



Family First Career Support

Your partner in balancing work and family



What is Makosi Family First Career Support?

Many firms promote the conflicting priorities of 'clients first' and 'family first', yet between teething, nightly wake-ups, and 8 to 12 sicknesses per year for a new child, **many parents in public accounting struggle in their return to the workforce and leave within two years.**

Makosi Family First Career Support is **designed to help parents be successful in their career AND as parents.** This support comes in the form of a dedicated proxy who starts to shadow a soon-to-be parent in the final trimester of pregnancy, and is then ready to both step in during parental leave and act as a support system when the parent is ramping back up to work.

The benefits of this service include not only enabling a parent to be present when their child needs them most, but the business impact of keeping client commitments on track, not overloading other team members, avoiding parent guilt, and retaining top performers who otherwise are likely to leave the firm.

Empower parents to focus on what truly matters without sacrificing their careers while enabling firms and clients to maintain progress.

Other things may change us, but we start and end with the family.

– Anthony Brandt,
American composer, academic, and writer

| ⌘ | |
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| Pain Points | Benefits |
| EMPLOYERS | |
| <ul style="list-style-type: none"> - High turnover and recruitment costs - Disrupted workflow and client service - Workplace diversity | <ul style="list-style-type: none"> + Improved employee retention + Maintained productivity + Enhanced workplace diversity |
| EMPLOYEES | |
| <ul style="list-style-type: none"> - Stress and anxiety - Time management - Career trajectory | <ul style="list-style-type: none"> + Reduced stress and anxiety + Seamless transition + Work-life balance |
| CLIENTS AND PROJECT TEAMS | |
| <ul style="list-style-type: none"> - Interrupted workflows - Negative team morale and inefficiency - Quality assurance | <ul style="list-style-type: none"> + Uninterrupted workflows + Improved team morale and efficiency + Higher quality assurance |

How Does the Service Work?

EARLY ENGAGEMENT

The proxy is introduced a few months before the employee's leave is expected to begin to ensure they understand the role and responsibilities and can step in for prenatal doctors' appointments etc.

ACTIVE SUPPORT

During the employee's parental leave, the proxy handles all day-to-day tasks, so there are no gaps in service.

CONTINUOUS CHECK INS

Regular evaluations are conducted with the employee and the employer to adjust the level of support as needed and ensure all parties' personal and professional needs are met.

SEAMLESS INTEGRATION

As the parent gradually returns to work full time, the proxy transitions responsibilities back, ensuring a smooth and stress-free reintegration into the workforce for the parent.

Why Choose Makosi Family First Career Support?


A 2022 McKinsey study revealed that of working parents with children aged five and under,

34% left the workforce

citing childcare concerns as the reason*.



Parents in the accounting industry work around

 **40 - 60 hours a week,**

and we all know the accumulative effect busy season can have on those hours.

Young children aged three and under experience an average of

 **8 - 12 illnesses annually,**

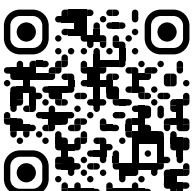
each lasting up to five days.**

That's a staggering amount of time parents are expected to care for their children while ensuring they stay on top of demanding workloads.

Investing in Makosi's Family First Career Support is a commitment to a **healthier, more inclusive workplace.**

By supporting your employees' needs during a pivotal stage in their lives, you promote loyalty, enhance productivity, and promote a culture of diversity and inclusion. This service will benefit your team and strengthen your business reputation as a forward-thinking and compassionate employer.

Contact us today to learn more!



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* - The childcare conundrum: How can companies ease working parents' return to the office? - <https://www.mckinsey.com/featured-insights/sustainable-inclusive-growth/future-of-america/the-childcare-conundrum-how-can-companies-ease-working-parents-return-to-the-office>

** - Child Health - <https://www.cdc.gov/nchs/fastats/child-health.htm>