

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

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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).

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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

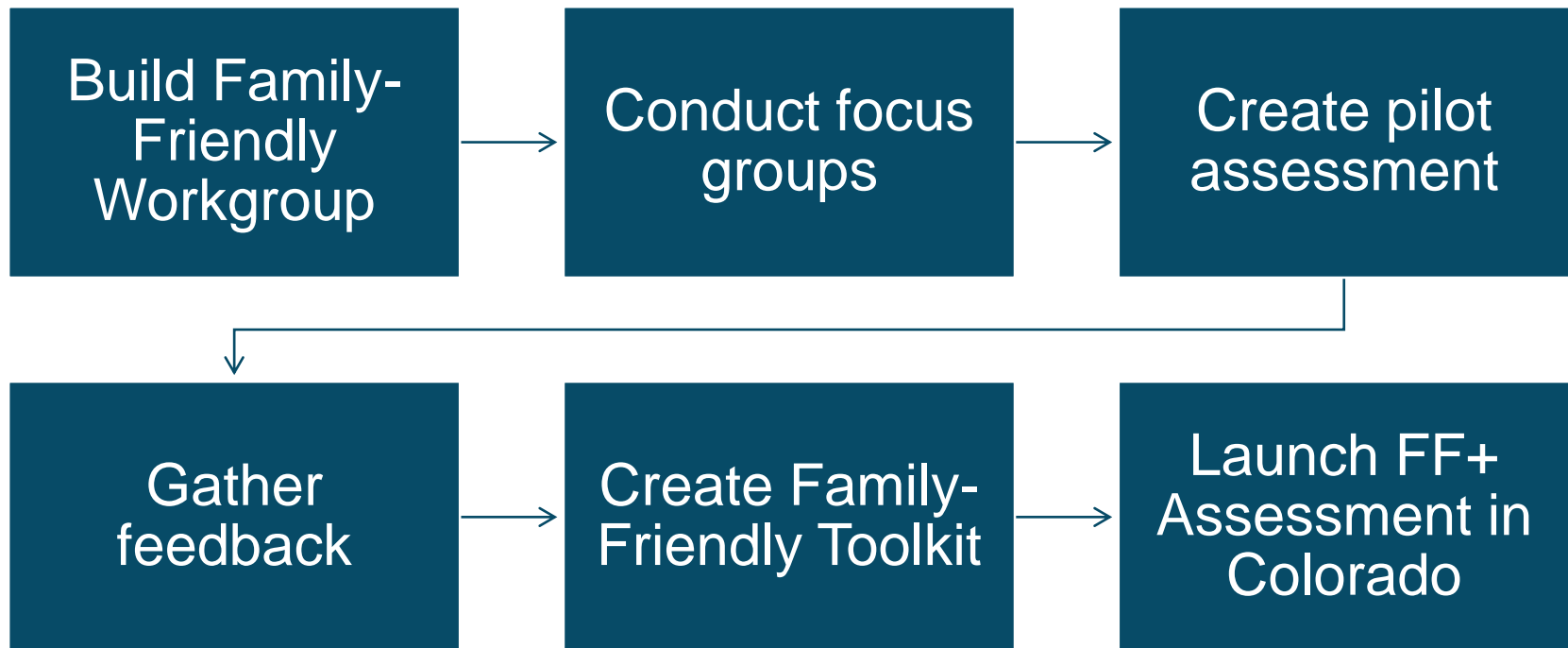


Goal of Family-Friendly Collaboration

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



Process



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. ”



Final FF+ Assessment



Benefits &
Leave



Flexibility



New Families



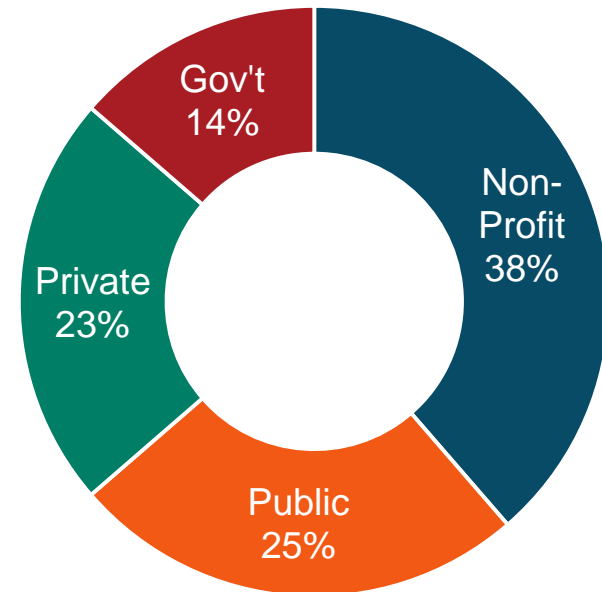
Communication,
Education &
Training



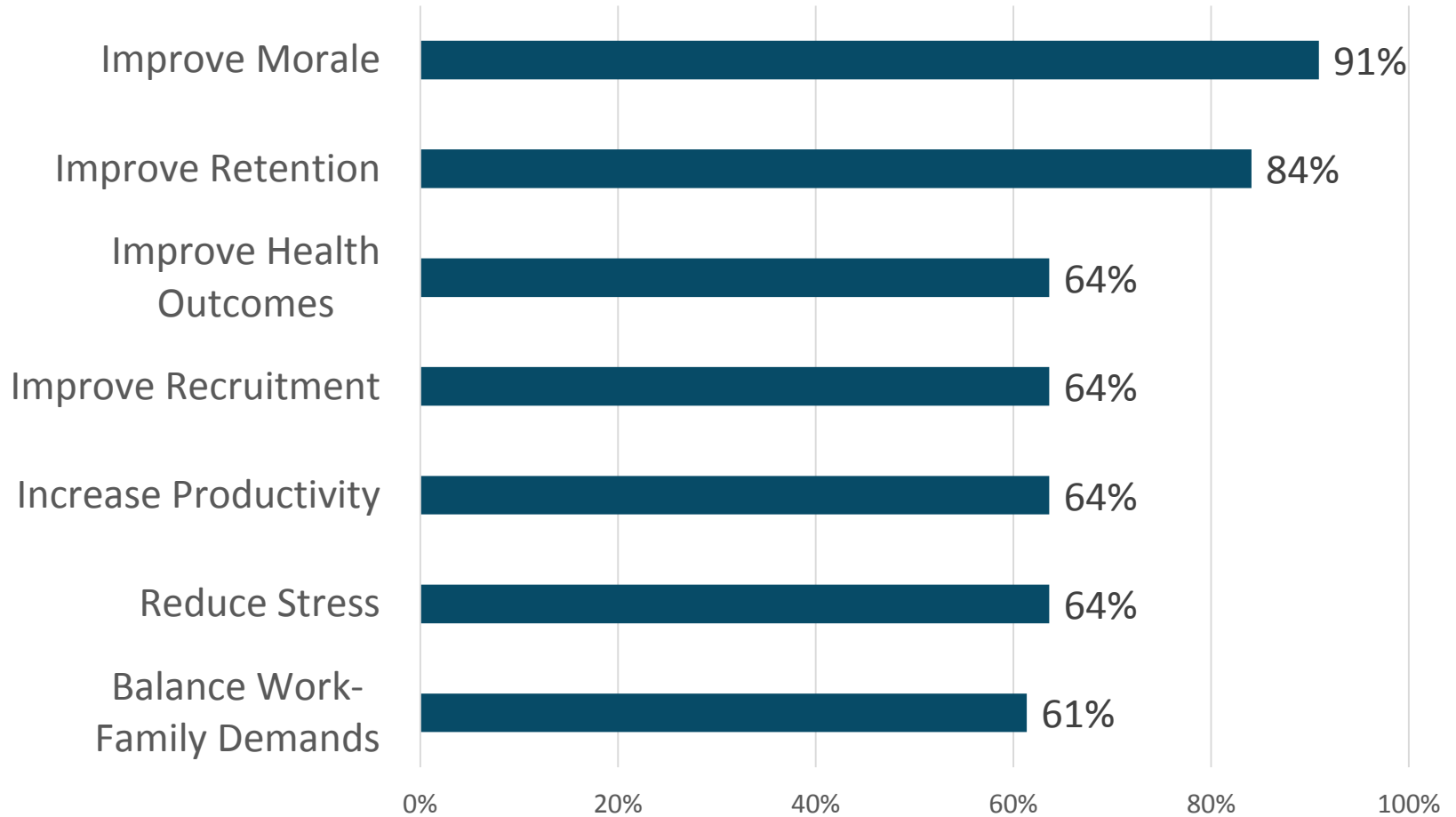
Results – Participating Businesses

- 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)

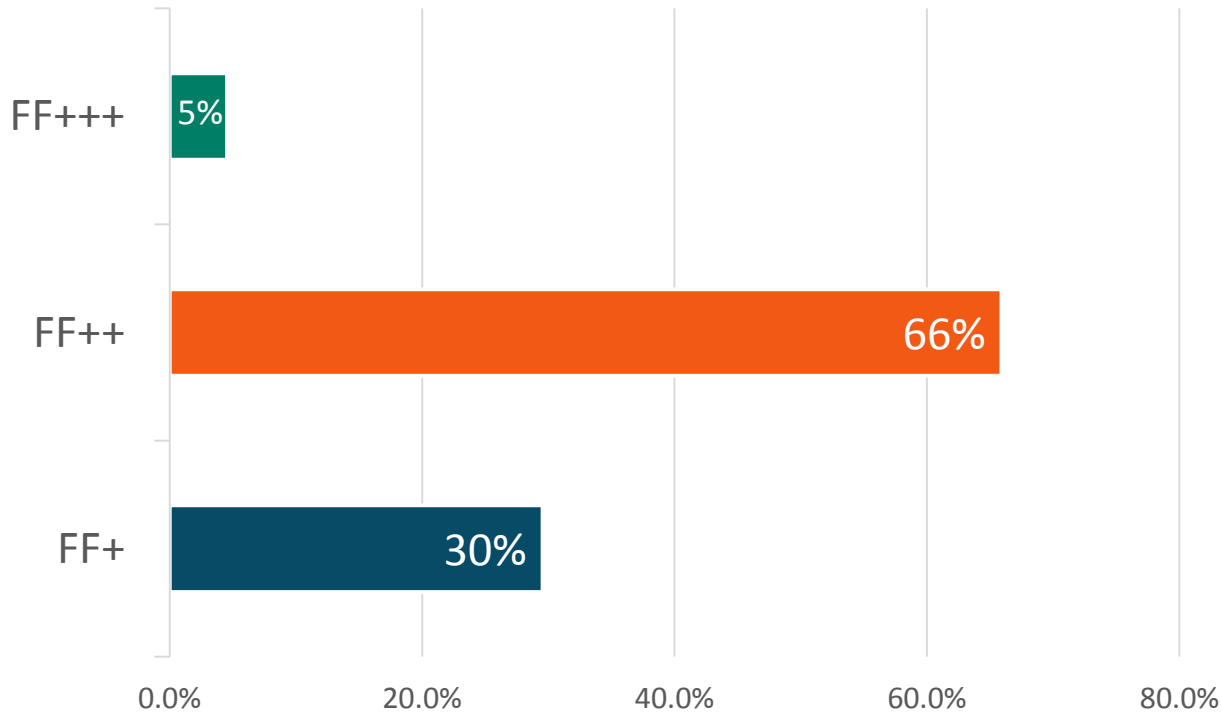
Organizations by Sector



Motivation to Create Family Friendly Benefits

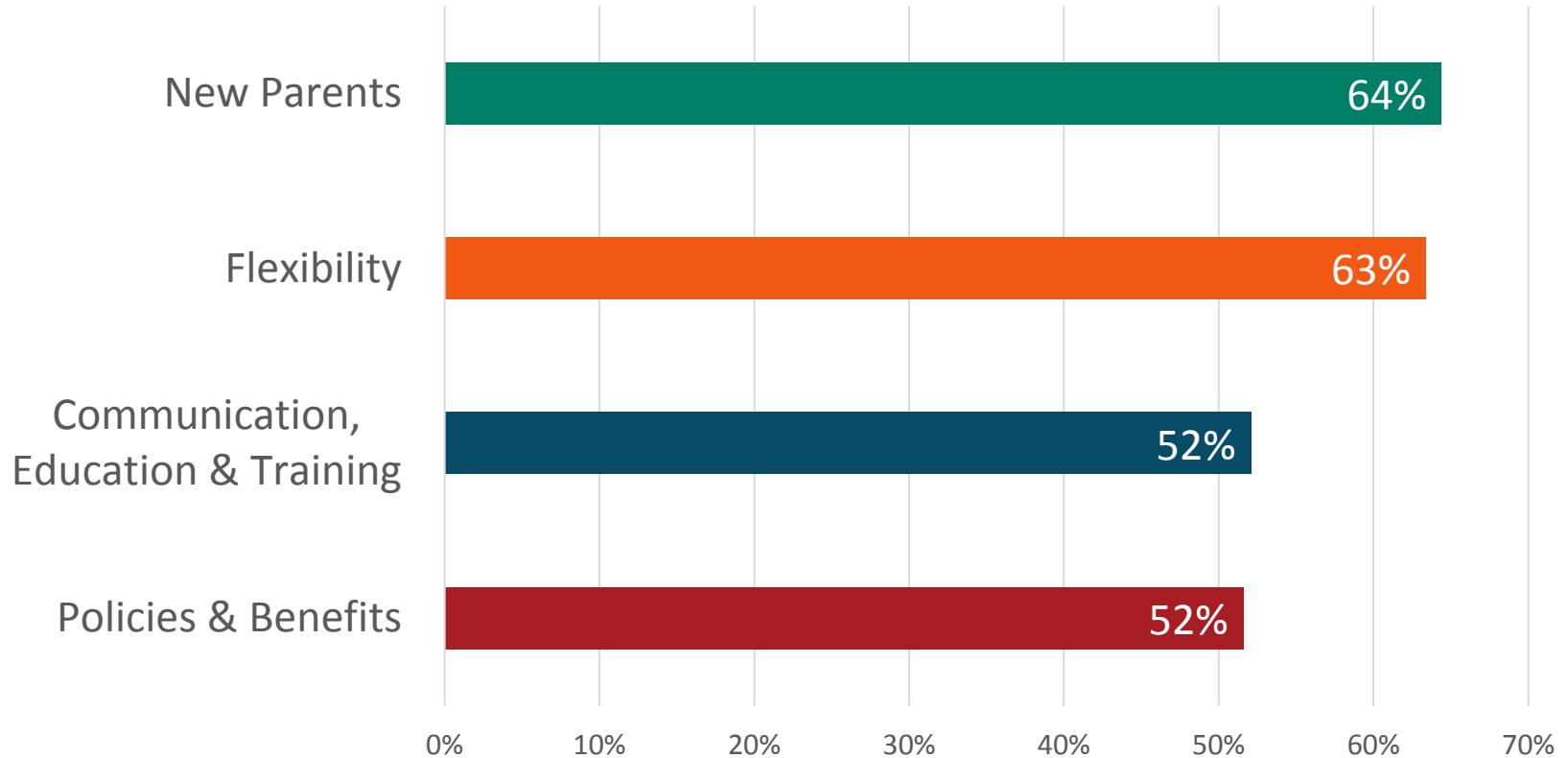


FF+ Assessment: Scoring



Average Total Score = 57.5

Scoring – Family Friendly Domains





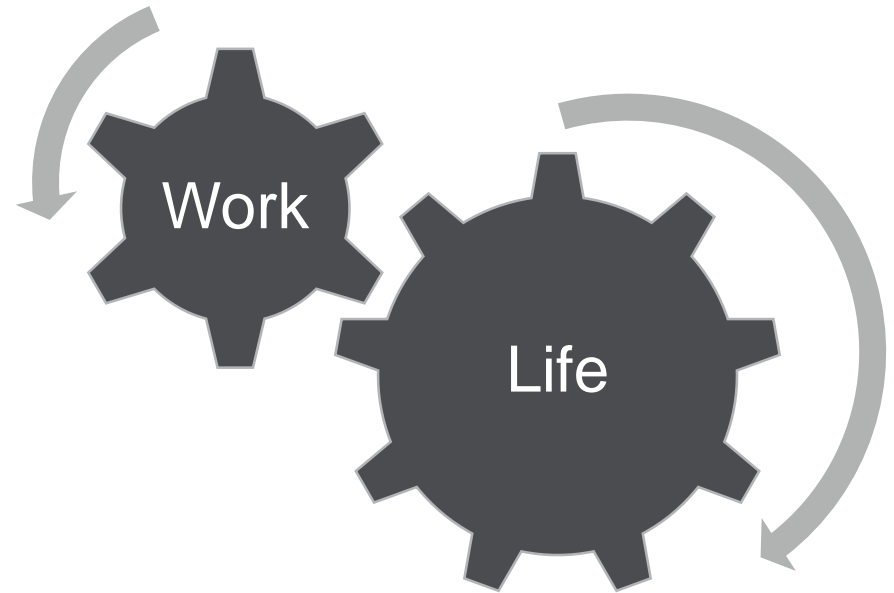
Benefits & Leave

- 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%)



Flexibility

- 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





New Families

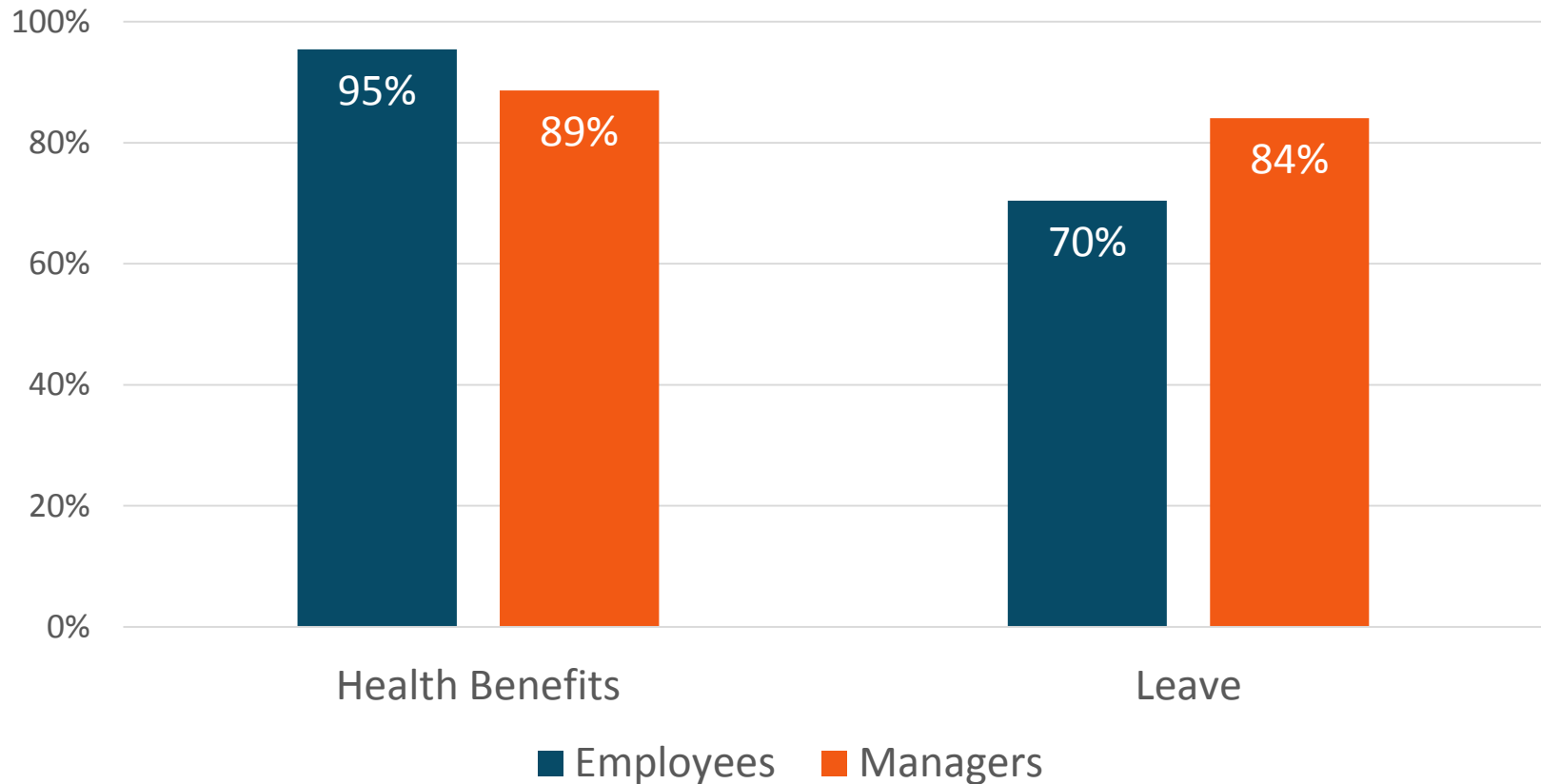
- 96% of organizations provided at least one accommodation for new and nursing mothers
 - Most common were break time for expressing milk (93%) and functional space for the same (93%)
- 89% provide modified duty for expecting mothers
- 57% offered bonding time for new parents





Communication, Education & Training

Training for Employees and Managers



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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