

Small Business Insights: Child Care

Almost half of small business owners surveyed (48%) said that the availability and/or affordability of child care has affected their ability to recruit and retain employees. To mitigate this issue, many have made adjustments in operations, with some allowing their employees to bring children to work when necessary.

52% of small business owners have made adjustments to their business operations or policies to accommodate employees' child care needs

Top 3 adjustments made by small business owners:

1. Providing flexible work schedules
2. Providing remote/hybrid work options
3. Hiring additional employees or temp workers

60% of small business owners said their businesses would be impacted if their employees lost child care.

Top 3 business impacts according to respondents:

Productivity Loss 44%
Employee Retention 36%
Revenue Loss 26%

Child care constraints also weigh heavily on business owners themselves.

57% of small business owners with children in child care reported spending \$1,000 or more per month and cited detrimental effects to productivity, revenue and business hours.

10,000 Small Businesses addressed this growing challenge through a National Speaker Series featuring 10,000 Small Businesses graduates who operate child care businesses and are familiar with the current landscape, as well as graduates who have overcome child care issues in creative ways.

Data were drawn from a survey of 530 Goldman Sachs 10,000 Small Businesses participants conducted by Babson College. The survey was administered during in-class instruction across 18 local program sites and the National program from October 26, 2023 to October 30, 2023.