



Supporting New Parent Employees' Transition to Working Parent

Reasons to support new parent employees

- Talent Retention

- Job Satisfaction

- Engagement

- Attendance/reliability

- Productivity

- Improved 'bottom line'

- Reputation in the Marketplace

- Development

New/prospective parent concerns

- Cost

- Childcare

- Benefits

- Health

- Job/career

- Partner relationship

Return to work needs and concerns

- Breastfeeding*
 - Access to a lactation room - A private clean place to pump/express breastmilk periodically throughout the work day. Ideally the room would have a solid door (no clear window panes or covered window panes) that locks, a small table, chair, electrical outlet and cold place to store breastmilk.
 - Frequency/duration - Typically 2-3 times per day, about 20 minutes per session.

*Discuss with your employee her specific needs as all listed may not be applicable.

- Childcare

- Doctor appointments

- Schedule

- Paperwork/insurance

- Exhaustion

- Stress/overwhelmed

- Guilt

- Self-doubt

Supportive communication strategies

- Listen

- Empathize and validate

- Emphasize value, confidence and interest

- Update the team/acknowledge return

Practical support

- Offer flexibility

- Link to mentors

- Consult/educate yourself

- Share benefits and resources

The EAP and your employee

- 24/7
- Confidential
- Trained, licensed consultants
- Assessment and support
- Referrals, resources and tools
- Telephone
- Online

Scenarios

Karen is 6 months pregnant. She's one of your most reliable and high-performing employees. Karen tells you she's worried and stressed because she's going into her final stage of pregnancy. She's feeling overwhelmed and not sure if she will be a good mother and able to handle being a working parent. She reports she has been so busy she has not had time to search for daycare providers and isn't sure where to begin. She'd also like to try breastfeeding but doesn't know much about it and how she'd manage it after coming back to work.

David is new father recently back to work after adopting. You notice he's not his usual outgoing self and check in with him. David confides he's getting very little sleep and feeling stressed with all the changes in his home life. He's worried if he's taking the best care of his child and supporting his partner. He adds his partner goes back to work soon and his mother will provide childcare. He's happy about this but wonders if he needs back-up options in case it's too much for his mother.
