



ECPAC
EARLY CHILDHOOD
PARTNERSHIP
OF ADAMS COUNTY

Things to consider as you...

TRANSITION BACK TO WORK AFTER HAVING A BABY

“I was ready to go back to work”



“It was harder than I expected.”

Getting to know your baby's caregivers:

- If you have questions, know it is **ok to ask**.
- **Share information** about how your baby's night and morning went - communicate with the caregivers so that you are all on the same page and working toward the same goal.
- Ask for the **best ways to communicate** with your baby's caregivers - (text, email, in-person, daily/weekly communication logs, through an app).
- Know that it is **ok to arrive a bit earlier and stay a bit at pick up time** to get to know your caregivers and their caregiving style.
- Know that **your baby may cry when you leave**, especially as they get older, and **this is normal**. Your baby's caregiver is able to soothe your baby and help them with this transition.
- Ask **how the program communicates opportunities** for families to be involved.
- **Be aware of your program's policies and procedures** including following what time to pick up your baby so not to incur late fees.

Creating a routine:


- **Set realistic expectations.** This is a big transition, and it takes time. Do not try to be a super parent who can do it all.
- Make sure you incorporate **time to be together with your baby each night to reconnect**. This is important for both of you even if it is only for a few minutes.
- Consider **packing up what you need to take the night before** using a checklist if needed to make sure you have everything. Talk to your baby's caregiver to make sure you know what you need to bring. Do a “dry run” the night before if you can.
- For naps at home, **try to mimic nap time at the program**, which is not always quiet or dark. Use a white noise machine, vacuum, keep a lamp on.
- **Start preparing for the bedtime routine early** if you can and gradually work to get your baby to bed 5 to 10 minutes earlier each night if you are currently on a later bedtime. Some babies are on their own routine and are not sleeping yet for long periods of time at night when you return to work. Talk to your baby's doctor if needed. Your **baby's sleep habits may change as you transition back to work** as they work to adjust to this change. You may find that your baby is very tired the first few weeks or starts to have a harder time sleeping.



**MORE THAN ANYTHING –
KNOW IT MAY NOT ALWAYS BE EASY
BUT YOU’VE GOT THIS!**



Breastfeeding and pumping in the workplace:


- Click or scan this QR code for both **tips for breastfeeding in childcare and laws that protect you** in your workplace for pumping: → 
- Talk with your employer about **a private space for pumping** that you can store your breast milk in the fridge or freezer without any discrimination from other employees.
- Work with your childcare program about **how much milk to send and how to prepare the milk** you send. This will change overtime so keep open communication.
- Know that **your milk supply may drop initially** as your body adjusts.



Working with your employer:

- Talk with your employer ahead of time so you are clear about **policies around leaving early or calling in if your baby is sick.**
- **Establish trusted back up/substitute care** options for when you are unable to leave early or call in.
- **Be prepared for your baby to be sick** as their immune system adjusts.
- Talk to your employer about other **flexibility in work schedules** if that would be beneficial.
- Ask your employer if they have a **Dependent Care FSA Plan** that allows you to contribute to an account prior to taxes towards the cost of childcare.

Managing feelings about returning to work:

- It is **normal to feel a range of emotions** from bad about leaving your baby, to eager about returning to work, to relief of having time to be around adults, to worry of being able to manage it all. Allow yourself to have these emotions and know **they are all ok!**
- With these feelings plus being tired, you may find it **hard to focus at work and may feel forgetful.** Give yourself grace and be kind to yourself. You are going through big changes right now.
- If you have a partner, be sure to talk about **sharing responsibilities** including drop-offs and pick-ups. Be sure you spend time checking in on each other.
- **Lean on support systems** – friends, family, neighbors, faith communities. Often we rely on these support systems when the baby is first born but we need them during this transition and ongoing. **Asking for help is ok.**
- You may have friends or family who have made the decision to stay at home with their babies. **Your choice or need to work is ok.** Find other working parents that you can talk to even if it is other parents from your child’s program. Here are some possible resources: Find Mental Health and Wellness Resources - Parents Thrive Colorado: → 



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