



**Business Smart.** Family Friendly. Future Ready.

Family Forward NC is a groundbreaking initiative to foster employer-led change and increase access to research-based, family-friendly practices—big and small—that improve workplace productivity, recruitment and retention; grow a strong economy; and support children’s healthy development across North Carolina.

## How to Build a Family Forward Community

Now in its third year, Family Forward NC has engaged with more than 6,500 employers across North Carolina. We’ve helped public and private employers of all sizes and industries create and change their policies to make their workplaces healthier for employees and their families and to better support North Carolina’s children.

How to Build a Family Forward Community includes materials to introduce you to Family Forward NC and our strategy; help you understand your own state’s family-friendly landscape; and educate and engage employers in your state.

## Materials

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Inside How to Build a Family Forward Community you will find:

- **An Overview of Family Forward NC**
- **A Strategy Outline**

Why start from scratch if you don't have to? This document walks you through three years of the North Carolina Early Childhood Foundation's groundbreaking work to foster employer-led change.

It includes our Theory of Change, developed as the guidepost to everything we do, along with lessons learned and tips for how to get started or move forward.

- **Employer and Employee Surveys/Interview Template**

Our work is based on research, including a survey of 300 NC employers and 300 NC employees.

This template includes an online survey for employees and a phone interview survey template for employers, which can be adapted to online as needed. The template is built for professional interviewers and survey operators but is easily adaptable.

- **Guide to Family Forward Workplaces and Suggestions for How to Customize It**

The *Guide to Family Forward Workplaces* is a groundbreaking "how to" for employers of all sizes and from all industries that outlines the research, best practices, sample policies, and case studies employers need as they review and grow their own family-friendly policies and practices.

While the Guide itself is available online, purchasing our copyright package allows you to take the Guide and adapt it for your purposes. We include a breakdown of the Guide to show you what you can use "as is" and what needs to be adapted or customized to your community.

- **A Case Study Template, Tips, and Example**

Case studies are integral to our work. They allow us to celebrate employers who are already family-friendly or who are on their journey toward becoming family-friendly. They also provide ideas, inspiration, and peer learning for other employers who don't know where to start or to what to do next.

This document outlines the elements and process for creating employer case studies, including the elements of each case study, how to write a case study, what questions to ask employers and employees, and some suggestions for getting the word out about your new case study.



## Investment

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**Materials—Full Package: \$3,000**  
Includes all materials mentioned above.

**Virtual Training with Materials Package: \$8,500**

Includes all materials, plus a half day (4-hour) interactive workshop with Family Forward NC's strategists and community engagement leaders. Together, we'll focus on how to build, launch, and implement your family-friendly workplace initiative.

**Consultation: \$150/hour**

A one-on-one virtual strategy and implementation consultation session customized to your needs.

### Need More Support?

In addition to the materials provided here, we offer opportunities for one-on-one and small group strategy and implementation consultation. To learn more, contact Lisa Finaldi at [lfinaldi@buildthefoundation.org](mailto:lfinaldi@buildthefoundation.org).