

INVEST

In Child Development

Why should businesses care about child development?

Would you invest in a long-term strategy backed by decades of research to improve your workforce and bottom line?

YES!

Then you need to know about ACEs (Adverse Childhood Experiences).

ACEs can lead to lifelong negative effects for the child who experiences them, but they are also a drain on our economy - impacting business and taxpayers. Studies have shown that ACEs can lead to:



- Higher health care costs
- Increased incarceration
- Employee turnover
- Workplace injury/illness
- Illegal drug use



- Decreased productivity & performance
- Lost work time
- Health & social challenges which can impair employees' ability to arrive mentally, physically, and emotionally ready to work

What Are Adverse Childhood Experiences?

Adverse Childhood Experiences /ACEs/ noun

A term used to describe stressful events which may occur in the home under the age of 18– such as emotional, physical, or sexual abuse; loss of a parent through divorce, death or incarceration; experiencing hunger or being exposed to violence—that can contribute to lifelong physical and behavioral health challenges.

A child is more at risk for ACEs when parents/families experience stressors like social isolation, underemployment, lack of health care, depression or the inability to access basic needs.

The Three Types of ACEs:

Abuse: physical, emotional, sexual

Neglect: physical, emotional

Household dysfunction: divorce, substance abuse, incarceration of a relative, mother treated violently, mental illness

ACEs Cost Your Business Money.

The CDC estimates depression to cause **200 million lost workdays** each year at a cost to employers of **\$17 to \$44 billion.**

Learn more about how your business can create resilience and prevent ACEs here: https://www.cdc.gov/violenceprevention/pdf/Essentials_Sup_3_Employer-Role.pdf



Building ACEs Awareness ~ Building Community ~ Building Resilience

info@kitsapstrong.org

www.kitsapstrong.org

HOW

can my business make a difference?



- ➔ **Use corporate sponsored events to inform employees about community services** they can access to help create connections within the community. This can reduce feelings of isolation and increase parental knowledge and social support.
- ➔ **Support funding for resources in your community that reduce parental stress** such as pre and post-school programs, employer sponsored childcare.
- ➔ **Implement policies that help create healthier families and more productive employees** such as flex-time for employees, which helps reduce the stress of managing family schedules while still being active and productive employees.
- ➔ **Use the important advocacy power that you have** to promote federal and state policies that promote healthy families while helping to improve the future climate for your business.

Taking these actions now to decrease your employees' stress, which could help you:

- Retain current¹ and recruit new employees
- Increase your employees' enthusiasm and commitment to their work¹
- Get more and higher quality work done¹
- Reduce the number of days your employees call in sick²
- Lower your health care costs²



Helping Children And Teens Now Builds A Better Economic Future.

When we create healthier environments for all children, we're promoting a healthier and more productive nation. When we invest in children now, we don't have to pay later, as individuals or society. Our goal of a healthy and productive future is often undermined by Adverse Childhood Experiences (ACEs).



1. Longhi D, Porter L. (2012). Stress, strength, work, hope: Washington adults' answers about life/work experience. Retrieved from: <http://resiliencetrumpsaces.org/docs/StressStrengthWorkHopeVRDataReport.pdf>.

2. Anda RF, Fleisher VI, Felitti VJ, Edwards VJ, Whitfield CL, Dube SR, Williamson DF. Childhood abuse, household dysfunction, and indicators of impaired adult worker performance. *The Permanente Journal* 2004; 8(1): 30-38.