

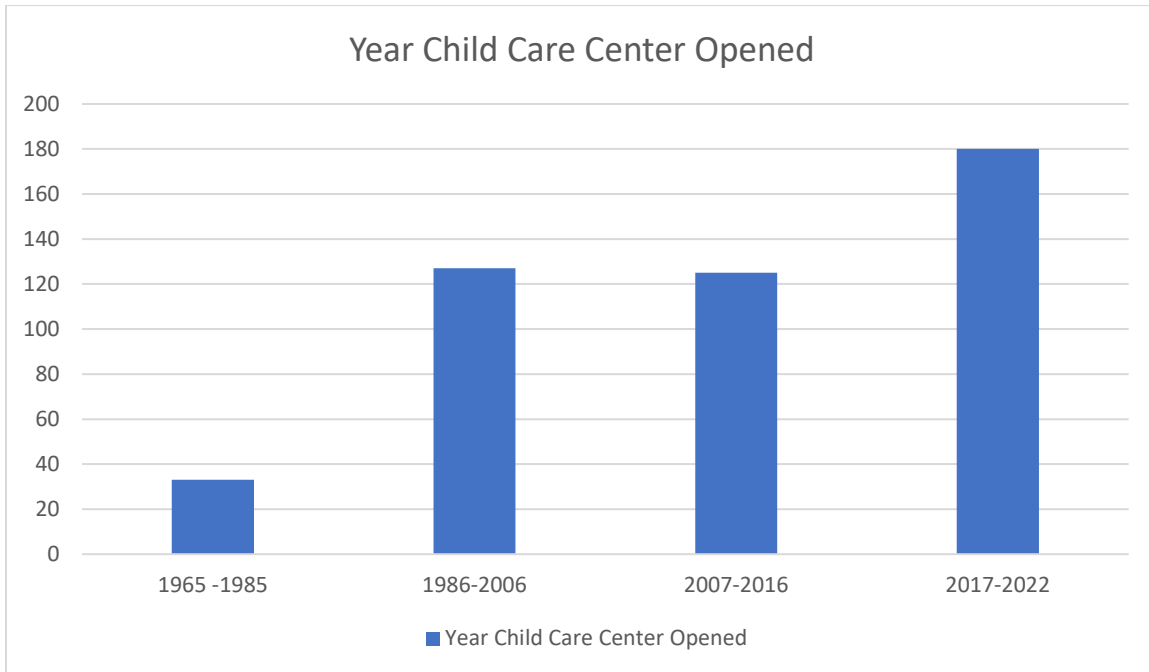
Early Care and Education Director/Owner Survey Summary

Question 1- What county is your business located in?

Nearly 500 owners and directors of child care programs all over the state of Idaho took part in a November 2022 survey through IdahoSTARS. Below you'll see the county information separated by regions.

	Respondents to Survey	Percent of survey	In RISE	Percentage of facilities in RISE	Percent responded to survey by what's in RISE
Region 1	70	14%	211	13%	33%
Region 2	31	6%	94	6%	33%
Region 3	87	18%	327	20%	27%
Region 4	146	31%	554	34%	26%
Region 5	51	11%	174	11%	29%
Region 6	58	12%	118	7%	49%
Region 7	37	8%	158	9%	23%
Total	480	100%	1630	100%	29%

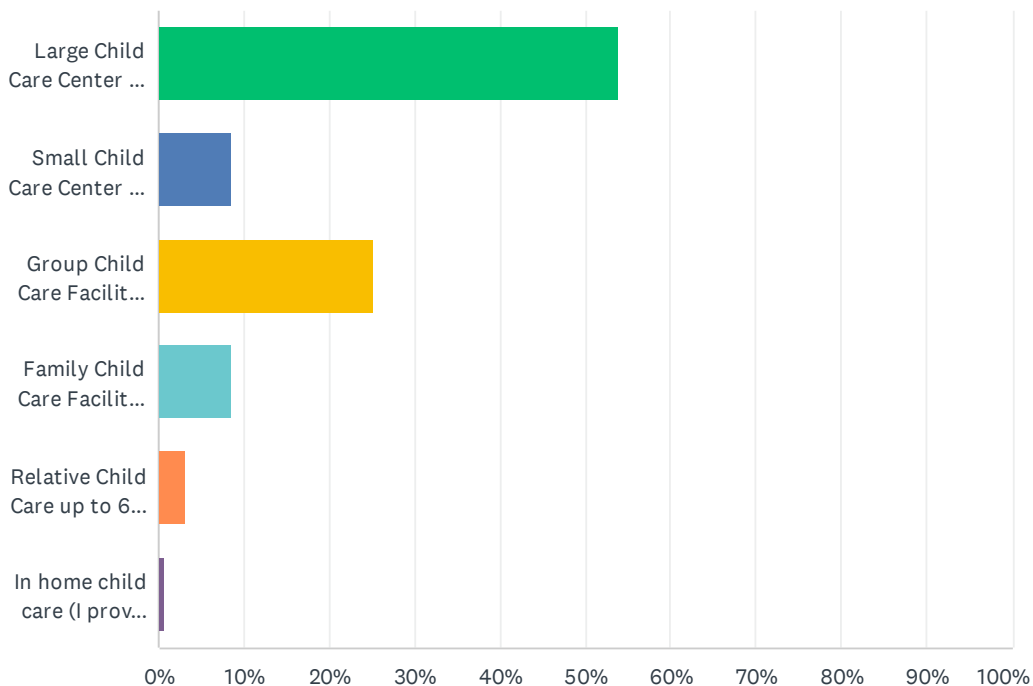
Question 2 How long has your business been open?



37% of child care centers have opened in the last 5 years.

Q3 How many children is your child care business allowed to have in its care?

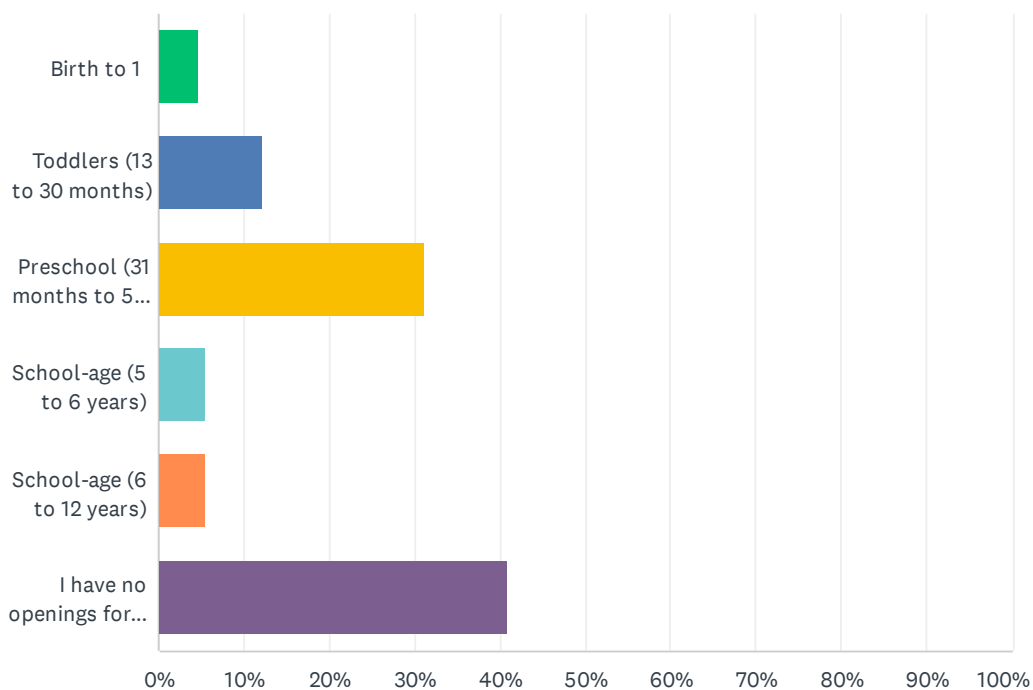
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ANSWER CHOICES	RESPONSES	
Large Child Care Center 26 or more children	53.96%	259
Small Child Care Center 25 or fewer children	8.54%	41
Group Child Care Facility Up to 12 children	25.21%	121
Family Child Care Facility Up to 6 children	8.54%	41
Relative Child Care up to 6 related children	3.13%	15
In home child care (I provide care in a child's own home)	0.63%	3
TOTAL		480

Q4 Do you have openings in the following ages?

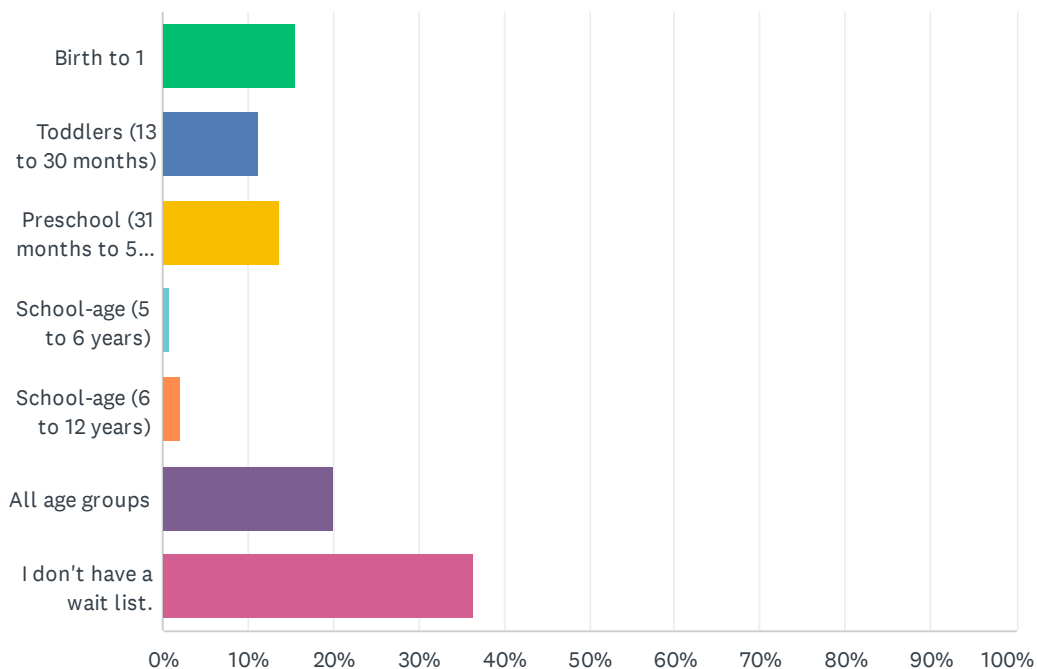
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ANSWER CHOICES	RESPONSES	
Birth to 1	4.79%	23
Toddlers (13 to 30 months)	12.08%	58
Preschool (31 months to 5 years)	31.04%	149
School-age (5 to 6 years)	5.63%	27
School-age (6 to 12 years)	5.63%	27
I have no openings for any age group.	40.83%	196
TOTAL		480

Q5 Do you have a waiting list in the following ages?

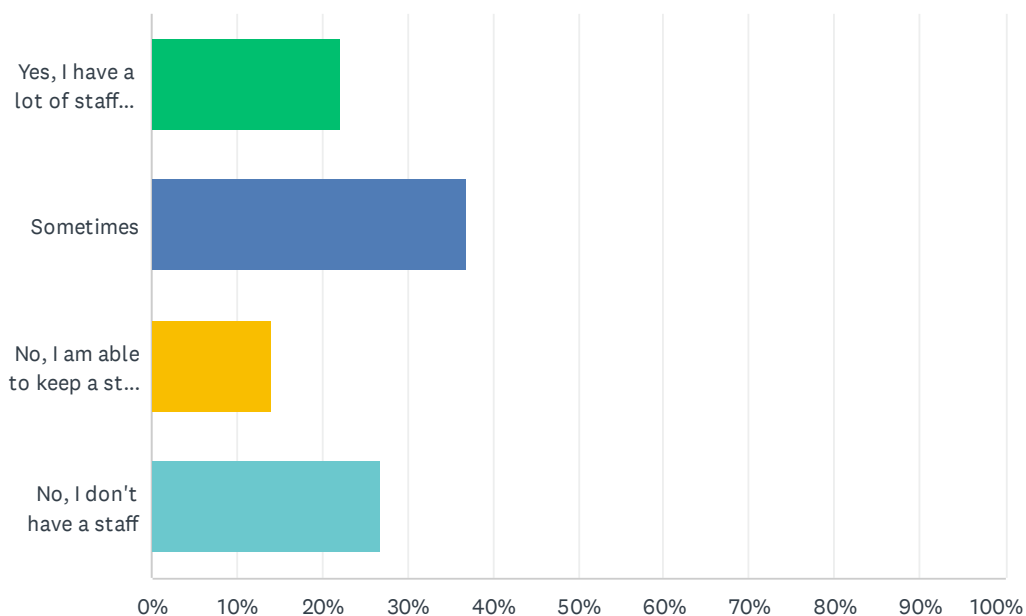
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ANSWER CHOICES	RESPONSES	
Birth to 1	15.63%	75
Toddlers (13 to 30 months)	11.25%	54
Preschool (31 months to 5 years)	13.75%	66
School-age (5 to 6 years)	0.83%	4
School-age (6 to 12 years)	2.08%	10
All age groups	20.00%	96
I don't have a wait list.	36.46%	175
TOTAL		480

Q6 Is recruitment and retention of staff an issue for your business?

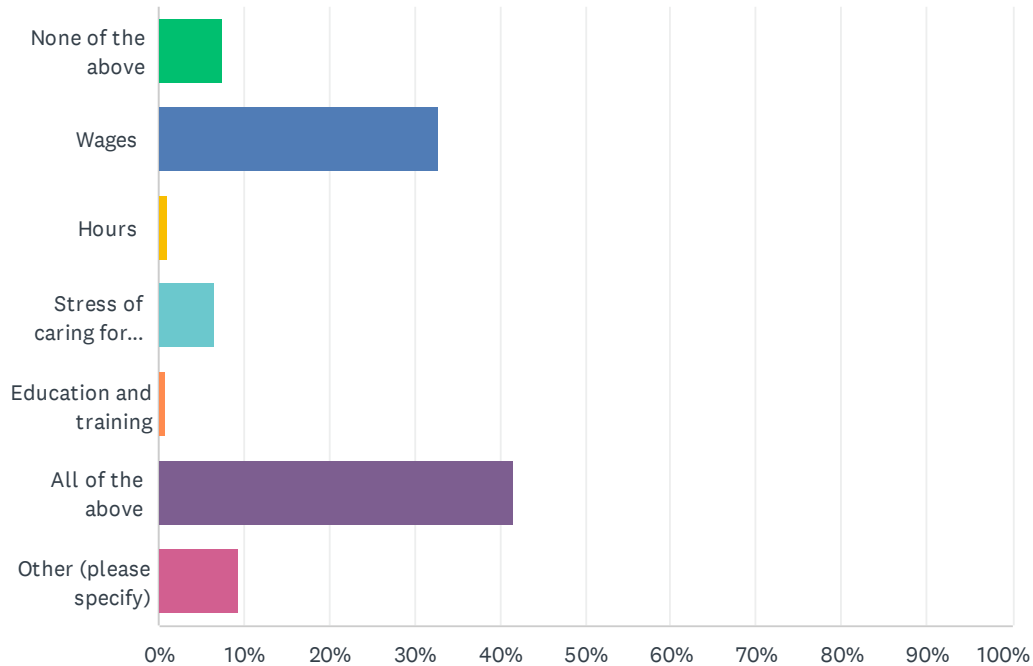
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ANSWER CHOICES	RESPONSES	
Yes, I have a lot of staff turnover	22.08%	106
Sometimes	36.88%	177
No, I am able to keep a staff consistently	14.17%	68
No, I don't have a staff	26.88%	129
TOTAL		480

Q7 What do you believe are the key factors that lead to staff turnover in child care?

Answered: 480 Skipped: 0



ANSWER CHOICES	RESPONSES
None of the above	7.50% 36
Wages	32.92% 158
Hours	1.04% 5
Stress of caring for children	6.67% 32
Education and training	0.83% 4
All of the above	41.67% 200
Other (please specify)	9.38% 45
TOTAL	480

#	OTHER (PLEASE SPECIFY)	DATE
1	unaware of reasons, other than our local news	12/13/2022 9:53 AM
2	mostly finding people that actually want to care for others	12/13/2022 9:50 AM
3	All of the above.	12/13/2022 9:42 AM
4	Wages, hours, and burnout. We do not have these issues because we pay above average and are only open 7 hours a day (school hours)	12/13/2022 9:41 AM
5	Wages and Training, i can only afford \$11 and that is pushing it to where I really don't make much money after paying all the bill, and education it seems like the younger girls are lazy.	12/13/2022 9:40 AM

Child Care Director & Owner Survey

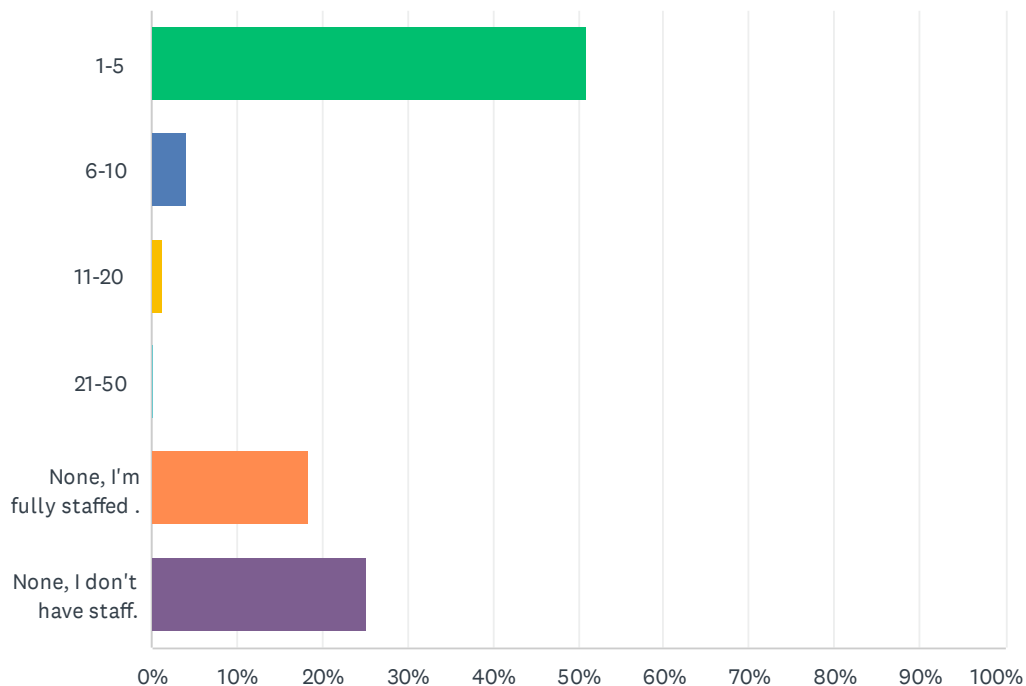
6	no staff	11/15/2022 7:47 PM
7	staff have told me they left for personal reasons	11/15/2022 2:49 PM
8	more benefits needed, wages best they've been but still hard for one to live on	11/15/2022 1:41 PM
9	government housing assistance. They don't need to work	11/15/2022 1:18 PM
10	Teachers don't want to work. They leave if you don't give them (schedule, wage, hours) what they want	11/15/2022 12:45 PM
11	People don't want to work anymore	11/15/2022 12:29 PM
12	Na	11/15/2022 12:07 PM
13	I think its a combination of Wages, Hours and the stress of caring for children and dealing with difficult parents	11/15/2022 11:59 AM
14	Filling our Extended Care program from 11:30-5:30	11/15/2022 11:50 AM
15	I think it's the time it takes to get them licensed. They have a different job before it's done.	11/15/2022 11:36 AM
16	People think it's going to be an easy job, don't realize there is a lot of work involved in caring for children properly	11/15/2022 11:23 AM
17	Lack of health insurance	11/15/2022 10:43 AM
18	I have no staff	11/15/2022 10:14 AM
19	NA	11/15/2022 10:03 AM
20	wages and hours	11/15/2022 9:25 AM
21	city ordinance that have been tweeked in other local cities to help	11/15/2022 6:50 AM
22	Wage , stress and lack of work ethic	11/15/2022 12:52 AM
23	Hours and Pay. It is not smart that you can't click on more than one.	11/14/2022 6:04 PM
24	People just don't want to work for 10.00 per hr at a daycare.	11/14/2022 3:44 PM
25	Leaving to finish school	11/14/2022 3:27 PM
26	Proper training is hard when you need someone to start immediately. Ideally they would have a training period but that doesn't always happen. There is so much to go over when hiring a new employee and no time.	11/14/2022 3:21 PM
27	Not willing to work more than needed to pay bills	11/14/2022 3:09 PM
28	Some of my staff are college students and move on to an area in which they obtained a degree.	11/14/2022 3:03 PM
29	BACK GROUNDS TAKING SO LONG	11/14/2022 3:02 PM
30	lack of responsibility	11/14/2022 3:00 PM
31	Both wages and the stress of caring for children	11/14/2022 3:00 PM
32	Insurance	11/12/2022 11:35 PM
33	Other job interests, moving	11/11/2022 7:04 AM
34	Low wages	11/10/2022 12:50 PM
35	Wages and stress	11/9/2022 1:21 PM
36	All receive housing assistance and don't need to work	11/9/2022 1:11 PM
37	Being able to pay decent wages	11/9/2022 9:37 AM
38	I am not sure, I have always worked alone	11/8/2022 8:36 PM
39	Lack of health insurance	11/8/2022 2:57 PM

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40	It only allows us to choose one option and it is maybe not ALL of the above, but some of the above. I would say wages, hours and stress of caring for children. The above question about waiting lists also only allowed for one option and we have lists for all of our age groups.	11/8/2022 2:52 PM
41	low wages and no benefits	11/8/2022 2:43 PM
42	Unknown	11/8/2022 2:03 PM
43	School schedules	11/8/2022 2:02 PM
44	NO STAFF	11/8/2022 2:02 PM
45	Not feeling appreciated	11/8/2022 1:48 PM

Q8 If you are facing staffing challenges, how many more staff would you need to be fully staffed?

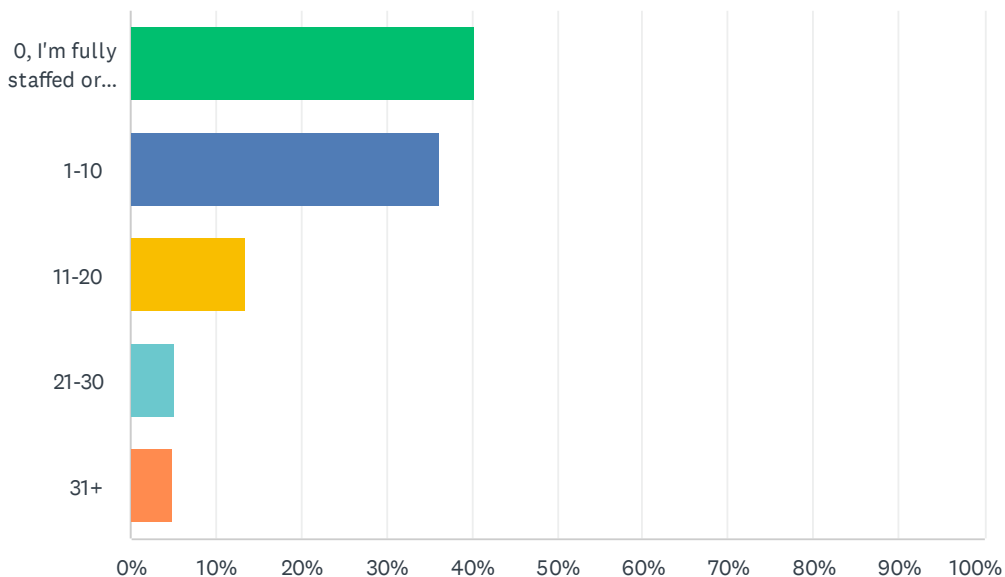
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ANSWER CHOICES	RESPONSES	
1-5	51.04%	245
6-10	3.96%	19
11-20	1.25%	6
21-50	0.21%	1
None, I'm fully staffed .	18.33%	88
None, I don't have staff.	25.21%	121
TOTAL		480

Q9 If you were fully staffed how many more children could you add to your program?

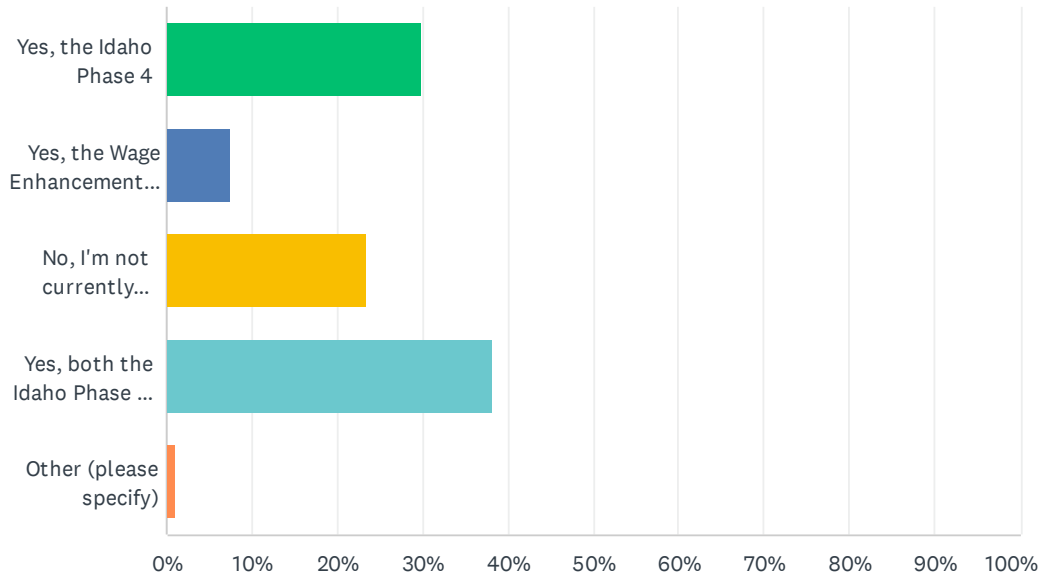
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ANSWER CHOICES	RESPONSES	
0, I'm fully staffed or don't have staff.	40.21%	193
1-10	36.25%	174
11-20	13.33%	64
21-30	5.21%	25
31+	5.00%	24
TOTAL		480

Q10 Are you currently receiving child care grants?

Answered: 480 Skipped: 0

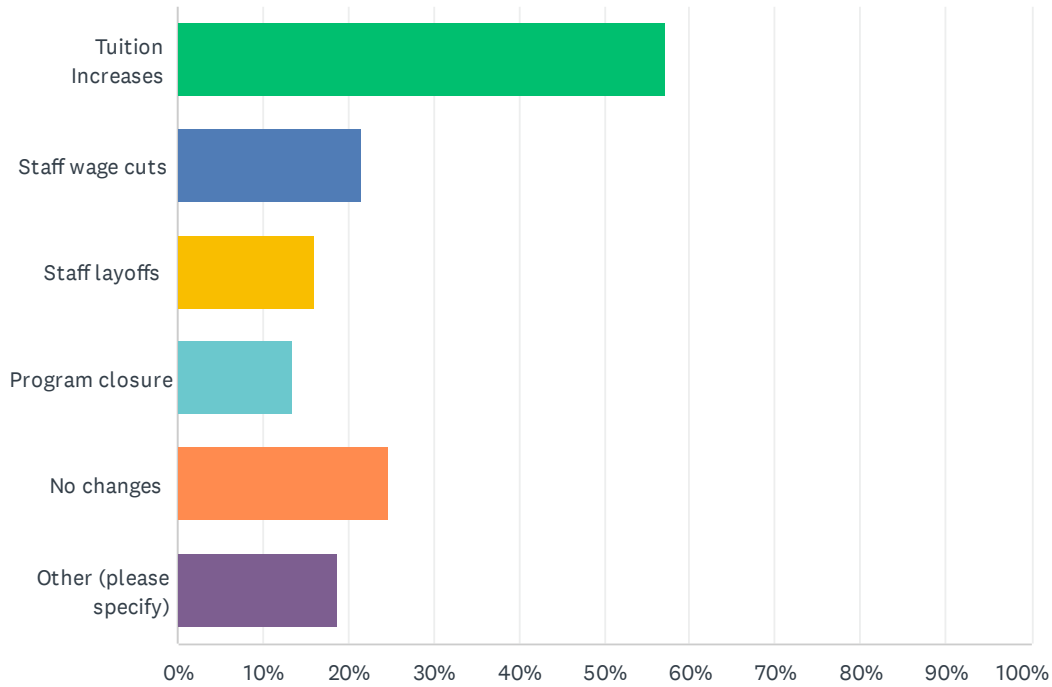


ANSWER CHOICES	RESPONSES	
Yes, the Idaho Phase 4	29.79%	143
Yes, the Wage Enhancement Grant	7.50%	36
No, I'm not currently receiving grants.	23.54%	113
Yes, both the Idaho Phase 4 and Wage Enhancement Grant.	38.13%	183
Other (please specify)	1.04%	5
TOTAL		480

#	OTHER (PLEASE SPECIFY)	DATE
1	Other grants and funding GEER 2 and Idaho AEYC grants	11/15/2022 11:27 AM
2	Other grants and funding Federally funded	11/15/2022 8:56 AM
3	Other grants and funding We applied for and received the NezPerce Local Education Fund	11/14/2022 9:35 PM
4	Other grants and funding School District Funds	11/14/2022 7:11 PM
5	Other grants and funding ICCP	11/14/2022 4:03 PM

Q11 Once the grants run out and payments end, which changes are the most likely? You can select multiple answers.

Answered: 480 Skipped: 0



ANSWER CHOICES	RESPONSES
Tuition Increases	57.08% 274
Staff wage cuts	21.46% 103
Staff layoffs	16.04% 77
Program closure	13.33% 64
No changes	24.79% 119
Other (please specify)	18.75% 90
Total Respondents: 480	

#	OTHER (PLEASE SPECIFY)	DATE
1	Staff will no longer receive the wage enhancement grant so they may feel that they are making less if salary stays the same. In order to pay more, we must charge more so it's hard on both sides.	12/13/2022 9:54 AM
2	It is unlikely our funding will run out.	12/13/2022 9:46 AM
3	My center plans on taking over the payments with their own funding. This may involve tuition increase	12/13/2022 9:41 AM
4	Did not know	12/13/2022 9:37 AM
5	cuts on supplies, not sure if we would be able to stay open	12/13/2022 9:32 AM

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6	Not receiving grants	12/12/2022 6:25 PM
7	Work hard	12/12/2022 6:18 PM
8	Only have 2 staff	12/12/2022 6:15 PM
9	Supplies and food restriction	11/16/2022 12:47 PM
10	Groceries and cost of business is to high and families won't pay higher tuition	11/16/2022 7:55 AM
11	Don't have a grant	11/15/2022 10:09 PM
12	We are not sure how we will stay afloat	11/15/2022 6:24 PM
13	Provide own food.	11/15/2022 4:40 PM
14	Depending on what happens in the market, we may consider cutting out meals from our program if we have to increase wages again	11/15/2022 4:35 PM
15	Ratio Changes, More children per staff person.	11/15/2022 3:51 PM
16	that would be up to the owner	11/15/2022 2:49 PM
17	it is uncertain what may happen. May workers will leave.	11/15/2022 2:48 PM
18	pause on raises, will be very financially tight to maintain	11/15/2022 1:41 PM
19	We are expanding and will increase our license to accept more kiddos. Hopefully we will be full by the time the grants run out.	11/15/2022 1:28 PM
20	Due to loss of enrollment during Covid, we had to eliminate an entire class. We haven't been able to find a teacher to open up the classroom again. I could fill a classroom just off our waitlist, if I could find a teacher who wanted to work. After the grants end, it may be even more difficult to hire, unless there is a change of culture and people start working.	11/15/2022 12:45 PM
21	Na	11/15/2022 12:21 PM
22	Depends on the economy if I will be able to stay open. With rising cost of food, fuel, etcetera	11/15/2022 12:07 PM
23	Not sure what will happen with all the increase in supplies cost and having to raise our hourly employees to keep them from going else where to make more per hour. We relieve on the facility grant to help pay for expenses to keep our daycare open and the wage enhancement grants help pay a little bit more to retain quality staff.	11/15/2022 11:59 AM
24	Not Receiving any grants	11/15/2022 11:44 AM
25	budget cuts with monthly supplies and needed expenses for the school	11/15/2022 11:38 AM
26	We don't receive any grants, but yet we are having a challenge in staying open due to low student enrollment.	11/15/2022 11:38 AM
27	I could see staff leaving the program, as they wont be receiving the extra three hundred dollars per month.	11/15/2022 11:27 AM
28	Affordability to pay staff!	11/15/2022 11:15 AM
29	no more purchasing equipment improvements or additions	11/15/2022 11:00 AM
30	Providing less and having parents support to keep door open	11/15/2022 11:00 AM
31	I'm hoping that we will be fully enrolled so the tuition increase will be no more that 15%.	11/15/2022 10:59 AM
32	Less money to provide the extras for the children	11/15/2022 10:58 AM
33	I will need to increase charges to supplement the loss to cover the rest of the monthly bills to remain providing care. Yet that will put the parents in a bind because their income is limited as well. My monthly regular income covers only my rent. The grant covers the utilities and limited supplies and materials and groceries. Then no money left for gas , etc etc to make it through rest of month for the children. And groceries	11/15/2022 10:54 AM
34	Fundraising Attempt to Continue Business	11/15/2022 10:53 AM
35	Fund raising	11/15/2022 10:52 AM

Child Care Director & Owner Survey

36	Keeping adequate materials may be a challenge, tuition would be the first thing to go up if needed with the cost of resources now	11/15/2022 10:47 AM
37	we already had to to rate increases	11/15/2022 10:44 AM
38	I don't know what will happen yet	11/15/2022 10:40 AM
39	Decrease in hours of operation,	11/15/2022 10:39 AM
40	The money would really be missed making sure that I provide	11/15/2022 10:14 AM
41	I hope to find other grants!!	11/15/2022 10:03 AM
42	Staff may quit, due to diminished funding.	11/15/2022 9:25 AM
43	some of my staff have said if I can't increase wages once the wage enhancement is done they will look for other work.	11/15/2022 8:52 AM
44	Unsure at this time	11/15/2022 8:07 AM
45	many learning activities that have been offered will stop in order to cover basic costs especially with inflation adding to financial obligations	11/15/2022 6:50 AM
46	Hope to try to increase wages to equal the wage enhancement	11/15/2022 6:26 AM
47	It will be hard that's helping the parents that can't pay there full daycare and other expenses special were every thing is so high now even food gone up and supplies	11/15/2022 5:28 AM
48	Some will have to change because everything groceries and gas are so expensive	11/15/2022 2:12 AM
49	Tuition increase, staff layoff	11/15/2022 12:52 AM
50	I am not receiving any grants but also pay a living wage which means I am operating at a loss right now.	11/14/2022 10:36 PM
51	Cut from the program	11/14/2022 10:14 PM
52	no tuition assistance offered, cut back on curriculum purchases	11/14/2022 9:35 PM
53	A 2nd Job	11/14/2022 9:30 PM
54	Will need help replacing play equipment	11/14/2022 8:46 PM
55	Not having extra coverage running on exact ratio counts	11/14/2022 7:36 PM
56	Hours of staff may be reduced. Find that staff prefers to work part-time.	11/14/2022 7:28 PM
57	We don't know, we are slowly making changes to prepare for it, but it is difficult and staff/parents are not very open minded at this time.	11/14/2022 7:06 PM
58	It could possibly be a program closure, hoping to avoid it	11/14/2022 6:27 PM
59	Not currently receiving grants but looking into it.	11/14/2022 6:04 PM
60	I will have to let go of staff to be able to afford the overhead of my program	11/14/2022 4:54 PM
61	Makes it harder to pay rent. Tuition increases will be more likely	11/14/2022 4:37 PM
62	Staff resignation	11/14/2022 4:06 PM
63	All of the above . We would not survive the money lost.	11/14/2022 3:55 PM
64	Fundraising Attempt to Continue Business	11/14/2022 3:40 PM
65	Don't have it	11/14/2022 3:37 PM
66	If I can't hire quality staff, keep rooms closed.	11/14/2022 3:34 PM
67	expense adjustments	11/14/2022 3:31 PM
68	possible loss in employees hours	11/14/2022 3:27 PM
69	I am not currently receiving grants	11/14/2022 3:19 PM
70	Less things for kids to do (field trips, crafts, experiments, etc)	11/14/2022 3:18 PM

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71	Hopeful staff will be willing to work more hours instead of only part time because of grant, now only needs to work part time.	11/14/2022 3:09 PM
72	minimal purchases of additional equipment and supplies	11/14/2022 3:09 PM
73	No extra from wage enhancement	11/14/2022 3:08 PM
74	Don't have grants	11/14/2022 2:58 PM
75	I worry that I will not be able to continue to hire future staff and keep current staff moving forward	11/12/2022 11:35 PM
76	We have very low ratios. We will likely add children and our ratios will be higher	11/10/2022 12:50 PM
77	Increased turnover due to low wages	11/10/2022 6:40 AM
78	We are not receiving the above grants.	11/9/2022 11:17 AM
79	Worried about staff finding other jobs that pay better and may need to close.	11/9/2022 8:00 AM
80	reduce extra snacks, extra activities, reduce my numbers so it's just me.	11/8/2022 9:19 PM
81	Not receiving grants	11/8/2022 8:36 PM
82	It will be a struggle to pay high cost of utilities. Mostly heating cooling and water.	11/8/2022 5:24 PM
83	Restructure our program - change the ages we care for	11/8/2022 4:48 PM
84	Honestly anything could happen. Staff is impossible, then enrollment stops due to staffing it's a losing battle.	11/8/2022 4:47 PM
85	Less hours scheduled	11/8/2022 3:26 PM
86	Not using it	11/8/2022 2:49 PM
87	None	11/8/2022 2:03 PM
88	Less driving gas cost too much	11/8/2022 2:01 PM
89	reduction in openings	11/8/2022 1:48 PM
90	The grant has helped me to not struggle with starting my business.	11/8/2022 1:36 PM

Q12 What is the biggest challenge you face in your business?

Answered: 447 Skipped: 33

#	RESPONSES	DATE
1	High cost of utilities. Property maintenance	12/22/2022 12:41 PM
2	Expenses are increasing and income is still the same. We can't put more of burden on families to increase wages.	12/13/2022 9:54 AM
3	Dealing with children that do not eat regular home cooked meals and not even sitting down to a table for family meals. I have had a lot of trouble weaning children off of fast food products. Most of them now even love broccoli, cauliflower, etc, which the parent will not cook.	12/13/2022 9:53 AM
4	finding people staff and parents that value quality care	12/13/2022 9:50 AM
5	qualified staff	12/13/2022 9:50 AM
6	Keeping there minds growing.	12/13/2022 9:49 AM
7	At this time getting fully enrolled	12/13/2022 9:47 AM
8	Hiring and retaining qualified staff	12/13/2022 9:46 AM
9	My biggest challenge is getting my clients parent's to pay their bills and finding staff that doesn't want an arm and leg for minimal work. I don't believe in paying staff to be on the phone all day. I want them up, playing and socializing the children. Most child care assistance are her for certain chores and don't want to do them others don't want to follow the rules. I know of a daycare at this very moment that children have to wear winter clothing all day. The 8 year old children change and watch the babies and younger. When I get children from the other daycare I call the daycare because why did the parents leave. I have gotten children from this daycare with lice, children with ringworm, children with bed bugs. I don't know if it is lack from the parent or proverders but a 4 year old should be working with an adult to potty train. I'm not judging our jobs are super hard but if you are going to take on these positions on please be willing to do your job instead of just doing it for the money. If I pay my bills and have food in my belly and happy kids is why I do my job. Find me patience in this World is very hard nowadays.	12/13/2022 9:45 AM
10	Closing without grant support	12/13/2022 9:43 AM
11	Keeping up with wage increases of surrounding businesses, hiring experienced staff or having part time staff to fill in when a teacher is out, helping parents with resources for childcare help-iccp or grants from United way.	12/13/2022 9:42 AM
12	I am lucky enough to have found fantastic teachers, but when I was hiring, the candidates were extremely sub par. Very little experience, education, or professionalism. I think this is due to the low wages that are standard in this field	12/13/2022 9:41 AM
13	Trying to find kids that can afford there copay, I have a mom that didnt work or go to school that was able to come with ICCP payment then one that is a single mom that didnt qualify because she made \$100 to much.	12/13/2022 9:40 AM
14	keeping our stress level low when kids are extra loud or hurting friends or breaking rules	12/13/2022 9:38 AM
15	Keeping little minds busy and growing	12/13/2022 9:37 AM
16	Parent understanding of developmentally appropriate/group care practices	12/13/2022 9:35 AM
17	Wages.	12/13/2022 9:32 AM
18	when grants run out, it will be hard to make payroll costs	12/12/2022 6:47 PM
19	None	12/12/2022 6:45 PM
20	The biggest challenge is finding and keeping quality staff in our program. We want to provide a	12/12/2022 6:37 PM

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child focused environment and that can be challenging when some staff are only doing what is convenient for them. We fear that when the wage enhancements are no longer that we will experience staff leaving which will greatly impact our program.

21	Finding an employee so that I can go to Dr appointments, dentist appointments, or just have a day off or go to lunch once in a while.	12/12/2022 6:36 PM
22	Part time staff hours. We only offer 19.5 to non-students and 24.5 to students per week.	12/12/2022 6:34 PM
23	Providing care for children of mixed ages and pick up at schools.	12/12/2022 6:33 PM
24	Payroll	12/12/2022 6:31 PM
25	The wage.	12/12/2022 6:30 PM
26	Keeping staff, and staying open	12/12/2022 6:28 PM
27	Staff retention	12/12/2022 6:27 PM
28	Part-time staff hours. We only offer 19.5 hours to non students and 24.5 hours to students.	12/12/2022 6:26 PM
29	Being able to fully staff with quality teachers.	12/12/2022 6:25 PM
30	Administrative challenges and organizing the day to day	12/12/2022 6:21 PM
31	Staff wages as they compare to the cost of living in Blaine County	12/12/2022 6:19 PM
32	Enrollment	12/12/2022 6:18 PM
33	finding a suitable building for expansion	12/12/2022 6:17 PM
34	Trying to find an employee to give me some time off	12/12/2022 6:16 PM
35	Making enough money	12/12/2022 6:15 PM
36	Keeping good employees because we can't offer good wages. Because we have received the Grant we were finally able to give employees higher wages which has helped we worry about when the grant runs out how we are going to keep staff.	11/21/2022 8:15 PM
37	Staffing	11/21/2022 10:43 AM
38	Getting parents to pay	11/18/2022 1:39 PM
39	Being able to pay for things right now due to COVID. When the grant runs out, I am scared we might have to close our doors and that will leave 60 parents without a daycare and that is not something I want to do.	11/18/2022 6:47 AM
40	Need to up in home child care center prices	11/17/2022 9:01 PM
41	Student behaviors	11/17/2022 2:56 PM
42	Nothing	11/17/2022 1:01 PM
43	Staff absenteeism, low respect for Early Childhood educators, both of which contribute to low morale	11/17/2022 12:18 PM
44	Hiring quality teachers with experience.	11/16/2022 9:46 PM
45	The cost of childcare.	11/16/2022 12:49 PM
46	Supplies and food restriction	11/16/2022 12:47 PM
47	To feed kids is getting very expensive	11/16/2022 12:04 PM
48	finding staff to run my facility and increase enrollment when new staff hired	11/16/2022 8:42 AM
49	getting parents to pay in a timely manner and finding staff who care deeply about children	11/16/2022 8:26 AM
50	Staffing and parents affording care	11/16/2022 7:55 AM
51	school district not funding for later day care for teens going to college or working	11/16/2022 7:51 AM
52	Being able to pay my employees a livable wage while keep child care adorable.	11/16/2022 6:45 AM
53	Staffing can be hard to retain. Thankfully, I'm staffed with great teachers but it has taken 1.5	11/16/2022 6:09 AM

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hrs to left here and the grants help out tremendously because it's a big incentive to get a bonus for each employee monthly. In addition, I'm able to give extra hourly funded by grant monies and that too is a big help.

54	Nothing	11/15/2022 10:09 PM
55	Wages for staff.	11/15/2022 10:03 PM
56	Not making enough to pay staff members. So I am unable to hire any reliable help.	11/15/2022 9:48 PM
57	Trying to pay staff reasonable wages while keeping costs of tuition low. The prices of everything are up so most of my earnings go into supplies	11/15/2022 9:36 PM
58	Finding reliable staff and parent cooperation in policies specifically illness policy	11/15/2022 8:55 PM
59	Maintaining staff to meet the demand for care.	11/15/2022 8:44 PM
60	Children enrolment	11/15/2022 8:12 PM
61	Quality staff and paying for insurance and taxes along with high building costs.	11/15/2022 8:03 PM
62	Hiring new staff. It's hard to people to show up for interviews. I believe it's due to wages. Also, although working with children is rewarding, it can be hard work.	11/15/2022 7:22 PM
63	Keeping program filled. Just filled last spot yesterday. Spot has been open since September.	11/15/2022 7:17 PM
64	Staff retention and getting parents to pay, we have some of the lowest prices in the valley and parents scoff at us and get so upset because they can't afford to pay the amount of child care costs these days	11/15/2022 6:24 PM
65	Trying to compete with large corporations. It's hard to find teachers that will work for the wages I am able to pay when they can work at McDonald's for more.	11/15/2022 6:17 PM
66	Not getting burnt out, feeling like all the trainings are ones I have taken before or are teaching info I know from being in business so long.	11/15/2022 6:15 PM
67	Cost of food and supplies	11/15/2022 5:53 PM
68	Parents ability to pay	11/15/2022 5:23 PM
69	Substitute staffing and illness. The staff have become more conscience of staying home and so that makes it challenging to keep the classes open with short or not notice of absences	11/15/2022 4:56 PM
70	Trying to change the mindset that this can be a long term career field and wanting them to further their education in this field so that they have a better understanding of how to manage a classroom well, have all the right materials and tools, and understand behaviors better, to avoid burnout. I am willing to pay people with training like basic early childhood education classes that go beyond Idaho stars, and ECE/CDA degrees. I would love to partner with colleges that offer ECE classes and create a pay scale that shows teachers what they could potentially make if they further their education in this field. And give them pay increases when they complete certain milestones. And offer paid time off benefits and basic insurance packages so we can compete in the marketplace to retain staff members 2 to 5 years.	11/15/2022 4:42 PM
71	Full time kids. Currently everyone is wanting part time because so many still work from home.	11/15/2022 4:40 PM
72	The biggest challenge is paying competitive wages without charging too much for tuition. This is such a tough balance. Our wages have gone through the roof this year and thank goodness we had the grants to help balance things out. There's no way we won't have to increase tuition in 2023 but instead of raising it significantly, we are looking at cost cutting measures like not offering meals or maybe not offering both breakfast and lunch.	11/15/2022 4:35 PM
73	Staffing	11/15/2022 4:29 PM
74	Wages, and getting good help that wants to work. That all want \$20hr or more	11/15/2022 4:16 PM
75	Money	11/15/2022 4:15 PM
76	I feel like the biggest issue is only when a staff member calls out	11/15/2022 4:12 PM
77	Parents not calling me and letting me know that there child will not be attending on days that I have them scheduled to come.	11/15/2022 4:04 PM

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78	That If The Parent Is Laid Off && Or Quits / Fired I Too Am Outta Work *	11/15/2022 3:59 PM
79	The biggest challenge is staff retention. Children are hard and it is hard to continue to raise tuition cost in a rural area to meet the demands of wage rates.	11/15/2022 3:56 PM
80	Staffing, Finding qualified staff in our area that I can afford.	11/15/2022 3:51 PM
81	I have just begun my business journey. So at this time I am not currently facing any challenges.	11/15/2022 3:43 PM
82	Being able to pay staff the wage that is needed now to live and also since Covid we definitely are seeing more children with behavioral issues which make our job very difficult. They can work anywhere for what we pay and not have the stress	11/15/2022 3:31 PM
83	Hiring	11/15/2022 3:23 PM
84	Not enough if any people applying for job openings.	11/15/2022 3:09 PM
85	Having space for younger children and finding qualified people with a passion to teach small minds!	11/15/2022 2:49 PM
86	Staff turnover, consistency in class rooms due to ratios and not know exactly how to schedule the staff because children are random showing up or not showing.	11/15/2022 2:48 PM
87	Being able to enroll, at a price that is affordable to parents, and still be able to pay staff a livable wage.	11/15/2022 2:48 PM
88	It is difficult to break even with the amount families are willing to pay for childcare	11/15/2022 2:21 PM
89	N/A	11/15/2022 2:03 PM
90	Retaining Employees	11/15/2022 1:58 PM
91	Payroll cost	11/15/2022 1:53 PM
92	we have good retention, but when we need hire it is difficult to find right ones. We've raised wages alot in last two yrs to compete McDonalds, (staff now \$16-18 hr)will need tuition increase to survive. We know this is hard on families even tho we're under market rate at this time. We've been closer to market in the past.	11/15/2022 1:41 PM
93	I haven't been able to enroll enough students to cover all of my overhead costs, so I am going to need to increase my pricing	11/15/2022 1:38 PM
94	Once the grants end we are uncertain of what's going to happen as staff members have express concern about having to get other jobs. We do what we can but we are not sure how many staff members we can keep.	11/15/2022 1:32 PM
95	Be better at not being stressed over stuff	11/15/2022 1:30 PM
96	Right now it is hiring for the new facility and getting ready for inspections. It would help plan ahead with our Open date if we could time inspections instead of being told some time in the next 30 days.	11/15/2022 1:28 PM
97	Profitability without a grant and being fully staffed to operate effectively for families and children.	11/15/2022 1:28 PM
98	How to serve more children to meet the need in my community, and how to pay my wonderful staff member a wage that better reflects her hard work and experience.	11/15/2022 1:23 PM
99	not being able to take more children due to staff shortages	11/15/2022 1:18 PM
100	Hiring reliable staff who is willing to work at a starting wage until I can enroll more kids and give them a raise. That has been my biggest challenge so far after taking over the business from my former boss.	11/15/2022 1:12 PM
101	Parents needing childcare but due to the point system I can't take on more I have 8 children but I it the 12 points with those 8 and can't afford to pay someone to come help cause they all want \$15 plus an hour.	11/15/2022 1:08 PM
102	At this time, I'm getting to know the culture of the program and community. That is my first year.	11/15/2022 1:08 PM

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103	Not being able to pay staff for what they are worth.	11/15/2022 1:07 PM
104	Finding staff that want to work	11/15/2022 1:06 PM
105	Keeping staff	11/15/2022 1:03 PM
106	Staff and lack of resources	11/15/2022 12:58 PM
107	Up until recently, it was having enough staff. Currently I am fully staffed, but that could change and I worry about being able to find qualified workers quickly.	11/15/2022 12:55 PM
108	Staff burnout, working long days and having to take training at night. The licensing/ CPR requirements taking too long to get new staff in the building.	11/15/2022 12:51 PM
109	Keeping staff wages competitive with Oregon since we are right on the border and Oregon's minimum wage is \$13.75/hr. Oregon is 1 mile away from my business.	11/15/2022 12:49 PM
110	Staffing. We are over worked and underpaid. There is no appreciation for the workers and childcare isn't prioritized in this state.	11/15/2022 12:48 PM
111	I haven't hired a new teacher since well before Covid. If one of my teachers leave, I will be in a world of hurt to find a new teacher. It is very stressful and makes running a business very challenging. Employees know this, which doesn't help. Unless people start working, several businesses won't be able to make it.	11/15/2022 12:45 PM
112	Finding employees	11/15/2022 12:44 PM
113	Getting employees is hardest for all of our centers. We cannot even begin to pay what even McDonalds are paying. And paying the wages we are now doing we can't have extra staff so if someone is sick we almost have to close our doors.	11/15/2022 12:39 PM
114	Staffing	11/15/2022 12:37 PM
115	None right now	11/15/2022 12:29 PM
116	staffing	11/15/2022 12:23 PM
117	Staffing	11/15/2022 12:21 PM
118	paying staff enough plus benefits and keeping tuition affordable and accessible for families	11/15/2022 12:19 PM
119	Getting people to pay	11/15/2022 12:10 PM
120	The city not allowing me to have a employee	11/15/2022 12:07 PM
121	Employee drastic changes in attitude flexibility depression due to being under staffed over worked under paid due to everything the COVID crisis has brought on. We're worn out. McDonalds starts at \$15/hour & people want to make higher wages than that with better benefits.	11/15/2022 12:03 PM
122	N/A	11/15/2022 11:59 AM
123	None at the moment	11/15/2022 11:59 AM
124	The economy and supply cost.	11/15/2022 11:59 AM
125	I am struggling with what to do when the grant runs out	11/15/2022 11:58 AM
126	Changes in Employee attitude/depression/inflexibility that are from being understaffed & overworked due to COVID, no one wanting to work, & pay lower than McDonald's, & etc.	11/15/2022 11:57 AM
127	Retaining employees	11/15/2022 11:56 AM
128	At this time, it would be staffing. However, without the Grant monies it will change many things. This is a very hard business to operate with high overhead. Cost of living and wage increases will result in increased tuition to our families. Families are having a hard time paying what we charge now.	11/15/2022 11:52 AM
129	Trying to find kids who need our extended care program.	11/15/2022 11:50 AM
130	Having enough money to keep staff	11/15/2022 11:46 AM
131	None	11/15/2022 11:44 AM

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132	The revolving door of families needing care and being frustrated that there aren't enough programs in the area to accommodate the regional need for childcare	11/15/2022 11:43 AM
133	Right now it is keeping staff.	11/15/2022 11:42 AM
134	Parent communication	11/15/2022 11:40 AM
135	We face a lot of challenges with finding substitutes and hiring! We do have a high turnover rate and it can be very challenging hiring and finding a qualified employee for the pay wage! Also, we do face challenges with our building as it is very old and has plumbing issues.	11/15/2022 11:38 AM
136	Student enrollment and staffing.	11/15/2022 11:38 AM
137	It's prices to run the daycare. My gas is so expensive, the food prices are just out of control. I might have to close when the grant is over. I might try changing my prices first.	11/15/2022 11:36 AM
138	Sick kids	11/15/2022 11:33 AM
139	Making enough profit to replace things that wear out faster now that we have childcare here	11/15/2022 11:31 AM
140	The biggest challenge I find for parents on ICCP, is come reevaluation time each year, if they have had any overtime or any child support increases that puts them over the income limit and I stop getting paid even though I continue to watch their children	11/15/2022 11:30 AM
141	No being able to keep my business open after the grant runs out. Because the cost of everything has gone up. Also I have to pay more to keep employees happy because other big businesses can pay \$15 an hour. Us small business are having a hard time keeping up with pay.	11/15/2022 11:28 AM
142	Right now our biggest challenge is being short Staffed, it causes inconsistency for the children in our care and makes it so we can not run at full capacity causing a long wait list.	11/15/2022 11:27 AM
143	Special Ed staffing and resources, and future funding	11/15/2022 11:27 AM
144	Keeping staff that want to do their job right and parents Keeping sick kids home	11/15/2022 11:23 AM
145	Staff	11/15/2022 11:22 AM
146	space	11/15/2022 11:16 AM
147	Teacher retention and student attrition; being able to meet the needs of neurodiverse learners or children who require additional support with limited resources on-site	11/15/2022 11:16 AM
148	when the kids wake up in morning	11/15/2022 11:15 AM
149	Paying more staff!	11/15/2022 11:15 AM
150	idaho has some of lowest tuition rates in the country for early childhood education. maintaining quality staff with current tuition levels won't be sustainable, it will need to increase or be subsidized.	11/15/2022 11:14 AM
151	Keeping good employees. I also believe tuition should not go up while receiving grant money. For my program, Grants have kept childcare fees affordable for parent but also help with rising costs of food, utilities etc	11/15/2022 11:13 AM
152	Staffing	11/15/2022 11:12 AM
153	Operating as a business while setting boundaries	11/15/2022 11:11 AM
154	Making money while keeping care affordable for parents. Maintaining a high quality of care with staff members	11/15/2022 11:08 AM
155	Keeping children due to having to raise costs some parents can't afford the increase	11/15/2022 11:07 AM
156	Financial services, since everything is on demand	11/15/2022 11:05 AM
157	It has been hard keeping the business open due to the high cost of living.	11/15/2022 11:02 AM
158	Needing to hire just 1 staff for times I need to be away	11/15/2022 11:00 AM
159	Getting child enrolled. Most parents working from home or have family members watching the children	11/15/2022 11:00 AM

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160	Finding educated quality staff and being able to compensate them competitively without having to increase tuition.	11/15/2022 10:59 AM
161	Keeping outside play cool and shaded	11/15/2022 10:58 AM
162	hiring and paying enough	11/15/2022 10:57 AM
163	We could easily have another class for our youngest students, but we do not have the space.	11/15/2022 10:57 AM
164	Maintaining cost of living for current staff, and recruiting new staff.	11/15/2022 10:56 AM
165	Staffing	11/15/2022 10:55 AM
166	Finding qualified new employees & paying enough to retain them.	11/15/2022 10:55 AM
167	Receiving and Hiring applicants	11/15/2022 10:55 AM
168	Retaining quality staff members and children facing challenging social and emotional behaviors.	11/15/2022 10:54 AM
169	Parents affording childcare	11/15/2022 10:54 AM
170	The pay is lower.. compared to the cost of living. The grant has been a blessing . But that ends next yr.	11/15/2022 10:54 AM
171	Staffings, Keeping our tuition rates reasonable for families while trying to provide a decent wage for our staff. Unable to provide additional benefits (sick time, vacation time, insurance) for staff.	11/15/2022 10:53 AM
172	Being able to pay staff enough to keep good staff and continue business as a full center.	11/15/2022 10:53 AM
173	The cost of living has gone up tremendously. Staff cant afford to live in the treasure valley. We need to keep increasing wages. We will not have teachers if we can't provide livable wages.	11/15/2022 10:52 AM
174	Families. Wanting everthing and not payment compensated	11/15/2022 10:51 AM
175	Staffing. Right now I have 8 girls when I really only need 6. I have to have eight or I won't have consistent coverage. Due to illness or requests for days off, if I keep less than 8 on staff I would be shorthanded. Staff feels like they can go other places easily to work and have no qualms about asking for time off.	11/15/2022 10:51 AM
176	low wage and not enough staff	11/15/2022 10:50 AM
177	Difficult hiring staff who can handle children's struggling behaviors. Children have a lot of anger and behaviors since the pandemic, it's a high stress job with low pay. Why would they stay working at such a hard job for such little pay? And I can't get them trained because they leave so fast and because we need teacher for ratios so can't pull them out of the class. For the rise trainings I need extra staff to pull the teacher out, I don't have the extra staff and it costs me a lot of money to train them just to have them leave anyways and have to start over with the next teacher. We need trained staff and ways to help support them. They are burning out, I try to give them breaks and help but it's difficult to support them in all the ways they need. Children are very difficult now, staff need more pay, there's not any interest when we post job ads...it's not like it was before the pandemic.	11/15/2022 10:50 AM
178	The biggest challenge is staffing. We have a hard time hiring and keeping our employees. It feels as if no one wants to work with children anymore.	11/15/2022 10:50 AM
179	The hugely increasingly high costs of all the supplies I need for my business. Tots, educational supplies, cleaning supplies and groceries. It's outrageous right now!!8 have never seen this in my 25 years in childcare	11/15/2022 10:48 AM
180	The rising cost of products and equipment that we use daily in the facility to ensure a healthy and safe daycare.	11/15/2022 10:47 AM
181	Having a shared environment with a church and the constant set up and needing to be creative for the ERS with that in mind,	11/15/2022 10:47 AM
182	Keeping staff from burn out and being able to pay a wage that cab compete with big box stores.	11/15/2022 10:47 AM
183	Staff and parents paying	11/15/2022 10:46 AM

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184	Budget to replace old or broken materials.	11/15/2022 10:45 AM
185	When a parent loses her job I lose income as well and children who I care for.	11/15/2022 10:44 AM
186	Keeping staff and sticking to any schedule that was set up before the teacher started. They don't clean well and is always an issue. most don't like to work much	11/15/2022 10:44 AM
187	Finding business	11/15/2022 10:43 AM
188	Stress, Financial and emotional. Parents can't afford higher tuition to offset the costs of everything.	11/15/2022 10:43 AM
189	Staff	11/15/2022 10:42 AM
190	I am worried the staff I have and need to keep quit because they can work somewhere else for more money. And don't have to do a split shift. Extremely scary times for childcare. I hope you consider keeping the Wage enhancement and other grants. It is extreme for our childcare community.	11/15/2022 10:42 AM
191	Parents choosing to stay home with thier kids. It's great for thier pocket book and family but makes for low numbers in daycare.	11/15/2022 10:40 AM
192	none	11/15/2022 10:40 AM
193	Staff turnover and finding qualified staff.	11/15/2022 10:39 AM
194	Having to pay very high wages to retain my staff when they threaten to quit to get more money at another job. Also finding substitute teachers is impossible. We just had to close a classroom for a few days because the staff was out sick with covid and we did not have any subs.	11/15/2022 10:39 AM
195	Lack of funding to pay better so we don't have to charge the parents more. Challenging behavior.	11/15/2022 10:39 AM
196	Cost of payroll is more than we bring in.	11/15/2022 10:39 AM
197	Funds and staff i will not be able to afford the wages I am paying when my grants run out	11/15/2022 10:38 AM
198	Making sure I provide the best child care possible. And provide all the needs.	11/15/2022 10:14 AM
199	Getting families to pay	11/15/2022 10:03 AM
200	Keeping employees	11/15/2022 9:47 AM
201	Keeping opening full consistently	11/15/2022 9:30 AM
202	We'd like to enroll more children and pay people better.	11/15/2022 9:25 AM
203	Parental understanding of developmentally appropriate practices	11/15/2022 8:56 AM
204	Increasing prices which leads to employees asking for raises. I will have to increase tuition due to the rising cost of everything! We may have to cut out caring for school age children to cut costs for insurance and transportation (gas, vehicle payments and maintenance). My staff would like health insurance and there's no way I can afford that. It would be great if the state had an insurance plan that childcare staff qualifies for if they work in the industry. The phase 4 grant has been extremely helpful as well as the wage enhancement. We tell new employees that it is the state recognizing the extra things they do for this job. Trainings, background checks, continuing education, working with children with behavior and speech delays. That the state recognizes that this is an important job in our community. Insurance costs go up yearly, my power bill has pretty much doubled. All these things and more.	11/15/2022 8:52 AM
205	Enough money to pay the bills and to retain staff and not increase rates to much so that we lose children.	11/15/2022 8:10 AM
206	Getting and retaining staff	11/15/2022 8:07 AM
207	A consistent pool of substitute teachers	11/15/2022 7:56 AM
208	That I'm not allowed to have staff. Having an extra set of hands even just minimally could be very beneficial.	11/15/2022 7:42 AM
209	Stress and long hours	11/15/2022 7:07 AM

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210	keeping prices affordable for parents and still offering quality care during this down turn in our economy and paying my own bills and taking care of my own family financially having the same difficulties my clients are facing.	11/15/2022 6:50 AM
211	Currently it's adding new staff. Lack of response to hiring ads.	11/15/2022 6:26 AM
212	finding quality staff and getting staff I have to implement training and just do their jobs	11/15/2022 6:08 AM
213	Parent affording childcare because they very make over the amount they could get assistance I think the system there should change so someone who is very little over the limit can still get some help	11/15/2022 5:28 AM
214	Keeping staff	11/15/2022 2:12 AM
215	There is a very good chance that we would consider closure. For years, we've barely been able to cover expenses even with maxing out enrollment. It's just getting very stressful to find good help that stay in this field. We've had multiple teachers move on to Head Start or the school district because of wages and benefits. The last couple years with the grants have really made a difference in retaining key teachers with education and experience. Without additional funding, I don't believe we'll be able to support a competitive Director compensation package or continue to pay lead teachers competitive wages or benefits. I don't believe our market can sustain the tuition increases that would be necessary to make it work. I know another daycare in our community is charging much higher rates already in preparation for the fees that will be necessary to sustain business after grants end and we hear from so many families how financially stressful this has become for them, as even the ICCP market rate leaves a large gap that they are expected to pay as co-pays. Families are struggling to pay childcare fees and ridiculous, in my opinion, extra charges, penalties, and fees beyond the already extremely high tuition and they come to us in tears. I honestly don't know that I can run a business like that and if it gets to that point, it's not worth it to me anymore. The really sad part is, families will be left with less and less options for quality care and will be forced to pay whatever the fees are, quit their jobs, or take on a second job and spend even more time away from their children and even less time raising them and building relationships with them. If we close, my only hope is that more in-home options will become available because families need flexible, affordable options and centers won't be able to operate that way.	11/15/2022 1:20 AM
216	Keeping my cost down enough to make a profit. Buying updated play equipment and furniture is soo soo expensive. Commercial Outdoor play equipment is a minimum of 5,000 just to get minimum equipment that will hold up to use. The indoor toys and furniture is almost impossible to keep in new like conditions. I need to have a minimum of 12 lockers but usually more due to being open 24 hrs . The cost for that is at least 1,750. That does not include having to replacing when broken. I can get by on buying used things off Facebook but I believe to have a exceptional learning environment there are things that are a must. A stroller for 4 kids is 800.00 used! That's crazy to me. The list goes on and on.	11/15/2022 12:52 AM
217	Hiring, keeping good staff and paying them well.	11/14/2022 10:51 PM
218	N/A	11/14/2022 10:45 PM
219	Wages stability, children coming regularly and children maintaining their schedules.	11/14/2022 10:37 PM
220	The biggest challenge I have is making any money running a childcare facility. I spend all of my money on wages, rent, taxes, and operating costs. There is nothing left for me as the owner once everyone is paid. I am working 100 hours a week doing all the work of HR, admin, payroll, teaching, cleaning, prepping, etc.	11/14/2022 10:36 PM
221	Overwhelmed daily. Always running behind the eight ball...	11/14/2022 10:20 PM
222	Right now finding children in the age.group I take	11/14/2022 10:14 PM
223	Finding children in the age group	11/14/2022 10:08 PM
224	Finding qualified staff that can work full time and long term	11/14/2022 9:52 PM
225	Our biggest challenge is staff burnout. We have an amazing staff, with zero substitutes! Thus, if one of our staff needs a day off, or has an appointment, or has a sick child or are sick themselves it leaves our school with no other choice, but we have to change our program model for the day! If someone is gone, to meet all requirements for the state, we can't offer lunch breaks for the day. It's called a working lunch. They get paid an extra stipend plus overtime if we have to ask our employees to work through their lunch. If we have two	11/14/2022 9:32 PM

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employees not attending work, our model changes it's work hours. We are only open 8-4, no breaks working lunch again! These model changes were a must for our business because we cannot find substitutes! Thus these two program model changes are what are options are when a substitute is not available, which is 95% of the time. We want our valuable employees to feel like they can freely ask for time off and or stay at home when their family needs them! However, our employees find it extra tough to ask for time off because of the effect on each co-worker. This puts us into the burn out category with our employees!

226	Finances	11/14/2022 9:30 PM
227	The long hours and little pay. I don't make enough to hire someone to help me and it is physically taking a toll on me.	11/14/2022 9:13 PM
228	Not having enough children enrolled	11/14/2022 8:52 PM
229	Not bringing in enough moneyto provide a high quality program	11/14/2022 8:46 PM
230	Keeping staff	11/14/2022 8:38 PM
231	We are fully staffed, but I have 8 girls staffing a building that should only need 6. Staff is not as dedicated as they were before Covid. They ask for a lot more time off and the feeling is that you have to give it to them because they can go anywhere else and get a job quickly with possibly better pay. We keep extra staff. It costs a bit more at times, but is the only way I can guarantee to maintain my ratios.	11/14/2022 8:29 PM
232	Finding reliable help. For sick days and vacations.	11/14/2022 8:28 PM
233	Mainly staff. Constant no shows, or staff that is only interested in a paycheck vs actually caring for children. Also finding families able to afford tuition. Our area is mainly middle class where they make a couple dollars over the amount to receive any assistance. I will be closing daycare as it's taking more money out to keep it running then trying to keep it open, which is sad.	11/14/2022 8:14 PM
234	I can't get anyone to work for me. It takes too long to get them ready. They have another job. Although I understand I don't want anyone working for me that isn't safe. The second thing is prices! Without the grant, I'm not sure I can continue with food/ gas prices.	11/14/2022 7:45 PM
235	Retaining staff! Keeping tuition affordable and paying staff what it costs to live in McCall and the surrounding area.	11/14/2022 7:36 PM
236	Keeping competitive on wages with the fast food places and others that don't expect person to pay out of pocket expenses to accept a position	11/14/2022 7:36 PM
237	Being able to keep enough kids to make a living wage	11/14/2022 7:35 PM
238	As owner, my working 8+ hrs/day at the preschool+ doing the bookkeeping in the evening. Feel that the business owns me. Things have changed after COVID 19 - work ethic. Staff do not want to work as much, want days off. Giving someone more money/hr does not mean you get a better worker.	11/14/2022 7:28 PM
239	Long hours, Low pay	11/14/2022 7:25 PM
240	Space to accept more kids. I have a waitlist since I have no room to put them.	11/14/2022 7:23 PM
241	Currently, finding new families who can afford daycare. I can't lower my rates.	11/14/2022 7:20 PM
242	Finding long term competent staff, who are driven and engaged.	11/14/2022 7:14 PM
243	Staffing and space for childcare classrooms. We could expand our program if we had more staff and space.	11/14/2022 7:11 PM
244	Getting people to apply for the job/show up/take the job the ones that actually show up don't take the job because of the wage.	11/14/2022 7:06 PM
245	Our biggest challenge is the staff retention once the grants end some of our staff members will be moving to other jobs that pay more so they can provide for their families.	11/14/2022 6:35 PM
246	When parents loose their job, I loose income as well.	11/14/2022 6:32 PM
247	income to pay the bills, we'll have to have an increase in fees and lower ratios. Right now it 1 to 4 for the 2yr olds and 2 to 15.	11/14/2022 6:27 PM

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248	school kids coming to my home sick ,	11/14/2022 6:20 PM
249	The cost of operating the business is fairly high and what parents are willing to pay is a little bit low.	11/14/2022 6:19 PM
250	Paying ourselves. We are not making enough to make this work so we need to make some changes. The hours are also very long, but we have no choice because we can't afford to pay another employee.	11/14/2022 6:04 PM
251	Making profit	11/14/2022 5:50 PM
252	None	11/14/2022 5:45 PM
253	Finding people that actually wanna wrk and that stick it out....space.....	11/14/2022 5:42 PM
254	I will need to raise tuition between 7-9% in order to replace the \$300 per month that our staff members have come to rely on, give cost of living raises, and pay for rising costs. I'm worried that only the wealthiest parents can afford the care we offer. We avoid staff turnover because we treat every position on staff as a GOOD JOB. Meaning, they get paid well, have health benefits, have paid time off, and receive high quality professional development. We want them to feel like they are a professional making a career choice to be in the field of early childhood. This is why we have very little staff turnover. However, there are costs associated with this level of staffing. So what will it be: affordable child care with "cheap" staff or high quality staff that drives up the cost?	11/14/2022 5:31 PM
255	One of my biggest challenge is finding the time for staff professional development. Squeezing additional days in for training has been a big challenge. I strongly believe that adding one day every other month would make a big difference in the implementation of our curriculum.	11/14/2022 5:26 PM
256	Cost of inflation.... to expensive to operate, rising wages, I have 14 free staff children in my care which is a lot of money lost each month	11/14/2022 5:23 PM
257	Collecting tuition. and keeping staff satisfied (Wages)	11/14/2022 5:13 PM
258	Parents that need childcare and are enrolled with me come re-evaluation time often time go over income due to overtime or child support which in turns stops my pay but I still continue to provide care	11/14/2022 5:08 PM
259	I am bringing on staff. To get on a full staff, we must match the hourly rate of the local employment market. Let's face it no one wants to work for anything under \$12/\$15 an hour. With all the inflation, it is hard to be fully staffed and provide for the children's day-to-day needs. I know that once the grant funding is done in May, I will have to let some staff go and cut part-time hours. Doing that, I know will put me in a position where I may need to cut some families because of not having staff. It's a circle that seems never to end.	11/14/2022 4:54 PM
260	Living so far out of town not many kids	11/14/2022 4:50 PM
261	Finding qualified staff that want to work	11/14/2022 4:45 PM
262	Getting people to work. Being able to keep the staff I have but being able to pay them enough to keep them.	11/14/2022 4:40 PM
263	Trying to find a commercial building to lease so I can hire more staff, accept more children, and really help the community. Too many families are needing care and so many families are desperate they are letting unlicensed people watch their children or poorly run daycares. If there were grants available to help build a center or secure a lease and remodel that would be helpful.	11/14/2022 4:37 PM
264	Cost of living increasing, getting children enrolled who can afford childcare but make too much money to get assistance, too little to pay for childcare	11/14/2022 4:33 PM
265	Picked up the kids and drop them, provided food and all services I am responsible for.	11/14/2022 4:23 PM
266	Finding qualified staff or keeping new ones to stay long enough to keep them. The next hurdle will be increasing tuition enough to keep up with inflation as well as staff rates. We have increase multiple times and will need to go up another 6%. Parents are really feeling the strain.	11/14/2022 4:21 PM
267	Trying to follow the guidelines that are in place for a facility when I'm running it from a home.	11/14/2022 4:12 PM
268	Not being able to take everyone. The shortage of good daycares locally puts strain on existing providers who have a good reputation.	11/14/2022 4:09 PM

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269	Keeping up with wage demands. Keeping up with increase in all aspects of running a childcare facility.	11/14/2022 4:06 PM
270	quality staff retention	11/14/2022 4:06 PM
271	None	11/14/2022 4:03 PM
272	Staffing is a huge issue for us. Employees work overtime to meet the ratio requirements. When the grant ends I am not sure how I will continue to pay the wage increases I gave and I'm not sure how I will buy as many supplies.	11/14/2022 4:02 PM
273	We face getting qualified applicants. We hardly get anyone showing up for interviews. We often get people declining the position the day they are supposed to start.	11/14/2022 3:57 PM
274	Without the grants, most childcare centers may close including ours.	11/14/2022 3:55 PM
275	Nothing	11/14/2022 3:54 PM
276	Getting kids enrolled	11/14/2022 3:47 PM
277	Being able to pay people what they deserve and offer benefits to retain staff. It is a very stressful job and under recognizes	11/14/2022 3:47 PM
278	Tuition for childcare is too low in comparison to other counties and states.	11/14/2022 3:44 PM
279	Getting good employees to come to work for us.	11/14/2022 3:44 PM
280	Parents not wanting to pay rates	11/14/2022 3:43 PM
281	The gap between tuition and livable salaries. Parents cannot be expected to carry all of these costs.	11/14/2022 3:41 PM
282	Affording decent pay for staff	11/14/2022 3:40 PM
283	Trying to get training, paperwork, care for children, and personal time balanced.	11/14/2022 3:40 PM
284	My biggest challenge is: 1. Paying staff a fair and livable wage, while not overcharging my parents. 2. Finding childcare workers who show up and do a good job.	11/14/2022 3:38 PM
285	Nothing	11/14/2022 3:37 PM
286	Hiring staff that a dedicated to children.	11/14/2022 3:37 PM
287	My location makes it hard for family to be able to afford child care and mileage it take because I'm out of city limits. I had more kids before COVID but with most people trying to work from home it makes it a lot more difficult to fill spots.	11/14/2022 3:34 PM
288	Hiring quality staff, lack of quality subs and the expense to do business the right way. I also feel like parents often don't appreciate the hard work we do. We need to be seen as professionals and educated people. Its a hard business. I'm thankful for my staff.	11/14/2022 3:34 PM
289	Keeping Employees	11/14/2022 3:34 PM
290	Cost of supplies	11/14/2022 3:34 PM
291	Finding and Hiring qualified teachers who have the training, education and passion to work with kids. Not able to pay these qualified teachers a livable wage and health benefits. Lack of subs, long child care work hours and the year round schedule are a few other challenges that have been facing us as an industry and have lead to the biggest exodus of these qualified teachers into public schools.	11/14/2022 3:31 PM
292	Affording supplies that are necessary for activities. Affording extra clothing for children who need it.	11/14/2022 3:31 PM
293	The cost of everything has gone up so much, at the end of the month, I dont take much money home.	11/14/2022 3:29 PM
294	Rental issues and staff wages vs the income	11/14/2022 3:29 PM
295	keeping staff	11/14/2022 3:27 PM
296	Finding staff	11/14/2022 3:25 PM

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297	Staff Retention due to wages	11/14/2022 3:23 PM
298	Being short staff nobody likes to work these days.	11/14/2022 3:22 PM
299	The tension of not wanting to raise rates but wanting to pay decent wages.	11/14/2022 3:21 PM
300	Finding/keeping an employee. I quit looking and went to 6 to stay within point range. Now I'm not financially making it and I need to increase tuition.	11/14/2022 3:19 PM
301	Staffing for sure! I have a HUGE building and we could have a lot more kids but I can't consistently have enough staff to bring on more kids	11/14/2022 3:18 PM
302	Making enough to support my family without the grant	11/14/2022 3:17 PM
303	The biggest challenge for us is hiring staff. We have been blessed to have a core, committed group of staff who have stayed with the program over the years. However, even with increased wages, stipends, paid training, paying for the childcare workers license, etc. we cannot seem to get any applications for new staff to replace the normal turnover when people resign for moving, life changes, graduation (accepting a certified position), etc.	11/14/2022 3:17 PM
304	Find staff	11/14/2022 3:15 PM
305	Keeping up with the rise in costs from supplies to wages...I must keep my staff wages up when the grants end to maintain being fully staffed and I am already going to need to increase tuition with the supplies cost increase if those grants end. I have been successful competing for employees from other industries because we have the help from the grant funds. We can't lower our pay in our industry and families already have so much increasing. I am nervous as large centers have seen such an increase in expenses over the last couple years. My husband and I would love to start a second location as Twin is in need of more centers with our growth but are too nervous to do the jump with the increased costs and grants ending.	11/14/2022 3:14 PM
306	Staffing I can not find anyone to work!!!	11/14/2022 3:14 PM
307	Staff turnover, daycare is through a ski resort so it is hard to keep people for a seasonal position.	11/14/2022 3:14 PM
308	Space	11/14/2022 3:12 PM
309	Keeping quality staff; our lower-level staff can go to Wendy's and make \$18/hr to start. We're so grateful for the WEG and Phase 4; we still can't start wages at \$18/hr, but at least we're no longer starting employees at \$12/hr.	11/14/2022 3:11 PM
310	Teachers	11/14/2022 3:11 PM
311	Nothing at this current time	11/14/2022 3:10 PM
312	Inability to recruit new teachers if a teacher leaves. Employees know they can mandate hours, etc. It is so difficult to be positive right now about the future of our businesses with lack of workers.	11/14/2022 3:09 PM
313	Not being able to hire 1 sub caregiver for times when I need to be away for appointments. It is necessary to close and inconvenience every family enrolled.	11/14/2022 3:09 PM
314	We have 4 daycares in our small town. I will need more children to enroll in order to survive when the grants stop.	11/14/2022 3:08 PM
315	limited space (square footage) to grow the business in the future	11/14/2022 3:08 PM
316	Keeping staff in order to increase the number of children we can enroll and then when we lose a teacher trying not to have to drop kids also to maintain ratios	11/14/2022 3:08 PM
317	Workers who are committed to the kids	11/14/2022 3:08 PM
318	Costs of goods, rental space and payments	11/14/2022 3:07 PM
319	staffing and offering competitive wages-- the wage enhancement grant has been HUGE for us!	11/14/2022 3:07 PM
320	Being able to find people who really want to work.	11/14/2022 3:06 PM
321	Can't charge enough money to parents to staff my facility for optimum care of children	11/14/2022 3:06 PM
322	I have a low tuition. Planning to increase it once grant runs out	11/14/2022 3:05 PM

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323	currently people looking for jobs, keeping a job and needing child care	11/14/2022 3:05 PM
324	Getting my building licensed!	11/14/2022 3:05 PM
325	unsure at this point	11/14/2022 3:04 PM
326	First-Staffing. Second-available space.	11/14/2022 3:03 PM
327	Trying to keep my child care ful, And trying to keep on top of my childcare payments with my parents	11/14/2022 3:03 PM
328	WAITING SO LONG FOR BACKGROUND CHECKS	11/14/2022 3:02 PM
329	receiving applicants and hiring employees	11/14/2022 3:01 PM
330	Keeping staff and providing them a decent wage in which they can survive on. I have enough staff at this moment but would like to pay them a better wage of what they deserve. The wage enhancement grant has helped tremendously and I hope it continues permanently.	11/14/2022 3:01 PM
331	Staffing	11/14/2022 3:01 PM
332	The rising costs of food, utilities, etc.	11/14/2022 3:00 PM
333	Not being able to expand yet, because I want to someday	11/14/2022 3:00 PM
334	Maintaining quality employees at affordable costs for the parents.	11/14/2022 2:59 PM
335	Parents dropping off late	11/14/2022 2:58 PM
336	Money to improve child care spaces, especially outdoors. Would love to have a really fun outdoor safe- play area.	11/14/2022 2:58 PM
337	The behaviors of the children and the lack of support for the parents.	11/14/2022 2:58 PM
338	Staffing, recruitment	11/14/2022 2:58 PM
339	Recruiting qualified staff	11/14/2022 2:57 PM
340	Hiring enough staff to add additional kiddos to our center.	11/14/2022 2:57 PM
341	Children aggressive with one another.	11/14/2022 2:57 PM
342	Finding business	11/14/2022 2:57 PM
343	Providing current staff with a wage that they are worth, vacation time off, Health insurance, It has been a great experience with the wage enhancement as I can recruit and keep staff along with the phase grant I can help families as we are still experiencing Covid it is a constant challenge and struggle I have families who continue to face childcare expenses and I have been able to work with them.	11/12/2022 11:35 PM
344	It is hard to financially survive in todays economy and still provide families with quality childcare.	11/12/2022 9:39 AM
345	finding more full time kids than part time. finding proper staff who enjoys working with kids. finding the right amount to charge tuition without being overpriced/underpriced. finding the proper budget for food, supplies, etc	11/11/2022 2:11 PM
346	Lack of support/appreciation from families can make it hard to want to keep caring for kids, especially on challenging days.	11/11/2022 12:49 PM
347	Staffing is big challenge	11/11/2022 10:31 AM
348	Balancing number employees and number of kids. I usually have one and not the other so it's hard to grow.	11/11/2022 9:43 AM
349	Getting regular licensed help and for subbing	11/10/2022 11:05 PM
350	At this point, it is getting applicants to even apply for a teaching position with us.	11/10/2022 2:14 PM
351	I'm new to the program this year. For me the process of getting to know the program in general.	11/10/2022 1:31 PM
352	Staff thinking this is an easy job when it's not at all. You have to love what you do to work here.	11/10/2022 12:50 PM

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353	Getting parents to pay	11/10/2022 12:50 PM
354	Unable to hire staff.	11/10/2022 12:28 PM
355	financial stability	11/10/2022 10:07 AM
356	Stress! Long hours, not enough income	11/10/2022 8:27 AM
357	Staffing and retention	11/10/2022 6:40 AM
358	Staffing. Trying to hire good people, train them and retain them.	11/9/2022 8:49 PM
359	Making the program affordable while retaining qualified staff with higher wages.	11/9/2022 6:36 PM
360	Finding good families that can work with my sick policy	11/9/2022 5:36 PM
361	Paying competitive wages to retain qualified staff	11/9/2022 3:09 PM
362	Getting to the point that we are making a profit with the kids we have and to still be able to pay employees their worth and to retain them is the most challenging part of this job. My starting wage is \$15/hr. this is higher than the average but I have had zero staff turn over in my first year. I want to be able to provide top notch care and also pay my employees well enough to keep them. It also means my expectations are very high for the staff I do hire. I have an amazing team of women who provide the best care to our preschool and child care. I want to be able to keep them and try and make a profit too.	11/9/2022 3:06 PM
363	Hiring staff that can work without waiting for background check is an issue. People who do want to work can't wait a month to start work so we can not get most hired. Low wages is another issue but we have bills to pay so can only pay so much.	11/9/2022 1:21 PM
364	finding people to work. The last 4 that I hired left because they were getting housing assistance and would lose if they work and they make more staying at home. I was paying them \$15 an hour.	11/9/2022 1:11 PM
365	Challenging behaviors and resources for that. Then, finding qualified staff to work in child care business at the going wage.	11/9/2022 11:17 AM
366	1. Staffing with responsible, well trained staff. (We require additional education and training than what is required by the state.) 2. Keeping our pricing affordable to parents	11/9/2022 11:15 AM
367	recruiting staff and being able to offer them a living wage and really pay them for their worth.	11/9/2022 10:25 AM
368	Parents taking advantage of my time.	11/9/2022 9:46 AM
369	Income with all the rising costs, food gas, heat. And families are in the same boat so raising prices not an option at this time	11/9/2022 9:37 AM
370	Staffing	11/9/2022 8:15 AM
371	Staffing is a huge one because if I had more reliable staff I could add more kids but I'm worried about someone getting sick and being short staffed so instead I am a bit over staffed and that is also killing me.	11/9/2022 8:00 AM
372	I take in previous foster placements. I would have to send my current placement to another daycare to free up that spot.	11/9/2022 7:52 AM
373	Finding and retaining quality people at a low wage. Hiring is nearly impossible. I have an entire classroom sitting empty because I can not get someone hired for the classroom. Without the Grant money (both), I will have no choice but to raise rates on my families which will make it not affordable for many. My employees may leave because they can go to any fast food place and make more money without working so hard and dealing with the stres of this business, WITH benefits!	11/9/2022 7:41 AM
374	I increased my wages to create less of a turnover, but once the grants end, I won't be able to continue to make payroll/my budget with all the staff I have now.	11/9/2022 6:27 AM
375	Finding quality employees. I believe we provide a great place to work, family environment,free childcare,flexible as much as we can with hours, paid holidays and vacation and it's still hard folks want 15+an hour, I understand but at the same time it's tough.	11/9/2022 5:41 AM
376	Staff attendance, education, and retention, rising program costs and localized tuition rates, push back from parents looking for low tuition vs program quality, increased requirements for	11/8/2022 11:40 PM

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	accreditation given staffing issues and rising costs of staffing and program materials.	
377	Parents who send their children to daycare when they are sick.	11/8/2022 10:59 PM
378	Staff	11/8/2022 10:33 PM
379	Language barrier	11/8/2022 9:47 PM
380	Space. Because I am group care and do care in my home, I keep my numbers under 9 children because I feel I don't have the space to and more kids safely. If I could add on a room or sunroom I could increase my numbers.	11/8/2022 9:19 PM
381	Enrollment is my biggest issue currently due to being a new facility	11/8/2022 9:06 PM
382	Drivers in our neighborhood tend to go too fast making our walks in the neighborhood a bit frightening since we are walking in the street because we do not have sidewalks. It is very frustrating to have to take time off to go to city hall every year for fingerprinting. It was so nice when they used to do it in my home. The family members in my home also have to take time off from their jobs to get fingerprinted.	11/8/2022 8:36 PM
383	Increased prices on everything. Activity for children, cleaning supplies, groceries etc. It has gotten so crazy. Hopefully it comes back to normal eventually	11/8/2022 8:12 PM
384	Keeping kids in general because parents are constantly quitting and or changing jobs! And then sometimes they leave me with a large daycare bill that they haven't paid and refuse to even text you back. And good luck taking anybody to small claims because it cost you a fortune and not worth your time and effort because they will not help you collect because they won't help you find out where they are working next! So basically you lose even more money!	11/8/2022 7:37 PM
385	There is no money in child care. I can't afford to pay decent wages especially for the area that I'm in. I had the opportunity to keep a certified teacher in my preschool but she was offered a higher paying position at the school. The staff struggle coming to work because they are expected to give the highest quality care for these beautiful children, but the daycare can't afford pay them a livable wage. The biggest challenge we face is proper funding.	11/8/2022 7:17 PM
386	To be the best Daycare in state.	11/8/2022 7:03 PM
387	None	11/8/2022 6:48 PM
388	The biggest challenge we are facing right now is how to manage our business when the Phase 4 grant ends and the Wage Enhancement grant ends. Those grants have kept our business open, and I worry about what will happen when they end. Wages are becoming unrealistic, and it causes us to raise tuition which hurts our families and hurts our business (because we lose families). The cost of food and supplies has also hurt tremendously. When it becomes unprofitable to run a business, the business owner will close it down. All these increases are cutting into the bottom line making the business less and less profitable. Childcare has a very thin margin of profit, a profitable childcare center usually only profits between 3-5% of the gross income. As a general rule, businesses, across all industries, should profit 25-35% of their gross to be considered "profitable". Many childcare centers profit much lower than that, if at all. So, with every \$1.00 per hour raise they give each of their employees to keep them happy, that decreases that 5% profit to 4% or 3% profit. And raising tuition isn't always an option.. because parents will only pay so much, before they decide it's not financially worth it for them to work because they are paying too much for childcare. The last thing I'd like to mention is how vital it is for ICCP to review their local market rates more often than every 3 years. So much changes in 3 years! This year alone we've seen an 8% increase in everything! It's not realistic for ICCP to be paying rates from a year ago when so much has changed within this year! Childcare centers need to be reimbursed a reasonable rate for the families who qualify. In cluster 1, ICCP only pays \$599 for a full time infant! Let's do some basic math here: six full time infants paid on ICCP is \$3,594 per month. If a childcare owner can find an employee to work for \$10/hour (which is unlikely.. most employees want at least \$12-15 per hour) they will need two full time employees at \$10/hr which equals \$3,466 per month. (Two employees are required because a centers hours of operation are typically 6am-6pm which requires 2 employees in each classroom minimum) After wages are paid, that leave the infant room LOSING \$128 per month. If an employee wants \$12-15 or even \$18 per hour (which I've had applicants, ask for) the margin of loss gets deeper and deeper for that classroom. That is not adequate to support a childcare center and certainly doesn't allow a program to provide quality care or pay their employees competitive wages. Childcare is needed by every single	11/8/2022 6:22 PM

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industry in the state of Idaho! It is the backbone of Idaho's economy. It needs to be funded well or else the entire state suffers.

389	Figuring out how to raise my rates without losing clients.	11/8/2022 5:59 PM
390	Outdoor play due to weather	11/8/2022 5:48 PM
391	The home is older. Need new furnace. It would be nice to have help getting a group license.	11/8/2022 5:24 PM
392	The upcoming loss of both of the listed grants mean I've had to reach out to families in our program to warn them of an upcoming large change (20% or more for many) to our tuition. This feels very unethical to me, but is the only way we can keep our same level of quality and teacher pay. I'm worried based on the reaction of some families that this will put our program out of reach for them come May, but equally worried that other programs will be doing the same thing and we'll see even more shortages of availability.	11/8/2022 5:05 PM
393	Staffing	11/8/2022 4:52 PM
394	Being able to hire reliable workers	11/8/2022 4:48 PM
395	Finding actually good employees	11/8/2022 4:47 PM
396	Parent's not calling and letting me know that there child will not be in attendance even though I have them scheduled to come for the day.	11/8/2022 4:42 PM
397	Families that do not pay	11/8/2022 4:40 PM
398	Hiring quality staff who will stay long term for the pay.	11/8/2022 4:22 PM
399	Raising prices of wages and taxes compared to tuition. Competing with free preschool.	11/8/2022 3:56 PM
400	Finding qualified staff.	11/8/2022 3:50 PM
401	Finding substitutes so I can get things done or have a day off for myself	11/8/2022 3:48 PM
402	Needing more room to meets community needs but not having places to expand too.	11/8/2022 3:48 PM
403	It's been hard finding solid employees. The good ones, know they are good and have great skills but they want to begin working at \$12-\$15 per hour and that's hard. I like to keep 3 teachers on staff 80%of the time to withstand 24 points. But also, I have a Max of 18 kids per day so I don't have much room to wiggle pay without the assistance of grants. Very thankful for the help RISE has given!	11/8/2022 3:26 PM
404	I can't get anyone to apply! I have increased my wages and will have to offer insurance as soon as I can hire.	11/8/2022 3:25 PM
405	Staffing- being able to train staff, pay them better, and hire better	11/8/2022 3:12 PM
406	Staff retention but it seems to be improving	11/8/2022 2:57 PM
407	Preparing for the fiscal cliff we are faced with when the funding ends.	11/8/2022 2:52 PM
408	Scheduling	11/8/2022 2:49 PM
409	Income. Parents have a hard time wanting to pay rates when not on iccp	11/8/2022 2:47 PM
410	We are a nonprofit preschool - no daycare services offered. The school was closed 18 months during COVID. Enrollment has been down since reopening. We typically have 65 - 80 students and now are at 32. Biggest challenge has been updating web page - as this use to be done by volunteers. We've never really had to advertise as word of mouth kept enrollment up. We are now finding more people need daycare services, lots of younger families have moved west to Meridian and Star and we have lost access to families. Cost of advertising is a challenge for a nonprofit.	11/8/2022 2:45 PM
411	Inflation. The cost of everything has went up so much I'm concerned about what's going to happen when the grant runs out.	11/8/2022 2:43 PM
412	Being able to provide competitive wages for my staff and still have money left over to pay myself a wage	11/8/2022 2:43 PM
413	Getting children preschool age	11/8/2022 2:42 PM

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414	Staff retention due to staff wages. We couldn't participate in the wage enhancement grant due to payroll system requirements.	11/8/2022 2:38 PM
415	Not having classroom separation for age groups	11/8/2022 2:30 PM
416	getting paid in a timely manner by parents.	11/8/2022 2:26 PM
417	My Biggest Challenge I Face In My Field Of In Home Child Care Is The Parent Gets Laid Off or Quits And Does Not Get Employment Soon I Then Will Be Out Of Work	11/8/2022 2:25 PM
418	Wages/labor costs. I am worried that I will lose staff when the \$300 stops because right now that amount is counted as part of their income. Additionally, I can't compete with these large corporations and start people at \$15.00/hour.	11/8/2022 2:19 PM
419	Managing the stress of all of the responsibilities and delegating work.	11/8/2022 2:14 PM
420	competing with the wages that other programs are offering	11/8/2022 2:14 PM
421	Staffing	11/8/2022 2:13 PM
422	Making money while still staying affordable for parents	11/8/2022 2:13 PM
423	Finding new reliable staff once staff leave. No one over the age of 18 want to work for the wages we offer.	11/8/2022 2:10 PM
424	Providing for the children I have enrolled with the prices going up. and if I rise my tuition prices can parents afford them	11/8/2022 2:10 PM
425	families paying	11/8/2022 2:03 PM
426	Getting organized	11/8/2022 2:03 PM
427	Staffing	11/8/2022 2:02 PM
428	THE COST OF EVERYTHING GOING UP	11/8/2022 2:02 PM
429	Non really	11/8/2022 2:01 PM
430	Keeping staff	11/8/2022 1:57 PM
431	Staff turn over, we have a long waitlist, but unfortunately due to staffing we have been unable to stay open.	11/8/2022 1:54 PM
432	Wage enhancement for staff	11/8/2022 1:51 PM
433	Managing child illness	11/8/2022 1:48 PM
434	Hiring	11/8/2022 1:48 PM
435	sin	11/8/2022 1:48 PM
436	Some months more money going out. Than coming in	11/8/2022 1:46 PM
437	Keeping things clean and disinfected so grandkids don't get sick	11/8/2022 1:46 PM
438	Keeping tuition rates affordable but also paying my staff a high enough wage to keep them. Making ends meet is nearly impossible.	11/8/2022 1:45 PM
439	Affordable child care with decent wages for teachers.	11/8/2022 1:45 PM
440	Offering benefits and a comparable wage with other business offering \$15 to \$17 to start. Then when you hire someone they look at you like your crazy with all the hoop they have to go through to get a license and can't start working in the City of Boise until all their licensing requirements come back, and the cost. I know right now the city isn't charging their normal fee to get the license from them but that won't be forever. It cost a new employee normally \$86.50 for a City of Boise Childcare Workers license and then they have to get a CPR & 1st aid card that's \$40 and then send in to all the different states that have lived in the past five years. Most are around a \$20 charge but some states like Arizona, Alaska and Texas take up to 6 months to get the registry check back. So by then the person has found work else where. That a minimum cost to start a job of \$146.5. That's a lot for someone to come up with. It has been nice to tell potential employees that the City isn't charging the fee right now. My current employees still have to pay the \$64.50 to renew their license, which I think isn't right, if your	11/8/2022 1:44 PM

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not charging for a new license then why can't they way the fee for our hard working employees who have been working in this hard field to help retain them.

441	City restrictions	11/8/2022 1:43 PM
442	Finding subs	11/8/2022 1:40 PM
443	Parents being able to pay, and staff that is compatible for the jobs	11/8/2022 1:40 PM
444	Parents trusting me due to my age	11/8/2022 1:40 PM
445	The need for infant care.	11/8/2022 1:40 PM
446	staff shortages	11/8/2022 1:38 PM
447	Filling in spots when kid move out of town.	11/8/2022 1:36 PM