



New Arrival Educators

New Parent Work Program

New Parent Work Program is an innovative employer provided program that offers education and support for both the employer and new parent/employee before and during the employee's new baby leave. This value added wellness program is flexible, with individually tailored, time saving scheduling options for busy employees. It will help the employee be more ready to return to work on time at the end of their new baby leave and be more productive once back to work.

Cost to replace an employee averages around 150% of their annual salary

(Human Resources, Inc.)

The average time to fill a vacant position is around 12.5 weeks

(CiPD, Recruitment, Retention and Turnover Report, 2007)

Employer benefits:

Retain Valuable Talent

Employees who feel supported, invested in and cared for during such an important transitional time will be more inclined to have a positive work view and remain with their company

More Productive Employees

Employees will feel supported throughout pregnancy and new baby leave, and will be more productive and focused returning to work

Cost Savings

Action plan and documentation of workload responsibilities spread across employees keeps productivity and performance high throughout leave

Attract Valuable Talent

Become an employer of choice by offering an inclusive, woman-friendly educational and supportive perinatal program

Employee benefits:

Education & Support

Feel supported throughout pregnancy with open communication and individually tailored employer provided education, available both online and in person

Confidence

Greater confidence caring for baby, increased success in breastfeeding and a more positive new parenting experience overall

Better Prepared

Able to focus on family during leave and more ready to return to work on time at the end of new baby leave

Decreased Stress

Workload responsibilities are laid out in action plan prior to leave so employee knows work is moving forward seamlessly in their absence

Program includes:

New Baby Leave Plan

Provides employer and employee tools to make the transition to new baby leave as seamless as possible

Healthy Beginnings Class Webinar

Provides information about pregnancy and ways to keep mother and baby healthy and safe

Online Childbirth Education Class

Includes newborn care, breastfeeding and postpartum topics

New Parent Consultant

Available for three 45 minute Skype calls

Lactation Consultant

Available for 45 minute Skype call and two follow up emails

Pump Chat Class Webinar

Provides information to successfully continue to feed breast milk to baby once employee returns to work

If located in Boston, new parent/employees are able to attend our in person classes and new mom and baby groups
To learn more about the New Parent Work Program please contact Margaret@NewArrivalEducators.com