

Infant at Work Program

Employee and Recruitment/ Retention Strategies

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IAW Eligibility Requirements

- Parents and legal guardians of infants 6 weeks to 6 months (or until mobile)
- Parents must choose 2 co-workers as alternate care providers (ACP)
- Parents and ACPs must maintain a safe working environment
- Workstation Safety Inspections required for all parents and ACPs
- Waiver of Liability Form

Participant Benefits

- Lower day care costs
- Better financial stability for young families
- Lower stress for parents
- More options for women
- Easier to sustain breastfeeding
- Enable working parents to be more involved with their babies
- Flexibility to work versus using accrued leave
- Feel supported by their Employer – **WSDOT!**
- Bonding with co-workers

Agency Benefits

- Employees return to work sooner
- Attractive benefit that can be used for recruitment
- Increased retention/lower turnover costs
- Increased organizational commitment
- Higher morale, strengthening co-worker relationships
- Lower health care costs from increased breastfeeding rates

Survey Says...

- 95% would recommend the IAW program to others
- 72% would be more likely to recommend WSDOT as a place to work
- 85% are satisfied or very satisfied overall with the IAW program
- 90% felt no impact, positive or more positive impact on productivity

Participant Comments

- *It is a great program. I am thankful for the flexibility it provided so that I could transition back to work and still have time with my child.*
- *I think this program is incredible and that there is so much value in it, not only for the mothers and babies, but for all of us in the workspace as well. Babies really bring groups together. We all laughed and bonded together, and we even had people from other departments that we rarely interacted with stop in to see the baby and chat. It allowed for some greater networking, in a sense.*
- *This was just the best program! I'm so grateful for the opportunity to bring my baby. After health care and retirement, this is hands down the best benefit that WSDOT has ever provided me.*
- *Wonderful program! I would be unsure if returning at all if not for this program. It definitely helps to have supportive coworkers and supervisors.*
- *Benefits far outweigh the small inconveniences. I'm proud to work for an agency that values working mom's in this way!*
- *I think it is a great program and not just for parents. The infants provide a nice boost to morale for many adults as well.*

Employees Supporting Employees

- Connect with other participants
- Discover the benefits of the program
- Learn how to enroll and what the key components of the program are
- Ask questions about real expectations and how to adapt
- Discuss ways to cope with potential stressors and how to juggle workload with a baby onboard



Satisfied Participants

