

## WHAT IS PARTNERSHIPS FOR FAMILIES AND CHILDREN?

We are an inclusive group of 16 non-profit and state agencies in Southeast Alaska working collaboratively to promote a seamless web of support services, and to increase broad based community support for young children and their families.



Our vision is that all families with young children will have access to community resources that support the health, growth and development of children. Visit our website to learn more about resources in our community.

[www.southeastfamilies.org](http://www.southeastfamilies.org)

The following agencies are represented at PFC meetings:

EYCS-SEA

Association for the Education of Young Children  
NARE

Aiding Women in Abuse and Rape Emergencies  
Bartlett Beginnings—Bartlett Regional Hospital  
Catholic Community Services

Juneau Family Health & Birth Center

Juneau School District

Juneau Youth Services

Love, INC

Love, In the Name of Christ  
CS

Office of Children's Services

EACH

SEARHC

Southeast Alaska Regional Health Consortium  
ERRC

Southeast Regional Resource Center  
Hingit & Haida Headstart

United Way Southeast Alaska

United States Coast Guard Work/Life Office

## WORK.LIFE.BALANCE.



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**PARTNERSHIPS**  
for Families and Children



## WHAT ARE FAMILY FRIENDLY BUSINESS

*Ways your business can increase commitment and productivity by recognizing employees as part of a family unit.*

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## IMPROVE YOUR BUSINESS—

By investing in Family Friendly Business Practices, a business can increase employee loyalty and morale, and contribute to families raising children who will become better students and citizens. Businesses that provide such practices strengthen their community image, boost recruitment, retain their workforce, gain productivity, and help raise the bar for other businesses.

## EFFECTIVE FAMILY FRIENDLY WORKPLACES GAIN...

- **LOYALTY**—More than twice as many employees express high levels of job engagement and commitment.\*
- **SATISFACTION**—Nine times as many employees express high levels of satisfaction with their jobs.\*
- **LONGEVITY**—Twice as many employees say they are “not at all likely” to seek a new job with another employer within the next year.\*



## PEOPLE MAKE THE DIFFERENCE—

Employers are recognizing that personnel make the critical difference between adequate businesses and exceptional businesses. Employees are increasingly being seen as whole people, with lives outside of work. *Become part of this movement and join others in changing business practices to better our families and community. You can make a difference!*

\*NSCW—National Study of the Changing Workforce. Financially supported by Alfred P. Sloan Foundation, IBM Corporation, Johnson & Johnson, and Motorola.  
\*Effective Workplaces (according to NSCW) provide: flexibility, coworker/supervisor support, job autonomy, learning opportunities, decision-making involvement.

## FLEXIBILITY—

A flexible environment is one of the most important goals of a Family Friendly Business. To be most effective, a flexible workplace meets the needs of both employer and employee. When employers recognize, respect, and encourage balance between home and work life, employees respond by increasing their commitment and level of productivity.

Once achieved, such a workplace can improve business performance and outcomes while at the same time providing an improved quality of life for employees and their families.

*“Research consistently reveals that flexibility is linked to engagement, retention, job satisfaction, and employee well-being.” (NSCW—National Study of the Changing Workforce, 2002)*

## KEEPING AHEAD OF THE CURVE—

A commitment to Family Friendly Business Practices is an essential investment and will take time to perfect. Begin by recognizing family friendly options already provided and highlight such practices to employees. Continue



dedication to families by expanding on these services, and gather insight from employees on their hopes and needs for a healthy work lifestyle. By engaging in these conversations, you have taken the first step in developing a mutually respectful relationship!

## Ways your business can



### Consider Workplace Flexibility:

Options for providing flexibility include setting daily hours within a range of time, enabling time off during the work day to address family matters, allow breaks/lunch when needed, support flexible shifts such as part time, and allow compressed work weeks.

### Offer Child Care Services:

This may include pre-tax deductions for dependent care, referring employees to AEYC-SEA for information about child care openings, supporting on or near site child care programs, and back up emergency child care.

### Offer Family Services:

Offer free lunch-time parenting seminars, become familiar with community resources available to families, welcome children at the workplace, set up a lactation room, provide changing areas in both male/female restrooms, encourage personalization of work stations.

### Provide Direct/Indirect Services:

Does your business provide corporate gifts to community organizations dealing in child care and early learning issues, encourage, support and provide time off for employee involvement/volunteering in child care and school age programs, provide other community outreach services? These are all ways to become more invested in families and the community.