at workplace
 - **67%** said they would be interested in engaging in an employer-provided CC program if ACCEE Fund provided support
- *"More and more folks with young families, or those contemplating starting a family, are moving away from Anchorage and Alaska to other states with better child care"*
- *"When child care is inaccessible or unreliable, employees can't return to work from maternity leave, or can't work a full schedule"*
- *"Many qualified candidates are unable to work in our industry because of inadequate child care"*
- → *"Reduced workforce = reduced economic growth"*

Survey Results - all

Q26 What do you believe is the best use of the ACCEE Fund? Please rank in order.

Answered: 294 Skipped: 131



- Pay child care providers more
- Provide health care and other benefits
- Increase the income limit to make more families eligible for child care assistance
- Increase the monthly amount of child care assistance a family receives
- Allow families to utilize child care assistance payments to offset personal income so a parent/caregiver can remain at home instead of work outside the home
- Fund new child care facilities or major upgrades to facilities
- Fund training/ professional opportunities
- Provide TA to new child care businesses
- Support care for nontraditional hours
- Support mobile child care or other part-time, pop-in care



*Thank you!
Questions?*



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