

## 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](http://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, we require that an employer:

- has a minimum of five employees located in NC working at least 30 hours per week
- offers a family-friendly workplace; we look at the following policy and practice categories:
  - paid leave and wages,
  - accommodations for pregnant and breastfeeding workers,
  - child care supports,
  - health and wellness benefits,
  - and scheduling practices.
- allows 100% of the employees working at least 30 hours per week to be eligible for benefits
- has written policies available to all employees

*Applications are reviewed based upon best-practice policies, as defined by 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 eligibility check. If eligible, you'll be directed to complete the full application, which helps us determine if your policies meet our certification requirement thresholds.

## Step 2: Verify Policies

We will review your written policies and follow-up with your HR leader. We'll also ask you to share a short survey (available in English or Spanish) with employees that asks about the policies and your company culture.

## Step 3: Certification

Once we've verified that your policies align with your application and employee responses, and our requirements, 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 in your organization.*

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