

TO COLLECT :

OUR DATA :

<p>Employee age distribution/ average age</p>	<p>Our median employee age is _____. Based on what I know of our workforce, I expect that over time <u>more / fewer / the same</u> number of employees will have young children. <i>(circle one)</i></p>
<p>Parental leave counts</p>	<p>On average over the past 5 years there have been _____ parental leaves each year. This is approximately how many children under 6 exist in our employees' homes.</p>
<p>Dependent counts</p>	<p>About _____% of our employees participate in our health care program. There are _____ dependents enrolled in our health care program. 25% of this number is _____, which may approximate the number who are under 6. 50% of this number is _____, which may approximate the number who need some type of care support (after school, summer, etc.).</p>
<p>Employee work sites and work locations</p>	<p>From reflecting on work sites and home locations as well as work location requirements and routines, insights include the following about location:</p> <ul style="list-style-type: none"> • • •

What else have you heard from employees about the need for child care?

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SUMMARY / Reflecting on all of the data above, what are your insights about employee needs:

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