

Presentation Title	Place in Schedule
<p>An Assessment for Family-Friendly Workplace Best Practices: Implementation, Outcomes, and Lessons Learned</p>	<p>Concurrent Session 4.5 <i>Day 3 – Thursday May 10th, 2018 1:15 – 2:30pm</i></p>
Description of Presentation	Presenter Name(s) And Credentials
<p>Statement of the Problem One of the greatest demands a small business faces is creating an environment that supports employees and their families. Flex-time, accommodating new and nursing mothers, and parental leave are all part of an on-going conversation about improving employee health, safety and well-being through supportive work environments. Addressing the demands of work and family will be a benchmark of successful for businesses in the next generation.</p> <p>Approach Health Links™, EPIC (Executives Partnering to Invest in Children), and Colorado’s Department of Public Health and Environment (CDPHE) formed a strategic alliance to lead Colorado’s conversation about the family-friendly workplace. This alliance launched an initiative to understand and strengthen family-friendly employment practices. Health Links and EPIC convened an advisory group of stakeholders from business, public health, and government to identify evidence-informed best practices to develop the Family-Friendly Workplace Assessment (FF+). The FF+ builds upon the standard Health Links Assessment which gauges workplace health, safety, and well-being.</p> <p>Program Description The FF+ Assessment measures four domains: 1) Benefits & Leave, 2) Flexibility, 3) New Families, and 4) Communication, Education & Training. Based on responses to the individual items, each business is assigned a score ranging from 1-100 and categorized into FF+ (1-50), FF++ (51-75), and FF+++ (76-100). Tiers range from the low end where workplaces have the opportunity to improve existing practices to the high end, where leaders can serve as models for their community. After completion of the FF+</p>	<p>Michelle Haan, MPH <i>Center for Health, Work & Environment</i></p>
	<p>Carol Brown, PhD <i>Center for Health, Work & Environment</i></p>
	<p>David Shapiro, BA <i>EPIC (Executives Partnering in Children)</i></p>

Assessment, businesses receive an impact card highlighting their score in each domain and are directed to resources to take the next step for improving FF+ policies and practices. Businesses of any size benefit from utilizing the assessment to strengthen family-friendly policies and accommodations.

Participants

To date, we have data from 33 business who have completed the FF+ Assessment. Businesses came from a variety of sectors: non-profits (42%), public sector (23%), private sector (21%), and government (14%).

Results

The average score on the Assessment was 55 (out of 100). The top motivations behind creating family friendly benefits were to increase employee morale (79%) and increase health outcomes (74%). Across the 4 assessment categories, the highest average scores as a percentage of points possible were: 1) New Families (62%), 2) Flexibility (59%), 3) Communication, Education & Training (51%), and 4) Policies & Benefits (51%). Within each of those categories, the most common practices included healthcare and paid leave (Policy & Benefits), time off for medical/personal appointments (Flexibility), breastfeeding accommodations (New Families), and training for health benefits and FMLA during on-boarding (Communication, Education & Training). Finally, businesses agreed that they encouraged employees to utilize benefits (Mean = 3.87/4.00), but rated management's role in this process lower (Mean = 2.95/4.00).

Practical Implications

Employers are building family friendly workplaces to help ensure their employees can thrive. There is room for improvement, including a focus on both Communication, Education & Training and Policies & Benefits. Additionally, management from all levels should demonstrate support for family friendly benefits by encouraging employees to utilize them, as well as through self-utilization.