



FAMILY-FRIENDLY POLICIES & PRACTICES

Getting Started

There are many changes--big and small--you can make to better support employees and families. Below are a few ideas to help you get started.

Information

- Celebrate new families by providing a children's book and/or information about early childhood education and brain-building to new parents.
- Host a "lunch and learn" with a local leader in early childhood education to educate employees and start the conversation in your workplace.

Flexibility & Predictability

- We can pretend we don't have families when we come to work, but if we instead prepare for what may come up, we'll have a happier and more productive workplace.
- Options like telecommunicating, flexible work hours and advanced notice of shift scheduling can all make a big difference.

Paid Leave

- In Florida, 67% of children live in households where all parents work. Across the U.S. workforce, 80% of employees are also parents.
- Whether your company can offer a couple of weeks of vacation or personal time, a few days of sick leave, or 6+ weeks of parental leave, allowing paid time off for employees to care for themselves and their families increases worker productivity and morale and cultivates higher levels of loyalty and retention.

Childcare Support

- Unscheduled absenteeism costs employers \$3,600 a year for each hourly worker and \$2,650 for each salaried employee. Childcare breakdowns are a cause of absences for nearly 50% of families.
- Companies can partner with local childcare centers to subsidize the cost of care, or offer onsite childcare if feasible. Assistance for arranging back-up emergency care when kids cannot go to school as planned also gives employees a boost.

In addition to these suggestions, businesses also support families through their community investments, and by offering competitive wages, health benefits, and a supportive culture.