



Boost Your
Competitive Edge:
Actions for a Healthy,
Productive Workforce



Kansas Children's Service League

Kansas

3.2%

unemployment
rate

40,000

open
jobs

moving unemployed into the workplace

*these workers need support to be successful
& remain in the workplace*

**GOAL... self-sufficiency and
economic mobility**

Adverse Childhood Experiences (ACEs)

ABUSE



Physical



Emotional



Sexual

NEGLECT



Physical



Emotional

HOUSEHOLD DYSFUNCTION



Mental Illness



Incarcerated Relative



Mother treated violently



Substance Abuse



Divorce

ACEs are experiences that may be traumatic to children and youth during the first 18 years of life such as experiencing violence or other types of emotionally disturbing exposures in their homes and communities.

J. Bart Klika, Presentation to Prevent Child Abuse America Executive Directors' Meeting, Denver, CO, Oct. 1, 2013.

Melissa Merrick, Ph.D., Behavioral Scientist, Centers for Disease Control, May 21, 2014. "Adverse Childhood Experiences; Why We Should All Care." Safe States presentation, scheduled Prevent Child Abuse America presentation.

Rob Anda, MD MS, Principal Co-Investigator, ACE Study, Oct. 15, 2014. "The Progressive Nature of Adverse Childhood Experiences; Building Self-Healing Communities," Kansas Governor's Conference for the Prevention of Child Abuse and Neglect.

Early adversity has lasting impacts

Injury || Mental Health || Maternal Health || Infectious Disease || Chronic Disease || Risk Behaviors || Opportunity



Traumatic Brain Injury,
Fractures, Burns



HIV, STDs



Education, Occupation,
Income



Depression, Anxiety,
Suicide



Heart Disease, Cancer,
Diabetes



Unintended Pregnancy,
Pregnancy Complications,
Fetal Death



Alcoholism, Drug Abuse,
Opioid Misuse

ACEs

Lifetime economic burden of child maltreatment

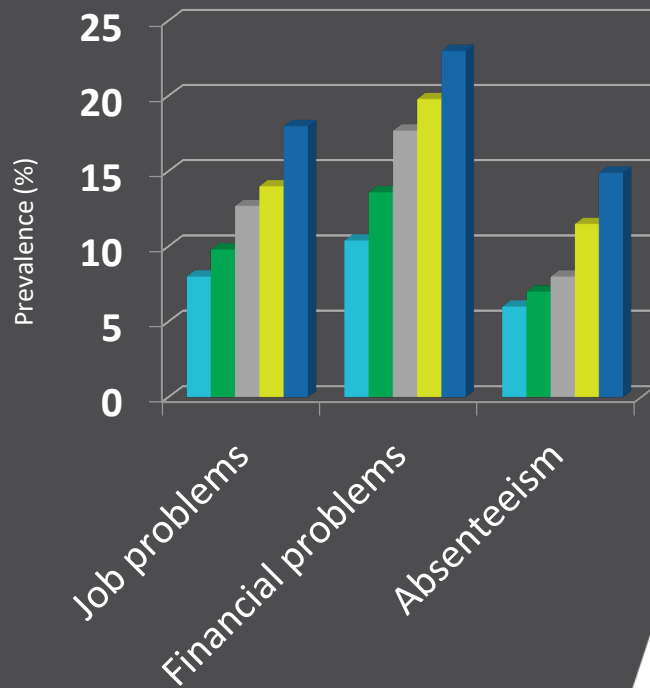


\$124 BILLION IN 2008

Cost per victim:

-
- PRODUCTIVITY LOSSES
69.2%
 - HEALTHCARE
20.3%
 - SPECIAL EDUCATION
3.7%
 - CHILD WELFARE
3.6%
 - CRIMINAL JUSTICE
3.2%

ACE score & work problems

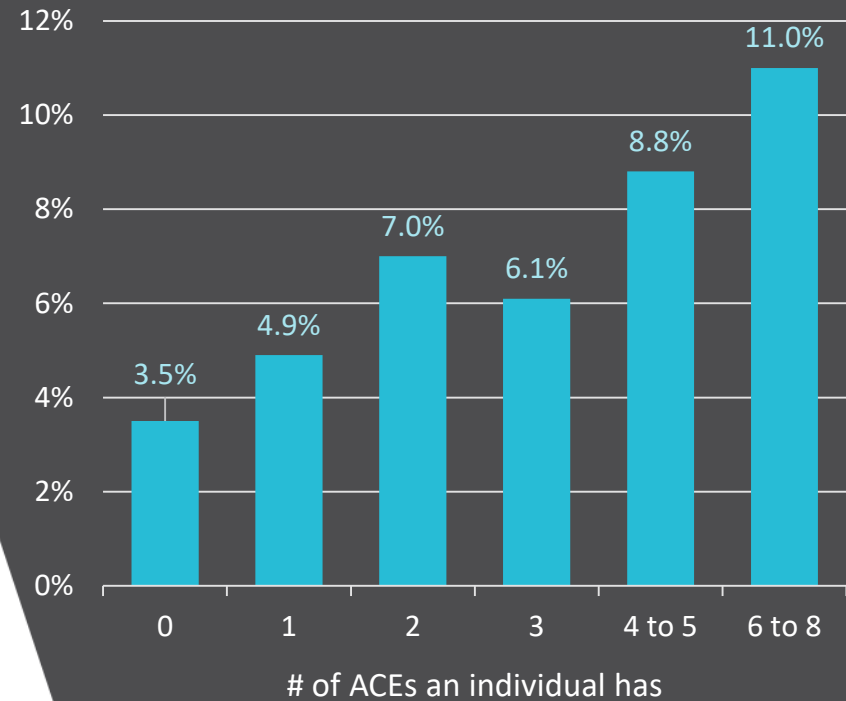


ACE score:

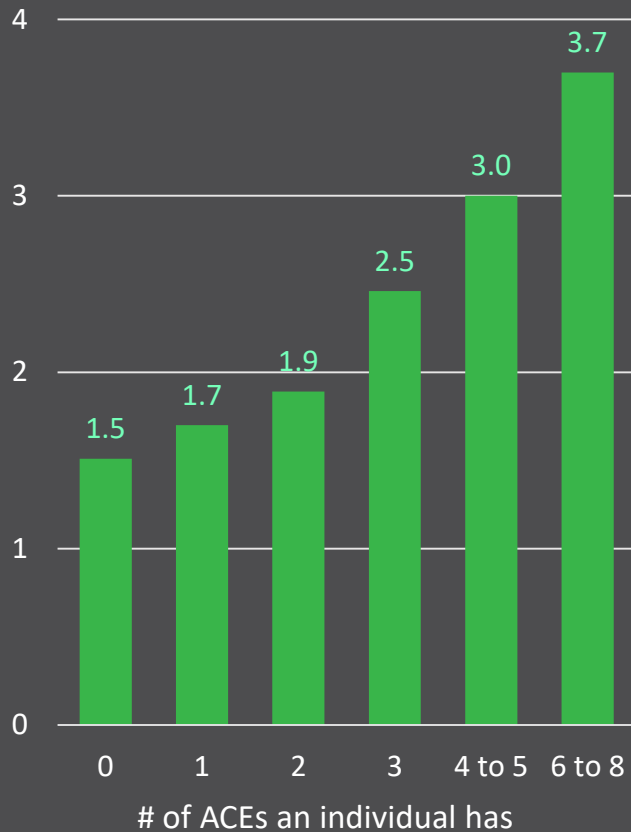
- 4 OR MORE
- 3
- 2
- 1
- 0

*The more ACEs
you've had,
the more likely
it is you'll
experience work-
related injury*

Annual probability of work-related injury



of non-functional days (in last 30)



Stress, Strength, Work, Hope *published by the Washington State Family Policy Council, 2012*

*The more ACEs
you've had,
the more likely
it is you'll miss
work or work at
lower productivity*

What *can* Be Done About ACEs?

These wide-ranging health and social consequences underscore the importance of preventing ACEs before they happen. **Safe, stable, and nurturing relationships and environments** can have a positive impact on a broad range of health problems and on the development of skills that will help children reach their full potential. Strategies that address the needs of children and their families include:



Parent support programs for teens and teen pregnancy prevention programs



Mental illness and substance abuse treatment



High quality child care



Sufficient economic supports for families with lower incomes.



Home visiting to pregnant women and families with newborns



Parenting training programs



Intimate partner violence prevention



Family-friendly work

REFERENCES AND RESOURCES

CDC VetoViolence - <https://www.cdc.gov/violenceprevention/>

Kansas Power of the Positive – <http://www.kansaspowerofthepositive.org/>

Prevent Child Abuse America – <https://preventchildabuse.org/>

Eight Areas of Kids Are Good Business Employee Survey



**Flexible Work
Schedule**



**Child Care
Access**



**Paid
Parental
Leave**



**Continued
Breastfeeding**



**Comprehensive
Employee
Wellness**



**Supportive
Services &
Resources**



**Predictable
Work
Schedule**



**Livable Wages &
Career
Development**

Flexible work schedules

- **SMALL BUSINESS ARAPAHOE DOUGLAS WORKS!**

- Adopted flexible scheduling
- Absenteeism dropped nearly 42% over 2 years
- Employees rated flexible scheduling as one of their most valuable benefits

- **DENVER-BASED SMALL BUSINESS JOHNSON MOVING & STORAGE**

- Telework
- Flexible work week
- Job sharing
- Reduced turnover & saw gross profit increases above the industry average



Examples of Flexible Work Schedule

- Compressed workweek
- Staggered hours within a fixed schedule
- Core hours within a fixed schedule
- Variable day
- Mid-day flextime
- Example: Allow flex time to attend parent teacher conferences, special school activities, and health appointments.

Flexible Work Schedule

When parents are allowed to design their work schedules, they are more likely to:

- Stay with a company
- Contribute to their company
- Grow their career
- Earn a promotion
- Establish work-life balance
- Experience job satisfaction

Child Care



1. Infants at work
2. Onsite child care
3. Subsidized child care
4. Tax free income to spend on child care

- **ROI FOR PATAGONIA**

OFFERED ONSITE CHILD DEVELOPMENT CENTER FOR 33 YEARS

- 100 % of mothers return to work after maternity leave
- Turnover rate for parents with children in the childcare center runs 25% less than for their general employee population
- estimates it recovers 91% of calculable costs annually for operating a child development center

Child Care



Affordable and quality child care can *:

- ↑ Children's cognitive and socioemotional development
- ↑ Safe Stable Nurturing Relationships and Environments (SSNRE) for all children
- ↓ Parental stress
- ↓ Maternal depression

Kansas offers a tax credit for employers who provide a child care facility
First year of child day care service operation, 50% of the net amount spent
(may not exceed \$45,000)
Each subsequent year, the tax credit is 30% of the net amount spent (may
not exceed \$30,000).

*Child and Adolescent Health Measurement Initiative. 2016-2017 National Survey of Children's Health (NSCH). Data Resource Center for Child and Adolescent Health supported by the U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA), Maternal and Child Health Bureau (MCHB). Retrieved 06/19/19 from www.childhealthdata.org

Child Care Access

In Kansas homes with a child 0-5 years-old, **4.9%** (95%CI: 2.9, 8.0)* indicated that someone in their family had to quit a job, not take a job, or greatly change their job because of problems with child care for the child during the past 12 months

Infant Care should not be over 37% of family income.

In Kansas and in 18 other states infant care exceeds 50% of income **

*Child and Adolescent Health Measurement Initiative. 2016-2017 National Survey of Children's Health (NSCH). Data Resource Center for Child and Adolescent Health supported by the U.S. Department of Health and Human Services, Health Resources and Services Administration (HRSA), Maternal and Child Health Bureau (MCHB). Retrieved 06/19/19 from www.childhealthdata.org

** Center for American Progress: Understanding the True Cost of Child Care for Infants and Toddlers

Child Care Access

Subsidized child care

- Care.com gathered survey data from over 4000 parents and reports 63% “said they made career/workplace changes in order to afford child care” *
- Kansas businesses that purchase child care for their employees’ children receive a tax credit of 30% of the net amount spent for child care services (not to exceed \$30,000)

*This is how much child care costs in 2019. (2019). Care.com. Retrieved from <https://www.care.com/c/stories/2423/how-much-does-child-care-cost/>

Child Care Access

Infants at work

- Use Kansas Department of Administration Infant at Work Program as an example
- Babies At Work Policy Template
<https://www.babiesatwork.org/resources>

Micro-Center Network

Chattanooga, TN

- Micro-centers are small, one-room child care centers located in existing buildings where child care is needed
- Multiple micro-centers are staffed and directed by a Network hub that manages licensing, provides administration, professional development, supervision and more
- The policy solution needed for this model is a licensing waiver that treats the network as a single child care center for the purposes of regulation
- The cost savings are achieved through economy of scale and donated facility costs

Paid Leave

- Mothers who take paid maternity leave are 93% more likely to still be working 9-12 months after having a child than women who do not take any leave

Get the Facts on
PAID LEAVE



It's time to #LeadOnLeave
DOL.GOV/PAIDLEAVE

Paid Parental Leave

- Access to paid leave may be protective against abusive head trauma *
- In a poll of 500 small business owners who are exempt from FMLA requirements, most report wanting to provide paid family leave. **
- A study of professional fathers found 9 out of 10 believe paternity leave is an important consideration for a new job ***

*Houry, D. E., Mercy, J. A., Preventing Adverse Childhood Experiences (ACEs): Leveraging the Best Available Evidence. 2019. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention: Atlanta, GA.

**Shaw, T. (2019). Key takeaways from BPC's survey of small business views on paid family leave. Bipartisan Policy Center.

***Harrington, B., Deusen, F.V., Fraone, J.S., Eddy, S., Haas, L. (2014). The new dad take your leave perspectives on paternity leave from fathers leading organizations, and global policies. Boston College Center for Work & Family, Indiana University, Purdue University, Indianapolis

Continued Breastfeeding

- Less illness among the breastfed children of employees *
- Reduced absenteeism to care for ill children **
- Lower health care costs *

<http://thebusinesstimes.com/child-care-investments-pay-returns>

*Ball, T.M. and A.L. Wright, Health care costs of formula-feeding in the first year of life. *Pediatrics*, 1999. 103 (4 Pt 2): p. 870-6.

**Cohen, R., M.B. Mrtek, and R.G. Mrtek, Comparison of maternal absenteeism and infant illness rates among breast-feeding and formula-feeding women in two corporations. *Am J Health Promot*, 1995. 10(2): p. 148-53.

Continued Breastfeeding

Two Workplace Conditions:

1. Access to a safe, private area, non-bathroom area for breastfeeding employees
2. The allowance of a reasonable break time for breastfeeding employees

Employee Wellness

EMPLOYEE ASSISTANCE PROGRAMS: *

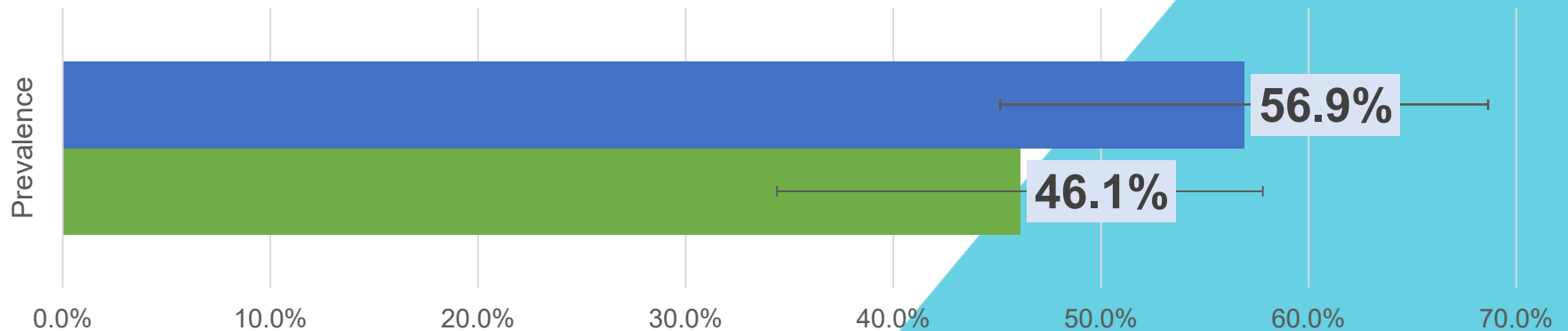
- Improve productivity and employee engagement
- Reduce workplace absenteeism and unplanned absences
- Reduce workplace accidents
- Reduce the likelihood of workplace violence or other safety risks
- Reduce healthcare costs associated with stress, depression, and other mental health issues
- Reduce employee turnover and related replacement costs.

*U.S. Office of Personal Management. Work-Life Employee Assistance Programs. [cited 2019 Aug 16]; Available from: <https://www.opm.gov/policy-data-oversight/worklife/employee-assistance-programs/>



Employee Wellness

Among Kansas new mothers, **13.0%** (95%CI: 10.4, 16.0)* reported that they thought they needed counseling for depression but didn't get it, and among this population:



- I was worried about the cost or could not afford it
- I did not have time because of a job, child care or another commitment

*Data from 2017 Kansas Pregnancy Risk Assessment Monitoring System (PRAMS), Bureau of Epidemiology and Public Health Informatics, Kansas Department of Health and Environment. Retrieved 06/19/19 from http://www.kdheks.gov/prams/downloads/Kansas_PRAMS_2017_Surveillance_Report.pdf

Employee Wellness

International EAP Association:

- <http://www.eapassn.org/FAQs>

Kansas Department of Health and Environment EAP:

- <http://www.kdheks.gov/hcf/healthquest/eap.html>

List of companies that provide EAPs:

- <https://vendordirectory.shrm.org/category/benefits-health-welfare/employee-assistance-programs-eaps>



Supportive Resources

- Domestic violence policies prepare workplaces to avoid productivity loss
- Protecting employees from predatory lending can reduce financial stress
- Parenting education helps workers cope with family issues
- Family friendly events create bonds between colleagues *

*Efron, L. *Why You Should Make Your Next Company Event a Family Affair*. 2013 Feb 18, 2014 [cited 2019 Aug 16]; Available from: https://www.huffpost.com/entry/why-you-should-make-your_b_4463090?guccounter=1.

Supportive Services & Resources

Workplace access to parenting education and support

- “Among Fortune 500 companies, at least 60% offer parenting-education programs” - *Workforce*
- Hang a Watch Me Grow poster in your breakroom
- www.workforce.com/1994/10/01/parenting-education-helps-employees-focus-on-work/
- Allow “home visits” to take place at work during break time (Parents As Teachers, Healthy Families or Early Head Start)
- Small Business Tip: Offer lunch and learn sessions around parenting topics with local expert presenters

Provide Family Friendly employer-sponsored social events with Modest Investments

Family-friendly employer-sponsored social events allow employees to form closer relationships with their colleagues and their workplace

- Host a family fun night
- Provide teambuilding activities to bond and strengthen employee relationships
- Establish an employee committee to implement these ideas

Predictable Work Schedule

Irregular shift work makes it very difficult for parents to navigate family responsibilities.

Workers with young children need schedule predictability to access quality child care.



Predictable Work Schedule

Examples of unpredictable work schedules include:

- Erratic schedules
- On call scheduling
- Rotating shifts
- Required overtime

Livable Wages



According to the Consumer Financial Protection Bureau, reducing employees' financial stress can:

- Increase productivity
- Decrease employer health care costs *

*Consumer Financial Protection Bureau. *Financial wellness at work A review of promising practices and policies*. Aug 2014 [cited 2019 Aug 16]; Available from: https://files.consumerfinance.gov/f/201408_cfpb_report_financial-wellness-at-work.pdf.

Livable Wage Tools

Spread awareness about the Earned Income Tax Credit (EITC) to anyone who makes less than \$55,000. The EITC *

- Helps increase income for working families
- Lifts families out of poverty
- Demonstrated impacts on infant mortality, school performance, maternal stress and mental health

Local United Way offices provide volunteer tax preparation to help families access the EITC – 211

*Houry, D. E., Mercy, J. A., Preventing Adverse Childhood Experiences (ACEs): Leveraging the Best Available Evidence. 2019. National Center for Injury Prevention and Control, Centers for Disease Control and Prevention: Atlanta, GA.

Benefits for employers

Family-friendly work policy benefits EMPLOYERS...

Source: Centers for Disease Control and Prevention

Recruit & retain the best employees

Reduce employee absenteeism, turnover & on-the-job injury

Increase employee satisfaction, productivity, commitment to the company & performance

Develop future workforce

Improve company's public image

Benefits for children & families

Access to stable child care

Continued breastfeeding for optimal child development

Provide for children's basic needs

Improve parenting behaviors

Reduce maternal depression & parental stress

Access to medical care for children

Family-friendly work policy benefits CHILDREN & FAMILIES...

Source: Centers for Disease Control and Prevention

Fostering Family Success



HOW CAN WE ENSURE THAT CHILDREN HAVE A

SAFE, STABLE, NURTURING ENVIRONMENT IN WHICH TO GROW?

- Members support family-friendly policy change
- When families are successful, children are successful
- When children are successful, it's positive for everyone.

Kansas Power of the Positive (KPoP) Coalition

- Aligned
- American Academy of Pediatrics, Kansas Chapter
- Child Advocacy Centers of Kansas
- Child Care Aware of Kansas
- Children's Alliance of Kansas
- Children's Mercy Hospital
- Family Conservancy
- Florence Crittenton
- Greater Kansas City Chamber of Commerce
- Junior League of Wichita
- K-State Research and Extension
- Kansas Action for Children
- Kansas Association of Workforce Boards
- Kansas Breastfeeding Coalition
- Kansas Children's Cabinet and Trust Fund
- Kansas Children's Service League
- Kansas Coalition Against Sexual & Domestic Violence
- Kansas Department of Aging and Disability Services
- Kansas Department for Children & Families
- Kansas Department of Commerce
- Kansas Department of Health and Environment
- Kansas Head Start Association
- Kansas State Department of Education
- Non-Profit Chamber of Service
- Norton County Hospital
- Pine Ridge Prep
- REACH Healthcare Foundation
- Reaching Out From Within
- Saint Francis Ministries
- Society for Human Resource Management
- University of Kansas-Center for Public Partnerships & Research
- University of Kansas Medical Center
- Wichita State University Community Engagement Institute

Kids are good business

Steps in helping workplaces implement new policies & practices to create conditions that allow working parents to provide safe, stable, nurturing environments for their children:

SURVEY helps employers understand how families are impacted by different workplace policies & practices;

SURVEY identifies high priority conditions important to staff & might need improvement.

RESOURCE GUIDE gives employers concrete resources for creating those conditions.

Seven Employers Administering Survey

Results:

- Report is easy to understand
- Report helps with prioritization
- Would make changes as a result
- Easy to administer
- Easy to respond
- Would recommend to a colleague

“Helps you understand what your team is feeling and how you can be supportive”

Workplace Admin gets a report

Click each condition below to view the related Resource Guide	Average Workplace Rating ⓘ	Average Importance to Staff ⓘ	Please select at least one item for planned quality improvement ⓘ	Allow Peer Mentoring? ⓘ
A flexible work schedule to allow time for family issues	Excellent	Extremely important	<input type="checkbox"/>	<input type="checkbox"/>
The ability to bring infants to work the first six months of life	Poor	Not at all important	<input type="checkbox"/>	<input type="checkbox"/>
The ability to bring my child(ren) to onsite child care	Poor	Moderately important	<input type="checkbox"/>	<input type="checkbox"/>
The ability to telework when needed	Poor	Extremely important	<input type="checkbox"/>	<input type="checkbox"/>
Workplace access to parenting education and support	Poor	Slightly important	<input type="checkbox"/>	<input type="checkbox"/>
Consistent, predictable work schedule	Excellent	Extremely	<input type="checkbox"/>	<input type="checkbox"/>

Plan Quality Improvement

Click each condition below to view the related Resource Guide	Average Workplace Rating ⓘ	Average Importance to Staff ⓘ	Please select at least one item for planned quality improvement ⓘ	Allow Peer Mentoring? ⓘ
A flexible work schedule to allow time for family issues	Excellent	Extremely important	<input type="checkbox"/>	<input checked="" type="checkbox"/>
The ability to bring infants to work the first six months of life	Poor	Not at all important	<input type="checkbox"/>	<input type="checkbox"/>
The ability to bring my child(ren) to onsite child care	Poor	Moderately important	<input type="checkbox"/>	<input type="checkbox"/>
The ability to telework when needed	Poor	Extremely important	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Workplace access to parenting education and support	Poor	Slightly important	<input type="checkbox"/>	<input type="checkbox"/>
A consistent, predictable work schedule	Excellent	Extremely important	<input type="checkbox"/>	<input type="checkbox"/>



THANK YOU!

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