



UConn
SCHOOL OF SOCIAL WORK

2025 Parent/Caregiver Survey Report



Table of Contents

Background.....	2
Methods.....	3
1. Survey Development.....	3
2. Recruitment.....	4
3. Data Cleaning and Preparation	5
4. Identification of Priority Research Questions	7
5. Dissemination.....	7
Survey Findings.....	9
1. Participant Demographics	9
2. Child Care Descriptives	10
3. Priority Research Questions.....	11
Discussion and Implications.....	18
1. Survey Limitations	19
2. Opportunities for Future Research.....	20
References	21
Appendix A.....	22
Appendix B	33
Appendix C	35

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2025 Parent/Caregiver Survey Report

Background

One of the guiding principles of Connecticut's Office of Early Childhood (OEC) is partnering with families to ensure their voices shape programs and policies that impact Connecticut (CT) families. As such, OEC has solicited feedback from CT's parents and caregivers¹ several times through statewide surveys.

One survey in 2020 was designed to assess urgent disruptions to child care access, impact on employment, and immediate family needs during the COVID-19 pandemic. The survey captured families' real-time experiences navigating child care challenges during this period. Building on this initial effort, the OEC conducted a survey in 2022 to examine shifts in parents' needs, priorities, and work patterns as conditions evolved. The 2022 survey also gathered more detailed information on families' child care needs and the challenges they face in finding and affording care. Findings from these prior surveys have contributed to policy and programmatic adjustments aimed at improving access, equity, and quality within CT's early childhood system (e.g., the 2023 Blue Ribbon Panel on Child Care Report; Connecticut Office of Early Childhood, 2023a, 2023b).

Building upon the work done in prior surveys, OEC, in partnership with researchers at the University of Connecticut's School of Social Work (UConn), developed the 2025 Parent/Caregiver Survey to capture the experiences, needs, and priorities of CT families with at least one child under the age of six. Specifically, the survey examined aspects of child care that parents prioritize when making decisions about child care, the barriers they face, what they need to access preferred child care, and what factors make a particular program the correct "fit". The survey also aimed to help OEC better

¹ For brevity, we will use the term 'parents' throughout the report.

understand the unique needs of specific populations of interest, such as racially and ethnically minoritized parents and single parent families.

Insights from the 2025 Parent/Caregiver Survey will guide programmatic and policy decisions that reduce barriers and promote equitable access to quality care. By centering families' perspectives, the OEC can build a more responsive, family-driven early childhood system that aligns services with the diverse needs of CT families and strengthens outcomes for children statewide.

Methods

1. Survey Development

The UConn team, OEC staff, and parent stakeholders collaborated on the content and structure of the survey. From September 2024 to July 2025, UConn, OEC staff, and relevant agency partners met 17 times to discuss and refine survey topics and questions. In addition to agency partners, the UConn team sought input from parent stakeholders by forming the Parent/Caregiver Survey Parent Committee (PCSPC). The committee comprised nine parents from OEC's Parent Cabinet, Parents Connecting Parents Parent Ambassadors, and CT's Two-Generational (2Gen) Initiative. UConn convened the PCSPC 12 times between January 2025 and April 2026, including four meetings focused on survey development (see [Table A1](#) in [Appendix A](#) for all meeting topics).

To ensure the survey was accessible to CT parents, the UConn team wrote items in plain language and at no higher than a sixth-grade reading level (Readability Checker, n.d.), as more than half of adults in the United States read at or below a middle school reading level (National Literacy Institute, 2025). Relatedly, to make the survey more linguistically inclusive and accessible to CT parents with at least one child under the age of six, the UConn team estimated the number of households with children under age six by language spoken at home using the 2019–2023 American Community Survey Public Use Microdata Sample, provided by the U.S. Census Bureau (2021, 2025). These estimates showed that English-only speaking households represented 65% of households with children under age six in CT, followed by

Spanish (17%), Portuguese (2%), and Polish (1%). All other languages individually represented less than one percent. Based on these estimates, the survey and recruitment materials were available in English, Spanish, Portuguese, and Polish to support participation among households speaking the most common languages among CT parents with at least one child under the age of six.

The survey was hosted on the survey platform Qualtrics, enabling parents to complete the survey online or offline. The UConn team ensured that the survey format and accessibility functions (e.g., hover-over definitions) were available on touchscreen (e.g., cell phones, iPads) and non-touchscreen (e.g., computer) devices.

2. Recruitment

UConn implemented a comprehensive, multi-faceted outreach and recruitment approach to support participation in the 2025 Parent/Caregiver Survey. To develop and refine the recruitment plan, UConn worked closely with OEC staff and the PCSPC, meeting ten times between June and August 2025 (four meetings with the PCSPC and six with OEC staff and agency partners). The team developed both virtual and print recruitment materials, including survey flyers with embedded links and QR codes for easy access, as well as email and communication templates for partners. To promote accessibility, all materials were written at a sixth-grade reading level.

UConn engaged a broad network of community partners in recruitment, including the PCSPC; CT's 2Gen Initiative; the OEC Parent Cabinet; OEC Parents Connecting Parents; Head Start; Even Start; Home Visitors; Sparkler; the Supplemental Nutrition Program for Women, Infants, and Children (WIC); Local Governance Partners (LGPs); and child care providers across CT (see [Table A2](#) in [Appendix A](#) for a complete list).

To maximize reach, UConn used both virtual and in-person recruitment methods. OEC distributed the survey via email through its networks, and partners shared flyers at more than 150 locations statewide, including hair salons, libraries, restaurants, and schools. OEC also promoted the survey through its social media accounts and targeted ads. UConn also conducted

in-person recruitment at more than 20 family-centered events across CT, including community fairs, back-to-school events, farmers' markets, and library programs. Parents could complete the survey on-site using iPads or by scanning QR codes. In the final month of recruitment, UConn partnered with child care providers to offer tailored 24-hour survey links and incentives to the families they serve.

To encourage participation, UConn offered several incentives. Parents who completed the survey in-person received a \$30 gift card. UConn offered \$30 gift cards to parents who completed the survey via targeted child care provider links. Online respondents entered a drawing for one of 50 \$100 gift cards. UConn also provided \$20 gift cards to partners—including home visitors, Sparkler Community Engagement Specialists, Family Bridge nurses, Community Health Specialists, and child care providers—who shared the survey with families.

3. Data Cleaning and Preparation

To support incentive distribution and monitor responses by recruitment source, UConn created seven identical Qualtrics surveys, each aligned with a specific recruitment strategy: in-person, targeted ads, home visitors/Sparkler Community Engagement Specialists/Family Bridge nurses/Community Health Specialists, child care providers, and through parents emailing UConn interest in the survey. The team also embedded automated safeguards in Qualtrics to limit bot and fraudulent responses, including CAPTCHA scoring to flag potential bots and detection of duplicate IP addresses.

The survey was open from September 1, 2025 to November 23, 2025. UConn downloaded the data weekly, merged files into a single dataset, and retained recruitment source as a variable. The team used Excel to filter, screen, and clean the data, conducting multiple rounds of systematic data cleaning to ensure quality.

Weekly Data Screening

Following each weekly download of the data, the UConn team assigned unique identifiers to new participants. UConn excluded participants if they met any of the following criteria:

- Flagged by Qualtrics as likely bots.
- Flagged as duplicates due to repeated IP addresses or identical responses. In these cases, UConn retained only one response.
- Failed to meet eligibility criteria, including completing the survey consent form, being a parent or caregiver of a child under the age of six, and residing in CT.
- Responded to questions visible only to bots.

UConn shared weekly summaries of the survey sample size and key parent demographics with OEC throughout data collection. See [Appendix C1](#) for an example of the weekly summaries.

Post-Collection Cleaning

After data collection was complete, the UConn team conducted a comprehensive manual review of all responses that passed the weekly data screening checks to remove low-quality or invalid responses. Responses were excluded if they were incomplete with excessive missing data, or did not have data for priority variables, and if the survey was completed under six minutes, which was the median survey completion time. Responses were also excluded if they met two or more of the following criteria:

- Nonsensical or irrelevant responses to open-ended questions and response options.
- Consistent patterns of uniform response options within sections of the survey (e.g., answered response option “b” for every question in the “Barriers to Child Care” section).
- Contradictory response options to related questions (e.g., reported their child received care in their home, but also reported they traveled more than 25 minutes to child care).

In total, 2,104 participants were excluded during post-collection cleaning, resulting in a final sample size of 3,719 parents.

4. Identification of Priority Research Questions

To identify priority research questions for the initial report, the UConn team met with the PCSPC to get their feedback on which survey questions were the most important to highlight and then worked with OEC staff to finalize them. The resulting priority research questions that guided the analyses were:

1. Does child care meet parents' needs?
 - a. If their needs are not met by their current child care, what additional care would they use if they could access it?
2. What hours and days do parents use child care?
3. How long does it take for parents to travel to child care?
 - a. What is the preferred travel time to get to care?
4. What are the five most common barriers to child care parents report?

5. Dissemination

The UConn team's approach to dissemination prioritized accessibility to key stakeholders including the OEC, child care providers, CT families, policymakers, the wider early childhood community, and all recruitment partners. UConn, in collaboration with the parent stakeholders on the PCSPC and the OEC team, developed three main products to disseminate survey findings externally: the Local Governance Partner Reports, Presentation of Preliminary Parent/Caregiver Survey Findings for the Office of Early Childhood, and the animated video "A Day in Connecticut Child Care."

Local Governance Partner (LGP) Reports and Interactive Dashboard

There are 48 Local Governance Partners (LGPs) in Connecticut that serve as community-based early childhood hubs, bringing together families, providers, and organizations to coordinate services for young children. UConn created a report for each of the 48 LGPs that provides a demographic overview of the parents sampled in that LGP and answers OEC's priority research questions (see [Appendix C2](#) for the LGP report template using statewide data). These reports provide each LGP with insights into their community and supports their required local needs assessment. UConn began developing the reports in January, following OEC's approval of UConn's

report outline. The UConn team incorporated feedback from both OEC and the PCSPC in February and March.

After creating the LGP reports, and at the request of OEC, the UConn team created an interactive dashboard in Tableau where LGPs could look at town-level data. The interactive dashboard also provided a demographic overview of the parents sampled in each town and answered OEC's priority research questions. Data were only shown for towns that had six or more parents to avoid interpreting results for towns that did not have sufficient data. The UConn team incorporated feedback from OEC in May and finalized the interactive dashboard in June.

Presentation of Preliminary Parent/Caregiver Survey Findings for the Office of Early Childhood

The UConn team created a presentation of preliminary findings for internal distribution for OEC. The presentation highlighted parent demographics and OEC's priority research questions. The presentation underwent iterative refinement based on the OEC's Commissioner's feedback. See [Appendix C3](#) for the presentation.

"A Day in Connecticut Child Care": An Animated Video

The animated video titled, "A Day in Connecticut Child Care," translates statewide survey findings into a relatable story about the reality of child care for CT families (see [Figure B1](#) in Appendix B for a screenshot of the animated video). The purpose of the animated video is to allow the OEC to share valuable survey findings (e.g., actual vs. preferred travel time to care, barriers to child care), validate common child care challenges CT parents experience, and demonstrate that the voices of CT families are heard and helping to shape decisions about child care across the state. The primary audience for the video is CT parents, and, secondarily, those connected to young children (e.g., early childhood education professionals), and policymakers.

The UConn team began work on the video in early March by developing a creative brief and two potential scripts. Both the UConn team, PCSPC, and the OEC team provided feedback on their preferred script. After receiving final

approval for the video script, video production and animation began in April, led by the Innovations Institute media team. The video will be three to four minutes long, available in English, Spanish, Portuguese, and Polish, and will include closed captions. The videos will be produced in two waves, starting with the English and Spanish waves.

Survey Findings

1. Participant Demographics

Analytic Sample

A total of 3,719 parents completed the survey. For several questions, parents had the option to select “prefer not to answer,” and participation varied across survey items; as a result, not all parents answered every question. Accordingly, all percentages reported in this section are calculated among parents who responded to the specific question being analyzed, excluding parents who did not answer the question or selected “prefer not to answer.” Across all variables included in this report, the number of parents who responded ranged from 1,119 to 3,719 parents.

Geographic Distribution

The parents in our sample were distributed across several LGPs throughout CT. The top five LGPs represented were Hartford LGP (6%, n = 204), Bridgeport LGP (5%, n = 198), West Hartford LGP (4%, n = 158), Northeast Early Childhood Council (NECC; 4%, n = 155), and Greater Danbury LGP (4%, n = 131). For an exhaustive list of all LGPs represented in the survey data, please see [Table A3](#) in Appendix A. Regarding Department of Children and Families (DCF) regions (range: 411 – 857), almost one-quarter of parents lived in Region 3 (23%, n = 857) or Region 4 (22%, n = 802). An additional 15% (n = 570) of respondents lived in Region 1. See [Figure B2](#) in Appendix B for a detailed breakout of parents by region.

Key Parent Demographics

For detailed demographic information, see [Table A4](#) in Appendix A. Parents were asked about their race and ethnicity, and could select all responses that applied. Most parents were White (45%, n = 1,588), Hispanic/Latino (30%, n = 1,048), and/or Black or African American (25%, n = 873). With respect to age, most parents were between the ages of 26 and 35 (57%, n = 2,035) or 36 and 45 (33%, n = 1,174). English was the most common primary language spoken in the home (83%, n = 2,990), followed by Spanish (12%, n = 425).

Parents also provided information on a child in their care under the age of six (their 'focal child'). In terms of their parenting roles, nearly all respondents indicated they were the biological, step-, adoptive, or foster parent of their focal child (98%, n = 3,483). About half (56%, n = 1,991) of focal children were 3-5 years old, 30% (n = 1,071) were 18-35 months old, and 14% (n = 496) were 0-17 months old.

With respect to household structure, 69% of parents (n = 2,516) reported that their household was a two-parent/caregiver household and 23% (n = 850) reported being the only parent or primary caregiver in the household. For more information on household structure, see [Table A5](#) in Appendix A.

Parents reported on the number of people in their household. Overall, most parents (86%, n = 3,527) reported a household size between three and five members. Among parents who lived with their child (99%, n = 3,476), slightly more than one-third either lived in a three-person household (37%, n = 1,278) or a four-person household (34%, n = 1,186).

Finally, the survey sample included families across a broad range of household income levels. 77% of parents reported household incomes below the state median income (SMI), while 23% reported incomes at or above the SMI.

2. Child Care Descriptives

Within the child care descriptives and priority research question sections, the UConn team examined differences by type of primary child care, child's age, and LGP. LGPs with fewer than six parents were not included in the analysis to avoid overinterpreting findings.

Types of Care Used

Nearly one-in-four parents (23%) reported they or a partner care for their child themselves. Among those who use another type of care, the most common was child care centers (49%), followed by unpaid family or friends (18%) and kindergarten (11%). When considering age-related differences in child care type, child care centers were the most commonly used primary child care arrangement across all age groups (43%–53%). In contrast, unpaid care from family or friends was more common among younger children, accounting for 20% of care for children aged 0–17 months and 30% for those aged 18–35 months, compared with 10% for children aged 3–5 years. Across LGPs, this pattern of primary child care use was generally consistent.

Hours and Days of Child Care Use

Among the 2,526 parents who responded to the question about the hours and days they use child care, 56% used full-time care, 24% used part-time care, and 14% used full day care. This pattern remained generally consistent when we analyzed usages by age of child, though among 0–17-month-olds and 18–35-month-olds, half day care was common (13%–16% among infants and toddlers compared to 7% of preschool age children). For 3–5-year-olds, summer care was a common choice (11%). No notable differences were observed by the type of primary child care or LGP. See [Table A6](#) in Appendix A for more information on hours and days parents currently use child care.

3. Priority Research Questions

Satisfaction with Primary Child Care

Parents were asked how satisfied they were with their current primary child care. Of the 3,358 parents who responded to this question, 88% were somewhat or very satisfied with their primary child care. However, differences in satisfaction emerged based on type of primary child care, child's age, and LGP.

The type of primary care with the highest proportion of unsatisfied parents was unpaid care from family or friends (47%); followed by paid family, friends,

babysitter, and/or nannies (12%); and care provided for the child by the responding parent or their partner (10%).

Regarding child's age, 24% of parents with children aged 18–35 months reported being unsatisfied with care, compared with only 7% of parents with children aged 0–17 months, and 7% of parents with children aged 3–5 years.

Across LGPs, most parents reported being somewhat or very satisfied with their current primary child care (range: 61% – 100%). However, several LGPs had comparatively higher shares of unsatisfied parents. The LGPs that had the largest percentage of parents who were unsatisfied with their primary child care were the Thomaston/Plymouth LGP (39%), followed by Groton LGP (26%) and Windsor Locks LGP (25%).

Unmet and Additional Needs for Child Care

Parents were asked if their current child care covered all their needs. Out of the 3,300 parents who answered this question, 35% (n = 1,144) reported their current care did not meet all their needs. Unmet needs varied by type of primary child care and child's age. For type of primary child care, unmet needs were highest among parents using care provided by unpaid family and friends (72%); parents using paid family, friends, babysitter, and/or nannies (52%); and kindergarten (48%). Regarding child's age, nearly half (49%) of parents with children aged 18–35 months reported unmet needs, followed by 32% of parents with children aged 0–17 months and 27% of parents with children aged 3–5 years.

There was also variation in the proportion of parents with unmet needs across LGPs (range: 11% – 68%), with the greatest proportion of parents residing in the Northeast Early Childhood Council (68%), Thomaston/Plymouth LGP (65%), and Alliance for Bloomfield's Children (47%).

Parents who reported having unmet needs were asked what additional child care they would need if they were able to access it. Among the 1,119 parents who responded to this question, the most common types of care parents needed were full-time care (31%), drop-in-care (22%), and part-time care (17%). See [Table A6](#) in Appendix A for more information on parents'

additional needs for child care. These top three additional child care needs varied by parents' type of primary child care. The need for full-time care was highest among parents who provided care themselves or relied on a partner (54%), followed by those using group child care homes (42%) and paid family, friends, babysitters, and/or nannies (38%). The need for drop-in-care was highest among parents relying on unpaid family and friends (26%), paid family, friends, babysitters and/or nannies (22%), and child care centers (22%). Finally, the need for part-time care was highest among parents relying on paid family, friends, babysitters and/or nannies (30%); parents who provided care themselves or relied on a partner (29%); and parents using group child care homes (25%).

Parents' additional needs for care also varied by child's age and LGP. For parents with children aged 0–17 months, the most common additional needs were full-time (44%), part-time (34%), half-day (18%), or evening care (18%). The most common additional needs for parents with children aged 18–35 months was full-time (29%), drop-in (33%), and half-day care (22%). Among parents of children aged 3–5 years, the most common additional needs were full-time (30%), school vacation or holiday (27%), and summer care (22%).

The additional need for full-time care ranged from 6% – 66% across LGPs, with the highest proportion of parents needing full-time care living in the Northeast Early Childhood Council (66%), Early Start Network: Greenwich and New Canaan (60%), and New Britain LGP (53%). The proportion of parents who reported needing drop-in-care ranged from 3% – 64% across LGPs, with the highest proportion of parents needing drop-in-care living in Alliance for Bloomfield's Children (64%), Andover LGP (62%), Hebron LGP (62%), and Lebanon LGP (62%). The proportion of parents who needed part-time care ranged from 4% – 57% across LGP, with the highest proportion of parents living in the Stratford LGP (57%), Windsor Locks LGP (50%), and Bristol LGP (38%).

Cost of and Travel Time to Child Care

64% of parents (n = 2,061) reported paying for child care. Among those paying for care, the most common monthly costs were \$4–\$433 (28%), \$434–\$866 (24%), \$867–\$1,299 (18%), \$1,300–\$1,732 (13%), \$1,733–\$2,165 (9%), \$2,166–

\$2,598 (5%), \$2,599–\$3,031 (2%), and \$3,032 or more (1%). Overall, how much parents pay for care was similar across primary child care types and child's age.

Across LGPs, the cost of care generally followed the same overall pattern described above. However, parents in several LGPs reported a disproportionately higher cost of care than the overall sample. Parents in the Early Start Network (Greenwich and New Canaan) (67%), New Haven LGP (53%), and Stamford LGP (49%) had the highest percentage of parents who reported paying \$1,733 or more per month for child care.

Regarding travel time to care, two-thirds of parents (67%, n = 2,190) reported their child receives care outside the home. Among these parents, travel time to care varied, with the highest proportion of parents traveling 16 minutes or more (29%), 6–10 minutes (28%), and 11–15 minutes (26%).

Travel times of 16 minutes or more were most common among parents using group child care homes (45%) and paid care from family, friends, babysitters, and/or nannies (44%). Travel times also varied by child's age, with 34% of parents with children aged 0–17 months, 31% of those with children aged 18–35 months, and 28% of those with children aged 3–5 years traveling 16 minutes or more to care.

The proportion of parents who traveled 16 minutes or more varied by LGP (0% – 60%), with the greatest percentage of parents living in the Stafford LGP (60%), Middletown LGP (53%), Thomaston/Plymouth LGP (50%), and Windsor Locks LGP (50%). There was also variability in the proportion of parents who traveled 15 minutes or less to care (40% – 100%), with the greatest percentage of parents living in the Naugatuck LGP (100%), Mansfield LGP (93%), and Northwest CT LGP (91%).

Ideal Cost of and Travel Time to Child Care

Parents were asked what they considered to be an affordable cost of child care. Of the 3,217 parents who answered this question, one-third of parents (33%) reported paying more for child care than they considered affordable. More than half of parents (55%) identified \$4–\$433 per month as an ideal

cost of care, and an additional 23% indicated an ideal cost of care was between \$434-\$867 per month.

Additionally, parents were asked what they considered to be an ideal time to travel to child care. Out of the 3,204 parents who answered this question, most (84%) reported 15 minutes or less as an ideal travel time to care.

Both ideal cost of and travel time to care were generally consistent across types of primary child care, child's age, and LGP. An exception was observed among parents relying on unpaid care from family or friends, among whom 41% reported more than 25 minutes as an ideal travel time to care.

Looking for Child Care

Parents were asked if they were currently looking for child care and/or on a waitlist and could select all applicable response options. Out of the 3,356 parents who answered this question, nearly one-in-three parents (30%, n = 1,006) were actively searching for child care and/or on a waitlist. The proportion of parents searching for care and/or on a waitlist varied by type of primary child care. The type of primary child care with the highest proportion of parents who were searching for care and/or on a waitlist was unpaid care from family or friends (32%), parents caring for their child themselves or relying on their partner (21%), and child care centers (17%).

Parents' searching for care and/or waitlist status also varied by child's age. Nearly half (48%) of parents of children aged 18-35 months were searching for care and/or on a waitlist. 39% of parents of children aged 0-17 months and 18% of parents of children aged 3-5 years reported actively searching for care and/or being on a waitlist.

There was variability in the percentage of parents searching for child care and/or on a waitlist by LGP (11% -71%), with the greatest proportion of parents searching for care and/or on a waitlist in Northeast Early Childhood Council (71%), Early Start Network: Greenwich and New Canaan (66%), and Ashford LGP (53%).

Factors Affecting Parents' Decisions About Child Care

Parents were asked what they consider when making decisions about child care when it comes to their child's learning, feelings of connection, hours and distance to care, and other logistical factors. Parents could select all factors that applied. Among the 2,911 parents who responded to at least one of these questions, 85% identified both their child's sense of safety with providers or teachers and opportunities for their child to learn social and emotional skills as key considerations in their decision-making. Other commonly reported factors included the cleanliness of the child care setting (79%), affordability (78%), and proximity of the child care to their home (77%).

While factors influencing parents' decisions about child care were generally consistent among parents regardless of their child's age, some age-specific differences were observed. Parents of children aged 18–35 months placed particular emphasis on learning through play (77%) and the child care being a welcoming environment (79%). In comparison, parents of children aged 3–5 years prioritized child care settings that provide space for outdoor play and opportunities for physical activity (69%).

The top five factors parents consider when making decisions about child care were consistent across LGPs; however, the percentage of parents selecting individual factors varied across LGPs. The greatest variability was observed for affordability (25% – 97%), children's sense of safety with providers (35% – 100%), and the cleanliness of the child care setting (38% – 100%; see [Table A7](#) in Appendix A). Because some LGPs had relatively small numbers of respondents, these percentages should be interpreted cautiously.

Parents who selected more than five factors were also asked to identify the five factors they considered the most important when making decisions about care. The most common factors were their child's sense of safety with their providers or teachers (60%), opportunities for their child to develop social and emotional skills (53%), feeling comfortable leaving their child in care (41%), opportunities for children to learn through play (35%), and the presence of providers or teachers trained in early childhood care and education (30%).

Barriers to Child Care

Parents were asked to report barriers encountered when attempting to access or use child care, including issues related to availability, hours of operation, enrollment processes, transportation and access, cost, and challenges in supporting children's physical and emotional health. Overall, 66% of respondents (n = 1,993) reported experiencing at least one barrier to using child care. Among the parents who answered these questions, the most common barriers were the cost of child care (53%), long waitlists (40%), lack of available openings (37%), long travel distances to child care (29%), and inability to obtain financial assistance such as Care 4 Kids or sliding-scale fees (29%).

The proportion of parents who selected the overall top five barriers varied across type of primary child care: cost of care (range: 37% – 63%); long waitlists (range: 24% – 49%); lack of available openings (range: 18% – 44%); long distance to care (range: 13% – 60%); inability to obtain financial assistance (range: 18% – 61%).

Barriers among parents of children ages 0–17 months and 18–35 months were similar to the overall barriers reported, with some variations reported by parents of children ages 3–5 years. Although these parents had the same top three overall barriers, 26% of parents with children ages 3–5 years also reported barriers related to how care was not open late enough and 23% reported care was not open early enough.

Barriers to child care also varied by LGP. Among parents who cited cost as a barrier (range: 27% – 83%), the highest proportions resided in Windham LGP (83%), Milford LGP (78%), and Windsor LGP (76%). Long waitlists (range: 6% – 71%) were most prominent in the West Hartford LGP (71%), Branford LGP (63%), and Groton LGP (52%). Lack of available openings (range: 8% – 100%) was most frequently reported in the Winchester LGP (100%), West Hartford LGP (66%) and Windham LGP (58%).

The proportion of parents who selected long travel distances as a barrier also varied by LGP (range: 6% – 67%), with the highest percentages observed in Wolcott LGP (67%), Alliance for Bloomfield’s Children (56%), and Northeast Early Childhood Council (51%). Similarly, the inability to obtain financial assistance (range: 10% – 67%) was most frequently reported in Plainville LGP (67%), Ashford LGP (60%), and Naugatuck LGP (60%).

Discussion and Implications

The 2025 Parent/Caregiver Survey captures the nuanced reality of child care in CT, emphasizing both areas of strength and challenges. Several key themes emerged from the data.

First, while the majority of parents reported satisfaction with their current type of primary child care, more than one-third of parents had unmet child care needs, meaning they were not using their preferred or needed form(s) of child care. Dissatisfaction with care and unmet needs were concentrated among families using informal child care arrangements such as paid or unpaid family, friend, babysitter, or nanny care. Although informal care is the preferred choice for some families, others may rely on these arrangements because they are unable to access their preferred type of care. Age-related trends also emerged; parents of toddlers reported higher levels of unmet child care needs compared to parents of infants and preschool age children. Promoting awareness of child care resources and referral services, expanding financial assistance for families, and investing in the child care workforce to grow child care capacity could help parents access the care they need and prefer.

Second, cost was the most frequently reported barrier to accessing child care, with the inability to obtain financial assistance as the fifth most common barrier. Consistent with these findings, one-third of parents reported paying more for child care than they considered affordable. Together, these findings underscore the salience of child care cost for families in CT, and highlight the importance of initiatives, such as the Endowment, that help

reduce the cost of care. Expanding financial assistance programs and simplifying subsidy processes may improve families' access to child care.

Third, parents in CT's northeastern region — specifically the Ashford LGP and Northeast Early Childhood Council — reported poorer child care experiences across multiple indicators than parents in other regions. Compared with parents in other LGPs, a greater proportion reported searching for and/or being on waitlists for care. They also more frequently reported long distances to care and difficulty obtaining financial assistance as barriers to care. Together, these findings suggest that families in the Ashford LGP and Northeast Early Childhood Council face multiple, overlapping challenges in accessing child care. Prioritizing these regions for support, including targeted resource allocation, logistical assistance, and strategies to improve the availability and affordability of child care, may help address these disparities.

Finally, the factors parents prioritize when making decisions about child care — primarily their child's sense of safety, opportunities for social-emotional development, and their own comfort leaving their child in the care setting — reflect a consistent emphasis on relational and developmental considerations over logistical factors. These findings highlight the importance parents place on the quality of the child care environment when selecting care and suggest that quality improvement initiatives should continue to prioritize these aspects of care. However, quality-related factors were not among the most frequently reported barriers to accessing child care. Together, these findings suggest that many families are able to identify child care that meets their quality-related preferences, but logistical barriers, such as cost, availability, and accessibility, may prevent them from using that care. At the local level, LGPs can use these findings to inform their community action plans, allowing them to develop tailored strategies that address the specific child care needs and gaps identified within their communities.

1. Survey Limitations

While significant efforts were made to capture the diverse experiences of families in Connecticut with young children, several limitations should be

noted when interpreting the findings in this report. Despite a multi-faceted recruitment strategy, certain populations may be underrepresented, such as families in rural areas where community infrastructure and partner networks are less dense. Further, although recruitment materials and the survey were available in the four most common languages spoken by CT families with children under six (i.e., English, Spanish, Portuguese, and Polish), in-person recruitment efforts were conducted primarily by English-speaking researchers, which may have limited the team's engagement with non-English-speaking families during those events. Additionally, the survey's length may have introduced response burden, potentially discouraging participation among families with limited time.

2. Opportunities for Future Research

The findings from the 2025 Parent/Caregiver Survey point to several important directions for future research. First, although the survey was distributed through multiple community-based and online channels, future data collection efforts should continue to prioritize outreach to populations that are often underrepresented in survey research, including families in rural regions, those experiencing homelessness or housing instability, non-English-speaking families, and families who are not connected to licensed child care or other community services. Partnering with bilingual community researchers and expanding culturally responsive, in-person recruitment strategies may further strengthen participation among non-English-speaking families and other underrepresented groups. Finally, longitudinal research tracking changes in families' child care needs, barriers, and access over time would help the OEC assess whether programmatic and policy changes are achieving their intended impact.

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Appendix A

Tables

Table A1

Parent Caregiver Survey Parent Committee (PCSPC) Meeting Topics and Attendance

Meeting Date	Meeting Topics	Attendance
1/25/2025	Survey overview and priority survey topics	8
2/25/2025	Recruitment strategies	9
4/14/2025	Survey content and wording	6
5/12/2025	Recruitment strategies	6
7/21/2025	Review survey draft	7
8/18/2025	Recruitment materials and strategies	5
9/8/2025	Recruitment materials and strategies	7
10/20/2025	Survey and recruitment updates	5
11/10/2025	Flyer distribution and discuss priority topics for LGP reports	4
2/9/2026	LGP report template and dissemination of survey findings	5
3/9/2026	LGP report template and dissemination of survey findings	3
4/13/2026	Review products OEC will disseminate and PCSPC recruitment effort data	4

Note. Parents were compensated with a \$30 gift card per meeting.

Table A2

Survey Recruitment Partners (N=140)

Recruitment Partner
All Our Kin
Alliance for Community Empowerment
Child Care Centers (N = 50)
Child Care for Connecticut
Child First
City of Hartford School Readiness Program
Community Health Workers
CT's 2Gen Initiative
CT Association of Community Health Centers
CT Association of School Superintendents
CT Baby Bonds
CT Birth to Three
CT Department of Social Services-SNAP Program
CT Department of Children and Families
CT Head Start Association
CT Paid Leave Authority
CT Project/RAPID
Dental Health Partnership
Early Care Connection
Early Start CT
Even Start- Middletown
Even Start- New London
Even Start- Torrington
Family Bridge Nurses
Home Visiting Providers
Human Resources Agency of New Britain, Inc.
Local Governance Partners (N = 48)
New Britain Early Start

OEC's Parent Cabinet
OEC's Parents Connecting Parents
OEC's Universal Nurse Home Visiting
Read to Grow
Sparkler App
Sparkler Community Engagement Specialists
Staffed Family Child Care Networks (N = 3)
Team Inc.
Thames Valley Community Action Agency (TVCCA)
UConn Nepalese Student Association
UConn Senior Director of Student Activities
Unitarian Universalist Congregation of Danbury
Wethersfield Early Childhood Collaborative
Women, Infants, and Children App

Table A3*Local Governance Partners (LGPs)*

LGP	<i>N</i>	%
Hartford LGP	204	5.5%
Bridgeport LGP	198	5.3%
West Hartford LGP	158	4.2%
Northeast Early Childhood Council (NECC)	155	4.2%
Greater Danbury LGP	131	3.5%
New Haven LGP	127	3.4%
Stamford LGP	101	2.7%
Norwalk LGP	95	2.6%
New London LGP	92	2.5%
Valley Early Childhood Regional Council	84	2.3%
New Britain LGP	75	2.0%
Manchester LGP	68	1.8%
Southeast CT LGP	68	1.8%
Waterbury Bridge to Success Partnership	65	1.7%
East Hartford LGP	63	1.7%
Alliance for Bloomfield's Children	57	1.5%
Early Start Network: Greenwich and New Canaan	56	1.5%
Mansfield LGP	56	1.5%
Northwest CT LGP	52	1.4%
Bristol LGP	51	1.4%
Eastern CT LGP	51	1.4%
Hamden's Partnership for Young Children	51	1.4%
West Haven Early Childhood Council	45	1.2%
Andover/Hebron/Lebanon LGP	42	1.1%
Collaborative for Colchester's Children	42	1.1%
Wethersfield Early Childhood Collaborative	41	1.1%
Branford LGP	39	1.0%
Early Childhood Collaborative of Southington	38	1.0%
Ashford LGP	37	1.0%
Groton LGP	37	1.0%
Middletown LGP	31	0.8%

Windsor LGP	29	0.8%
Meriden LGP	27	0.7%
Coventry LGP	24	0.6%
Windham LGP	24	0.6%
East Haven LGP	23	0.6%
Stratford LGP	23	0.6%
Vernon LGP	22	0.6%
Windsor Locks LGP	21	0.6%
Thomaston/Plymouth LGP	20	0.5%
Milford LGP	18	0.5%
Newington LGP	15	0.4%
Stafford LGP	13	0.3%
Naugatuck LGP	12	0.3%
Enfield KITE (Key Initiatives to Early Education)	10	0.3%
Plainville LGP	10	0.3%
Wolcott LGP	9	0.2%
Winchester LGP	6	0.2%
Total	2,716	73.0%
<i>LGP not available</i>	<i>872</i>	
<i>Town not available</i>	<i>131</i>	

Table A4*Key Parent Demographics*

	<i>N</i>	<i>%</i>
Race/Ethnicity (N = 3,478)		
White	1,588	45%
Hispanic or Latino	1,048	30%
Black or African American	873	25%
Asian	211	6%
American Indian or Alaska Native	27	0.8%
Middle Eastern or North African	22	0.6%
Native Hawaiian or Other Pacific Islander	13	0.4%
Other Race/Ethnicity	35	1%
<i>Prefer not to answer</i>	<i>64</i>	
<i>Race unknown</i>	<i>113</i>	
Parents' Age (N = 3,593)		
Under 18	42	1%
18-25	198	6%
26-35	2,035	57%
36-45	1,174	33%
46-55	106	3%
56+	38	1%
<i>Prefer not to answer</i>	<i>13</i>	
<i>Age unknown</i>	<i>113</i>	
Primary Language Spoken at Home (N = 3,602)		
English	2,990	83%
Spanish	425	12%
Other primary language	187	5%
<i>Prefer not to answer</i>	<i>4</i>	
<i>Primary language unknown</i>	<i>113</i>	
Number of Children (N = 3,707)		
One child	2,318	63%
Two children	976	26%
Three children	258	7%

Four children	101	3%
Five or more children	54	1%
<i>Prefer not to answer</i>	<i>12</i>	
Focal Child's Age (N = 3,558)		
0 – 17 months	496	14%
18 – 35 months	1,071	30%
3 – 5 years	1,991	56%
<i>Prefer not to answer</i>	<i>11</i>	
<i>Child age unknown</i>	<i>150</i>	
Relationship to Focal Child (N = 3,545)		
Parents (biological, step, adoptive, or foster)	3,483	98%
Grandparents	39	1%
Other family member	20	0.6%
Legal guardian	3	0.1%
<i>Prefer not to answer</i>	<i>23</i>	
<i>Relationship unknown</i>	<i>151</i>	

Note. Percentages are calculated based on parents who provided a valid response (i.e., excluding “Prefer not to answer” and no response). Due to rounding, the total percentages may not add up to 100%. 7% of respondents selected more than one race/ethnicity.

Table A5

Household Structure (N = 3,719)

	<i>N</i>	<i>%</i>
Two parents or primary caregivers live in the home	2,516	68%
One parent or primary caregiver living in the home	850	23%
Extended family members live in the home	258	7%
Other	41	1%
<i>Prefer not to answer</i>	<i>19</i>	
<i>Household Structure unknown</i>	<i>35</i>	

Note. Due to rounding, the total percentage may not add up to exactly 100%.

Table A6*Days and Times of Child Care: Current Use and Additional Needs*

	Current Use		Additional Needs	
	<i>N</i>	%	<i>N</i>	%
Full-time	1,408	56%	350	31%
Part-time	599	24%	185	17%
Full days	357	14%	97	9%
Half days	259	10%	167	15%
Hourly care	221	9%	175	16%
Evening care	77	3%	139	12%
Overnight care	40	2%	37	3%
School age care	126	5%	65	6%
Drop-in care	124	5%	244	22%
Weekend care	86	3%	149	13%
Summer care	194	8%	157	14%
School vacation/holiday care	113	4%	182	16%
Other	63	2%	51	5%
Total	2,526		1,119	

Table A7*Percentage of Parents Who Consider Each Factor When Choosing Child Care*

Factors Parents Consider	LGP Ranges
Child's Learning	%
My child plays outside	19% - 100%
My child learns through play	35% - 100%
My child learns social and emotional skills	50% - 100%
There are enough providers/teachers to engage my child	33% - 100%
Providers/teachers are trained in early childhood care	35% - 100%
Providers/teachers have experience caring for children	29% - 100%
Providers/teachers focus on my child's academic skills	23% - 83%
Providers/teachers help my child receive services (e.g., Birth to Three)	0% - 63%
Child's Feelings of Connection	
My child feels safe with their child care providers/teachers	35% - 100%
My child is with the same providers/teachers each day	38% - 89%
I feel comfortable leaving my child there	42% - 100%
I feel respected by providers/teachers	33% - 92%
Providers/teachers communicate with me about my child's day	27% - 100%
Providers/teachers communicate with me about my child's learning and growth	21% - 100%
Providers/teachers communicate to me what is being taught daily	21% - 79%
Providers/teachers share the same culture as my family	4% - 37%
Providers/teachers respect my family's culture	19% - 74%
Providers/teachers listen to me	15% - 89%
Providers/teachers have worked at the child care for a while	4% - 78%
Hours and Distance	
The child care is close to where I live	38% - 100%
The child care is close to where I work	13% - 80%
The child care is close to where I go to school	0% - 35%

The child care is on the public school bus route	0% - 27%
I can use public transportation, such as a bus, to get to child care	0% - 31%
The hours work with my family's needs	23% - 82%

Other Logistics

The child care fits my budget	25% - 97%
The child care offers meals	0% - 63%
The child care is clean	38% - 100%
The child care is welcoming	44% - 100%
The child care is licensed	29% - 100%
The child care has enough providers/teachers to care for all children	33% - 100%
The child care has a spot for my child	19% - 100%
I can use financial support at the child care, such as Care 4 Kids or sliding scale fees	8% - 70%
Someone I trust told me about the child care	0% - 61%

Appendix B

Figures

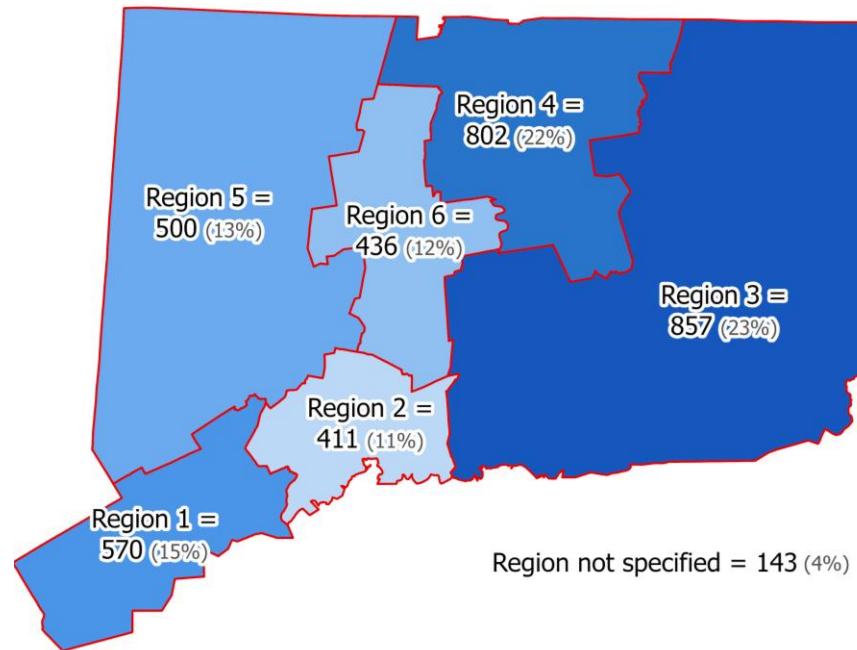
Figure B1

Opening frame from the animated video, "A Day in Connecticut Child Care"



Figure B2

Parent/Caregiver Survey Participation by Region



Appendix C

Documents

Appendix C1

Weekly Data Collection/Recruitment Summaries Example

2025 Parent/Caregiver Survey Updates

Week of 11/3/2025

We've distributed **2,306+ flyers**, and heard from **2,902 parents**, as of 11/5/25.

Recent Recruitment Efforts	Upcoming Recruitment Efforts
➤ 10/29–11/23: Identidad Latina ad is live, reaching 32,000 viewers a month. ➤ 11/4: Providers shared the survey with families at 2 family child care homes in Waterbury and Manchester. 6 parents took the survey. ➤ 11/5: 1 member of our team attended the Community Gathering: The Magic of a Read Aloud in New London. 15 parents took the survey. ➤ 11/5: Providers shared the survey with families at 5 child care centers and family child care homes in Waterbury, Bridgeport, Torrington, Portland, and Moodus. 40 parents took the survey. ➤ 11/6: Providers shared the survey with families at 12 child care centers and family child care homes in Stamford, Waterbury, Hamden, Westbrook, Hartford, Wethersfield, and New London. 55 parents took the survey. ➤ 11/6/2025: 1 member of our team visited the Bethany Lutheran Nursery School in Cromwell. 22 parents took the survey.	➤ 11/7: Personalized survey recruitment with 5 child care centers and family child care homes in Westbrook, West Hartford, Bridgeport, Fairfield, and Stratford. ➤ 11/10: Personalized survey recruitment day with Wee Learn & Play Child Care Center in Torrington. ➤ 11/21: Personalized survey recruitment day with Early Childhood Development Center in New London.

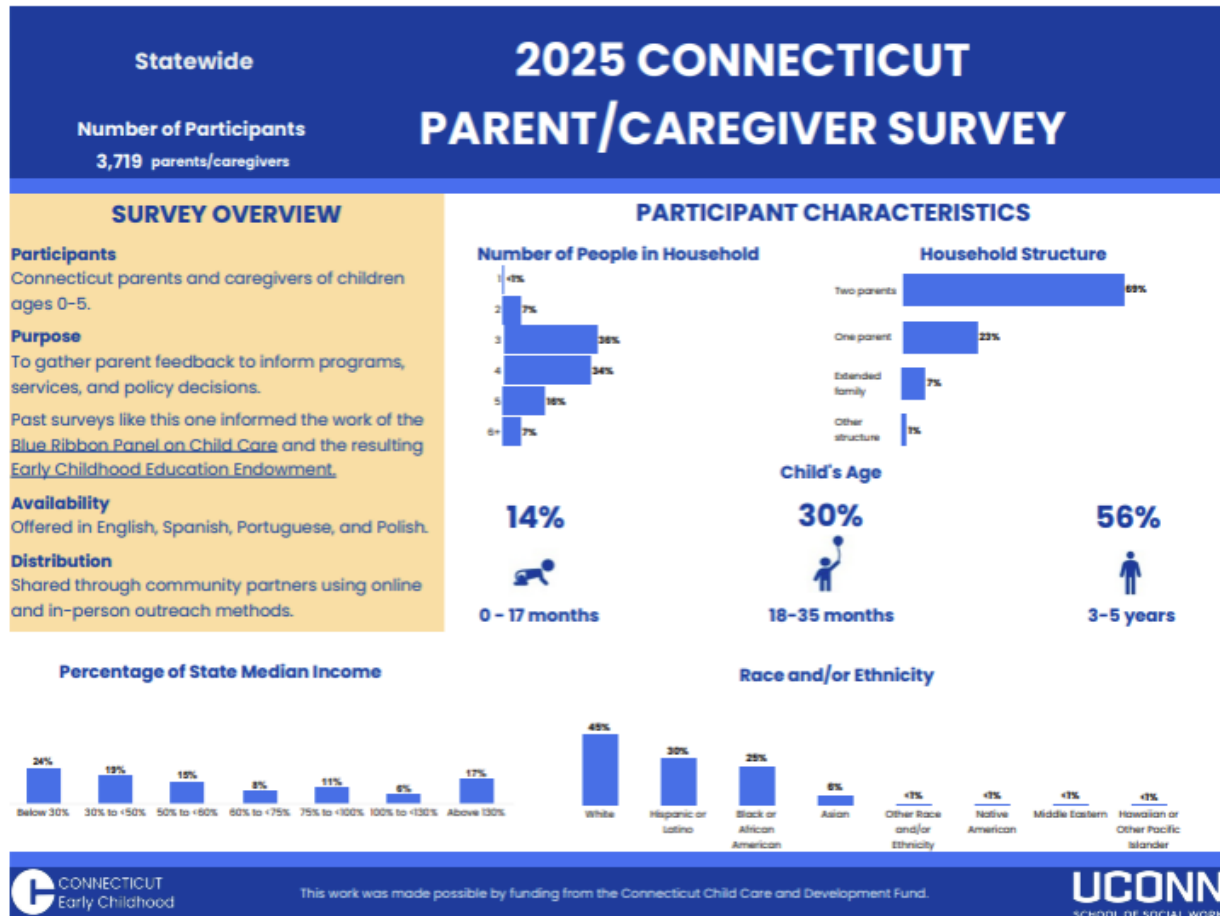


For more information on UConn's recruitment, see [this interactive map](#), updated 10/30/25.

The values reported in this document do not account for final data cleaning procedures.
Participants may be excluded from final counts for meeting data exclusion flags.
Contents of this report are for internal UConn and OEC reference.

Appendix C2

Statewide LGP Report



Statewide

Number of Participants
3,719 parents/caregivers

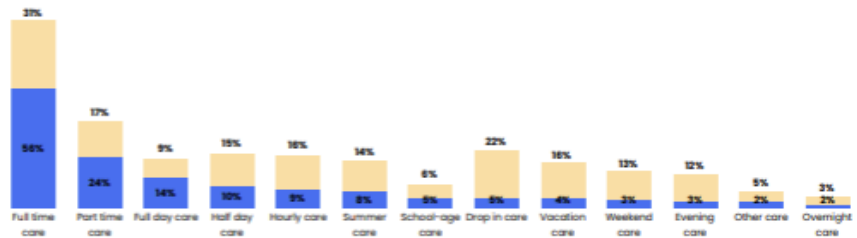
2025 CONNECTICUT PARENT/CAREGIVER SURVEY

CHILD CARE USE AND NEEDS

Child Care Type: Use vs. Unmet Need

■ Child care needed but can't access
■ Child care used

35% of families' child care needs are NOT being met

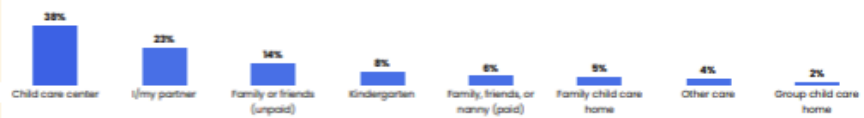


TRAVEL TIME TO CHILD CARE

20% of parents travel 16 MINUTES OR MORE to child care

84% of parents PREFER to travel 15 MINUTES OR LESS to child care

Forms of Child Care Used by Families



TOP BARRIERS

1. The cost of the child care was too expensive	53%
2. The child care had a long waitlist	40%
3. The child care did not have any open spots	37%
4. I wasn't able to get financial support, such as Care 4 Kids or sliding scale fees	29%
5. The child care was too far away from where I live	29%

Appendix C3

Presentation of Preliminary Parent/Caregiver Survey Findings for the Office of Early Childhood

See next page for presentation.

2025 PARENT/CAREGIVER SURVEY

PRELIMINARY FINDINGS

June 2026



Survey Administration Details



Available via Qualtrics from September 1 – November 23, 2025

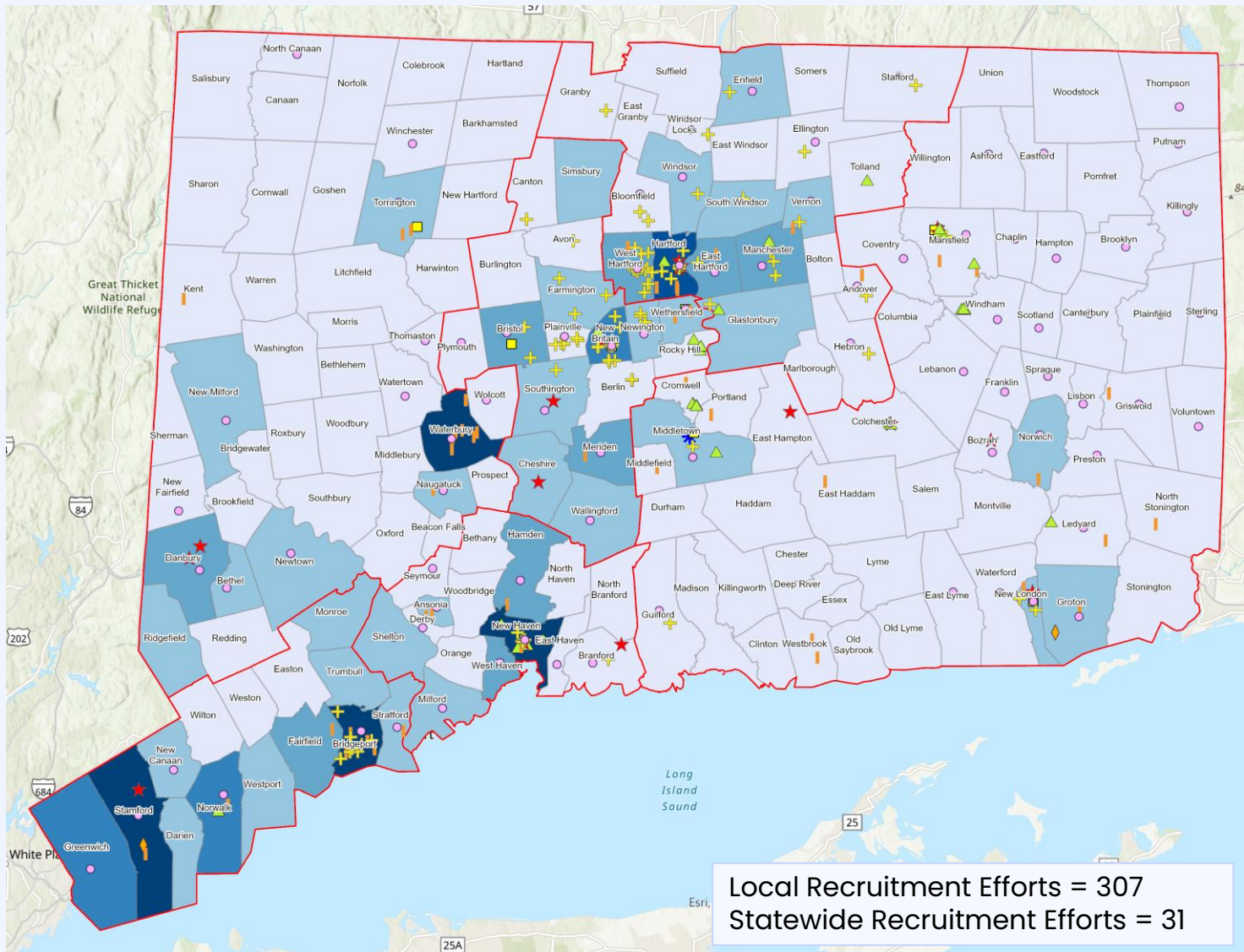


Available in four languages: English, Spanish, Portuguese, and Polish



Connecticut parents/caregivers of children ages 0–5 were recruited via trusted messengers in the community (e.g., parent stakeholder groups), at in-person events across the state, and using social media campaigns, among other strategies

Informing Recruitment Strategy through Mapping



Local Recruitment Efforts = 307
Statewide Recruitment Efforts = 51

Local Recruitment Efforts (N=307)

Types of Recruitment Efforts

- ★ Community Events
- ★ Partner-Led Institutional Meetings
- ▮ Partner Dissemination: Child Care Providers
- Partner Dissemination: Local Governance Partners
- + Partner Dissemination: Parent Committee
- Partner Dissemination: Other Partners
- ◆ Digital/App
- ▲ UConn-led Flyers in Community Institutions

Distribution of Children Ages 0-5 by Town

Number

- > 8,420 - 10,120
- > 6,640 - 8,420
- > 4,860 - 6,640
- > 3,080 - 4,860
- > 1,300 - 3,080
- 30 - 1,300

Mapping Component	Goal
Recruitment Efforts Location	Geographic Coverage
Recruitment Modality	Recruitment Modality Diversity
Distribution of Children Ages 0-5	Alignment with Target Population Distribution
Distribution of Households with Children Under Age 6 by Language Spoken at Home	Language Accessibility

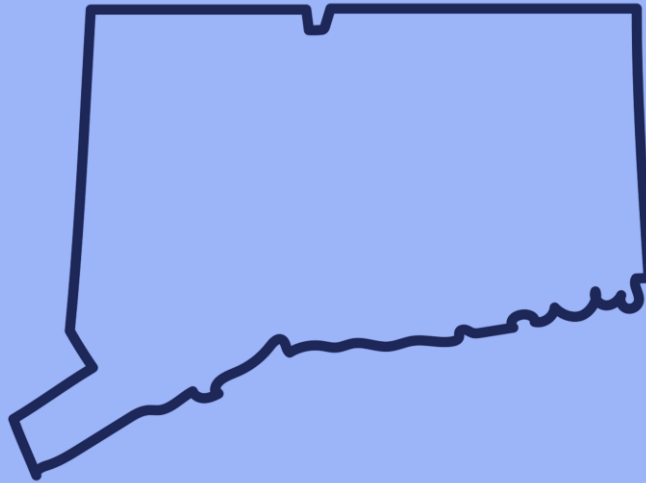
Final Sample Size

3,719

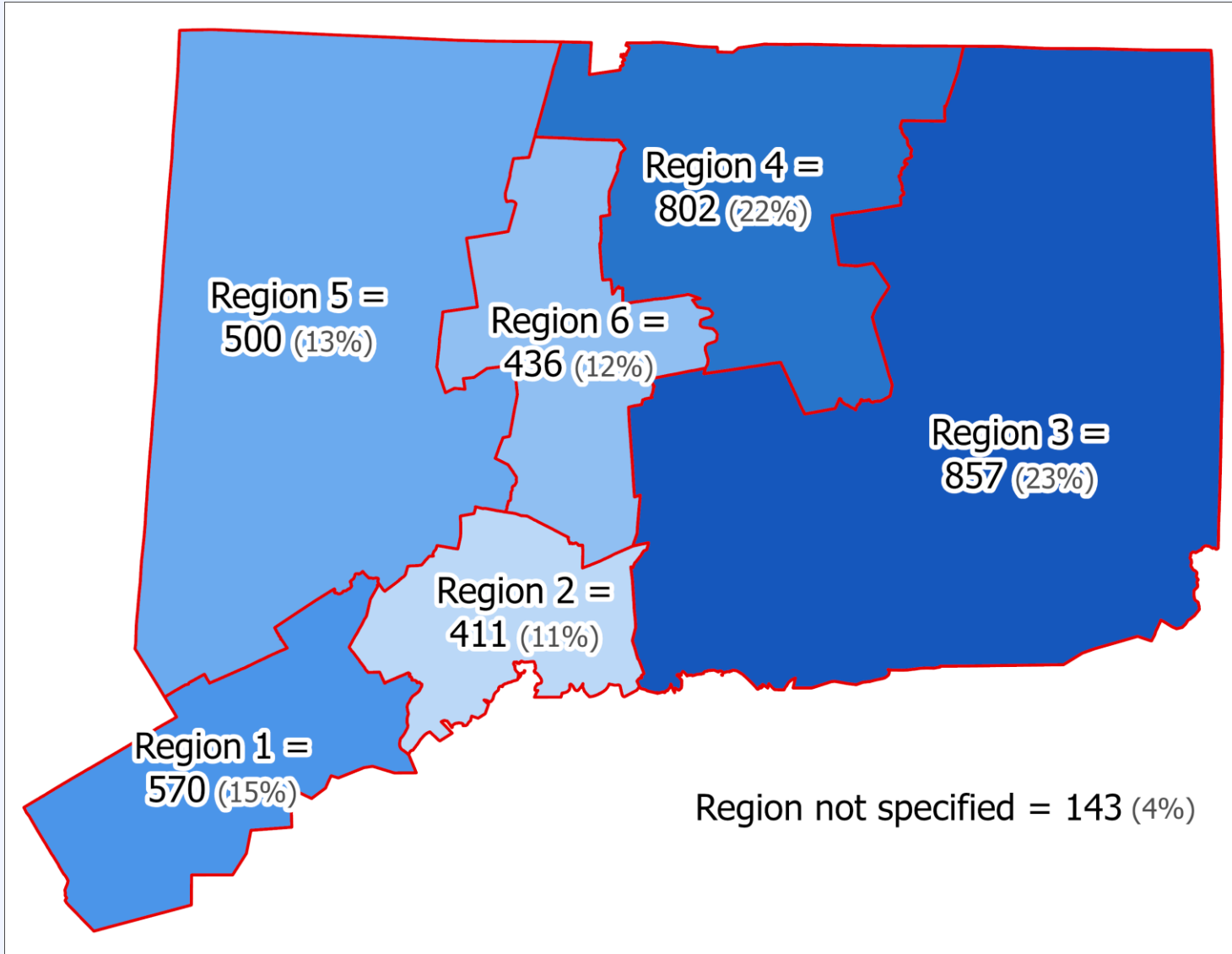
parents and caregivers



DEMOGRAPHICS



Regional Distribution of Participants



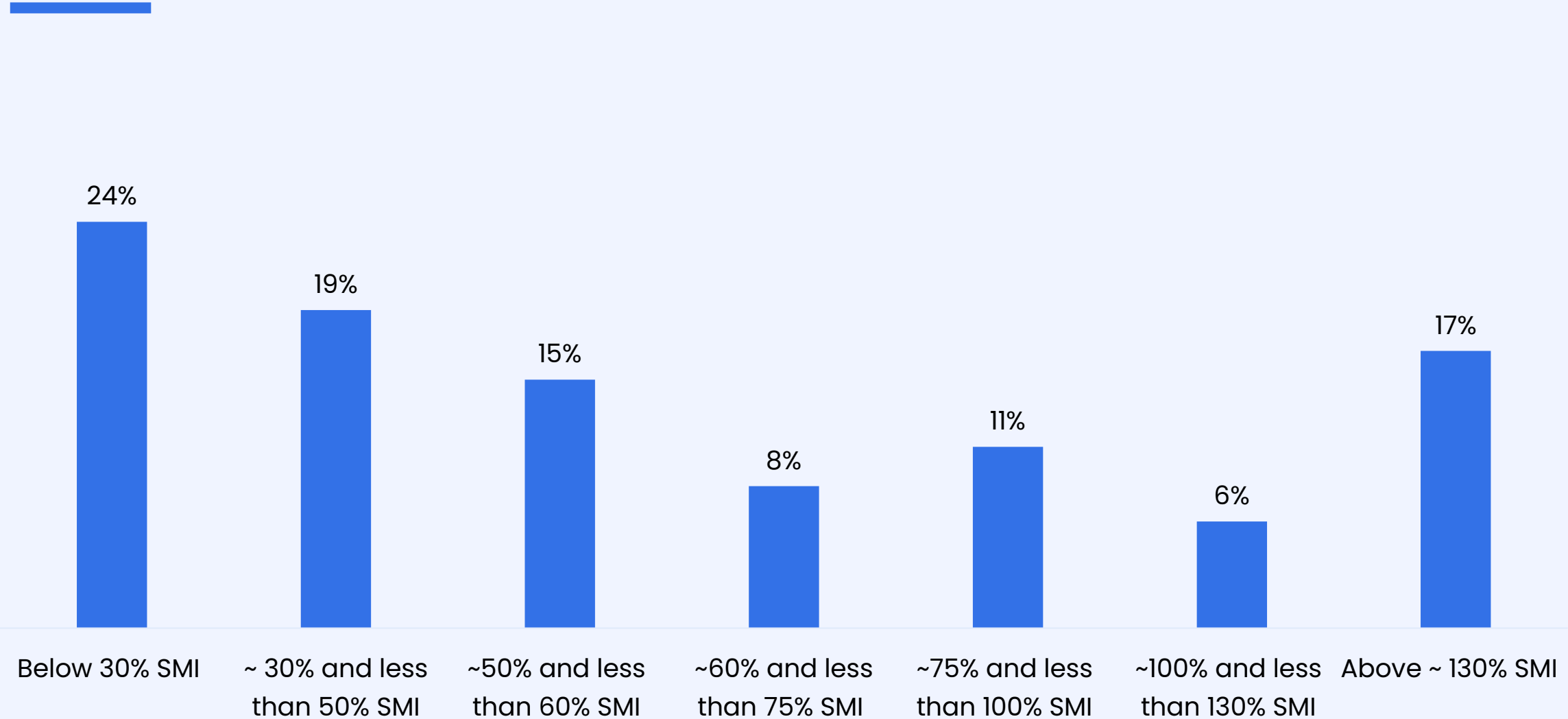
- Regions reflect Connecticut's DCF regions.
- Values represent the number of participants from each region.
- Percentages represent the rounded share of participants from each region out of the total of 3,719 survey participants.
- Darker shades indicate a higher number of participants from that region.

Age of Participants' Focal Child

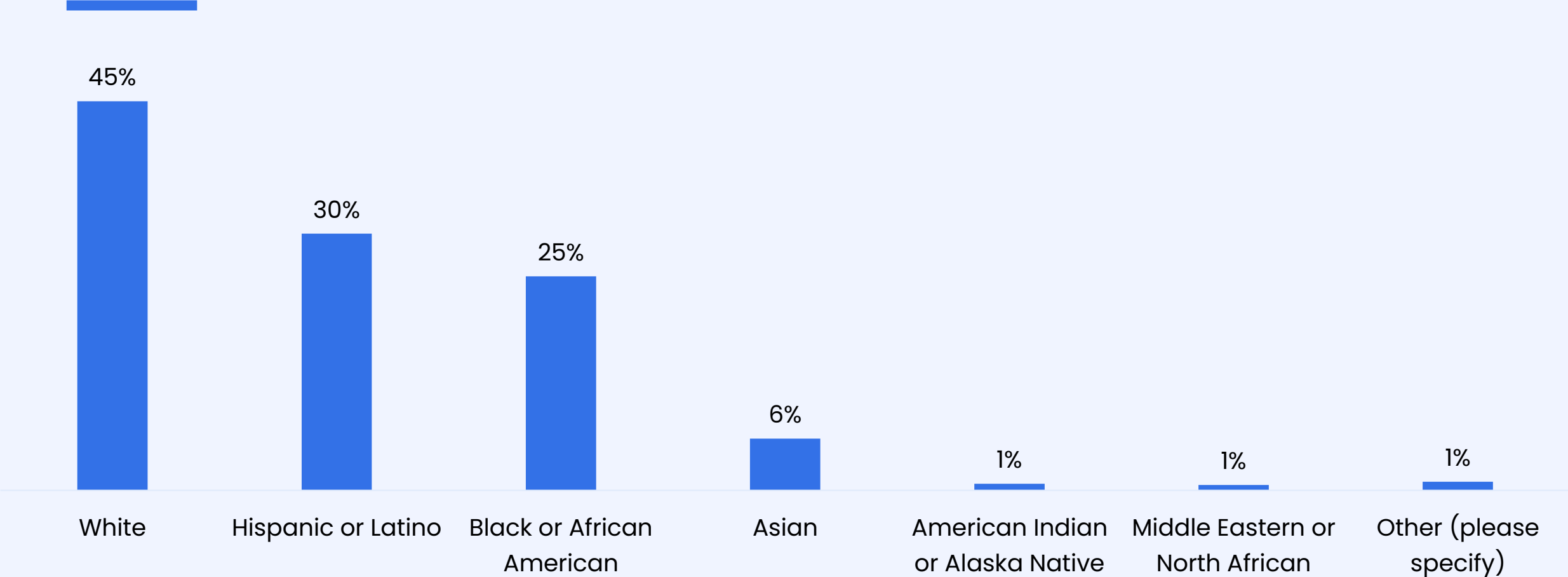
Child age	Number of children	Percentage of children
0 – 17 months	496	14%
18 – 35 months	1,071	30%
3 – 5 years	1,991	56%

Note: Participants could complete the survey for multiple children under the age of six. The above reflects data for the first child parents reported on. Few parents completed the survey for 2+ children (n=130).

Percentage of State Median Income (SMI)



Race and/or Ethnicity



Note: Participants could select all races and/or ethnicities that applied and thus percentages sum to over 100%. In all, 7% of the respondents were multiracial.

Household Size

Household Size	Number of Participants	Percentage of Participants
1	6	<1%
2	233	7%
3	1,287	36%
4	1,192	34%
5+	809	23%

Household Composition



Two parents

69%



One parent

23%



Extended family

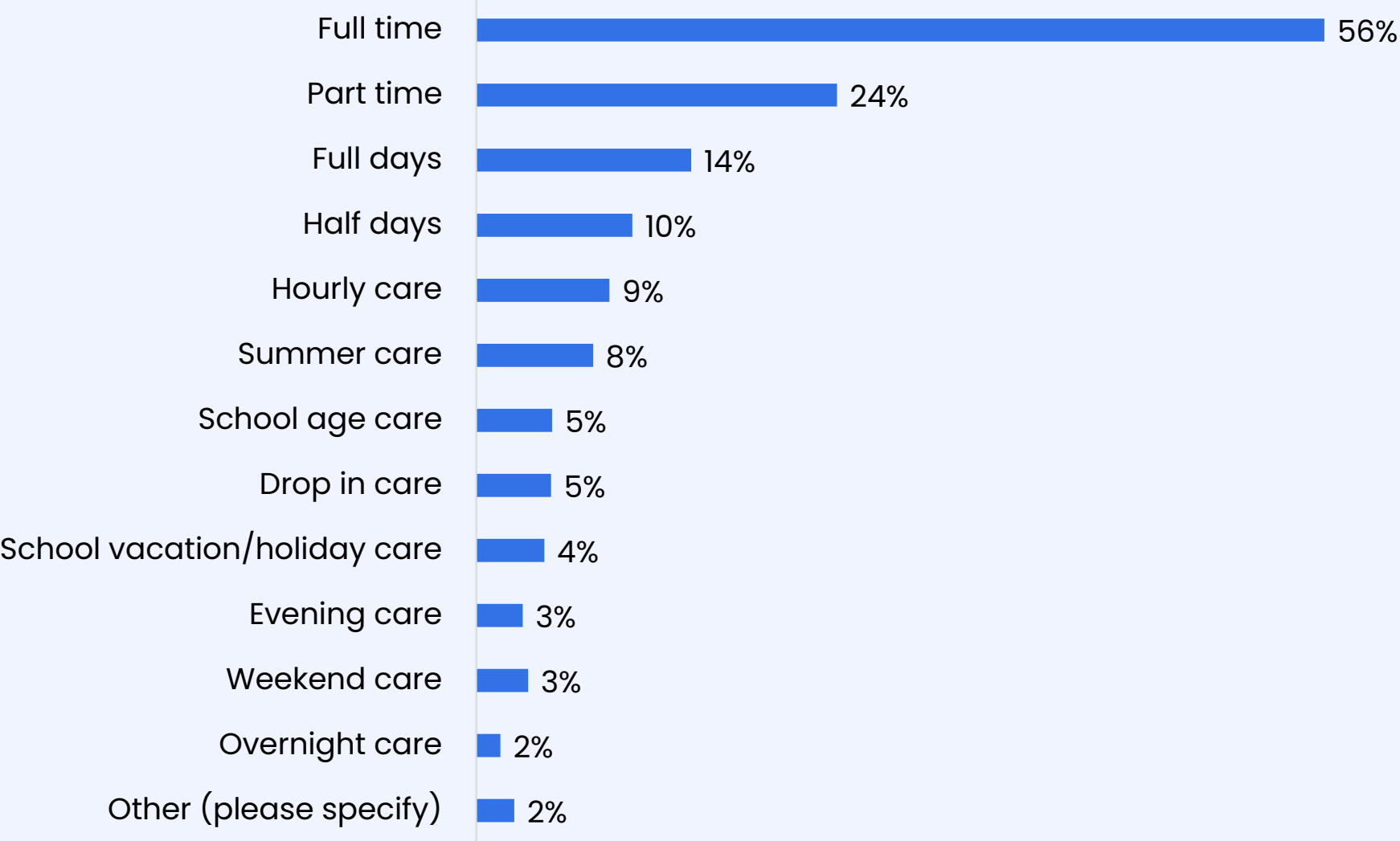
7%



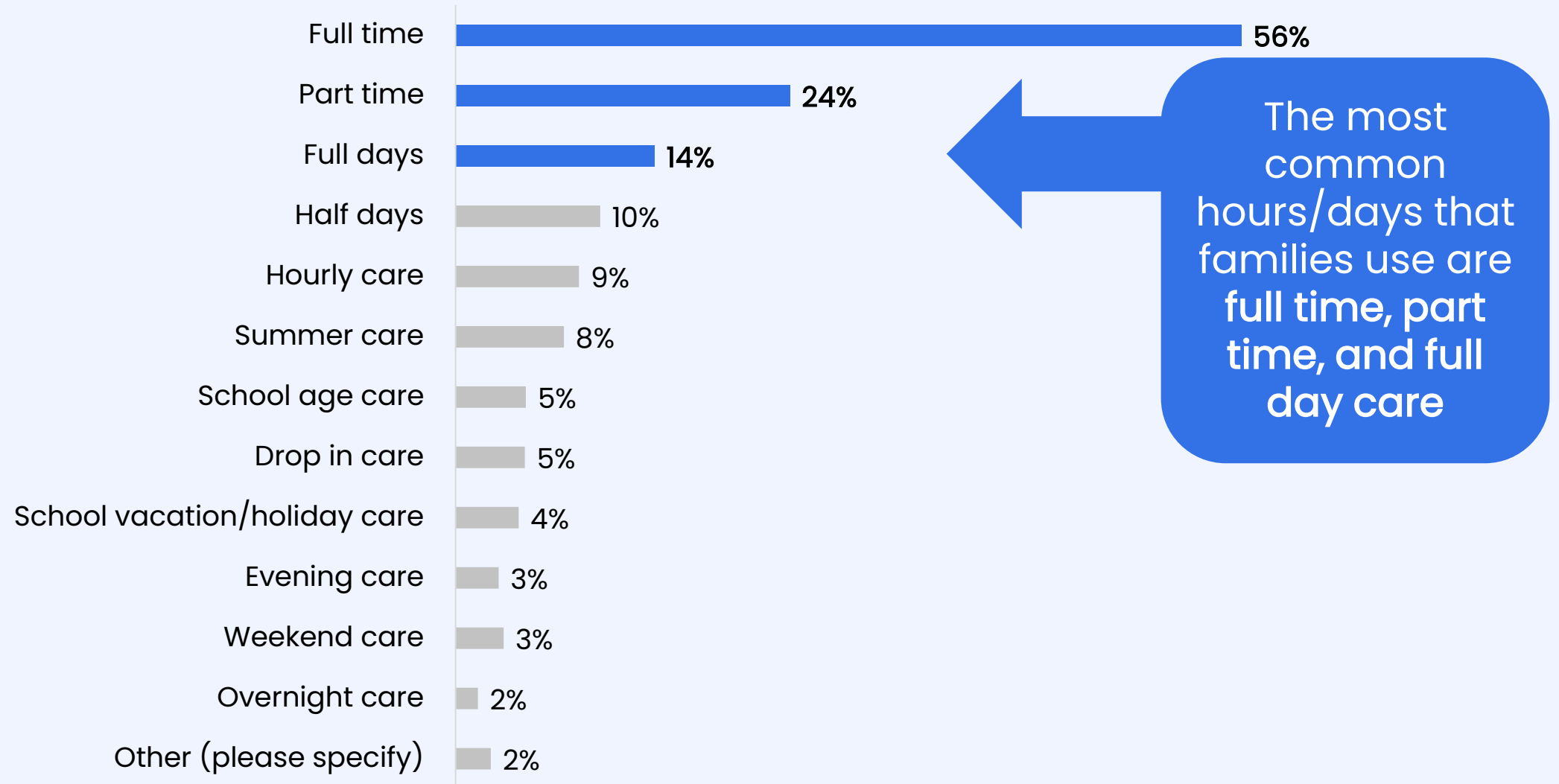
Other

1%

Hours & Days Used for Child Care



Most Common Hours & Days Used for Child Care



Hours & Days Used for Child Care: Variation by Employment and/or Student Status

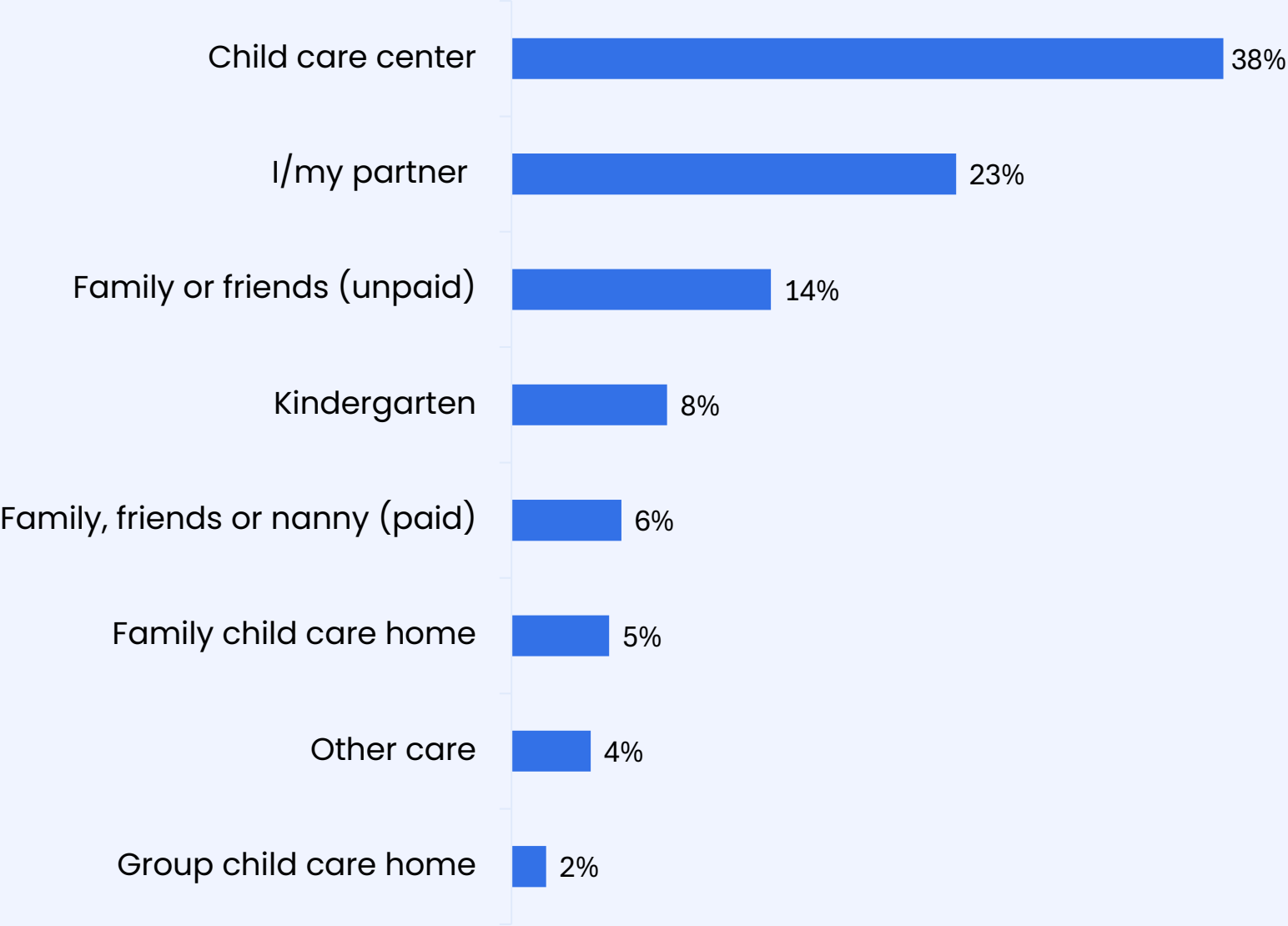
	Hours & Days Used for Child Care												
Employment	Full time	Part time	Full days	Half days	Hourly care	Drop in care	Evening care	Over-night care	School age care	Week-end care	Summer care	School vacation /holiday care	Other (please specify)
Full-time job	52%	12%	11%	4%	6%	2%	1%	4%	3%	2%	7%	4%	1%
Stay-at-home caregiver	13%	23%	9%	16%	8%	1%	1%	2%	5%	2%	2%	1%	1%
Part-time job	25%	27%	9%	8%	5%	4%	2%	4%	3%	4%	6%	3%	2%
Full-time student	56%	13%	18%	5%	1%	1%	0%	2%	0%	0%	9%	2%	2%
Part-time student	52%	15%	8%	9%	6%	5%	2%	6%	5%	4%	6%	2%	3%
I don't have a job right now	25%	13%	8%	4%	1%	1%	0%	2%	1%	1%	4%	1%	5%
Retired	25%	19%	25%	13%	13%	6%	0%	13%	6%	6%	6%	0%	13%
Other (please specify)	40%	19%	11%	8%	4%	4%	4%	6%	2%	4%	6%	4%	6%



Largest percentage in each row

Second largest percentage in each row

Primary Form of Child Care Used



Primary Form of Child Care Used: Variation by Employment and/or Student Status

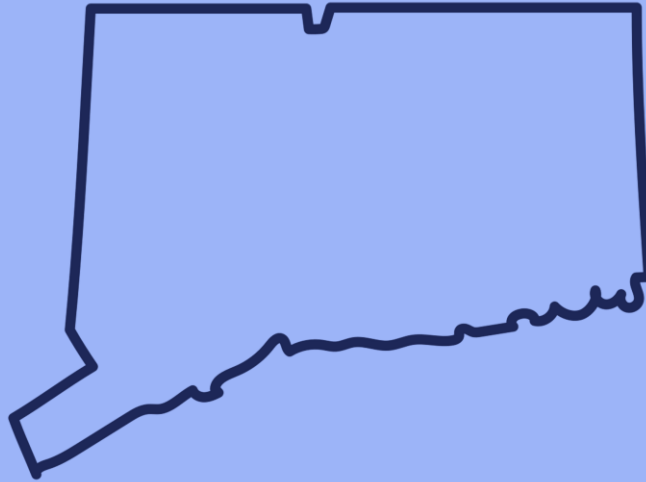
	Primary Child Care Used								
Employment and/or Student Status	I/my partner provide care for my child	Child care center	Family child care home	Group child care home	Family, friends, babysitter, and/or nanny and are paid	Family or friends and are not paid	Kindergarten	Other	Primary child care unknown
Full-time job	19%	44%	6%	2%	6%	8%	7%	4%	5%
Stay-at-home caregiver	32%	13%	4%	2%	4%	29%	8%	3%	5%
Part-time job	21%	32%	5%	2%	5%	10%	12%	5%	8%
Full-time student	16%	55%	6%	2%	0%	9%	5%	1%	6%
Part-time student	9%	37%	5%	2%	8%	2%	26%	8%	4%
I don't have a job right now	36%	23%	3%	1%	4%	9%	8%	7%	8%
Retired	6%	13%	6%	0%	0%	25%	19%	25%	6%
Other (please specify)	21%	34%	2%	0%	8%	8%	8%	9%	11%



Largest percentage in each row

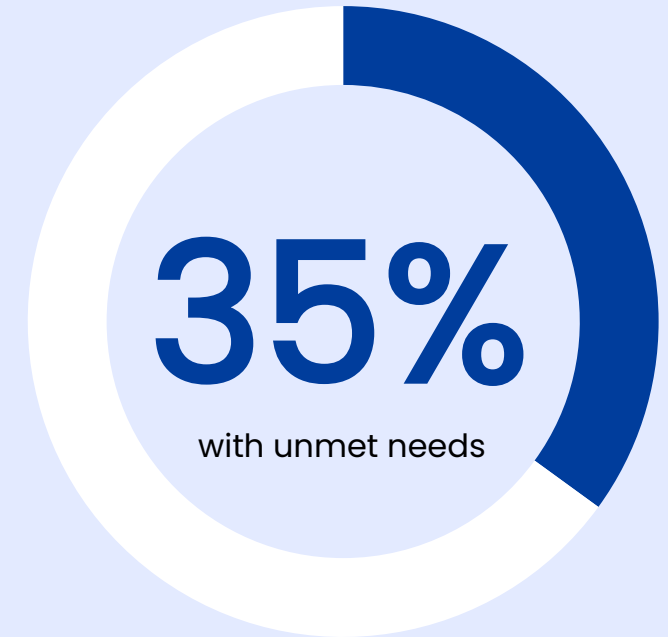
Second largest percentage in each row

KEY FINDINGS

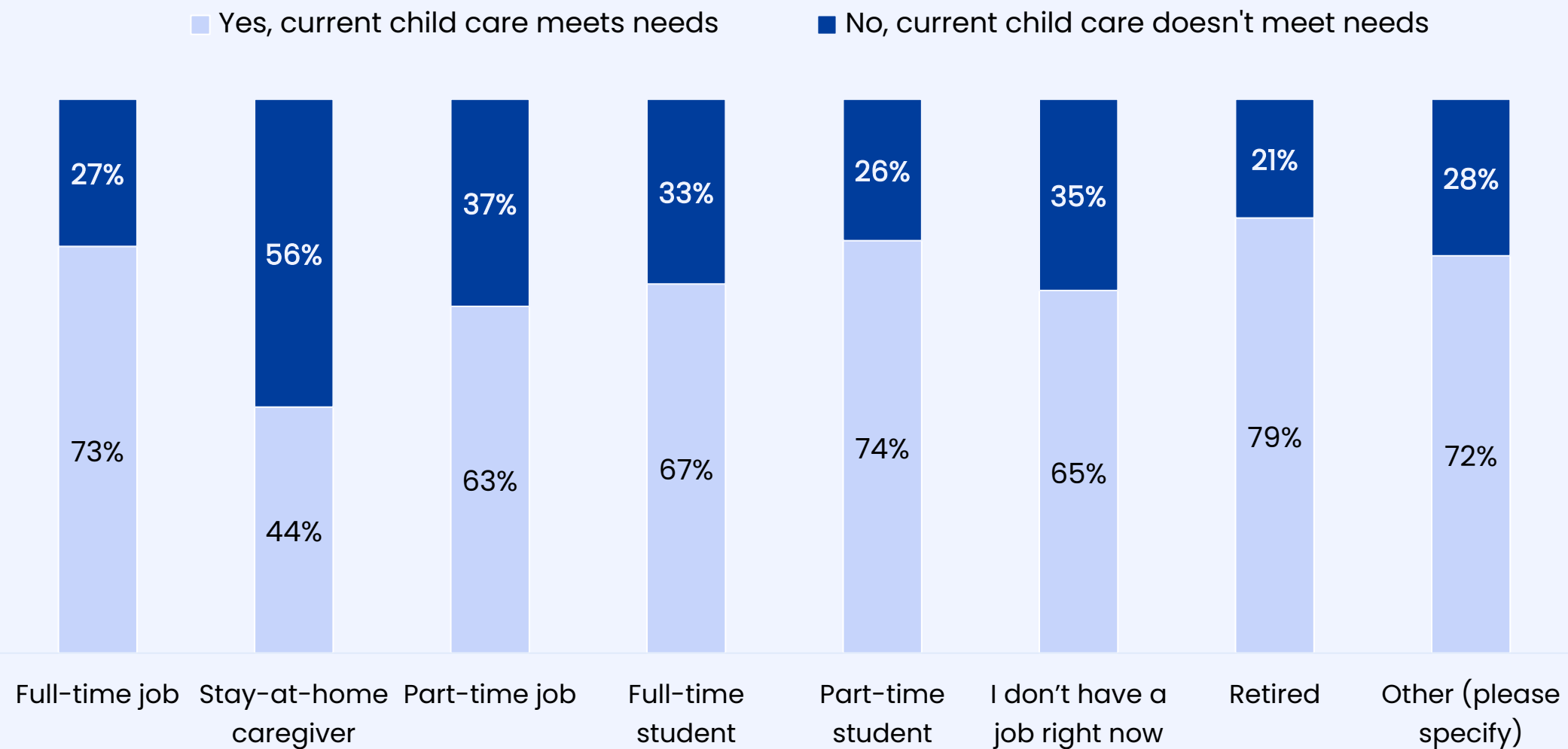


Unmet Child Care Needs

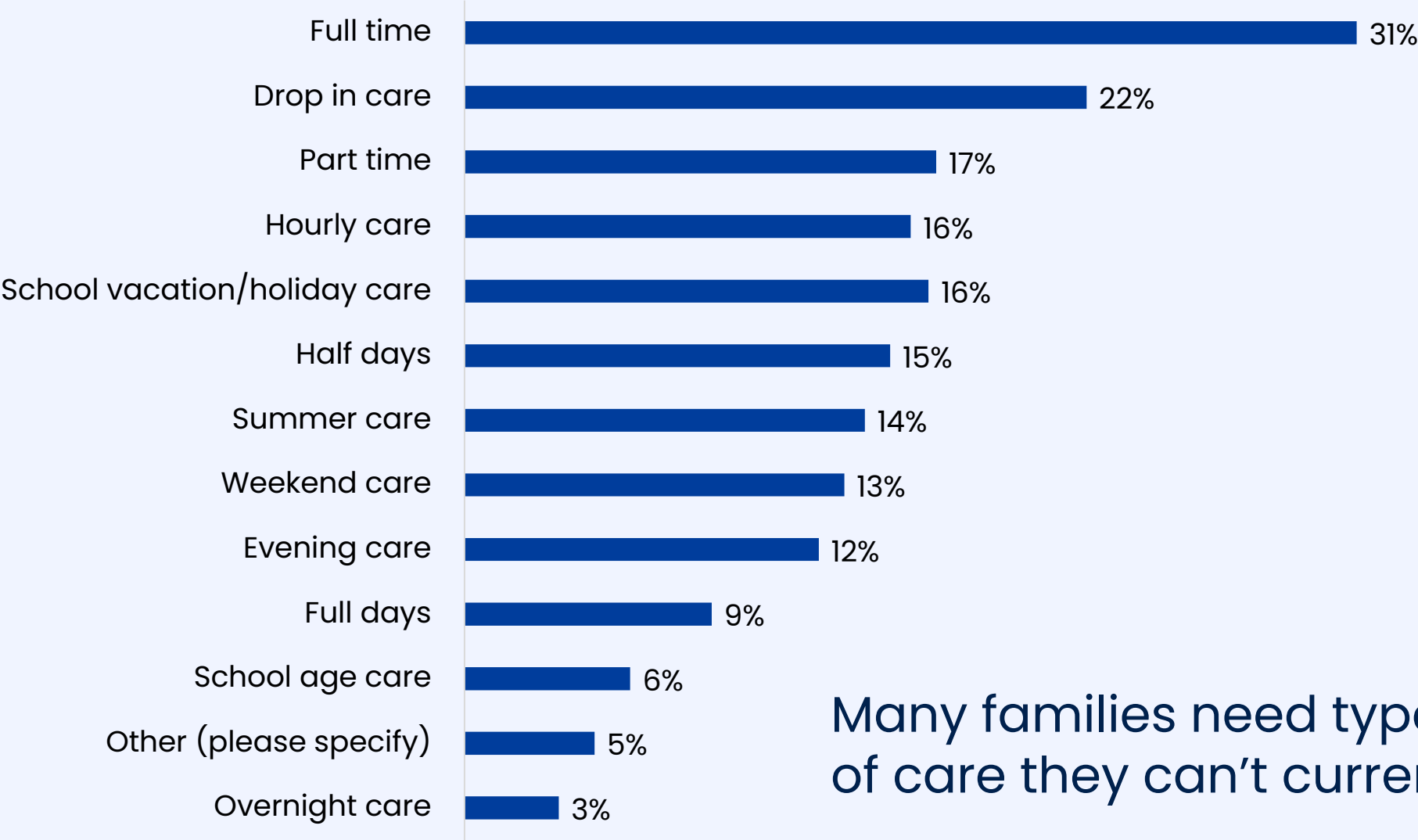
- **35% of families** reported their current child care doesn't meet all their needs
 - This varies by parents' employment and/or student status, ranging from **21% of retired respondents to 56% of stay-at-home caregivers** whose current child care meets their needs



Current Child Care Needs vs. Employment Type

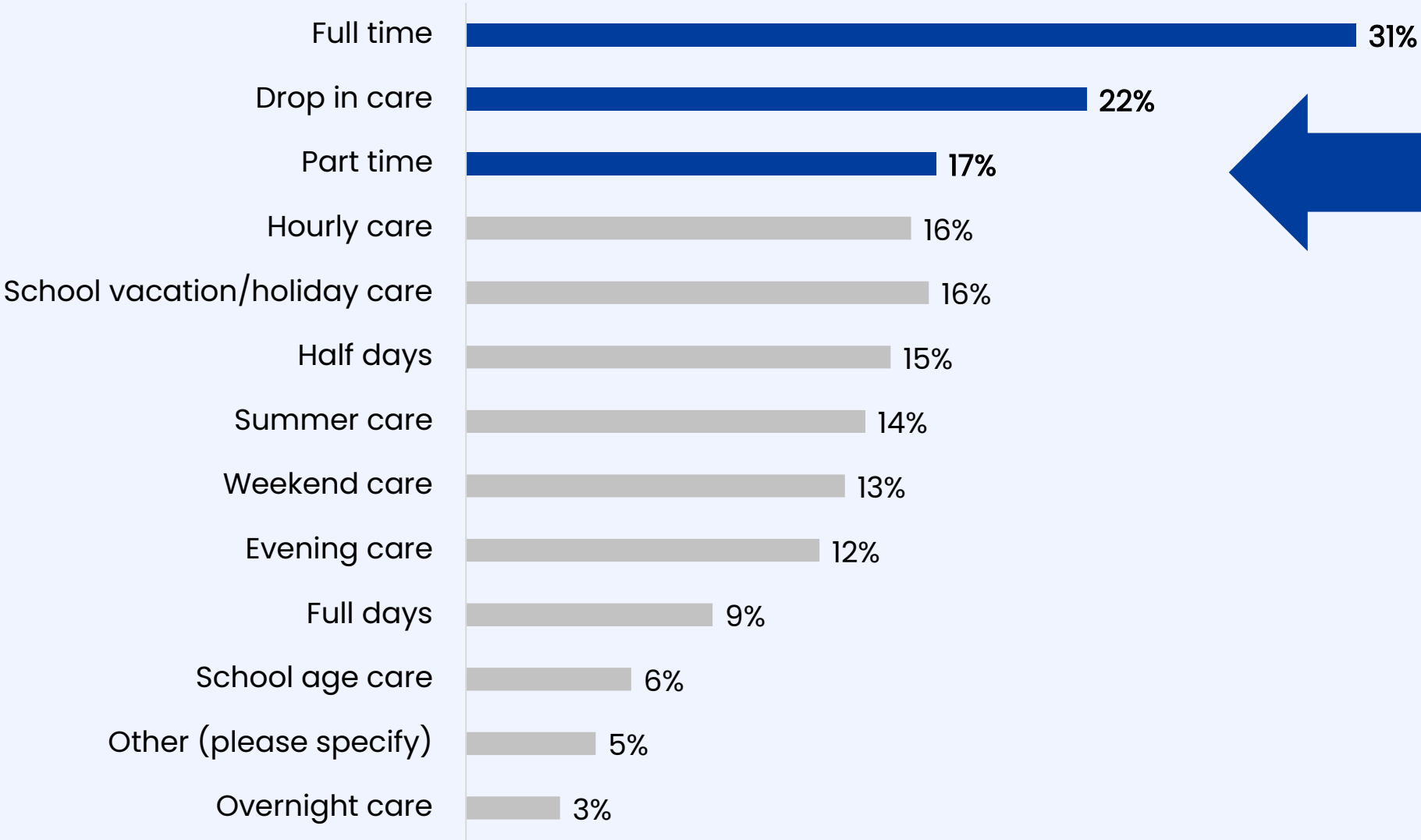


Child Care Needs



Many families need types/timing of care they can't currently access.

Most Common Child Care Needs



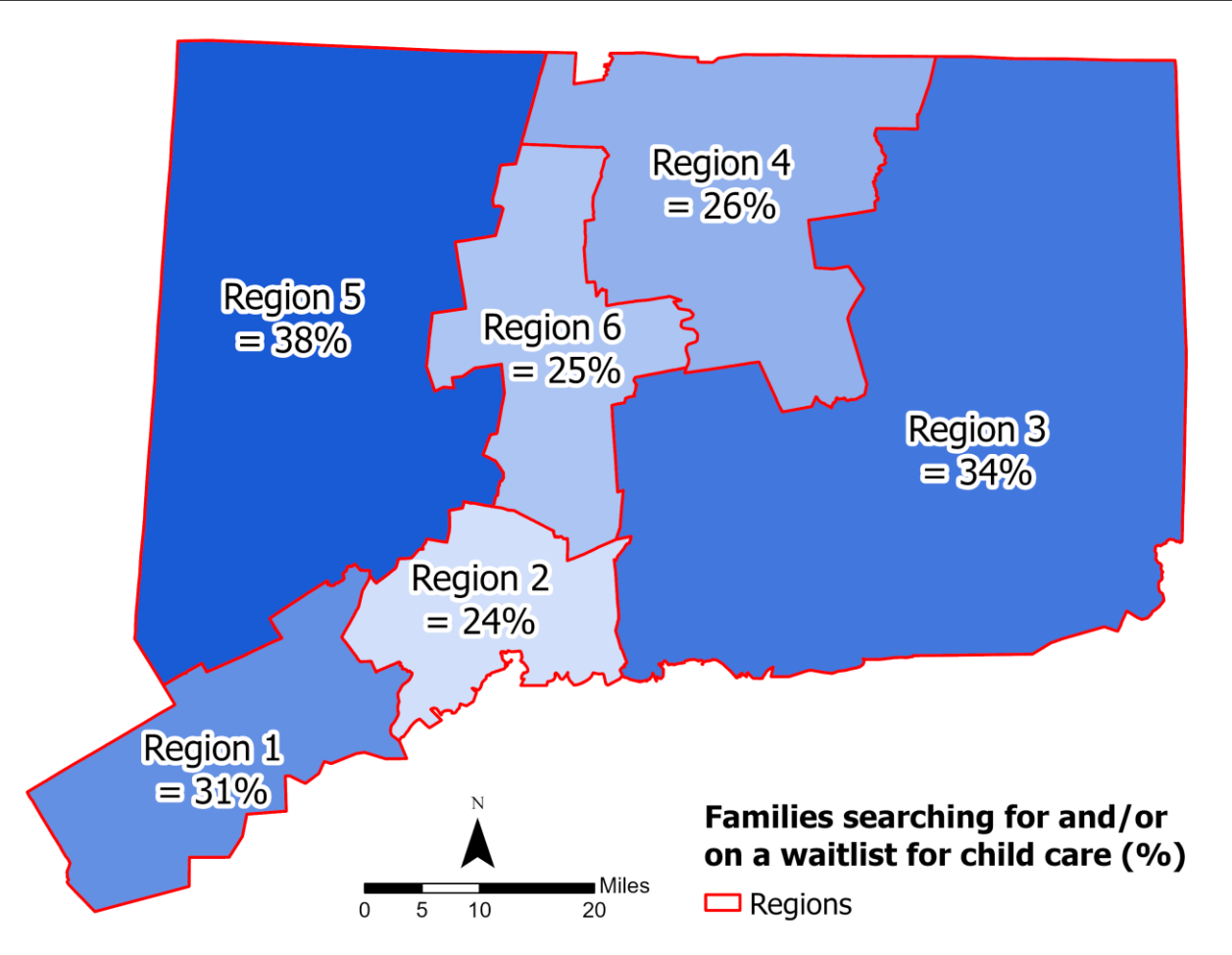
The most common types of child care that families still need are full time, drop in care, and part time

Searching for Care & Child Care Waitlists

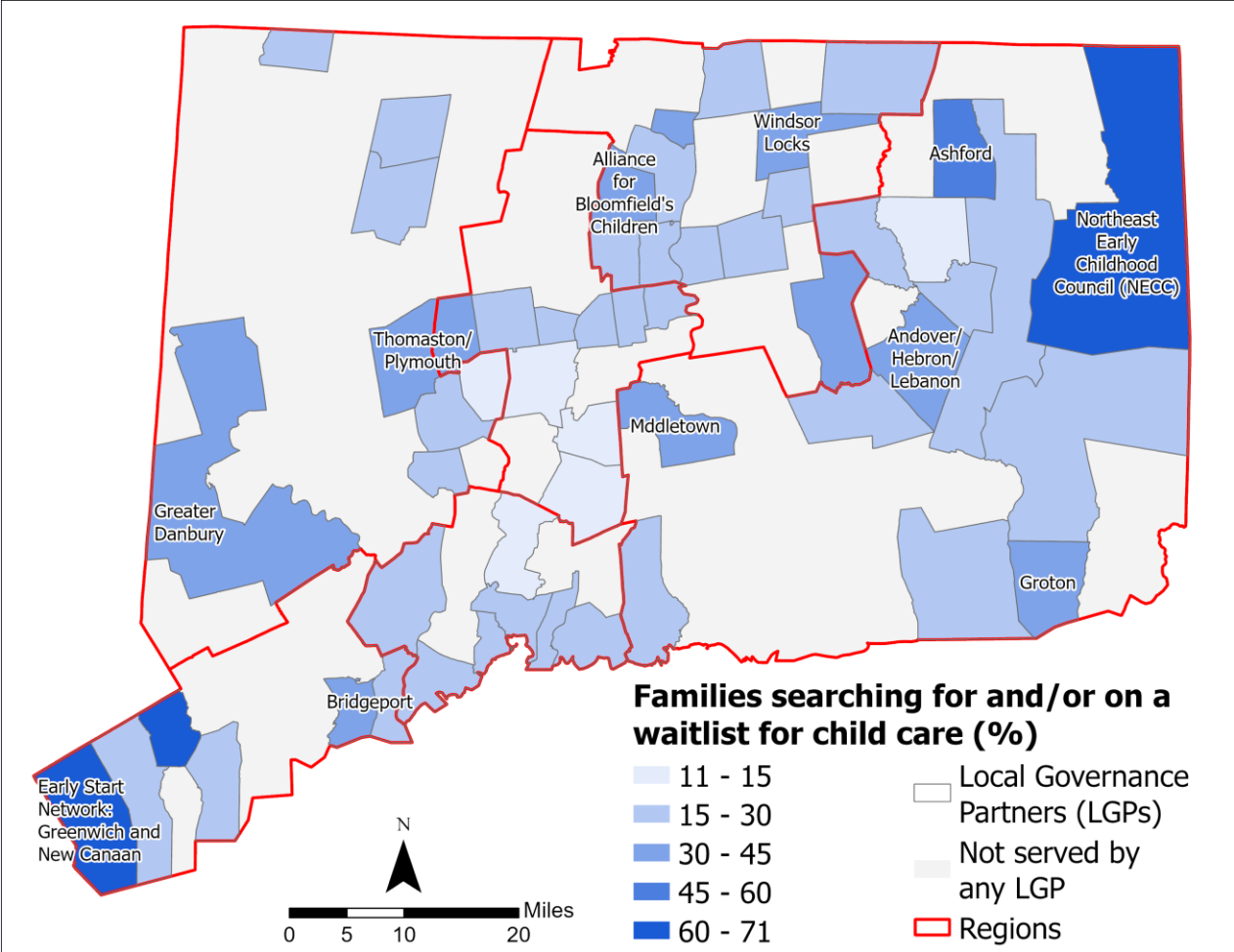
- **30% of families** are searching for and/or are on a waitlist for child care
 - This varies by LGP, ranging from **11% of families in the Wolcott LGP** to **71% in the Northeast Early Childhood Council**



Geographic Variation in Care Access and Waitlists



Distribution by Region



Distribution by Local Governance Partner

Common Barriers to Child Care

53%

The cost of the child care was too expensive

40%

The child care had a long waitlist

37%

The child care did not have any open spots

29%

I wasn't able to get financial support, such as Care 4 Kids or sliding scale fees

29%

The child care was too far away from where I live

Preferences vs. Actual Travel Time to Child Care

84%
of parents PREFER to
travel
15 MINUTES OR LESS
to child care



20%
of parents travel
16 MINUTES OR MORE
to child care

Top Child Care Priorities for Families



60% are looking for care where children feel safe



53% are looking for social & emotional learning



41% want to feel comfortable leaving their child



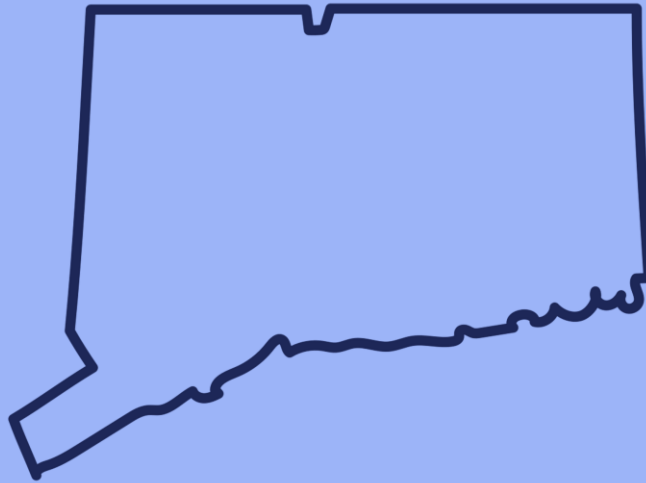
35% want children to learn through play



30% are looking for trained early childhood educators



NEXT STEPS



Dissemination



Creating reports of findings for local governance partners to reference in their local needs assessments



Creating animated videos of findings in English, Spanish, Portuguese, and Polish to share back with families and stakeholders with whom we partnered for recruitment

Questions?

Feel free to reach out with any questions to the
UConn team!

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