

IS YOUR WORKPLACE FAMILY FORWARD? GET CERTIFIED

Employers across North Carolina want to attract and retain the best employees, and they want those employees to be happy and healthy.



Yet the U.S. is facing a massive talent shortage and a child care crisis, coupled with lack of supports like paid leave. That means pregnant workers and working parents and caregivers—especially women—are disproportionately forced to change jobs or leave the workforce entirely.

Family-friendly workplaces have a competitive advantage.

They attract and retain more top talent, and their employees are more productive and more committed.

Plus, family-friendly employers benefit from reduced employee health care costs, a healthier work environment, and fewer employee absences.

For children and families, the benefits of family-friendly workplaces are numerous and long-lasting. They include positive impacts on health, development and well-being, financial stability, and future career success.



By becoming a Family Forward NC Certified Employer, you show potential employees, customers, and stakeholders that you care about working families and children and that you are a workplace where pregnant workers, parents, and caregivers will feel supported and can thrive.

BECOME CERTIFIED TODAY

Visit www.familyforwardnc.com for more information and to apply.

BECOME A FAMILY FORWARD NC CERTIFIED EMPLOYER HERE'S HOW

A Family Forward NC Certification designates employers that offer policies and practices that support the health and well-being of working families and children.



To achieve certification, an employer must offer best-practice policies in one or more of five main areas:

- paid leave and wages
- accommodations for pregnant and breastfeeding workers
- child care
- health and wellness benefits
- scheduling practices

We define best-practice policies based on guidance from national medical organizations, experts in early childhood and our [Pathways to Grade-Level Reading](#) rubric.

Step 1: Apply Online

The first step is to fill out our online application, which helps us determine if your policies meet our certification requirement thresholds. Employers with five or more employees can apply.

Step 2: Verify Policies

We will review your written policies and conduct a quick phone call with your HR leader. We'll also ask you to share a short survey with employees that asks about the policies and your company culture.

Step 3: Certification

Once we've verified your policies, you'll be granted a certification. Certification will be good for two years from the date we notify you.

Certified employers receive the Family Forward NC Certified Employer logo and communications materials, family friendly workplace resources, peer learning opportunities, and more. Application for certification includes a small, non-refundable fee. Once you're verified for certification, additional fees apply and are based on the number of employees you have.

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