



AdaptivaHR
helping businesses & people thrive
formerly Thrive, LLC

SUPPORTING REMOTE EMPLOYEES:

Balancing Family and Work



The Family-Friendly Workplace



What's happened?

- Families have needed to adjust to sudden changes between work and caring for their children or household relatives
- Workplaces are still adjusting to new regulations
- Schedules and responsibilities for parents have shifted to taking on homeschooling, working from home, or dealing with loss of income
- Businesses have needed to shift priorities for employees at all levels of an organization



The Family-Friendly Workplace



How Are Businesses Coping?

- Workplaces are forced to be reactive instead of proactive, such as developing policies after government mandates have been posted
- More flexibility in schedules are a result of shifting priorities and workloads
- The lines are blurred between personal life and work life at a higher level
- Challenges to recruiting & retention
- Trimming of morale/team building/training events and activities



The Family-Friendly Workplace



What Can Organizations Do?

- Collaboration with employees to figure out sensible solutions
- Communicate resources frequently, such as an EAP service, webinars provided, safe activities for families to participate in
- Examine appropriate staffing levels and cross-training
- Clear minimal expectations
- Re-imagining the workday
- Assessing more robust family friendly benefits and how they can fit in, such as a childcare stipend or a flexible spending account
- Supporting programs - “Family Zoom Camp”



Materials and Resources to Support Employees



We have created materials for businesses who are ready to take internal action to support their employees' child care needs.

Child Care Benefits:

- [Business + Child Care HR Pilot](#)
- [Child Care Benefits Resource Guide](#)

Business Profiles:

- [Casella Waste Systems](#)
- [The Alchemist](#)
- [Seventh Generation](#)
- [Bolton Valley Resort](#)

CREATE CHILD CARE BENEFITS THAT WORK

Investing in high-quality child care is good for your employees, your business, and Vermont's economy.

| WHY? | HOW? |
|---|--|
| <p>Improve Recruitment + Retention: When you support your employees' child care needs, you retain valuable staff, recruit new employees, and reduce absenteeism and turnover.</p> <p>Build Loyalty + Happiness: When employees can afford and rely on high-quality child care, their stress decreases and they are able to focus on their work.</p> <p>Help Your Community + Vermont: Increasing access to high-quality child care will attract young families to the state and invite parents back to the workforce who left to care for children.</p> <p>Build the Next Generation of Employees: High-quality child care helps children gain the cognitive, social, and emotional skills necessary to become strong community members and talented employees in the future.</p> | <p>Family-Friendly Culture + Flexibility:</p> <ul style="list-style-type: none">• Foster a culture where leadership talks about and supports employees' child care needs• Provide information to your employees about how to find high-quality child care• Offer flexible schedules through core hours, compressed time, job sharing, or telecommuting• Offer child-friendly space for school closures or other short-term emergencies• Allow for maximum flexibility with how paid time-off is used• Include a Babies-at-Work Policy <p>Scholarships + Financial Support:</p> <ul style="list-style-type: none">• Offer a Flexible Spending Account (FSA) for dependent care• Establish a scholarship to help employees afford care <p>Investment + Partnership with Programs:</p> <ul style="list-style-type: none">• Offer in-kind or capital support to a child care program in exchange for spots for your employees• Support an on-site child care center on your campus |

FIND OUT HOW WE CAN HELP YOU SUPPORT YOUR EMPLOYEES AND YOUR BUSINESS TODAY.

Emily Blistein, Director of Business Strategy
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CHILD CARE BENEFITS & PRACTICES to Support Your Employees During COVID-19

You knew child care was a challenge for your employees before COVID-19. Though this pandemic has intensified that challenge, it has also offered an opportunity to rethink how your employees work and how you can support them. Below is an overview of the new child care landscape, and benefits and practices that can help your employees get to work.

| HOW DID COVID-19 IMPACT CHILD CARE? | HOW CAN YOU HELP? |
|---|--|
| <p>Family, friend, or neighbor child care may be unavailable due to safety precautions. Many families rely on this support for regular or back-up child care.</p> <p>Some child care programs have delayed re-opening or have closed permanently. Your employee may not have access to their regular program or their regular hours. It was already hard to find child care. Now it's even more challenging.</p> <p>New health and safety requirements are in place for child care programs. These requirements may increase the time it takes for employees to drop-off and pick-up their children, and may also mean that employees must remain home more often if their child shows ANY symptoms of illness.</p> <p>Families may still need to pay for child care to hold their spot even if they are not using it or the child care program has paused.</p> <p>Child care programs are facing increased financial insecurity due to new health and safety regulations and uncertainty in enrollment. This may mean that families may experience an increase in child care tuition in the near future.</p> | <p>Allow maximum flexibility with employees' schedules, time-off, and work-from-home policies.</p> <p>Survey your employees to assess their new child care needs and challenges.</p> <p>Create internal HR resources to help employees understand the new health and safety guidance, share resources about open child care slots, and understand the financial benefits that may be available.</p> <p>Offer a Flexible Spending Account for Dependent Care if families have children in care. Be aware that FSADC dollars may not be used if parents are not using care.</p> <p>Establish a scholarship to help employees afford child care or hold their slot.</p> <p>Consider re-investing budget savings due to COVID-19 (travel, events, staff retreats) to support your employees' child care and family needs so that they can get back to work.</p> <p>Consider investments and partnerships with local child care programs.</p> |

We are available to work with you individually to support your business and your employees' child care needs. ASK US HOW WE CAN HELP.

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A Roadmap to Family-Friendly Benefits & Practices



ASSESS

Survey and focus groups to identify needs

DEVELOP

Tailor benefits and practices to the needs of your workforce and business

LAUNCH

Implement new benefits and support employee adaptation

EVALUATE

What is working well and what might need to change?

INVEST

Share your successes and become a champion for high-quality affordable child care!

HR Pilot Case Study: Brattleboro Savings & Loan



As a mutual bank, our first duty of care is to our employees. I have seen firsthand the challenges our employees face due to lack of access to affordable child care. It causes them incredible stress and impacts our ability to staff existing positions and to recruit for open ones. **We know that our business and our state's economic future depend on child care.**

Dan Yates, President & CEO

Organization: Brattleboro Savings & Loan

Industry: Financial Services

of Employees: 56

Location: Brattleboro & surrounding area

Child Care Benefit:

- Administration of a Flexible Spending Account for qualifying dependent care expenses
- Flexible schedules for back of office employees whenever possible
- For front of office employees with less flexible schedules, creation of a “floating teller” position to help accommodate child care drop-off/pick-up times and short-term emergencies
- Dedicated and secure nursing/pumping room available to employees and customers

Become a Champion for Child Care



- Write an op-ed about the importance of investing in high-quality child care
- Testify (virtually) at the State House
- Participate in other public speaking opportunities
- Work with LGK to profile your business
- Offer peer-to-peer support to other businesses
- Join an Action Team
- Share info about LGK with employees

LetsGrowKids.org/Business



Child care is a crucial issue for our workforce. When our employees' child care needs are met, we strengthen our own business and we create a legacy of change for Vermont.

MICHAEL SEAVER
People's United Bank



YOUR QUESTIONS





Casella Waste Systems



Resources from this workshop:

- www.LetsGrowKids.org/Business
- www.LetsGrowKids.org/create-child-care-benefits
- www.AdaptivaHR.com

Additional resources to support families:

- www.LetsGrowKids.org/Coronavirus
- www.LetsGrowKids.org/Anti-Racism-Resources

THANK YOU!