

Preliminary Findings: 2023 Parent Survey on Childcare Challenges in New England

Executive Summary: Based on a survey of a thousand parents across New England, we find there is broad support across the political spectrum for government and private sector efforts to help working parents secure childcare. We further find that childcare options vary widely across communities and states, while rural communities face a particular set of challenges related to access. The financial burden of childcare affects low-income parents the most and childcare benefits provided to workers, including flexible scheduling and leave policies, vary greatly across sectors and employers. Finally, our analysis shows that, when assessing work opportunities, parents place high value on an employer’s childcare-related policies and practices, not just salary. These initial findings were prepared for the childcare convening at Colby College on May 31, 2023 and are not for public distribution.

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Background & Preliminary Findings

Lack of access to affordable childcare is a crisis in Maine and across the United States. While childcare is a long-standing public policy challenge, the disruptions of the COVID-19 pandemic highlighted the shortcomings in our current systems. With renewed attention on the issue, business leaders, policymakers, parents, and advocates are ready to think about innovative solutions that provide quality care for children, alleviate pressure on families, and boost productivity for businesses.

This report was prepared to support a convening of Maine's business leaders and stakeholders at Colby College on May 31, 2023. The Goldfarb Center for Public Affairs at Colby and the Federal Reserve Bank of Boston hosted the event to think about creative approaches to address the childcare needs of working parents. The Goldfarb Center sponsored a survey of 1,000 parents of children under 6 years old living in each of the 6 New England states. The survey results provide insight into the nuances of childcare challenges faced by families from across the region and offer context for the conversation.

While experts, organizations, and industry leaders have been working to understand issues related to childcare access for decades, this report offers an up-to-date portrait of childcare needs and public opinion at this moment. The results show that parents experience a broad set of varying childcare challenges across the region, and also an interesting mix of support for childcare reform. The data underscore the complexity of childcare provision in New England and the necessity for tailored, flexible policies that address diverse needs while reducing inequalities in access and affordability. The data also suggest that the private sector plays a vital role in partnership with government and nonprofit sectors, using different models and tools for parental engagement.

As industry leaders, government and experts move forward in thinking about next steps, we offer the following preliminary findings with the hopes of increasing the understanding of some of the challenges and opportunities to create a childcare system that benefits all New England families:

- **Politics of Childcare:** *Despite prevailing political polarization, a clear majority of parents, irrespective of party affiliation, support the idea of both employers and the state government helping to defray the costs of childcare.*

- **Childcare Comes in Different Forms:** *“One size fits all” does not apply when it comes to childcare.*

- **Difficulty Finding Care in Rural Communities:** *Rural parents are more eager than non-rural parents to return to work but face distinct challenges in accessing childcare that create barriers to entering the workforce.*
- **Unequal Burden across Economic Spectrum:** *The cost of childcare represents a significantly larger percentage of income for lower-income families compared to higher-income families. Households making below \$60,000 a year are much more likely to spend a higher percentage of their income on childcare outside the home, while the average household spends nearly 8% of their pre-tax income on childcare providers.*
- **Childcare Friendly Policies Depend on Where you Work:** *While there is wide variation in the type of parent-friendly employee benefits offered across employers and business sectors, smaller employers offer more flexibility and ability to care for children while larger employers are more likely to offer paid time off and other financial incentives.*
- **Recruiting and Retaining Workers Depends on Childcare:** *When considering prospective work offers, parents place significant value on an employer's childcare policies and practices, not solely salary.*

These key findings highlight what is clear across our research: the complexity of this issue and nuanced conditions within regions and across sectors suggest that stakeholders will benefit from engaging in ongoing, deep conversations with parent employees to craft detailed and diverse solutions that respond to both parent employee and employer needs.

Politics of Childcare

Summary: Despite prevailing political polarization, a clear majority of parents, irrespective of party affiliation, support the idea that both employers and the state government should help to defray the costs of childcare.

Even though childcare is predominantly delivered by private or non-profit entities, it remains a matter of public policy. Any attempts to adopt new childcare policies will face the challenges of navigating the country's polarized political climate.¹ Notably, our survey results show that New England parents across the political spectrum broadly favor a number of policy measures supporting childcare.

In our investigation, we asked parents whether they agreed or disagreed with the following statements:

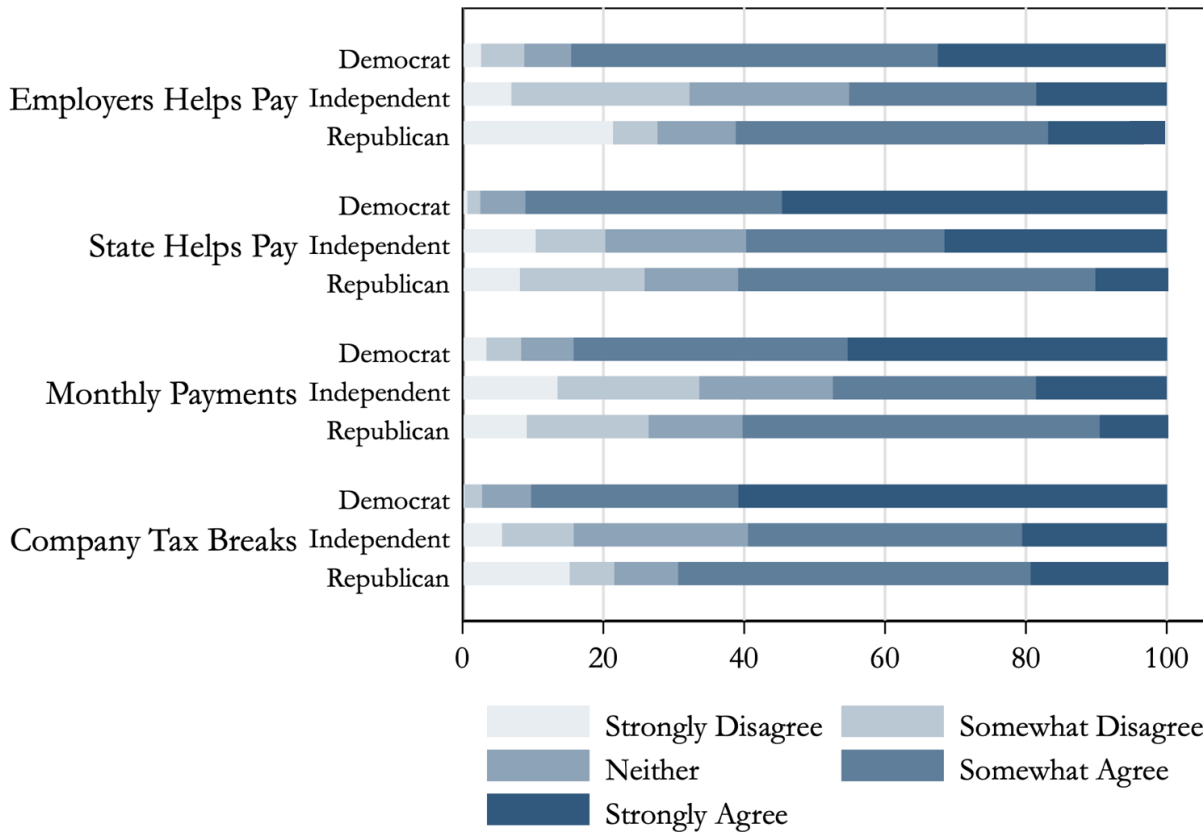
- a) Employers should help their employees who have children pay for childcare.
- b) The [respondent's state] state government should help families who have children pay for childcare.
- c) Even if it means that I would pay more in taxes, the [respondent's state] state government should give a monthly payment to families with young children for childcare.
- d) Companies should get tax breaks to help working parents find and afford childcare.

We found that clear majorities of self-identifying Democrats and Republicans supported each of those general statements, therefore showing bipartisan support for policies that address childcare. This support also includes independents - a majority of whom also believed that companies should get tax breaks to help parents pay for childcare and that monthly payments direct to parents would be helpful (Figure 1).

Democrats were more likely to favor any type of support for parents with children, including giving companies tax breaks to help parents (83%). Large majorities of Republicans agreed with support for parents, favoring corporate tax breaks the most out of the four broad statements (74%). Small minorities of Republicans were distinctively opposed to support - including two generic policies that directly implicated state-government involvement: 13% of Republicans strongly disagreed with the idea of a direct, monthly payment to individuals to provide childcare, and 9% of Republicans strongly disagreed with the general idea that the state government should help in some way (Figure 1).

¹ Nicholas F. Jacobs and Sidney M. Milkis. 2022. *What Happened to the Vital Center? Presidentialism, Populist Revolt, and the Fracturing of America*. New York, NY: Oxford University Press; Alex Hertel-Fernandez. 2019. *State Capture: How Conservative Activists, Big Businesses, and Wealthy Donors Reshaped the American States -- and the Nation*. New York, NY: Oxford University Press.

Figure 1: Public Attitudes on Government Interventions



Collectively, our preliminary analysis of survey results suggests surprising and promising support for childcare policies across the political spectrum that warrants deeper research into the different political and policy nuances of childcare, particularly because the potential provisions are diverse, fragmented and complex. As we continue to review our data and think about next steps, there is opportunity to deepen the analysis by considering how this level of support holds up across the entire population - including people who do not have children in the home. And, as noted through our investigation, there are also a wide range of tactics to address childcare. Understanding the political support for other policies including paid leave, unpaid leave and universal programs, could strengthen this analysis. Even still, our survey suggests that policymakers can rely on strong support amongst parents for policies that support access to childcare.

Childcare Comes in Different Forms

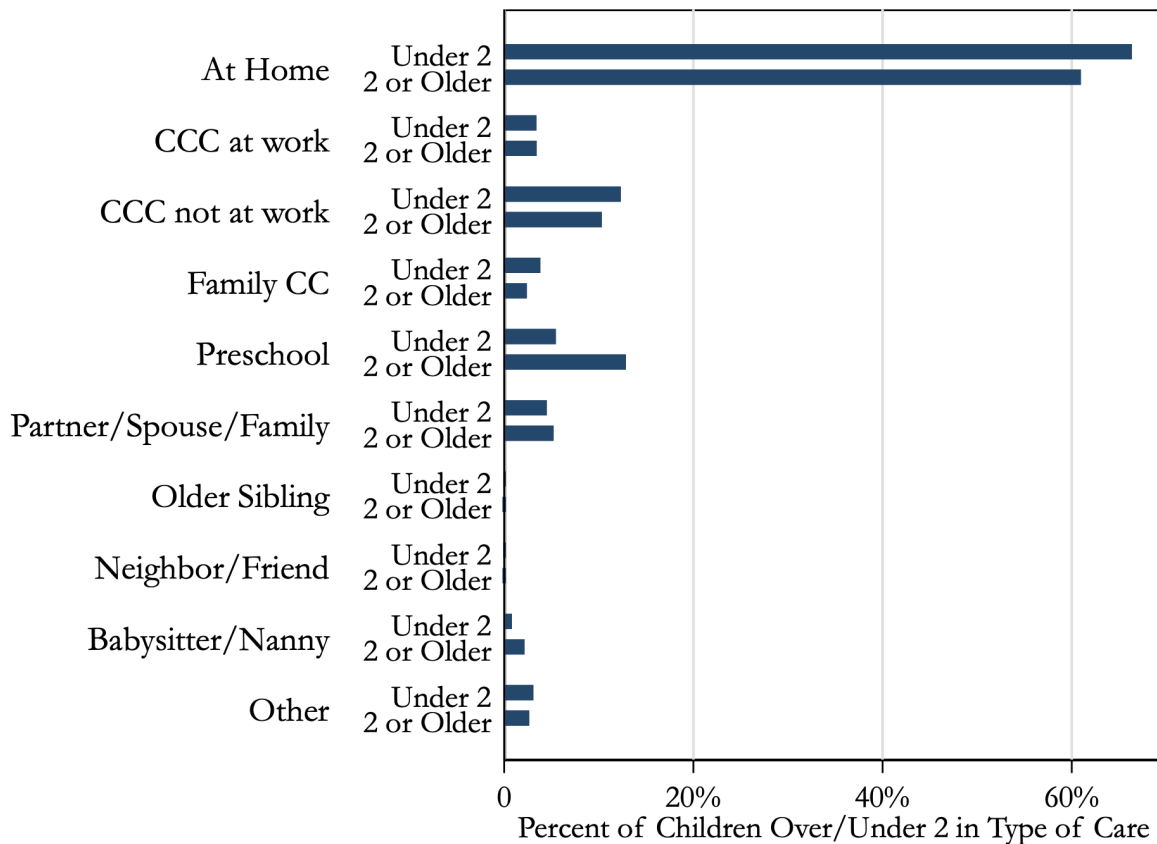
Summary: “One size fits all” does not apply when it comes to childcare.

One of the core challenges of the childcare crisis is the fragmented nature of the way families access care. While our research found there are dominant trends in what sort of care families access, there is still a great deal of variation. Additionally, our survey suggests the complexity of this issue is only amplified by the way access to care differs across communities and regions.

Every family is different and the provision of childcare throughout New England reflects this diversity. 53% of surveyed parents were in a two-person marriage, where both parents helped provide care within the same household. Over 30% of surveyed parents said that they were the only ones responsible for finding and paying for their child’s care during the day. In families with more than one child, 35% had children in different types of childcare - an indicator that families are often accessing a multitude of services (Figure 2).

By far, as illustrated in Figure 2, most children are taken care of by their primary caregiver at home. Just over two-thirds of children under the age of 2 are taken care of at home. Slightly fewer children over the age of two – 60.9% - are taken care of primarily at home. But for those children receiving care outside the home, there are a number of alternatives. For children both over and under the age of two, childcare centers - both at home and at work - take care of a combined 62% of children who receive care outside the home.

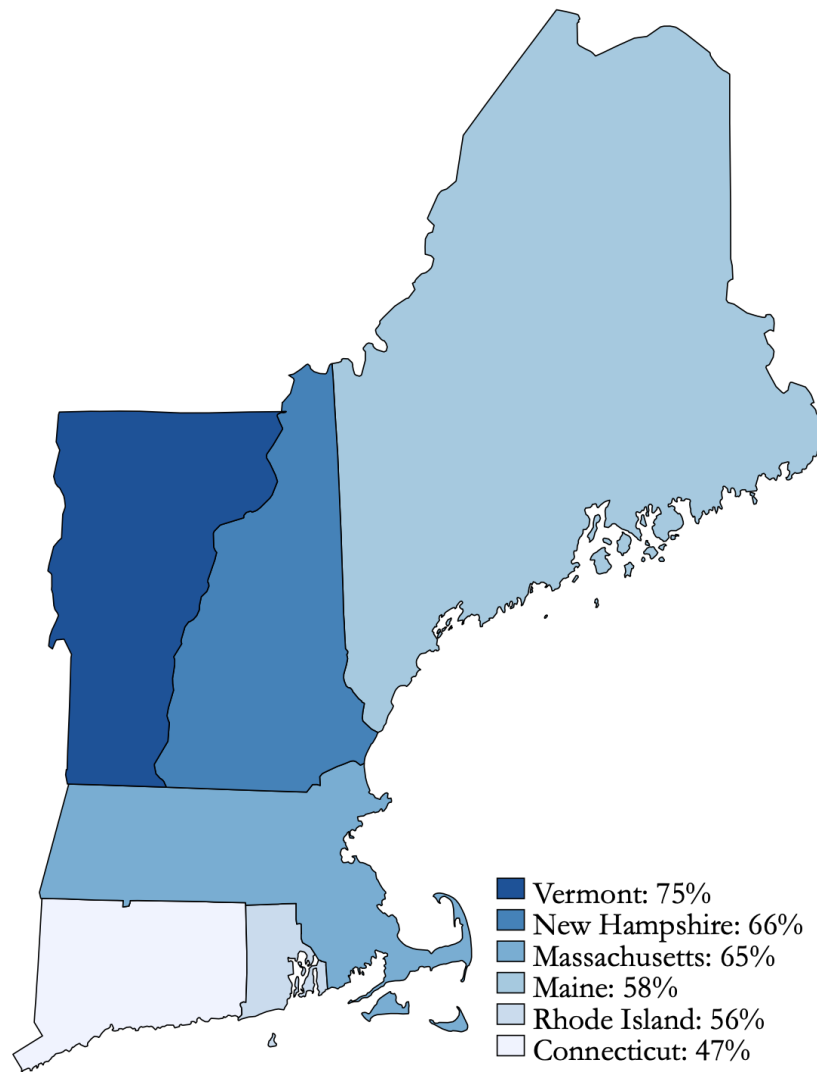
Figure 2: How Children Receive Care, Ages 0-6 Years Old



Note: In Figure 2, CCC refers to Childcare Center. Respondents were given the option to specify whether the CCC was at their place of work or elsewhere. A Family CC refers to a care provider in a family home, but in which the provider is not an immediate family member.

The challenge of identifying workable solutions is complicated by the fact that across New England, there is considerable variation by state. Fewer than half of children in Connecticut are taken care of primarily at home, whereas over 75% of surveyed parents living in Vermont indicated that they took care of their children at home. These state-to-state variations track with the specific type of community in which children live; nearly 70% of children under the age of six living in rural communities are taken care of at home, whereas just 59% of non-rural children are taken care of at home (Figure 3).

Figure 3: Percent of Children Receiving Care at Home Across New England



In sum, our research suggests that while the majority of families provide at-home childcare, there is a significant portion of families accessing a fragmented selection of out-side-the home care options. The differences run even deeper across regions, emphasizing the complexity of childcare as an issue, and suggesting that solutions will need to carefully consider these nuances.

Rural Mismatch: Particular Challenges of Childcare in Rural Communities

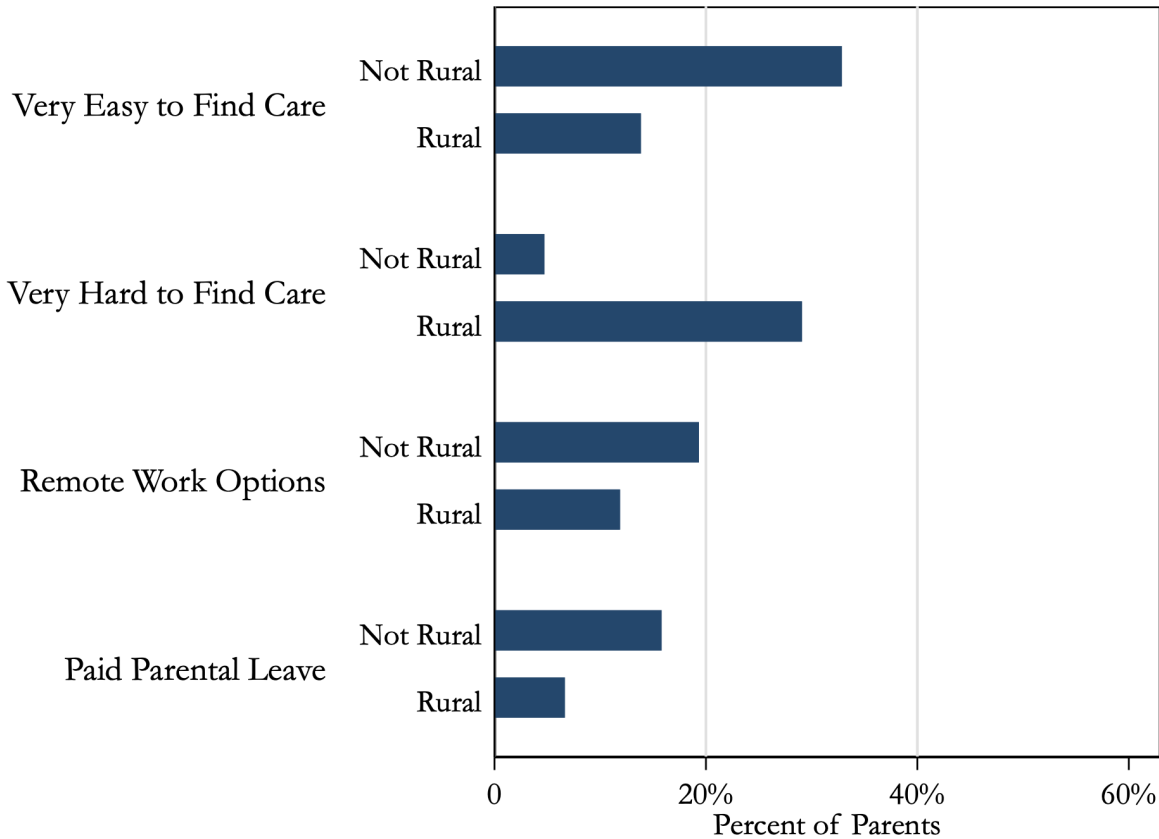
Summary: Rural parents are more eager than non-rural parents to return to work but face distinct challenges in accessing childcare that create barriers to entering the workforce.

New England is distinct for the large share of residents living in rural communities. Two of the country's most rural states - Vermont and Maine - are in the region, and policymaking for rural communities must deal with the particulars of rural economies and living. Our research suggests that rural New England communities face a number of unique childcare challenges but the dominant issue is scarce access to childcare providers.

Only 13% of rural parents indicated that it was “very easy” to find childcare for their children, while a third (33%) of non-rural residents found it very easy. A substantial portion of rural families found it very difficult to find care (26%), whereas just 2% of non-rural families found it very difficult (Figure 4). Notably, although rural residents express much greater frustration with finding childcare, they are not, on average, more likely to carry a heavier financial burden in purchasing childcare.

Compounding the challenges for rural families, rural employees report having substantially fewer benefits for childcare provided by their employer. Our work shows that statistically, rural employees are less likely to have access to remote work (16% of rural employees compared to 29% of non-rural employees), and are slightly less likely to have paid sick leave (29% rural employees compared to 35% non-rural employees) or paid parental leave (18% rural employees compared to 24% non-rural employees) (Figure 4). Additionally, our results show that rural residents are three times less likely to have access to on-site childcare, or receive a childcare subsidy from their employer.

Figure 4: Challenges Confronting Rural Parents



Overall the survey suggests that rural families are facing a number of significant and specific barriers to childcare access when compared to non-rural families. Additionally, rural parents are more likely to want to work outside the home than parents living in non-rural communities (large towns, suburbs, and cities). Yet, a larger percentage of rural parents (64%) are raising their children at home than parents living elsewhere. The mismatch between wanting to stay at home and wanting to work is greatest in rural communities. Over half of non-rural parents working outside the home (51%) would return home if they could, while just 40% of rural parents would find returning to home desirable.

To summarize, our research shows that a disproportionate number of rural parents are staying at home to care for children when they would like to be in the workforce. This unique mismatch between at-home parents and a desire to work facing rural communities suggests that further research is needed to see what solutions can be tailored to the unique pressures on rural communities.

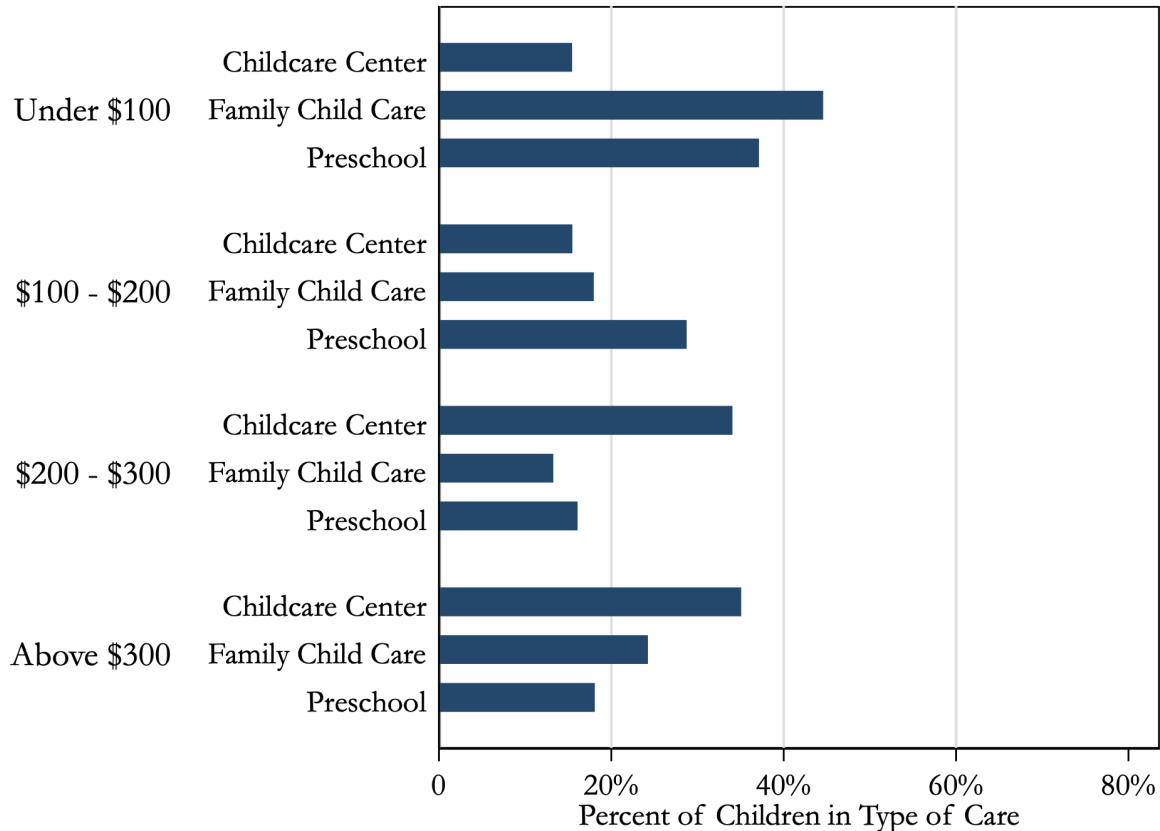
Unequal Burden Across Economic Spectrum

Summary: The cost of childcare represents a significantly larger percentage of income for lower-income families compared to higher-income families. Households making below \$60,000 a year are much more likely to spend a higher percentage of their income on childcare outside the home, while the average household spends nearly 8% of their pre-tax income on childcare providers.

For context, we note that 72% of parent employees in the survey rely on a large group-care approach: a childcare center on-site at work (9% of parents working outside the home), a childcare center not at work (29% of parents working outside the home), or a pre-kindergarten/preschool arrangement (34%). The remainder find childcare through alternative arrangements, such as licensed providers in someone's home, another family member, a neighbor, or a babysitter/nanny.

Across these options, costs for finding childcare vary widely, with a majority of out-of-home options costing over \$200 per week, per child. Family home care centers, in general, cost less than larger childcare centers, averaging about \$170 per week, while childcare centers (including on-site at employers) average about \$240 per week, per child (Figure 5).

Figure 5: Amount Spent Per Week for All Children, by Type of Care Received



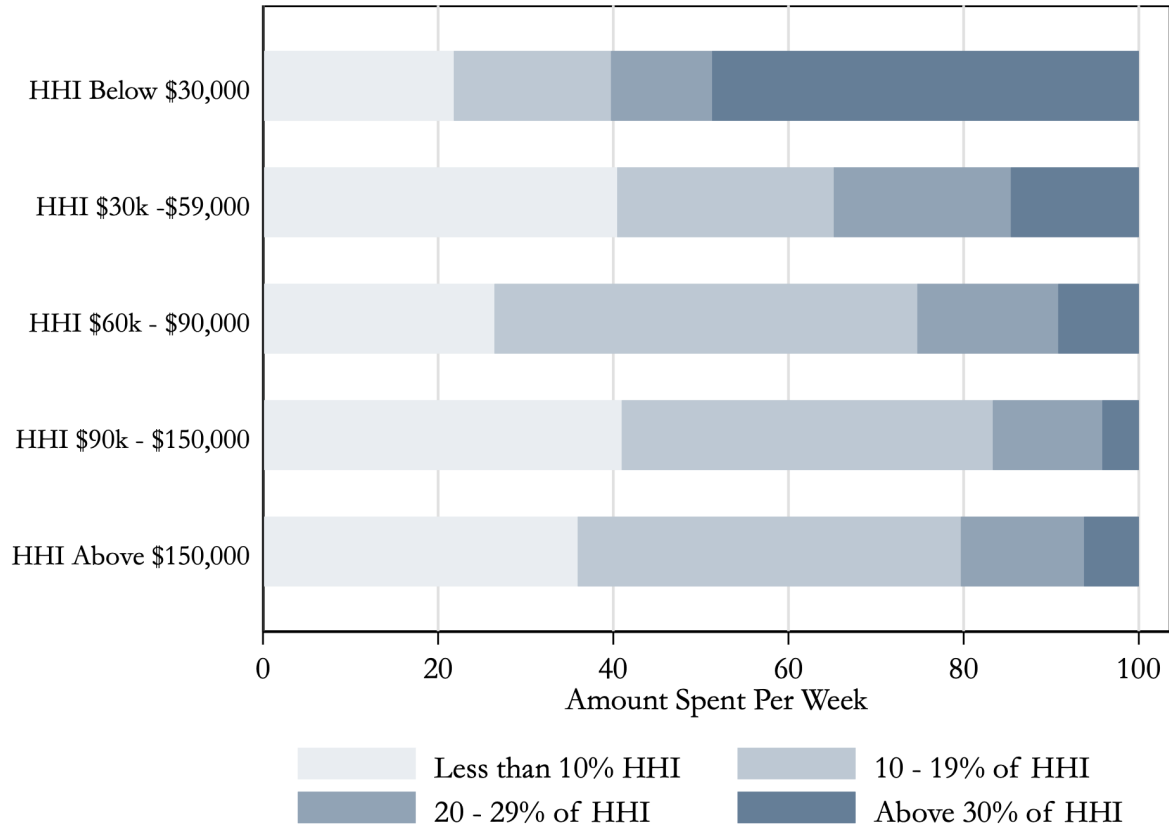
Our research also found that childcare costs affect the lowest income bracket the most, and it is interesting *how much* this group is disproportionately affected. It is clear from our survey that households with incomes under \$60,000 a year face a much more significant strain in trying to afford childcare.

Although a majority of families making below \$60,000 a year spend less than \$200 per week in total childcare costs, the overall share of household income is larger than a household making \$90,000 a year. This is notable when you consider that over 30% of households making below \$30,000 per year report spending more than 30% of what they make in a given year on childcare.² In comparison, over 60% of households making between \$90,000 to \$150,000 report

² It is worth noting that people often don't consider certain forms of supplemental assistance as "income" because they are not consistent or reliable, or because they are earmarked for specific expenses (like childcare). Christopher Howard. 1997. *The Hidden Welfare State: Tax Expenditures and Social Policy in the United States*. Princeton, NJ: Princeton University Press; Suzanne Mettler. 2018. *The Government-Citizen Disconnect*. New York, NY: Russell Sage Foundation.) As such, in calculating childcare cost burdens, we do not consider additional support payments individuals may receive to offset the costs of childcare. It is likely that households making less than \$30,000 per year have a burden less than 30%, but to the extent that any supplemental assistance is not 100% of cost, it is also likely that childcare costs consume a larger share of these household's actual income.

spending less than 10% of their household income on childcare. (Figure 6). Modeled across all income levels, we estimate that for every additional \$10,000 a household makes, the percent of their household income that goes to pay for childcare falls by 0.6 percentage points.

Figure 6: Childcare Cost Burden, By Household Income (HHI)



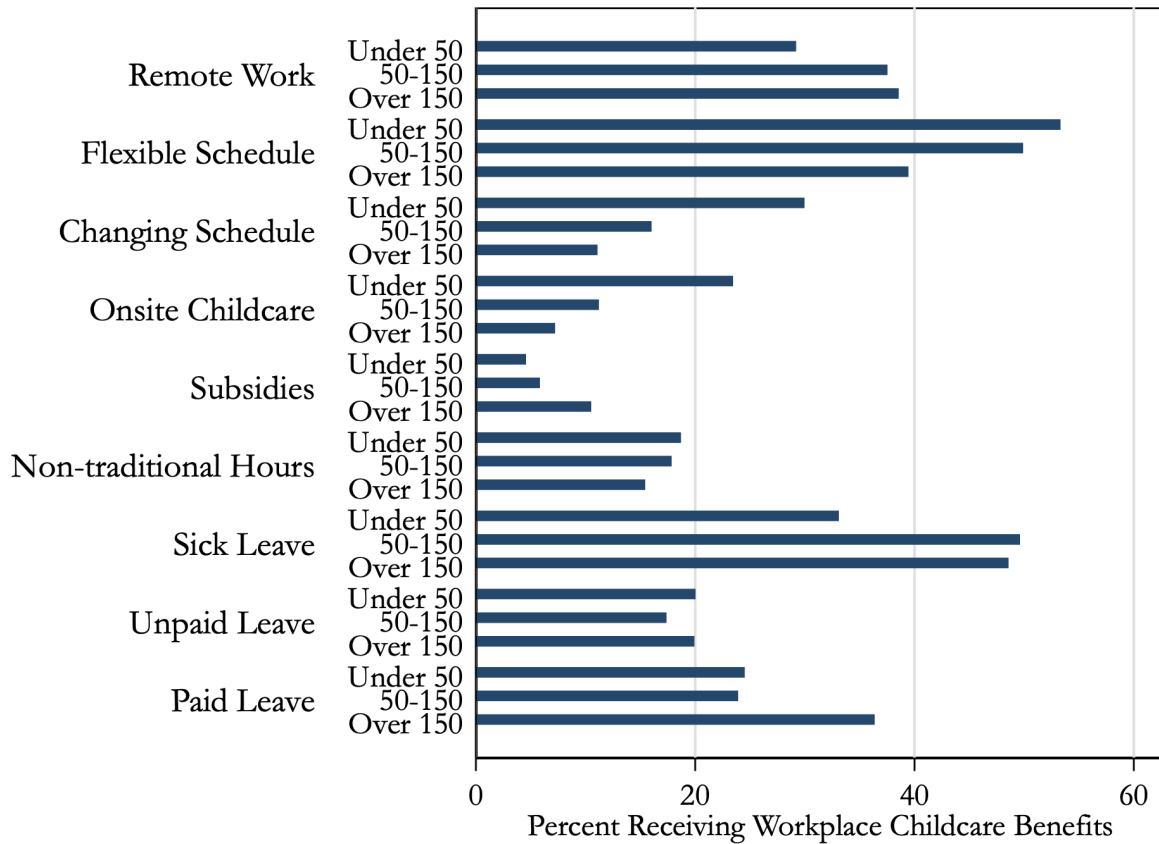
Childcare Friendly Policies: What You Get Depends on Where You Work

Summary: While there is wide variation in the type of parent-friendly employee benefits offered across employers and business sectors, smaller employers offer more flexibility and ability to care for children while larger employers are more likely to offer paid time off and other financial incentives.

Employee benefits that support parent employees vary between employers and across sectors. For firms with fewer than 50 employees, parents in our survey were most likely to report having flexible schedules (57.8%) and the ability to change their schedule after it was created (24.9%). Employees at smaller firms were also the most likely to suggest that they had access to care “on-site.”

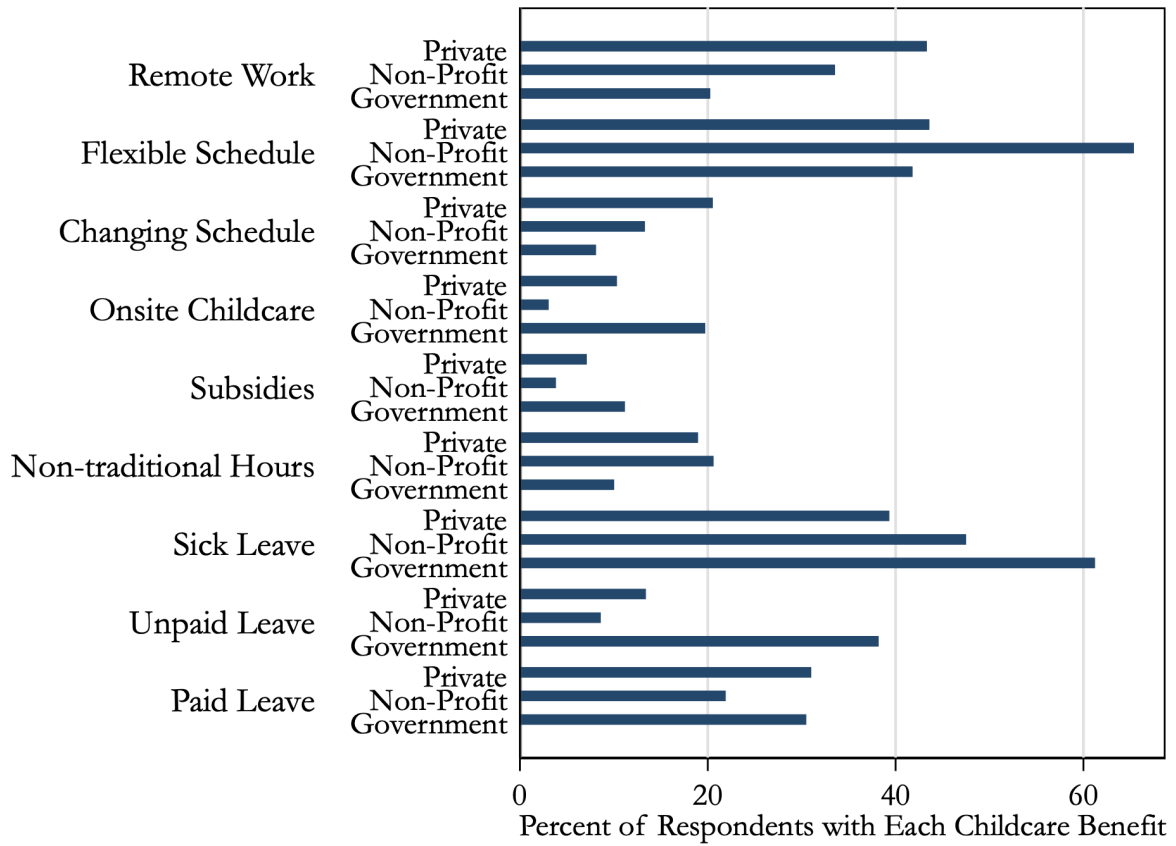
At the same time, they were the least likely to have access to benefits more common at larger firms. For instance, while near majorities of employees working at firms with between 50 and 150 employees (47.3%) and at firms larger than 150 employees (48.5%) have paid sick leave, comparatively fewer working at the smallest companies have this benefit. These parents are 64% more likely to have access to paid leave (including parental leave) than at the smallest firms. Likewise, even though subsidies for childcare are seldom offered by employers – fewer than 9% of parents working outside the home have employers who offer this - they are twice as likely to have access to employer-subsidies for childcare if working at a firm with more than 150 employees (Figure 7).

Figure 7: Percent of Respondents with Each Workplace Benefit, by Employer Size



Even greater variation exists between different types of employers: whether parents work for a private company, a non-profit organization, or a governmental entity. Governments, for instance, are the most likely to offer paid sick leave (61%), but government-employed parents are the least likely to report that they have the ability to change their schedule once it has been set. Parents working at non-profits, on the other hand, are the most likely to report having access to flexible scheduling (67%) but the least likely to have paid leave (21%). (Figure 8).

Figure 8: Percent of Respondents with Each Workplace Benefit, by Private, Public, and Non-Profit Sectors



Considering this as a whole, our research shows a tradeoff: workers can work at a smaller firm with increased flexibility but less access to leave or they can work for larger firms with more leave benefits and less flexibility.

Recruiting and Retaining Working Parents

Summary: When considering prospective work offers, parents place significant value on an employer's childcare policies and practices, not solely salary.

Finally, we turn to the question of how do parents working outside the home navigate the complexities of deciding where to work, and how do employers' childcare policies relate to take-home earnings. To test whether and how much childcare policies matter in employee decisions, we embedded a conjoint experiment near the end of our survey. Conjoint analysis is a statistical technique used most commonly in market research to determine how people value different features in a product or service. In this case, we presented parents with two fictional job offers, not products. We told each parent to "Compare the two offers and imagine that you are deciding between two jobs where you will be doing exactly what you currently do, and in the same place. Considering all the differences between them, which one of the two would you find most attractive? Even if both offers are less than ideal, pick the one that you think best works for you."

Our analysis of the conjoint experiment, described in detail below, supports the notion that parents, including those not currently working outside the home, place enormous value on employers' childcare policies and that their consideration of potential employers is not solely a function of how much money each offers. Specifically, what we saw was that salary increases and child care subsidies did not impact job selection as much as help finding childcare or offering childcare on site and availability of paid leave. There were, however, differences amongst income levels.

This conjoint model suggests many additional areas of investigation and we would caution its findings being used as a definitive assessment of parent employee choice. What it does make clear, however, is that employers would benefit from rigorous assessment and collaboration with their employees to understand which benefits would best serve the needs of the company and the community.

Job Offers Conjoint Experiment Methodology and Findings

A common method in conjoint analysis involves presenting survey respondents two choices, where the combinations of product attributes between those two choices are randomly featured. By analyzing thousands of selections, we can understand what features are most likely to increase the likelihood of selecting a product, especially as they relate to one another. Conjoint designs also have the advantage of measuring preferences without directly asking about each attribute (limiting acquiesce bias, or the tendency of respondents to like options presented to them), and allow us to precisely consider how much people value different alternatives and the

trade-off between them, which is especially important when comparing tangible benefits (e.g., salary) and less tangible benefits, such as help finding childcare.³

In this case, we presented parents with two fictional job offers, not products. We told each parent to “Compare the two offers and imagine that you are deciding between two jobs where you will be doing exactly what you currently do, and in the same place. Considering all the differences between them, which one of the two would you find most attractive? Even if both offers are less than ideal, pick the one that you think best works for you.”

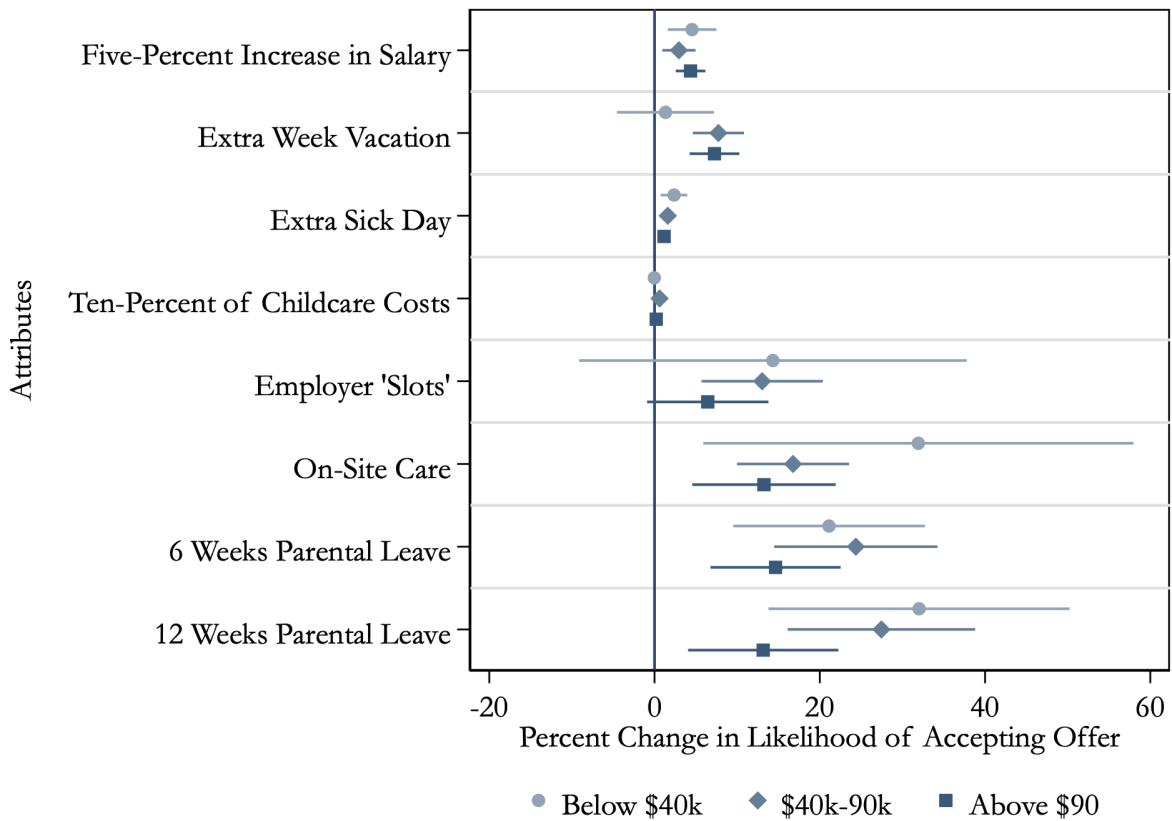
For each fictional job, we randomly varied the offers’ salaries and the time offered for paid sick and vacation leave. To increase the realism of the experiment, we used income amounts reported earlier in the survey to randomly vary the salary amounts to be between 90% and 110% of what each parent currently made; that is, someone currently making \$30,000 a year would not see an offer for \$90,000, but rather would only consider take-home pay within 10% of what they currently were making annually (\$27,000 - \$33,000).

In addition to varying salary, vacation and sick leave, we also included three childcare policies each fictional employer offered. First, we indicated whether the employer offered a direct childcare subsidy. The subsidy amount ranged from zero extra dollars a month to 30% of what a parent reported spending on total childcare costs; we randomly presented subsidy amounts in increments of \$0, 10%, 20%, and 30% of childcare costs. We then indicated whether the employer had a stated policy to assist employees find childcare. The value of this attribute randomly took on one of three values: 1) “No Help Finding Childcare” 2) “Employer Guaranteed "Slots" at Childcare Centers (Employee still must pay)” 3) “On-Site Childcare at Place of Employment (Employee still must pay).” Finally, we randomly varied each employer’s parental leave policies. Each job offer took on one of three values: 1) “No Paid Parental Leave After Birth of Child” 2) “6 Weeks of Paid Parental Leave After Birth of Child” 3) “12 Weeks of Paid Parental Leave After Birth of Child.”⁴

³ See: Jens Hainmueller, Daniel J. Hopkins, and Teppei Yamamoto. 2014. “Causal Inference in Conjoint Analysis: Understanding Multidimensional Choices via Stated Preference Experiments.” *Political Analysis* 22(1): 1–30.

⁴ Each respondent considered five pairs of fictional job offers. On average, respondents spent 35.2 seconds considering each comparison.

Figure 9: Average Marginal Component Effect on Job Offer Acceptance, for Low, Middle, and High Income Earners



The results of the conjoint analysis clearly support the notion that parents, including those not currently working outside the home, place enormous value on employer’s childcare policies and that their consideration of potential employers is not solely a function of how much money each offers. Figure 9 presents the results of a conjoint model that measures the different effect of each attribute, for parents of different income levels: those making below \$40,000 a year (circle), between \$40,000 and \$90,000 a year (diamond), and those making above \$90,000 (square). Points to the right of the vertical line at 0 indicate that the attribute had a positive effect on the likelihood of the parent taking the job offer, averaging over the values of all the other attributes in the offer (i.e., the effect of parental leave, considering the effect of salary, too). For employer slots and on-site care, the effect size is in relation to the baseline category: no help finding childcare. For both types of parental leave, the effect size is in relation to the baseline category: no parental leave. Our level of uncertainty is represented by the 95% confidence intervals surrounding the point estimate, so that when it crosses the “0” line, we are not confident of the effect the attribute had on the selection of any one job offer.

What we see is that increasing the starting salary by 5% increases the likelihood of taking a job offer by about 4 percentage points, on average, across all income groups. In comparison, adding an extra week of paid vacation increases the chances of taking a job offer by 8 percentage points, but only for middle and high income earners. Each additional day of sick leave offered, on average across all incomes, increases the chances of taking a job by nearly 2 percentage points.

How do these benefits stack up against childcare specific policies? First, direct childcare subsidies, when considered alongside other benefits, including salary, did little to induce job offer acceptance. This is not to suggest that childcare subsidies do not matter. But, when considered alongside other possible changes, we do not estimate an independent effect on the likelihood of taking one job over another. These results hold even when only modeling parents who currently pay for childcare outside the home.

In contrast, we see that employer help in finding childcare (not paying for it) does have a statistically and substantively significant effect on the likelihood of selecting a job offer. Employer provided “slots” for childcare increases the chances of taking an offer by about 10 percentage points; an on-site childcare facility increased the likelihood of taking an offer by 20 percentage points, on average. For each of these possibilities, the effect size decreased as incomes increased.

Additionally, our estimate for lower income earners is substantially more varied than for higher income earners. This may reflect a different range of occupations for this income group, where “slots” and “on-site care” are not as easily imaginable. Lower income workers, for instance, were 4 times as likely to work in manufacturing facilities and 10 times as likely to work in farming, fishing, and other natural resource extraction industries.

Finally, our models conclude that parental leave policies are also effective in increasing the likelihood of taking a job offer. On average, six weeks of paid parental leave increases the chances of taking a job offer by 18 percentage points; 12 weeks of paid parental leave increases the chances by 21 points. The likelihood is least among highest-income workers in both instances. Importantly, this may reflect the relative increase in salary at these income brackets as a more desirable attribute. Or, in other words, parental leave might matter less when the difference between two job offers is in the tens of thousands of dollars, not hundreds of dollars. Why do parents who already have children have such a distinct preference for paid parental leave? Of course, many of these parents might desire more children, and these policies might matter in the future. Alternatively, parental leave might matter in an indirect sense. That is, it is representative of a job’s childcare “friendliness.”

Methodology

From April 18-30, 2023 Colby College contacted 998 parents throughout New England who have at least one child under 6 years old. Sampling design and fielding was managed by Assistant Professor Nicholas Jacobs at Colby College. The sample was obtained from the Lucid marketplace, and only top- tier providers as determined by their QScore metric were used. Additionally, data were vetted on a case-by-case basis to ensure response quality. An iterative proportional fitting (raking) methodology was used to weight the data to geodemographic target, including age, race, gender, state of residence, and household structure (single-parents and two-parent households) according to the April 2019 Current Population Survey. The data were then trimmed to remove any cases with outlier weights ($N < 10$).

The survey took, on average, 7.7 minutes to complete, and included two attention checks to maintain sample quality. Failing the attention check removed the respondent and their data from the sample. The look and feel of the survey was optimized for mobile use, and all question types were device-agnostic (e.g., no matrices). About 84% of respondents used a mobile device.

Where subgroup analysis is performed on selected demographic characteristics, we determined statistical distinguishability through a binary-probit analysis, controlling for respondent's race, household income, level of education, gender, and state of residence. Statistical confidence is set at $\alpha = .05$, or 95%. Model specifications and results are available upon request.

For questions specific to each child, we aggregated results by the number of children each parent had and reconstructed sample weights to count each child equally. These include questions about where children receive care, how satisfied parents are with each child's specific provider (and why), as well as parents' preferred type of care for that child. As such, while results come from 984 parents, results include data from 1,306 children under 6 years old.

A note on one term used throughout the report: "Parents working outside the home" refers to parents who indicated that they were not raising their children at home. Although many do, in fact, work from home, we use this term to distinguish them from parents who are raising their children at home, and who may actually simultaneously provide care and work. Indeed, nearly 18% of children being raised at home had a primary caregiver (the parent taking the survey) who was employed "full time."

Table 1: Sample Demographics

<i>Percent Sample:</i>	Unweighted Statistic	Weighted Statistic
Women	66.7%	83.3%
More than One Child	26.4%	29.8%
Child Under 2 Years Old	34.7%	34.6%
College Educated	39.9%	54.4%
Household Income Below \$30,000	21.5%	30.44%
Household Income Above \$150,000	8.9%	17.1%
White-Identifying	78.8%	74.0%
Rural	33.1%	38.8%
<i>Firm Size:</i>		
Under 50 Employees	24.5%	21.7%
50-150 Employees	30.7%	32.8%
Over 150 Employees	44.8%	45.4%
<i>Sector:</i>		
Public	21.1%	25.5%
Private	64.6%	63.4%
Non-Profit	14.3%	11.2%
<i>Party Identification:</i>		
Democrat	36.7%	36.3%
Republican	18.8%	24.6%
Independent	44.6%	39.1%

Note: Category percentages may not round to one due to rounding.