

Family-Friendly Workplace: Updating Policies to Support Employee Needs

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The Children's Movement
of Florida



Update policies to promote a family friendly work environment

Develop or strengthen family-friendly policies— time to update written policies to support employee recruitment and retention. For example, employers can review their employee handbook to identify options for consideration that better support employees. Predictable schedules, remote work options, child care subsidies, or paid family leave can all improve workforce productivity and retention – part of the future of work in a post-pandemic workplace.

Paid Family Leave	Child Care Help and Support	Breastfeeding/ Lactation Support	Health Care Access	Flexible and Predictable Schedules
<p>Employers can guarantee at least 12 weeks of paid leave to new mothers, fathers, and caregivers. Additionally providing paid family leave to those who have newly adopted or fostered children.</p> <p>Providing paid leave allows for families to bond with their new children and care for personal or family needs. Additionally paid leave increases productivity and retention in the long-term.</p>	<p>If your local Early Learning Coalition participates in Florida's Child Care Executive Partnership (CCEP), enroll in the program to provide assistance or encourage employees to apply.</p> <p>Providing child care services can reduce absenteeism and turnover, aid in recruitment and retention, and increase employee productivity.</p>	<p>Employers can support lactation by providing a private office or room for mothers, allowing flexible breaks, educating the workplace, and supporting new parents.</p> <p>This creates an environment conducive to motherhood, reduces workplace interruptions, and increases employee efficiency for mothers who are breastfeeding.</p>	<p>Employers can offer health insurance coverage that includes affordable options for employees' children.</p> <p>Employers that do not offer health insurance can raise visibility among employees about the HealthCare.Gov exchange where employees can select affordable health care coverage.</p>	<p>Employers can provide flexibility to work remotely, outside of 'business hours,' and set schedules in advance to better enable families with children to manage work and family (including scheduling reliable child care). National polls show that nearly 30% of employees receive 2 weeks or less advance notice of their work schedule.</p> <p>Time flexibility allows employees to balance both family responsibilities and work.</p>

Supporting Families

Did you know?

According to a survey by the Florida Chamber of Commerce, 50% of employers have no policies in place to help their working parents balance their lives in these uncertain times. An additional 11% was unsure if they had such policies in place. Yet, 87% of businesses say that their employees are negatively affected by the childcare crisis brought on by the pandemic. What can your business do to better support its families?

Steps to Updating Employer Policies

Lay the Groundwork for Policy Changes

- Start the Conversation
- Determine goals and changes
- Communicate with leadership
- Focus group

For more information: [Early Matters Great Austin Family Friendly](#)

Determine your Goal

- Family-Friendly policies are going to be sustainable if they are part of the workplace business strategy.
- Family friendly policies must include employee recruitment, retention and engagement.
- Determine which business goal or goals you want to focus on to support family friendly policies in your business.

Pull your Team together

- Create a description of each team member's role from different departments.
- The team needs to feel confident that this is a continuous platform where they can voice their ideas.

Complete an assessment

- Undertake an assessment where employees and employers can take a brief survey to indicate the measure of "family-friendliness" in the workplace.
- Target resources that will help create family-friendly policies.

Understand Employee Needs

- Employee surveys are useful to understand employee needs.
- Data can be helpful to identifying targeted strategies.
- Prioritize issues and research possible Solutions

Draft Principles to Guide a Plan

- Draft principles to guide the creation or expansion of family friendly policies.
- Create a Plan
- Create a timeline on when these steps are going to be accomplished
- Cost/impact grid- helps organized thoughts
- Depending on the policy- a pilot phase might be important

Be a Great Place for Families to Work

- The [ROI](#) on family friendly policies
- [4 Policies that Support a Family Friendly Workplace Culture](#)
- [Great Place to Work's Best Workplaces for Parents™ 2020](#)

Develop a Communications Plan

- Engage all stakeholders in a conversation
- The best ambassadors/recruiters are current employees!

Plan for Ongoing Evaluations

- Monitor the impact
- Set before and after measurements on the implementation of the policy (metrics)
- Collaborate with others
- Search out benchmarks
- Do qualitative study- interview employees on their sentiments towards the policy

Support Implementation

- Ground your policy
- Provide staff and management with support
- Create a safe culture
- Employee training
- Train managers
- Plan ongoing surveys to have a continuous feedback loop