



"Every child will be healthy and successful"

2019 Legislative Priorities

To create a thriving economy today and in the future, we must invest in high-quality early learning programs. Across the country, business executives have observed that too many employees and job applicants lack the "social-emotional skills" necessary to succeed on the job. This has consequences for the capability of businesses to compete in the global economy.

Businesses need employees who can communicate well with coworkers or customers, collaborate to solve problems, and persevere to overcome challenges. The truth is, the foundation for these skills is laid in a child's earliest years, and much of a child's brain architecture is developed during the first five years of life. This directly impacts the development of the social and emotional capabilities that support long-term success in school and the workforce.

*Source: [Ready Nation and Council for Strong America, Zogby Analytics, February 2017](#)

Did you know?

The average costs to replace an employee are:

- 16% of annual salary for high turnover, low paying jobs (earning \$30,000 a year);
- \$20,000-\$30,000 in recruiting and training to replace a manager making \$40,000 a year;
- \$3,328 to replace a \$10/hour retail employee.

*Source: [Employee Retention: The Real Cost of Losing an Employee 2016](#)

Military, business and law enforcement are calling for great investment in young children to ensure our national security because 70% of Americans age 17-25 cannot meet the military's eligibility requirements.

*Source: [Mission Readiness Military Leaders For Kids June 2014](#)

Workforce productivity increases

Working families rely on the child care system in order to arrive at work ready to be productive. In Iowa, more than 75% of children under age 6 have their parents in the labor force.* When working parents can rely on high-quality, affordable child care, their productivity increases, absenteeism is reduced, and turnover is minimized. Business and early childhood go hand in hand.

*Sources: [State Library of Iowa Kids Count Data Center](#)

Restore Funding

Since 2008, Early Childhood Iowa Area boards has suffered a reduction of more than 45% in school ready funding and a 20% reduction in early childhood funding*. It is becoming increasingly difficult to maintain quality programming and address the following legislated result areas:

- Healthy Children
- Children Ready to Succeed in School
- Safe and Supportive Communities
- Secure and Nurturing Families
- Secure and Nurturing Early Learning Environments

The current funding levels are inadequate to meet the growing needs of high risk families and children. Restoring funding would provide for more vulnerable families to be served which will provide for a long lasting investment that benefits all Iowan's.

*Source: [Early Childhood Iowa, 2017](#)

Smart investment \$1 = \$8

There is supporting data and evidence that early childhood education prepares children for school which, in turn, produces productive adults. For every \$1 invested in early childhood programming there is a return of \$8 or more.

*Source: [The Economics of Early Childhood Investments, December 2014](#)

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