

WHEN WORKING PARENTS CAN PLAN, KIDS THRIVE

HOW PREDICTABLE WORK SCHEDULES SUPPORT NORTH CAROLINA FAMILIES

10% OF CHILDREN HAVE A PARENT WORKING IN RETAIL OR FOOD SERVICE.

Retail and Food Service Workers Help Power North Carolina's Economy

Retail and food service jobs keep our communities running, but many workers face unpredictable schedules that can change with little notice. Parents need to know when they will work so they can arrange child care, schedule doctor appointments, attend school events, and spend time with their families. A stable work schedule means workers receive their hours well in advance, giving them the time they need to plan for their children and their household.



UNPREDICTABLE WORK SCHEDULES IMPACT KIDS

70% of SERVICE WORKERS EXPERIENCE LAST-MINUTE SCHEDULE CHANGES.

Children do best when they have steady routines. When parents do not know their work schedules, child care can be difficult to find/arrange, bedtimes can shift, and family stress can grow. Kids learn best when they stay in the same child care program. Changing work schedules can make that harder and can harm development. Stable schedules help create stable childhoods.



5/10 RETAIL & FOOD SERVICE WORKERS

**RECEIVE LESS THAN
ONE WEEK'S NOTICE
OF THEIR SHIFTS.**

Too Many Working North Carolina Parents Can't Plan Ahead

When work schedules change without warning, families have to scramble. Many workers get less than two weeks' notice of their schedules, making it harder to budget, buy food, and meet their family's needs.



**WORKERS ARE 20% LESS LIKELY TO QUIT
WHEN WORK SCHEDULES ARE HIGHLY PREDICTABLE.**

THE SOLUTION: GIVE WORKERS MORE NOTICE

Sharing schedules at least two weeks ahead helps workers plan their lives and helps employers retain good employees. Predictable schedules can improve retention, attendance, and productivity.

ADVANCE NOTICE CAN HELP FAMILIES THRIVE!

**PREDICTABLE SCHEDULES SUPPORT WORKING PARENTS.
STABLE ROUTINES SUPPORT CHILDREN.**

When parents can plan, children have more stable care and routines. When children have stable routines, they are better prepared to learn, grow, and succeed.



**Find out more about family-friendly scheduling
practices at FamilyForwardNC.com**