Welcome to Parents At Work

Creating family friendly workplaces
Parents At Work is a world leading provider of education and coaching services for workplaces, parents, carers and leaders.

For over a decade Parents At Work have been providing expertise, advocacy and education programs to inform and empower parents, carers and their employers to successfully balance the ongoing and interdependent demands of career, family and personal wellbeing.

We collaborate with employers, policy makers and industry professionals to improve gender equality outcomes at work and at home by:

- Creating and delivering best practice gender balanced parental leave, return to work programs
- Supporting and advocating for working families
- Promoting family-friendly workplaces which support work-life balance and flexible working

“We’re on a mission to improve the lives of parents and carers by creating family friendly workplaces.”

Emma Walsh, CEO, Parents At Work
Parents At Work is a membership based organisation. Working in partnership with progressive employers, we have provided over 100,000 families with access to vital work life balance support, career management and other care services.

Parents At Work has been recognised by the Australian Human Rights Commission for the work we do.

PURPOSE OF THE PARENTS AT WORK PROGRAM

The Parents At Work Program is designed by HR professionals, executive career coaches, parenting and wellbeing experts who understand the unique needs of working parents and their managers.

The primary purpose of the Parents At Work program is to support working parents in transition, with a smooth parental leave and return to work experience in addition to carers in general and their managers.

Best practice employers want to retain their employees and ensure they remain engaged and motivated in their careers throughout this transition period. They also want to attract talent - particularly women at the leadership level. Our program directly supports this.

We also encourage the involvement of fathers in parental leave and parenting responsibilities, which not only helps dads build a stronger connection with their families, it also enables women to return to the workforce in an equal way to men.
BENEFITS TO YOUR ORGANISATION

Developing effective working parent and wellbeing programs isn’t just about doing the ‘right thing’ or ticking the boxes. There is a very strong business case for supporting working parents and carers – and their leaders.

- Enhances your reputation as an Employer of Choice: attract the best talent, reduce the cost of staff turnover and increase levels of engagement
- Enables you to easily operate a fair and consistent parental leave process
- Provides a well-managed and successful return to work
- Influences win-win flexible working outcomes
- Improves women in leadership ratios

- Encourages and supports men who take parental leave
- Boosts support for key leaders
- Supports employees to build a sustainable career plan, aligned with life
- Improves employee wellbeing, motivation, productivity and job satisfaction
MEMBERSHIP

Our program is accessed via an all-inclusive membership. The membership gives your employees access to all our services in one neat package. The membership includes a comprehensive program to help employees plan and prepare for parental leave, return to work, manage their career and caring responsibilities, create flexible work arrangements and much more. It features an array of professional coaching and training services – all delivered via our powerful digital learning platform.

Membership plans can be customised to fit seamlessly with parental leave policies and processes. Membership plans are implemented as an extension of your internal HR function and support not only your employees but the managers and leaders who can actively encourage participation in the program.

What’s included?
- Parents At Work Digital Learning Platform
- Executive Career Coaching
- Courses and Events
- Live Q&A’s and Podcasts
This powerful platform is accessible on all devices and very easy to use.

It contains all the resources your leaders and employees need to manage the parental transition period and beyond.

What’s more, the platform can be customised and branded to your organisation’s needs.

It gives your employees and managers easy access to:

• Unlimited use of online courses and face-to-face workshops
• Monthly ‘special event’ webinars and podcasts
• 1-on-1 career and wellbeing coaching
• Manager training on parental leave process
• Concierge Service for carers and managers
• Toolkits, videos, checklists
• Regular communications to employees and managers
• Free access for partners/spouses
• Child care search resource
• Customised policies and procedures for your organisation
EDUCATIONAL COURSES AND PODCASTS

The suite of Parents At Work courses cater for every life stage and career transition point an employee will experience on their working parent journey.

Executive career coaches, parenting educators and wellbeing experts deliver the content via online webinars, podcasts and face-to-face workshops. The toolkits and other material are easy to access through the digital learning platform – available anytime, anywhere.

Our courses focus on the three areas:

Career
- Preparing for Parental Leave & Staying in Touch
- Returning to Work & Reconnecting
- Planning My Career
- Working Flexibly
- THRIVE: Career & Family Connect Masterclass

Parenting / Caring
- Raising Toddlers
- Raising Teenagers
- Navigating Childcare
- Navigating Aged Care
- Online Antenatal Course
- Unlocking the Learning Potential of Your Child
- Techno Kids - Parenting in a Digital World

Wellbeing
- Balance & Wellbeing
- Working Dads Connect
- Meditation
- CPR for Kids
- Choking First Aid for Kids
- Valuing Our Relationships
- Being a Modern Dad
- Self-care At Work
LIVE Q&A EVENTS

Parents At Work regularly invites thought leaders to discuss a topic of interest to working parents, carers or employers.

Delivered via live podcast this is an opportunity for working parents, carers and their leaders to engage with specialists on challenges or questions they may have on the chosen topic.

We also host live Q&A webinars covering a diverse range of topics related to Career, Parenting & Wellbeing. We discuss ways to enhance work and home life. A popular live podcast is Balance & Wellbeing and includes topics such as Anxiety, Stress & Overwhelm - What’s normal, what’s not? and Getting a Good Night Sleep.

These are available by recording for members and their families.

THRIVE Masterclass

THRIVE: Career and Family Connect Masterclass is Parents At Work’s 3 hour face-to-face flagship course. It provides the space and time for both an employee’s professional and personal development.

It will support people to:

- Review their career vision and design a career plan
- Know how to identify and manage career barriers
- Unlock ideas for how to improve balancing everyday job demands with family life
- Have a more flexible mindset about how to approach work and family life
- Create an integrated and sustainable career and family wellbeing plan
- Have questions answered and share experiences with other working parents
How do great leaders manage a successful career and sustain work-life balance?

They are backed by people and organisations that know how to find and offer the best support and encouragement available to them... in all areas of life.

The executive coaching program is designed to assist parents build a sustainable career, aligned with family and wellbeing needs. It provides the opportunity to discuss career plans and working parent needs in a safe and confidential setting with a dedicated, qualified executive career coach.
CONCIERGE SERVICE
FOR CARERS AND MANAGERS

The concierge provides a help desk for our members.

A conversation with a concierge could be the difference between feeling overwhelmed and exhausted or being productive and engaged. Perhaps more importantly for the employee they can feel supported and understood. As we say, no question is silly except the one not asked, so it’s important that working parents and carers have an unbiased and trusted person they can go to, to express how they are feeling or what they need.

Questions might be on:
- Childcare
- Access to government benefits
- Various career concerns
- Parenting questions
- Internal policies and procedures
- Available specialised support

Given some topics can be very sensitive all conversations are kept strictly confidential.
GETTING STARTED

How easy is the program to implement in an organisation? Quite simply, very.

It takes 3 easy steps to create a corporate working parents program:

Step 1 – Register your employees and managers for a 12 month membership.

Step 2 – Parents At Work connect and communicate with employees and managers throughout the program to encourage engagement, set them up with a career coach and support them with any questions – technical, personal, or otherwise.

Step 3 – We review the program and you enjoy the benefits of a family friendly workplace where employees are engaged, enthused and enjoying life.

All courses can be self-registered by the employee at any time, and if they are unable to attend the course at the time scheduled, they will receive a recording to listen to at their convenience. Via a web-based platform, people can access and listen to the online webinars and podcasts with their spouse or partner, thereby providing support for the whole family.

The membership offering is also suitable for other employees who may not be new parents but are interested in work, wellbeing and family. For example, the program includes support resources focused on aged care and raising teenagers.

GET STARTED TODAY

For a free consultation on how we can help you implement a family friendly workplace program contact: info@parentsatwork.com.au or phone +61 2 9967 8377
We have worked with corporate organisations in a range of industries to help them improve work-life outcomes for parents and improve business objectives. Our clients to date have reported increases in staff retention, access to a wider pool of talent, and a greater understanding of their legal obligations.

We have partnered with some of the most recognisable global and local brands including:

Deloitte
Norton Rose Fulbright
Lendlease
Macquarie Bank
KPMG
HSBC
PwC
Page Group
Scentre Group
Westpac Group
Commonwealth Bank

LION
Dexus
HESTA
HCF
Optus
The University of Sydney
Frasers Property
Genworth
Multiplex
APRA
Gilbert + Tobin
ABOUT PARENTS AT WORK

Parents At Work is an Australian-based social enterprise dedicated to improving the lives of working parents both locally and internationally. We are a leading provider of working parent programs for managers and employees. For over a decade we have been providing expertise, advocacy and award-winning programs to educate and empower parents, carers and their employers to successfully balance the ongoing and interdependent demands of career, family and personal wellbeing.

We have helped thousands of families and our members include leading employers from the financial, legal, property and retail sectors.

Parents At Work has been recognised by the Australian Human Rights Commission for its work in supporting working parents and was one of Australia’s top 200 businesses of the future in 2017.