



Southeast Alaska Association for
the Education of Young Children

Skagway Community Needs Assessment

2023-2024

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INTRODUCTION

Child care continues to be a national crisis, further exacerbated by the COVID-19 pandemic in recent years. This crisis extends to all of Alaska and is often more stark in rural communities. The U.S. Chamber of Commerce Foundation published a report in 2021 that found that 77% of parents in Alaska had missed work in the last three months due to child care issues, leading to an estimated \$165 million loss for Alaska's economy¹.

Established in 1987, The Skagway Child Care Council (SCCC) is committed to ensuring that the children of Skagway receive high-quality, accessible, and sustainable child care services. With this goal in mind, SCCC designed the Skagway Innovates Program and Innovation Grant to take a multi-faceted approach to innovating child care in Skagway.

To develop a baseline understanding of the needs and capacity of child care in Skagway that will help direct future efforts for service development, SCCC partnered with the Southeast Alaska Association for the Education of Young Children (SEAAEYC) to conduct this community needs assessment.

child care in a seasonal community like Skagway presents unique challenges that stem from the community's distinct characteristics and the seasonal nature of its economy. Identifying and addressing these challenges will ultimately require a collaborative effort from the community, employers, and local authorities to develop innovative solutions that support families and promote the well-being of Skagway's children. Specific areas of focus include but are not limited to:

- *What is the current actual capacity of child care in Skagway? What are the reasons for any disparity between capacity and actual children served?*
- *Is current capacity meeting the needs of Skagway families and children?*
- *Are families satisfied with their current child care?*
- *What barriers have families faced in accessing their preferred care?*
- *What barriers do child care providers face in effectively offering care?*
- *What impacts do child care have on Skagway businesses?*

This community needs assessment takes a closer look at the child care system in Skagway, Alaska, explicitly focusing on better understanding the unique needs of such a seasonal community.

METHODOLOGY

A mixed methods approach was used, including a survey of Skagway parents and caregivers of children under 13, a survey of early childhood educators and child care providers, a survey of businesses operating in Skagway, and an analysis of publicly available data on residents of Skagway. This needs assessment will help to create a baseline understanding of the needs and capacity of child care in Skagway to direct future efforts for service development. The full methodology is included in Appendix A.

KEY FINDINGS

Key findings from each section of the needs assessment are outlined below.

01

Children & Families in Skagway

Skagway is a dynamic community, making addressing the entire population's needs challenging. While the year-round population has declined in previous years, the number of children born annually appears to be rebounding from its decline in 2019, based on data from the AKDOL included in this report. A booming cruise ship season also means the sturdy number of seasonal residents has returned. To accurately understand the number of seasonal family households, a supplemental study may be needed in Spring 2024.

Parent survey responses revealed that year-round residents find value in raising children in Skagway. Critical challenges for year-round residents revolve around concrete needs such as access to health care services, affordable housing, and activities with children. Seasonal residents appeared to find more challenging aspects of raising children in Skagway. Developing specific outreach goals for seasonal families may help them feel better connected to the community and be informed of available resources.

02

Current child care in Skagway

Skagway's current child care climate is as variable as the nature of the community itself. There are only a handful of child care program options, each very specific in the demographic of children it serves. While the child care sector generally does not have enough space for the number of children who need care, this is not the case in Skagway during the "off-season." The actual demand is still unclear during summer months. Responding programs reported having no waitlists and operating under capacity.

The seemingly lack of demand for child care stems from each program's differing hours and yearly schedules. Two of the four programs operate as part-time/after-school programs rather than full-time care facilities. Additionally, programs are specialized in the age of the children they serve. The Skagway School Preschool serves 3-5 year old children, while the Afterschool Program serves 5-8 year old children. Little Dippers Learning Center and Little Cherubs both serve a range of ages, and they are limited by the State of Alaska regarding the ages and amount of children served.

Programs see the need for lower tuition for families, but staff need higher wages. Recruiting and retaining year-round staff is challenging as programs cannot be attractive employers for qualified candidates. Parents need help with tuition rates, so programs hesitate to pass these costs to families. Administrators felt that providing affordable housing, educator incentives, and tuition stipends for families would majorly impact the success of child care programs but are still determining where to find the funds for such support.

03

Family Experiences & Needs

The Parent Survey showed that Skagway families have child care needs that are currently unmet and experiences that lead them to be critical of the options that are before them.

Across the board, Skagway parents value and desire a child care setting for their child(ren) that is safe, educational, and staffed with experienced caregivers. Secondary priorities include reliability, cost, location, and operating hours. When a child care system is insufficient for families, they face the challenge of meeting their care needs while ensuring the desired attributes are met as much as possible. Three-quarters of respondent households reported needing more child care services in order to help acquire and keep their jobs due to childcare issues.

The child care needs of Skagway parents can be seen by the number of respondents who indicated they would prefer a different form of child care than their current provider. The cost of care was often mentioned as a reason parents were dissatisfied with their current provider. Parents describe needing to piecemeal child care, with many families using at least two forms of child care for their children. It is worth noting that the cost of care is a concern for families in every community in Alaska and across the nation.

04

Employer Experiences & Needs

The health and stability of child care in Skagway impacts not only the families being served but also the economy of Skagway. The availability, affordability, and quality of child care services are pivotal in shaping the workforce - impacting employees' productivity, retention, and overall well-being. Understanding the impact of child care on businesses is imperative for crafting effective policies and strategies that support working families and foster a resilient and thriving economic landscape.

The employer survey was developed to help understand these dynamics related to Skagway. Unfortunately, the responses received aren't enough to form reliable conclusions about the employer experience in Skagway.

While most responding businesses recognize a need for change to improve child care for families, they feel they need help to make an impactful change. Most companies mentioned there need to be affordable options and comprehensive hours to match the needs of Skagway's families.

RECOMMENDATIONS

Recommendations for Child Care Program Models in Skagway, Alaska based on the key findings of the needs assessment are outlined below. By implementing these recommendations, Skagway, Alaska can enhance its child care offerings, providing high-quality, accessible, and inclusive programs to meet the diverse needs of families in the community.

01 Convert Little Dippers Learning Center into two programs

A. Year-Round Infant and Toddler Center

- **Infrastructure Upgrade:** Convert the existing Little Dippers Learning Center into a year-round infant and toddler center. Ensure the facility meets all safety and regulatory standards for caring for infants and toddlers, including appropriate spacing, child-proofing, and sanitation measures.
- **Staffing and Training:** Hire qualified staff trained in early childhood education and infant care. Provide ongoing training to ensure staff is equipped to handle the unique needs of infants and toddlers, particularly around potty training.
- **Curriculum Development:** Develop a comprehensive curriculum tailored to the developmental needs of infants and toddlers. This should include activities promoting cognitive, social, emotional, and physical development in a nurturing environment.
- **Parent Engagement:** Foster strong partnerships with parents through regular communication, parent education workshops, and involvement in their child's learning experiences.

B. Little Dippers Two for Children Ages 3-12

- **Location Options:** Explore potential locations for Little Dippers Two, considering partnerships with the Presbyterian Church or the Skagway School District or establishing it as a group home.
- **Facility Requirements:** Ensure the chosen location meets safety and regulatory standards for accommodating children ages 3-12. This includes sufficient space for indoor and outdoor activities, age-appropriate equipment, and adherence to regulations regarding outside play.
- **Collaborative Partnerships:** If partnering with the Presbyterian Church or the Skagway School District, establish clear agreements outlining roles, responsibilities, and expectations for both parties. Collaboration can enhance resources, support, and community engagement.
- **Programming and Activities:** Design a diverse range of age-appropriate activities and programs for children ages 3-12, focusing on fostering creativity, critical thinking, social skills, and physical development.

02 Utilize Innovation Grant for New Programs

- **Grant Allocation:** Allocate funds from the innovation grant to establish one or two new group homes, considering the potential for year-round and seasonal operations.
- **Start-up Costs:** Use grant funds to cover start-up costs, including purchasing supplies, equipment, and furnishings necessary for the group home(s). This may include cribs, toys, educational materials, kitchen supplies, and safety equipment.
- **Operating Grant:** Provide a six-month operating grant to support initial operational expenses, including staffing, utilities, and maintenance. This will allow time for licensure, set-up, and the establishment of sustainable revenue streams.
- **Licensure and Regulatory Compliance:** Ensure that all necessary licenses, permits, and certifications are obtained for operating the group home(s) in compliance with state and local regulations. This may involve inspections, background checks, and compliance with health and safety standards.
- **Community Engagement:** Engage with the local community to find interested owners for the new group home(s) and address any concerns or misconceptions about home-based child care. Building strong relationships with neighbors, businesses, and community organizations can facilitate long-term commitments to operating.
- **Sustainability Planning:** Develop a sustainability plan to ensure the long-term viability of the group home(s), including strategies for financial stability, staffing retention, and ongoing community engagement. This may involve exploring funding opportunities, fee structures, and partnerships with other organizations.

CHILDREN & FAMILIES IN SKAGWAY

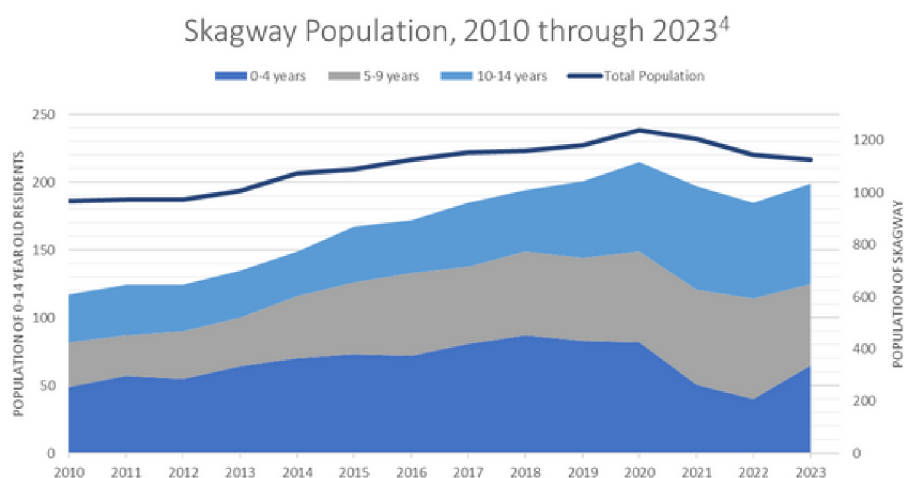
Childhood is a critical time of development and learning and an essential time for a child's family. Families often utilize various services, including child care and before and after-school programming during this time in a child's life.

To fully understand how well the needs of children and their families are being met, it is essential to understand who these children and families are. This section discusses the population and families' perceived benefits and challenges of raising children in Skagway.

POPULATION

Skagway has a small but dynamic population. As of 2022, Skagway is home to an estimated year-round 1,146 people, including 185 children under the age of 15².

Over the past decade, Skagway has seen slight but steady population growth. In the years since COVID-19, there has been a continual decrease in population, with the 0-14-year demographic closely mirroring Skagway's general population decline.



* Population and Population Change data is presented on data tables as raw numbers on Page 10, Tables.

-13%
change in Skagway's
year-round
population from
2020 to 2022³.

18%
of Skagway's year-
round population in
2023 was under the
age of 15.

32%
of children under the
age of 14 in 2023
were 0-4 years old.

The 0-4 year old demographic has declined the most out of the 0-14 year demographic since 2020, but rose from 40 to 65 children, a 65% increase, in 2023. The State of Alaska Department of Labor and Workforce Development records show an average of 13 births per year from 2015 to 2018⁵. In 2019 and 2020, there was just one birth each year, increasing to 11 births in 2021 and 2022, and down to 3 in 2023. Decreased birth rate as well as out-migration from Skagway are drivers in the recent decrease in Skagway's population.

Skagway is situated along the major cruise ship route in Southeast Alaska. In 2019, 78% of cruise ship passengers stopped in Skagway, accounting for over a million passengers. With the high influx of visitors, Skagway relies on nonresident workers to meet the business demand of the “on-season.” The State of Alaska, Department of Labor and Workforce Developments estimates that 21 percent of Alaska’s workers are nonresidents, and in Skagway - where employment more than triples in the “on-season” - the number of nonresident workers rises to 67 percent in a typical year⁶.

Given the highly seasonal nature of Skagway as a community, looking at its year-round population and its youngest residents only provides an accurate picture of the needs of the community throughout the entire year. Understanding the transient population of Skagway’s seasonal residents is challenging - the family survey conducted for this needs assessment gives a snapshot into what this population is concerning young children.

FAMILY COMPOSITION

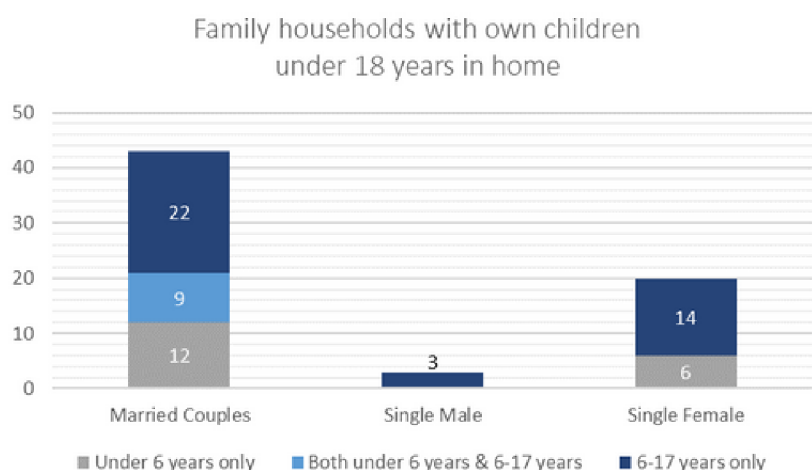
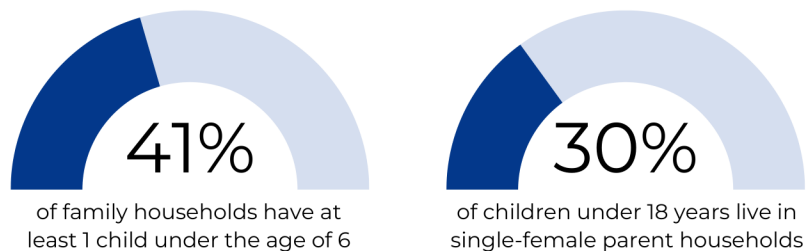
Family composition refers to the structure and makeup of a family unit, detailing the relationships and roles of its members. It encompasses the various individuals who form the family and their connections to one another. This needs assessment will highlight the aspects of family composition related to families with minors and the parent/guardian makeup of these families.

According to U.S. Census Bureau estimates, family households with married couples make up the majority of family households with children under 18, with 43 of 66 families, but single female households made up 20 of the 66, and there were three single male households⁷.

It is essential to recognize the challenges of single-parent family composition. Single parents often bear the sole finances, and a single income may make it challenging to cover all the family’s needs, leading to financial stress.

Finding affordable and reliable child care can be a significant challenge for single parents, primarily if they work irregular hours or have limited support from extended family and friends.

Supportive community resources, social networks, and policy measures can play crucial roles in alleviating some of the challenges single-parent households face.



BENEFITS & CHALLENGES OF RAISING CHILDREN IN SKAGWAY

Community survey respondents provided feedback about what they believe to be the best parts of raising children in Skagway and what is the most challenging, giving insight into families' experiences in the community.

Responses were divided into year-round Skagway resident responses and seasonal resident responses to compare demographics. Year-round respondents appear more well-connected and supported relative to relationships and interactions in the community. At the same time, the challenging aspects are related to external factors like housing, child care, and health care.

Among year-round respondents, the most frequently chosen benefit of living in Skagway was “it is safe”, receiving 77% of responses. The following were seen as benefits by over 50% of respondents: reliable friends/family nearby, feels welcome in the community, has lots of activities to do with children, and has access to health care services. The top responses for challenges of raising children in Skagway were housing/basic needs, access to health care, and having lots of activities to do with kids.



Among seasonal respondents, the most frequently chosen benefit of living in Skagway was “there are many activities to do with children”, receiving 56 percent of responses. This was the only response that received over 50 percent of responses. The next highest benefits were having reliable friends/family nearby, as much child care as needed, and Skagway being safe. The top responses for challenges of raising children in Skagway were housing/basic needs, having reliable friends/family nearby, and as much child care as needed.

12%

of seasonal respondents did not list any challenges of raising children in Skagway.

Year-round respondents found benefits of raising children in Skagway at a higher rate in all categories compared to seasonal respondents

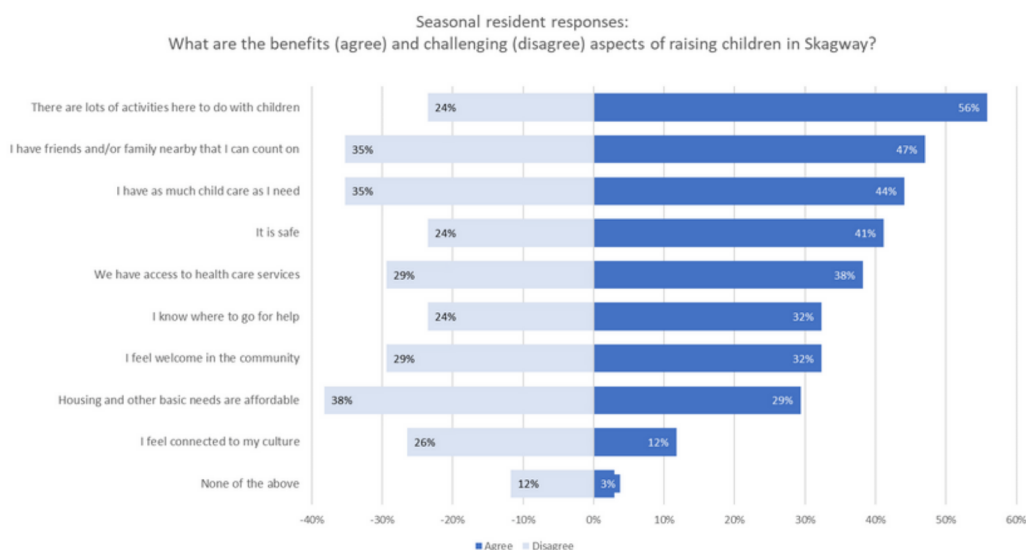
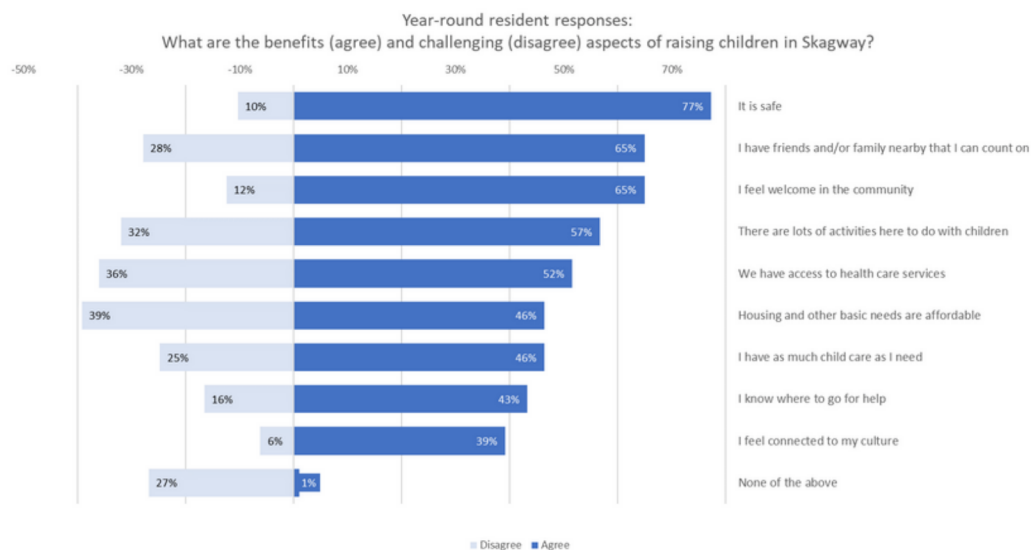
27%

of year-round respondents did not list any challenges of raising children in Skagway.

TABLES

Period	Total Population	0-4 years	5-9 years	10-14 years
2010	968	49	33	35
2011	974	57	30	37
2012	974	55	35	34
2013	1,008	64	36	35
2014	1,074	70	46	33
2015	1,089	73	53	41
2016	1,126	72	61	39
2017	1,155	81	57	47
2018	1,160	87	62	45
2019	1,182	83	61	57
2020	1,240	82	67	66
2021	1,206	51	70	76
2022	1,146	40	74	71
2023	1,127	65	60	74

Period	Population	Population Change	Migration	Natural Increase (Births - Deaths)
2009-2010	971	3 (1.24%)	0	3 (4-1)
2010-2011	974	3 (0.31%)	-5	8 (14-6)
2011-2012	974	0	-3	3 (6-3)
2012-2013	1,008	34 (3.43%)	28	6 (12-6)
2013-2014	1,074	66 (6.34%)	62	4 (9-5)
2014-2015	1,089	15 (1.39%)	4	11 (15-4)
2015-2016	1,126	37 (3.34%)	32	5 (10-5)
2016-2017	1,155	29 (2.54%)	20	9 (12-3)
2017-2018	1,160	5 (0.43%)	-3	8 (16-8)
2018-2019	1,182	22 (1.88%)	25	-3 (1-4)
2019-2020	1,233	51 (4.14%)	-7	0 (1-1)
2020-2021	1,206	-27 (-2.21%)	-27	0 (11-11)
2021-2022	1,146	-60 (-5.10%)	-64	4 (11-7)
2022-2023	1,127	-20 (-1.74%)	-14	-6 (3-9)



CURRENT CHILD CARE IN SKAGWAY

Within Skagway, four providers offer child care and preschool services. This includes one State of Alaska licensed child care center, one State of Alaska licensed child care group home, one Skagway School preschool, and one afterschool program. All of these programs are private pay models, except the Skagway School preschool, which, as a public program, is free for participating families.

This needs assessment section explores child care availability and access and the critical challenges of operating child care programs.

CHILD CARE AVAILABILITY & ACCESS

The total capacity of the Skagway child care and preschool providers is highly variable depending on the child's age and hours of care needed. Current programs need to be operating at capacity and report having no waitlists. As will be shared in subsequent sections, most families are unhappy with their child care situations and seem to use multiple care facilities. This points to a more significant issue of access, where families do not feel that existing programs meet their needs.

Ages of children served

Care availability relative to child age is highly variable and limited, with few options for infants and toddlers and limited space for school-age after-school care. Infant care in Skagway is minimal, with space for at most five infants aged 0-18 months. Little Dippers Learning Center and Little Cherubs care for toddlers, accounting for up to 12 toddlers aged 18-36 months. All the programs serve children aged 3-5, and all can have after-school care for children other than Skagway School Preschool. This variability in ages served makes developing continuity of care throughout early childhood extremely challenging and results in year-round resident families moving between programs based on the age of children.

Hours of Operation

Due to the limited child care options in Skagway, any variability in hours of operation could be viewed as a drawback or advantage, depending on the community's needs. Little Dippers Learning Center recently expanded to offer year-round full-day care, whereas previously, only Little Cherubs met this criteria. No programs offer early drop-off, late pick-up, evening, or weekend care. While this may not challenge standard 9-5 jobs, service industry jobs often have hours outside the typical work day.

Program Name	Hours	Schedule	Ages Served (I/T/P/SA)	Capacity (school year/summer)
Little Dippers Learning Center	7:45 AM - 5:15 PM	Year-round (as of 2023)	I/T/P/SA	30/30
Little Cherubs	6:45 AM - 6PM	Year-round	I/T/P/SA	12/12
Skagway Recreation Center Afterschool Program	3:15- 5 PM 9 AM - 5 PM	School Year, Summer	S	20/30
Skagway School Preschool	9:30 AM - Noon	School Year	P	20/0

*I=infant (0-18mo), T=toddler (19-36mo), P=preschool (37- 59mo) SA= school age (5yr+)

CHALLENGES OF OPERATING A CHILD CARE

Individuals who provide care to children play a significant role in a child's development. The profession requires individuals with unique skills, including patience, empathy, and effective communication, to ensure the well-being and development of young children. The modest compensation that is the current norm in the child care sector often fails to reflect the significance of the role, making it hard to attract and retain talented professionals. High turnover rates, driven by the emotional and physical demands of the job, pose an ongoing challenge for employers seeking stability and consistency in the care provided to children.

Program administrators cited that the biggest challenge of operating a child care program in Skagway is the recruitment and retention of year-round staff, especially with seasonal fluctuations added as a factor.

Educators referenced incentives to encourage the expansion of child care programs in Skagway, but believe they have not been successful due to the costs of starting a program, and the challenges of finding staffing for programs. As the individual stated, "It is difficult to hire teachers when we offer such a low wage in a town where they can make their yearly salary in 6 months. There are not shiny enough benefits to attract solid teachers".

IDEAL child care PROGRAM IN SKAGWAY

- QUALIFIED TEACHERS AND SUBSTITUTES WHO FEEL VALUED
- COMPETITIVE WAGES AND BENEFITS
- FULL-DAY, YEAR-ROUND child care WITH EDUCATIONAL FOCUS
- CONTINUITY OF CARE FOR CHILDREN

Survey respondents felt that providing affordable housing, educator incentives, and tuition stipends for families would majorly impact the success of child care programs.

FAMILY EXPERIENCES & NEEDS

Skagway families shared their experiences and needs via the Parent Survey. Overall, families need more child care availability and lower costs for care. While the previous section focused on the current state of Skagway's child care system, this section examines families' experiences with the system, including expressed priorities and challenges.

CHILD CARE PRIORITIES

Parent respondents of both 0-5 year olds and 6-12 year olds proved to have the same factors of importance when selecting a child care program for their child(ren). Over half of the 0-5 parent respondents cited reliability of care, cost, and openness during regular business hours as essential factors. Among the 6-12 parent respondents, 50 percent cited open outside of regular business hours, conveniently located to home, and open during regular business hours as essential factors.

01

Quality of the Facility

High-quality early childhood programs provide safe and nurturing environments while promoting the physical, social, emotional, and intellectual development of young children. These environments offer supportive, open-ended, and engaging experiences for children, with learning opportunities that are developmentally appropriate, interactive, and plentiful.

02

Safety of the Environment

Safe child care environments ensure children are protected from hazards while in the child care setting.

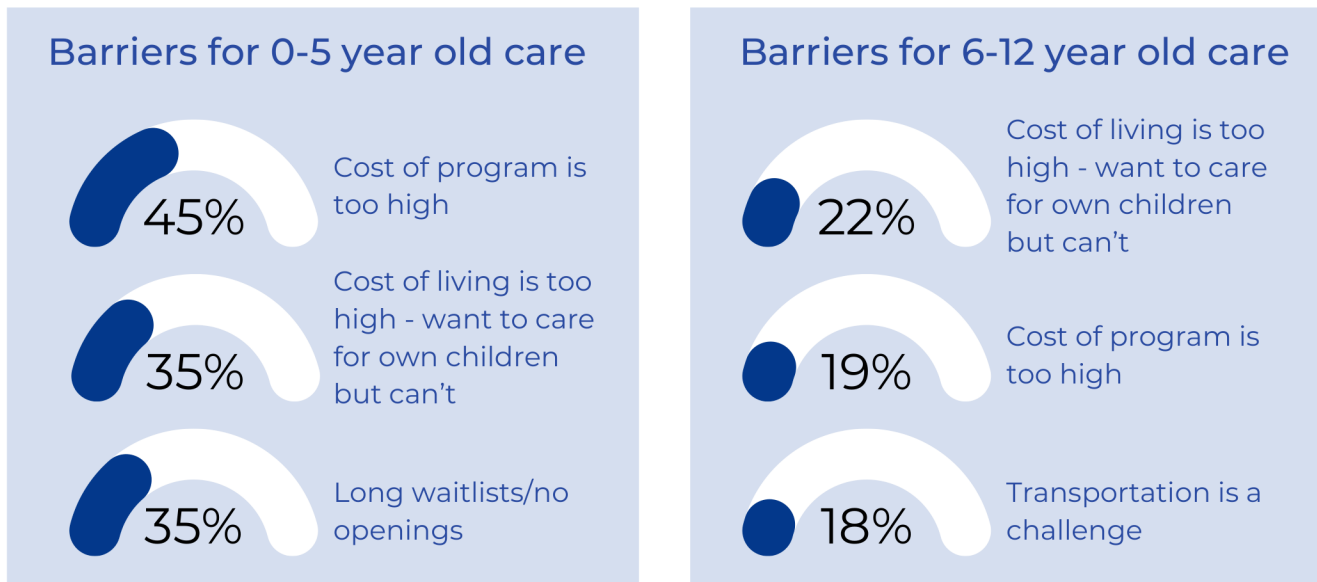
03

Experience/Training of the Caregivers

The most critical factors in creating a high-quality child care program are staff education, experience, and ongoing training. Trained caregivers are more likely to promote children's physical and mental health, safety, and cognitive development in their care.

Amongst respondents with 0-5-year-old and 6-12-year-old children, regardless of residence type, most parents in each demographic indicated that they would prefer a different form of child care than they are currently using.

Respondents who indicated that they would prefer a different form of child care than they are currently using were asked, “What barriers exist preventing them from accessing their preferred care situations?” The top barriers are below:



CHILD CARE CHALLENGES

In Skagway, families face many challenges in accessing the child care they want, and many have to find alternative supports to meet their needs. As highlighted above, the high cost of care and limited availability are the most common barriers.

Ninety percent of respondents with children 0-5 years old utilize licensed child care programs for their care, while respondents with children 6-12 years old utilize licensed child care programs and school district afterschool programs at the same rate of 72 percent. Despite providing care to a large percentage of the respondent population, families often have to utilize more than one form of care for children due to irregular hours, extended periods of closure, and affordability of programs.

45%

of respondents use at least 2 forms of care for their 0-5 year old children.

It's just difficult to juggle programs, child care, work schedule, and such for the entire summer.

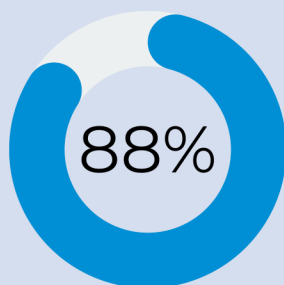
68%

of respondents use at least 2 forms of care for their 6-12 year old children

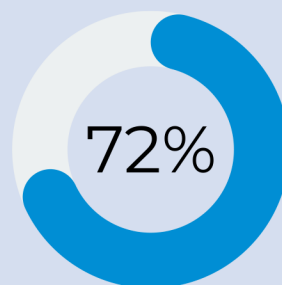
Finding an ideal child care situation is challenging due to the limited options available, and the lack of availability impacts Skagway's economy by adding stress to the workforce.

Most respondents indicated that child care has been a barrier for themselves or someone in their household getting or keeping a job. 88 and 89 percent of seasonal respondents with children 0-5 and 6-12 years old, respectively, are impacted. While slightly lower, year-round respondents with 0-5 and 6-12-year-old children are also significantly affected at 72 and 82 percent, respectively.

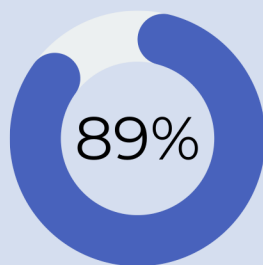
Households with child care as a barrier to getting or keeping a job



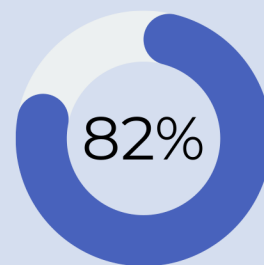
Seasonal with 0-5 year old children



Year-round with 0-5 year old children

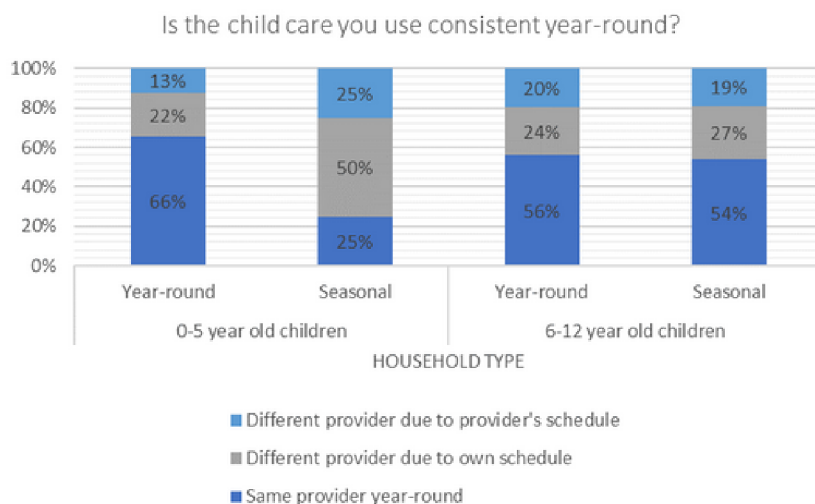


Seasonal with 6-12 year old children



Year-round with 6-12 year old children

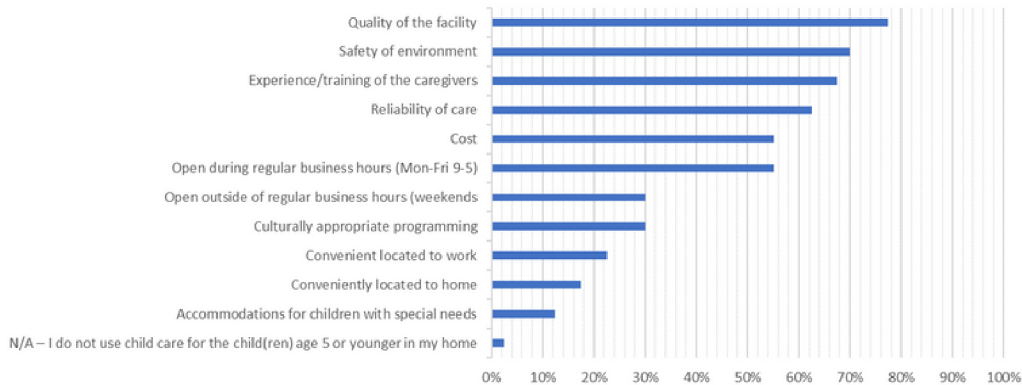
Numerous respondent comments echoed this sentiment by stating how they are worried about the longevity of their current program and that a shift in care could cause them to lose their job. Additionally, 13 to 25% of respondents have inconsistent child care throughout the year due to their provider's schedule. Continuity of care is essential for a parent to anticipate and rely on the child care received and for the child to develop more robust and trusting relationships.



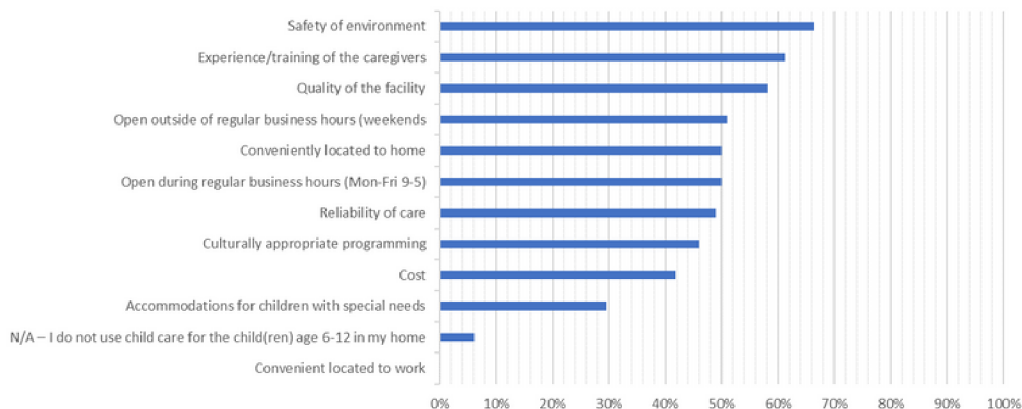
When I was pregnant [all the programs] were full. My partner and I had to plan on one of us quitting our jobs to take care of our baby. Once I was no longer working, going back to work has proven tough for multiple reasons, however child care is the main reason

TABLES

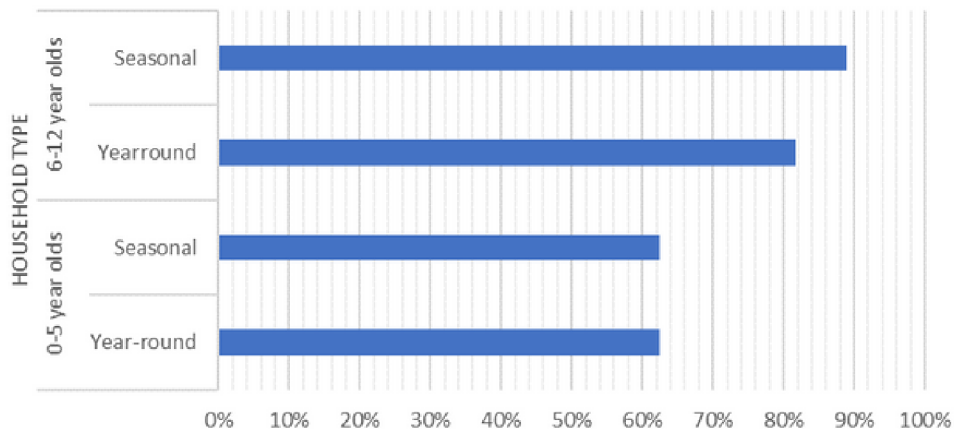
What are the most important factors in selecting child care for your 0-5 year old child(ren)?



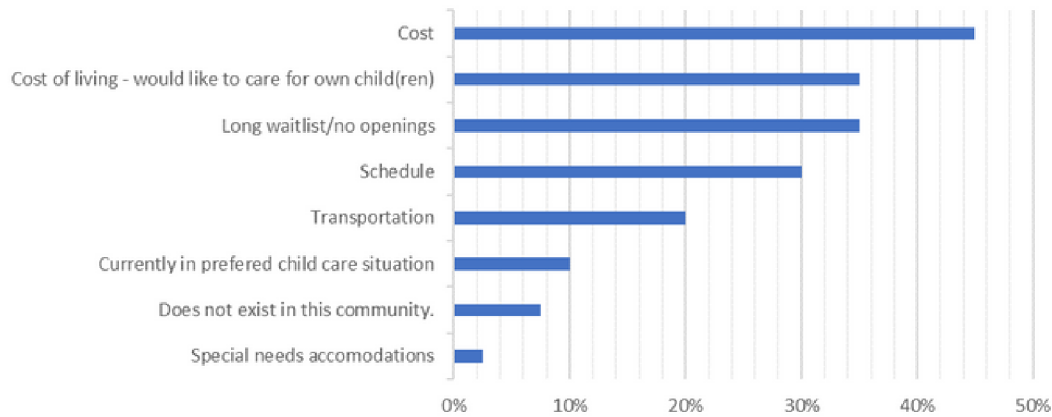
What are the most important factors in selecting child care for your 6-12 year old child(ren)?



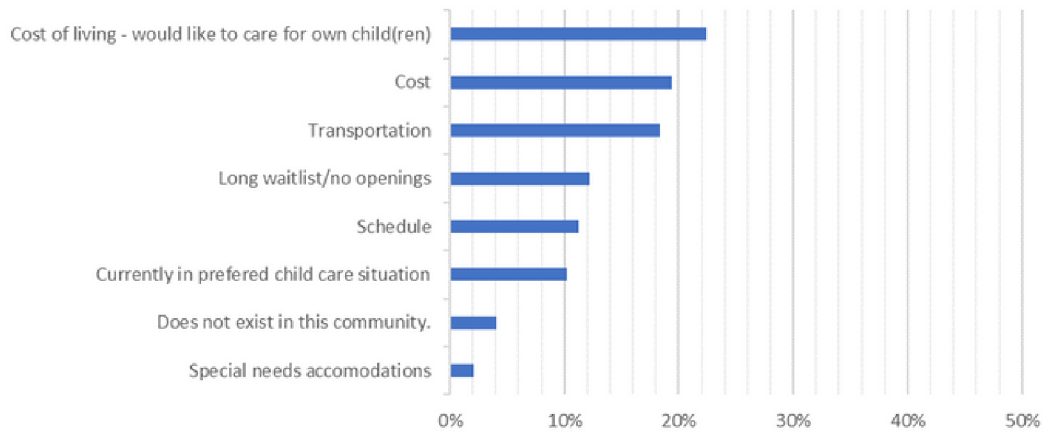
Parents who would prefer a different form of child care than what they are currently using



Barriers to accessing preferred child care situations for 0-5 year old children.

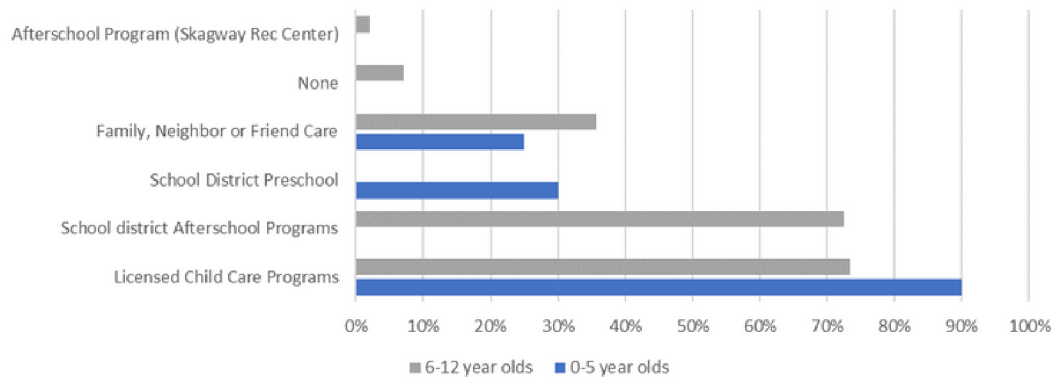


Barriers* to accessing preferred child care/after-school situations for 6-12 year old children.

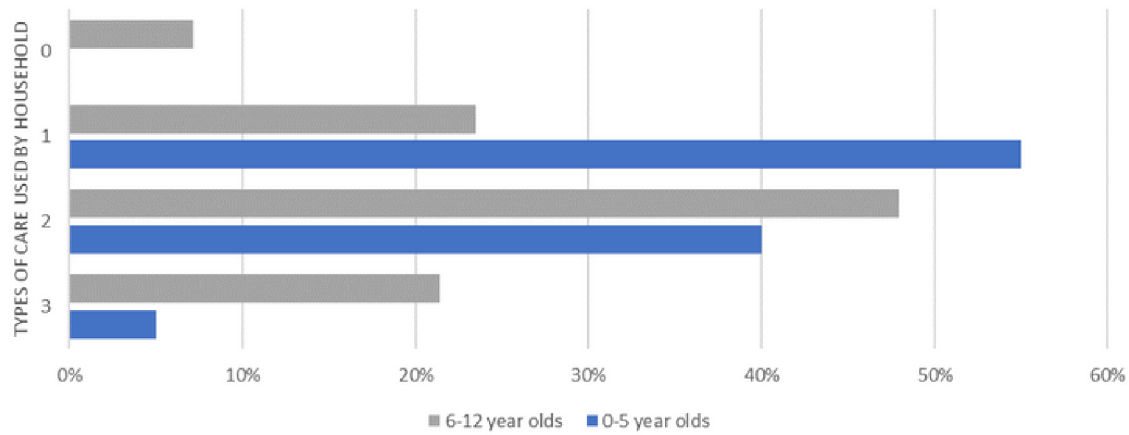


*Respondents were only able to select one barrier due to an incorrect survey setting. This results in a less comprehensive picture of parent barriers, but shows respondent's top barrier for .

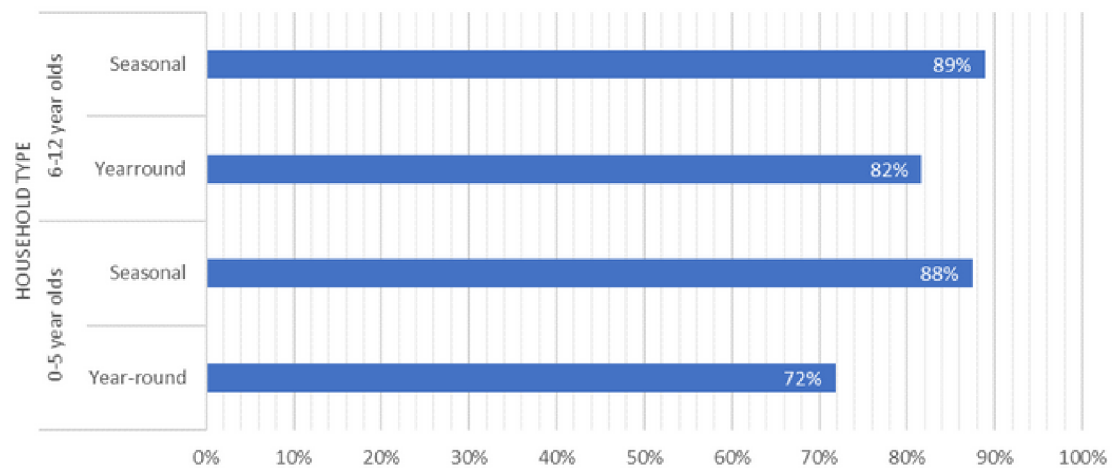
What types of child care are used for children in Skagway?



How many types of child care are used per family for children in Skagway?



Households experiencing child care as a barrier for household member(s) to get or keep a job



EMPLOYER EXPERIENCES & NEEDS

The impacts of the health of child care in Skagway are not confined to the personal spheres of families alone, as its repercussions resonate with businesses and the economy. The availability, affordability, and quality of child care services are pivotal in shaping the workforce - impacting employees' productivity, retention, and overall well-being.

As the modern workforce becomes increasingly diverse and dynamic, businesses are compelled to recognize the pivotal role that child care arrangements play in the professional lives of their employees. Lack of accessible and high-quality child care options can result in absenteeism, reduced productivity, and retention issues. Conversely, businesses that proactively address the child care needs of their workforce often see enhanced employee morale, engagement, and long-term commitment. Understanding the impact of child care on businesses is imperative for crafting effective policies and strategies that support working families and foster a resilient and thriving economic landscape.

SKAGWAY EMPLOYERS

According to the State of Alaska's Department of Commerce, Community and Economic Development, Skagway is home to 380 business owners, not including nonprofit and municipal departments . These businesses range from large year-round employers to independent business owners to seasonally operated tour companies.

Only 17 business entities responded to the survey request, making up 4.5 percent of known businesses in Skagway. Of these responses, 3 were Municipality of Skagway departments, 2 were nonprofit entities, and 4 were seasonally operated businesses. To have confidence in the validity and representation of responses, the survey would need at least 20 percent of companies responding.

Survey outreach began in November 2023 with businesses being sent email and physical mail survey invitations. This yielded 13 unique responses. In May 2024 a second email and outreach via

Facebook and on Skagway bulletin boards was completed - resulting in an additional 4 responses. While the original low response rate was likely due to the timing of the survey, the most recent outreach offered a chance of winning AK Airlines miles and still only yielded 4 new responses.

It appears that capturing a more representative sample of Skagway businesses will require door-to-door canvassing and personally discussing owner experiences with employees who have young children.

380
potential employer
respondents

4.5%
survey response rate

EMPLOYMENT CHALLENGES

Balancing the workforce's needs with the realities of family life is an ongoing puzzle for employers, requiring businesses to recognize and accommodate the unique challenges faced by employees with young children.

In this delicate balancing act, businesses are working to optimize productivity and nurture a work environment that values their workforce's diverse experiences and responsibilities. When the right balance is struck, companies will be able to see both individuals and the organization as a whole thrive.

Having a young child myself, I know the difficulties that having children can cause, so I try to be as flexible as possible when it comes to child care, bringing children to the workplace, or changing hours.

Businesses in Skagway are highly variable, with most companies having more staff in the “on-season” than in the “off-season.” Survey respondents noted that staff challenges with child care have resulted in employees being distracted at work, being late to shifts, not showing up to shifts, bringing their child(ren) to work, working from home, not working as many hours as they would like, resigning/quitting unexpectedly, and seeking other jobs that have more flexibility.

While most businesses with employees recognize there is a need for change to improve child care for families, they do not feel that they alone are financially able to make an impactful change. Most businesses mentioned there need to be affordable options and comprehensive hours to match the needs of Skagway's families. One employer stated:

“Dippers has done an exceptional job of child care over the past decades. Figuring out how to continue the great work in the current employment market is daunting.”

53%

of employers* feel families are not satisfied with, or are unable to meet their child care needs

69%

of employers* feel child care concerns have created challenges with hiring staff

71%

of employers* have variable employment throughout the year, where hiring is a constant factor of business operations.

*percentages are based on survey responses of employers. Due to small sample size, results may not be representative of the entire population.

SOURCES

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APPENDIX A:

METHODOLOGY

To conduct the needs assessment, SEAAEYC implemented a mixed-methods approach. This appendix details each component of data collection and analysis.

01 FAMILY CHILD CARE SURVEY

This survey aimed to understand parents' and caregivers' child care needs and experiences.

An online survey was developed for Skagway community members through the Google Forms survey platform. The survey was shared with the community through the Facebook community group, Skagway Bulletin Board, which hosts 5.1K members and is a place “for businesses and individuals to post items and general information pertinent to Skagway and its residences.” A printed flier was shared with families at the Little Dippers Learning Center during a visit to the program. Survey respondents were allowed to enter a raffle to win one of three \$100 VISA gift cards.

The survey received 136 responses. Of the respondents, 131 were eligible respondents (96%), meaning they are residents in Skagway with at least one child between the ages of 0 and 12. Survey data was exported from Google Forms and analyzed in Microsoft Excel using descriptive statistics. Open-ended comments were thematically analyzed in Microsoft Excel.

In many instances, open-ended comments mirrored language in a question's listed options closely enough to be a listed response. For example, if a question included a list of response options, including “Cost,” and a respondent did not select this but wrote in “child care cost high,” this was considered equivalent to choosing the pre-listed option and was counted and analyzed as such. The total number of open-ended responses to that question remained unaltered in these instances. A copy of the community survey is included in Appendix B.

The survey questions also asked the ages of children in the respondent's home and allowed respondents to answer a set of questions related to children in their home aged 0-5 (if applicable) and children in their home aged 6-12). For each question set (children 0-5 and children 6-12) to be considered valid, respondents must have listed the ages of children corresponding with the question set. If ages did not correspond, the specific question set was considered invalid and not used for the age-specific analysis. For example, if a respondent states "Yes" to having children 0-5 and "Yes" to having children 6-12 in the home but only lists "1, 3" in response to "List the age(s) of children in your home," their responses corresponding to the 6-12 year old question set were omitted. Nine respondents (8%) stated they had a child aged 6-12 in their home but did not list their age, and 28 respondents (41%) stated they had a child aged 0-5 in their home but did not list their age.

02 EARLY EDUCATOR SURVEY

This survey aimed to understand the needs and experiences of current and past early educators in Skagway.

An online survey was developed for Skagway early educators through the Google Forms survey platform. The survey was shared with the community through the Facebook community group, Skagway Bulletin Board, which hosts 5.1K members and is a place "for businesses and individuals to post items and general information pertinent to Skagway and its residences." The flier and link to the survey were also emailed to emails on file for Little Dippers Learning Center, Little Cherubs Daycare, Little Buck-a-Roos Daycare, Skagway School District Preschool, and the Skagway Recreation Center. Survey respondents could enter a raffle to win a \$100 VISA gift card.

The survey received three responses. Survey data was exported from Google Forms and analyzed in Microsoft Excel using descriptive statistics. Open-ended comments were thematically analyzed in Microsoft Excel. In many instances, open-ended comments mirrored language in a question's listed options closely enough to be a listed response.

Based on survey responses related to the number of employees and knowledge of current child care programs, there are at least 12 current early educators and an unknown number of early educators not currently in the field. Due to the low survey response rate (at most 25% of the target population) and small sample size, the results are mainly anecdotal. They may not represent the early educator workforce in Skagway.

A copy of the early educator survey is included in Appendix C.

03 EMPLOYER SURVEY

This survey aimed to understand the needs and experiences of employers in Skagway as they relate to child care.

An online survey was developed for Skagway business owners through the Google Forms survey platform. The survey was shared with the community through the Facebook community group, Skagway Bulletin Board, which hosts 5.1K members and is a place “for businesses and individuals to post items and general information pertinent to Skagway and its residences.”

A letter requesting survey participation was also mailed to the mailing addresses of all active businesses with a physical address listed in Skagway according to the Alaska Business License database. This resulted in 380 letters mailed. Nonprofit organizations and the Municipality of Skagway were also possible survey respondents.

Three weeks after the letters were mailed, an email was sent to all businesses that had yet to respond to the Facebook and mail-out outreach and had a locatable email address (139). While 144 businesses had identifiable phone numbers, cold calling was not implemented as most businesses are seasonal and likely unreachable during the “off-season.”

The survey received 13 responses. Two respondents reported operating seasonally only, while the remaining 11 reported being open year-round. Employer information was validated by employers providing their business license numbers. Due to the low survey response rate and small sample size, results are mainly anecdotal and may not represent employer experiences and needs in Skagway. It is recommended to complete a follow-up survey or interview with businesses in person in Spring 2024 when seasonal businesses open again.

In many instances, open-ended comments mirrored language in a question's listed options closely enough to be a listed response - this was considered equivalent to selecting the pre-listed option and was counted and analyzed as such. The total number of open-ended responses to that question remained unaltered in these instances.

A copy of the employer survey is included in Appendix D.

APPENDIX B: FAMILY FLIER & SURVEY

ARE YOU A PARENT OF A CHILD
12 YEARS OR YOUNGER??

WE WANT TO HEAR FROM YOU!

The Skagway Child Care Council,
in collaboration with SEAAEYC,
wants to hear from Skagway families about
their child care needs and experiences.



Scan QR Code or visit this link:

<https://forms.gle/4ky83E7DUBsdLwdPA>

Complete the survey for your chance
to win a \$100 VISA gift card!

seaaeyc Southeast Alaska Association for
the Education of Young Children

Skagway Family Child Care Survey

The Skagway Child Care Council is interested in hearing from Skagway families about their child care needs and experiences. This survey is intended for families living in Skagway with children in their home age 12 or younger.

You will remain anonymous unless you decide to provide contact information. In this case, you will remain confidential and your answers will not be linked to your name.

You are not required to complete this survey, and you may stop at any time. By continuing, you confirm you understand your rights and choose to take the survey.

* Indicates required question

1. Email *

Family Background

Please tell us a little about yourself, your family, and your experience raising children in Skagway.

2. Do you currently live in Skagway? *

Mark only one oval.

- ☐ Yes, I live in Skagway year-round.
- ☐ Yes, I live in Skagway seasonally.
- ☐ No, I do not live in Skagway. Skip to question 36

Family Background

3. Are you or a partner currently pregnant and/or do you have any children age 12 or younger living with you? *

Mark only one oval.

- ☐ Yes
- ☐ No Skip to question 36

Family Background

4. Please list the age(s) of your child(ren): *

5. Do any of the children in your home identify as Alaska Native/American Indian? *

Mark only one oval.

- ☐ Yes
- ☐ No

6. What are the best things about raising children in Skagway? Check all that apply. *

Check all that apply.

- ☐ Housing and other basic needs are affordable
- ☐ It is safe
- ☐ I have as much child care as I need
- ☐ We have access to health care services
- ☐ I have friends and/or family nearby that I can count on
- ☐ There are lots of activities here to do with children
- ☐ I know where to go for help
- ☐ I feel welcome in the community
- ☐ I feel connected to my culture
- ☐ None of the above
- ☐ Other: _____

7. What makes raising children in Skagway hard? Check all that apply. *

Check all that apply.

- ☐ Housing and other basic needs are expensive
- ☐ I don't feel safe here
- ☐ I have a hard time finding child care
- ☐ I am far from friends and/or family
- ☐ There are not enough activities here to do with my children
- ☐ I don't know where to go for help
- ☐ There are health care services we need but can't get here
- ☐ I don't feel welcome in the community
- ☐ I feel disconnected from my culture
- ☐ None of the above
- ☐ Other: _____

Child Care for Children 0-5 years.

Please tell us about the type(s) of child care you currently use for the children age 5 and younger (not yet enrolled in kindergarten) in your home, and your experiences with them. This can include child care programs, preschool, and care provided by family, friends, or neighbors.

8. Do you currently have any children age 5 or younger in your home? *

Mark only one oval.

- ☐ Yes
- ☐ No Skip to question 17

Child Care for Children 0-5 years.

9. What form of child care are you using for the child(ren) age 5 or younger in your home? Check all that apply. *

Check all that apply.

- ☐ Licensed child care program
- ☐ Licensed child care center
- ☐ Preschool through the school district
- ☐ A family member, neighbor, or friend cares for my child(ren)
- ☐ N/A – I do not use child care for the child(ren) age 5 or younger in my home
- ☐ Other: _____

10. Is the child care you use for the child(ren) age 5 or younger in your home consistent year-round? *

Mark only one oval.

- ☐ Yes, my child(ren) have the same care provider year-round.
- ☐ No, my child(ren) have different care providers throughout the year due to my schedule.
- ☐ No, my child(ren) have different care providers throughout the year due to my provider's schedule.
- ☐ N/A – I do not use child care for the child(ren) age 5 or younger in my home
- ☐ Other: _____

11. Has a lack of child care for the child(ren) age 5 or younger in your home ever been a barrier for you or someone in your household getting or keeping a job? *

Mark only one oval.

- ☐ Yes
- ☐ No

12. If a lack of child care has been a barrier, please share any comments about your response:

13. What are the most important factors to you when selecting child care for the child(ren) age 5 or younger in your home? Check all that apply, *

Check all that apply.

- ☐ Quality of the facility
- ☐ Experience/training of the caregivers
- ☐ Safety of environment
- ☐ Culturally appropriate programming
- ☐ Cost
- ☐ Open during regular business hours (Mon-Fri 9-5)
- ☐ Open outside of regular business hours (weekends, evenings, etc.)
- ☐ Conveniently located to home
- ☐ Convenient located to work
- ☐ Reliability of care
- ☐ Accommodations for children with special needs
- ☐ N/A – I do not use child care for the child(ren) age 5 or younger in my home
- ☐ Other: _____

14. Would you prefer a different form of child care for the child(ren) age 5 or younger in your home than what you are currently using? *

Mark only one oval.

- ☐ Yes
- ☐ No

15. What barriers keep you from accessing your preferred form of child care for the young children in your home? Check all that apply. *

Check all that apply.

- ☐ My preferred form of child care doesn't fit my schedule
- ☐ My preferred form of child care is too expensive
- ☐ I or my spouse/partner would like to care for our child(ren) but can't afford to stay home
- ☐ Transportation to my preferred child care is a challenge
- ☐ The wait list too long/there are no openings at my preferred form of child care
- ☐ My preferred form of child care does not accommodate children with special needs
- ☐ N/A - I currently have my ideal child care situation.
- ☐ Other: _____

16. How has COVID-19 impacted your child care needs for the child(ren) age 5 or younger in your home? Check all that apply. *

Check all that apply.

- ☐ My primary form of child care closed down
- ☐ It is harder to cover costs of child care
- ☐ My child was put on a waitlist
- ☐ I worry about my child's health and safety at child care
- ☐ I prefer to keep my child at home
- ☐ I had to quit my job or reduce work hours to care for my child
- ☐ N/A - COVID-19 has not impacted my child care
- ☐ Other: _____

Child Care or Before/After School Programming for Children 6-12 years.

Please tell us about the type(s) of child care you currently use for the children age 6-12 in your home, and your experiences with them. This can include child care programs, preschool, and care provided by family, friends, or neighbors.

17. Do you currently have any children ages 6-12 in your home? *

Mark only one oval.

- ☐ Yes
- ☐ No *Skip to question 26*

Child Care or Before/After School Programming for Children 6-12 years.

18. What form of child care or before/after school programming are you using for the child(ren) age 6-12 in your home? Check all that apply. *

Check all that apply.

- ☐ Licensed child care program
- ☐ Licensed child care center
- ☐ School district afterschool programs
- ☐ A family member, neighbor, or friend cares for my child(ren)
- ☐ N/A - I do not use child care for the child(ren) age 6-12 in my home
- ☐ Other: _____

19. Is the child care or before/after school programming you use for the child(ren) age 6-12 in your home consistent year-round? *

Mark only one oval.

- ☐ Yes, my child(ren) have the same care provider year-round.
- ☐ No, my child(ren) have different care providers throughout the year due to my schedule.
- ☐ No, my child(ren) have different care providers throughout the year due to my provider's schedule.
- ☐ N/A – I do not use child care for the child(ren) age 6-12 in my home
- ☐ Other: _____

20. Has a lack of child care or before/after school programming for the child(ren) age 6-12 in your home ever been a barrier for you or someone in your household to getting or keeping a job? *

Mark only one oval.

- ☐ Yes
- ☐ No

21. If a lack of child care or before/after school programming has been a barrier, please share any comments about your response:

22. What are the most important factors to you when selected child care or before/after school programming for the child(ren) age 6-12 in your home? Check all that apply. *

Check all that apply.

- ☐ Quality of the facility
- ☐ Experience/training of the caregivers
- ☐ Safety of environment
- ☐ Culturally appropriate programming
- ☐ Cost
- ☐ Open during regular business hours (Mon-Fri 9-5)
- ☐ Open outside of regular business hours (weekends, evenings, etc.)
- ☐ Conveniently located to home
- ☐ Conveniently located to work
- ☐ Reliability of care
- ☐ Accommodations for children with special needs
- ☐ N/A – I do not use child care for the child(ren) age 6-12 in my home
- ☐ Other: _____

23. Would you prefer a different form of child care or before/after school programming for the child(ren) age 6-12 in your home? *

Mark only one oval.

- ☐ Yes
- ☐ No

24. What barriers keep you from accessing your preferred form of child care or before/after school programming? Check all that apply. *

Mark only one oval.

- ☐ My preferred form of child care doesn't fit my schedule
- ☐ My preferred form of child care is too expensive
- ☐ I or my spouse/partner would like to care for our child(ren) but can't afford to stay home
- ☐ Transportation to my preferred child care is a challenge
- ☐ The wait list too long/there are no openings at my preferred form of child care
- ☐ My preferred form of child care does not accommodate children with special needs
- ☐ N/A - I currently have my ideal child care situation.
- ☐ Other: _____

25. How has COVID-19 impacted your child care or before/after school programming needs for the child(ren) age 6-12 in your home? *
Check all that apply.

Check all that apply.

- ☐ My primary form of child care closed down
- ☐ It is harder to cover costs of child care
- ☐ My child was put on a waitlist
- ☐ I worry about my child's health and safety at child care
- ☐ I prefer to keep my child at home
- ☐ I had to quit my job or reduce work hours to care for my child
- ☐ N/A - COVID-19 has not impacted my child care
- ☐ Other: _____

Child Care Assistance Programs

Please tell us about your familiarity and experience with the State of Alaska Child Care Assistance Program and the Tlingit & Haida Child Care Assistance.

26. Have you heard of the State of Alaska Child Care Assistance Program? *

Mark only one oval.

- ☐ Yes
- ☐ No

27. Do you know if you are eligible for the State of Alaska Child Care Assistance Program? *

Mark only one oval.

- ☐ Yes, I know I am eligible
- ☐ Yes, I know I am not eligible
- ☐ No, I'm not sure if I am eligible or not

28. Do you currently receive benefits from the State of Alaska Child Care Assistance Program? *

Mark only one oval.

- ☐ Yes, I receive assistance from this program.
- ☐ No, I do not receive assistance from this program.

29. How would you rate your experience applying for assistance from the State of Alaska Child Care Assistance Program? *

Mark only one oval.

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ N/A – I have not applied for assistance through this program

30. Please share any comments you have regarding the State of Alaska Child Care Assistance Program:

31. Have you heard of Tlingit & Haida Child Care Assistance? *

Mark only one oval.

- ☐ Yes
- ☐ No

32. Do you know if you are eligible for Tlingit & Haida Child Care Assistance ? *

Mark only one oval.

- ☐ Yes, I know I am eligible
- ☐ Yes, I know I am not eligible
- ☐ No, I'm not sure if I am eligible or not

33. Do you currently receive benefits from Tlingit & Haida Child Care Assistance? *

Mark only one oval.

- ☐ Yes, I receive assistance from this program.
- ☐ No, I do not receive assistance from this program.

34. How would you rate your experience applying for assistance from Tlingit & Haida Child Care Assistance? *

Mark only one oval.

- ☐ Excellent
- ☐ Good
- ☐ Fair
- ☐ Poor
- ☐ N/A – I have not applied for assistance through this program

35. Please share any comments you have regarding Tlingit & Haida Child Care Assistance :

Thank you for your participation in this survey!

Would you be interested in participating in a virtual interview (phone call or Zoom) to further discuss early childhood education in Skagway? If yes, please provide your full name, phone number, and email address.

36. *

Mark only one oval.

☐ Option 1

37. Name

38. Phone number

39. Email

40. Mailing Address

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APPENDIX C:

EARLY EDUCATOR FLIER & SURVEY

**ARE YOU AN EARLY CHILDHOOD
EDUCATOR IN SKAGWAY??**

WE WANT TO HEAR FROM YOU!



Scan QR Code or visit this link:

<https://forms.gle/67oW6f9HACL9CDhg7>



**The Skagway Child Care Council,
in collaboration with SEAAEYC,
wants to hear from current and past Skagway
early educators about their experiences.**

Skagway Early Childhood Educator Survey

The Skagway Child Care Council is interested in hearing from early childhood educators in Skagway about their child care experiences. This survey is intended for individuals who provide or have provided care for families living in Skagway through licensed child care home, group home, or centers or through a certified preschool.

Your responses will remain confidential and your answers will not be linked to your name.

You are not required to complete this survey, and you may stop at any time. By continuing, you confirm you understand your rights and choose to take the survey.

* Indicates required question

1. Email *

Personal Background Information

Please tell us a little about yourself.

2. What is your name? *

3. Do you currently work in the early education field (licensed child care home, group home, or center, or through a certified preschool)? *

Mark only one oval.

- ☐ Yes, I currently work in the early education field Skip to question 4
- ☐ No, I don't currently work in the early education field but I have in the past. Skip to question 53
- ☐ No, I do not, and have not worked in the early education field

Personal Background Information

Please tell us a little about yourself.

4. Do you currently live in Skagway? *

Mark only one oval.

- ☐ Yes, I live in Skagway year-round.
- ☐ Yes, I live in Skagway seasonally.
- ☐ No, I do not live in Skagway.

Personal Background Information

Please tell us a little about yourself.

5. Are you a Tribal citizen? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ Decline to state

6. What is your education level? *

Mark only one oval.

- ☐ High School
- ☐ Associates Degree
- ☐ Bachelor's Degree in Early Childhood/Child Development
- ☐ Bachelor's Degree in Education
- ☐ Bachelor's Degree in a field unrelated to early childhood or education
- ☐ Decline to state
- ☐ Other: _____

7. Do you participate in the SEED program? *

Mark only one oval.

- ☐ Yes
- ☐ No
- ☐ I don't know what the SEED program is.

8. What is your current wage? *

Mark only one oval.

- ☐ \$10-15/hour
- ☐ \$15-20/hour
- ☐ \$20-25/hour
- ☐ \$25-30/hour
- ☐ More than \$30/hour
- ☐ Decline to state.

9. Do you receive any wage or education incentives? Please list any incentives you receive: *

Employment Information

Please tell us a little about your role in the early education field.

10. What child care program are you affiliated with? *

11. How long have you worked at this program? *

Mark only one oval.

- ☐ Less than a year
☐ 1 year
☐ 2-5 years
☐ 5-10 years
☐ More than 10 years
☐ Other: _____

12. What role(s) in early childhood have you held prior to your current role? (Please be as specific as possible)

13. What is your role/position in the child care program? *

Mark only one oval.

- ☐ Owner
☐ Administrator
☐ Owner and Administrator
☐ Lead Teacher Skip to question 56
☐ Assistant Teacher Skip to question 56
☐ Substitute Skip to question 56
☐ Other: _____

Program Hours and Enrollment

14. What hours/days are you open? *

15. Do you offer part-time care? *

Mark only one oval.

- ☐ Yes, and I have part-time students enrolled
☐ Yes, but I do not have any part-time students enrolled
☐ No, I do not offer part-time care
☐ Other: _____

16. Do you offer before/after-school care for school-aged children? *

Mark only one oval.

- ☐ Yes, and I have school-aged children enrolled
- ☐ Yes, but I do not have any school-aged children enrolled
- ☐ No, I do not offer part-time care
- ☐ Other: _____

17. Do you offer drop-in care? *

Mark only one oval.

- ☐ Yes, and I have families use drop-in care
- ☐ Yes, but I do not have any families use drop-in care
- ☐ No, I do not offer drop-in care
- ☐ Other: _____

18. Do you offer overnight care? *

Mark only one oval.

- ☐ Yes, and I have families use overnight care
- ☐ Yes, but I do not have any families use overnight care
- ☐ No, I do not offer overnight care
- ☐ Other: _____

19. Are you able to serve children with special needs? *

Mark only one oval.

- ☐ Yes, and I have a child/children with special needs enrolled
- ☐ Yes, but I do not have any children with special needs enrolled
- ☐ No, I am not able to serve children with special needs
- ☐ Other: _____

20. What is your preferred capacity for infants (0-18 months)? *

21. What is your preferred capacity for toddlers (18-36 months)? *

22. What is your preferred capacity for preschoolers (3-5 years)? *

23. Are you currently operating at your preferred capacity (it may be less than your licensed capacity)? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Other: _____

24. Do you have a waitlist? *

Mark only one oval.

- ☐ Yes
☐ No

25. If you have a waitlist, how many families are on it?

Program Employment and Activities

26. How many staff do you employ at your program? *

27. Do you offer any benefits for your employees? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Other: _____

28. If you offer benefits to your employees, please list the benefits: *

29. Do you provide meals to the children in your care? *

Mark only one oval.

- ☐ Yes
☐ No

30. If you provide meals, are you enrolled in the Child & Adult Care Food Program (CACFP)? *

Mark only one oval.

- ☐ Yes
☐ No
☐ No and I don't know what CACFP is

31. Does your program participate in Learn & Grow, Alaska's Quality Recognition and Improvement System? *

Mark only one oval.

- ☐ Yes, my program is at Level 1
☐ Yes, my program is at Level 2
☐ No, my program does not participate in Learn & Grow
☐ No, I don't know what Learn & Grow is

COVID-19 impacts on your program

32. Has COVID-19 impacted your operations? *

Mark only one oval.

- ☐ Yes
☐ No

33. If your program has been impacted by COVID-19, please share specific ways in which it has been impacted?

34. Is your program financially stable (unlikely to close due to funding in the next year)? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Other: _____

35. Was your program able to access any COVID-19 child care relief funds or other federal assistance? *

Mark only one oval.

- ☐ Yes
☐ No
☐ Other: _____

36. Did you receive additional grants for health and safety supplies? *

Mark only one oval.

☐ Yes

☐ No

☐ Other: _____

37. Has your program taken any deliberate actions to help address staff mental health concerns related to COVID-19? *

Mark only one oval.

☐ Yes

☐ No

38. Has your program taken any deliberate actions to help address children's mental health concerns related to COVID-19? *

Mark only one oval.

☐ Yes

☐ No

39. If your program has taken actions to address mental health concerns related to COVID-19, please describe those specific actions below:

Tuition Rates and Child Care Assistance

40. What are your monthly rates for infants? *

41. What are your monthly rates for toddlers? *

42. What are your monthly rates for preschoolers? *

43. What are your monthly rates for school-age children? *

44. Do you accept State of Alaska Child Care Assistance (State CCA)? *

Mark only one oval.

☐ Yes

☐ No

45. Approximately how many families do you serve that receive State CCA? *

46. What is your experience with accepting State CCA?

47. Are you aware of any difficulties families face with State CCA?

48. Do you accept Tribal Child Care Assistance (Tribal CCA)? *

Mark only one oval.

☐ Yes

☐ No

49. Approximately how many families do you serve that receive Tribal CCA? *

50. What is your experience with accepting Tribal CCA?

51. Are you aware of any difficulties that families face with Tribal CCA?

52. Have you received any other funds from Tribal CCAP (funds for supplies, equipment, or staff professional development)? *

Challenges of Operating a Program

53. What are the biggest challenges of operating a child care program in Skagway? *

54. What would make operating a child care program in Skagway easier (please be as specific as possible)? *

55. Do you have any plans to change or expand the services you offer in the community? *

Child Care Challenges in the Community

56. How well do you feel the child care needs of families in Skagway are being met? *

Mark only one oval.

1	2	3	4	5	
Not	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	Completely

57. What barriers and/or challenges do you feel families face in obtaining adequate, affordable child care?

58. Are you aware of any previous or current efforts in the community to address child care needs? Please share ways in which it was or was not successful.

59. What would an ideal early childhood education system in Skagway look like?

60. What can the community and/or Skagway do to better meet the child care needs of families with young children? (ie. help potential providers with licensing, create educator incentives, create a career prep program, offer tuition stipends to offset costs, etc.)

61. Is there anything else you would like to share now regarding Skagway's early childhood education system and the needs of Skagway's families?

Survey Follow-up

62. Would you be interested in participating in a virtual interview (phone call or Zoom) to further discuss early childhood education in Skagway? *

Mark only one oval.

- ☐ Yes
☐ No

Survey Follow-up

63. Phone Number: *

64. Email Address: *

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APPENDIX D

EMPLOYER FLIER & SURVEY

**DO YOU OWN
A BUSINESS IN SKAGWAY??**

WE WANT TO HEAR FROM YOU!



Scan QR Code or visit this link:
<https://forms.gle/5LfrZeiknFTWVSX66>

**The Skagway Child Care Council,
in collaboration with SEAAEYC,
wants to hear about your experience
as a business owner with hiring and retaining
staff with young children.**

seaaeyc Southeast Alaska Association for
the Education of Young Children

Skagway Employer Survey

The Skagway Child Care Council is interested in hearing from Skagway businesses about their needs and experiences with hiring and employing individuals with young children. This survey is intended for any business that operates in Skagway.

Your responses will remain confidential and your answers will not be linked to your name or business.

You are not required to complete this survey, and you may stop at any time. By continuing, you confirm you understand your rights and choose to take the survey.

* Indicates required question

1. Email *

Business Background

Please tell us a little about yourself and your business in Skagway.

2. What is your name? *

3. What is your business name? *

4. What is your business license number? This will be used to verify your business and ensure all responses are valid. *

5. Is your business open year-round in Skagway? *

Mark only one oval.

- ☐ Yes, my business is open year-round with the same number of staff/employees.
- ☐ Yes, my business is open year-round, but with less staff in the "off" season.
- ☐ No, my business is only open seasonally.
- ☐ No, my business is only open in the "off" season.

Workforce Information

To get a better sense of families' child care needs, it is helpful to understand what families' employment looks like. This next set of questions is about your workforce.

6. How many people do you employ in Skagway, including yourself (if this is different depending on the season, please specify both)? *

7. How many full-time staff are employed on average at a given time (if this is different depending on the season, please specify both)? *

8. How common are shifts scheduled outside of typical business hours (Mon-Fri 9am-5pm)? Select all that apply. *

Check all that apply.

- ☐ Almost no shifts occur outside of typical business hours
- ☐ Shifts are regularly scheduled on the weekends
- ☐ Shifts are regularly scheduled in the evenings
- ☐ Shifts are regularly scheduled in the early morning
- ☐ Other: _____

9. To the best of your knowledge, how many of your employees (including yourself) have children aged 12 or under? *

10. Have child care concerns impacted hiring or retention at your business? *

Mark only one oval.

- ☐ Yes, child care concerns have created challenges with hiring staff
- ☐ Yes, child care concerns have created challenges with retaining staff
- ☐ Yes, child care concerns have created challenges with BOTH hiring and retaining staff
- ☐ No, child care concerns have NOT impacted hiring or retaining staff
- ☐ Other: _____

11. In which ways have you seen challenges with child care impact employees at your business? Select all that apply. *

Check all that apply.

- ☐ Employees are distracted at work due to challenges with child care
- ☐ Employees are late to shifts due to challenges with child care.
- ☐ Employees do not show up to shifts due to challenges with child care.
- ☐ Employees bring their child(ren) to work due to challenges with child care.
- ☐ Employees work from home due to challenges with child care.
- ☐ Employees can not work as many hours as they would like due to challenges with child care.
- ☐ Employees resign/quit unexpectedly due to challenges with child care.
- ☐ N/A – my employees do not appear to have challenges with child care.
- ☐ Other: _____

Employer Involvement

This set of questions will help us get a better understanding of the involvement businesses currently have, and would like to have, in relation to child care for the families they employ.

12. From your perspective as a business owner, how well are families in Skagway able to meet their child care needs? *

Mark only one oval.

- ☐ Well - most families MEET their child care needs and ARE satisfied with their child care situation
- ☐ Fairly well- most families MEET their child care needs but ARE NOT satisfied with their child care situation
- ☐ Not well- Most families are UNABLE TO MEET their child care needs
- ☐ Other: _____

13. Do you have any suggestions or ideas to address those needs? Please be as specific as possible. *

14. Do you currently offer employees any aide/assistance with child care? Select all that apply. *

Check all that apply.

- ☐ Share child care related information and resources with employees.
- ☐ Offer flexible hours for employees with families.
- ☐ Have established partnerships with child care providers.
- ☐ Offer subsidies to offset child care tuition.
- ☐ Have child-friendly spaces at your business for employees to bring their child(ren)
- ☐ No, my business does not currently offer any aide/assistance with child care
- ☐ Other: _____

15. If you do not currently offer aide/assistance with child care, please share any reasons your business is unable to, or chooses not to.

16. Have you offered any aide/assistance with child care in the past? *

Mark only one oval.

- ☐ Yes
- ☐ No

17. If you were previously offering any aide/assistance but no longer are, what caused you to stop?

18. If supports were available, would your business consider introducing or expanding any of the ways you aide your employees in securing affordable child care? *

Mark only one oval.

- ☐ Yes Skip to question 19
- ☐ No Skip to question 22

Employer Involvement

19. In what ways would you like to expand the support you give employees regarding child care? What would be needed to allow you to do so? *

20. Is there anything else regarding child care and your business or employees that you would like to share?

21. Would you like to have your identifying information shared with the Skagway Child Care Council and SEAAEYC so they can potentially reach out to you regarding your child care-related experiences, available resources, and potential opportunities? *

Mark only one oval.

- ☐ Yes
☐ No

Employer Involvement

22. Please share why you would not be interested in introducing or expanding aide. *

23. Is there anything else regarding child care and your business or employees that you would like to share?

24. Would you like to have your identifying information shared with the Skagway Child Care Council and SEAAEYC so they can potentially reach out to you regarding your child care-related experiences? *

Mark only one oval.

- ☐ Yes
☐ No

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