

Family Supportive Workplaces

Parents and caregivers are a critical part of the labor force. Employers with family supportive work cultures are not only better able to recruit and retain diverse talent, they stand to gain significant advantages in positive branding and overall workforce retention, productivity, and growth.

Here are some ways that your organization can create a family supportive work environment.



GET STARTED

Share family-supportive policies and resources

- Highlight resources and policies when presenting job offers, during the onboarding process, and in all-staff communications like monthly newsletters.
- Create a supplemental section in the Employee Handbook, internal website, and other HR tools where both internal and external family supportive resources are listed together.
- Promote resources early and often to build awareness and connect employees to support as their circumstances change.
- Train managers and mentors to connect employees to support resources at critical times.

Provide safety and support for employees who are pregnant or nursing

For employees who are pregnant:

- Provide space and time for employees to rest from standing.
- Offer lateral position moves that allow for necessary accommodations.
- Expand bereavement leave to include pregnancy loss.

For employees who are nursing:

- Designate a quiet, private room that nursing employees can use to express milk. Make the room comfortable and inviting.
- Ensure milk can be safely refrigerated and stored.
- Offer breastmilk shipping, lactation support, and other related benefits through a service provider.

Update hiring policies and practices

Make it easier to coordinate child care.

- Offer virtual interviews, even for in-person positions.
- Ensure that all interviews start and end on-time.
- Schedule interviews a week or more in advance and offer a variety of date and time options.

Increase equity through best practices.

- Remove explicit and implicit penalties for lapses in work history.
- Remove salary history questions.
- Provide a listed salary range.
- Actively recruit job seekers from public workforce programs.

The Child Care and Family Resource List, found on the Partner4Work website, provides a short list of local support resources that can be shared with employees.

Avoid asking or making assumptions about an employee's parental status. Instead, promote policies, practices, and resources widely to all staff.

DIVE IN DEEPER

Design workplace policies and practices with child care and family realities in mind.

This could include flexible scheduling, paid leave, dependent care pre-tax accounts, parent affinity groups, and more.

Support parent employees in accessing primary and back-up child care options.

This could include partnering with child care providers to offer reduced rate care, revising time off policies to allow for sick child and dependent care, and more.

Build a family-supportive culture through inclusive staff retreats, holiday parties, and other special events.

Plan events during normal work hours, enabling staff to use their existing child care. For events during other times, offer free child care options or plan certain events to be family friendly.

EMPLOYER SPOTLIGHT



Pittsburgh International Airport (PIT)

At Pittsburgh International Airport, equal access to opportunity is a core principle driven into every action we take and decision we make. To stand behind our word, we have broken down barriers to entry that have historically impeded women, people of color, and those experiencing economic insecurity in our region – empowering them to rejoin or transform their position in the workforce.

Allegheny County Airport Authority will open an on-site childcare center in Spring 2023 to support the workforce development of our campus. Our childcare center is designed to better serve our workforce, including those children of workers involved in the building of our Terminal Modernization Program. The ambitious new terminal project is already underway and is scheduled to open in 2025. Additionally, we have enhanced parental leave, accommodations for nursing mothers, and flexible work environment to further support families.

Partner4Work is here to assist local employers interested in adopting family supportive workplace practices.

For more information or to start collaborating, contact Bonny Yeager, Manager of Industry Solutions at byeager@partner4work.org or 412-745-0269.