Workplace Family Support Policies Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Workplace Family Support Policies are rapidly becoming a cornerstone of modern HR strategy, employee wellbeing, and organizational productivity. In today’s competitive labor market, companies that implement strong family-friendly workplace policies, employee assistance programs (EAPs), parental support systems, flexible work arrangements, and mental health integration frameworks consistently achieve higher retention, engagement, and performance outcomes. Workplace Family Support Policies Training Course equips professionals with the skills to design, implement, and evaluate effective family support systems aligned with global best practices and ESG-driven workplace standards.

As organizations transition toward hybrid work models, inclusive workforce policies, and people-centered corporate governance, the need for structured workplace family support has never been greater. This course explores how businesses can reduce employee burnout, improve work-life integration, enhance gender equity, and strengthen organizational resilience through evidence-based family support frameworks, compliance policies, and strategic HR interventions. Participants will gain practical tools to build supportive workplace ecosystems that improve both employee satisfaction and business performance.

Programme Curriculum

Workplace Family Support Policies Training Course

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5 days

Course Objectives

1. Develop expertise in Workplace Family Support Policy Design
2. Understand Employee Wellbeing and Work-Life Balance Strategies
3. Implement Parental Leave and Maternity/Paternity Policy Frameworks
4. Build Flexible Work Arrangements and Hybrid Work Models
5. Strengthen Employee Assistance Programs (EAP) Implementation
6. Enhance Mental Health and Psychosocial Support at Work
7. Improve Gender Equality and Inclusive Workplace Policies
8. Design Childcare and Eldercare Workplace Support Systems
9. Integrate HR Compliance and Labor Law Alignment
10. Promote Employee Engagement and Retention Strategies
11. Develop Organizational Wellness and Productivity Systems
12. Apply Data-Driven HR Analytics for Policy Evaluation
13. Strengthen Leadership Capability in People-Centered Management

Target Audience

1. HR Managers and HR Business Partners
2. Organizational Development Specialists
3. Team Leaders and Department Heads
4. Corporate Executives and Senior Managers
5. Employee Relations Officers
6. Workplace Wellness Coordinators
7. Policy Makers and Government HR Advisors
8. NGO and Development Sector HR Professionals

Course Modules

Module 1: Foundations of Workplace Family Support Systems

- Overview of global family support frameworks
- Importance of employee-centered workplace design
- wellbeing, retention, engagement
- Legal and ethical foundations of workplace support
- Case Study: Google’s employee wellbeing and flexibility model

Module 2: Parental Leave and Family Leave Policies

- Designing maternity and paternity leave structures
- Paid vs unpaid leave policy frameworks
- Return-to-work transition programs
- Gender-inclusive parental policies
- Case Study: Sweden’s parental leave system success

Module 3: Flexible Work and Hybrid Work Models

- Remote work policy development
- Flexible scheduling frameworks
- Productivity measurement in hybrid teams
- Technology tools for distributed teams
- Case Study: Microsoft hybrid workplace transformation

Module 4: Employee Assistance Programs (EAPs)

- Structure of effective EAP systems
- Confidential counseling services
- Crisis intervention and referral systems
- Mental health integration in HR policies
- Case Study: IBM global EAP implementation

Module 5: Childcare and Eldercare Support Systems

- Workplace childcare support models
- On-site vs subsidized childcare options
- Eldercare support strategies for employees
- Financial assistance frameworks
- Case Study: Patagonia on-site childcare program

Module 6: Mental Health and Wellbeing in the Workplace

- Stress management and burnout prevention
- Psychological safety in teams
- Wellness programs and initiatives
- HR role in mental health advocacy
- Case Study: Unilever mental wellbeing strategy

Module 7: Diversity, Equity & Inclusion in Family Policies

- Gender equity in workplace support systems
- Inclusive policy development frameworks
- Supporting single parents and caregivers
- Cultural sensitivity in HR policies
- Case Study: Accenture inclusive benefits system

Module 8: Policy Evaluation, Metrics & HR Analytics

- Measuring effectiveness of family support policies
- Employee satisfaction and engagement KPIs
- Data-driven HR decision-making
- Continuous improvement frameworks

- Case Study: Deloitte people analytics transformation

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

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