Who We Are

The Center for Health, Work & Environment

❖ Center of Excellence for Total Worker Health®
   One of six in the U.S.

❖ Includes the Mountain & Plains Education & Research Center
   One of eighteen in the U.S.

❖ Supported by NIOSH
   National Institute for Occupational Safety & Health
Partners

HEALTH LINKS

A not-for-profit, mentoring program within the Center for Health, Work & Environment at the Colorado School of Public Health.

Health Links collaborates with employers to build a culture of health, safety and well-being in the workplace through assessment, advising, and recognition.

EPIC

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 & Background
The Assessment  FF+
Results & Lessons Learned
Next steps
Need for Family-Friendly Workplaces?

The Modern Workforce
- 4 generations at work
- Employees as caregivers
- Millennials & Baby-Boomers

The Modern Family
- Complex demands from work
- Single-parents, dual-income, gender norms
- 250,000 children under age 6 have all available parents in the workforce 2018 KIDS COUNT in Colorado
Why Family-Friendly Workplaces?

Return on Investment Principles
- Attract top talent
- Retain skilled employees
- Compete for awards & recognition

Value on Investment Principles
- Connect to communities
- Improve work-life effectiveness
- Increase employee satisfaction
Workgroup Goal

Create a brief assessment and resource guide (toolkit) that can be used by employers to understand and promote family-friendly workplace policies and practices.
Process

1. Build Family-Friendly Workgroup
2. Conduct focus groups
3. Create pilot assessment
4. Gather feedback
6. Launch Family-Friendly Workplace Assessment FF+
Focus Group: Key Findings

Family-Friendly Workplace benchmarks:
- Flexible
- Inclusive
- Meet family needs (family is first, prioritized, recognized)
- Includes benefits/policies/practices
- Is part of culture/environment

Family-Friendly Workplace Assessment:
- Educational and informative
- Assess workplace culture
- Identify needs
- Provide recognition
- Take minimum time to complete
Definition

"A family-friendly workplace is one that achieves a culture of well-being that supports individuals in all stages of life to thrive in their work, in their homes, and in their communities.\"
FAMILY-FRIENDLY WORKPLACE TOOLKIT

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Family-Friendly Workplace Assessment FF+

Benchmarking Tool
- Aligned with Family-Friendly Workplace Toolkit
- Online Survey
- Available to download & print
- Provides baseline metrics
- Customized Report Card
- Approx. 20 minutes to complete

*Requires good understanding of benefits, policies, and practices
FF+ Year 1: March 2017-2018

44 employers completed FF+
  48% for-profit (public / private)
  52% government / non-profit

72,481 employees represented
  49,962 full-time

Average employer size
  1,136 full-time employees
  142 full-time employees median
Employer Motivation

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

**FF+**
Opportunity to learn more and incorporate best practices to become a more family-friendly workplace
1-50

**FF++**
Dedicated to being a family-friendly workplace and working to become leaders in employer best practices
51-75

**FF+++**
Family-friendly workplace leaders; serving as mentors and role models for other businesses and the community
76-100
Scoring Average: Total Score

Average Total Score = 57.5
FF+ Benchmarks

Benefits & Leave
Flexibility
Caregivers
Communication, Education & Training
Scoring Average: Benchmarks

- Caregivers: 64%
- Flexibility: 63%
- Communication, Education & Training: 52%
- Benefits & Leave: 52%
Caregivers

96%  At least one accommodation for new and nursing mothers

most common
93%  Break time for expressing milk
93%  Functional space for expressing

89%  Modified duty for new and expecting mothers

57%  Paid bonding time for new parents

New Parents
Caregivers

Breastfeeding
Lactation rooms, nursing-friendly policies/practices

Financial Planning
529 Accounts

Parenting
Coaches, mentors, support groups

Self Care
Counseling (mental health, family, spouse)

Sleep Management

Stress Management
Flexibility

62% Have a written policy for flex-time

most common
96% Medical/personal appointments
91% Emergencies
80% School meetings

87% Evaluate flexibility based on nature of the job
Flexibility

Gradual Return
After taking caregiving leave

Short Notice
For emergency or unexpected time off

Job Sharing

Compressed Work Week

Telework

Caregiving
Attend school meetings, match school schedules, school closures
Benefits & Leave

Access to benefits & paid leave

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

Other common benefits

- 78% bereavement leave
- 76% long-term disability
- 73% paid shorter leave
  less than 12 weeks
- 45% short-term disability

96% offered healthcare

most commonly offered benefit

84% offered FMLA leave

- 50% of organizations under 50 employees

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Benefits & Leave

Health Insurance
Dental & Vision Coverage

Paid Leave
PTO, Parental Leave, Sabbatical, Sick Leave, Vacation Leave

Disability Insurance
Short-Term & Long-Term

Employee Assistance Program

Tax-Leveraged Accounts
Dependent Care, Flex Spending, Health Savings

Caregiver Supports
Child Care, Elder Care, Pet Care
Communication, Education & Training

Training for Employees and Managers

- **Health Benefits**
  - Employees: 95%
  - Managers: 89%

- **Leave**
  - Employees: 70%
  - Managers: 84%
Communication, Education & Training

- Type
- Audience
- Frequency
Results: Summary

High motivation to implement family-friendly workplace policies and practices

Some elements of family-friendly workplaces already in place

Opportunities to improve

- Policies & Benefits
- Communication, Education & Training
Lessons Learned

- Broaden the conversation around equity and inclusion
- Complicate the term “family” to include child care, elder care, and pet care
- Focus on internal change before promoting externally
- Public policy impacts such as paid leave, minimum wage, and breastfeeding
- Sharing baseline data and best practices increases competition
- Family-friendly workplaces as “expensive” is a perceived barrier
Next Steps

- **Continue outreach** to encourage more employers to take FF+
  - Build a bank of more stories to share
  - Highlight additional evidence-based best practices
  - Increase recognition of creating workplaces for all employees to thrive

- **Revise assessment** to incorporate a broader definition of family

- **Provide education** to overcome the perceived price barrier
Questions?

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