2018 Child Care Survey
Black Hawk Child Care Coalition

**Participation Overview**
- 94 PARTICIPANTS
- 81% Black Hawk
- 9% Multiple
- 2% Chickasaw
- 6% Bremer
- 2% Buchanan
- 1% Multiple

**Percent of Industries Represented**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Represented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Finance &amp; Insurance</td>
<td>11%</td>
</tr>
<tr>
<td>Manufacturing &amp; Production</td>
<td>13%</td>
</tr>
<tr>
<td>Marketing</td>
<td>7%</td>
</tr>
<tr>
<td>Non-Profit</td>
<td>9%</td>
</tr>
<tr>
<td>Construction</td>
<td>6%</td>
</tr>
<tr>
<td>Health Care</td>
<td>6%</td>
</tr>
<tr>
<td>Customer Service</td>
<td>5%</td>
</tr>
<tr>
<td>Child Care</td>
<td>4%</td>
</tr>
<tr>
<td>Retail</td>
<td>2%</td>
</tr>
<tr>
<td>Distribution &amp; Logistics</td>
<td>2%</td>
</tr>
<tr>
<td>Higher Education</td>
<td>2%</td>
</tr>
<tr>
<td>Hospitality &amp; Restaurants</td>
<td>2%</td>
</tr>
<tr>
<td>Information Technology &amp; Software Development</td>
<td>2%</td>
</tr>
</tbody>
</table>

**Represented by Participants**
- Full-Time Employees: 13,875
- Part-Time Employees: 2,137
- Contract Employees: 153
- Total Employees Represented: 16,165

**Total Number of Employees Represented**
- 71% Non-Management Hourly Employees
- 19.5% Non-Management Salaried Employees
- 5.8% Management Employees
- 1.9% Executive Employees
- 1.8% Other Types of Employees
- Total Employees: 14,690

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16,165 Total Employees Represented
### Average Number Employed by Participants

- **Full-Time Employees**: 159
- **Part-Time Employees**: 36
- **Contract Employees**: 159

### Average Number of Types of Employees Represented by Participants

- **Non-Management Hourly**: 156
- **Non-Management Salaried**: 48
- **Executive Employees**: 4
- **Management Employees**: 13
- **Other Types of Employees**: 48

### Average Rank of Reasons for Turnover

<table>
<thead>
<tr>
<th>Reason</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Language Barrier</td>
<td>1.5</td>
</tr>
<tr>
<td>Transportation Issues</td>
<td>1.5</td>
</tr>
<tr>
<td>Child Care Issues</td>
<td>1.8</td>
</tr>
<tr>
<td>Personnel Issues</td>
<td>3.1</td>
</tr>
<tr>
<td>Resign for Pay/Benefits Elsewhere</td>
<td>3.3</td>
</tr>
</tbody>
</table>

### Turnover Costs

- **Average cost of turnover per person due to child care**: $2,141.87
- **Average cost of turnover per company due to child care**: $64,770.23
- **Total cost of turnover due to child care**: $3,238,511.30
- **Average percent of Annual Turnover Attributed to Employees Leaving**: 12.7%
- **Employees**: 30.24
- **Total employees for all respondents**: 1,512

### Current Company Initiatives

- **Overall Availability**: 42%
- **Daycare FSAs**: 8%
- **Split/Part-Time Shifts**: 8%
- **Work at Home Option**: 7%

### Barriers in Relation to Child Care

- **Overall Availability**: 56%
- **Cost**: 66%
- **Location**: 37%
- **2/3rd Shift Availability**: 24%
- **Lack of Services for Special Needs Children**: 7%
- **Language Barrier**: 3%

### Current Company Initiatives

- **Overall Availability**: 42%
- **Daycare FSAs**: 8%
- **Split/Part-Time Shifts**: 8%
- **Work at Home Option**: 7%