



Solutions for Employers and Families

WHY BE A FAMILY FORWARD EMPLOYER?

Benefits of engaging with Family Forward MT

Overview

In today's competitive job market, businesses need innovative strategies to attract and retain top talent. Implementing family forward policies is a powerful approach that not only supports employees but also drives business success and economic growth. These policies create a supportive work environment, leading to a happier, more productive workforce and contributing to a stronger economy.

About 66,000 Montana parents are not fully engaged in the workforce.


This figure includes parents working reduced hours, absent or part time due to family responsibility, or unable to be in the labor force all together.

* Department of Labor and Industry Childcare and the Montana Workforce (2023)

Good for Business

Adopting family forward policies such as flexible work schedules, parental leave, and child care support provides significant advantages for businesses.

- Enhanced Recruitment and Retention:** Employees are increasingly prioritizing work-life balance. By offering family-friendly benefits, businesses become more attractive to top talent, reducing turnover rates and associated costs.
- Increased Productivity and Engagement:** Employees who feel supported in balancing work and family responsibilities are more engaged and productive. This leads to higher performance and better business outcomes.
- Improved Employee Morale and Loyalty:** Supportive policies foster a positive work culture, increasing employee satisfaction and loyalty. A committed workforce is more likely to contribute to the long-term success of the business.



"It gives me peace of mind knowing St. Peter's has family friendly resources like child care available. It helps me be more present while I am at work and a more effective leader"

- Michael Moratelli; St. Peter's Health, Director of Diagnostic Imaging

TAKE ACTION by reaching out to Familyforwardmt@zerotofive.org

WHY BE A FAMILY FORWARD EMPLOYER?

Good for Families

Family forward policies directly impact the well-being of employees and their families.

1. **Better Work-Life Balance:** Flexible schedules and remote work options allow employees to spend more quality time with their families, reducing stress and improving overall family life.
2. **Parental Support:** Paid parental leave and on-site child care facilities alleviate the pressures of balancing work and parenting, ensuring that employees can be present during critical family moments.
3. **Health and Well-being:** Family-friendly workplaces promote better mental and physical health for employees and their families, leading to fewer sick days and a more resilient workforce.

Good for Economics

The positive ripple effects of family forward policies extend beyond individual businesses and families, contributing to broader economic growth.

1. **Increased Workforce Participation:** By supporting working parents, businesses help increase overall workforce participation, particularly among women, leading to a more diverse and inclusive economy.
2. **Higher Consumer Spending:** Families with stable incomes and supportive work environments are able to spend more on goods and services, stimulating economic activity and growth.
3. **Long-term Economic Stability:** When businesses invest in their employees, they contribute to a stable and thriving economy. Healthy, supported families lead to a more productive society, driving sustained economic progress.

About \$32 million is lost annually through federal and state taxes on income not earned by parents. (i.e., parents who have lost wages related to child care challenges pay lower taxes on a reduced income).

* Zero to Five Montana Parents and Employers Know Child Care is Essential to Economic Recovery in Montana (2021)

Final Thoughts

Implementing family forward policies is not just a compassionate choice, it is a strategic business decision that yields substantial benefits. By fostering a supportive work environment, **businesses enhance their competitiveness, improve employee well-being, and contribute to economic growth.** Embracing these policies is a win-win strategy that ensures businesses, families, and the economy thrive together.

**FAMILY
Forward**
MONTANA
A program of Zero To Five Montana



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