



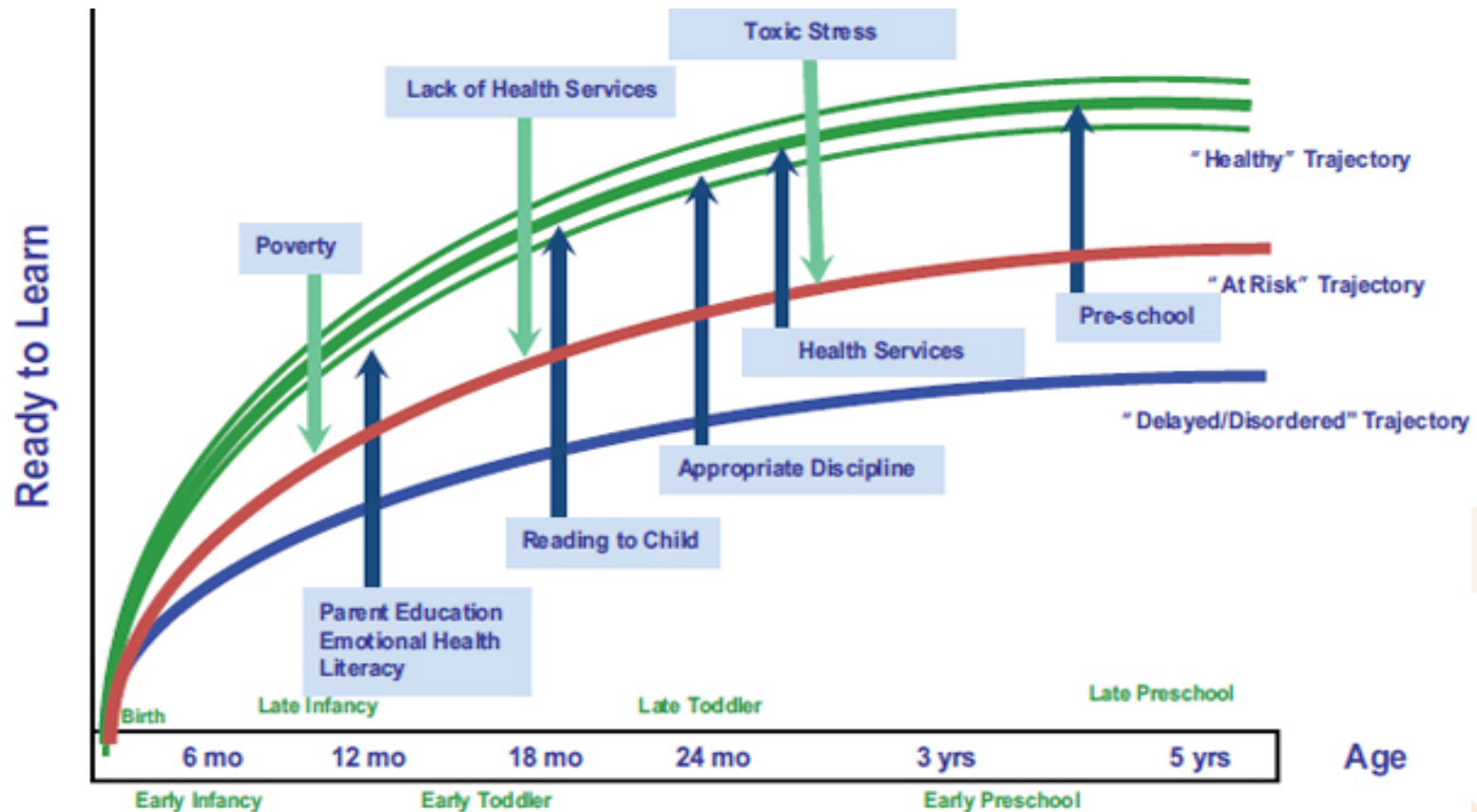
EXPLORING EARLY CHILDHOOD CARE AND EDUCATION LEVERS TO IMPROVE PUBLIC HEALTH

September 14, 2017



*Tomorrow's engineers, teachers, military and business leaders are preparing for their careers **today**.*

Exploring Opportunities *for* Collaboration 2015



EXPLORING OPPORTUNITIES *for* COLLABORATION BETWEEN HEALTH *and* EDUCATION TO IMPROVE POPULATION HEALTH
WORKSHOP SUMMARY

IOM (INSTITUTE OF MEDICINE) 2015
Washington, DC, The National Academies Press

Employers Are Motivated to Support Early Childhood

**All
employers
care -
public,
private &
government**

**Attract & Retain Skilled
Employees**

**Statistical analysis is available
to estimate business costs due
to child care issues**

- ✧ **Absenteeism**
- ✧ **Turnover Costs**
- ✧ **Lost Productivity**
- ✧ **Inability to fill open job
positions**

Tax-Advantaged Tools Leverage Public Investment

**Public-private
partnerships
influence
employer's
decision to
support
early
childhood**

- ✧ **Cafeteria Plans allow employees to choose from a menu of benefits**
(IRS Code Section 125)
- ✧ **Dependent Care Assistance Programs allow employers to fund a portion of an employee's child care expenses** (IRS Code Section 129)
- ✧ **Colorado's Child Care Contribution Tax Credit provides a 50% tax credit for qualified contributions to child care programs** (Colorado Statute)

Family-Friendly Workplace Initiatives

Employers supporting a work/life culture of integration

- ✧ **Approach early childhood as a two-generation issue**
- ✧ **Consider flexible schedules to mitigate stresses created when “juggling” home and work**
- ✧ **Respond to child care issues as a barrier to employment**

Early Childhood - Public Policy Context

**Implementing
a cohesive,
coordinated
early-learning
system is
challenging**

- ✧ **Financed though “blending and braiding” multiple revenue streams**
 - ✧ Direct family payments
 - ✧ Federal, state and local subsidies
 - ✧ Philanthropic support
- ✧ **Families transitioning to economic self-sufficiency are challenged by lost child care subsidies**
- ✧ **Shortage of quality, affordable child care is a barrier to employment**

Supporting Parents

Parents *are* the most important teachers and role models for children

Access to evidence-based family skill-building supports parents as they address family challenges that lead to adverse childhood experiences and life-long impacts on health

Example: Provide routine maternal mental health screening and treatment in conjunction with “well-baby” checkups through Medicaid and private insurance policies

Child Care Subsidies

**Preserve a
pathway to
middle
class**

**Carefully crafted public policy
makes upward mobility
attainable**

- ✧ Economic sufficiency
- ✧ Improved health
- ✧ Resilience

Example: Design child care subsidy programs to provide an appropriate “runway”, allowing families to avoid a financial cliff when income levels reach the statutory subsidy threshold

Summary

**Public policy's
greatest
challenge is to
develop
sustainable
early
childhood
funding**

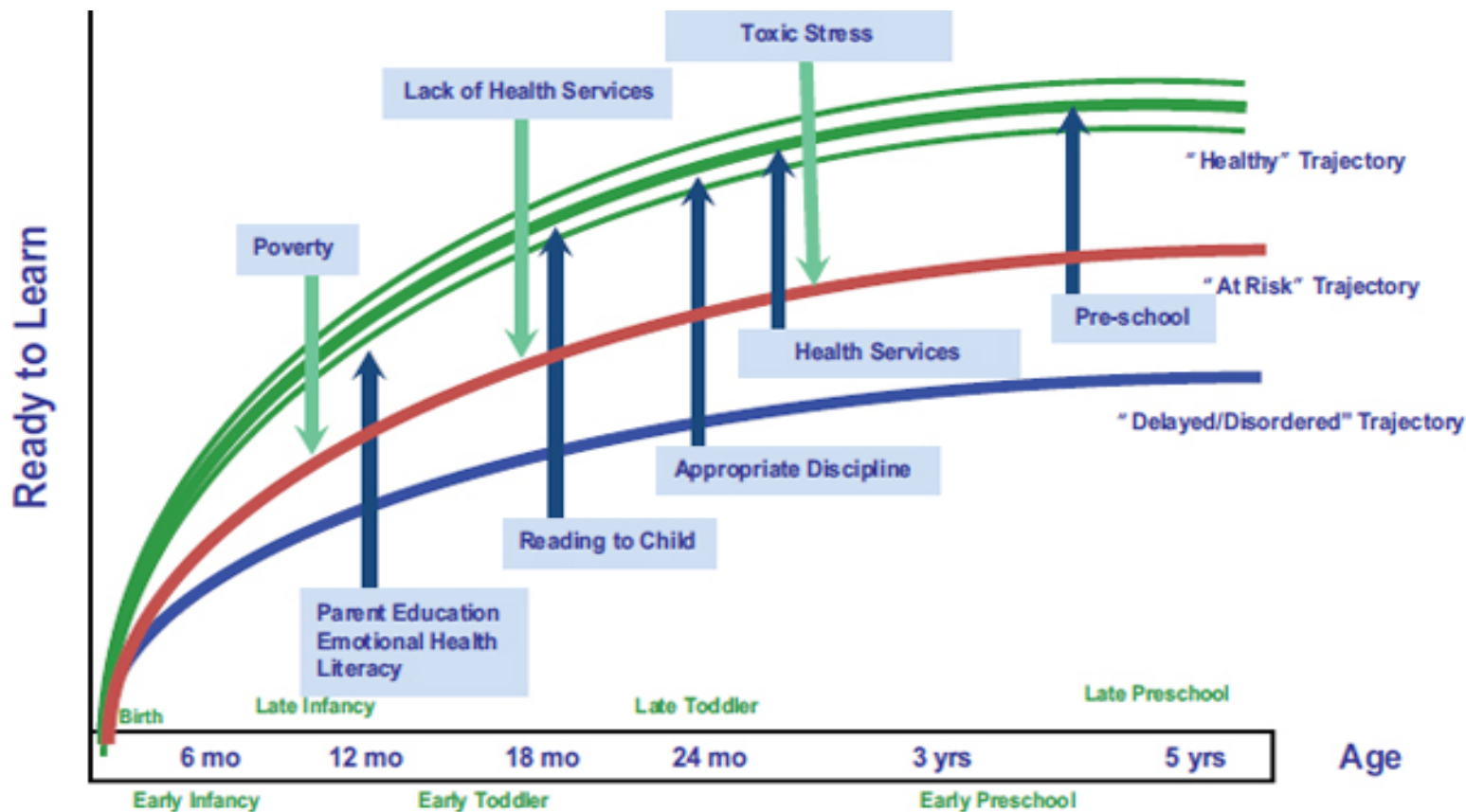
- ✧ Supporting parents *and* children with a strength-based focus
- ✧ Reducing *labels* that preserves self-esteem
- ✧ Eliminating the *glass-ceiling* that limits upward mobility (cliff effect)

EPIC 2017 and Beyond

EPIC's Business Blueprint for Colorado - Supporting early childhood care, education & health

- ✧ **Reauthorization of Colorado's Child Care Contribution Tax Credit**
- ✧ **Improve access to affordable, quality child care and early education**
- ✧ **Encourage business leaders to engage colleagues and policymakers in conversations about early childhood *and* its implications for Colorado's continued prosperity**

Collaboration - Leveraging Early Childhood to Improve Public Health 2017



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