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.

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