

**ANCHORAGE**  
CHILD CARE &  
EARLY EDUCATION **FUND**



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**Anchorage Child Care and Early Education (ACCEE) Fund community survey**

*Responses collected January 23-March 11, 2024*

TITLE: Help us implement the Anchorage Child Care & Early Education (ACCEE) Fund!

INTRODUCTION:

Quality child care and early education in Anchorage support working families, help us grow a strong economy, and equip the next generation with necessary tools for the future. Anchorage, like most communities across the nation, is facing a child care crisis. There is a lack of affordable and accessible child care options, long waitlists, and staff shortages caused by low pay. But in April 2023, Anchorage voters passed Proposition 14, setting aside all of the Municipality of Anchorage's marijuana tax revenue to fund child care and early education programs (Anchorage Child Care & Early Education Fund, or ACCEE Fund).

The ACCEE Fund will be Anchorage's most comprehensive and reliable investment in child care and early education to date. Although the fund will generate approximately \$5 million annually, it will not be enough to meet all the needs. To ensure these funds support current needs while also establishing a sustainable system to support future needs and solve systemic challenges, we are asking for Anchorage community members' and parents/caregivers' thoughts on how to best use these funds.

We are collecting feedback through in-person community conversations and through this online survey. To learn more about the upcoming in-person community conversations, please go to <https://www.careforkidsanchorage.com/get-involved>. The information collected from the community conversations and this survey will be summarized and used to create a three-year strategic plan that will outline how to use the ACCEE Fund most effectively.

This survey will take no more than 15 minutes to complete and everyone who completes this survey can enter to win one of four \$100 gift cards! Please help us spread the word by sharing this survey with friends and family.

To learn more about the ACCEE Fund, visit our website at <https://www.careforkidsanchorage.com/>.

Thank you for your participation!

### SURVEY QUESTIONS

1. Do you live and/or use child care within the Municipality of Anchorage city limits (i.e., Anchorage, Girdwood, Chugiak, Eagle River)?
  - a. Yes (if yes, move on to full survey)
  - b. No (if not: we appreciate your interest, but unfortunately you are not eligible to participate in the survey).
2. Who are you? (Please choose all that apply)
  - a. parent/caregiver of a child or children under 8 years of age
  - b. parent/caregiver of a child or children 8 years or older
  - c. child care provider/early education professional
  - d. business owner
  - e. other (if other, please describe below) (jump to whichever set of questions applies)
3. [BEGIN PARENT QUESTIONS] In the past three years, have you looked for and/or utilized child care services for one or more of your children? (yes/no)
4. If not within the past three years, have you ever sought and/or utilized child care services? (yes/no/N/A) (if they answer no or n/a, jump to Everyone page. Yes answers continue to the next question.)
5. Is/was the cost of your child care reasonable for your family? (yes/no)
6. What has been the most difficult aspect to finding care?
  - a. Finding quality care
  - b. Finding a provider you felt safe leaving your child(ren) with
  - c. Finding consistent care
  - d. Finding affordable care
  - e. Finding care that is available the hours you work.
  - f. Finding any care at all
  - g. Finding care close to you
  - h. All of the above
  - i. None of the above
  - j. Other: (please explain)
7. Would you be/have been more likely to use child care if the cost were cheaper? (yes/no)
8. Has any adult member of your family chosen to stay home instead of work outside of the home based on the cost of or lack of available child care? (yes/no)

- a. If yes, please explain.
9. What do you think the ACCEE Fund could do to make finding or retaining child care services easier for families?
10. [BEGIN PROVIDER QUESTIONS] How long have you been a child care provider?
  - a. Less than a year
  - b. 1-3 years
  - c. 4-9 years
  - d. 10+ years
11. Do you like providing child care services? (yes/no)
12. Do you feel your hourly wage is enough/does it allow you to pay your monthly bills? (yes/no)
  - a. If yes, how much do you make an hour?
  - b. If no, how much an hour would allow you to pay your monthly bills?
13. What if any challenges do you have with your current job (check all that apply)?
  - a. Insufficient pay
  - b. Lack of training or professional development opportunities
  - c. Lack of health care or other benefits
  - d. Working too many hours
  - e. Lack of appreciation
  - f. Other (please describe)
  - g. None
14. Do you think you will stay in your career field? (yes/no) If no, why not?
15. From your perspective, what would make this sector more sustainable?
16. What can the ACCEE Fund do to better support you in your work caring for children?
17. [BEGIN BUSINESS QUESTIONS] How many employees are employed at your business?
  - a. Full time
  - b. Part-time/seasonal
18. Have you noticed an impact on your business based on employees' ability to secure stable, reliable child care for their children? (yes/no)
  - a. If yes, please describe.
19. Do you offer child care or incentives for child care to employees of your business? (yes/no)
20. Would you be interested in engaging in an employer-provided or supported child care program, if you had support - whether technical or financial - to get this started? (yes/no)
  - a. If yes, what support do you think you would you need?
21. What do you think are the impacts of insufficient child care services on Anchorage's workforce and economy?

22. How do you think the ACCEE Fund could be used to support businesses impacted by child care challenges?
23. [BEGIN "OTHER", ie non parent/provider/business, QUESTIONS] Please describe your interest in and/or connection to the child care sector.
24. How do you think the ACCEE Fund could be used to address the child care crisis in Anchorage?
25. [EVERYONE ANSWERS THE FOLLOWING QUESTIONS] Were you aware that the average child care worker in Alaska makes approximately \$14/hour, less than a cashier at a grocery store? (yes/no)
26. What do you believe is the best use of the ACCEE Fund? Please rank in order, selecting only those you think would be a good use of the funds.
  - a. Pay child care providers more so they can make a competitive wage
  - b. Provide health care and other benefits to child care providers
  - c. Increase the income limit to make more families eligible for child care assistance
  - d. Increase the monthly amount of child care assistance a family receives
  - e. 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
  - f. Fund new child care facilities or major upgrades to facilities so more care is available
  - g. Fund training or other professional opportunities to ensure providers are adequately trained to provide high-quality care
  - h. Provide technical assistance or other support to new child care businesses so more care is available
  - i. Support establishing more available care for nontraditional hours, such as evenings and weekends
  - j. Support mobile child care or other part-time, pop-in care
27. Is there anything else you would like to share with the team as we work on our recommendations regarding the ACCEE Fund?
28. [BEGIN DEMOGRAPHIC INFO] Zip Code
29. Age
  - a. 18-24
  - a. 25-34
  - b. 35-44
  - c. 45-55
  - d. 55+
30. How many children do you have under the age of 8?
  - a. 0
  - b. 1

- c. 2
- d. 3
- e. 4
- f. 5+

31. How many children do you have between the ages of 8 – 17 yrs?

- a. 0
- b. 1
- c. 2
- d. 3
- e. 4
- f. 5+

32. Race/ethnicity (select as many as apply)

- a. Hispanic or Latino
- b. Asian
- c. Pacific Islander
- d. Black/African-American
- e. Alaska Native/American Indian
- f. White
- g. Mixed/multiple race
- h. Other. Please describe.

33. Gender

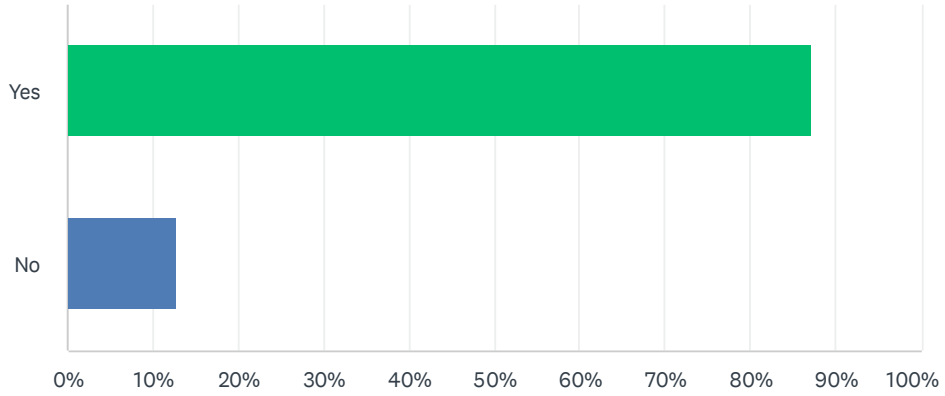
- a. Female
- b. Male
- c. Nonbinary/do not identify with male or female
- d. n/a

34. To be entered to win one of the four \$100 gift certificates, we require your:

- a. Name:
- b. Email:

# Q1 Do you live and/or use child care within the Municipality of Anchorage city limits (i.e., Anchorage, Girdwood, Chugiak, Eagle River)?

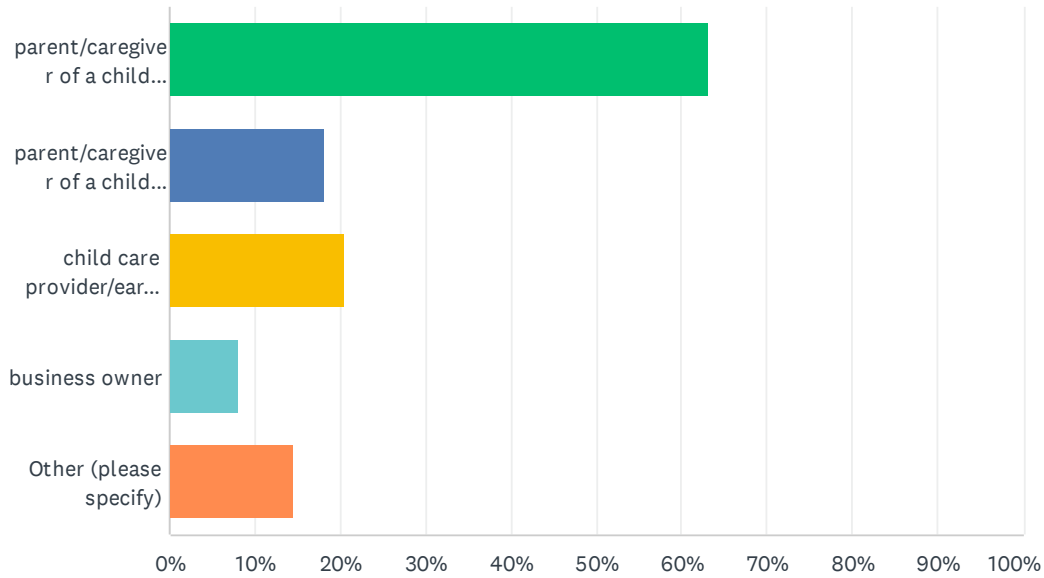
Answered: 424 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	87.26%	370
No	12.74%	54
TOTAL		424

## Q2 Who are you? (Please choose what applies the most)

Answered: 360 Skipped: 65



ANSWER CHOICES	RESPONSES	
parent/caregiver of a child or children under 8 years of age	63.06%	227
parent/caregiver of a child or children 8 years or older	18.06%	65
child care provider/early education professional	20.56%	74
business owner	8.06%	29
Other (please specify)	14.44%	52
Total Respondents: 360		

**Q2. Who are you?**

**Other:**

Educator/community member

Caregiver of my grandchild

Educator

Future parent/Caregiver of a child under eight years of age

Semi-retired early child care professional

A pre-K teacher at Tundra Tykes

KinderCare Tundra Tykes

Community member

Local elected official

Healthcare manager of home visiting program for 0-2

Previous child care user and facility board member

Backup caregiver for child under eight years of age

Parent of older child

Occasional childcare provider

Citizen who cares about public policy that affects children.

tax paying community member.

Grandparent

Grandparent of children under 8 years of age.

Grandparent

Community member

part time caregiver for neighbor who cannot find day care

Grandparent and retired ASD teacher

Retired

Citizen of Anchorage

Retired Alaskan voter



Anchorage resident, former child care provider

Advocate

Early Childhood Project Manager/Developer

Educator

Caregiver

Childcare Advocate

Employee wanting company to provide services of childcare.

Grandparent of child under 8

Soon to be parent

School district

Previously owned a business with 100+ employees. Now a business advisor with the SBDC

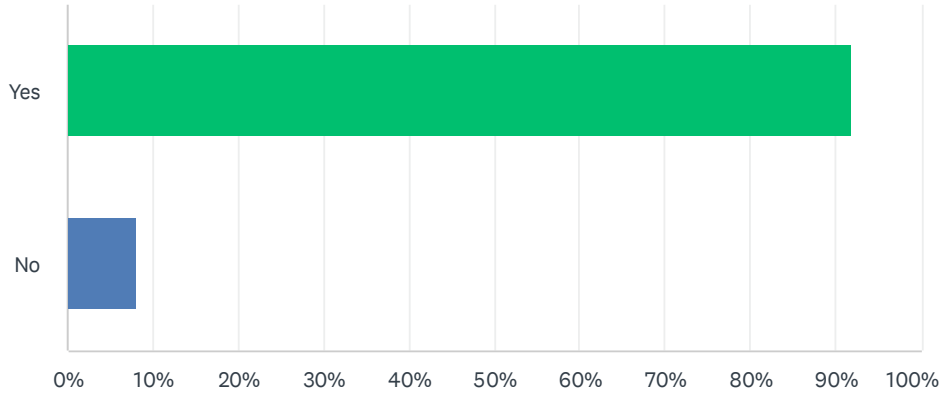
But he turns 8 this March 2024

Staff

Employee

### Q3 In the past three years, have you looked for and/or utilized child care services for one or more of your children?

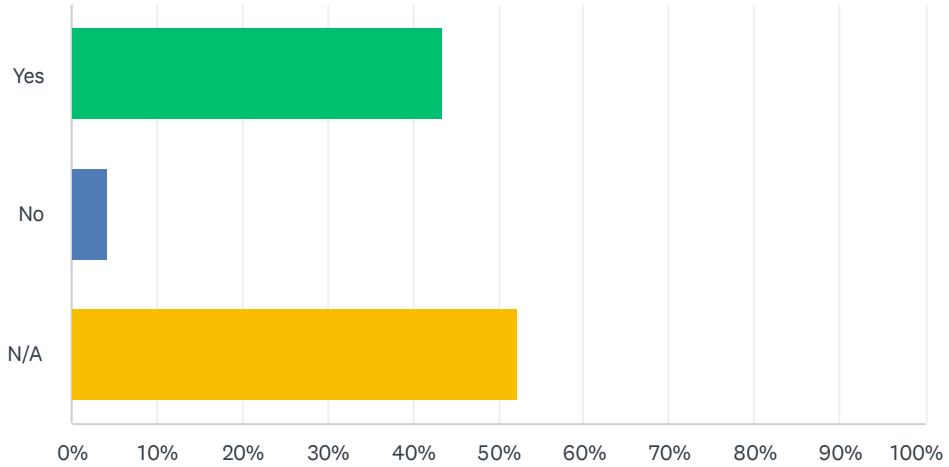
Answered: 234 Skipped: 191



ANSWER CHOICES	RESPONSES	
Yes	91.88%	215
No	8.12%	19
TOTAL		234

### Q4 If not within the past three years, have you ever sought and/or utilized child care services?

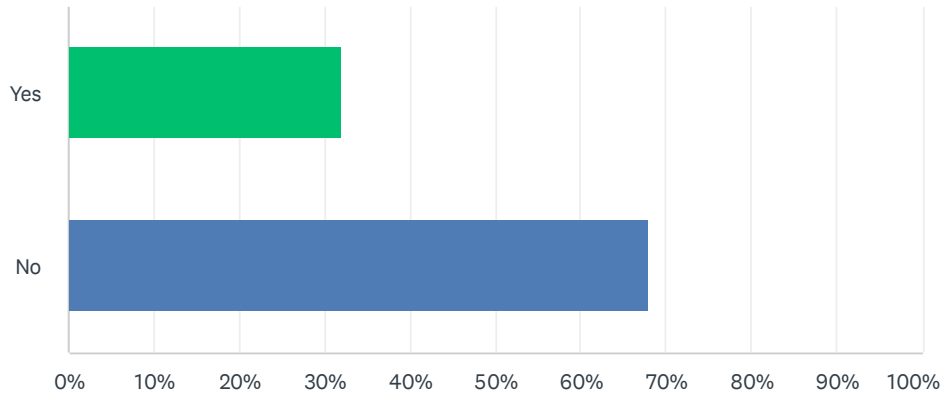
Answered: 214 Skipped: 211



ANSWER CHOICES	RESPONSES	
Yes	43.46%	93
No	4.21%	9
N/A	52.34%	112
TOTAL		214

### Q5 Is/was the cost of your child care reasonable for your family?

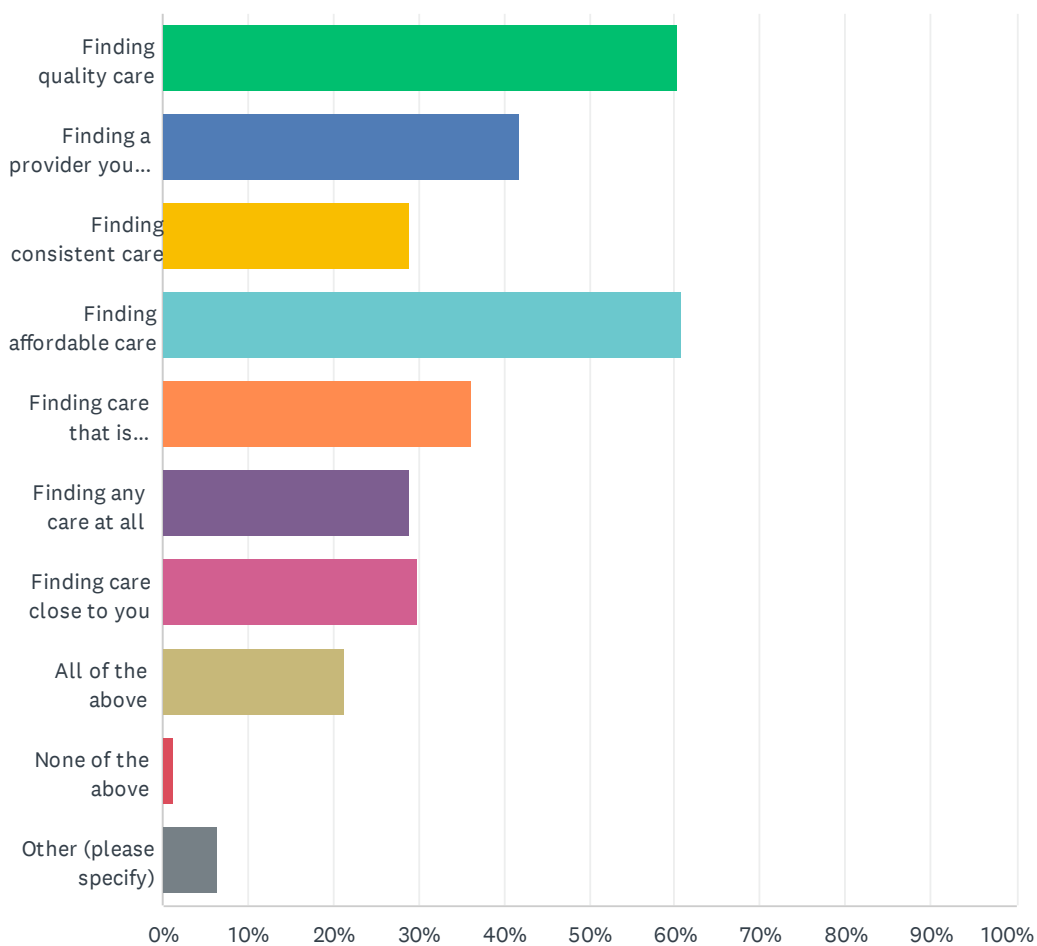
Answered: 232 Skipped: 193



ANSWER CHOICES	RESPONSES	
Yes	31.90%	74
No	68.10%	158
TOTAL		232

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

Answered: 235 Skipped: 190



## Anchorage Child Care & Early Education Survey

ANSWER CHOICES	RESPONSES	
Finding quality care	60.43%	142
Finding a provider you felt safe leaving your child(ren) with	41.70%	98
Finding consistent care	28.94%	68
Finding affordable care	60.85%	143
Finding care that is available the hours you work	36.17%	85
Finding any care at all	28.94%	68
Finding care close to you	29.79%	70
All of the above	21.28%	50
None of the above	1.28%	3
Other (please specify)	6.38%	15
Total Respondents: 235		

**Q6. What has been the most difficult aspect of finding care?**

**Other:**

Finding care with a good schedule, (i.e. care offered on school breaks, part time care that wasn't just mwf...at an affordable price point.

Finding occasional care. Needed on various days.

There is absolutely no infant care in Eagle River or close

Reliability. Even with a spot at a daycare, there are multiple unexpected closures due to lack of staffing.

Finding a facility that doesn't have staffing issues and turnover

To be clear, we count ourselves among the lucky few who have been enrolled in care since before covid and have kept it, but we fill out surveys like this to support our neighbors!

Infant space, waitlist

Girdwood only has 1 childcare facility with limited capacity. My son was on the waitlist 2 years

Finding non-religious care

Funding our center to pay staff living wage

Good centers are typically full. Rates are typically very high and with 2 kids costs add up very fast. I know costs are too high to be affordable for many families. I also know businesses are closing and struggling to pay staff enough to keep them.

Care for special needs kiddos

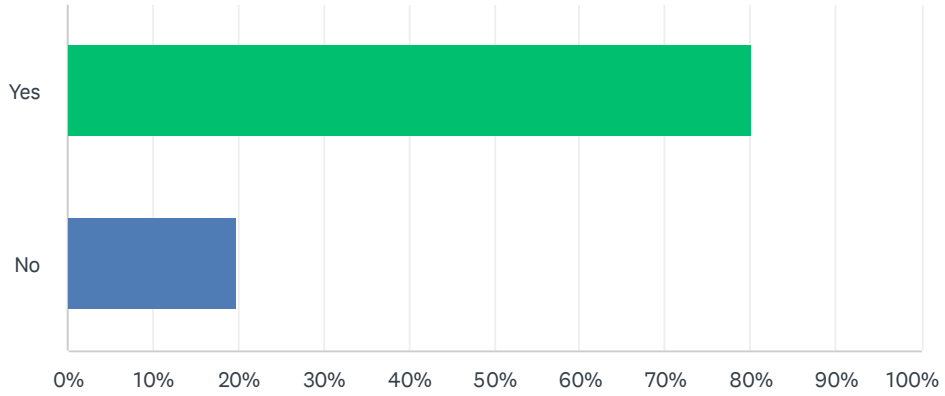
I cannot afford my mortgage and childcare

Not having afterschool care at his school. I end up paying for him to be transported around town. School gets out at 3:30. The afterschool program bus doesn't leave his school until 3:45 at the earliest, it arrives/unloads kids at 4:15. He would get there and do check in, then put outside gear on and line up to head outside to play. They would get outside by 4:45. I get off work at 4:30. \$500 a month to have him transported from one place to another. At least next year, getting out at 2:30 he will still end up spending nearly an hour going from one place to another, but he will get some play/program time. But it just seems like SUCH a waste. Especially, kids in the district that need learning support and end up in summer school!

Daycare closes at least once per month due to staff shortages

## Q7 Would you be/have been more likely to use child care if the cost were cheaper?

Answered: 227 Skipped: 198

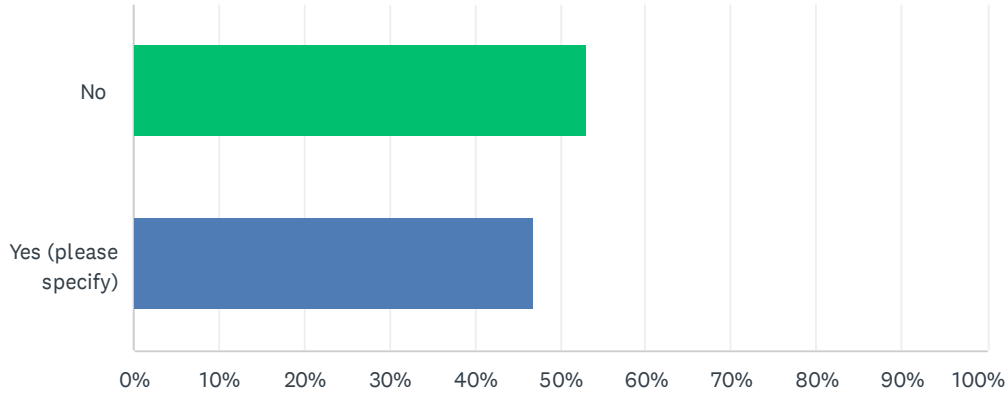


ANSWER CHOICES	RESPONSES	
Yes	80.18%	182
No	19.82%	45
TOTAL		227



### Q8 Has any adult member of your family chosen to stay home instead of work outside of the home based on the cost of or lack of available child care?

Answered: 234 Skipped: 191



ANSWER CHOICES	RESPONSES	
No	52.99%	124
Yes (please specify)	47.01%	110
<b>TOTAL</b>		<b>234</b>

**Q8. Has any adult member of your family chosen to stay home instead of work outside of the home based on the cost of or lack of available child care?**

Grandparents

Myself (children's mother)

Mother

Kind of - chose to work from home

Decreased work hours by about 10 hours every 2 weeks

I am on the verge of quitting my well paying job because I fear my children are not getting good care while away from me.

My husband took the winter off work to care for our newborn.

Stayed home from work during closures, holidays work doesn't cover, waitlists for childcare extremely long

While we both still work, one works part time and we often work opposite schedules to make up for times where we don't have childcare that we wish we did.

Grandparents

Cost/stress of 3 separate drop-offs and elder care responsibilities

Went down from full time to part time to care for infant.

For periods of time and during school breaks

Mom

My son stayed home for my youngest

Years 0-2, though now working

Husband stayed home for first year until we found care for our son

Father

Stay @ home mom

No infant care in Girdwood. My income was less than half of previous year.

One parent stayed home with child

Underemployed to achieve childcare

My mother in law

There is no infant care available so there isn't an option

I quit my full time job of 5 years to stay home with our first child. The only daycare available in Girdwood does not accept children under 12 months of age. Additionally, there is a lengthy waitlist once they reach 12 months of age.

I stayed home with my children for a total of 8 years before they were in kindergarten because childcare costs didn't make sense with my salary.

Both parents choosing to work from home full time to also provide care for child

Especially during Covid

Wife stepped down from full time work to limited part time due to the cost of childcare

I stay home every 2 weeks to watch my kids when their dad is on the slope because of childcare costs and quality

Our daycare struggles to maintain staff and there are many days it's closed for lack of staff

Will be in the fall

I stayed home for the first year after our daughter was born, and when I returned to work as a teacher in August 2023, my husband has reduced hours to be able to watch our daughter on Fridays to "fill in the gap" in our pieced together childcare needs. We found a nanny for three days per week and have been fortunate to have grandparents to alternate one day a week, then my husband one day per week.

We have taken extended leave from work due to inability to find childcare that felt safe enough for our kids after moving here in summer 2023. Waitlists for quality care were over a year long, more often 2 years long

Dad raised our first while mom worked

LWOP used

Myself for years

Mom now staying home instead of working outside the home

We stagger schedules to avoid before and after care.

Chose to work less hours to accommodate school schedule

We both stayed home off and on for the first year of our kid's lives.

the cost made it impractical to work, the net return was negative

Cost and hours of care

I am currently a stay at home parent.

Well, I work from home, so I'm like 3/4 time instead of full time

I had to reduce my work hours and work from home. I could not go on any work trips. We put my son to bed at 11pm so he would sleep til 10am, so I could work from 4:30am - 10am. This was not sustainable, but we did it for 1.5 years.

Mother stayed home for year 1, father worked part time for year 2

Wife stays home 3 days a week to watch kids.

I retired early to care for grandkids

Father stays home. Day care is not higher quality than dad with the child

I chose to work from home because of childcare. I also can't work on some days because of the different ages of my children and their school schedule

Yes, the cost of two children in full time care was too much to weigh the benefits of continuing to work. Part time care was virtually unavailable

Due to daycare staffing closures last winter

Stayed home last summer to save 2500 a month for two children

One parent has stayed home with the child since they were born because child care is too expensive and does not operate in normal business hours

One of us has been limited to work from home.

I stayed home the last 3 years due to childcare costs for 2 kids instead of working. Childcare would cost more than I would have made at my job, so it was more financially beneficial for me to stay home instead of work.

Cost of childcare

Mother of two stayed home due to no infant or toddler care available

Both parents working part time schedules in order to make it work

My wife stays home because there is no quality child care for infants or toddlers. There are only a small handful of "okay" licensed centers, the rest are revolving doors of mediocre staff & they charge up to 1500 a month. Also work places especially the MOA is no supportive of working families.

Went to part time work and have to go in late so i can drop off my child at school

May have to if can't find care soon

My partner.

We have a 4 month old and the conversation happens daily. The only reason why i am working is because we found an in-home nanny. I use alllllll of my paycheck to keep her for my infant because infant care is a year out waitlist at the very least

My paycheck wouldn't cover the cost of 3 kids in daycare/before& after care at school and summer camp

Parents worked opposite shifts to care for infant/child.

My wife and I split time at home watching our kids and working when we can. Split shift in many cases which reduces the amount of time we can spend together.

We take turns staying home

I stay home with my two young kids

Mother

Both adults are working, but we have chosen to work fewer hours at both jobs to cover childcare and after-school care.

We have 5 children, ages 12 -4 so with the various start/end time of schools and the cost of daycare and after school programs keeping an adult home vs part time or anything less than a certian wage, even with grandparent help just didnt break even let alone have a benefit to sending the 2nd adult to work outside the home.

I quit my full time job at the State to work part time from home because my newborns child care suddenly closed

I stay home with 2 out of 3 kids at home.

Mother

I chose to leave my job when our 7 YO adopted son came into our lives because I would have worked only to pay for childcare and that did not make sense.

I'm thinking about quitting my part time job because just the daycare takea away almost my entire paycheck. It just makes no sense to keep working even if I enjoy being a research technician.

Rerranged work hours to stay at home.

I cannot take positions that align with my experience and educational background. I select jobs that meet the balance of childcare available and affordability.

My husband has chosen to stay home as cost and availability of before and after care make it necessary.

I had to quit my job because both of our jobs hours were unpredictable. We both were required to travel for work (Army Guard).

Our family has decided to work on opposite schedules so that one parent can be home with our child because childcare is not affordable, even while both of us are employed full-time.

Employer-provided daycare contractor often has staffing shortages and closes

The wife can only work part time and the cost of care almost negates the income

I left workforce from burn out of juggling gaps in childcare

My partner for the first year and a half. Now he's watched by his grandparents and his Uncle and sometimes his auntie

Mother

Myself

I often times have to take my child with me to work, but it is impossible sometimes.

We worked remotely for a short time.

Mother

Spouse stayed home

My spouse left his job when our daughter was 3 months old to be a Stay at home dad.

took reduced hours - both parents at different times

I stayed home with my daughter

My partner and i often take turns staying with our baby because we cannot find affordable care even with childcare assistance.

My sister is a stay-at-home mom because she cannot afford childcare to go find a job.

I took a different job so I could drop my kid off at school in the morning so my kiddo wouldn't be in before AND afterschool care.

One parent stays at home full time for the past 15 yrs

Myself and my mother

Found remote work so I could be home with the child at least half the day.

Mom rotates remote work and dad brings kiddo to work two days a week but it's not working and both our jobs are in jeopardy

During the first year for new baby was unable to find access

Grandfather

Boyfriend has stayed home with son until we were able to find care we can afford and trusted

due to cost of child care and price of gas and lack to getting transportation from point A to point B.

My

I stayed at home for 2 years

It is more affordable for my husband to stay home as there is no before/after school care for our 7 yo and daycare for our 3 yo is very expensive.

I changed jobs to work from home two days per week and my partner no longer works in the summer to provide childcare all summer.

Yes, one parent had to stay home since we couldn't find care

At least 1-3 times a month since the pandemic my husband or I have had to miss work because of daycare workers rather due to staff illness or staff leaving. This was not a measurable issue at our facility in 2018-early 2020.



**Q9 What do you think the ACCEE Fund could do to make finding or retaining child care services easier for families?**

Answered: 187 Skipped: 238

**Q9. What do you think the ACCEE Fund could do to make finding or retaining child care services easier for families?**

My dream is a high-quality childcare facility in every Anchorage (school) neighborhood where staff are well-treated and trained, compensated well, and where the costs to families are subsidized. I'd love to hear what childcare facilities say that they need to retain staff/stay open more reliably.

Not aware of the fund.

Help more child care centers open at reasonable rates that are certified.

We need quality early childhood educators. People that are paid an actual livable wage, however; the cost of childcare is already a huge burden on Families with young children so some way to offset the cost is needed. The burden of the cost of child care stopped my husband and I adding another little one to our family. We could only afford (and barely) one child

Host childcare provider "yellow pages" like Thread does. Host a registry of providers with summary info including waitlist or space available.

Please incentivize the unlicensed daycare workers to somehow transition to licensed operations. Most in home daycares feel like zoos because young infant care is so high demand. They take on too many young ones and cannot care for them all properly. If licensing was more encouraged and incentivized, and in home unlicensed daycares were monitored and stopped/closed down- maybe that would get us better care for our children. Make it a tax credit given by the state back to the providers specifically for operating this business- giving the providers a \$10-\$20 credit on state taxes would get so many more providers gifting to get setup to receive that and it would be worth getting licensed

Decrease the cost of tuition by supplementing the income of the teachers

Give vouchers to families to use towards childcare. The cost is outrageous. The daycare we take our child to is more than our mortgage.

childcare subsidies need to be a government solution. Advocate for subsidized childcare. You can't pay workers a fair wage and make childcare affordable right now. Society needs to recognize the worth of childcare to our whole economy, and help to fund it, just like we fund roads, snow plows, airports, post offices. Other things that make our society work for everyone. If healthcare wasn't tied to a full-time job for families families could sometimes be more flexible in their hours to help accommodate.

Offer quality training to create quality child care providers and offer child care providers good pay because it is challenging and exhausting work.

Give families a tuition break, while still paying child care providers.

Increase in before and after school care options middle child starting kindergarten not sure how we will manage without before and after school care

Make families more aware of current resources - such as Boys and Girls clubs

Support early learning programs. Fund culturally relevant and inclusive programs.

Bolster before/after school care and earlier/later hours.

Please contact me to discuss. This online form isn't working correctly (only seeing a box 2 mm high by 50 mm wide). Michael.d.donnellan@gmail.com

Pay child care providers more

Open more child care; wage increase for providers

Initiatives for more people to open childcare facilities.

Provide \$ to start up child care in home providers? Or pay a stipend to families that have kids under 5? Pay businesses that offer kids in the workplace, onsite childcare, paid family leave, flexible scheduling for families? Somehow pay child care workers more??? Anything will help this broken system.

Programs need support in wages and benefits for child care program personnel, including increases in compensation for family child care providers and their health, dental, and vision insurance; scholarships; paid

sick or family leave; and retirement contributions. Personal protective equipment (PPE), cleaning and sanitization supplies and services, or training and professional development services to support the mental health of children and employees, such as infant and early childhood mental health consultation.

Not sure. Provide grants/financial aid to parents who are qualified financially.

Help build a daycare center in Girdwood with more capacity.

I am fortunate that my family can afford childcare, but families in America (including mine) still spend far over the recommended 7% of income annually. Meanwhile, childcare providers are barely making their budgets and are limited in capacity to recruit highly trained staff. In Girdwood, we have one childcare center and they have very limited capacity, such that they cannot offer care for infants under 12 months of age. I am a physician living and working in Girdwood. My 4-year-old attends Little Bears full time but I will not have childcare for my infant expected in May unless we get an au pair. This is accessible to our family but is not a viable option for many families. In addition, there are no formal consistent afterschool/summer programs in Girdwood, so I will face another childcare crisis when my older child attends kindergarten in the fall. Closing the funding gap to build a new childcare center in Girdwood is essential for the health, future, and economic sustainability of Girdwood.

Girdwood needs funds for a larger or multiple daycares

Split Prop 14 money into 3 categories for allocation: 1) Staff support (wage increases and benefits) 2) Programmatic & before/after school care needs 3) Facilities (maintenance issues, remodeling of existing commercial spaces, new facilities) Please ensure that distribution of funds is spread equitably through the muni, taking geographical considerations for distance between centers/care available.

Most providers of child care are running at full capacity with long waitlists. Our community's childcare needs are not being met.

I am not considering adding to my family because some waitlists are 3 years out and that time frame is outside my biological clock.

If the child care facility in Girdwood would expand and accommodate more children it would be easier for everyone to have childcare out here. I know that a facility is in the works. I would love to see some of this funding go towards the designing and construction of the new building. As a community member, I have donated time and money to the fundraising of the new building. I think it's hard to assume little bears and community members will be able to come up with all the money necessary for the new building. The ACCEE fund could support those costs. I went to Little Bears 35 years ago. The building should be considered a historical site. I also hope that the caregivers are making enough money to feel financially stable. It's a

challenging position and it takes a very special type of person to work with our kids and our future. I think making sure they are supported is very important to our community.

Support early childhood and school age childcare programs so that they are able to pay their staff more. Funding should support for things such as background checks, fire inspections, supplementing food costs, providing subsidies to either the program or the site to offset rent costs, fund supplies which will reduce operational costs, which then can reduce costs to families to access the care Supplement childcare assistance for both early ed and school age care. With HB 89 expanding, there are still a lot of families that will have a challenge paying the remainder of care costs for both early childhood and school age care.

Give funds to families to use for childcare. Hold childcare centers accountable in using funds for childcare worker salaries, not rents or executive salaries

Provide free training to individuals who want to work in childcare centers. Provide retirement benefits to current childcare providers.

Find a way to pay providers more to keep qualified staff

Help support current programs and develop new ones

Thread is such an incredible resource! It would be really great to focus resources on retention of childcare workers, and/or employer-provided childcare.

I found it especially difficult to find child care for a child under 3 years old. Finding a way to assist care centers to take younger children would be helpful.

There needs to be more infant care available

Old Bright Beginnings building in Eagle River has everything needed to run, need good pay and consistency for staff, need hours at least 6:30am-6:30pm, transportation to elementary schools

make sure that child care centers staff are Qualified for the positions they hold

I don't know what the ACCEE fund is.

Financially support small child care centers so they can improve staffing and facilities to serve more families.

I think supporting childcare for elementary aged children before/after school and in in-service days, at a reasonable rate would greatly help working parents- especially with the start time changes. Having access to before/after school care at the child's school encourages student attendance.

Better pay for staff

Increased wages for employees!

I am not sure what the right answer is... I am curious if the situation was as bad pre-covid. We had our child in 2022 so I think just finding quality employees is a big problem.

We have noticed it has been difficult for our center to find and retain employees. This has led to a reduction in hours. Wages and benefits need to be increased to attract and retain caregivers. The second priority should be to provide training to ensure caregivers are giving the best care possible.

Create incentives for childcare workers to want to work in and stay in childcare. Childcare workers need excellent wages, programs for continuing education, and safe, reliable childcare for their own children. I have seen many providers leave to care for their own children. Their wages would not cover the cost of sending their kids to daycare. Childcare costs for families are already more than or as much as mortgage payments. The ACCEE fund could help offset costs for childcare, while increasing wages for providers.

It is a simple problem of supply and demand. Demand exceeds supply, and regulation (provider to child ratios) has made it unaffordable to pay market wages for the providers. You need to increase the ratios (lower quality). Subsidizing the cost for low income will only drive up the price for all, given the limited supply. If ratios are increased, then the fixed supply of providers can provide more services and/or pay their staff market (higher) wages.

Help with livable wages, good training

Fund little bears expansion. Fund teacher/provider training, provide matching of facilities & employees, provide vouchers for low-income working families, mandate after school programs for all ASD schools

Increase wages so teachers stay

Higher pay and retention benefits for direct care providers or lower costs for families

Help providers increase wages to retain staff/hire more staff. Help providers make sure their facilities are adequate spaces for the children attending, are modern and safe environments and have the things they need to provide high level care.

Assist with increased wages for workers

Help pay child care providers a higher wage to keep works in the industry. Even when we were able to find care, our child care centers have had to close unexpectedly more than once due to staffing issues when teachers are ill or quit. Subsidizing wages for teachers might help retain/recruit childcare workers without raising the cost to families.

Lobby gov assistance to supplement costs for families and wages for staff

Pay staff more, have more FT to allow for flexibility during staffing issues. Maybe work with colleges to offer college credit for on the job experience to bring in help.

Support the coordination and organization of child care providers through the development of an association that represents them. This vehicle structure would support political capital around child/family

care issues in the north. AND would help develop and retain circular model for funding that stays within the child care orgs that make up its membership. This would allow cost savings through bulk buying of child care goods and would also allow for improvements around schedules and programs that supports the kids, parents and child care orgs.

As an administrator in a program, I can confidently say that we have been working through staffing challenges since COVID. It is exhausting always being under-staffed. We are continually challenged with finding quality candidates or are not able to attract quality candidates due to low wages. A big part of the crisis is that there is a child care worker shortage.

Somehow assist with the major problem with attrition

Give child care facilities money specifically for paying child care professionals more to increase the capacity of facilities.

Directly subsidizing wages for child care workers, allowing them access to city worker benefits such as health care and retirement plans, providing personalized guidance for new facilities that are navigating the licensing, and providing grant money for program enrichment (i.e. the want to haves).

I believe it would help those stay-at-home parents pour into the community by allowing them to have their children in affordable care so they can go seek work in the community. How can the community build if we are still struggling to find employees? How will employers run successful/ sustainable/ stress-free work environments if we're still short staffed in most companies.

Make it a safe place for our children to be in.

Staffing seems to be a major program based on my experience. When caregiving staff call in sick or need time-off to care for their own sick child the facility seeks out parents who can stay home and keep their child home or says the class will be closed if not enough parents volunteer to take their child out or pick up early. It could be possible for an organization to have a "staffing pool" for day cares much like there is for staff nurses in hospitals. When a staff member calls in for the day unable to work the facility can go to the pool to get a replacement for the day or however long is needed. They pay that staff person. Better compensation for the caregiving staff with some benefits would be helpful for the facilities to keep staff. Consistency in salary compensation so staff can stay in one organization such as retention bonuses and raises to keep experienced staff in the organization. A booklet could be developed and made available which lists all the community's day/night care facilities/providers with details of what is provided such as healthy meals, educational curriculum and large muscle group activities. These information booklets could be in pediatrician offices, churches and other community locations for parents to access.

Improve staffing ratios and ensure backups with employee call ins

Support teacher/ caregiver salary. Centers are having a hard time hiring and retaining employees due to lack of pay. Offer tuition assistance or health benefits. incentives in addition to higher pay could help keep teacher loyal.

Invest in childcare provider retention as there's a lot of turn over and that impacts our childcare availability when facilities have short staff

Pay the current teachers better! Our center is chronically short staffed, needs to close early, and closes some days altogether. There is a high turnover rate because they aren't paid enough (I have heard multiple teachers directly say this). They also know that new hires get paid higher than they do, which is both wrong and demoralizing to them.

Help existing facilities upstaff by increasing wages or bonuses for workers (maybe that means paying bonuses directly out of the fund, maybe it means grants that can be used toward wage increases, or maybe it means grants that can be used to defray overhead costs so that more tuition money can go to salaries and wages).

Providing a sustainable funding source for childcare programs so they can grow programs and increase wages.

I have no idea, but as a single-mother and ASD teacher I am desperate for a solution.

I think providing workplace development and salary increase money to existing child care facilities so they can grow - especially in infant care which seems like it is extremely lacking. I also think that there should be a program to help people start a home daycare business - this program could help people understand if they and their home is a good fit, to help make changes to the home to get licensed, to help set up a business, provide child development classes, and to provide assistance with insurance and tax preparation.

Free/low cost after school care, summer care for school aged kids, maybe provide grants for in home providers to open around the city?

The number one priority needs to be paying child care workers more. Second to that, allowing them access to affordable (or fully paid) health insurance, and solid retirement benefits, is critical. The focus must be on making child care a job that is financially rewarded so those taking care of our children feel that they can continue to do so.

Subsidized existing centers, opening new daycare centers, expanded summer offerings for when school is not in session.

subsidize some part of the cost, i.e.: reduced facility rent or portion of workers salary, so that the cost per child is reasonable.



Find more head start centers

Ensure that teachers are being paid competitive wages. Our last daycare had incredible staff turnover because they were paying the same starting wage as McDonalds. We left because of inconsistent care. Help support local daycares with payroll funds but ensure that they have a baseline competitive wage to attract quality teachers.

Subsidize wages for childcare workers.

Maybe a resource list? It's hard just getting started...finding out what's available and where, maybe broken down into price ranges

Pay child care workers more to retain better quality workers

Offer incentives to care facilities with non-normal hours such as swing shift or graveyard.

Implement preschool across ASD. Advocate for flexible work schedules for parents: a 32-35hr work week, 4/10s. Less time having to be away = more time home for parents and more family time for families. Healthier childhoods for children.

Providing grants to daycare providers and funding more aftercare options!

Directly subsidize care provider wages or provide the funds to families to use for care or for income replacement from staying home.

I think supplementing child care expenses based on income would be great, but it should be in a sliding scale and not just a cut off threshold.

Expand capacity of child care options in Girdwood. Provide funds for capital improvements to expand child care options.

Support additional child care facilities or subsidize expanded staffing at existing child care facilities.

I think the money should be used in part for grants to qualifying families on a sliding scale, paid directly to childcare providers or as reimbursements, like a dependent care flexible spending account works. For example, a family who has annual income of 24,000 or less may get \$1000 dollars a month for childcare whereas a family with \$100,000 or more may only get \$200 a month.

Sliding scale income-based subsidies for child care services

Not sure.

Incentivize the private economy to fill this need, and not create a government based entity that will make it even harder for the private economy to compete in the space.

Compensate preschool teachers at a higher rate

Make all schools start and end at the same time. Or within 15 minutes. This late start and Monday late starts kills anyone that holds a job

We need early childhood educators, not just baby sitters. Fund a degree program at UAA, or a two-year certificate program. Put professionals back into the field. The qualified care providers I felt comfortable with were professional and anything less I did not feel comfortable leaving my child(ren) with.

Support employee retention at child care centers. Make waitlists more transparent / easy to get on. Support hiring new employees at child care centers and streamlining that process. Making thread's online childcare search database more comprehensive and a true referral service.

Help to offset child care costs for people who do not qualify for the state assistance for child care.

I personally was able to find care but I know a lot of families who have struggled. Availability of care is key, and it seems like finding and retaining staff is the big challenge. Childcare centers are caught in a bind because they can't pay staff enough without raising rates too high, so then they have high turnover and are not able to fully staff, so then families can't find care (and can't afford it). We need to help subsidize staff wages to keep centers open (and hopefully encourage more). That would hopefully also keep rates from further spiraling up.

Making affordable, safe and reliable childcare would immensely help working families. Options are so limited and increasing availability of these could be life changing for many in our community.

More funding

More childcare programs at cheaper rates

My children are a bit older, and my main concern is for after school care for the 2024-2025 school year due to the change in school start times. I anticipate that it will be very difficult to get into the Campfire after school program due to increased demand.

Help pay providers more. Support the cost of care so the burden isn't all on families.

If more employers and employees were compensated then more places would remain open or open another facility

Help centers pay staff a living wage so there can be more care that is accessible to all income level families.

Money won't fix it. The city Covid mandates ruined it and it will never recover. The government & child care regulations are too strict. The child care programs are mediocre because the only one offering training is Thread & not all of their advisors are on the same level. It's all a sinking ship & too expensive. We have 3 kids and my wife can't afford to work because of the cost of child care and the hassle, only to find crappy care anyway. It isn't worth it, but it is driving more people into poverty levels.

Hiring quality people so facilities can offer more care. Subsidize more places.

Help parents right at the median cutoff. Count take home pay, not gross

Pay workers more. Need more infant childcare options.

Fight for year long maternity leave- paid. Help pay for half of the costs it's outrageous even at a center for 2 kids i still use my entire paycheck. What's the point in working!???

Lowering the cost of monthly childcare cost and assisting facilities in wages that retain childcare caregivers.

Provide grants to child care services so they can keep costs lower for families.

Supplement the income of providers so the wage they earn is adequate enough that people will want to be childcare providers! There is such a dearth of care providers because they work long hours for very little pay. They need to have a better wage to encourage providers to both enter and stay in the field. Parents are already maxed out on what they can afford, but providers still don't make enough. ACCEE fund supplements could potentially provide the needed bridge.

If businesses had additional funding, they could attract and maintain quality staff and enough staff to enroll more kids and expand in some cases. If families did not have to pay as much on their own, more families could use this child care and work more to support their family.

Extend paid leave so that parents caring for young children can do the care ourselves. Also stipends to family caregivers chosen by parents e.g. grandparents, aunties

My oldest child is 4 and in a neighborhood ASD preschool that is phenomenal. I wish all neighborhood schools offered preschool and that it was offered beginning at age 3. For my youngest child (18 months) I wish there was something part time for him... most programs serving this age are full time

Subsidize the cost of child care

There is a major shortage of childcare facilities and workers throughout Alaska. In addition to rising costs, lack of availability is the biggest issue facing parents.

We need more childcare options in Eagle River that are fully staffed with qualified, caring personnel.

Subsidize staff pay to reduce costs for parents

Hours need to align with new school start times

subsidize daycare centers- give them grants to increase childcare workers wages so we have more available & higher quality childcare workers

Assist daycares around town with expenses that can ultimately help lower the cost of daycare for all families.

Help daycares to readily offer part time slots

Subsidies.

Staffing and retention are big problems in the industry, perhaps grants awarded to businesses to help increase wages and offer benefits to employees. The other big issue in Anchorage is care for children when there are extended breaks at school, such as winter and spring breaks. Camps are \$250-\$300/week!!! Will you offer assistance to families for finding care for these breaks?

Work with thread to fund providers so they can offer "scholarships" to children or finding other way to subsidize care for parents especially those in the middle class who don't quite meet the requirements to daycare assistance or only work part time

granting funding to childcare providers to use towards scholarships, giving scholarships to families, and providing funding to providers to increase their staff wages so they can attract quality staff.

Support to the workforce of childcare workers. The issue is the basics; you get what you pay for. Low pay equals less qualified, dedicated workforce, for the most precious product--our children.

Lower the cost, offer low cost/deferred/sliding scale training and certification cost for people to become care givers. Do not lower standards!

Help pay living wages to childcare workers, let child care workers enroll their children free of charge in the care facility where they work, focus funds to support low wage workers afford child care.

Subsidize the cost of child care and add more before and after school programs.

The ACCEE Fund can make childcare more accessible by offering income-based assistance that is more attainable than the current income-based structures for assistance.

Finding childcare with an open spot was difficult. Perhaps this fund could be used to increase the pay and benefits for childcare providers, while also enhancing the quality of care through improved provider education and resources.

Funding for families right on the bubble of income.

Address the problem at its core. The only way to properly lower the cost of child care is to have more providers. Why not use the money to lobby the state to change the licensing system and get them to allow for private back ground checks? Also have on going training made available free to those employed in the industry to assure they are providing the best care. The last resort should be giving money to families. The federal government already has child care assistance and unless you use these funds to create more band

width you are not addressing the core of the problem and you will never catch it but always be chasing it. Lets try and really solve this one. I know that you can. You guys are smart caring people.

I believe there are two problems. One is that it is extremely difficult to start new child care centers. And two even if a bunch of childcare centers opened there wouldn't be enough staff to run them. I believe that not only do childcare fees need to be reasonable but educators need to receive a livable wage. ACCEE Funds should help increase the pay of educators so centers can attract more staff to educate our children.

Pay care providers better, provide benefits, and better quality of life for care providers. Additionally, to pay for curriculum programs and quality meals for kids in daycare.

Help programs expand, subsidize staff wages to provide affordable care while enabling programs to be operational, create new facilities in areas that need it most

Help pay childcare workers because they are often leaving facilities for better pay! Most daycare locations are full because they have as many children as they can with minimal staff.

Funds could be used to help providers pay better wages to keep good, quality care givers.

We will need an expansion of after school care in the municipality, especially for educators who will now need care for their children due to the school start time changes. Lower-cost school-based aftercare will be vital. Without this expansion, ASD will lose more teachers. Also - not all costs are consistent, different schools charge different amounts. Maybe funds could help with the equity of costs around town. Subsidies for lower income families would help keep older students in school, as of now some high school students miss school to care for younger siblings.

Affordable for the working poor- those of us who make too much to get daycare assistance but don't make enough to pay a mortgage and daycare. Or are a few paychecks away from homeless.

With inflation, revisiting the income limits for childcare assistance. My daughter is in 3rd grade and it would be helpful if there were more available before and after school programs that were affordable. I am currently pregnant now and I know waitlists are very long.

All Parents should get a credit to use towards childcare, not just low income. We are the only country that does not help parents with childcare costs. Rates are outrageous for caregivers with no experience.

Help pay CC employees a living wage and advocate for the CC employee to get free CC at the place of employment

Expand capacity to create more slots for more children. Increase training and wages for teachers to reduce turnover. Stabilize existing providers to ensure they remain able to provide services.

Providing robust pre-k programs or partnering with ASD to create pre-k programs. If this was more readily available then existing spots would be open for children younger than pre-k.

Working with the district to train high schoolers who are interested. Free pd for staff Increase pay

Expand ASD pre-K

living wage for child care workers - work with large employers (like BP did) to create centers for employees

Allow the employees to have truly livable wages without draining family incomes.

Help childcare agencies subsidize the cost of care for families. Help pay higher wages. Help advocate for state funded facilities.

Subsidize child care costs to ensure child care workers can earn a fair, competitive wage without childcare costs being even higher than they are This would increase the availability of care as well. Perhaps opening a non-profit childcare center in Anchorage.

It seems like the primary issue is that there are not enough licensed caregivers for the number of children in Anchorage. As a result, the waiting lists at daycares are long, and daycares can charge whatever they want / request application fees. If there were more options, perhaps the cost of daycare would come down? So in the long-run, using ACCEE to train / support the addition of new daycares makes sense. That said, families want/need relief now so using part of the funds for subsidies based on income may be one avenue.

Other than making childcare more affordable, possibly opening up more infant childcare facilities. Our older 2 are in a preschool that we have to drive 10-15 minutes from our house to their school then another 10-15 minutes to our workplace.

I think providing some relief help for childcare centers to pay employees more and provide better benefits could help them keep quality employees and fill up more spots in their center. Also managing these funds accordingly and making sure funds are going to employees would be needed. I also believe that childcare assistance should raise their household income cut off because living these days is truly expensive and that extra help could help a lot more working-class people as well. I work Full time at a decent working wage, and I still could not afford childcare. Summers are especially hard for me trying to figure out where I can have my son go while I'm working because there is no school. After school and before school programs I feel should be made more widely available. My sons' school atm doesn't have a before or after school program option so I am forced to enter the Asd lottery in hopes that he gets into a school that does have that option. Even so 600\$ would be my next obstacle after. Maybe taking on a second job I don't know yet. I am a single income household.

For us, the cost of childcare is doable for one child but has kept us from trying to have another child. The cost of having more than one child in childcare is much greater than a mortgage. I have also been looking for a preschool for age 3-4 and either the cost or hours of operation are prohibitive to a working middle class family. I hope this fund can help lower the cost of childcare (maybe some sort of incentive to day cares that have more than one child from the same family so they can offer a discount) as well as create some preschool options that are affordable and designed for families that work M-F 8-5:30

Rent a building and create a structured environment(s)/activity stations where parents can drop off their children when they need

If every K-5 school had on site afterschool care. Especially these specialize school that have STEM or French. They should have afterschool programing STEM activities or French immersion.

Incentives for opening new childcare businesses, especially at schools. Childcare aimed at older children as most programs seem to be for toddlers-3rd grade.

My family is able to afford childcare but it is a larger part of our budget than it would be in other states (we have lived outside of Alaska and used childcare there too). The prices we pay are definitely cost prohibitive to many families. In addition, there are very few good options and the wait lists are so long it is nearly impossible to get childcare when it is needed. So in my opinion helping reduce the cost of childcare for families across the board and also helping start additional options for all ages so there is a greater supply of good quality locations.

Funding child care programs and pre schools to cut the cost for working parents.

It would allow more families to provide, more young children getting the skills they need to be successful especially with how fast their brains grow in the first 5 years of life. Education, safety and the health of young children should be a priority.

Provide a stipend to families needing childcare to help pay for it. Put a cap on what childcare providers can charge. Brainstorm ideas and how we can have more childcare options.

Having an ALASKA Childcare Facility Comment and STARS Reviews Website. Parents and caregivers can give advice, stating what could be better in their child's facility. The best places with the best practices. Companies can advertise and see what other advertisements are out there trying to operate and be the best of the best. Home base/care facilities can post pictures/comments of their homes and the safety of the environment.



It could alleviate the financial burden it causes, it's expensive and the hours available for care only allow me to work certain hours which restricts my job options.

The kids that are 5 but have late birthdays end up paying more before their child goes to kindergarten. In my case it's 9 months of paying \$200 more a month. This is too hard on my budget and I have had to go to the food bank to supplement our monthly food amount. All because I had to put food money into childcare just because my child is of "school age." Except not because she won't start kindergarten for another 9 months. If this rule could just be changed to school years or some sort of supplement given to those with kids who have late birthdays it could be really beneficial.

investing in trainings for better childcare givers

lower childcare cost and make it more accessible.

help make the cost of child care more affordable all around. Help with having transportation service with families that don't have transportation to get their child to child care or school.

Ayudar a que bajen los costos de cuidado infantil.

Give money for growing child care or starting child cares. Give stipends to workers for their own kids so they can continue to work and as an incentive to get more workers.

Support the work of thread to make it easier to navigate options. Directly subsidize child care providers so they stay in business. Somehow subsidize childcare worker wages as a way to keep them in the field and give more flexibility in childcare operator budgets.

I hope so

Have rules for child care service facilities if they receive funds.. E.g. Bright Beginnings ELC consistently raises their tuition per child multiple times per year citing rising child care costs AND also voluntarily closes the

facilities (1-2 days per month, multiple months during the year) for staff training during the work week without reimbursement to families for those days. This forces parents to have to find alternate child care and pay more to other child care providers for these days. If they receive ACCEE funding they should be required to either A) discount/reimburse tuition for voluntary closures for training or B) be required to do training on the weekends/after hours and pay their employees overtime. Unfortunately, we're forced to continue with them because of lack of alternatives.

Subsidies childcare for newborn-5 year olds. Help create neighborhood daycare or preschools that are fulltime. Provide safe transportation between parttime preschools and daycare facilities.

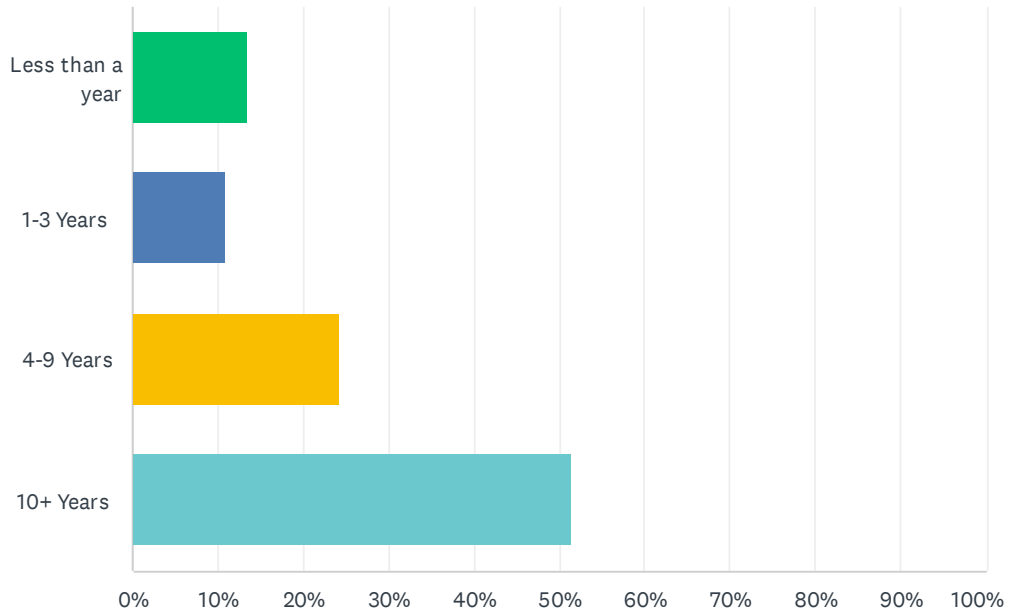
The cost of providing care is very high, especially with wages increasing so rapidly in recent years. I think the most direct way to offset the gap between what parents can afford and what it costs for providers to operate is to expand or supplement the Child Care Assistance Program. Increasing assistance amounts and expanding the requirements so more families qualify for assistance would reduce the financial burden on families and support providers.

Pay daycare workers more. They are often getting less than 15 per hour which they could get much more at places like target. Many of my centers day care workers have multiple jobs despite working full time at the center.

I think it could be used both for increasing staff wages without increasing tuition costs to parents and to subsidizing daycare slots for worker's children to increase the availability of workers.

## Q10 How long have you been a child care provider?

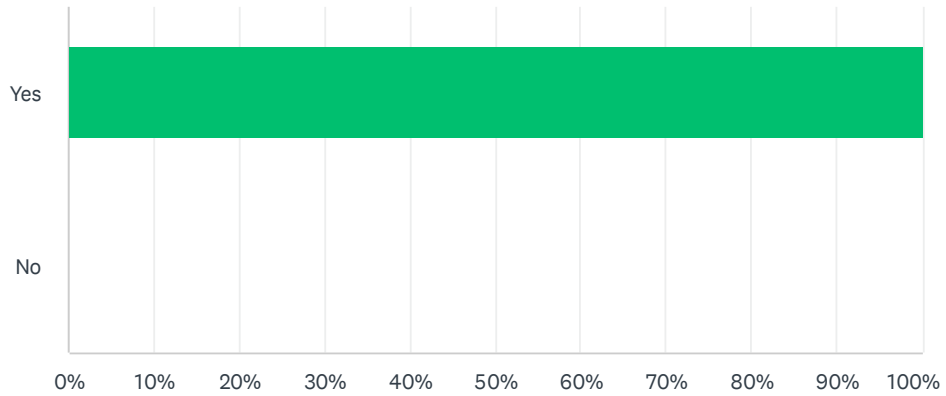
Answered: 37 Skipped: 388



ANSWER CHOICES	RESPONSES
Less than a year	13.51% 5
1-3 Years	10.81% 4
4-9 Years	24.32% 9
10+ Years	51.35% 19
<b>TOTAL</b>	<b>37</b>

## Q11 Do you like providing child care services?

Answered: 37 Skipped: 388



ANSWER CHOICES	RESPONSES	
Yes	100.00%	37
No	0.00%	0
TOTAL		37

## Q12 Do you feel your hourly wage is enough/does it allow you to pay your monthly bills?

Answered: 42 Skipped: 383

ANSWER CHOICES	RESPONSES	
Yes (Please enter your hourly wage)	38.10%	16
No (Please enter the number of hours that would allow you to pay your monthly bills)	73.81%	31

**Q12. Do you feel your hourly wage is enough/does it allow you to pay your monthly bills?**

**YES (please enter your hourly wage):**

15.50

In my new job yes, +\$100/hr

I receive a salary as ED

\$35.00, however I am in the upper administration for our organization

\$29.31

\$17.92

\$31.22

\$25

**NO (Please enter the number of hours that would allow you to pay your monthly bills)**

*Note: the survey contained an error; it should have asked **how much an hour** rather than **number of hours**. It appears some respondents answered how many hours they'd have to work a week to make enough to pay monthly bills at the rate they are paid, whereas some answered what hourly pay they'd need to pay their monthly bills. To add confusion, some workers are part-time. And some might be answering what they currently make, to show it is not enough.*

No - 15.50 per hour

No

No

17.50

100 hrs

Full Time wouldn't even be enough in this economy.

Silly question as it doesnt ask about wage!

Hours? I would say it is dollars.

follow Anchorage subsidy rates, so no I don't make enough money for my kids in care. I think looking to centers for childcare leaves out so many homes and providers

90 hours a week

15 hr

\$23/hr

NO

10hrs

3000

I am part time though.

17 more hours per week

With rent rising, 60% of my monthly pay goes straight to cost of living. Therefore, leaving me with only 40% to provide for my 3 children and daily needs.

60

as much as I can get paid

50

a second job

100+ - Without my partner i would be struggling to pay monthly bills

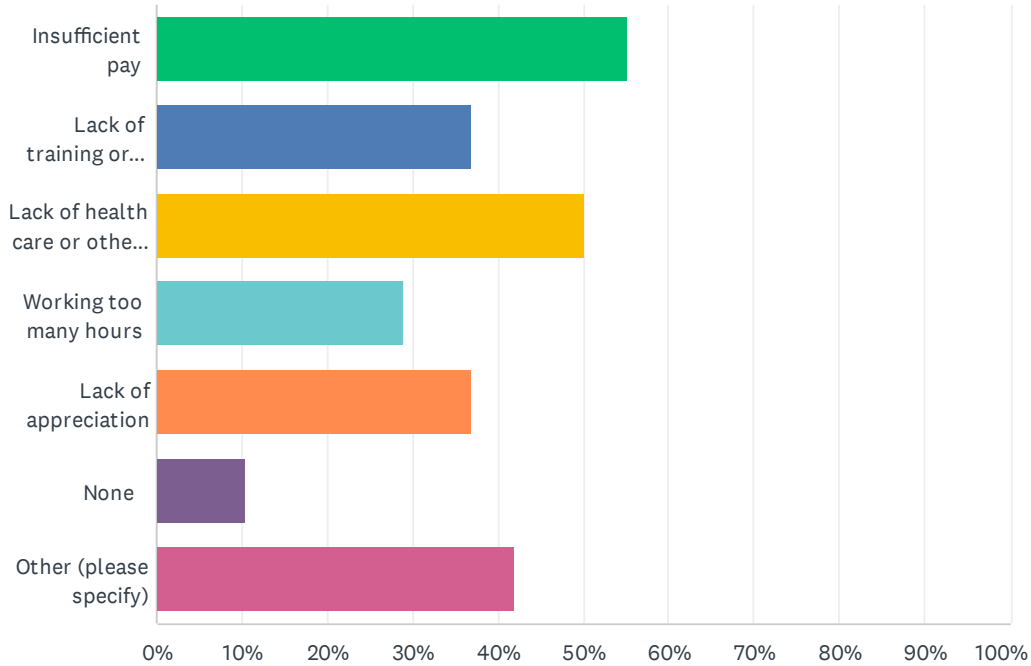
\$17.00 minimum with low cost benefits

40 hours per week

No

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

Answered: 38 Skipped: 387



ANSWER CHOICES	RESPONSES	
Insufficient pay	55.26%	21
Lack of training or professional development opportunities	36.84%	14
Lack of health care or other benefits	50.00%	19
Working too many hours	28.95%	11
Lack of appreciation	36.84%	14
None	10.53%	4
Other (please specify)	42.11%	16
Total Respondents: 38		



**Q13. What if any challenges do you have with your current job?**

**Other:**

Lack of staff

Unequal pay. Managers are hiring staff just to be in ratio while these new teachers aren't lasting and quit, but they are making more than teachers who have already been working there. For example I make \$15.50/hr and new hires are making \$17.05 with a \$1,500 sign on bonus.

Everybody gets paid a different amount, unstable work environment. Not enough support staff. Lack of communication, quality of care has decreased drastically

Inconsiderate and inconsistent management

Illness throughout the center/ short staffed/ poor management

Few days off. Children's Behavior Toward Caregivers

Risk of exposure to infectious diseases like Covid

Lack of candidates

Part time position

The immense amount of regulations and rules that come with every grant/supplemental program/oversight agency that make it incredibly challenging to create long lasting and sustainable changes to programs.

Sick leave accrued does not match hours put in to working.

Lack of administration/decision makers understanding of the true day-to-day struggles and classroom challenges in infant, toddler, and preschool care, particularly since COVID and with unique demographics of Head Start (ACES)

Lack of funding, fewer staff, bigger work load.

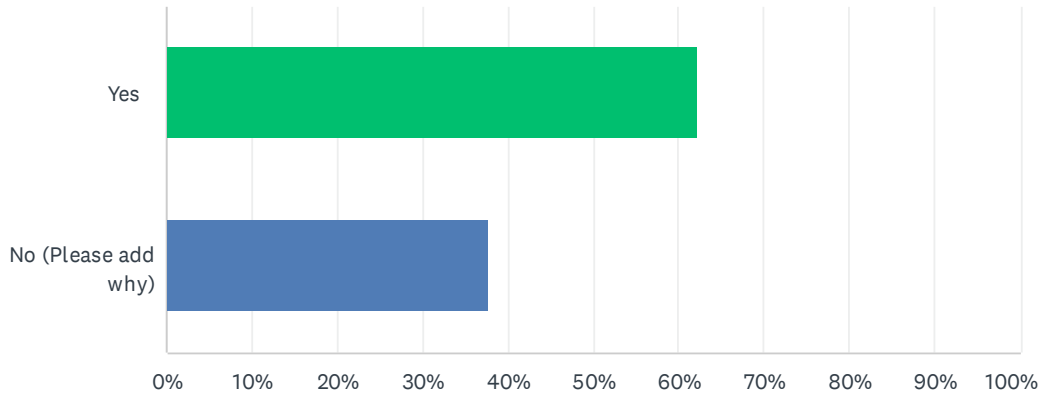
We have been understaffed for multiple years now and have variances in for various positions so teachers with only CDAs and Center Directors with only Associates degrees

I work for a head start program that struggles to keep staff wages competitive.

management that doesn't know what it's like to be in the classroom, difficult behaviors from children AND parents, toxic work environment, high turnover, unreliable staff.

### Q14 Do you think you will stay in your career field?

Answered: 37 Skipped: 388



ANSWER CHOICES	RESPONSES	
Yes	62.16%	23
No (Please add why)	37.84%	14
TOTAL		37

**Q14. Do you think you will stay in your career field?**

**No, because:**

I am getting too old to work this hard for such low pay.

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'm doing the work of a lead teacher without the pay raise or title, it's stressful and my body cannot handle it.. parents are expressing their concerns and everything is a mess at the center I work at.

I am pregnant and unable to work as hard as this job makes me due to having little to no staff

I love my job but if things don't get better I will have to find something else and I plan on going back to school for my career in counseling.

Definitely not at this center.

Unacceptable

I am leaving after this summer

Health insurance

Don't know pay sucks

I'll need a full time position after I complete college.

health care insurance need

Low wages, lack of benefits, lack of sustainable

want to work from home soon to take care of baby.

## Q15 From your perspective, what would make this sector more sustainable?

Answered: 35 Skipped: 390

**Q15. From your perspective, what would make this sector more sustainable?**

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Anchorage childcare people are extremely underpaid and overworked. Many of the regulations are far too cumbersome and present too much red tape, Processes need to be more workable.

Livable wage for child care workers and access to health benefits

Higher pay, better training, hiring people with real early education experience, equal pay, more support and communication.

Fair and equal pay, support in every classroom (2 teachers in each room), communication, support from families and front staff and district manager

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.

better management and accommodations for staff and families

Better management and more staff... being understaffed, management puts TOO MUCH on us for such little pay.

Days off to recharge. We work all year and have little time off to be with families. Paid time off. We do not follow ASD due to complaining parents.

Wages of at least \$35/hr for childcare workers; more opportunities for professional advancement, cheaper education

Affordable care from professionals earning livable wages

Quality candidates - willing to learn and grow

Less stupid regulations and more support for extended family to accept childcare assistance for a small family group.

Health insurance benefits

More pay

Not sure

Higher wages and benefits

more increase and need health care insurance

Health insurance

Child care assistant

Finding the "traditional work force" high school and college students that are looking for entry level work.

There are many barriers to maintaining childcare licensing that can be improved. It is important that standards are followed for the safety of the children, but making the process less cumbersome, might encourage more centers to open. And on the same note( and I will mention it again below) is to make sure that those who work with your children earn a living wage.

Staff wages for teaching staff and other direct service employees, affordable health care and other benefits, access to high quality training and professional development on par with licensed teaching certifications for the K-12 level, this could look like free or very low cost for early childhood educators to get their AA/BA in ECE or a related field. For childcare providers the state/tribal childcare assistance money needs to be based on enrollment not attendance and systems need to be streamlined so centers can focus less on following rules and checking boxes to try and get paid and more time on quality programming. There needs to be an emergency fund or scholarship to support families who experience a change in life or crisis to keep children in stable care even when their family situation is changing- this also allows programs to have more stable enrollment and overall financial health. I would love to explore how to provide support for providers to work with other ECE programs be blended into childcare programs so that high quality services could be supporting the quality and programming in childcare centers (i.e. Head Start, infant learning program, SPED Preschool Programs, therapeutic services, etc). There needs to be greater access to behavioral health/SPED and other related services for children in full day childcare programs that embed in the childcare program where the child is receiving care to help prevent children with any extra needs from being excluded from care and putting a great burden on providers. All children deserve access to care that can meet their needs and childcare providers need support and training from specialized teams to be able to care for all children. In Anchorage specifically this could look like working with ASD to bring back their CARE

Team SPED team services to include not just Head Start programs but all childcare as well. This could also look like investing in Early Childhood Mental Health or Behavioral Health Consultants to work with Childcare providers in the classrooms to provide supports for all children to be successful. The child care sector could also benefit from an organized substitute pool managed by an outside organization so that centers have access to qualified subs in times of need. Individual centers do not have the resources often to retain subs but if there was a sub pool or something like that then centers could have access to staff when needed that hold all the required training and clearances. much like in the school district then people could also have planful and reliable work as a sub.

1. Sustained, consistent & reliable funding to cover provider operating costs. Parent fees are not covering the actual cost of operating. The end of pandemic era funding means providers are operating on a fiscal cliff and don't have enough funds to cover current operations. Parents can't bare the burden of even greater fee increases. 2. Consistent staff to stabilize the sector - higher wages, benefits, etc.

Pay attention to your workers. There are concerns that should be discussed for the better health of the care provider.

More support - 1:1 staff, special education pay, more support for specific infant and toddler behavior and needs, ease up of licensing limitations for play structures (risky play is okay!)

More staff to share the workload.

Better pay

Pre-k has a stigma to our name. People just do not know the importance of our work. We are called nannies and not viewed as Teachers. Our agency does Early Head Start and Head Start and not only helps the child in classroom or home setting but also supports families because if families cannot succeed in life and live paycheck to paycheck how can children have a chance to rise above poverty levels?

Being in the education field, can be mentally exhausting. As educators we are often treated as if our work/passion is not important and that we are not helping to raise the future leaders of this world. We are not only helping these children with academics but helping them to learn social-emotional skills that they will carry forever. I feel that often we do not have enough or adequate resources for children who are not typical learners. Having access to trainings, and specialist could help reduce the mental stress. Additionally, having access can relieve stress from the families and help each student to set and reach their goals

consistent wages is number one need to keep good staff compensated for their work. Never knowing if you can sustain a wage to keep good staff on the payroll is worrisome and challenging.

More support in the classroom with children who have behaviors and pay.

Higher pay, more training, more staff

Better pay/benefits, more staff wellness time, free childcare

Being short staffed is the most strain on our workers. Even if we have all positions filled people dont show up to work and there are no consequences for them. better hiring process where we are more selective on

who we hire. If we are more selective we won't have enough people applying. Early childhood education is not highlighted in Alaska.



**Q16 What can the ACCEE Fund do to better support you in your work caring for children?**

Answered: 36 Skipped: 389

**Q16. What can the ACCEE Fund do to better support you in your work caring for children?**

Support people working with young children getting adequate balance of work, personal time off, and decent wages. I work 8 hour + shorts with no significant breaks. Keeping up on required training hours must be done on my own time, this is not appropriate given the wage.

Support higher wages

Pay us all an equal wage, why are new hires making more than those who have seniority? That makes employees feel undervalued and unappreciated. Main reason why I am looking to find a new job because I'm making less than someone who just started and has the same or less amount of experience than me and a lot of the other teachers

Higher and equal pay for all staff, flexibility for staff, support all around, better training and resources to support staff

That we as caregivers/teachers deserve better. It's not always easy as a caregiver/teacher but it's also not easy for parents who pay a whole lot for their child at a daycare center. Especially when a center starts going down hill because of staff. We work hard and it can become stressful and out of hand.

raise my pay

Shut the center down and clean the center and get more staff/ better management.

Support Childcare Workers by acknowledging they are doing a worthy job. Better pay, benefits, and easier ways to get trained. As well as certification.

Education to community about healthy and safe parenting behaviors, preventing abuse, developing public places for youth to have, funding public transportation for youth, emphasize better pay to retain and attract high quality workers, decrease child poverty and hunger

Impose and support a minimum wage scale for child care services

Advocating for higher wages

Advocate and stop treating care providers as untrustworthy.

Health care

More pay..

The ACCEE fund might be able to assist programs in raising wages, which would make the field more attractive to others.

Give grants to childcare facilities that intend to go directly to employee wages and benefits for them.

More educate for CDA and health insurance pay is good for teachers.

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.

Child care assistance

Establishing long term sustainable benefits to child care staff.

It is my hope that at least some of the funds will go towards supplementing revenue for licensed providers, with the understanding that the funds must be used for staff wages. One time bonuses that go directly to teachers are great, but just a band aid. I have been working with my board to create a budget and salary scale for my staff that recognizes years of service as well as education and brings us not to, but a little closer, to what ASD teachers earn. The board has agreed to use the Funding Childcare Grant (along with a modest tuition increase) to fund this for the next year. After that, it will either mean raising tuition, lowering salaries, or finding outside funding. I know that these funds can be put to good use in our community for the people who work hard, care for, and just really love the children in their care.

I think primarily the ACCEE should address direct service staff wages and access to higher education and quality training. A second need is the access to supportive and specialized inclusive services to be able to meet the needs of all children in childcare classrooms. As an administrator for our childcare program I see the great burden that this puts on programs resources and impacts job satisfaction and stress on teachers. Families need full day care and full day childcare programs are often the only place to find that and we need to strengthen our systems for embedding services that help children and families and programs work together to meet those needs.

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.

Provide a pay raise for the teachers that put in their 110% to the job.

Work closely with licensing to remove unnecessary boundaries around outdoor play - glean advice from Waldorf/Montessori/outdoor and environmental educators from all sectors. 10-20% higher pay and potential for more PTO accrual.

Work closely with licensing to remove unnecessary boundaries around outdoor play - glean advice from Waldorf/Montessori/outdoor and environmental educators from all sectors. 10-20% higher pay and potential for more PTO accrual.

Staff retention incentives to avoid high turnover or hire a few staff to support current staff to avoid burnout.

Provide more support on financial/training

Help with career development

Advertising funds, we recently are reducing our Home Visiting services because we have not been able to get fully enrolled even though the services once learned about are highly valued and makes a difference in the lives of the families and children. Technology funds; we lack things that could make data entry much easier and less time consuming such as if we had iPads with data and portable mini printers.

The ACCEE fund at its basis can help to retain teachers, and provide support in and outside of the classroom. Teachers are more likely to experience burnout when they are underpaid, understaffed, and have lack of resources. By extending funds to help reduce burnout, we can ensure a better future for all.

Making sure \$\$ go into staff retention, benefits (smaller companies struggle to offer and provide benefits that don't cost exorbitant prices). Consistent wages across the board so one agency doesn't lose good, well trained staff to another agency that can pay more.

Better pay and more support in early childhood field.

More funding to hire staff, provide raises, higher pay will attract higher quality staff lead to more people following an Early education career path

provide financial relief

Give us grants for more supplies, over staff centers, give more bonuses based on longevity on the job.

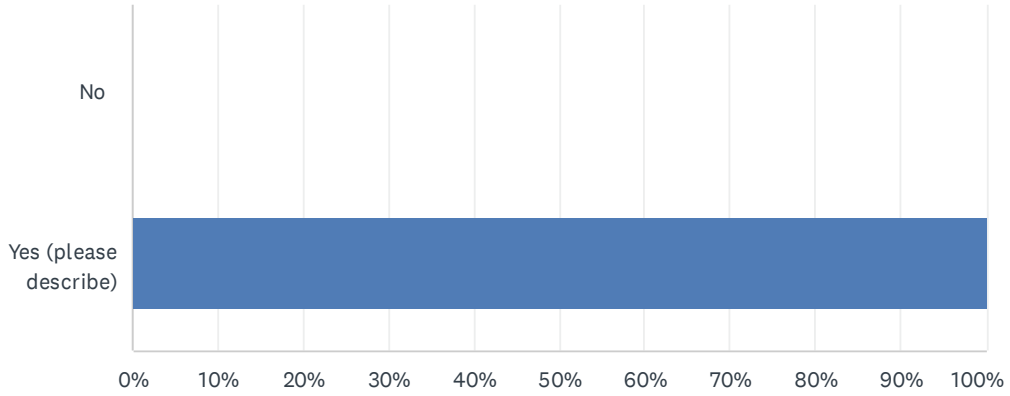
## Q17 How many employees are employed at your business?

Answered: 6 Skipped: 419

ANSWER CHOICES	RESPONSES	
Full-time	100.00%	6
Part-time or Seasonal	50.00%	3

### Q18 Have you noticed an impact on your business based on employees' ability to secure stable, reliable child care for their children?

Answered: 6 Skipped: 419



ANSWER CHOICES	RESPONSES	
No	0.00%	0
Yes (please describe)	100.00%	6
<b>TOTAL</b>		<b>6</b>

**Q18. Have you noticed an impact on your business based on employees' ability to secure stable, reliable child care for their children?**

**Yes:**

center or classroom closures due to staff

Many won't come to work if their child cannot attend and we are limited on numbers because people don't want to work.

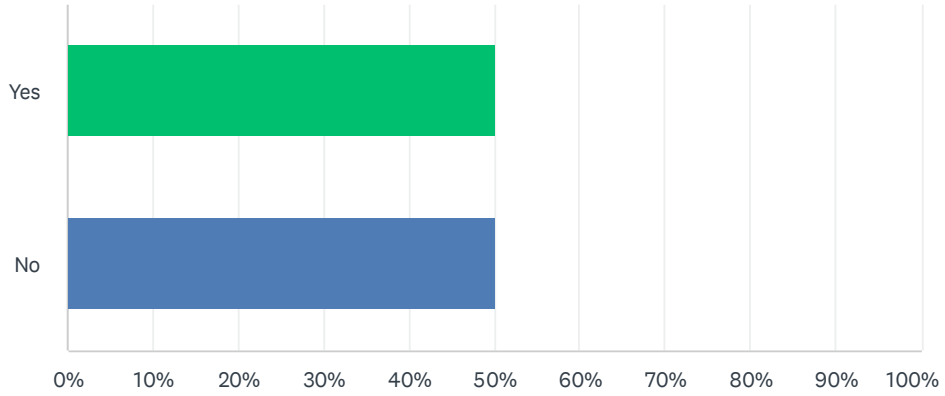
Our business is an outdoor recreation business that takes employees away from home. Many qualified candidates are unable to work in our industry because of inadequate child care.

small business impacts such as missed days because specific child care closed and no other options, but have watched how hard it has been for new parents to find/arrange child care or the extremes some families have gone to (moving a grandparent from out of state) to secure quality care. As a non-parent I am shocked by how much child care costs and imagine that the base of potential workers is affected by those who are encouraged to stay at home due to costs.

When childcare is inaccessible or unreliable, employees can't return to work from maternity leave, or can't work a full schedule.

### Q19 Do you offer child care or incentives for childcare to employees of your business?

Answered: 6 Skipped: 419

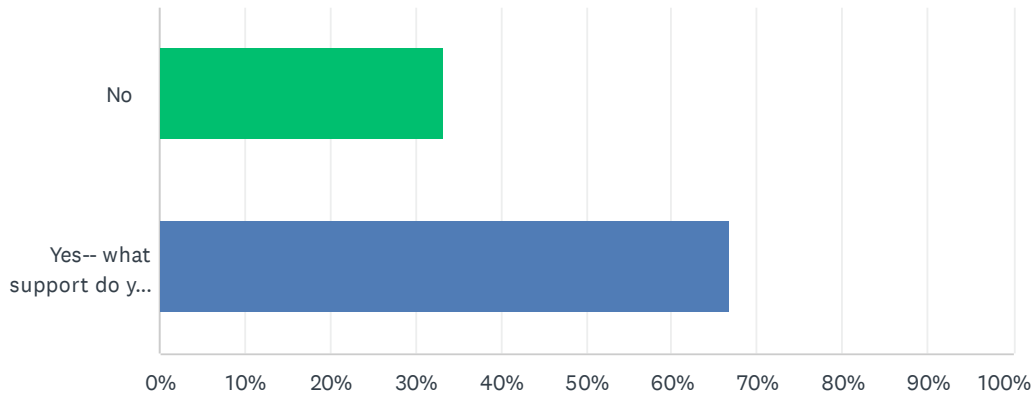


ANSWER CHOICES	RESPONSES	
Yes	50.00%	3
No	50.00%	3
<b>TOTAL</b>		<b>6</b>



### Q20 Would you be interested in engaging in an employer-provided or supported child care program, if you had support - whether technical or financial - to get this started?

Answered: 6 Skipped: 419



ANSWER CHOICES	RESPONSES	
No	33.33%	2
Yes-- what support do you think you will need?	66.67%	4
<b>TOTAL</b>		<b>6</b>

**Q20 Would you be interested in engaging in an employer-provided or supported child care program, if you had support - whether technical or financial - to get this started?**

**Yes:**

We are equipped to partner with employers to meet their care needs, would engage in contracts for financial agreements

qualified staff

Wish there was a "maybe" option...

**Q21 What do you think are the impacts of insufficient child care services on Anchorage's workforce and economy?**

Answered: 6 Skipped: 419

**Q21. What do you think are the impacts of insufficient child care services on Anchorage's workforce and economy?**

Not enough staff looking for careers in ECE, high turnover, not enough quality programs

There is a real concern for the children who are not gaining social/emotional skills by sharing their day with other children; there is also a decline in parents wanting to work outside the home which isolates the child and stresses the parents out. There are not enough high quality childcare programs in anchorage, and even if there were, there is not enough qualified teachers to fill them.

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.

Reduced workforce = reduced economic growth. Plus an impact on household disposable income.

We need to attract working age people and families to Anchorage. The lack of childcare makes it difficult for people to move here and fill open positions.

**Q22 How do you think the ACCEE Fund could be used to support businesses impacted by child care challenges?**

Answered: 5 Skipped: 420

**Q22. How do you think the ACCEE Fund could be used to support businesses impacted by child care challenges?**

Staff bonus support, staff childcare costs support, support in operations costs

So many ideas... training, waiving municipal licensing fees, facility improvements/updates

Provide a subsidy to employers who provide childcare. But mostly it should be used to set up and support (long-term) independent child care facilities. Child care that is directly tied to employment is akin to health care that is directly tied to employment - it limits folks' ability to move to new jobs and leaves vulnerable those that are in between jobs but may still benefit from childcare.

Provide childcare grants to lower income families or provide subsidies to improve and increase childcare service providers in ANC.

Pay monthly stipends to low-income families to offset childcare costs; pay per child stipends to childcare providers to allow them to increase wages without increasing fees to families and to allow childcare workers to receive childcare for their own children with no or reduced charge while they work

**Q23 Please describe your interest in and/or connection to the child care sector.**

Answered: 33 Skipped: 392

**Q23. Please describe your interest in and/or connection to the child care sector**

I am on the board of directors of a licensed nonprofit childcare center in the municipality.

considering becoming a parent in Anchorage, but not sure it is a wise choice with the child care and education crisis underway.

Early childhood experiences form the foundation for a person's success and well being in all areas of life - physical, mental, emotional, social, and spiritual. I have nearly 2 decades of experience as a trained Waldorf Early Childhood specialist. I would love to see better pay and training for the teachers of young children- because the experiences in early child form the foundation for all future capacities and wellbeing- physical, mental, emotional, and social. I think as a society we need to prioritize funding for early childcare, including parental leave, for the overall health of our country.

I'm an upset teacher working at tundra tykes who needs help desperately

I work with disabled young adults and low income families. I have 2 kids and used to use child care.

A topic I've always been interested in - I ran the community pre-school non-profit when I lived in the UK in the 1990s. Currently - local elected official w/responsibility for economic development. Child Care and housing are the two most critical components to attract/keep younger families and a healthy community.

Many moms can't come to healthcare appointments or hold a job consistently due to lack of childcare. Interested in seeing this change.

I'm a previous child care user and board member and my wife is a Special Ed teacher @ Whaley school.

I provide back up child care for 1 child when child care center is not available due to insufficient staffing.

30 years of employment in child care and early learning as provider and administrator

I live and work in the municipality. I pay taxes and therefore have an interest in how these tax dollars are spent. Parents aren't the only ones that pay taxes, my interest in this topic is to provide a voice to the segment of the community that is repeatedly left out of conversations regarding education and childcare. If my taxes are funding these things my opinions should matter just as much as those who have children

Desiring the best moral and emotional care for Anchorage's young children.

As a grandparent I am aware that there are not enough high quality and affordable childcare opportunities available for before and afterschool care, for in service and winter/spring break days, and for summer break. I also am aware that there is almost no quality childcare options available for kiddos with high needs.for

Parent of adult child concerned that current and future parents be able to access affordable child care

I'm retired, had good accessible day care for my children. But now, my young neighbors can't find this. I have been pinch hitting. We need to support parents and paid professionals!

As a retired teacher and grandparent I recognize the importance of providing early childhood programs such as Headstart and Preschool Education.



I am a life long resident of Anchorage. I have raised kids who now have kids. I feel the parent needs to take responsibility for the education and care their child/children receives. And have the resources to guide them through this journey. It begins with the parent.

Parents are “punished” when there is no licensed child care when they are docked pay for caring for an infant or ill child.

Without adequate childcare options, parents' employment options are limited and our entire economy suffers.

Children are the foundation for keeping America and Alaska in the forefront of future economic security for all citizens.

long history working in the field

My children have previously attended childcare programs in Anchorage, I am a former owner of a childcare establishment, and I am currently developing a new childcare program in Anchorage.

Work with families who are constantly looking for child care and/or using older children to care for younger, causing them to miss school.

To make sure investments in Early Child Care & Early Education is fully funded.

1-my granddaughter & struggle to find infant care for my DIL to be able to work full-time; 2-interest in how ASD facilities could be used to encourage additional ECC options

I'm a soon to be parent.

Intersection of before after care, complicated by lack of availability and school start time changes. This especially impacts underrepresented families who aren't tracking the change or don't have advantages that support pre-planning when the availability is highest.

Many childcare and early learning providers reach out to Small Business Development Centers across the state for advice and usually includes a crisis level need for funding.

I work in our early head start program in anchorage with kids corps inc.

The services we provide as education for children and parents are unique to made sure children ready to go to Kindergarten and success in the school, provide tools and opportunities in child development in the appropriate age.

Test.

**Q24 How do you think the ACCEE Fund could be used to address the child care crisis in Anchorage?**

Answered: 33 Skipped: 392

**Q24. How do you think the ACCEE Fund could be used to address the child care crisis in Anchorage?**

Increase/supplement child care provider per hour rate to a livable wage.

Among other uses, the fund should be used for funding capital projects that will increase childcare capacity. There are not enough licensed childcare spaces available. Waitlists are long.

Provide tuition vouchers to low income parents for subsidized child care. Provide incentives to individuals (citizens and immigrants) interested in entering the child care workforce in Alaska. Seek out ways to reduce or use ACCEE Funds to subsidize the costs of child care center licensing and permitting, this last one is most likely feasible in the amount available.

A lot of the loss of early childcare options has to do with the fact that most early childcare workers do not make a living wage. I would address this first, but also include specialized training that ensures the true needs of children are being met. I would like to know that the term "quality childcare" means alignment with current research in the fields of cognitive, physical, and emotional development. Screens and television do not belong in early childcare. Academics do not belong in early childcare. Children learn through full sensory engagement with the environment - PLAY. SO the environment needs to be very enriching and supporting of play.

It could be used to give us better pay better resources

Assist low income community workers (non profit workers, school para professionals, etc.) to establish child care centers. Create centers involving disabled adults, young children, and elderly people so that each group can care for another group. There is NO support for disabled young adults who are parenting, they are not eligible for the Anchorage school district parenting / pregnant student program if they are not diploma track.

Stabilization of the CC sector. Lead other initiatives and potentially even leverage funding for early years child care and education.

Yes, and it should be.

Subsidies for parents or facilities to keep costs down for the end user. Find the mechanism to improve employment for facilities to be able to increase or expand the staffing and number of facilities.

Higher wages for child care providers, additional providers so respite time is available for full time staff, advocate for Muni tax incentives for child care centers.

Enhance wages and benefits, support creation and maintenance of care facilities

Use it to lower the licensing fees collected by government agencies. Governments sending cash to private entities has always been ripe with fraud. Instead of sending cash to child care facilities or to parents maybe use the funds to offset the fees these facilities have to pay to the government. That would lower the overhead costs incurred by the childcare facilities and also eliminate the potential for fraud since you're not sending money to anyone just simply making an internal transfer on the muni's financials

Providing resources for parents so they can raise their own children according to their values, NOT encouraging parents to foist them off to others.

Address the pay structure and benefits for staff at centers - we need more than warm bodies caring for our kids. Better pay, competitive benefits, and paid training hopefully will encourage folks to enter the childcare

field and remain in it - somehow additional funds need to make it in to the caregivers paycheck. PreK through the school district

Provide child care for all income levels by charging based on income level, maybe being free for the lowest income families. So maybe subsidies for providers that would make that possible

Subsidize care givers? Subsidize parents? Make licensing easier? Support willing caregivers in their licensing?

Fund early childhood education programs

Exceptional educators, exceptional day care/learning centers, exceptional after school programs.

Create pay scales which value child care workers. Pay classroom teachers better, too.

Finding ways to increase salaries of childcare workers so they can earn a living wage.

Early education and parent participation in their children's development is often only available to those who can afford it. Child care opens the door to better economic stability for all families.

- supplement recruitment and retention costs to attract and keep employees. - assist families in need/crisis who do not meet child care ass't qualifications -assist new programs/centers/homes with start up costs

The current staff wages are insufficient and need to be revised to match the prevailing cost of living and the level of responsibility associated with the job title. A childcare staff member should be paid a minimum of \$25 per hour to meet the basic needs of living.

An accessible central childcare center with room for multiple businesses/organizations to offer care. Something like a school setting, but with daycare groups instead of classes. Providers could apply for space and share costs.

It could be used to support parents that need childcare to pursue and maintain gainful employment. It could also be used to engage children with special needs and kids from marginalized communities increased access to services.

If ASD closes schools or has unused space due to low enrollment - fund renovations to bring buildings/rooms up to ECC standards/requirements, so ECC organization has less start-up cost to open new ECC. Support low/near-zero rent to such organizations using ASD space to allow them to pay higher wages/offer more benefits to ECC teachers & staff.

Increase staff wages and grow infant care.

Target underrepresented families and childcare desert areas. Subsidize childcare workers wages.

I believe best used for workforce training and facility assistance. If it's to supplement payroll, that would not solve the overhead costs of training, etc.

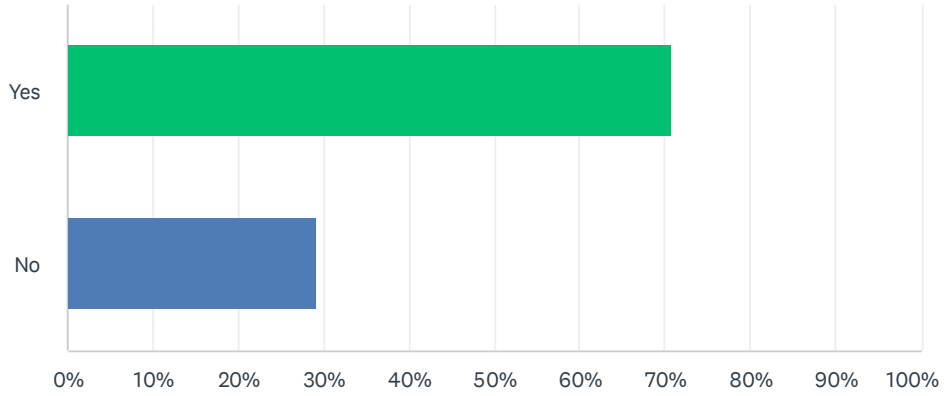
As I'm sure you know, child care is extremely important to be able to provide for families in our community. Having more of a budget would create much more freedom as well as better support for our families. For example, the money could be used to allocate sick leave to staff members. I believe all people who work with children in the child care capacity should have access to sick leave. It would help families and ensure that children are not getting continually sick at school as well as supporting families and making sure there is adequate staff even when someone is out sick. or the money can be used to create better functioning

facilities, with bathrooms that are accessible to all children. We lack things in our classes and are told there no budget for more. Maybe we need more money allocated to centers so they can purchased needed items.

We have a lot the parents who needs the children in child care and be safe in those placed.

### Q25 Were you aware that the average child care worker in Alaska makes approximately \$14 an hour, less than a cashier at a grocery store?

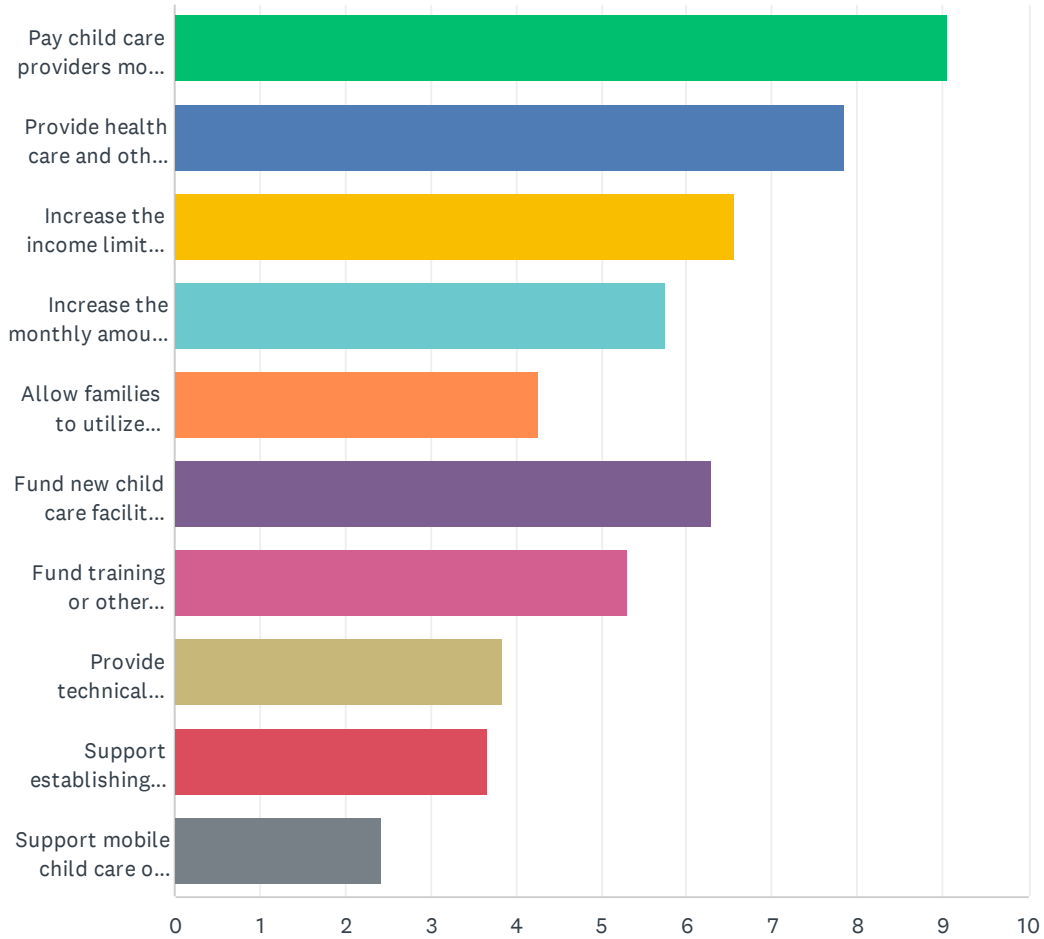
Answered: 295 Skipped: 130



ANSWER CHOICES	RESPONSES	
Yes	70.85%	209
No	29.15%	86
TOTAL		295

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

Answered: 294 Skipped: 131



## Anchorage Child Care & Early Education Survey

	1	2	3	4	5	6	7	8	9	10	TOTAL
Pay child care providers more so they can make a competitive wage	61.56% 181	17.69% 52	8.50% 25	4.76% 14	2.38% 7	1.02% 3	1.02% 3	1.36% 4	1.02% 3	0.68% 2	294
Provide health care and other benefits to child care providers	7.48% 22	45.58% 134	14.97% 44	11.90% 35	9.18% 27	3.06% 9	3.74% 11	3.06% 9	1.02% 3	0.00% 0	294
Increase the income limit to make more families eligible for child care assistance	7.48% 22	10.54% 31	24.83% 73	14.63% 43	11.90% 35	10.54% 31	9.52% 28	4.08% 12	4.42% 13	2.04% 6	294
Increase the monthly amount of child care assistance a family receives	1.70% 5	6.46% 19	13.95% 41	20.75% 61	13.27% 39	14.63% 43	14.29% 42	6.80% 20	4.76% 14	3.40% 10	294
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	4.42% 13	1.70% 5	2.72% 8	6.80% 20	18.03% 53	14.97% 44	9.18% 27	12.24% 36	10.54% 31	19.39% 57	294
Fund new child care facilities or major upgrades to facilities so more care is available	9.18% 27	7.82% 23	16.33% 48	15.31% 45	12.59% 37	19.39% 57	8.50% 25	4.76% 14	2.38% 7	3.74% 11	294
Fund training or other professional opportunities to ensure providers are adequately trained to provide high-quality care	4.42% 13	4.42% 13	11.90% 35	7.82% 23	11.90% 35	13.61% 40	27.21% 80	11.22% 33	6.12% 18	1.36% 4	294
Provide technical assistance or other support to new child care businesses so more care is available	1.70% 5	2.38% 7	2.72% 8	7.14% 21	7.82% 23	7.82% 23	12.24% 36	31.97% 94	17.01% 50	9.18% 27	294
Support	1.02%	1.70%	3.74%	7.48%	8.16%	10.54%	8.16%	14.97%	34.35%	9.86%	



## Anchorage Child Care & Early Education Survey

establishing more available care for nontraditional hours, such as evenings and weekends	3	5	11	22	24	31	24	44	101	29	294
Support mobile child care or other part-time, pop-in care	1.02% 3	1.70% 5	0.34% 1	3.40% 10	4.76% 14	4.42% 13	6.12% 18	9.52% 28	18.37% 54	50.34% 148	294

**Q27 Is there anything else you would like to share with the team as we work on our recommendations regarding the ACCEE Fund?**

Answered: 124 Skipped: 301

**Q27. Is there anything else you would like to share with the team as we work on our recommendations regarding the ACCEE Fund?**

Thank you!

Pay, benefits, and time off should be more commensurate with education and experience.

Child care facilities currently open cannot find staff and are not able to run at full capacity because of low wages. Unless that changes none of the other things will matter. Because of ratios, providers can't care for children without a sufficient number of reliable staff

Create standard pre-k as part of public school to relieve parents from need for childcare at earlier age

Please consider enforcing non-complaint, unlicensed in-home daycares and stop them. We need affordable, trained professionals caring for children. Make them take 4 hours a year of continued education (online even) or first aid and CPR, or a child psychology class at UAA or something. Similar to other professions, education for the caregiver should also be continuous! It's scary to think about choosing to put your kids in unqualified in-home daycares or risk not working and making less money to support a family when things are already tight. This is a real crisis in Alaska. Very real!

Do not base the amount appropriated for different areas of the municipality of Anchorage by population

Look into what the daycares are spending money on (profit or paying employees?) and rightsize. I would support whichever initiatives reduce costs for middle-class families and make licensed childcare more available.

Teachers deserve to get paid more than people that work at Auntie Anne's folding pretzels.

It is very expensive to own and operate a quality child care. I lose so much money every month just covering basic supplies, and take a huge financial hit offering quality toys and learning materials and providing a safe and nurturing environment. I lose about 20-25% of my income every month just to have my child care. I have to work long 10-hour days so the parents can do their normal work day and my take-home income is very low compared to the amount of my 50+ hour work weeks with the kids which does not include additional time for cleaning and lesson planning and getting materials and such. And I can't afford help because I barely earn enough for myself.

Families are always forgotten. Providers are the ones who get all the free money and leave the industry. Think of families for a change.

I work at the hospital and there is no child care facility for nurses, nurse aids that work 12-hour days

Please keep in mind the outlying communities like Chugiak/Eagle River and Girdwood, where commuting parents need longer hours. And where care for infants may be less available, and focus on those age or before/after school gaps.

Recommend reserving a portion of the annual revenue (say, 20%) to use as a "slush fund" that could be used to fund one-off competitive proposals (e.g. Little Bears Girdwood 's matching funds for building).

Thank you! It's exciting to know that we have prioritized this issue with our taxes!

As a child care worker, I work with 10+ kids.. I make less than someone who folds pretzels at Auntie Anne's, that is offensive to me because of how hard we teachers work with such little unequal pay.

See comments above

Lack of capacity is one of the largest issues. The lack of childcare workforce will go away if wages are increased/competitive.

With the anchorage school district changing school start times next year. More child care options will be needed for afterschool early elementary school aged children.

I think the ACCEE fund is a great way to reinvest back into our community. I really appreciate the questions asked in this survey. We really need a better childcare system and this can be the funding that makes it possible.

I am glad this fund is being made available. Early childhood education is very important.

Please let providers decide the best way to proceed with solutions to determine how best recommendations. They know VERY intimately the challenges internally, and how that affects families (lack of care, high costs, high turnover)

I need flexible drop in care for my ever changing self-employment schedule Many centers in anchorage are dirty with too many children per room

Need 6:30am-6:30pm options with transportation to elementary schools before and after care

Those that are hired to care for children need to be qualified, trustworthy and serious about their position, so training, background checks, and pay is most important.

I know lots of people moving away now to start their families and it makes me sad as someone that would like to stay here in Alaska. I hope we can fix this.

Please focus on improving or retaining existing childcare providers and centers. We have a spot in childcare, but have seen a significant decline in quality and reliability due to lack of staffing. Our children and work are suffering. We have many unexpected closures as our daycare seems to barely stay open. There are daily requests for early pick ups or for keeping children home entirely as an attempt to keep some kids in and some classrooms open. This is not sustainable for a working parent. We need childcare to continue to work, but we are using more leave than we can accrue as these unexpected closures and early closures are coming closer and closer together.

Consider easing regulations on the ratio of providers to children. I really don't see my other long term solutions. This will provide options similar to retail where you have low cost providers like Walmart and concierge options for those who can afford the higher quality. Any further subsidization only hurts the middle class and eventually drives up costs for all.

Maybe helping subsidize costs for families with multiple children would also help alleviate the stress on families and care facilities. I understand that facilities can't offer much of a discount for multiple kids since it's already tough to pay teachers a good wage, so maybe a subsidy of some kind could help. Personally, we pay about \$32k a year for child care for an infant and toddler, and are putting off having a third child or not having one at all because we could not afford childcare for three kids. As a household we make over \$150k a year and it's still out of reach for us.

Under 5 care is hugely important but the need for after school care is great especially now with elementary school getting out so early.

Please think about us as employees at daycare centers because we work hard like pre school and elementary employees. \$14-\$17 is more like we're treated as babysitters from 6am to 6pm no matter what shift we have.

add me to your mailing list [okiave@gmail.com](mailto:okiave@gmail.com)

The care providers need more money but parents can't absorb much more of the cost. Subsidizing the providers pay to help retain and attract the right people for the job would be a fantastic place to start! Thank you!

Please help!! This is so needed. If you want a thriving community, we need to take care of our children. It shouldn't just be those in the upper middle class and higher that can utilize child care services but that is what it's turning into.

As a child care provider of 7 years I'm faced to choose between my career and my family because unfortunately the world we live in has become so expensive. I take my work very seriously. Living for 19.00 an hour isn't sustainable anymore. I have 5 children. I'm working two jobs just to make it by. Summer camp this year will cost me 5,000 for three children. I have to make a decision to continue working or quit the job I love.

If you're going to put this fund towards Kindercare facilities don't. They are the worst ones in Anchorage. The center directors allow teachers to get away with child abuse and don't say anything to parents.

no

Tundra Tykes (KinderCare) needs to be evaluated ASAP.

Thanks for conducting the survey and seeking ways to help families have safe competent care for children.

Similar to how DOD does it where there are licensed at home providers to find in home care close to you or as needed care for when facilities close

Take care of the teachers! They are helping to raise our most precious humans.

there is not enough child care and the care available is too expensive, @\$1K monthly. It is difficult to afford to work if you have a young child.

Childcare workers are professional heroes and are some of the most important people in our family. We wish they could have a more comfortable life. I also want people to know that childcare assistance is not "paying people who shouldn't have had kids until they can afford them." Every parent who uses childcare is a valuable part of our workforce and economy. Thank you for the work you are doing!

Sustainable long term funding for childcare centers is vital. We need to be able to increase teachers wages and invest in the staff. Additional larger sums of funding to start or expand programs would be a way to increase quantity of care available.

I think it's important to consider the whole picture when deciding who get financial support. As a teacher, my salary looks good on paper, but in practice my utilities are constantly on final notice and I rely on food banks.

Please consider the geographic distribution of need.

Thank you for your work!

Can the city require businesses of a certain size to provide child care?

offer incentives and training for people to work at the facility their child(ren) are enrolled in.

It would be easier to sort question 6 if a) the initial budget were known, b) if there are multiple years funding, c) data to know what \$ amount does what things for each budget item over what projected timeline, and d) know if the plan is to partially fund the top 4 things in the survey or to fund all of them at a set %. It would also be good to know what \$ amount properly solves all your problems and on what time line.

Also advocate for flexible work schedules and a 32-35hr work week. This will help kids be with families more. Have dinner with their parents. Do homework and other activities with their parents. Kids don't need to be in childcare 10+hrs a day. That's not healthy. Works should align with school.

Thank you for your efforts on this.

Provide options for Anchorage voters

Childcare facilities that provide excellent care should be given funding for programs for before and after-school care. As well as expanding their facilities.

You should team up with someone like Denali gymnastics to see what an excellent childcare model is, maybe help them open another location in Eagle River, etc. facility lack and regulations are the biggest hold back to new childcare facilities.

Pop-in care would be difficult to establish trust in providers and the place where it is provided. If it is provided by locals, that would help.

Health care benefits costs with their relentless annual double digit increases are a major challenge for nonprofit providers who cannot get tax write offs for these expenses

The problem seems to mirror the problem with AK state employees: pay and benefits are poor, which drives employees away and makes the remaining employees jobs worse and continues the endless loop in a race to the bottom.

Why is using these funds to reduce government fees such a foreign concept? I don't agree with any of the above. Use the funds to offset government licensing fees the facilities have to pay, if there's still issues after that then look at other options. If you start sending tax payer funded checks to private businesses and individuals I guarantee we'll be reading headlines about fraud in the future, just like pretty much every other

government program that handed out cash. Not to mention, maybe some of these facilities are suffering from poor financial management, throwing more money at them isn't going to help. Bottom line, blindly throwing money at a problem has never fixed a problem, it just results in less money

Support private endeavors in this space, not the creation of government entities that choke out private enterprise.

I'd advocate for a focused approach targeting 1 or 2 areas for improvement vs spreading funding over many priorities.

Focus on keeping children in the home, with their parents whose God-given responsibility is to raise their own children.

Not sure how funding would reach preschool teachers or daycares but caution that grant applications and therefore funding may only reach the most organized and well-funded (higher tuition) daycare preschools, etc. so technical assistance will be needed for the tide to raise all boats

I hope the funds are not used to offset the poor wages offered by private businesses; I would see a lot of value in establishing a community owned/operated childcare provider instead of more private sector options, or subsidizing the private sector at the cost of taxpayers. Additionally, giving funds to low income families makes a difference

Schools need to start earlier and provide onsite childcare. No more late starts. That will solve so many issues.

Thank you for taking this on.

Work with THREAD

We are having too many children We need mandatory free LARP for all persons receiving assistance



There is very little money available compared to population. So, we can't be overly ambitious, but we need to be visible in the impact to centers and families (as well as employees, but the visibility is for the families to vote).

Keep up the good work. Maybe set up long term growth asset fund to do larger projects

The best use by far is to work towards paying providers better. Healthier providers means more available childcare and higher quality. And families can't feasibly fund the cost of care alone.

My wife was a licensed child care provider for 12 years, as well as a child care licensing specialist for MOA before the lack of child care and lack of support for working families from the mayos office forced her to leave after having our third baby. She says the city obliterated child care and I have to agree.

Before and after school care is seriously lacking at schools. And the availability of part time care. It's all or nothing. We cannot afford them when we only work two days a week. Right now I have to either go in late or find someone to take my daughter to school and pick her up cause there's no openings for care.

When you support big centers you support the need for high revenue overhead. Encourage home based including folks doing less than 5 kids. I could have two more kids in program right now if I could accept their payments. Another thing is childcare homes are not centers and the regulations for them are far too institutionalized

We need support for afterschool care for children under 10 or so. This has been the hardest thing for our family to find and we have had to regularly change our work schedules to accommodate afterschool child care needs.

ASD pays low as well.

Thank you! This conversation is SO important for the success and wellbeing of our community.

Both the businesses and the families are currently struggling. More income is needed for businesses while reducing the costs for families.

I feel strongly we don't need more institutional childcare options. Yes, strengthen what's there, but from my perspective the bulk of change needs to be in extended paid leave like other countries, so that children can be raised in families, not facilities, nor in centers with strangers.

When my children were very young I used and had tremendous benefit from parent-and-child groups at Parenting with Prov. They are still only partially back since Covid. I miss baby signing time and other groups that supported new parents and provided that informal space for parents with same-age children to network and share resources- this strikes me as a fun and cost effective

Child care workers are making unlivable wages and the demand for childcare is only increasing. The turnover rate is high and half the time facilities are under the number of kids they can allow in program but the lack of pay for employees bring there interest to higher paying business. We can be doing better in Alaska for childcare but the money isn't there to do it. The need for childcare isn't going away, according to the 2023 economic impact report for Alaska licensed child care facilities have decreased 20% since 2019. We offer nothing to childcare workers but expect a lot from them.

Child care is best supporting for future. I think anchorage is whoever has children help for parents. Make a young generation come back to Alaska.

After using a facility based child care for the first time I'd like to see the food programs updated to better fit what kids are more likely to eat and be actual meals. My son comes home so hungry from the tiny servings of odd foods and he's already in a very low ht/weight percentile. He is not allowed to bring his own food, even healthy foods, to daycare.

Child care needs to be more affordable if we expect traditional households to have two working parents. We especially need more places that accept newborns, or children less than 12 months old.

NA

I would like to know if ACCEE awards grants, what will the reporting requirements be for a recipient?

I would like to see more support for part time work parents. They dont qualify for any childcare assistance but often this type of work is more ideal for women with smaller children. Increasing wages for childcare employees is a must as well. It is such a tough and important job they should be paid accordingly!!

Pay child care assistance all of parents

Yes. All of the suggestions listed above are important to address if we are to improve and transform childcare in our state. Thank you for your good work!

Many of the options above seem to address the additional issue of licensing. The barrier to entry in offering childcare services is unattainable.

Don't stall. Continue to build partnerships. Stop the turf wars. Collaborate.

Don't over complicate this.

I am suspicious of the suggestion, above, to build or upgrade additional buildings where childcare would occur. The statement "...so more care is available" is disingenuous or at least misleading. Existing rooms, and entire facilities, sit empty due to lack of staff. People can't afford to work in childcare. Circulating millions among contractors, banks, realtors, etc., to fund or upgrade facilities won't address that problem.

6 through 10 seem to really be mission creep. This problem may not be easy to fix as it involves the state but it can be fixed. Imagine if we could dedicate this money for say 5 years to fix this problem and then re-direct it to another issue facing the city that you can fix. Please consider carefully any program that uses this to pay the workers, the providers or the parents. Increase the number of centers. Help the centers open up capacity. The problem is capacity.

The childcare industry has very little advocacy in our state. Part of the reason that there is such limited investment in Early Childhood Education is that there is also such limited advocacy. Furthermore, the organizations that do advocate for Early Education often divert funds earmarked for early education to their own organizations. Some of this is obviously necessary, but the ACCEE fund is in a unique position to advocate for early education without also diverting funds away from early education in order to exist.

Invest in existing programs and those trying to build new facilities to support more families in their area

Maybe we can consider co-ops for childcare, or look and see what other counties are doing to meet childcare demands. Right now I just have a variety of family watching my son but now he's behind in speech :(

Yes, and I am not sure you guys are the right people to mention this to, but having a Bezos Academy (<https://bezosacademy.org/host/>) in our community might be something that could help our childcare crisis. I have personally visited these schools and talked to these folks and really think this can serve the most vulnerable members of our community. I have wanted to share this information with people who can possibly look into making this happen, but I have not been in Alaska long enough to know the right people. Thank you for giving me this box to step on my soap box :)

Please also take in consideration that there are single mothers who also is not able to take care of their household while paying for childcare. It has been a rough year especially with all the ASD snow days.

There is a gap created in the childcare assistance that families receive when their child turns 5. Last year the state childcare assistance raised their reimbursement rates for preschool children from 750 to 1019. They did not raise the rates for school age care that stayed the same at 850 a month. However when a child turns 5 they are considered now school aged even if they were not age-eligible for kindergarten at the beginning of the year. So families in programs that charge more than 850 for preschool care are now absorbing the additional cost no matter their income level or programs could choose to charge less for 5 year old children, but that is not financially sustainable as programs can barely operate as is. This creates a huge issue for families with 5 year old children. I am not sure how the ACCEE could support this but potentially supplementing assistance for those children that fall into this situation would be helpful while a long term solution of raising the school age state rates or changing the age definitions is worked towards.

I believe expanding capacity is the highest priority. Thank you for doing this work!

I think it is important to remember that child care programs have only remained open the last few years due to federal stimulus funds from 2020-2023. Operating costs have increased significantly over the past 4 years and enrollment/revenue has decreased. Without continued sustained investment in current operating costs, programs will struggle to remain open. I think it is important to make sure the ACCEE fund helps stabilize existing child care investment gaps while also investing in some new ideas simultaneously. I realize this is not a popular idea as new funding like this is exciting and people often want to see a new idea funded, but the funding gap programs are facing are very large and can't be covered only by parent fee increases and increased enrollment. I would hope there would be a combination of support for both current operating expenses as well as an investment toward provider wages and benefits.

Look into getting communication out and supporting families at the greatest risk, increasing worker wages and target communication with groups that have reduced access.

Thank you for involving us all- Asd preschool is working hard to find funding and proving preschool for families across Anchorage. Providing more options will support our city

I think the real risk is spreading the \$5-\$6m too thin -- to the point where it doesn't make a visible or material impact.

Will this funding also be used to support before and after school care for elementary students, especially with school start time changes next year?

Do not allow families to utilize childcare assistance payments to offset personal income so a parent/caregiver can remain at home instead of work outside the home. I have worked in childcare for 7 plus years and this would not be helpful. People would just take advantage of this, and the kids would suffer at home and the families that actually need the assistance plus people need to work and build our economy.

When my kid was in day care, the people who owned the place drove a Porsche to work, meanwhile the workers were paid terribly! How do make sure child care EMPLOYEES are getting the competitive wage?

I appreciate the idea of funding upgrades to existing buildings! I went to a talk at the Department of Fish and Game and saw their building was under entire renovation - I so badly wish childcare could receive the same amount of funding and attention as a building that only employees adults who are not in the office half the time.

Not everything should be income-based. There are a lot of individuals within the municipality of Anchorage that might be over income eligibility for most programs, but are falling through the cracks because what is coming out of their paycheck is a lot different than what is coming in especially during this turmoil that we are going through with inflation.

education starts in early education, If early educators were not available to prepare the kids going into kindergarten the schools will be a disaster with 5 year olds with no experience in a school setting

Thank you for your support of early childhood, I know personally from experience that it matters and have many families and friends that would attest to that!

During the pandemic the public quickly learned how vital teachers are for the community and that our job entail far more than academics. Teachers should be paid appropriately and be supported with training and resources to better themselves for the students the impact.

If there could be funds available for people to get the trainings and degrees they need to make a good wage in a competitive market, maybe there wouldn't be as much moving around to get a better wage. Keep the staff that have the degrees they need to be viable in this ever changing field. Good childcare that individualizes for each child's needs is important.

no

Considered to give that fund for benefits for children and families.

Keep it simple; use existing subsidy programs and extend and expand their reach; simplify licensing requirements; ensure providers who speak languages other than English are eligible and benefit from supports and training; don't let the perfect be the enemy of the good; don't overthink it; focus on low income families.

My concern is how businesses will use funds and be held accountable for where the money is going, e.g. hopefully to give teachers/staff raises. I am concerned funding will be funneled to the owners for executive/operations raises instead of going back into the curriculum, facilities, staff/teachers.

Maybe look at what child care facilities are already spending their money on, and what they want funding for. If we are going to raise wages they need to be qualified staff who do a good job of working with children.

Time is of the essence. The longer we wait to make these changes happen, the fewer child care options will remain open and there will be more rebuilding of this sector will be necessary.

Please support paying these critical workers a living wage.

I think the funds should also be used to fund nutritional needs at centers. It is my understanding that unless a facility has a certain percent of individuals on daycare assistance or low income that that facility cannot access funds (unsure if it is state or federal) for nutritional purposes.

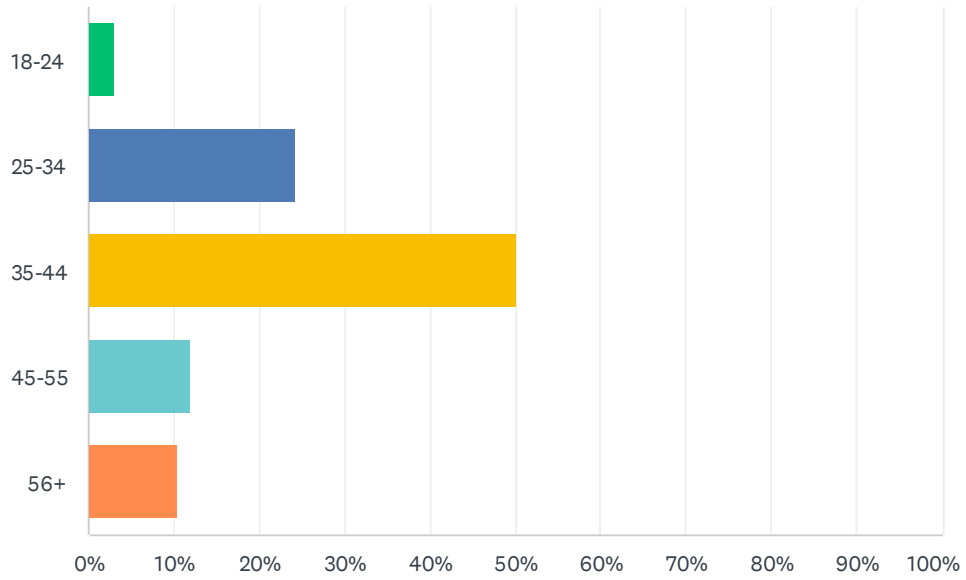
## Q28 Please Enter Your Zip Code

Answered: 291 Skipped: 134



## Q29 Please Enter Your Age Range

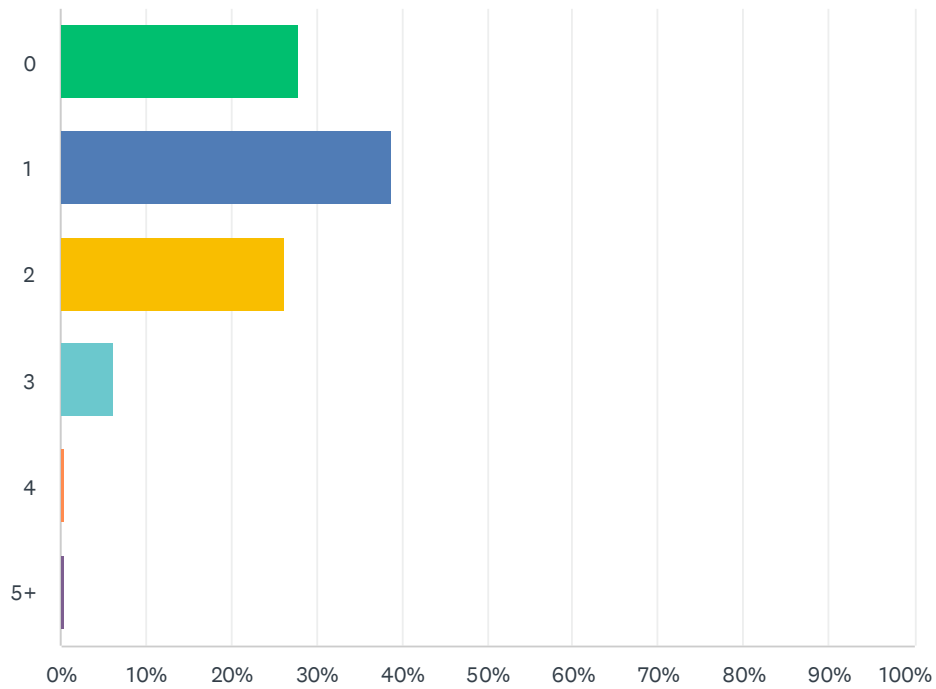
Answered: 295 Skipped: 130



ANSWER CHOICES	RESPONSES	
18-24	3.05%	9
25-34	24.41%	72
35-44	50.17%	148
45-55	11.86%	35
56+	10.51%	31
<b>TOTAL</b>		<b>295</b>

### Q30 How many children do you have under the age of 8?

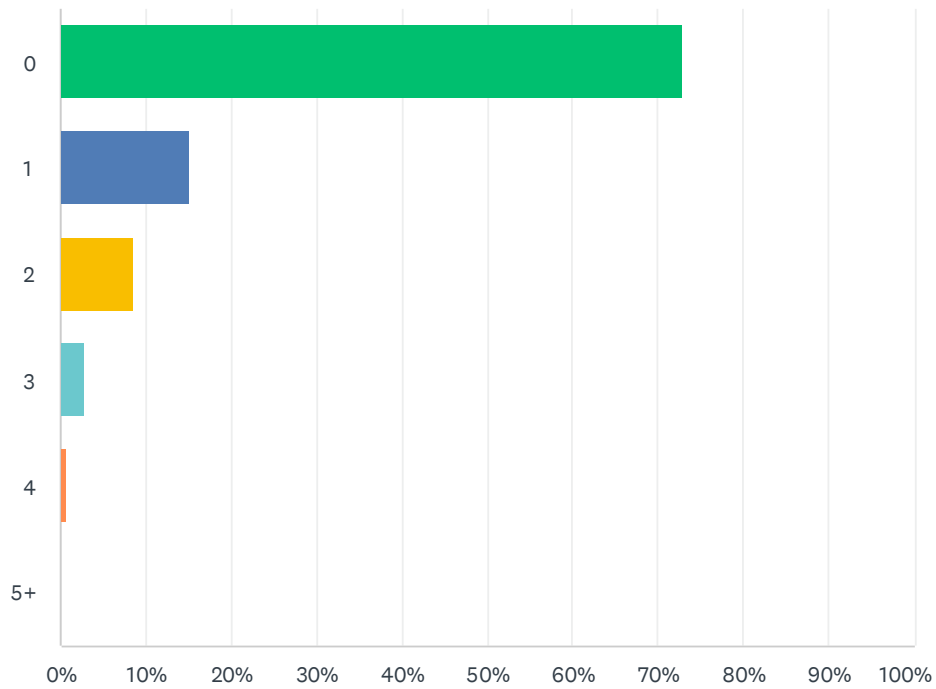
Answered: 293 Skipped: 132



ANSWER CHOICES	RESPONSES	
0	27.99%	82
1	38.91%	114
2	26.28%	77
3	6.14%	18
4	0.34%	1
5+	0.34%	1
<b>TOTAL</b>		<b>293</b>

### Q31 How many children do you have between the ages of 8 – 17 years?

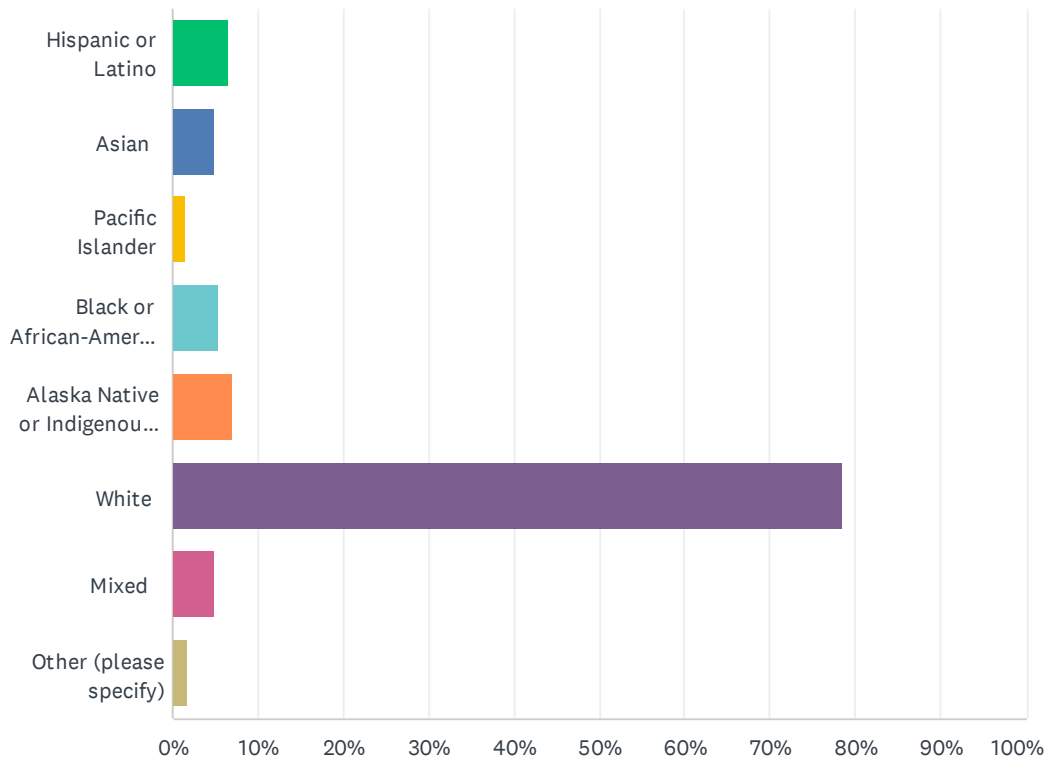
Answered: 292 Skipped: 133



ANSWER CHOICES	RESPONSES	
0	72.95%	213
1	15.07%	44
2	8.56%	25
3	2.74%	8
4	0.68%	2
5+	0.00%	0
<b>TOTAL</b>		<b>292</b>

### Q32 What is your race/ethnicity?

Answered: 283 Skipped: 142



ANSWER CHOICES	RESPONSES	
Hispanic or Latino	6.71%	19
Asian	4.95%	14
Pacific Islander	1.41%	4
Black or African-American	5.30%	15
Alaska Native or Indigenous American	7.07%	20
White	78.45%	222
Mixed	4.95%	14
Other (please specify)	1.77%	5
Total Respondents: 283		

**Q32. What is your race/ethnicity?**

**Other:**

American

N/A

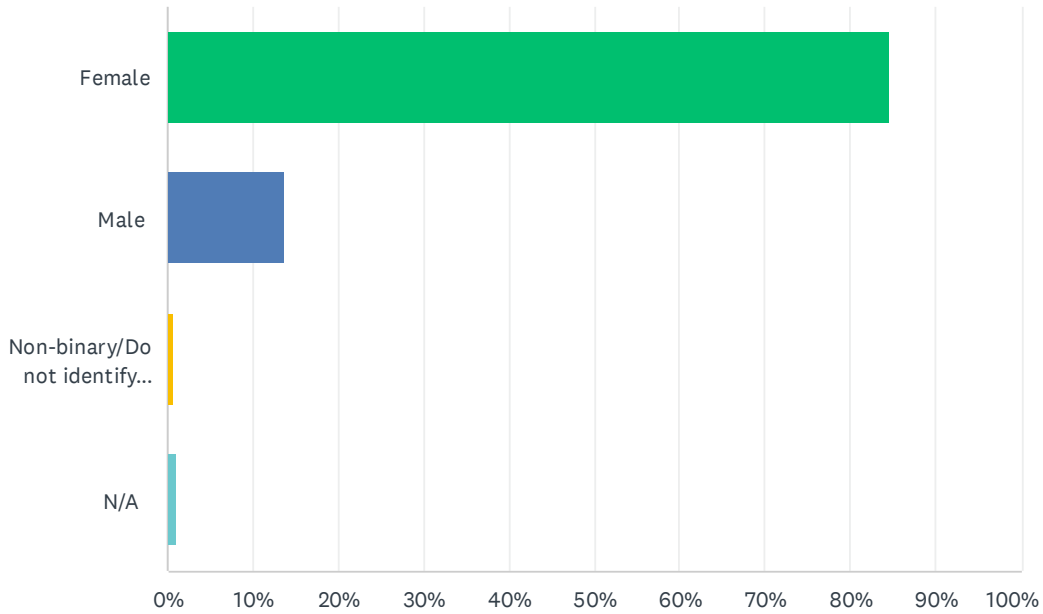
American

Father is Hispanic; I (mother) am white

prefer not to answer

### Q33 What is your gender?

Answered: 286 Skipped: 139



ANSWER CHOICES	RESPONSES	
Female	84.62%	242
Male	13.64%	39
Non-binary/Do not identify with male or female	0.70%	2
N/A	1.05%	3
<b>TOTAL</b>		<b>286</b>

**Q34 To be entered to win one of the four \$100 gift certificates, we require your:**

Answered: 224 Skipped: 201

ANSWER CHOICES	RESPONSES	
Name	100.00%	224
Company	0.00%	0
Address	0.00%	0
Address 2	0.00%	0
City/Town	0.00%	0
State/Province	0.00%	0
ZIP/Postal Code	0.00%	0
Country	0.00%	0
Email Address	99.11%	222
Phone Number	0.00%	0