

CASE STUDY



BENEFITS &
COMPENSATION



SCHEDULING
& FLEXIBILITY



PROFESSIONAL
DEVELOPMENT



WORK SUPPORT
& RESOURCES



FINANCIAL
WELLNESS

A CHILD-FRIENDLY WORKPLACE BENEFITS ALL

The large majority of employees at Child & Family Resources are mothers to either school-age children or young infants. For them, arranging child care was a constant stressor. Employees frequently had to use vacation and personal days to cover school closures and half-days. New parents were often forced to choose between much-needed income and spending time with their young infants. The undue stress of balancing ongoing child care needs with work responsibilities had a negative impact on the employees and the organization.

Child & Family Resources intentionally created more flexible, family-friendly child care policies for their entire staff. The following changes, implemented at no cost, have resulted in increased morale, productivity, and retention, as well as peace of mind and financial savings for employees:

Back-up child care option. In the event of school closures, half-day, or other scheduling conflicts (other than illness), staff members can bring children to work for a full or partial day. To limit distractions and negative impacts on productivity, a clear set of guidelines have been established. For example, children can utilize the conference room with access to agency computers where they can do homework, play, or engage in projects. However, these employees must maintain supervision of their children throughout the day so as to limit disruption for other employees.

Support for new parents. Employees in good standing can apply to a special program that allows them to bring their infant(s) under six months to work. This allows for continued bonding and alleviates the additional expense of more formal child care. While saving money, these staff members find they are even more productive. Furthermore, the company saves money by not needing to hire temporary help. This no-cost program is mutually beneficial and has attracted and retained high quality and dedicated staff. [Click here](#) to see sample policy.

ABOUT THE COMPANY

Child & Family Resources, Inc. is a non-profit organization in Morris County, New Jersey. Serving as the state's child care resource and referral organization for Morris County, the organization strives to improve access to quality care. The organization has a \$1.5 million operating budget and about 25 employees.



United Way
of Northern New Jersey