



TIPS FOR STARTING AN ON-RAMPING PROGRAM AT YOUR ORGANIZATION

On-Ramping is one of the best ways to retain talented professionals. It's also inexpensive, measurably effective, and gaining in usage among firms and corporations of all sizes. An on-ramping program eases an employee's transition back to work after medical/family leave with the option of working reduced hours for a limited period of time without having to apply or request permission. More importantly, returning professionals are given support to make sure they can successfully ramp back up to their full levels.

Here are some tips to help you start an effective and successful on-ramping program in your organization:

- **Define the Program Elements:** How will the program be made available to returning employees? What is the length of the reduced schedule, and when will employees return to full-time?
- **Have Model Policy Schedules:** What are the graduated intervals of work allocation and pay scales? Will your program be focused on overall length of time to re-integrate to full time? Will it include other forms of holistic flexibility?
- **Map Out the Program's Implementation:** What steps do you need to take to make sure the program "holds" and is successful at your organization? How will you secure leadership buy-in and communicate the benefits to employees?
- **Active Management is Key:** Who will oversee the program and how? What preparation and support will be in place before, during, and after an employee takes medical/family leave?
- **Measure and Monitor the Program:** How will you measure the program's utilization and success? How will you utilize feedback?
- **Consider More Holistic Strategies for Support and Success:** Are you meeting all the needs of returning professionals regardless of why they took leave? Do you have enough of the proper support structures (in addition to a graduated work schedule) in place like coaches, mentors, and "tool kits"?

These are just some of the factors to consider as you start an on-ramping program in your organization. The Alliance is here to help - we can discuss options that best work for your organization and provide full guidance for each of these tips to ensure a complete and successful on-ramping program. [Contact us](#) to learn more.