

APPENDIX A

Wyoming Workforce Child Care Needs Assessment Employers Survey

**Summary of Results
August 15, 2006**

**Prepared by:
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Dear Employer:

May 31, 2006

The Wyoming Department of Workforce Services (WDWS) has retained Pedersen Planning Consultants (PPC) to complete a statewide Workforce Child Care Needs Assessment for all 23 counties in the State of Wyoming. The overall assessment addresses one part of a legislative mandate that was outlined by the 2006 State Legislature in Enrolled Act No. 53. The information gained from this project will be used by PPC to help understand the childcare needs of Wyoming's employed workforce. Your individual responses to the following brief survey will be held in strict confidence. Your participation in this survey is greatly appreciated.

EMPLOYER SURVEY
Wyoming Workforce Child Care Needs Assessment

1. Name of Company: _____ County Location: _____
2. Company Representative/Title: _____
3. Contact Telephone Number or E-mail Address: _____
4. How many persons are employed by your company? _____
5. Are their seasonal fluctuations in the size of the workforce? Yes No
If Yes, what size is your labor force by season? Winter Spring Summer Fall
6. Does your company have any planned increases or reductions in size of its workforce? Yes No
If Yes, in what year will the increase or reduction occur? _____ How many jobs will be lost or gained?

7. What are the times and lengths of a workday for various employee positions?
 8-hour day work shift 12-hour day shift
 8-hour night shift 12-hour night shift
 8-hour "graveyard" shift Other (please specify) _____
8. In what Wyoming communities do your employees reside?

9. Has the availability of childcare services in your county hampered your company's ability to recruit good employees? Yes No If yes, how?

10. Has the availability of childcare services in your county hampered your company's ability to retain good employees? Yes No If yes, how?

11. Do you have any other comments regarding child care services that may relate to employment by and the operation of your company? Yes No If Yes, please provide in the space below.

Please transmit your completed survey to Pedersen Planning Consultants (PPC) via e-mail, fax or regular U.S. mail at one of the following points-of-contact.

Pedersen Planning Consultants
P. O. Box 66, Encampment, WY 82325
Tel: 307-327-5434 Toll-Free: 866-327-5434
Fax: 307-327-5210 E-Mail: ppc@carbonpower.net

You may also go to WDWS Quality Child Care website, www.wyoqualitychildcare.org and complete the survey on-line. Click on a survey link on the right-hand side of the page. To access the survey, your username is: [wyoqualitychildcare](http://www.wyoqualitychildcare.org). Your password is: [childcare](http://www.wyoqualitychildcare.org).

TABLE A-1
EMPLOYERS SURVEY SAMPLE GROUP
BY COUNTY AND SIZE OF BUSINESS SURVEYED

<i>County</i>	<i>Number of Employees</i>						<i>Total Establishments</i>
	<i>Less than 10</i>	<i>11-25</i>	<i>26-50</i>	<i>51-100</i>	<i>101-150</i>	<i>More than 150</i>	
Albany	3	3	3	4	3	4	20
Big Horn	2	2	2	3	1	2	12
Campbell	4	5	5	5	4	5	28
Carbon	2	3	3	3	1	0	12
Converse	2	2	2	2	1	3	12
Crook	5	5	1	0	0	1	12
Fremont	3	3	3	3	4	4	20
Goshen	3	3	2	2	1	1	12
Hot Springs	4	4	0	4	0	0	12
Johnson	5	5	2	0	0	0	12
Laramie	27	27	27	27	8	28	144
Lincoln	2	2	3	1	1	3	12
Natrona	12	12	13	11	11	11	70
Niobrara	4	2	1	0	0	0	7
Park	5	7	5	6	0	5	28
Platte	2	4	2	2	0	2	12
Sheridan	5	5	5	0	1	3	19
Sublette	4	3	4	0	0	1	12
Sweetwater	5	5	5	6	0	5	26
Teton	4	5	3	4	1	3	20
Uinta	3	3	3	2	2	3	16
Washakie	3	2	1	4	0	2	12
Weston	3	3	3	2	1	0	12

Note: a '0' indicates that no suitable establishment was listed in WBC database.

Source: Pedersen Planning Consultants, 2006.

Question 4: How many persons are employed by your company?

TABLE A-2 EMPLOYERS SURVEY SAMPLE GROUP RETURNS BY COUNTY AND SIZE OF BUSINESS SURVEYED								
<i>County</i>	<i>Number of Employees</i>						<i>Number of Surveys Returned</i>	<i>Percent return</i>
	<i>Less than 10</i>	<i>11-25</i>	<i>26-50</i>	<i>51-100</i>	<i>101-150</i>	<i>More than 150</i>		
Albany	1	0	0	2	1	1	5	25
Big Horn	0	1	0	2	0	1	4	33
Campbell	0	1	0	1	1	5	8	29
Carbon	2	0	2	1	0	1	6	50
Converse	2	1	0	0	0	3	6	50
Crook	4	0	0	0	1	0	5	42
Fremont	2	1	0	3	0	3	9	45
Goshen	2	0	0	1	1	1	5	42
Hot Springs	1	1	0	1	2	0	5	42
Johnson	0	2	2	0	0	0	4	33
Laramie	7	7	9	8	5	8	44	31
Lincoln	0	2	1	1	0	1	5	42
Natrona	4	4	1	4	1	3	17	24
Niobrara	3	1	0	0	0	0	4	57
Park	0	2	2	4	1	2	11	39
Platte	1	0	2	1	0	0	4	33
Sheridan	1	2	1	0	1	1	6	32
Sublette	0	0	1	2	0	0	3	25
Sweetwater	0	2	3	1	0	2	8	31
Teton	1	0	2	0	2	2	7	35
Uinta	1	0	1	1	1	0	4	25
Washakie	0	0	0	2	1	1	4	33
Weston	1	0	1	0	1	0	3	25

Source: Pedersen Planning Consultants, 2006.

Question 5: Are there seasonal fluctuations in the size of the workforce?

TABLE A-3				
SEASONAL WORKFORCE FLUCTUATIONS				
<i>County</i>	<i>Yes</i>	<i>No</i>	<i>Percent Responding Yes</i>	<i>Percent Responding No</i>
Albany	3	2	60	40
Big Horn	2	2	50	50
Campbell	4	4	50	50
Carbon	3	3	50	50
Converse	2	4	33	67
Crook	1	4	20	80
Fremont	4	5	44	56
Goshen	2	3	40	60
Hot Springs	2	3	40	60
Johnson	1	3	25	75
Laramie	14	30	32	68
Lincoln	1	5	17	83
Natrona	2	16	11	89
Niobrara	0	4	0	100
Park	5	5	50	50
Platte	1	3	25	75
Sheridan	3	3	50	50
Sublette	0	3	0	100
Sweetwater	0	8	0	100
Teton	4	3	57	43
Uinta	2	2	50	50
Washakie	4	0	100	0
Weston	1	2	33	67

Source: Pedersen Planning Consultants, 2006.

Question 6: Does your company have any planned increases or reductions in size of its workforce?

TABLE A-4				
PLANNED WORKFORCE SIZE CHANGES				
<i>County</i>	<i>Yes</i>	<i>No</i>	<i>Percent Responding Yes</i>	<i>Percent Responding No</i>
Albany	0	5	0	100
Big Horn	0	4	0	100
Campbell	3	5	38	63
Carbon	0	6	0	100
Converse	0	6	0	100
Crook	0	5	0	100
Fremont	2	7	22	78
Goshen	0	5	0	100
Hot Springs	0	4	0	100
Johnson	1	3	25	75
Laramie	4	40	9	91
Lincoln	1	5	17	83
Natrona	8	10	44	56
Niobrara	0	4	0	100
Park	0	11	0	100
Platte	1	3	25	75
Sheridan	0	6	0	100
Sublette	1	2	33	67
Sweetwater	0	8	0	100
Teton	0	7	0	100
Uinta	1	3	25	75
Washakie	0	4	0	100
Weston	1	2	33	67
Source: Pedersen Planning Consultants, 2006.				

Question 7: What are the times and lengths of a workday for various employee positions?

TABLE A-5 COMPANY WORK SHIFTS						
<i>County</i>	<i>8 Hour Day work shift</i>	<i>8 hour night shift</i>	<i>8 hour graveyard shift</i>	<i>12 hour day shift</i>	<i>12 hour night shift</i>	<i>Other</i>
Albany	4	2	1	1	1	2
Big Horn	3	1	1	2	0	1
Campbell	4	1	0	4	2	1
Carbon	6	2	1	1	0	1
Converse	5	0	0	2	2	1
Crook	4	2	0	0	0	1
Fremont	7	3	1	2	2	3
Goshen	5	3	3	1	1	0
Hot Springs	3	2	2	2	3	2
Johnson	4	0	0	0	0	0
Laramie	39	17	13	9	8	10
Lincoln	4	1	1	3	1	0
Natrona	12	5	2	7	5	4
Niobrara	4	0	0	0	0	0
Park	8	2	1	3	3	2
Platte	3	0	0	0	0	1
Sheridan	4	1	0	2	1	2
Sublette	1	1	1	1	1	1
Sweetwater	6	2	2	3	2	3
Teton	6	2	1	2	1	3
Uinta	4	1	0	0	0	0
Washakie	3	2	2	1	1	1
Weston	2	2	2	1	1	1

Source: Pedersen Planning Consultants, 2006.

Question 8: In what Wyoming communities do your employees reside?

**TABLE A-6
EMPLOYMENT / RESIDENCE CORRELATION**

PLACE OF EMPLOYMENT	EMPLOYEES PLACE of RESIDENCE																								
	Albany	Big Horn	Campbell	Carbon	Converse	Crook	Fremont	Goshen	Hot Springs	Johnson	Laramie	Lincoln	Natrona	Niobrara	Park	Platte	Sheridan	Sublette	Sweetwater	Teton	Uinta	Washakie	Weston	OUT of STATE	NO RESPONSE
Albany	8										2														
Big Horn		12					1		1						4							1			1
Campbell			8		2	1		1		2			1				1		1				2		
Carbon				11															3						
Converse			1		8			3					3												
Crook						10																			
Fremont							26		1				3							2	1	2			
Goshen								4								1									3
Hot Springs								1	6													3			
Johnson			2							4			1				1								
Laramie	22		1	2			1	1			56		1		3	3	1		2	1		1		2	
Lincoln												26						1		1					
Natrona			2	1	5		3				1		25				2	1	1						3
Niobrara														5											
Park	1	6					1						1		24		1					1			
Platte	1							3			1					6									
Sheridan										1							7								
Sublette												1	1					9	3						
Sweetwater				1								1							15		3				
Teton												5								8					
Uinta																					8				
Washakie	1		1	2			1		1		1		2		2		1					6			
Weston																							6		

Source: Pedersen Planning Consultants, 2006.

Question 9: Has the availability of child care services in your county hampered your company's ability to recruit good employees?

TABLE A-7 IMPACT OF THE AVAILABILITY OF CHILD CARE EMPLOYEE RECRUITMENT						
<i>County</i>	<i>Yes</i>	<i>No</i>	<i>If Yes, how</i>	<i>Percent Responding Yes</i>	<i>Percent Responding No</i>	<i>Percent Responding How</i>
Albany	1	4	0	20	80	0
Big Horn	1	3	0	25	75	0
Campbell	2	6	2	25	75	25
Carbon	2	4	1	33	67	17
Converse	1	5	1	17	83	17
Crook	1	4	1	20	80	20
Fremont	4	5	1	44	56	11
Goshen	0	5	0	0	100	0
Hot Springs	1	4	1	20	80	20
Johnson	0	4	0	0	100	0
Laramie	11	33	8	25	75	18
Lincoln	1	4	0	20	80	0
Natrona	3	13	3	19	81	19
Niobrara	0	4	0	0	100	0
Park	3	8	2	27	73	18
Platte	1	3	1	25	75	25
Sheridan	1	5	1	17	83	17
Sublette	1	3	0	25	75	0
Sweetwater	1	7	1	13	88	13
Teton	3	4	2	43	57	29
Uinta	2	2	1	50	50	25
Washakie	0	4	0	0	100	0
Weston	2	1	2	67	33	67

Source: Pedersen Planning Consultants, 2006.

Question 10: Has the availability of child care services in your county hampered your company's ability to retain good employees?

TABLE A-8 IMPACT OF THE AVAILABILITY OF CHILD CARE EMPLOYEE RETENTION						
<i>County</i>	<i>Yes</i>	<i>No</i>	<i>If Yes, how</i>	<i>Percent Responding Yes</i>	<i>Percent Responding No</i>	<i>Percent Responding How</i>
Albany	0	5	0	0	100	0
Big Horn	1	3	0	25	75	0
Campbell	2	6	1	25	75	13
Carbon	2	4	1	33	67	17
Converse	0	6	0	0	100	0
Crook	0	4	0	0	100	0
Fremont	4	5	1	44	56	11
Goshen	0	5	0	0	100	0
Hot Springs	1	4	1	20	80	20
Johnson	0	4	0	0	100	0
Laramie	12	32	9	27	73	20
Lincoln	1	4	0	20	80	0
Natrona	2	14	2	13	88	13
Niobrara	0	4	0	0	100	0
Park	3	8	0	27	73	0
Platte	0	3	0	0	100	0
Sheridan	1	5	1	17	83	17
Sublette	1	2	0	33	67	0
Sweetwater	1	7	1	13	88	13
Teton	2	5	2	29	71	29
Uinta	1	3	1	25	75	25
Washakie	0	4	0	0	100	0
Weston	2	1	2	67	33	67
Source: Pedersen Planning Consultants, 2006.						

Question 11: Do you have any other comments regarding child care services that may relate to employment by and the operation of your company?

TABLE A-9				
EMPLOYERS COMMENTING ON CHILD CARE				
<i>County</i>	<i>Yes</i>	<i>No</i>	<i>Percent Responding Yes</i>	<i>Percent Responding No</i>
Albany	0	5	0	100
Big Horn	0	4	0	100
Campbell	4	4	50	50
Carbon	3	3	50	50
Converse	2	4	33	67
Crook	2	3	40	60
Fremont	3	6	33	67
Goshen	1	4	20	80
Hot Springs	0	5	0	100
Johnson	0	4	0	100
Laramie	9	35	20	80
Lincoln	1	5	17	83
Natrona	1	17	6	94
Niobrara	0	4	0	100
Park	1	10	9	91
Platte	1	1	50	50
Sheridan	0	6	0	100
Sublette	0	3	0	100
Sweetwater	2	6	25	75
Teton	2	5	29	71
Uinta	1	3	25	75
Washakie	0	4	0	100
Weston	0	3	0	100

Source: Pedersen Planning Consultants, 2006.