



## Snapshot: Employers, Working Parents & Childcare

Throughout this years-long global pandemic, employers of all sizes have had to reinvent their business models and rethink their approaches to recruiting and retaining qualified employees

**1 in 5**

businesses implemented and have kept in place remote-work options

**44%**

of businesses implemented and have kept in place increased adjusted schedule policies

**76%**

of employers surveyed saw employees leave. **Forty-three percent** of those employers said **75-100%** of their lost employees were women



## Employer Pandemic Concerns

**56%**

of employers were concerned they would see employees **permanently leave** the workforce

**62%**

cited **childcare** as a factor contributing to employees **leaving**

**41%**

cited **childcare** as a factor for employees **not returning**

## Businesses Need Working Parents Working Parents Need Childcare Supports



**1 in 5** employers reported a desire to hire more employees in 2022

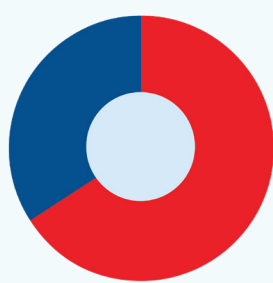


**1 in 3** reported that a lack of childcare was **"a great deal"** responsible for employees reduced productivity



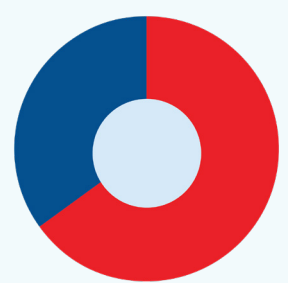
**66%**

of employers expressed willingness to invest more in employees' childcare needs



**65%**

said government incentives would most motivate employers offer more childcare assistance



During Fall and Winter 2021, the U.S. Chamber Foundation partnered with RAPID-EC out of the University of Oregon, to administer a survey designed to capture the perspective of employers to learn more about the ways in which businesses have been impacted by the pandemic, how employers have adjusted their work policies and benefits to adapt, and what types of support employers would find most helpful to meet the childcare needs of their employees.