

All In For Kansas Kids



Strengthening Early
Childhood in Kansas

WEBINAR AUGUST 14, 2024



WELCOME

- Webinar Cadence
 - AIFKK webinars will be held every 2nd Wednesday of the month in 2024
- Sign up to receive our All In For Kansas Kids e-Newsletter on the Children's Cabinet website – <http://www.kschildrenscabinet.org/>
- Presentation on Family Forward/Friendly Workplaces in Kansas by Brenda Bandy, Sophia Ringering, and Kim Polson
- Early Childhood Systems Updates

Agenda



2024 Webinar Schedule

~~January 10th~~
~~February 14th~~
~~March 13th~~
~~April 10th~~
~~May 8th~~
~~June 12th~~
~~July 10th~~
August 14th
September 11th
October 9th
November 13th
December 11th

All In For Kansas Kids



Family Friendly Workplaces
Recommendations

BRENDA BANDY



STRATEGY 4.2

**Promote Family-Friendly Workplaces
throughout public and private sectors**

**Family-Friendly
Workplaces**



2023-2024 WORK GROUP MEMBERS

Marites Altuna, Kansas State School for the Blind

Mallory Arellano, Newman University

Brenda Bandy, Kansas Breastfeeding Coalition

Dana Book, Kansas Children's Service League

Tanya Bulluck, Child Start

Kerri Falletti, KDC-Office

Malissa Martin, SparkWheel, Inc.

Bethany Samuel, Kansas Department for Children and Families

Tara Taylor, USD470 Head Start

**Family-Friendly
Workplaces**



BACKGROUND

- The Kansas Children's Cabinet identified in the [2024 Needs Assessment](#) the “Need for broader reach of family-friendly workplace policies” to improve the lives of Kansas families, especially when raising young children.
- These findings recognize the interconnectedness between a family's well-being, workplace support, and children's development.
- By establishing family-friendly workplaces, Kansas employers can facilitate the participation of parents in the workforce while providing them with the necessary resources and support to ensure their children's healthy development.
- This approach promotes economic stability, employment stability and opportunities for families.
- This approach also contributes to positive outcomes for children, creating a strong foundation for their future success.

**Family-Friendly
Workplaces**



RECOMMENDATION ADOPTED BY THE CHILDREN'S CABINET

The Kansas Children's Cabinet, in its role as the state Early Childhood Advisory Council, recommends adoption of the [Family Friendly Workplace Survey](#) and the [Guide to Family Forward Workplaces](#) as tools employers can use to select and implement family-friendly policies best suited to their workplace and encourages Kansas employers to implement family-friendly workplace practices, as appropriate for their business, to strengthen families, businesses, and the Kansas economy.

The Cabinet will:

- 1) Include the Family Friendly Workplace Survey and the Guide to Family Forward Workplaces on the [All in for Kansas Kids website](#) and
- 2) Encourage partners and state agencies, such as Labor and Commerce, to help Kansas employers implement family-friendly policies using existing resources.

**Family-Friendly
Workplaces**



Impact on Business



- 90 percent would likely leave for the same job with better family benefits.
- 77 percent consider family-friendliness through support/benefits their top priority in employers.
- About 4 in 10 feel their employer is not currently family-friendly.
- 45 percent found their parental leave benefits challenging to understand.

Employers Offering Paid Leave in Kansas

Leave	2019	2020	2021	2022	2023	% change	
Paid maternity leave (separate from paid family or parental leave plan and other than what is covered by short-term disability or state law)	38%	55%	21%	21%	29%	8%	^
Paid paternity leave (separate from paid family or parental leave plan)	31%	48%	15%	15%	19%	4%	^
Paid parental leave	31%	40%	21%	21%	27%	6%	^
Paid family leave	28%	19%	30%	32%	15%	-17%	v
Paid adoption leave (separate from paid family or parental leave plan)	31%	34%	18%	18%	23%	5%	^
Paid foster child leave (Includes coverage by family or parental leave policies)	18%	26%	12%	12%	13%	1%	^
Parental leave above federal FMLA (time beyond what is required by law)	18%	--	29%	29%	21%	-8%	v
Parental leave above any state FMLA (time or paid leave beyond what is required by law)	18%	--	29%	29%	19%	-10%	v



Table I. Private Sector Workers with Access to Employer-Provided Paid Family Leave and Employer-Supported Short-Term Disability

Category	Employer-Provided Paid Family Leave (% of workers)
By Industry	
Leisure and Hospitality	10%
Construction	12%
Administrative and Support and Waste Management and Remediation Services	13%
Other Services (except Public Administration)	19%
Trade, Transportation, and Utilities	21%
Manufacturing	23%
Education and Health Services	29%
Professional, Scientific, and Technical Services	41%
Financial Activities	41%
Information	51%
By Average Occupational-Wage Distribution	
Bottom 25%	12%
Second 25%	23%
Third 25%	26%
Top 25%	40%
By Hours of Work Status	
Part-time	12%
Full-time	28%
By Establishment Size	
1 to 99 employees	18%
100 to 499 employees	29%
500 or more employees	36%

Source: Bureau of Labor Statistics, National Compensation Survey: Employee Benefits in the United States, March 2022, September 2022.



Guide to Family Forward Workplaces

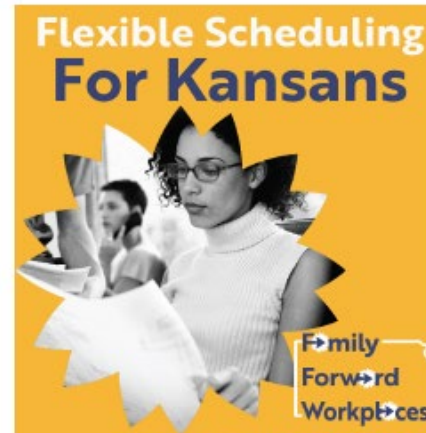


The Competitive Advantage



Sample Social Media Graphics

Family Forward Workplaces



Mailing



Postcards

2,949 employer contacts in Kansas received postcards every two weeks with a different topic. Social media posts were timed to complement each message. A guide packet was sent for the final mailing.

Family Forward Workplaces

Wildflower seed bookmarks!



Printed Guides

Guides are also available to download at familyforwardks.org.



An Initiative of the Kansas Breastfeeding Coalition

Billboards

Location:
1438 E Central,
Wichita, KS
Weekly Impressions:
69,610



Location: 2825 S
Broadway, Wichita KS
Weekly Impressions:
67,296



Location:
SW 6th Street at
Topeka Blvd,
Topeka, KS
Weekly Impressions:
69,225



Family
Forward
Workplaces



An Initiative of the Kansas
Breastfeeding Coalition

Radio Ads

64 spots—Power 93.5 FM- KDGS-FM

72 Spots—103.7 FM KEYN - Wichita Classic Hits

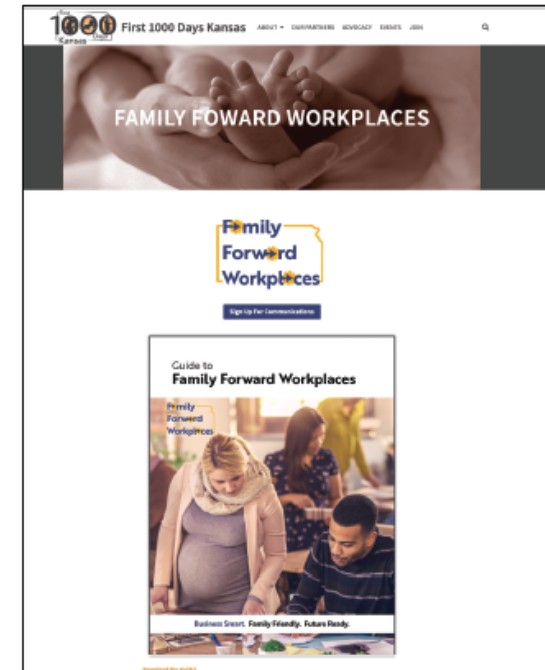
Click below for audio files



Website

familyforwardks.org

5,356 Views
During Campaign



Family
Forward
Workplaces



An Initiative of the Kansas
Breastfeeding Coalition



familyforwardks.org

Events

What Makes a Workplace Policy Family Forward?

The following policies have a research base that shows positive business impact for employers and a positive impact on children's health and well-being.



Paid Leave
Paid leave has more positive impacts on employers and employees compared to unpaid leave. Types of leave included are parental leave (for birth, adoption, or foster placement), sick and safe leave, and family and medical leave.



Flexible Work and Scheduling
Flexible work includes flextime, working from home or telecommuting, job sharing, part-time work, and predictable scheduling.



Child Care
Child care solutions include employer support of employee dependent care flexible spending accounts, backup and emergency care, child care referrals, on-site child care, child care consortiums, and subsidized or reimbursed care.



Accommodations and Support
This category includes support for pregnant and breastfeeding mothers and babies at work initiatives.

An initiative of the Kansas Breastfeeding Coalition. For more information, contact Brenda Bandy at bbandy@ksbreastfeeding.org.



Paid Leave

Family and Medical Leave

Family and medical leave allows employees to take paid time off to care for a long-term medical issue for themselves, their children, or a loved one or to address needs during a long-term absence from work, such as a military deployment.

Benefits to Employers	Benefits to Children	Benefits to Parents/Families ²⁵
<ul style="list-style-type: none">Increases productivityDoes not impact profitsIncreases retention, reducing turnover costsReduces employee absenteeismProvides healthier work environmentReduces health care costsWorkers recover from disability, illness, or injury more quicklyIncreases loyalty	<ul style="list-style-type: none">Encourages use of preventative health careChildren recover more quickly from illness and injury when parents are available to care for them	<ul style="list-style-type: none">Encourages use of preventative health careWorkers recover from disability, illness, or injury more quickly



Flexible Work & Scheduling

Flextime

A flexible work schedule allows employees to choose when they work, as long as they put in their hours every week.

Benefits to Employers	Benefits to Children	Benefits to Parents/Families
<ul style="list-style-type: none">Increases productivityImproves the bottom lineImproves recruitmentIncreases retention, reducing turnover costsReduces employee absenteeismImproves relationships with co-workersIncreases morale, loyalty, commitmentIncreases overall job satisfaction	<ul style="list-style-type: none">Improves physical and social emotional health, through parental stress reductionReduces obesityImproves education, through increased parental engagement	<ul style="list-style-type: none">Improves healthIncreases happiness and job satisfactionReduces stressAllows employees to care for sick or elderly family membersImproves family economic security



Subsidized/Reimbursed Child Care or Child Care Referral

Employers who reimburse or subsidize employees' child care pay all or part of approved arrangements and/or reserve slots at particular facilities for employees' children. Through child care referral, employers offer resources to parents to help them find child care in the area.

Benefits to Employers	Benefits to Children	Benefits to Parents/Families
<ul style="list-style-type: none">Increases retention, reducing turnover costsReduces employee tardiness and absenteeismIncreases employment of womenIncreases employee loyalty	<ul style="list-style-type: none">Improves overall healthImproves education	<ul style="list-style-type: none">Improves family economic securityProvides an option for summer care for school-aged children

Kansas Child Day Care Assistance Tax Credit

QUALIFIED EXPENSES FOR THE CHILD DAY CARE ASSISTANCE TAX CREDIT

- Paying for child care services for employees' children
- Providing a facility and equipment for child care services for employees' children
- Assisting in locating child care services for employees' children

One option to consider is using a Dependent Care Flexible Spending Account. Did you know your company is allowed to make contributions too? Here is an example of the savings your company realizes when the employee and your company both contribute to the employee's Dependent Care FSA:

- The State of Kansas covers 30% of your company's contribution
- Your company avoids 7.65% payroll taxes on the employee's contribution

Toolkit & Calculator --->



Accommodations & Support

Support for Breastfeeding Workers

A range of benefits can result from support for breastfeeding workers. Supports include:

- writing corporate policies to support breastfeeding women;
- teaching employees about breastfeeding;
- providing designated private space for breastfeeding or expressing milk;
- allowing flexible scheduling during work;
- providing high-quality breast pumps;
- and offering professional lactation management services and support.

Other policies outlined throughout this report also help to support breastfeeding workers, including giving workers flextime and paid parental leave; and providing on-site or near-site child care.

Benefits to Employers ⁵⁰	Benefits to Children ⁵¹	Benefits to Parents/Families
<p>Increases retention, reducing turnover costs</p> <p>Provides a three to one return on investment, largely from health care costs savings</p> <p>Reduces employee absenteeism</p>	<p>Reduces infant mortality</p> <p>Breastfeeding lowers children's risk of ear infections, respiratory infections, diarrhea, dermatitis, gastrointestinal disorders, asthma (young children), obesity, certain childhood cancers, and types 1 and 2 diabetes</p> <p>Increases parent-child bonding</p> <p>May increase IQ</p> <p>Reduces doctor and hospital visits</p>	<p>Breastfeeding lowers mother's risk of breast and ovarian cancer, high blood pressure and type 2 diabetes⁵²</p> <p>Improves family economic security⁵³</p>





Questions or Connections

CONTACT:

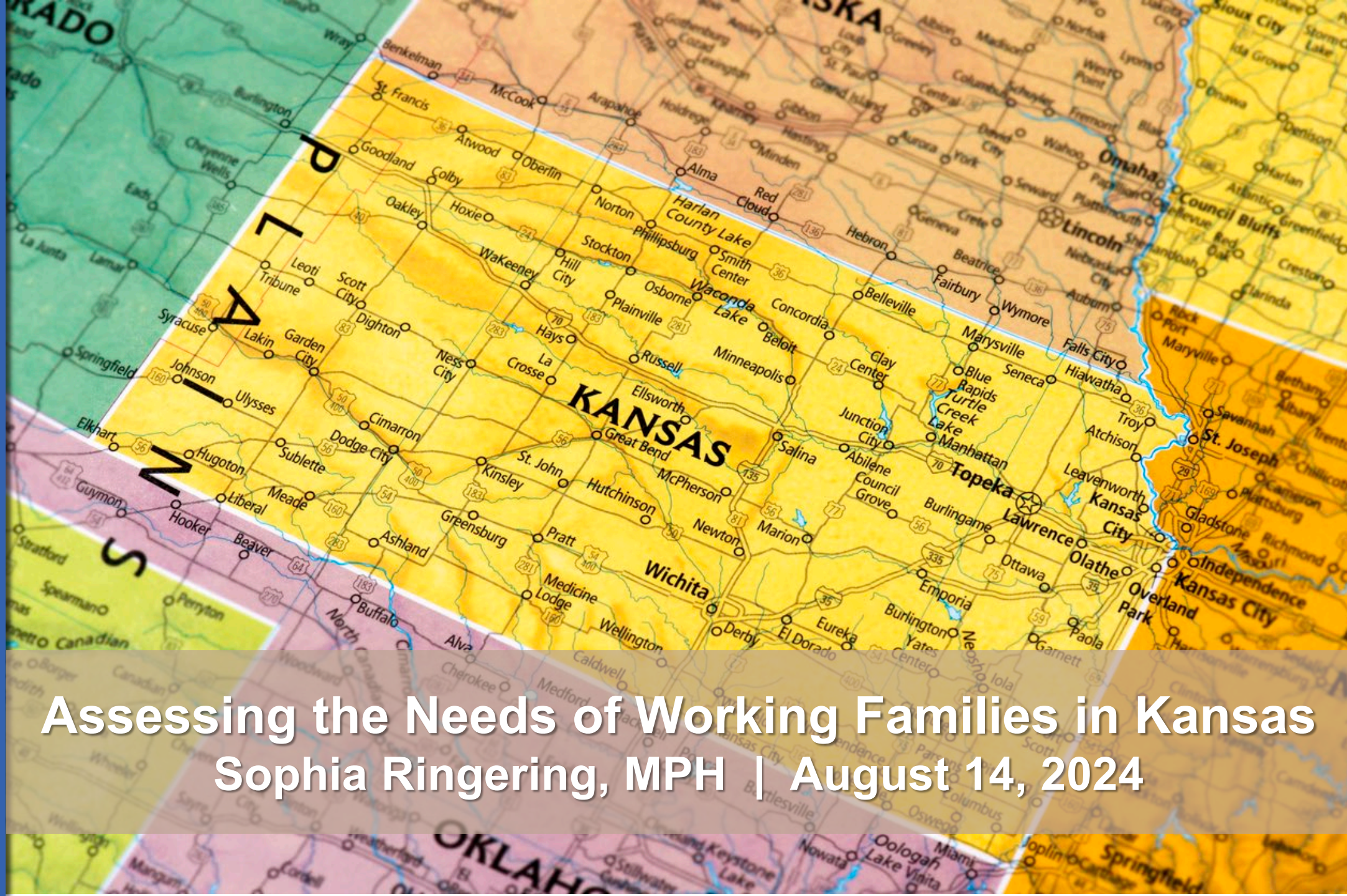
Brenda Bandy, IBCLC
Executive Director
Kansas Breastfeeding Coalition
bbandy@ksbreastfeeding.org



**When you hear
“Family-Friendly Workplace”
what do you think of?**



An Initiative of the Kansas
Breastfeeding Coalition



Assessing the Needs of Working Families in Kansas

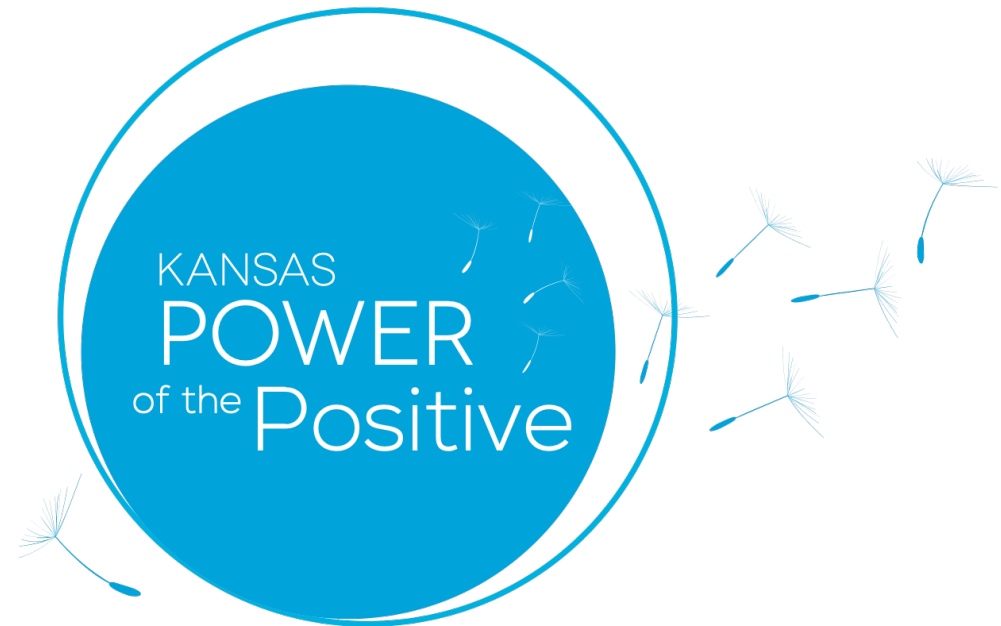
Sophia Ringering, MPH | August 14, 2024

Background

The **Kansas Power of the Positive (KPoP)** is a statewide coalition that is committed to all Kansas children growing up in safe, stable, nurturing relationships and environments.

Adverse Childhood Experiences (ACE) prevention strategies:

- Changing social norms
 - Public education campaign
- Strengthening economic support to families
 - **Family-friendly work policies**



Why do Family Friendly Workplaces Matter?



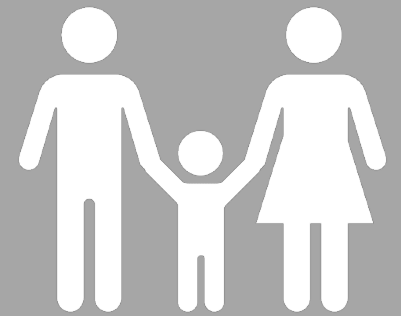
15.5%

of Kansas families with a child 0-5 years old had job changes because of problems with child care.

Benefits for Employees



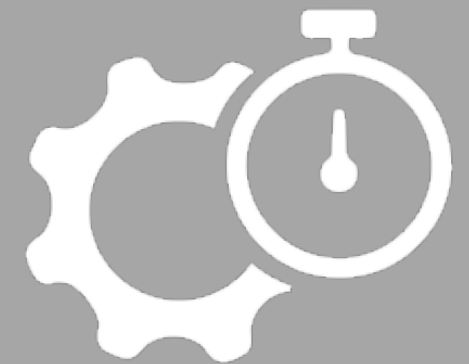
Family friendly work policies ensure employees are supported in the workplace and have access to the necessary resources to **improve parenting and create better environments for their children.**



Benefits for Employers



These policies do not only support employees, families, and children. They also support Kansas businesses by **increasing employee engagement, productivity and retention.**



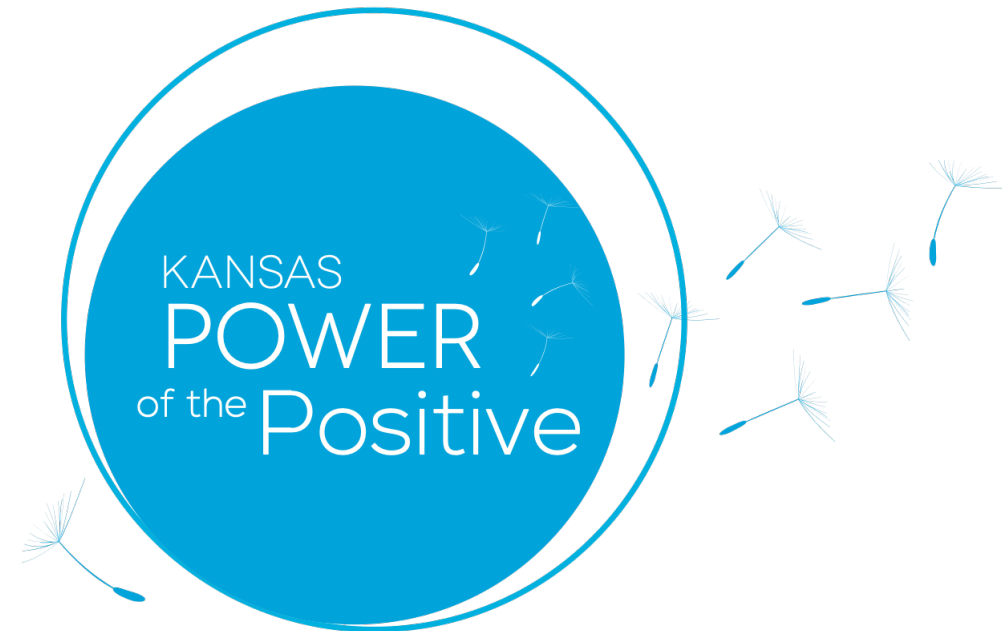
Survey Background

For employers interested in learning more.

The Family Friendly Workplace (FFW) survey system is designed for employers ready to evaluate and improve workplace policies and practices.

The survey results will:

- help identify the priorities of employees with children,
- assess the extent that these needs are being met and
- prioritize next steps to create family friendly work environments.



Family-Friendly Workplace Conditions

- Flexible work schedule
- Bringing infants to work
- Onsite childcare
- Ability to telework
- Access to parenting support
- Predictable work schedule
- Subsidized childcare costs
- Employer-provided FSA
- Paid parental leave
- Maternal healthcare coverage
- Employee Assistance Program (EAP)
- Breastfeeding room
- Adequate break time for breastfeeding
- Opportunities for further education
- Domestic violence policy
- Pay day deposit options
- Family events
- Livable wages
- Support to participate in community service

Survey Report Dashboard

Click Each Condition to View the Related Resource Guide	Average Workplace Rating	Average Importance to Staff
A flexible work schedule to allow time for family issues	Very Good	Extremely Important
The ability to bring infants to work the first six months of life	Excellent	Extremely Important
The ability to bring my child(ren) to onsite child care	Poor	Extremely Important
The ability to telework when needed	Excellent	Extremely Important
Workplace access to parenting education and support	Poor	Moderately Important
A consistent predictable work schedule	Excellent	Extremely Important
Subsidized child care costs as part of the employee benefits package	Poor	Extremely Important
Employer provided flexible spending accounts that allow tax free income to be spent on child care	Excellent	Extremely Important
The ability to take paid parental leave following the birth or adoption of a child	Excellent	Extremely Important
Access to a health plan that covers a full range of maternal and reproductive health care services	Excellent	Extremely Important
Employee assistance programs that include anonymous referral to counseling services for when family is struggling	Good	Extremely Important

Assessing the Needs of Working Parents

Family Friendly Workplace (FFW) survey results suggested that there is room for progress.

Employees collectively rated the following conditions as the most “poor”:

- onsite child care
- subsidized childcare costs
- employer sponsored family events
- access to parenting support



Priority area for improvement:

Child Care

Different Employees have Different Needs



5 Most Important FFW Conditions by Selected Characteristics

	Generation		Parent Type		Household Income		Race/Ethnicity		Urban/Rural	
	All	Gen X	Millennial	Fathers	Single Mothers	<\$40,000	>\$80,000	White, non-Hispanic	Minority	Rural
1	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages	Livable wages
2	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule	Flexible schedule
3	Ability to telework	Ability to telework	Paid parental leave	Predictable schedule	Ability to telework	Predictable schedule	Ability to telework	Ability to telework	Predictable schedule	Predictable schedule
4	Maternal health care coverage	Predictable schedule	Maternal health care coverage	Paid parental leave	Domestic violence policy	Paid parental leave	Maternal health care coverage	Maternal health care coverage	Paid parental leave	Paid parental leave
5	Paid parental leave	Maternal health care coverage	Predictable schedule	Opportunities to further education	Predictable schedule	Domestic violence policy	Paid parental leave	Paid parental leave	Ability to telework	Maternal health care coverage

Policy Change → Impact



To date, **28 policy changes** have been implemented toward creating a family friendly work environment.

Most common policy changes:

- ability to telework
- access to parenting education and support
- support and facilities for breastfeeding
- domestic violence policies



Estimated number of **10,099 employees** impacted.

How This Works



- 1. Connect with KCSL** to provide additional information or meet with key leaders in your organization.
2. Commit to finding out what you're doing well, and what could be better.
Sign the Memorandum of Agreement (MOA) to start the process.
- 3. Implement the survey.** It's fast, easy, free, and anonymous for employees to complete. Surveys are usually open approximately 2 week.
- 4. Get your results.** After the survey closes, you have access to your confidential results.
- 5. Choose the areas** you want to work on improving.
- 6. Reconnect with KCSL** to utilize mentors and resources available to help guide you in policy and practice changes.

Get Involved!

“We help businesses create thriving work places.”

www.familyfriendlyks.org

kagb@kcsl.org



Contact Information



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Epidemiologist

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Child Care and Businesses in Douglas County

Kim Polson, Executive Director
Community Children's Center



Douglas County Child Care Survey 2023

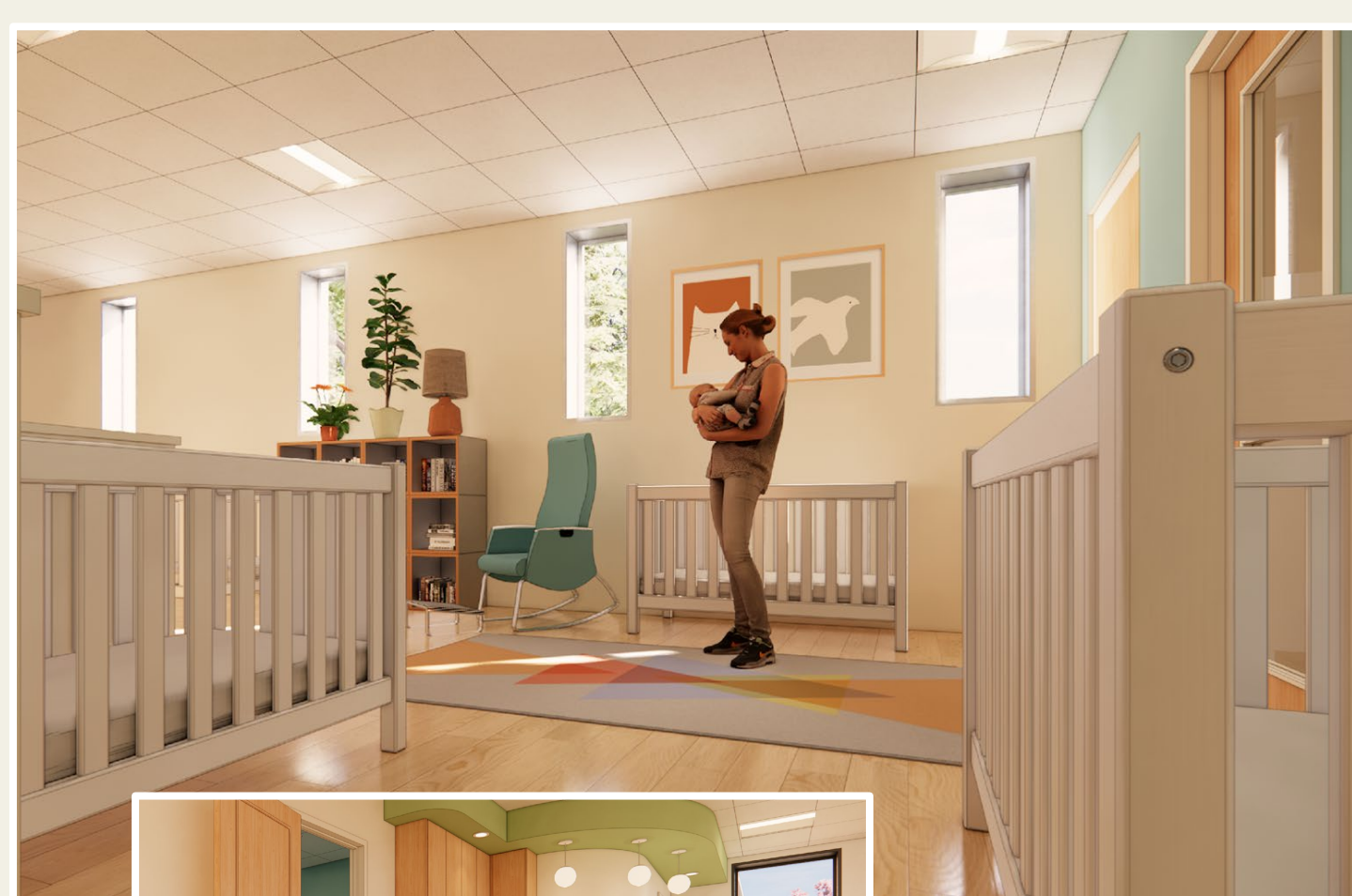
What role should businesses play in the community's child care infrastructure?

1. Shareholder (28%)
2. Connector (22%)
3. Investor (21%)
4. Contributor (16%)
5. Provider (11%)
6. No role (2%)

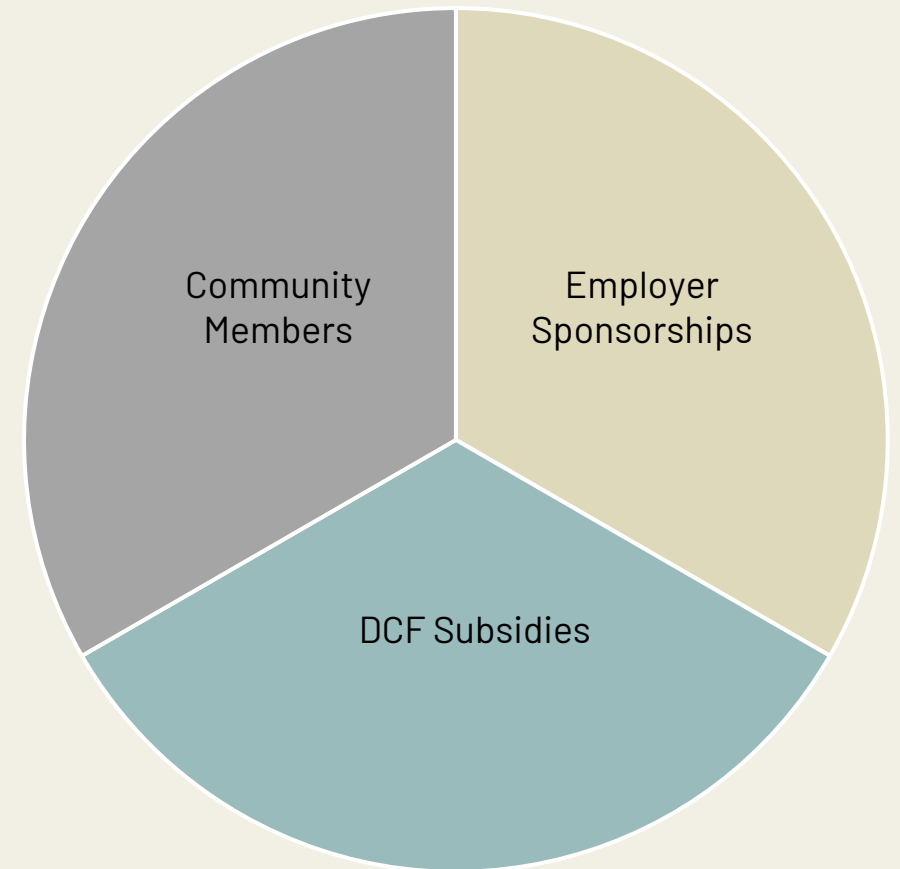
Douglas County Child Care Survey 2023

Highlights

- Availability of affordable infant/toddler care is important (60% yes, 20% somewhat)
- Businesses willing to contribute financially (11% yes, 66% maybe)
- Businesses have not calculated cost of turnover (82%) or absenteeism (83%)
- A child care benefit would be a compelling addition to benefits package (34% yes, 43% maybe)
- Willing to contribute to that benefit financially (16% yes, 63% maybe) and would depend on an employee's position
- Wanted to be contacted about the project (60%)



Model of Thirds



How does the Employer Sponsored Child Care Program work?

- The employer pays a \$10,000 annual fee to reserve a child care slot for an employee who currently needs or will need infant or toddler care.
- CCC will reserve a slot based on the anticipated date it will be needed.
- The employer pays monthly child-care tuition to CCC in full.
- The employer can recoup all or a portion of tuition costs from the employee via payroll deduction, similar to health insurance benefits.
- The employer can retain the slot with ongoing investment.
- If an employee leaves their position, the sponsored child care slot remains with the employer. The employee's child will remain in a flex slot until a community slot opens or they obtain other child care.

How are we doing?

- Engaged in dialogue with 23 businesses
- 11 in person meetings with HR or Leadership
- Presented to Jayhawk SHRM
- 1 has invested in model to date
- Douglas County Economic Development Corporation community meeting later this month to discuss how to elevate EC wages

Early Childhood Community Center

IMPROVING CHILD CARE FOR ALL



COMMUNITY
CHILDREN'S CENTER



SHRM estimates that it costs six to nine months of an employee's salary to recruit and onboard a new employee to replace them. At the Douglas County median hourly wage of \$22.88, replacing an employee could cost between:

\$24,000 - \$35,000



Why not give them a reason to stay?



**C O M M U N I T Y
CHILDREN'S CENTER**

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communitychildrenks.org

All In For Kansas Kids



Early Childhood
Systems Updates



FAMILY FRIENDLY/FORWARD WORKPLACES

Help promote Family Friendly/Family Forward Workplaces in your area by utilizing your resources!

- [Family Friendly Workplace Survey](#)
- [Guide to Family Forward Workplaces](#)

Business Smart. Family Friendly. Future Ready.

**Early Childhood
Resources**



PARENT & CAREGIVER FIRESIDE CHAT

SAVE THE DATE!

August 26, 2024 | 6:00 – 7:00 p.m.

Join the Family Leadership Team to continue their monthly virtual Fireside Chats! This month's topic is Prenatal to Postpartum: For Expecting Parents and Infants to 12 Months

Registration is open now! Register [here](#).

Early Childhood
Resources



All In For 
Kansas Kids

AGES & STAGES QUESTIONNAIRES

FREE Online ASQ Subscription!

- Any organization that provides developmental screenings or would like to start providing developmental screenings is welcome to join!
- To sign up for more information, contact your local community Part C Account Administrator. You can locate yours on this [ASQ Contacts List](#).
- If you have any other questions, please reach out to Stacy Clarke at sclarke@ksde.org

Early Childhood
Resources



CHILD CARE COMMUNITY PARTNERSHIP GRANTS

Child Care Aware of Kansas is excited to announce that they will be offering Child Care Community Partnership Grants (CCCPG) in the 2024-2025 fiscal year!

- Awarding 15 Community-Led Coalitions with \$30,000
- It is anticipated that applications will open in September and close in October
- These CCCPG grants will be different from year's past and future grantees will need to follow more stringent guidelines
- You can find more grant information on the Child Care Aware [website!](#)

Funding Opportunity



KANSAS LEND TRAINING OPPORTUNITIES

Kansas Leadership Education in Neurodevelopmental and related Disabilities (LEND) provides monthly trainings on developmental disability topics.

- Topics include: Autism Red Flags and Screening, Speech-Language Development, and Positive Behavioral Supports (with a Spanish-language option for the Speech-Language Development Training)
- Trainings are provided via online webinar for easy accessibility and are approved for continuing education hours with KDHE! Check out the training [webinar schedule](#).

Professional Development



NATIONAL BREASTFEEDING MONTH

Kansas ranks high in successful breastfeeding rates! Ranking 4th in the nation for rates of infants exclusively breastfeeding at 3 months and 5th for rates of infants exclusively breastfeeding at 6 months.

- The Kansas Breastfeeding Coalition is pleased to share the attached analysis of the new breastfeeding data released by the CDC: [National Immunization Survey for Babies Born in 2021](#)
- Kansas continues to exceed the national average in all measures!

Celebrate Kansas!



REMINDERS AND NEXT STEPS

- **2024 Early Childhood Recommendations Panel**
Friday, August 16th – 9 am-11:30 am
- **Early Childhood Systems Building Webinar**
Wednesday, September 11th – 12-1:00 pm
- **Children’s Cabinet Meeting**
Friday, October 4th – 9 am-12 pm

You can find **all** these meetings and more on our Children’s Cabinet YouTube channel!

Stay Connected!





Stay Up to Date



[ALL IN FOR KANSAS KIDS NEWSLETTER](#)



[@KCCTF](#)



[KANSASCHILDRENSCABINET](#)





Thanks!

