



Shift Work refers to a work schedule outside of 7am to 6 pm. It can include evening, night, early morning shifts and weekend shifts as well as fixed or rotating.

- When caregivers and parents work schedules under a shift work model, it can add additional stress to the family. This may include:
 - Inability to maintain a consistent family schedule impacting mealtime, routines, and sleep.
 - Heightened frustration or stress.
 - Poor communication among caregivers and children.
 - Lack of bonding, nurturing and attachment between caregivers and children.
 - Less school support for children in the home.
 - Increased barriers to children participating in sports, music or other extra-curricular activities.
 - Lack of childcare availability or access to safe and affordable childcare.
 - Inability to provide adequate supervision to children due to not being home or sleep schedules.
 - Inability to schedule well-child visits, mental health appointments, vaccinations and other necessary health related appointments for the caregiver and/or the children in the home.



1-800-CHILDREN

A free, confidential information and support helpline.

Prevent Child Abuse Kentucky

2265 Harrodsburg Road, Ste. 200
Lexington, KY 40504

Website: www.pcaky.org

Phone: 859-225-8879

 facebook.com/PCAKY

 twitter.com/PCAKY

 instagram.com/preventchildabuseky



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This project is funded in part or in whole with state or federal funds through a contract (# PON2 736 2200003 127) with the KY Cabinet for Health and Family Services. ©2022 Prevent Child Abuse Kentucky. All rights reserved. Please contact us at pcaky@pcaky.org to request permission to reproduce this information.



How are Families Impacted by Shift Work?



Tools for Strengthening Families

Employers, as well as adults serving families and children in the community, can implement protective factors to support families.

- Provide families with resources on choosing safe childcare providers. Access free print and interactive web-based materials to help with this topic at pcaky.org/are-they-good-for-your-kids.
- Ensure families understand home safety hazards such as proper medication storage, firearm and weapon storage, and more. Distribute or share an electronic version of Prevent Child Abuse Kentucky's (PCAK) Home Safety Check-List.
- Educate caregivers on the danger of co-sleeping. Co-sleeping occurs when a caregiver sleeps in the same bed or sleep surface with a baby. Co-sleeping can lead to suffocation or Sudden Unexpected Infant Death. Caregivers working irregular schedules may not be on the same schedule, increasing opportunities for co-sleeping or the inability to stay alert. It is important all families have a safe place for babies and toddlers to sleep, like a crib, bassinet or pack and play free of toys, blankets or pillows. Visit kysafesleep.org for resources.
- Create opportunities for family engagement that take irregular work hours into consideration.
- Expand service provider hours to ensure families can maintain medical and health related appointments.
- Promote opportunities that encourage father engagement. Ensure both parents have the same work flexibility and parental considerations.



The following are specific to employers:

- Provide access to childcare. This can look different depending on the capacity of the business.
- Provide connections to quality childcare where your employees live and work. Take note of the hours of operation and work with employees to ensure they can drop off and pick up children within those hours.
- Provide incentives to families needing childcare through employee assistance programs.
- Offer a pantry of household, basic need, and child rearing supplies which employees can access in emergencies.
- Provide consistent work schedules.
- Provide opportunities that allow parents to care for a sick child.
- If parents/caregivers work non-typical shifts, set policies, or allow flexibility for parents to attend school functions, parent teacher conferences, medical appointments, or other important events.
- Create an environment that promotes self-care.
- Make educational materials available to employees on topics that promote family resilience and safety.
- Provide Lunch and Learns or educational opportunities for employees. Lunch and learns can focus on a variety of topics: internet safety and the potential dangers to children, home safety, choosing safe childcare, healthy child development, addressing challenging behaviors with children ages birth to five, and more. For training ideas, visit pcaky.org.
- Provide opportunities for parent education classes and support groups. Allow employees to participate through paid time or allow them the flexibility to work around their schedule.
- Educate management and human resources on the importance of supporting parents by providing concrete solutions and resources for them to use in their leadership roles.
- Host family engagement events or provide families with incentives or opportunities to engage in fun activities from home or in the community.



Strengthening families and preventing child maltreatment is good for business.

- Abused and neglected children are at an increased risk for negative outcomes into adulthood which include substance use, mental illness, heart disease, problems maintaining employment, and reduction in educational attainment.
- Child abuse and neglect alter brain development, especially in children ages birth to five. The ability to focus, learn, problem solve, make decisions, and maintain a healthy memory are impacted. Educational advancement suffers impacting attainment of high school diplomas, technical degrees, certifications, and college graduation rates.
- The Centers for Disease Control and Prevention estimate \$124 billion dollars of direct/indirect costs are attributed to the failure of preventing child maltreatment. This impacts direct and indirect taxes associated with the business community and individuals.
- Family-friendly environments in the workplace prevent child maltreatment! They also attract and retain talented employees who are more likely to be productive and committed.