An Assessment for Family-Friendly Workplace Best Practices: Implementation, Outcomes and Lessons Learned

May 10, 2018
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Who We Are

The Center for Health, Work & Environment is one of six Centers of Excellence for Total Worker Health® and houses the Mountain and Plains Education and Research Center, one of 18 centers of its kind supported by the National Institute for Occupational Safety and Health (NIOSH).

Acknowledgements: David Shapiro (EPIC), Emily Gordon, Liliana Tenney, Lee Newman, Essentials for Early Childhood, Health Links Team, & Family Friendly Workgroup Participants

We have no conflicts of interest to report.
Partnership

A signature program within the Center for Health, Work & Environment at the Colorado School of Public Health collaborating with employers to build a culture of health and safety in the workplace through assessment, expert advising, and Healthy Business Certification.

A coalition of business leaders, nonprofits, and foundations committed to making early childhood care, education, health, and parenting the top priority for public and private investment in Colorado.
Overview

• Introduction and background
• Creating the family-friendly assessment
• Results
• Lessons learned
• Next steps
Why Family-Friendly Workplaces?

- Impacts a multi-generational workforce
- Impacts employee health – physical, emotional/mental
- Family-friendly workplaces are associated with:
  - Increased employee retention
  - Improved quality of work-life
  - Strengthened recruitment
- Creates an environment for happier and healthier employees
Goal of Family-Friendly Collaboration

To create an assessment & toolkit that can be used by employers to examine family-friendly workplace policies and practices.
Process

1. Build Family-Friendly Workgroup
2. Conduct focus groups
3. Create pilot assessment
4. Gather feedback
5. Create Family-Friendly Toolkit
6. Launch FF+ Assessment in Colorado
Key Findings from Focus-Group

• A family-friendly workplace must be:
  • Flexible
  • Inclusive
  • Meet family needs (family is first, prioritized, recognized)
  • Includes benefits/policies/practices
  • Is part of culture/environment

• The assessment must:
  • Be educational
  • Assess workplace culture
  • Identify needs
  • Provide recognition
  • Take minimum time to complete
Defining “Family” in the Workplace

A family-friendly workplace is one that achieves a culture of wellbeing that supports individuals in all stages of life to thrive in their work, in their homes, and in their communities.
Results – Participating Businesses

- Data from 44 businesses who have completed the FF+, representing a total of 72,481 employees (49,962 FT)

- Average business size is 1,136 full-time employees (median = 142 FT)
Motivation to Create Family Friendly Benefits

- Improve Morale: 91%
- Improve Retention: 84%
- Improve Health Outcomes: 64%
- Improve Recruitment: 64%
- Increase Productivity: 64%
- Reduce Stress: 64%
- Balance Work-Family Demands: 61%
FF+ Assessment: Scoring

Average Total Score = 57.5
Scoring – Family Friendly Domains

- New Parents: 64%
- Flexibility: 63%
- Communication, Education & Training: 52%
- Policies & Benefits: 52%
Benefits & Leave

- 96% of salaried employees
- 84% of hourly employees
- 80% of dependents

- Most commonly offered is healthcare (96%)

- 84% offer FMLA leave, including 50% of those businesses under 50 employees

- Other common benefits:
  - Shorter leave (73%)
  - STD (45%)
  - LTD (76%)
  - Bereavement (78%)
62% of businesses have a written policy for flex-time.

Most common:
- Medical/personal appts (96%)
- Emergencies (91%)
- School meetings (80%)

87% evaluate flexibility based on nature of job.
96% of organizations provided at least one accommodation for new and nursing mothers
• Most common were break time for expressing milk (93%) and functional space for the same (93%)
• 89% provide modified duty for expecting mothers
• 57% offered bonding time for new parents
Results – Summary

• Organizations have the motivation to implement FF+ policies and practices

• Organizations have some elements of FF+ workplaces

• Still plenty of room for improvement
  • Communication, Education & Training
  • Policies & Benefits
Lessons Learned

• Helped open the conversation around FF+ equity
• Businesses must focus on internal change first
• Employers want to create a place where employees can thrive
• Complicating the term “family” is important
• The assessment is the best way for capturing FF+ information to increase the competitive field.
• There is a perceived barrier that creating a FF+ workplace is expensive
Next Steps

• Continue FF+ Outreach to get more businesses to complete the assessment
  • Provides more stories to share
  • More evidence-based practices to highlight
  • More recognition around the importance of creating workplaces for all employees to thrive
• Providing more education to help overcome the perceived cost barrier
• Revise assessment to incorporate a broader definition of family
Questions?
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