



5 Ways to Support Working Parents Post-pandemic

Even before the COVID-19 pandemic, many working parents struggled to balance work and home life. As employees look ahead to life after the pandemic, the challenges of pulling double duty will likely remain.



60% of working parents have no outside help in caring for and educating their children.



Parents spend an additional 27 hours each week on household chores, child care and education on top of their pre-pandemic household responsibilities.

Source: Boston Consulting Group

Consider the following ways to accommodate working parents:



Expand remote work opportunities.

Telework can be a way for working parents to get kids to school without worrying about an additional commute. It also allows parents more time with their young children.



Embrace flexible scheduling.

Employers may set designated “core” hours during which an employee must be working, but otherwise let employees work whenever they like. Alternatively, employers could allow employees to work any combination of days or hours to meet 40 hours.



Communicate often and transparently.

Conversations about taking time off or flexing schedules show employees that their well-being is just as important as their performance.



Offer generous PTO.

A paid time off (PTO) bank policy where employees can use their time off for any reason could help parents feel prepared for the unexpected.

Offer a robust EAP.

An employee assistance program (EAP) can help connect employees with the resources they need to improve a given situation, even if it’s their overall well-being.

Failure to accommodate working parents’ circumstances may force some employees to resign or take extended leave. Contact us to plan for these situations now, and prevent turmoil later.