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Arapahoe/Douglas Works! receives national award for workplace flexibility *Workforce center is one of four Colorado employers to be honored*

AURORA, CO – A flexible schedule and healthy work-life balance are no small thing to Arapahoe/Douglas Works! employee Val Bailey, who spent the past several years caring for her ailing father.

Bailey is one of many employees who works a 'flex' schedule at the public workforce center, where job seekers and businesses can obtain no-cost employment assistance. By working longer shifts, Bailey is able to take every Friday off. That extra day allowed her to transport her father to medical appointments, take care of his living needs and spend some special quality time together before he passed away last year.

Flexible schedules and time-off for personal and family needs are among the reasons that Arapahoe/Douglas Works! received the 2010 Alfred P. Sloan Award for Business Excellence in Workplace Flexibility from the U.S. Chamber of Commerce and the Families and Work Institute. Winners of this prestigious award are the best in the nation at offering workplace flexibility policies and practices that make work "work better" for the business and employees.

"To remain competitive in this economic downturn, it makes good financial sense to offer flexibility to recruit and retain a qualified workforce," said Arapahoe County Commissioner Frank Weddig. "A/D Works! offers non-traditional avenues for employees to balance home life that can and does enhance their contribution to the organization's mission at work."

At A/D Works!, staff may work a few longer days so they can take every 5th or 10th day off, work at home one day a week or start work any time between 6 and 9 a.m., as long as core customer hours of the workforce center are adequately covered. The workforce center is open to the public between 7:30 a.m. to 4:30 p.m., Monday through Friday. Flexible scheduling has decreased absenteeism at the center by more than 40 percent over the past two years. Employees also may use up to two hours week to accommodate unexpected life issues, as long as they make up the time within that same work week. They call it the "life happens" policy.

"The key to a successful workplace flexibility policy is each employee's commitment to personal accountability," said Arapahoe/Douglas Works! Division Manager Joe Barela. "It's a two-way street. We expect employees to make effective use of their time at work to serve our job-seeking and business customers, and in return, we offer flexibility to help them succeed in other aspects of their lives."

The Alfred P. Sloan Award selection criteria required an employer to submit its workplace practices, which were measured against the Families and Work Institute's National Study of Employers. Employees then completed a follow-up survey, to ensure that those practices had a real impact where the "rubber meets the road" – the employee experience.

The awards are part of When Work Works, an ongoing initiative of the Families and Work Institute, in partnership with the U.S. Chamber of Commerce's Institute for a Competitive Workforce and the Twiga Foundation, with funding from the Alfred P. Sloan Foundation.

Three other Colorado-based companies to receive the award in 2010 are Aurora Mental Health Center, E-470 Public Highway Authority and McGladrey. It is the third time in four years that the workforce center was recognized.

For more information about the Arapahoe/Douglas Works! workforce center's free services for businesses and job-seekers, please call 303-636-1160 or visit www.adworks.org.

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To download photos click on the following link: <ftp://www.co.arapahoe.co.us/Pub/CM/Photos/ADW>

ADWStaff.jpg – Employees at Arapahoe/Douglas Works! enjoy flexibility and scheduling options that are recognized as some of the best policies in the nation.