



STRONG FAMILIES BUILD STRONG BUSINESSES

- ✓ Adverse Childhood Experiences (ACEs) before age 18 are prevalent in Kansas. More than 50 percent of Kansas adults have at least one ACE.
- ✓ High ACE scores (3+) in Kansas are more prevalent among adults under age 65, thus having an impact on our current workforce especially working Kansans with lower levels of education and earning lower annual incomes.
- ✓ Higher ACE scores increase the likelihood of academic failure by three times.
- ✓ Higher ACE scores result in increased work-related injury, absenteeism and a decline in individual worker productivity that costs employers \$147,000 over each lifetime.
- ✓ A low unemployment rate in Kansas (< 3.4%) with approximately 50,000 open jobs increases the number of low income workers with high ACE scores entering the workforce.
- ✓ Mitigating the negative economic consequences of this developing workforce requires employers to create Family Friendly Workplaces (FFW).
- ✓ Proven FFW strategies include access to quality childcare; flexible and consistent work schedules; parenting supports; access to job training and development; and paid parental leave.
- ✓ According to the CDC, business support for the creation of family friendly work environments helps employers to recruit and retain the best possible employees, increases employee satisfaction, productivity, commitment to the company, and performance, reduces employee absenteeism, contributes to develop the future workforce, and improves a businesses' public image.

The Kansas Power of the Positive is a coalition helping employers understand the needs of people who are not engaging effectively in the workplace because of family struggles. The Coalition will help employers meet these needs in a data-driven, strategic way to attain goals such as retention, recruitment, and productivity.