



How to Make “Take Your Child to Work Day” a Success



For many people, one of the experiences that shaped their career choices was following in the footsteps of their parents. While some may have come to this decision through conversations or impressions, others had the luxury of actually going to work with their parents to observe first-hand what a day on the job is really like.

That's exactly the goal of National Take Your Child to Work Day. On the fourth Thursday of April each year, parents are encouraged to take their children into the workplace and give them a glimpse into what being a working adult and having a career is all about.

Take Your Child to Work Day is promoted by the non-profit educational organization [Take Our Daughters and Sons to Work Foundation](#). It's the successor to the "Take Our Daughters to Work Day" founded in 1993 by Gloria Steinem and then-president of the Ms. Foundation, Marie Wilson. The special day was created to empower more female participation in the workplace, providing a "way to make girls visible, valued, and heard in the workforce." In 2003, the organization expanded the scope of the event to include boys and rebranded it with its current name.





Creating a day for children to gain some experience with their parents' work lives is part of the organization's commitment to contributing to diverse, inclusive workplaces and creating access to a variety of careers for all children. Exposing kids to different career options helps to build opportunities, empower children to become productive community members, and contribute to creating a more equitable world.

Every business where it's safe for children to enter should consider participating in Take Your Child to Work to Day. Not only will the event be beneficial for the kids who attend, but it can also be a great way for employers to show their commitment to family values and early career development. In this article, we'll talk about some of these benefits as well as how employers can plan for a successful day of activities.

Children may also go to work on the day with uncles, aunts, grandparents, neighbors, or family friends, as long as they have their parents' permission. Opening up the possibilities to include other adults and occupations allows children to explore a variety of career options.



Goals and Benefits of Take Your Child to Work Day

There are plenty of good reasons why both parents and businesses should participate in Take Your Child to Work Day:

Help Kids Better Understand What Work Is

For many children, their idea of “work” is only what they may have seen on TV or the Internet. By allowing kids to tag along with their parents for the day, they’ll gain a greater perspective about the types of roles and responsibilities that might be expected of them someday.

Improves Kids’ Connections with their Parents

Children see their parents go to work every day, but few really understand what it is they do or even why they may have chosen this career. By inviting children to come into the workplace, parents reveal a side of themselves that their children may otherwise rarely see. Kids may be inspired to develop a new sense of interest in what their parents do and ask questions that will deepen this relationship.

Builds Team Spirit Among Coworkers

It’s not just the children who can benefit from Take Your Child to Work Day. Managers and coworkers get the opportunity to meet family members whom they may only ever see in photos or hear about in casual conversation. Taking your children to work gives team members a wonderful way to get to know them, which can then help build better working relationships in the future.

Highlight the Value of Education

Parents often tell children they can be anything they dream or aspire to be. Take Your Child to Work Day is a good way to show them how what they learn in school has practical application in the work world, and demonstrate the value of education to gaining one’s dream job.



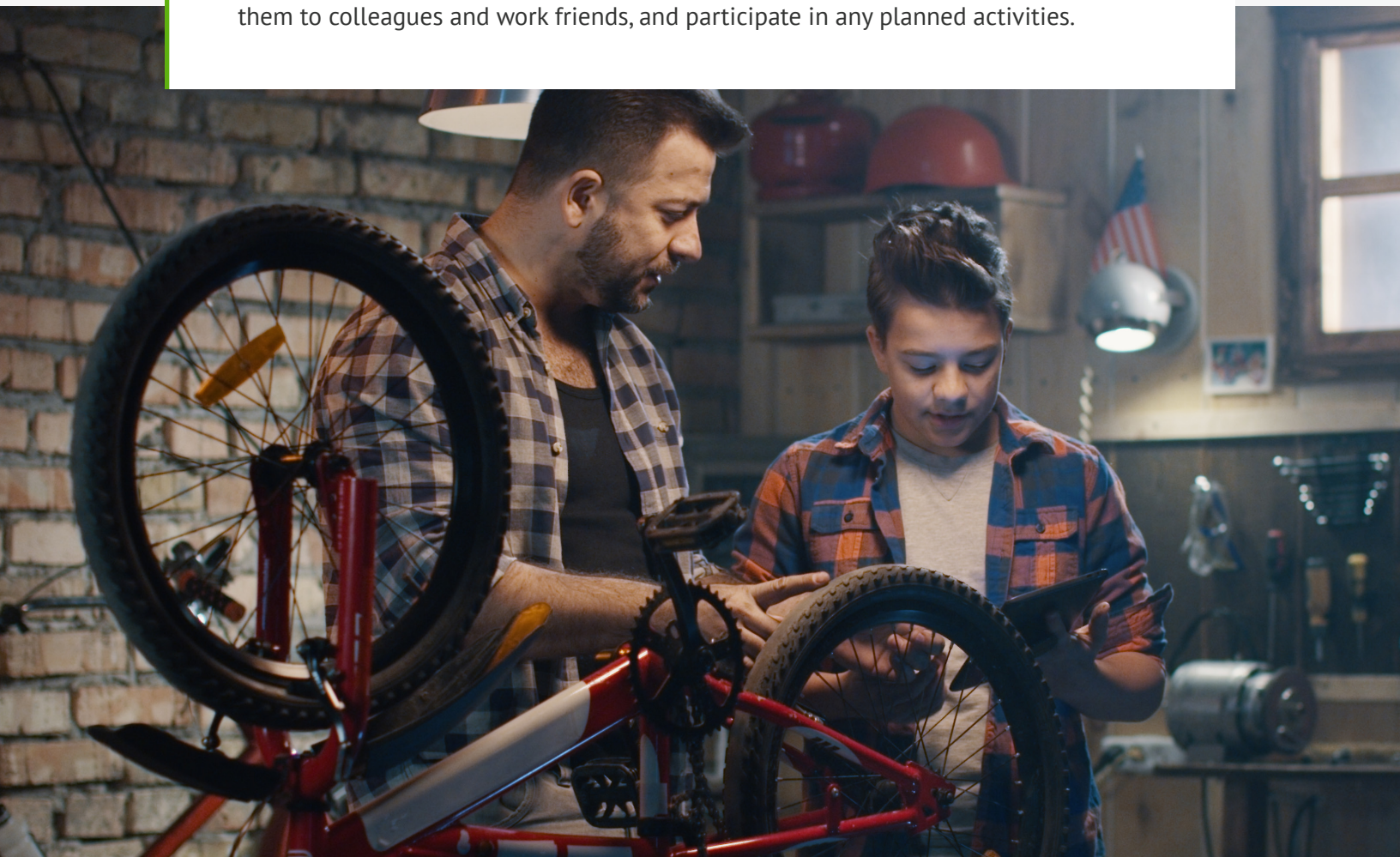
Tips for Businesses to Make Take Your Child to Work Day Successful

If you're a business that would like to participate in Take Your Child to Work Day, there are several things you can do to make the day both inviting and fun for both the parents and the children. Here are a few things you'll want to try:

Communicate Expectations for Participation

The first thing to do is to let employees know that you welcome children into your workplace on Take Your Child to Work Day. Management should be well-informed and on board, and should send out an official communication.

The official communication should clarify that no significant meetings will be held or tasks due on this day. Productivity will probably be low and no parent should be expected to meet a key deadline. Employees should be free to show their children around, introduce them to colleagues and work friends, and participate in any planned activities.



Set parameters for the day including age range of children who participate, activities for the kids, and how long the event will last. For example, younger children will stay engaged for a shorter time period, while teens may enjoy the whole work day. The Take Our Daughters and Sons to Work Foundation recommends including kids aged 8 to 18.

You may want to limit the total number of children who may participate. Use a fair and consistent registration system, for example, first come-first served.

If you allow children to shadow their parents at work, consider letting them shadow workers in other departments too. This variety will help hold kids' interest and expose them to different career choices.

Ensure Child Safety

The safety of the young visitors should be top priority. Children should never be placed in a hazardous environment or left unsupervised. Each department should conduct an inspection prior to the day with an eye toward child workplace safety. Hold a workplace orientation for the children at the beginning of the day, focusing on health and safety issues related to the environment.

Make Them Part of the Team

Upon arrival at the workplace, invite the children to create their own name tags or business cards with the company logo on them. This activity will help them feel welcomed – as if they, too, are part of the company.

Plan Tours and Events

Children are naturally pretty restless and will stay most engaged if there are activities they can attend throughout the day. These activities should be planned and coordinated in advance by a Human Resources (HR) representative and other volunteers.

Prearranged activities may include:

- Tours of the building or facility;
- Speeches from various employees or department heads;
- Viewings of company videos or promos;
- Hands-on activities such as playing games, creating new products, or performing light office duties.

A Motivating Speech from the Big Boss

A great way to start the tour is to ask the company president or CEO to speak directly to the children. This address will help kids get a better understanding of what a “real” boss looks and sounds like. Plus, it gives the company a chance to speak its message and potentially motivate the audience to pursue careers within the industry they serve.

Introduce the Concept of Earning Money

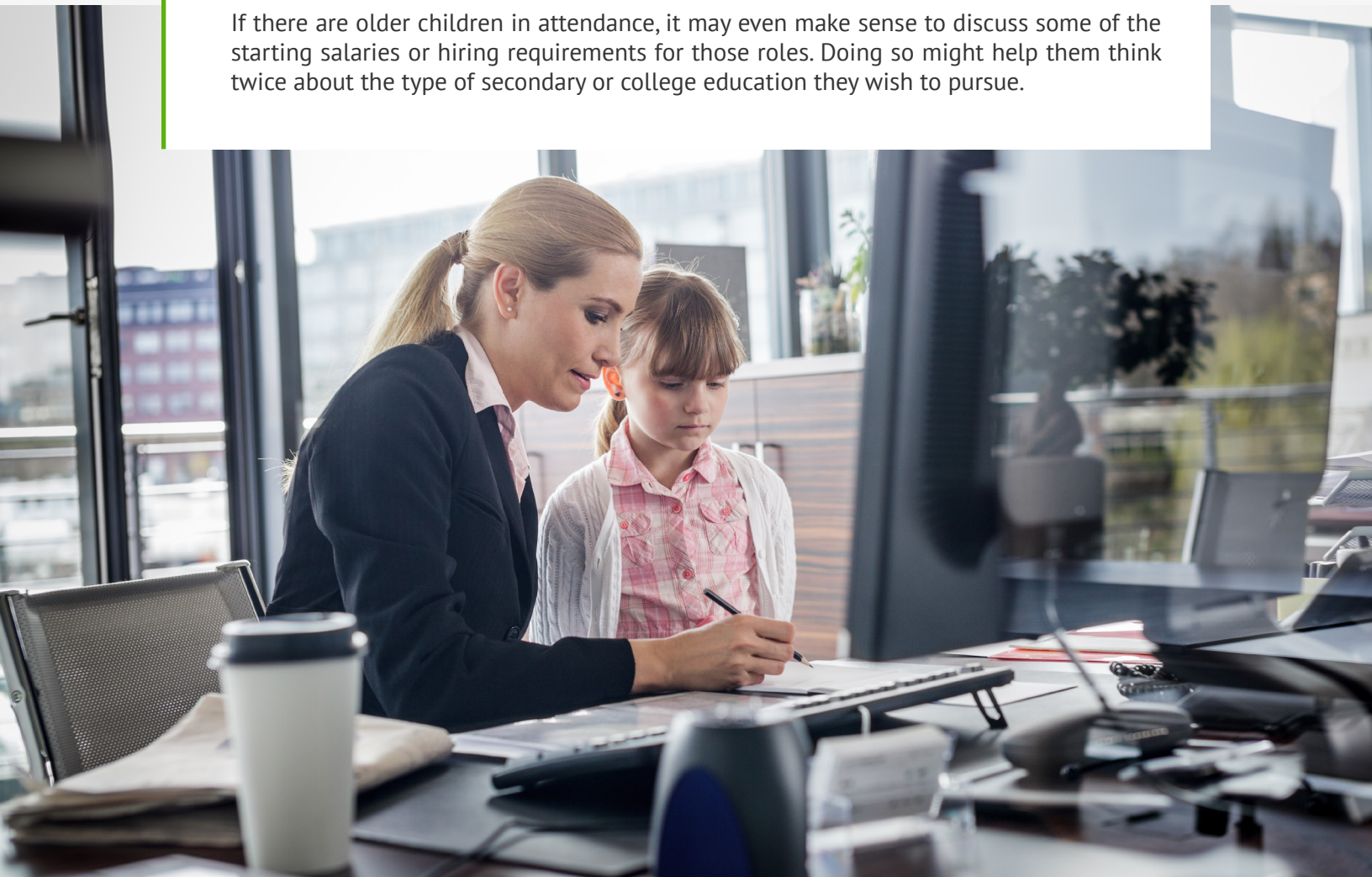
For many children, both younger kids and teens, the connection between having a job and making a living may still be a foreign concept. This day could be a great opportunity to give them some perspective on what it means to earn a paycheck.

For instance, one of the stops on the tour could include someone from HR giving a short speech or presentation about the various jobs available at the company. The discussion should of course be tailored to the median age of the group.

The presentation could also be coupled with an activity about paychecks. For instance, someone from HR or even the CFO could explain to the children:

- The difference between salaried and hourly workers
- How taxes affect your paycheck
- Other types of deductions from your paycheck (retirement contributions, health insurance, etc.)

If there are older children in attendance, it may even make sense to discuss some of the starting salaries or hiring requirements for those roles. Doing so might help them think twice about the type of secondary or college education they wish to pursue.





Encourage Bonding Over Lunch

Many working adults spend lunchtime at their desks catching up on missed emails or perhaps even skip lunch altogether. However, on Take Your Child to Work Day, lunchtime should be used as an opportunity to bond with the kids.

Employers can help support this bonding by providing lunch in the cafeteria or designated break area. Alternatively, they could also encourage parents to take children to their favorite nearby lunch spots. Time constraints should be relaxed so parents can enjoy a worry-free experience with their kids talking about everything they've learned so far.

What if You Work Virtually?

In 2020 and 2021, many industries had to resort to conducting business virtually, and for some that trend may continue well into the future. Employees who work remotely can still participate in Take Your Child to Work Day. Some companies now hold virtual events in which parents and kids can participate. If yours doesn't, just have your child shadow your remote work while you do it, and have kids chip in with ideas and assistance to the extent possible.



Sample Letter to the Employees

If your company is planning on participating in Take Your Child to Work Day, the decision should be announced internally so everyone knows what to expect. Here is a sample letter you can use to convey this message:

Dear Colleagues,

This upcoming April 22 will be National Take Your Child to Work Day. In honor of this occasion, we invite all employees with school-aged children to bring them into the workplace and teach them about your job, company, and industry.

In preparation for this day, the HR department has planned the following agenda of activities:

9:00 am – Registration and breakfast.

9:30 am – Speech from the company president to the children.

.. Etc.

During this time, we ask that all managers and supervisors please not schedule any important meetings or impose any deliverables (if possible). We want to give our employees as much autonomy as they need to be attentive to their children and make this a memorable occasion.

Thank you,

Signed: President or CEO





Remember: It's About the Future

For some businesses, Take Your Child to Work Day might seem like a day of lost productivity. But remember to take a step back and look at the big picture.

Parents who take their children to work give them a glimpse of what a real career looks like. It can also encourage kids to take on new perspective about their parents, other adults, and the workplace in general. Above all, Take Your Child to Work Day may just be the catalyst that helps kids grow up pursuing careers they might otherwise never had known about.

