



# PART-TIME TECH

BENEFITS AND TIPS FOR SUCCESS

Sarah Henrikson | @\_SarahHenrikson



 #GHC18

# SHOW OF HANDS...

How many have worked part time in a technical role?

How many haven't but want to?

How many are managers and want to learn about having part-time employees?



“The traditional full-time  
schedule may not be a “one size  
fits all” model”

*Amazon part-time tech initiative on EventBrite*

# AGENDA

## Intro

- Who am I and why am I talking about part-time tech?

## Potential Benefits and Challenges

- For manager/employer
- For part-time employee

## Tips for success

- What worked for me and what didn't
- Share techniques for mitigating concerns
- Asking for what you need

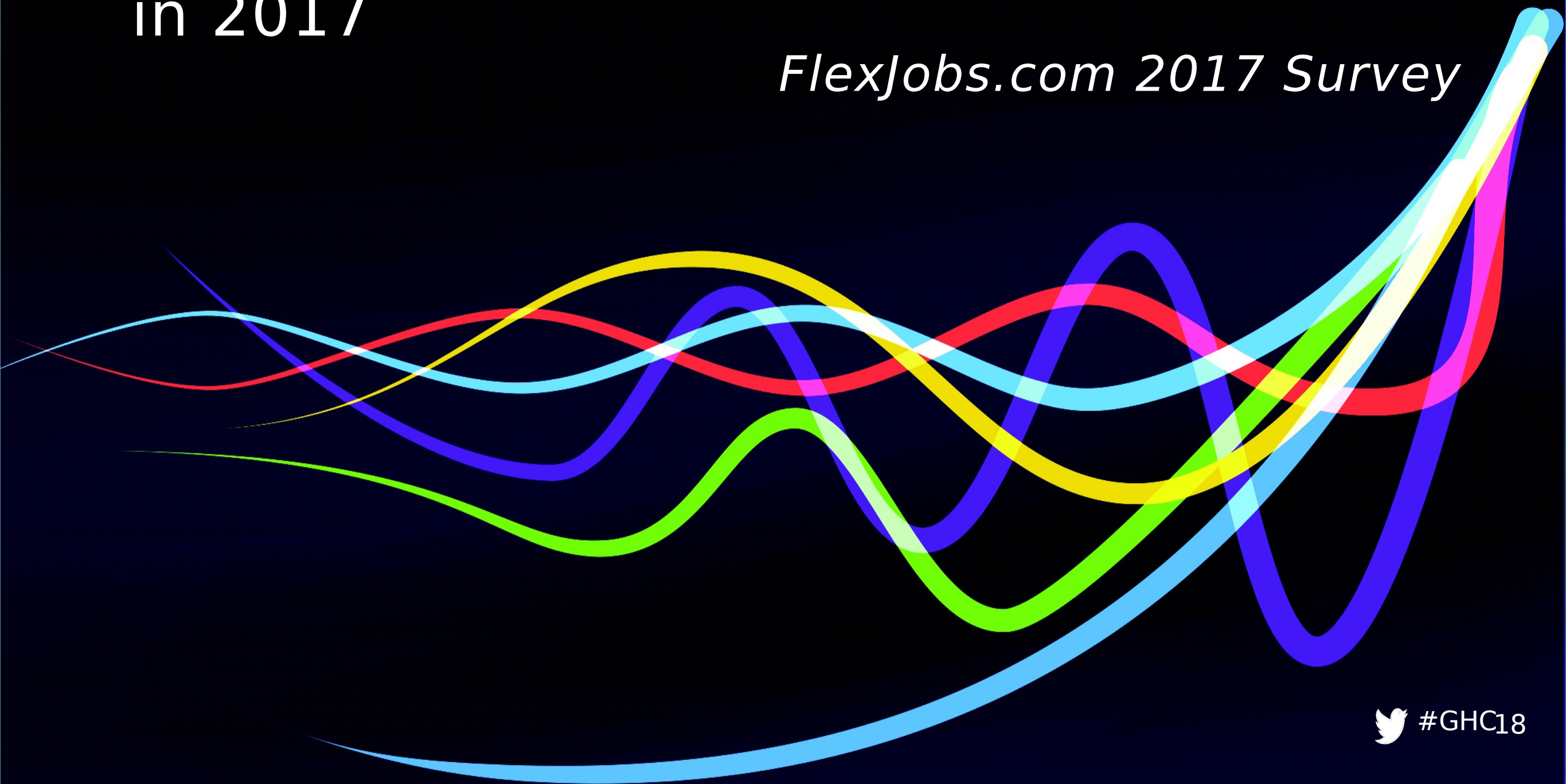
# WHY AM I TALKING ABOUT PART-TIME TECH?

- 30-hr/week Data Engineer at Amazon
- Part-time DBA in past
- Helped to keep me at my companies and in the IT field
- Want to share my experience with others



The number of people who say they've  
**quit a job due to lack of flexibility** has  
nearly doubled from 17% in 2014 to 32%  
in 2017

*FlexJobs.com 2017 Survey*

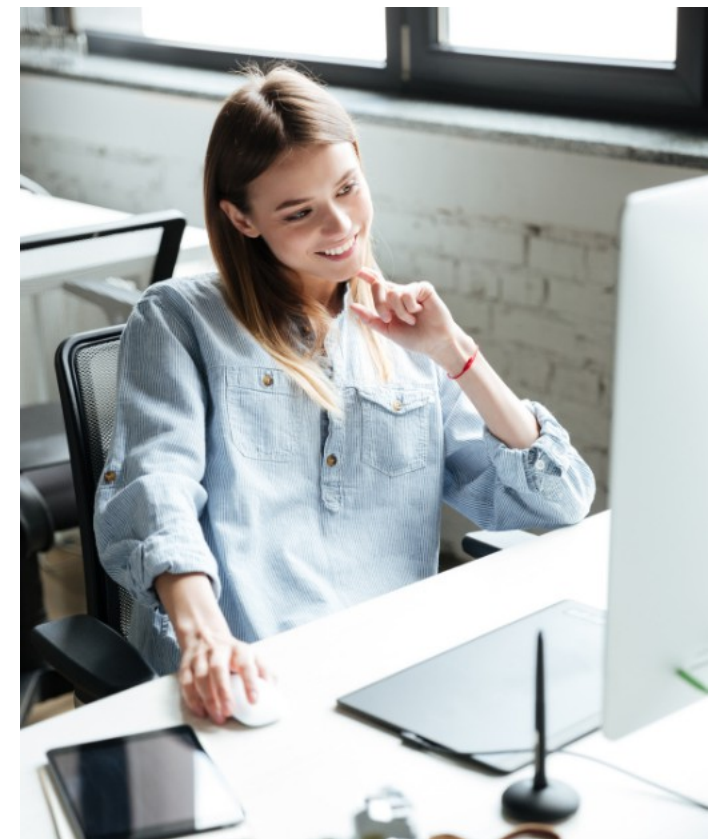




# POTENTIAL EMPLOYEE BENEFITS

 #GHC18

- New job opportunities possible
- Flexibility to support personal needs
- Reduced stress and burnout
- Improved health and happiness
- Save on transportation costs
- Reduce commute stress
- Possible decrease in child/elder-care costs
- Retain skillset



# POTENTIAL EMPLOYER BENEFITS



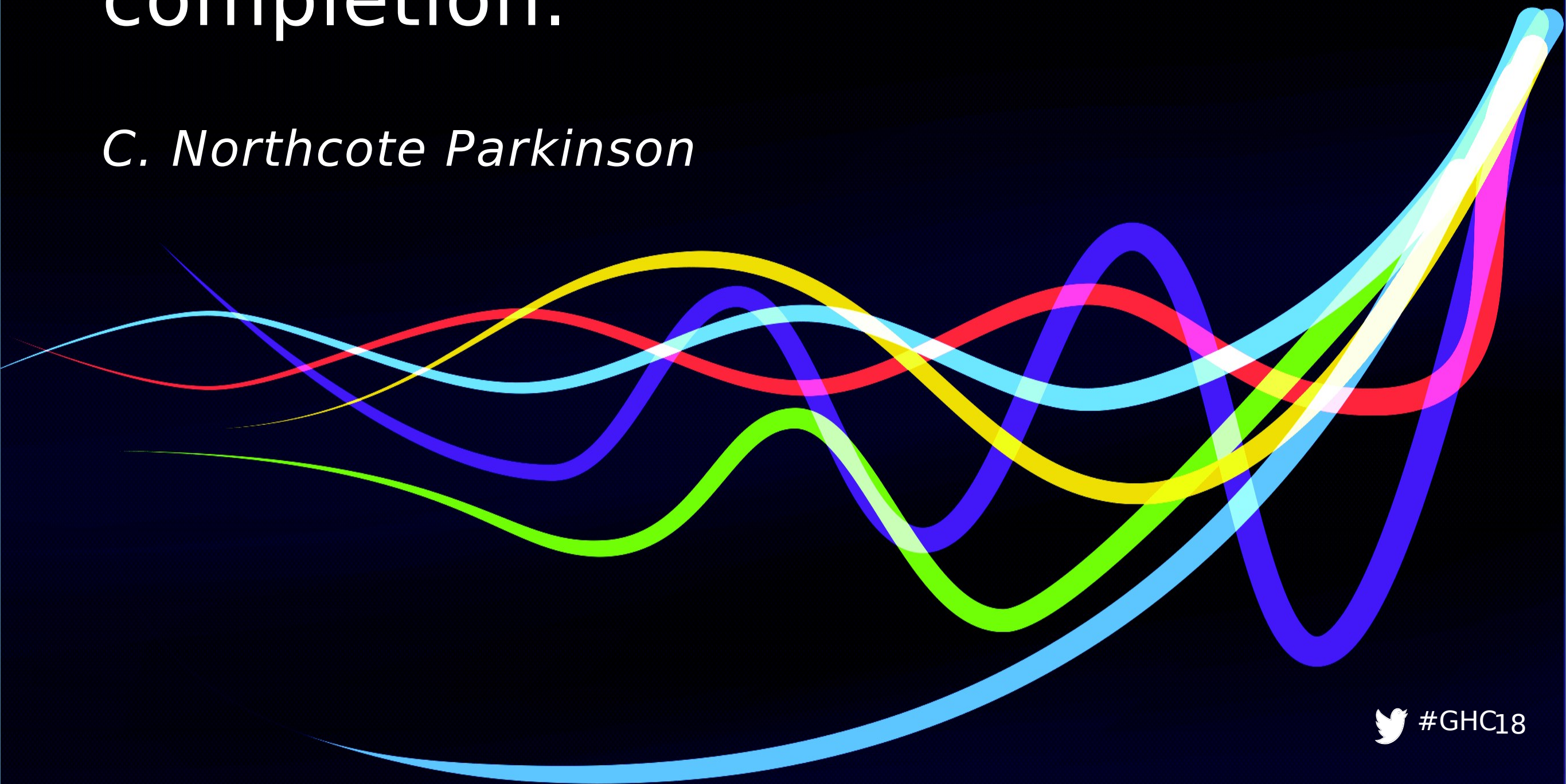
 #GHC18

- Increased diversity and inclusivity
- Access to additional tech force
- Increased loyalty and morale
- Reduced turnover and absenteeism
- Workers may convert to full-time
- Improved attractiveness
- Employees retain skillset
- Reduced hiring and training costs, if retain
- Costs drop more than productivity



**“Work expands so as  
to **fill** the **time available** for its  
completion.”**

*C. Northcote Parkinson*





# POTENTIAL EMPLOYEE CHALLENGES

 #GHC18



- Struggle with full-time expectations
- May feel detached from team
- Easy to work more hours
- Negative stigma related to part-time
- Impacts to career growth
- Reduction in salary and stock options/bonuses
- Being a pioneer is hard



# POTENTIAL EMPLOYER CHALLENGES

An abstract graphic featuring several overlapping, wavy lines in cyan, magenta, and blue. A white line graph with a yellow trend line starts from the left and trends upwards towards the right, ending in a sharp peak. The background is dark blue.

 #GHC18

- Meeting times/attendance impacted
- Need to manage perceptions and expectations
- FT Employees may want more flexible options too
- Different approach to management
- Differs from company/society norms

# TIPS FOR SUCCESS

- Full support all the way up
- Agile work methods
- Transparency with team, project manager
- Be strict with hours - *most of the time*
- Prioritize; Choose meetings with care
- Set “core” team hours
- Regular 1:1 between manager and employee
- Annual retrospectives with leadership
- Keep track of accomplishments
- Manage expectations
- Ensure career track options are same as FT employees

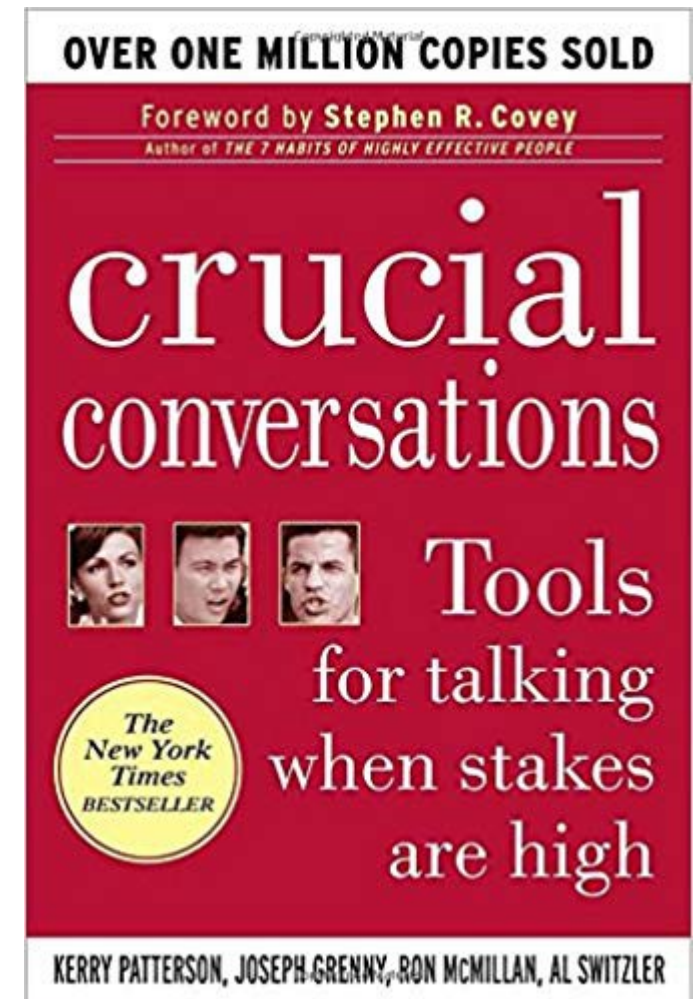


“If you don’t ask, you don’t  
get.”

*Stevie Wonder*

# HOW TO FIND A PART-TIME TECH ROLE

- Research company policies
- Know what you want
- Work the numbers
- Learn tips for asking hard questions □
- Practice on a friend
- Ask your current manager
- Look for a supportive manager



• Know available options  
Learn tips for difficult conversations



“Roughly 6 million  
Americans - choose part-  
time work so they can follow  
their passions.”

*Inc.com article*

# IT'S NOT JUST WORKING MOMS

Employees seeking flexible work options are not just part-time mothers

- Potential retirees
- Men and women wanting to pursue their passions
- People with elder-care needs
- Health issues

- Know available options

Learn tips for difficult conversations



# TAKE-AWAYS

## Employees

- You need to ask
- It doesn't have to be permanent
- You can continue to grow in your career
- Meet your personal needs and still follow your IT passion

## Managers

- Flexible work opportunities are in demand
- Without this option, talent may leave the work force
- Done right, part-time tech roles CAN work
- Improve hiring, performance, loyalty



# THANK YOU!

Sarah Henrikson | @\_SarahHenrikson

