

## Back to School Support for Working Parents

As the summer comes to an end, many working parents are preparing for the back-to-school season. It's a time filled with excitement and anxiety as families balance work commitments with school preparations. As HR leaders, you play a pivotal role in shaping policies that support your working parents. By prioritizing the well-being of employees, offering flexible work arrangements, childcare assistance, and family-friendly policies, you can help your company cultivate a culture of care that benefits both individuals and the organization as a whole.

### Benefits of Supporting Working Parents

Supporting working parents is not only the right thing to do, but also a smart business decision. Here are some of the benefits of providing back to school support for your employees who are working parents:

- **Increased employee engagement and satisfaction:** Working parents who feel supported by their employers are more likely to be loyal, productive, and motivated. They are also less likely to experience burnout, absenteeism, or turnover.
- **Improved organizational culture and reputation:** Supporting working parents demonstrates your commitment to compassion, integrity, and collaboration. It also enhances your reputation as an employer of choice, attracting and retaining top talent.
- **Enhanced business outcomes and innovation:** Supporting working parents fosters a diverse and inclusive workforce, which leads to better decision making, creativity, and problem solving, all while working toward your strategic objectives and goals.

### Best Practices for Supporting Working Parents

Here are some tips and best practices for supporting your working parents during the back-to-school season:

- **Offer flexible work arrangements:** Allow your working parents to adjust their work hours, location, or schedule to accommodate their family needs. For example, you can offer telecommuting, compressed work weeks, or part-time options.
- **Provide childcare assistance:** Provide subsidies, vouchers, or discounts for childcare services, or partner with local childcare providers to offer preferred rates. You could also offer emergency backup care or on-site childcare facilities for your employees.



- Establish family-friendly policies: Review and update your policies to ensure they are family-friendly and supportive of working parents. For example, you can offer paid parental leave, sick leave, or personal days, or allow employees to use their vacation time for family-related matters.
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- Provide resources and tools: Provide your working parents with access to resources and tools that can help them cope with the back-to-school stress. Consider featuring information about the Uprise Health Employee Assistance Program (EAP) on company message boards or other communications.
- Encourage employee wellness: Promote employee wellness and mental health by encouraging your working parents to take care of themselves and seek help when needed.

**It's clear that the role of HR leaders is more crucial than ever in today's dynamic work environment. Your dedication to supporting working parents during the back-to-school season is not just commendable, it's essential for the well-being and productivity of your workforce. The strategies and insights discussed above are designed to empower you and your organization to create a culture that truly values work-life balance, enhancing employee well-being, engagement, and performance. Your efforts to foster an inclusive and supportive workplace are key to driving positive change.**

**Uprise Health is here to help. Refer your employees to the Uprise Health EAP for counseling, crisis support, online peer support groups, and the library of resources available at their convenience. Together, we can uplift and support working parents during this season.**

