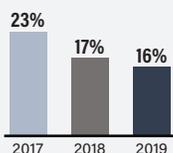


Family Friendly Workplace Indicators in Kansas



Workplace Strengths

Hard to Afford Basics



In 2019, **16%** of Kansas households with a child (0-17 yrs) found it somewhat or very often hard to get by on **family income** to afford basics like food or housing.¹

Trend: ↓

Stronger Family Bonds



In 2019, **94%** of Kansas households with a child (6-17 yrs) always or usually had a parent participate in the child's events/activities in the past 12 months.¹

Continued Breastfeeding



In 2019, **5%** of breastfed infants in the Kansas WIC program were introduced to formula due to work or school, according to their mothers.²

Exclusive Breastfeeding Through 6 Months

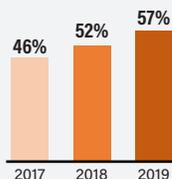


Among Kansas infants born in 2017, **32%** were exclusively breastfed through 6 months.³

KS State Ranking: **10th**

Workplace Challenges

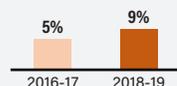
Comprehensive Employee Wellness



Among Kansas women who gave birth in 2019 and thought they needed **depression treatment or counseling** but didn't get it, over half (**57%**) indicated it was due to not having time because of a job, childcare or another commitment⁴

Trend: meaningful ↑

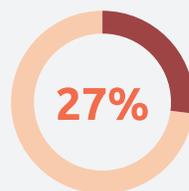
Child Care



During 2018-2019, **9%** of Kansas households with a child (0-5 yrs) had job changes (quit, did not take, or changed jobs) because of problems with **child care**.⁵

Trend: meaningful ↑

Livable Wage Covered by Minimum Wage



In 2020, only **27%** of the estimated **livable wage** was covered by the minimum wage among Kansas families of two adults (one working) and one child.⁶

Resources:

Find out more about Kansas Power of Positive (KPoP): www.kansaspowerofthepositive.org/

State of Kansas Child Maltreatment Prevention Plan 2019-2023: www.kansaspowerofthepositive.org/download/2020_Kansas_State_Action_Plan.pdf

KPoP Workplace Indicator Dashboard: www.kansaspowerofthepositive.org/workplace_dashboard.htm

KPoP Outcome Indicator Dashboard: www.kansaspowerofthepositive.org/outcome_dashboard.htm

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What Can Workplaces Do?

Comprehensive Employee Wellness



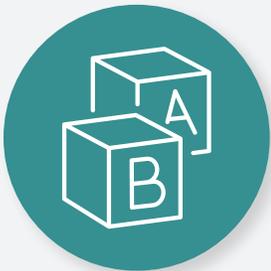
Employee Assistance Programs (EAPs) are work-based programs that are voluntary and provide free, confidential assessments, counseling (short-term), referrals, and follow-up services to employees with work-related or other problems. These assistance programs offer support for issues that impact mental and emotional wellbeing.

When counseling services are offered as a workplace program, it removes barriers to needed family supports.

EAP services provide support for issues including:

- Depression
- Substance abuse
- Personal or work-related stress
- Life events (births/accidents/deaths)
- Health concerns
- Financial or legal concerns
- Relationships
- Needy/disabled family member

Child Care Access



A dependent care flex spending account can save employees an average of 30% on childcare expenses. Flexible spending accounts allow employees to pay for work-related childcare expenses using funds withdrawn from paychecks before taxes are deducted.

The average annual cost of full-time care for an infant represents 18% of the median household income in Kansas.¹

Eligible expenses for children under the age of 13 include:

- Before and after school care
- Childcare and preschool
- Babysitting & nanny expenses
- Summer day camp

Livable Wage



The Earned Income Tax Credit (EITC) is an important and often underutilized program for lifting families out of poverty. The EITC does not use the poverty guidelines to determine eligibility. Instead, it sets limits according to tax filing status and number of claimed children.

Spread awareness of the EITC to anyone who makes less than \$55,000 a year.

United Way offices provide volunteer tax preparation to help families access the EITC. 211 is United Way's statewide toll-free number where people can learn more.



To learn more about what employees need and ways to create family friendly workplaces, visit www.familyfriendlyks.org.

Source: 1. Economic Policy Institute