

Family-Friendly Workplace Survey Results

April - July 2007

What factors do you find most important in making a company "family-friendly" (a great place to work while you are also raising kids)?				
ALL RESPONSES	Must Have or Important	Nice to Have	Not Important	Response Count
Vacation and sick time	98.7%	1.2%	0.1%	1016
Medical and dental benefits	97.9%	1.7%	0.4%	1016
Supportive boss and co-workers	97.6%	2.1%	0.3%	1016
Ability to work a flexible schedule	93.5%	6.2%	0.3%	1016
401k plan	92.3%	7.5%	0.2%	1016
Ability to work part-time or job-share	63.2%	30.1%	6.7%	1016
Ability to do a portion of telecommuting from home	47.6%	40.8%	11.5%	1016
On-site childcare	43.8%	45.8%	10.4%	1016
Back-up childcare program	41.9%	46.9%	11.1%	1016
Childcare referral services	36.9%	47.7%	15.4%	1016
On-site fitness facilities	30.7%	52.9%	16.4%	1016
Adoption services	13.6%	40.5%	46.0%	1016
Concierge services	12.0%	44.5%	43.5%	1016

SUBGROUP = COLLEGE DEGREE OR HIGHER	Must Have or Important	Nice to Have	Not Important	Response Count
Supportive boss and co-workers	99.2%	0.8%	0.0%	513
Vacation and sick time	98.6%	1.4%	0.0%	513
Medical and dental benefits	97.3%	2.5%	0.2%	513
Ability to work a flexible schedule	96.1%	3.9%	0.0%	513
401k plan	93.2%	6.6%	0.2%	513
Ability to work part-time or job-share	66.1%	30.2%	3.7%	513
Ability to do a portion of telecommuting from home	54.8%	37.0%	8.2%	513
On-site childcare	37.8%	51.9%	10.3%	513
Back-up childcare program	34.5%	53.6%	11.9%	513
Childcare referral services	28.5%	52.4%	19.1%	513
On-site fitness facilities	25.0%	54.0%	21.1%	513
Adoption services	12.7%	38.8%	48.5%	513
Concierge services	6.8%	43.5%	49.7%	513

For professionals currently IN the workforce, what are the most likely reasons you would leave your CURRENT position?

ALL RESPONSES	Unlikely	Neutral	Likely	Response Count
Need for better compensation	15.0%	23.1%	61.8%	904
Need ability to work a more flexible schedule	18.3%	24.2%	57.5%	904
Need a more supportive work environment	22.9%	26.4%	50.7%	904
Need for better benefits package	23.3%	31.1%	45.6%	904
Need ability to do more work from home	30.1%	31.2%	38.7%	904
Need ability to work in a part-time position	35.5%	37.6%	26.9%	904
Need for childcare assistance	41.6%	32.3%	26.1%	904

SUBGROUP = COLLEGE DEGREE OR HIGHER	Unlikely	Neutral	Likely	Response Count
Need ability to work a more flexible schedule	19.4%	20.7%	59.9%	454
Need for better compensation	16.7%	24.0%	59.3%	454
Need a more supportive work environment	26.9%	24.2%	48.9%	454
Need for better benefits package	28.2%	31.1%	40.7%	454
Need ability to do more work from home	27.3%	32.4%	40.3%	454
Need ability to work in a part-time position	35.0%	35.5%	29.5%	454
Need for childcare assistance	46.7%	33.5%	19.8%	454

For professionals NOT in the workforce, when you decide to re-enter the workforce, what factors will be most important?

ALL RESPONSES	Top priority	Second priority	Third priority	TOTAL RESPONDING
Finding a job that has a flexible schedule	29.5%	20.5%	23.1%	73.1%
Finding a job with the compensation I desire	7.7%	25.6%	20.5%	53.8%
Finding a job that has a supportive work environment	15.4%	15.4%	17.9%	48.7%
Finding a job that allows me to work part-time	17.9%	10.3%	5.1%	33.3%
Finding a job with the benefits I desire	11.5%	11.5%	10.3%	33.3%
Finding a job that allows me to work from home	14.1%	9.0%	7.7%	30.8%
Finding a job of equal or greater responsibility than I had before	2.6%	3.8%	9.0%	15.4%
Finding a job that offers childcare assistance	1.3%	3.8%	6.4%	11.5%

SUBGROUP = COLLEGE DEGREE OR HIGHER	Top priority	Second priority	Third priority	TOTAL RESPONDING
Finding a job that has a flexible schedule	33.9%	18.6%	18.6%	71.2%
Finding a job with the compensation I desire	5.1%	30.5%	22.0%	57.6%
Finding a job that has a supportive work environment	15.3%	15.3%	16.9%	47.5%
Finding a job that allows me to work part-time	20.3%	10.2%	6.8%	37.3%
Finding a job with the benefits I desire	10.2%	10.2%	11.9%	32.2%
Finding a job that allows me to work from home	11.9%	8.5%	10.2%	30.5%
Finding a job of equal or greater responsibility than I had before	3.4%	3.4%	10.2%	16.9%
Finding a job that offers childcare assistance	0.0%	3.4%	3.4%	6.8%

Do you have children living in your home? (check all that apply)

answer options	Response Percent
None	10.41%
Children under 5 years old	46.80%
Elementary children	37.42%
Middle school children	17.94%
High school or older	22.16%

What is your highest level of education?

answer options	Response Percent
Advanced degree	18.87%
Bachelors degree	34.02%
Associates degree	20.31%
Trade certification	12.27%
High school degree	14.02%
Did not complete high school	0.52%

Where do you live?

answer options	Response Percent
Charlotte area of NC	62.89%
Triad area of NC	5.26%
Triangle area of NC	22.27%
Other area in NC	4.12%
Outside of NC	5.46%