



Finding Family Friendly Employers

The importance of family is something that should never be undermined by your employer. However, not all companies hold strong values for family-work time. If you have a young family or will soon have a new addition to your family, you may want to begin looking for work that will be flexible enough for your needs. Being married with children means having priorities that relate to your family and career. Having stability to take care of your family financially and being there for them when they need you is important to many people. Below, you will find a couple of family-friendly policies or services that will make your work-family life a bit easier.

The employer you are considering should have one or more of the following:

- **A day care:** An employer that offers onsite daycare services is a big plus for workers who have pre-school children. It can also be helpful if you have school-aged children that don't have any place to go after school.
- **Elderly care:** Some people have to care for their aging loved ones, so working somewhere that has services that provide elder care can be more affordable than hiring someone to watch your loved ones.
- **Room designated for lactation:** New moms who are planning to breastfeed their babies will find lactation rooms to be beneficial for pumping milk as needed. Some states require that companies have a room that is clean, quiet and private with an outlet and comfortable chair.
- **Dry cleaning services:** Being able to drop off your clothes to an on-site drycleaner will save you time. Some companies offer pickup and drop-off services for dry cleaning.
- **Family health benefits:** It's always good to have sufficient health, vision and dental coverage for all of your family members. It may even help keep health care costs down if you use preventative care offered by physicians.
- **Sponsored family activities:** This would include picnics with fun games for all ages, sporting events, zoo field trips, contests and more.
- **Holiday shopping on-site:** Some companies allow local merchants to come on-site for employees to purchase gifts for their family and friends. This saves time from going to different shopping centers.



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- Scholarship programs: If you have children who are going to attend college, some companies will sponsor scholarships for their employee and their offspring. You can use this to go back to school and get a push forward in your career.
 - Telecommuting: Certain positions at companies may allow you to work from your home office, so take advantage of that to spend time with family.
 - Sharing jobs: An unusual, but beneficial policy that allows workers to share a job daily or weekly, such as one person works 3 days and another works 2 days, or splitting daily shifts.