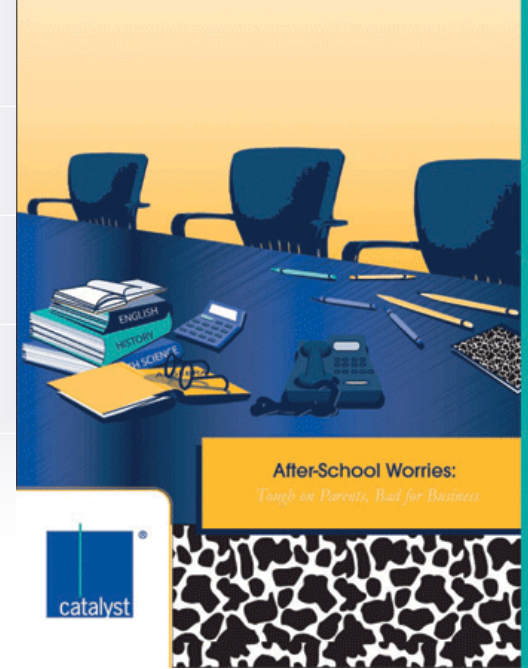


After-school Worries: Tough on Parents; Bad for Business



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Why Did We Conduct This Study?

- ◆ The challenges facing employed parents of school-age children are poorly understood.
- ◆ Roughly 50 million employed parents have minor children.
- ◆ There are about 15-25 hours per week that children are out of school while parents are at work, creating an “after-school gap.”
- ◆ American business loses between 50-300 million dollars per year due to worker stress.



How Did We Gather Our Data?

- ◆ Karen Gareis and I developed a measure of Parental Concerns about After-School Time (PCAST).
- ◆ We incorporated it into an online survey measure developed in conjunction with Catalyst that also asked about:
 - ◆ Personal well-being
 - ◆ Organizational commitment
 - ◆ Job disruptions
 - ◆ Job satisfaction
 - ◆ Attitudes about career advancement



Parent Demographics

Parents were employed by 1 of 3 *Fortune* 100 Companies

Gender

44.7% Male

55.3% Female

Racial Origin

77.1% White/Caucasian

12.5% Black or African-American

8.4% Asian

2.0% Other

Ethnic Origin

5.9% Hispanic or Latino/Latina

Education

Median: Associate's Degree

Range: < HS to Professional Degree

Household Income

Median: \$105,000 - \$124,999

Range: < \$30,000 to \$125,000+

Parent Demographics

Occupational Level	3.5% Executive/Officer/Dept. Head 9.7% Vice President/Director 25.8% Manager/Supervisor 61.1% Individual Contributor
Work Hours	Mean: 45.9 Hours/Week
Marital Status	85.6% Married/Living with Partner
Partner Work Status	82.7% Employed
Partner Work Hours	Mean: 41.6 Hours/Week

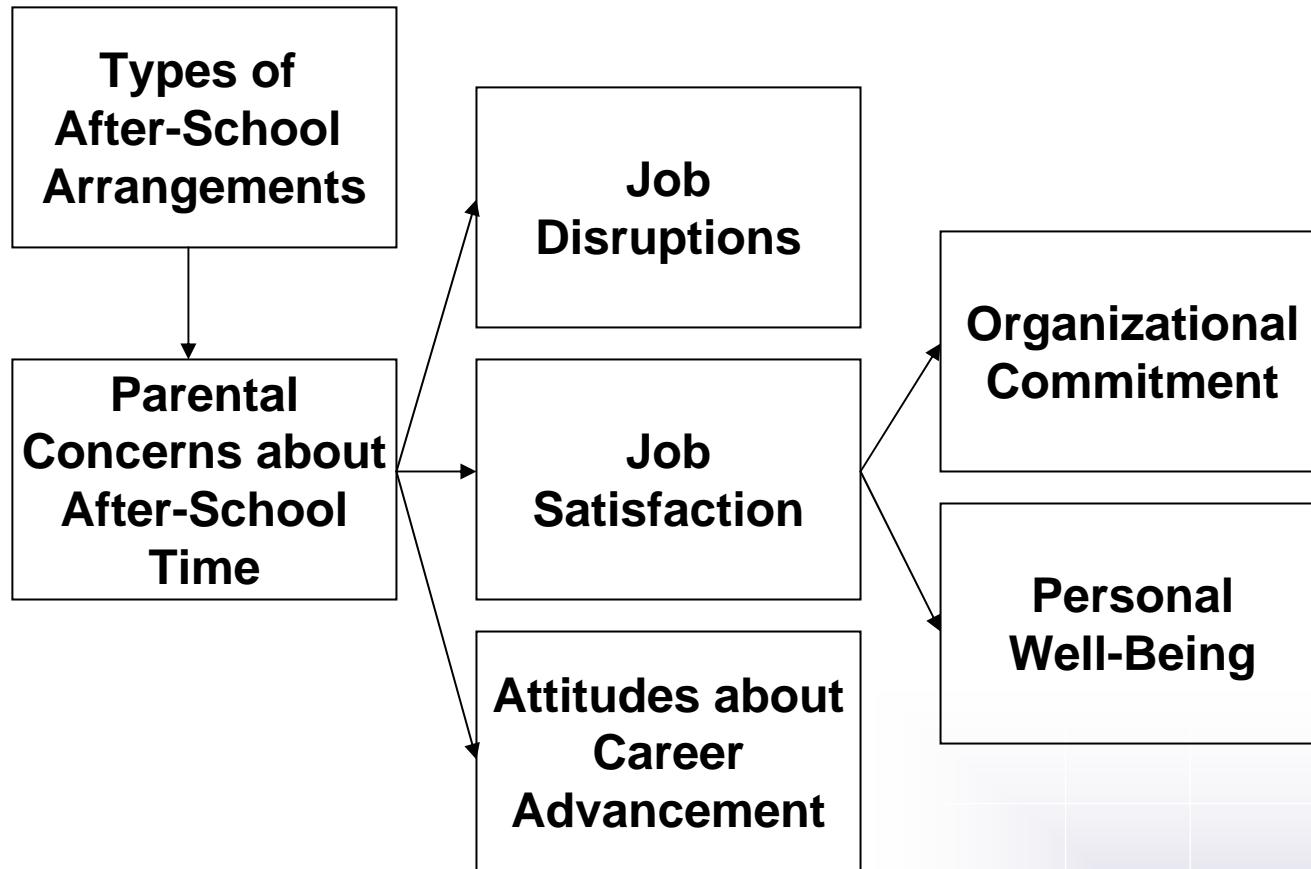
Child Demographics

Gender	47.3% Male 52.7% Female
Grade Level	Median: Fifth Grade Range: Kindergarten to Twelfth Grade

What Did We Learn?

- ◆ Cost to companies
 - ◆ PCAST is related directly and indirectly to several negative employee and organizational outcomes.

Results



- ◆ Experiencing high levels of PCAST can lead to:
 - Increased levels of job disruptions.
 - Decreased satisfaction with promotion opportunities in the organization.
 - Decreased belief that one can compete successfully in the organization.
 - Decreased job satisfaction, which in turn predicts lower organizational commitment and poorer personal well-being.



◆ Which employed parents are at highest risk for PCAST?

–PCAST affects parents regardless of rank, race/ethnicity, and gender.

–Employees at all levels of the organization are vulnerable to PCAST.

–The level of PCAST among fathers and mothers is very similar.



- ◆ Working parents are at higher risk when:
 - ◆ Children spend more time unsupervised, regardless of their age.
 - ◆ Parents have more responsibility for childcare in their households.
 - ◆ Parents work long hours.
 - ◆ Parents report greater concern about their child's behavioral/social issues.
 - ◆ Parents use certain after-school arrangements.



- ◆ What after-school arrangements are associated with PCAST?
 - alone
 - watching younger siblings
 - being watched by older siblings
 - in formal programs
 - being watched by non-relatives
 - being watched by relatives



- What factors protect against PCAST?

- ◆ Work scheduling control
 - Employee control over work schedules and days off
- ◆ Understanding supervisor
- ◆ Child being in care of other parent



Addressing PCAST: Organizational Strategies

□ Summary

- Promote “The Agile Workplace”
 - Work-place flexibility redefined
- Open the dialogue with/among managers and supervisors
- Invest in community services and providers

Addressing PCAST: Work-Flexibility Redefined

- What is the “agile workplace”? Working smart, as defined by a focus on:
 - Effectiveness and mastery
 - Goals and results
 - Flex-time, flex-place
 - After-school care supports

Addressing PCAST: Work-Flexibility Redefined (continued)

- The agile workplace entails that companies:
 - *Pro-actively* communicate about the availability of supports
 - Openly address employees' misconceptions about use of available supports
 - Frequently monitor right supports are in place

Addressing PCAST: The Role of Managers/Supervisors

- Educate managers/supervisors
 - PCAST and worker stress
 - Working smart
 - “How to” supervise within the agile workplace

Addressing PCAST: Invest in the Community

- After-school care supports
 - Access to supervised activities
 - Internally & in the community
 - Resources and referral services
 - After-school care subsidies
 - After-school care programs
 - Transportation assistance

End of Formal Remarks