



## A Brief Summary of Current Work

April 2011

Families and Work Institute (FWI) is a nonprofit, nonpartisan research organization that studies the changing workforce, family and community. As a preeminent think-tank, FWI is known for being ahead of the curve, identifying emerging issues, and then conducting rigorous research that often challenges common wisdom and provides insight and knowledge. As an action-tank, we conduct numerous projects that put our research into action and then evaluate the results. *Our purpose is to create research to live by.*

Since the Institute's founding in 1989, our work has focused in three major areas: the workforce/workplace, early childhood and youth.

### WORKFORCE / WORKPLACE

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*FWI is dedicated to providing objective information on changes in the workforce and workplace in order to inform decision makers in business, government, communities and families. Toward this end, the Institute conducts its own nationally representative research studies as well as studies of employees globally.*

#### National Study of the Changing Workforce (NSCW)

The National Study of the Changing Workforce (NSCW), a cornerstone of FWI's research, is conducted with a large nationally representative sample of U.S. workers every five years. The 2008 NSCW builds on the 1977 Quality of Employment Survey, conducted by the U.S. Department of Labor, and FWI's 1992, 1997 and 2002 National Studies of the Changing Workforce, providing 30-year trend data. The NSCW is the only ongoing study of its kind or scale to provide such extensive information about workers' lives on and off the job.

Funding for data collection for the 2008 NSCW came from the Alfred P. Sloan Foundation with additional support from the IBM Corporation and other corporations and foundations. We are currently raising funds to conduct the next round of the National Study and hope to enlist supporters who will make a leadership gift and have the unique opportunity to join us in crafting the next National Study.

All of the reports produced from the 2008 NSCW have garnered an unprecedented amount of attention in the business world and in the media:

- **Times Are Changing: Gender and Generation at Work and at Home**

This is the first report from the 2008 NSCW. When it was released in March 2009, it made news around the world, including a page one story in *USA Today*. Comparing data over the past three decades revealed many new trends. For the first time, young women want just as much to advance to jobs with more responsibility as young men. Moreover, being a mother does not significantly change young women's career ambitions. These changes in attitudes reflect women's evolving roles in the workplace. The share of dual-earner family income contributed by women has risen to 44%, and 26% of women now earn 10% or more than their husbands. At the same time, men have increased the amount of time they spend with their children and are experiencing more work-family conflict than women.

- **The State of Health in the American Workforce: Does Having an Effective Workplace Matter?**

Released in September of 2009, this report from the 2008 NSCW provides a status report on the physical and mental health of U.S. employees. Findings reveal that the physical health of employees has declined and stress levels have increased. The report addresses the extent to which having an effective workplace affects employees' physical and mental health as well as job engagement, retention intentions and job satisfaction.

- **Working in Retirement: A 21<sup>st</sup> Century Phenomenon**

Using data from FWI's 2008 NSCW, this analysis of adults working in retirement released by Families and Work Institute and the Sloan Center on Aging & Work on October 6, 2010, reveals some surprising insights. The one in five workers who have fully retired and now have a retirement job, are not just working for money: 31% report that they are working to stay active, and 18% say they want to contribute and be productive. Less than one in five report working in retirement due to insufficient income, though they do earn less money than those who have never retired.

This trend of working in retirement is quickly becoming the "new normal"—fully 75% of workers aged 50 and older expect to have retirement jobs in the future, according to this research. Among those working in retirement, over half say they have no plans to leave their current employment situation for at least another five years. And nearly 10% state that they plan to continue doing the same work until they die. This report posits that workers will cycle in and out of education, employment and retirement throughout their lives. *Working in Retirement* was covered by *NPR's Morning Edition*, *Reuters* and the *Huffington Post* on its release date.

- **The Elder Care Study: Everyday Realities and Wishes for Change**

This report examines caregivers' experiences at work, in medical settings, in their communities and at home. It reveals that 42% of employees have provided elder care over the past five years, and 49% expect to do so in the coming five years. In addition to the quantitative study from the 2008 NSCW data, follow up interviews were conducted with these elder care providers, and they were asked about their wishes for change in the way that workplaces, other family members and the health care system support them as caregivers. They were also asked about their wishes for themselves as they age. This report was released in October, 2010 in conjunction with Maria Shriver's report, *A Woman's Nation Takes on Alzheimer's*.

- **A Series of Reports on Flexibility in Different Sectors**

The first **White House Forum on Workplace Flexibility** held on March 31, 2010 marked a seminal turning point in aligning the needs of the 21<sup>st</sup> century workforce with the 21<sup>st</sup> century workplace. Continuing the momentum of this historic event, the U.S. Department of Labor's Women's Bureau, in collaboration with the White House, is hosting "National Dialogue on Workplace Flexibility" Forums around the country: four large National Forums, held quarterly beginning in fall 2010, interspersed with six smaller Regional Forums. FWI is supplementing and supporting the Women's Bureau's Forums by creating reports on research and best practices in various sectors, using data from the 2008 National Study of the Changing Workforce, the 2008 National Study of Employers (described below), and *When Work Works* (also described below). The first three reports include:

- ✓ **[Workplace Flexibility and Low-Wage Employees](#)**

Although low-wage employees have much less access to many types of flexibility than higher-wage employees, low- and higher-wage employees are equally pressed for time in their personal lives and place equal value on having a flexible workplace. Having greater flexibility on the job substantially reduces differences between low-wage and higher-wage

employees in terms of job satisfaction, job engagement, physical and mental health and the likelihood of employees remaining with their current employers.

- ✓ **Workplace Flexibility in the Health Services Industry**  
Using data from the 2008 National Study of Employers and the 2008 National Study of the Changing Workforce, this report reveals that the health service industry is at the forefront of workplace flexibility implementation. Employers in health services are far more likely than employers in other industries to see flexibility as a business tool rather than a favor or a perk. In addition, they are more likely than employers in other industries to use workplace flexibility to attract highly skilled workers, and they provide much more flexibility than other employers.
- ✓ **Workplace Flexibility Among Small Employers**  
This report finds that the smaller the worksite, the more likely employees are to report receiving control over their work schedules, part-year schedules, and flexibility in moving from full-time to part-time jobs. Employees in small worksites, however, are less likely to have access to some paid time off flexibility. On the other hand, employees at small worksites are more likely to have a workplace culture of flexibility.

Upcoming reports will focus on the following industries: retail; hospitality, restaurant and tourism; manufacturing; education; and the professional employees.

- **From Research to Action: Lessons in Bringing about Workplace Change**  
This report—being prepared for the journal *Future of Children*—summarizes FWI's data on workplace flexibility from the National Study of the Changing Workforce and the many lessons learned from the When Work Works initiative.

## **National Study of Employers (NSE)**

The other cornerstone of FWI's work is the National Study of Employers (NSE), the most comprehensive and far-reaching study of its kind which provides data on the practices, policies, programs and benefits provided by U.S. employers to address the changing needs of today's workforce and workplace.

The National Study of Employers is the only ongoing study of its kind or scale to provide such extensive information about what employers make available to employees. Conducted most recently in 2008, this study was begun in 1998 and was conducted again in 2005, 2008, and will be conducted in 2011. As we do in each administration of the study, we have added new questions to the 2011 NSE. These are focusing on how employers supporting men and women returning from deployment and military families. Funding for the 2005, 2008 and 2011 studies has come from the Alfred P. Sloan Foundation.

- **The 2008 National Study of Employers (NSE)**  
The latest edition of this study of a representative group of U.S. employers confirms that, in the face of economic volatility, companies have generally held steady, primarily reducing only those benefits that carry hard costs. Yet, in certain areas—including wellness programs, domestic partner benefits and access to information on support services—there is an expansion of initiatives. The study also finds that having an employee base composed of a greater percentage of women—or the presence of women and minorities in senior positions—is correlated with a more flexible workplace.
- **The Impact of the Recession on Employers**  
In order to better understand the impact of the current recession on the U.S. labor force and on employers, Families and Work Institute surveyed a random sample of 400 U.S. employers with 50 or more employees in May of 2009. This study was released on July 23, 2009, presented at a hearing of the Joint Economic Committee of the U.S. Congress on that day, and further extensively used by the White House Council of Economic Advisers in a

report released at the first White House Forum on Workplace Flexibility on March 31, 2010 entitled [Work-Life Balance and the Economics of Workplace Flexibility](#). FWI advised the White House on and took part in the Forum on Workplace Flexibility, and is now working with the Women's Bureau of the U.S. Department of Labor to plan the follow-up National and Regional Forums (described above).

## **When Work Works: A Project on Workplace Effectiveness and Flexibility**

**When Work Works** is designed to share research on what makes work "work" in the 21st Century. It is a project of Families and Work Institute (initially funded by the Alfred P. Sloan Foundation). Its purpose is to highlight the importance of workforce effectiveness and workplace flexibility as strategies to enhance businesses' competitive advantage in the global economy, and to help both employers and employees succeed by sharing research findings; sharing best practices; creating practical resources; and providing recognition to top employers through the Sloan Awards.

On February 1, 2011, a groundbreaking, multi-year partnership was announced between FWI and the Society for Human Resource Management (SHRM). By highlighting strategies that enable people to do their best work—while building on **FWI's When Work Works** initiative and expanding upon **SHRM's We Know Next** campaign—the partnership will promote flexible and effective work arrangements that fit the 21st century workforce and move work forward.

Partnership efforts include:

- **Practical Tools:** The partnership will develop educational materials and practical tools to help employers and human resource professionals advocate for and implement effective and flexible workplace strategies.
- **Research:** The partnership will conduct and share research with employers on how effective and flexible workplaces can benefit employers and employees.
- **Work Life Conference:** The partnership will host a unique work-life conference November 8-10 in Washington, DC which will engage human resource thought leaders from the areas of work-life, talent management, diversity and inclusion, and workplace effectiveness.
- **Awards:** The partnership will continue to offer the Sloan Awards. Central to the When Work Works project are the Sloan Awards. Since 2005, these awards have annually recognized exemplary employers of all types and sizes across the U.S. Winners are selected through a rigorous scoring process that first measures employer practices against national norms based on FWI's National Study of Employers and then incorporates employee responses, with two thirds of the overall score derived from employees. All applicants receive a customized benchmarking report comparing their organization's practices with nationally representative data, Sloan Award applicants and Sloan Award winners. In 2010, there were 700 applicants and 373 winners.

When Work Works has produced a number of reports and materials, including:

- **2011 Guide to Bold New Ideas for Making Work Work**  
This annual guide, released by FWI and SHRM in March of 2011, is the go-to place for finding the best examples of employers that have created effective and flexible workplaces to benefit employees while also improving the company's bottom line during a challenging economic climate. Consisting of 425 brief case studies of small, mid-sized and large winners of the Sloan Awards, this Guide is an invaluable resource for employers and for job seekers, containing examples from 44 states across the country. The 2011 Guide is available for purchase through The SHRM Store at: <http://shrmstore.shrm.org/2011-guide-to-bold-new-ideas-for-making-work-work.html>.

- **2009 Guide to Bold New Ideas for Making Work Work**

The 2009 guide includes promising practices among 260 employers, with a special focus on how they are handling the recession. An online, searchable version of the guide is also available on FWI's When Work Works Web site at: <http://boldideas.whenworkworks.org>.

## **The Supporting Work Project**

With the Supporting Work Project, FWI focused on understanding and addressing the issues and challenges of entry-level, hourly employees. This project brought employers, community-based programs and public leaders into innovative partnerships to meet the needs of America's working families. The project was designed to link low- to moderate-wage employees with the public and private supports and services they need to weather the financial crisis, and succeed at work and at home. With funding from the Ford Foundation, Families and Work Institute awarded grants to nine pilot projects across the country that were increasing the number of employers linking their eligible employees to publicly-funded work supports; increasing the number of eligible employees who use these supports; evaluating how increasing the access and use of these supports benefits employers and employees; and increasing awareness of and support for publicly-funded work supports among employers and the public at large in order to sustain and expand these efforts. The final report for the Supporting Work Project was completed in March 2011 and includes lessons learned about benefit access in the workplace, working with employers and collaboration. The report will be distributed nationally as well as posted on FWI's Web site.

## **CHILDREN, FAMILIES AND COMMUNITIES**

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*Families and Work Institute's work includes a long commitment to focusing on children, families and communities.*

### **Mind in the Making (MITM)**

Over the past decade, Families and Work Institute has created an unprecedented and unparalleled collaborative effort to share the science of children's learning with the general public, families and professionals who work with children and families. With the award-winning production company, New Screen Concepts, we have filmed researchers "in action"—showing actual experiments and presenting the science of children's development in an accessible and inspiring way. To date, we have interviewed over 100 researchers and have more filming planned—giving us the most extensive library of research on children's development and learning ever created.

By taking cutting-edge research and applying the principles of engaged learning to adult learning, we help adults understand how children learn, what they need to learn, and how adults can take simple, effective steps to promote this learning.

**The Mind in the Making Campaign** includes:

- *Mind in the Making: The Seven Essential Life Skills Every Child Needs*, a new book (and "vook") by Families and Work Institute's President Ellen Galinsky, published by HarperCollins in April, 2010;
- network television appearances;
- Learning Modules for Educators (in English and Spanish) created with significant funding from The Heinz Endowments; these Modules have been implemented in ten states;
- Seven Essential Skills Learning Modules, created with funding from the Marks Family Foundation; and

- DVDs of 40 important experiments in child development research—from the classics to the cutting edge, created with funding from a family foundation.

### MITM's Media Outreach

Since the publication of Ellen Galinsky's book (reviewed as "groundbreaking," "iconic," and "revolutionary" and ranked #1 on the Amazon listing of child development/parenting books for the first several weeks after its publication), *Mind in the Making* continues to be featured in major media stories, reaching an audience of more than 150 million people through our outreach activities, word of mouth, and traditional and social media outlets. Ellen Galinsky is the keynote speaker and featured expert at many events across the U.S. and abroad.

### A Sectorial Approach to Outreach

**Community Schools:** Families and Work Institute in partnership with the Children's Aid Society, National Center for Community School (NCCS) and The Institute for Educational Leadership (IEL) has been funded by the W. K. Kellogg Foundation to use *Mind in the Making* as a focal point for educational innovation in Community Schools. This four-year grant enables us to:

- integrate MITM and the Seven Essential Skills into the Early Childhood Community Schools Linkages Projects in Tulsa, OK and Multnomah County, OR, and The Children's Aid Society community schools in New York, NY;
- expand the MITM and Seven Essential Skills work with community school initiatives into four additional communities;
- use MITM Learning Modules for Educators as a way of "going deeper" in approximately three sites;
- create a Web-based credit-bearing curriculum for the Seven Essential Skills;
- widely share lessons learned from using MITM and the Seven Essential Skills as a focal point for educational innovation in community schools and for educators and families throughout the country; and
- fund an evaluation of this approach to determine how and in what ways children's development is improved.

**Pediatricians and Other Health Care Providers:** FWI has received funding from a family foundation to develop materials for pediatricians, adding child development information into their medical training and developing materials for pediatricians and other health care professionals to use with families.

**Communities:** FWI is using the new Seven Essential Skills Modules as a parent engagement strategy in communities, beginning in Baltimore in the fall.

**Learning Communities:** The W.K Kellogg has provided FWI with \$125,000 to provide Mini Grants of up to \$5,000 to groups using *Mind in the Making* in learning communities in the birth through eight continuum.

### MITM's Significant Partnerships

In addition, organizations that serve parents and teachers are partnering with us to ensure that *Mind in the Making* reaches their members. For example,

- The National Association for the Education of Young Children (NAEYC) is distributing the book and a supplemental teacher's guide to 25,500 educators.

- LifeCare is distributing the book to 10,000 new parents yearly through their corporate clients.
- Mamapedia.com, an online community of parents and caregivers that reaches over 3.5 million members, is featuring regular *Mind in the Making* blogs on their site and newsletter. And Café Mom, an online community that reaches over 7 million parents per month, is featuring ongoing advice columns from Ellen Galinsky in a question-and-answer format on their site.
- Ellen Galinsky has been a regular blogger on Huffington Post, The Savvy Source, and many others.
- Leading parenting bloggers nationwide continue to write to their audiences of parents about the book. There are approximately three to four blogs a day that mention the book.

For more information, please visit: <http://mindinthemaking.org/>.

### **School-Based Health Care Project**

The School-Based Health Care Project, funded by the James and Judith K. Dimon Foundation, is a research initiative on the financial sustainability and nationwide expansion of school-based health centers (SBHCs). There are approximately 2,000 SBHCs in or near schools across the country that provide nearly two million of America's most economically disadvantaged children and adolescents with high quality primary and preventive health care that is both readily-available and affordable. FWI has been conducting case studies on eight exemplary SBHCs in five different states, analyzing each center's design-model, financial infrastructure and/or relationship with the goals of the state in which they reside. The goals of the School-Based Health Care Project are to:

- identify best practices and common barriers among the centers;
- evaluate current challenges with insurance reimbursement;
- identify key policies and promising practices among the various states and within the federal government; and,
- ascertain how SBHCs across the country can achieve financial self-sustainability.

The data collected will inform a potential demonstration project that will increase the number of school-based health care centers that provide invaluable services to our nation's most vulnerable population: America's low-income children.

## **FWI'S CONVENING AND OUTREACH**

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### **Work Life Legacy Award**

FWI's Work Life Legacy Award was created in 2004 to honor the founders and leaders of the work-life movement and to capture their stories as a way of documenting the history of this social and economic transformation and to inspire future leaders.

The 2011 Work Life Legacy Award Dinner will be chaired by Ted Childs, FWI Board member. It will be held on Monday, June 13th at Cipriani 42<sup>nd</sup> Street in New York City, and we again expect over 40 organizations to support the event and more than 400 people to be in attendance.

The 2011 Honorees to date include Douglas Conant, President and CEO of Campbell Soup, and other exceptional honorees will be announced soon. In addition, Bright Horizons Family Solutions and FWI are honoring Mary Ellen Opperman and Lynette Chappell-Williams of Cornell University with the special Chris C. Kjeldsen Work Life Legacy Award given annually to outstanding practitioners in the field.

The 2010 Honorees included: T. Berry Brazelton, MD, Professor of Pediatrics, Emeritus, Harvard Medical School, Founder, Brazelton Touchpoints Center; Richard T. Clark, Chairman and CEO, Merck; Admiral Michael Mullen, Chairman of the Joint Chiefs of Staff, accepting on behalf of the United States Armed Forces and their families; and FWI and Bright Horizons Family Solutions presented the 2010 Chris C. Kjeldsen Work Life Legacy Award to Barbara Wankoff, Director, Workplace Solutions, KPMG.

The afternoon Immersion Learning Experience led to a fascinating discussion of the seven essential skills Ellen Galinsky identified in her ground-breaking book *Mind in the Making* and their impact on the workplace. And Admiral Mullen and Claire Shipman from *Good Morning America* co-moderated a very dynamic discussion with business leaders during the dinner: Lon O'Neil, then President and CEO of SHRM; Mirian Graddick-Weir, Executive Vice President, Human Resources, Merck; Carole Watkins, Chief Human Resources Officer, Cardinal Health; and Jill Kanin-Lovers, Corporate Director of Heidrick & Struggles and Dot Foods.

To learn more about this year's event and past Work Life Legacy Award celebrations, please visit <http://familiesandwork.org/site/events/wlla/site/index.html>.

### **Corporate Leadership Circle (CLC)**

FWI's **Corporate Leadership Circle (CLC)** is a unique group of top-level national and global companies deeply interested in how to create an engaged and productive workforce and in research-based workforce trends. The various forums we provide (**Circle Conference Calls, Briefings, Media Alerts**) allow these companies to learn from our research, one another and from an array of authors and other experts such as Tim Sanders, Judy Woodruff, Eldar Shafir, Jody Heymann, Katty Kay and Claire Shipman and Linda Tarr-Whelan. The Circle is composed of professionals in the areas of work life, human capital development, diversity, employee relations, women's leadership and networks, management training and business strategy. If you are interested in having your company join the CLC, please visit the Corporate Leadership Circle portion of our Web site: <http://familiesandwork.org/site/support/clc.html>

### **Work Life Leadership Council of The Conference Board**

In partnership with The Conference Board, FWI co-founded and staffs The Conference Board Work Life Leadership Council, a membership group that provides leadership and support to influence the business community to meet the changing personal/family needs of its diverse work force. GlaxoSmithKline hosted the fall 2010 Council meeting which focused on the important work of composing the agenda for the future of work life. The Council met again in April of 2011 to discuss "Moving Work Life Forward: Charting a Course for the Future," hosted by WorldatWork.

### **FWI and Social Media**

In 2010, FWI continued to expand its communication strategy to include social media with the launch of a blog, Twitter, Digg, Delicious, Vimeo and Flickr accounts, Facebook page and YouTube channel. In 2010, FWI's blog was named one of the 100 best Web sites for Women by *Forbes* magazine: <http://familiesandwork.org/blog/>

## **HIGHLIGHTS OF OTHER RECENT WORK**

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### **Leaders in a Global Economy**

FWI has continued to work on issues of talent management globally. The 2008 Leaders in a Global Economy study, conducted jointly with Catalyst, was designed to move issues of talent management forward by developing empirical knowledge about senior and pipeline leaders in

Europe, the U.S. and Asia and to use these findings to provide a new basis for theory and practice. This study was a follow-up to the 2003 Leaders in a Global Economy study, a worldwide survey of the 100 most senior men and the 100 most senior women at 10 major U.S. headquartered global companies in a range of industries, conducted by Families and Work Institute, Catalyst and Boston College Center for Work & Family. The sponsoring and partner companies for the 2008 study included: BP, Citi, Fluor, Henkel, Hewlett Packard, IBM Corporation, Infosys, Johnson & Johnson, JPMorgan Chase, TOTAL and Wal-Mart. Two reports have been created from the data:

- **Leaders in a Global Economy: Finding the Fit for Top Talent**

The first report, released in May 2008, found that women and men executives at major global companies share the same priorities for what they value most in their workplaces and careers. The study found, however, a lack of alignment between what leaders value and what they experience in the workplace, and that leads to less engagement and a higher likelihood of turnover of top talent. Nearly 8,000 senior and “pipeline” (those next in line for leadership positions) executives from 27 countries make up the sample analyzed for this report.

- **Leaders in a Global Economy: Talent Management in European Cultures**

The second report of the 2008 study, released in November 2008, analyzed data on a sample of more than 4,500 senior and pipeline business leaders in three cultural regions: Anglo, Germanic and Latin Europe. Notably, the study revealed that nearly one half of leaders intended to leave or were uncertain about staying with their current employer over the next five years. The study highlighted specific cultural challenges and barriers across gender and region that impact leaders, particularly women leaders who perceive less access to talent management practices.

## Select Reports from Earlier National Studies of the Changing Workforce

- **Supporting Entry-Level, Hourly Employees**

These three reports, released in 2006, look at the issues and challenges of low-wage and low-income employees: *What Do We Know About Entry-Level, Hourly Employees?*; *How Can Employers Increase the Productivity and Retention of Entry-Level, Hourly Employees?*; and *What Workplace Flexibility is Available to Entry-Level, Hourly Employees?*

- **The Aging Workforce**

FWI partnered with Boston College’s Center on Aging & Work/Workplace Flexibility to create two reports, released in 2005, on the experiences of older workers from the 2002 NSCW: *Context Matters: Insights about Older Workers* and *The Diverse Employment Experiences of Older Men and Women in the Workforce*.

- **Overwork in America: When the Way We Work Becomes Too Much**

This nationally representative study, released in 2005, looks at changes in the way Americans work and live. It finds that the fast-paced, global 24/7 economy, the pressures of competition and technology have blurred the traditional boundaries between work life and home life.

- **Generation & Gender in the Workplace**

This 2004 study, based on the 2002 NSCW, examines differences among generations in the workforce over the last 25 years. A follow-up report, **Older Employees in the Workforce**, looks at cross-generational supervisory relationships, specifically older employees being managed by younger ones.

## Alfred P. Sloan Awards for Faculty Career Flexibility

FWI joined forces with the American Council on Education (ACE) with funding from the Alfred P. Sloan Foundation to create a rigorous protocol for conferring awards to colleges and university recognized for their leadership and accomplishments in implementing groundbreaking policies and practices regarding career flexibility for tenured/tenure-track faculty over the life cycle. ACE continues to implement these awards.

## Ask The Children

Following the publication of Ellen Galinsky's 1999 book, *Ask The Children: The Breakthrough Study That Reveals How to Succeed at Work and Parenting*, FWI launched the Ask The Children® Series of studies, which investigate the views of a nationally representative group of young people on the critical issues facing them as they grow up. Each of the projects in this series is developed in the same way. On the basis of information gleaned from literature reviews, panels of experts and focus groups, we design a survey that is administered to a nationally representative group of young people. The findings have important relevance for all those who care about and work with children: parents, teachers, community groups, philanthropic organizations, business leaders, policy makers in the public and private sectors and the public at large.

- **Ask the Children: Youth and Violence**

In partnership with The Colorado Trust, FWI published **Youth and Violence: Students Speak Out for a More Civil Society**, which is based on a nationally representative sample of young people in the fifth through the 12<sup>th</sup> grades. This study probes the extent of extreme violence, physical violence and emotional violence in young peoples' lives today. It investigates the predictors of violence and also focuses on solutions, and is the first study that has directly asked young people for their own solutions for ending violence in all aspects of their lives.

- **Ask the Children: Youth and Employment**

**Youth and Employment: Today's Students, Tomorrow's Workforce**, was funded by JPMorgan Chase and The Open Society Institute and asked young people what they expect from the world of work. It is based on a nationally representative sample of students in the 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> grades. It examined what students' experiences are with work; what students' expectations are about work; how students learn about work; and what we can learn from them.

## 9/11 As History

FWI and Bank One partnered to create **9/11 As History**, an extensive educational resource that is Web based and free of charge to all educators across the nation. 9/11 As History provides curricula and tools that educators can use as they help children respond to traumatic events with resiliency and hope.

*For additional information on Families and Work Institute's current and recent work, please visit our Web site at: [www.familiesandwork.org](http://www.familiesandwork.org).*