

YOU CAN HELP:

How employers can support parent workers & early childhood development efforts

Studies show that the following measures increase worker retention, productivity and company profits.

Internal Family-Friendly Policies

Guarantee paid parental leave after the birth or adoption of a child to all employees; distribute and publicize this policy.

Offer “phase back” into a full time work schedule over the course of a year after a birth or adoption.

Promote breastfeeding by creating a quiet, private space for mothers to nurse or pump; create an on-site nursery for infants.

Offer flexible schedules for parents with children under 6; designate a set number of days/months for family needs (doctor’s appointments, errands, school conferences, etc.).

Partner with other businesses or create your own high quality child care center available to all employees.

Conduct internal surveys on the experience of your parent employees.

Host lunchtime programs focused on parent education – bring in speakers on parenting strategies, childhood development and early education.

Offer children’s books and other informational/educational material for parents.

Help parents find child care & other parenting resources; connect them to referral agencies and have community resource brochures & materials available at work.

Broader Initiatives & Community Support

Sponsor community family-friendly events that promote health & education.

Serve on boards of nonprofit child care organizations; lend expertise (financial management, strategic planning, leadership, marketing, etc.) to child care and early learning centers.

Sponsor a community dialogue on early childhood.

Offer in-kind resources; help market child care and early education initiatives.

Write an op-ed championing the issue of investing in early childhood experiences and supporting parent workers.

Host business summits to educate and inspire early childhood champions in your business community.

Talk to legislators about your support for early childhood initiatives and programs.

Raising of America: Early Childhood & the Future of our Nation Screening Committee Members

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