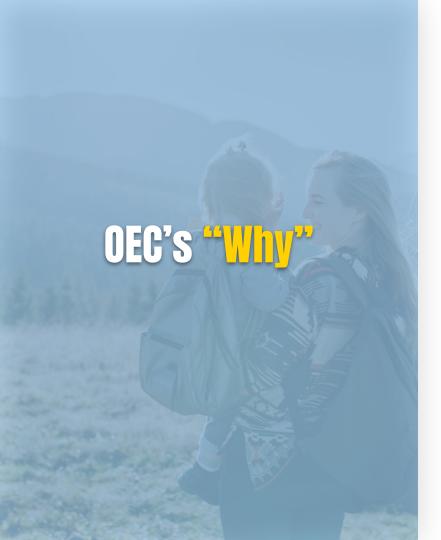
# Presentation to the Early Childhood and School Readiness Legislative Commission

Colorado Office of Early Childhood (OEC) September 20, 2021





#### **Our Mission**

We support families and communities so every child in Colorado thrives.

#### **Our Vision**

To ensure all children in Colorado are valued, healthy, and thriving, we lead bold and innovative programming, remove barriers, and implement systems change.

#### **OEC Programs**

See handout "Office of Early Childhood Programs" for more information.

## The OEC's "How"

#### The 6 Strategies to ensure all children are valued, healthy, and thriving:

#### Strategy 1

Ensure all families have equitable and easy access to high quality early childhood services so that all children start school ready to succeed.

#### Strategy 2

Support the early childhood workforce, so that they have the tools to nurture and teach children in their care.

#### **Strategy 3**

Provide communities and families with the support they need so children have a strong environment in which to thrive.

#### Strategy 4

Educate the public and policymakers about the evolving needs of young children and families to ensure effective advocacy and systems change.

#### **Strategy 5**

Align available public and private funding streams to simplify administration and amplify the impact of early childhood services.

#### **Strategy 6**

Align our work with our mission, vision and values to ensure we implement bold, effective and innovative early childhood programming.

## Strategy 2

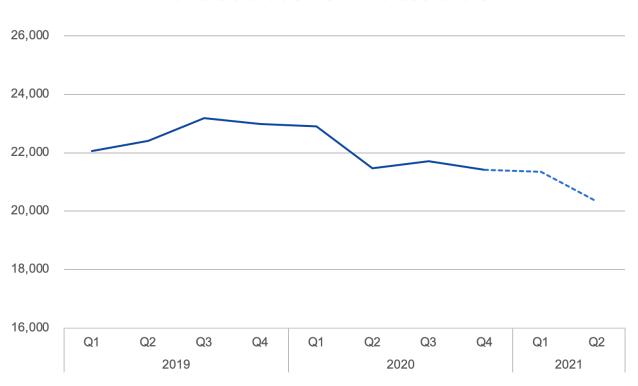
Support the early childhood workforce, so that they have the tools to nurture and teach children in their care.

## Workforce Wildly Important Goal (WIG)

Ensure there are enough diverse and qualified early childhood professionals to provide care and education to children birth to five by increasing the workforce by 5% by June 2022.

## **Overall ECE Workforce Projections**

#### **Active Colorado ECE Professionals**

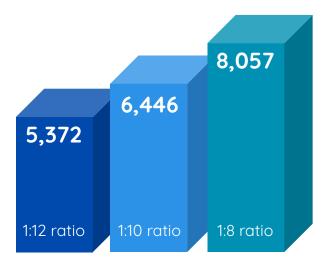


# Universal Preschool Workforce Projections & Data Limitations

## Assumptions that lead to <u>underestimating</u> workforce need

- Unknown: ratios required for UPK implementation
- Forecasted population data from 2010 census
- 2020 census data forecasts expected October 2021
- Only included 4-year-olds in population forecast
- Unknown: How many 3-yearolds will be eligible for UPK





Assumed workforce need

#### Assumptions that lead to overestimating workforce need

- Calculation only includes center-based care settings
- Cannot calculate # preschool children served in family child care homes
- Assumes enrollment in full-day care
- Possible for multiple cohorts to be served by the same teacher throughout a day or week

## **Interconnected Workforce Challenges**

#### Recruitment

Across the State, 70% of center directors report that finding qualified educators to replace lost workforce is their top challenge - and the need for early childhood workforce is only expected to grow in the coming years, including as a result of universal preschool implementation.

## Professional Development

A lack of professional development is reported as a top reason for leaving the workforce, Yet, pursuing additional education can be challenging for educators: 75% report needing tuition assistance to pursue higher education.

#### Compensation

Early childhood teachers are among the lowest-paid professionals in education and one in three report receiving public assistance to make ends meet. Low pay impacts both recruitment and retention.

#### Retention

The low pay and demanding nature of early childhood education results in high turnover: 16-40% annually in Colorado, depending on specific job. The pandemic resulted in nearly 25% of the workforce being laid off or furloughed, and 10% did not anticipate a return to the classroom.

## **OEC's Approaches to Workforce**

#### Recruitment

Enact strategies that encourage professionals to enter the early childhood field.

## Professional Development

Provide early childhood professionals with education and training that will help them grow in their careers.

#### Compensation

Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### Retention

Enact strategies that encourage child care providers to stay in the early childhood field.



## **OEC's Approaches to Workforce**



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Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### Retention

Enact strategies that encourage child care providers to stay in the early childhood field.

## **Workforce Recruitment - New Stimulus Funded Strategies**

Enact strategies that encourage child care providers to enter the early childhood field.

#### \$11.7M - Workforce Recruitment & Retention Scholarship Programs (Activity 2)

Provides 1,200 professionals with financial assistance to draw from a menu of options to support their access to the education and training needed to enter the early childhood workforce. *Also included under Retention.* 

#### \$2.6M - Free ECE 101 and 103 Courses (Activity 4)

Provides 1,000 - 1,500 individuals the minimum coursework to become an early childhood educator, Early Childhood Education (ECE) 101 and 103, for free for two years. This activity supports individuals seeking work a pathway to employment as an ECE educator without having to take on an up-front cost.

#### **\$2.6M - Apprenticeship Program** (Activity 5)

Provides an alternative career pathway for individuals into the early childhood workforce through paid work experience to complement coursework, such as ECE 101 and 103.

## **Workforce Recruitment - Existing Strategies**

## Enact strategies that encourage child care providers to enter the early childhood field.

#### \$1M - Preschool Development Grant (PDG) Child Development Associate (CDA) Scholarship

Provide scholarships for CDA training (up to \$600) and CDA assessment fees (\$425) for new professionals to become Early Childhood Teacher-qualified. Scholarship recipients also receive case management and navigation support.

#### \$100K - Alternative Pathway Waivers

Colorado Child Care Licensing offers high quality programs (Colorado Shines level 3-5) waivers for professionals that are still pursuing their CDA credential to act as an Early Childhood Teacher-qualified position provisionally for 12 months or until they complete their credential (whichever comes first).

#### \$220K - Pre-Licensing Update

Family child care home providers are required to take a 15-hour pre-licensing course prior to applying for their family child care license. OEC Instructional Design created a standardized curriculum to improve understanding of child care regulations, quality improvement opportunities, child development, and business practices.

## **OEC's Approaches to Workforce**

#### Recruitment

Enact strategies that encourage professionals to enter the early childhood field.



## Professional Development

Provide early childhood professionals with education and training that will help them grow in their careers.

#### Compensation

Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### Retention

Enact strategies that encourage child care providers to stay in the early childhood field.

## **Professional Development - New Stimulus Funded Strategies**

Provide early childhood professionals with education and training that will help them grow in their careers.

#### **\$0.4M - Teacher Peer Mentorship** (Activity 6)

Connects 300 new and existing child care professionals to provide wrap-around support and mentorship. This activity also promotes workforce retention by giving experienced teachers an opportunity to continue developing their skills and helping new teachers improve their teaching skills

#### **\$0.3M - Free Online Director Training** (Activity 7)

Develops a free Director Training Sequence for the State's approximately 1,600 child care center directors through the Colorado Shines Professional Development Information System (PDIS). The free online training, available in both English and Spanish, focuses on administration and business, instructional leadership, and teacher development, giving directors the professional development resources to be both the child care quality leader and small business leader of their child care center.

## **Professional Development - Existing Strategies**

Provide early childhood professionals with educations and training that will help them grow in their careers.

#### \$5.5M - Colorado Shines Quality Improvement Funding

These funds support coaching, professional development, and other quality strategies for programs engaging in quality improvement activities. About \$3 million of the funding is allocated annually to support coaching and professional development activities.

#### \$0.7M - Expanding Quality in Infant Toddler Care (EQ) Initiative

A professional development initiative focused on building the responsive caregiving skills and reflective capacity of infant and toddler early care educators through coursework and coaching. Coursework and coaching are delivered by a trained and annually-certified Infant Toddler Specialist Network distributed across the state.

#### \$1M - Preschool Development Grant CDA Scholarship

CDA scholarships can also be used for existing workforce looking to become ECT-qualified. Further, existing professionals using the CDA to be ECT-qualified can apply for a CDA scholarship to cover CDA renewal fees (\$125). Scholarship recipients also receive case management and navigation support.

## **Professional Development - Existing Strategies**

Provide early childhood professionals with educations and training that will help them grow in their careers.

#### \$1.7M - Professional Development Information System (PDIS) Rebuild

PDIS is a web-based workforce registry and learning management system. The PDIS tracks training and education, provides high-quality online professional development, and helps individuals select a professional development path according to their competency level, professional development goals, and job or role. The new build improves data collection, launched a new scoring system for the EC Professional Credential, and integrates with other OEC data systems among other things. Within its first 12 weeks, more than 25,000 professionals had logged in and more than 67,000 online courses were completed.

#### \$1.04M - Instructional Design

Supports training and education for the broad early childhood community. This includes the nearly 100 free, online courses available through the PDIS on topics that support Federal and State training requirements as well as ongoing professional development. Instructional design also supports instruction for specific audiences, including coaches, trainers, early childhood mental health consultants, child care health consultants, licensing specialists, family child care providers, and counties administering CCCAP.

#### \$240k - Business Training and Consultation and Business Toolkits

Many child care providers do not have traditional business training, so providing resources to improve business practices may help reduce administrative burden on programs, and improve retention.

## **OEC's Approaches to Workforce**

#### Recruitment

Enact strategies that encourage professionals to enter the early childhood field.

## Professional Development

Provide early childhood professionals with education and training that will help them grow in their careers.

#### Compensation

Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### Retention

Enact strategies that encourage child care providers to stay in the early childhood field.

## **Compensation - New Stimulus Funded Strategies**

Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### **\$3M - CCCAP Teacher Salary Increase** (Activity 3)

Increases compensation by about \$1,000-\$1,200 annually for 2,400 early childhood workers employed by high-quality programs (Levels 3-5) that enroll children participating in the Colorado Child Care Assistance Program (CCCAP) and opt into the Teacher Salary Increase grant program.

#### \$49.8M - Sustainability Grants for Workforce Retention (Activity 1)

Funds provider grants to support the retention of Colorado's 24,000 early childhood professionals, including for employee benefits, employee compensation, professional development, and hiring additional staff. *Also included under Retention*.

## **OEC's Approaches to Workforce**

#### Recruitment

Enact strategies that encourage professionals to enter the early childhood field.

## Professional Development

Provide early childhood professionals with education and training that will help them grow in their careers.

#### Compensation

Increase the compensation of child care providers, to help make early childhood careers more sustainable and desirable.

#### Retention

Enact strategies that encourage child care providers to stay in the early childhood field.

## **Workforce Retention - New Stimulus Funded Strategies**

Enact strategies that encourage child care providers to stay in the early childhood field.

#### \$49.8M - Sustainability Grants for Workforce Retention (Activity 1)

Funds provider grants to support the retention of Colorado's 24,000 early childhood professionals, including for employee benefits, employee compensation, professional development, and hiring additional staff. *Also included under Compensation*.

#### \$11.7M - Workforce Recruitment & Retention Scholarship Programs (Activity 2)

Provides 1,200 early childhood professionals with financial assistance to draw from a menu of options, to support their access to education and training to help them earn credits, credentials, and degrees, meet licensing requirements to serve as qualified workers, or obtain a higher level of qualification. Also included under Recruitment.

#### **\$0.4M - Teacher Peer Mentorship** (Activity 6)

Connects 300 new and existing child care professionals to provide wrap-around support and mentorship for new educators, while developing leadership skills from within. Also included under Professional

Development.

## **Workforce Retention - Existing Strategies**

Enact strategies that encourage child care providers to stay in the early childhood field.

#### \$1.7M - PDIS Rebuild: Early Childhood Professional Credential Rescoring

As part of the Professional Development Information System rebuild, the Early Childhood Professional Credential 3.0 was also launched. Rescoring the EC Professional Credential improved alignment with child care licensing regulations and will reduce review times for professionals using this pathway.

#### \$5.5M - Colorado Shines Quality Improvement Funding

These funds support coaching, professional development, and other quality strategies for programs engaging in quality improvement activities. About \$3 million of the funding is allocated annually to support coaching and professional development activities.

#### \$0.7M - Expanding Quality in Infant Toddler Care (EQ) Initiative

A professional development initiative focused on building the responsive caregiving skills and reflective capacity of infant and toddler early care educators through coursework and coaching. Coursework and coaching are delivered by a trained and annually-certified Infant Toddler Specialist Network distributed across the state. Annual self-report on the impacts of the 48-hour EQIT Course indicate that professionals perceive it to encourage them to stay in the field



## **Stimulus Funding Overviews**



#### COLORADO

Office of Early Childhood

#### State and Federal Stimulus Strategies

Ensure All Families Have Equitable and Easy Access

The Office of Early Childhood seeks to ensure all families have equitable and easy access to high quality early care and education services so that all children start school ready to succeed.

Activity 1: Child Care Stabilization Grants

«» This activity provides more than 4,700 eligible child care providers that were in operation as of March 11, 2021 with recurring operational grant payments with amounts based on licensed capacity and quality level, with additional bonus awards added for providers meeting certain family needs. including providing care for infants and toddlers, offering nontraditional hours, and serving children with special needs, to both reflect the increased costs associated with meeting certain family needs and incentivize other providers to begin offering care in these areas. . These recurring grants will help Colorado maintain licensed child care capacity through a mixed delivery system, ensure early childhood educators remain fully compensated, and provide financial relief to families through reduced or waived tuition or copayments. This activity builds on the \$35 million State General Fund appropriation for sustainability grants that were allocated in House Bill 20B-1002, . Funding Source: ARP . Funding Amount: \$221,694,958 (Note that \$101,516,223 of this total is required to be used by providers to reduce family tuition and is also reflected as a family strengthening activity).

Activity 2: Employer based Child Care Facilities ↑ ★ This program will provide financial assistance to employers to construct, remodel, renovate, or retroff a child care center to provide licensed child care severices on or near-site to its employees. This program is expected to fund the creation of between 10-25 new child care centers with a maximum award of \$800,000. Eligible employers must provide a financial match of 50% for for-profit employers and 25% match for nonprofit or government employers. • Families in Colorado face a number of challenges accessing child care, including long wait lists, limited locations near work or home, or no local licensed child care options. These issues may worsen with increased demand for care as families return to work, population growth, and the implementation of Universal Preschool. This program will help address these issues and build more child care capacity. • Funding Source: State General Fund • Funding Amount: 58,00,000



#### COLORADO

Office of Early Childhood

State and Federal Stimulus Strategies

Support the Early Care and Education Workforce

The Office of Early Childhood supports the early care and education workforce, to expand the number of educators in the state, and equip them with the tools they need to nurture and teach children in their care.

Activity 1: Sustainability Grants for Workforce Retention «» This activity will provide early care and education workforce retention grants to any of the nearly 4,700 eligible licensed child care providers to support the retention of more than 24,000 early childhood professionals in Colorado. Eligible child care providers may use their grant for areas including employee benefits, employee compensation, professional development, and hirring additional staff. • COVID-19 has affected the child care industry in Colorado with approximately 10% of child care businesses closing and a 23% decline in the early childhood workforce according to research done by Early Milestones. The child care system was fragile before COVID-19 and is now even more vulnerable to a collapse. This activity will help child care providers sustain their workforce, a vital component to keeping facilities open and operating. • Funding Source: CRRSA & ARP • Funding Amount: 549,817,600.155,000,000 CRRSA; 154,817,600.0ARP)

Activity 2: Workforce Recruitment & Retention Programs «»→™ This activity will create an Early Care and Education (ECE) Recruitment and Retention Grant and Scholarship Program that will provide 1,200 current and potential early childhood professionals with financial assistance to draw from a menu of options, adaptable to local needs, to support their access to education and training in order to help them earn credits, credentials, and degrees, and meet child care licensing requirements to serve as qualified workers or obtain a higher level of qualification. The program will help address the early childhood workforce need in Colorado by providing educators a variety of pathways to the profession. Colorado, like many states, is Tacing a shortage of early childhood professionals, and the implementation of universal preschool will only increase demand. This activity will result in an increase in qualified early childhood professionals, alleviating workforce shortages and better preparing the state for universal preschool. Funding Source: CRRSA & CCDF Base Funding Amount: \$11,732,524 (53),325,524 (RSRS, 52, 400,000 CCDF Base)



#### COLORADO

Office of Early Childhood

State and Federal Stimulus Strategies
Family Strengthening

The Office of Early Childhood provides communities and families with the support they need so children have a healthy environment in which to thrive.

Activity 1: Reduced Child Care Tuition for Families «3 This activity will dedicate over \$100 million from the child care stabilization grants (see the Access handout) to reduce or eliminate child care tuttion payments for families. COVID-19 continues to be economically devastating for child care providers. As many families across the state lost income, they stopped sending their children to child care, thus reducing the tuttion payments child care providers depend on to stay open. This activity will help families to enroll in child care by allowing providers to reduce or eliminate tuttion payments. This will support families to return to work, help build back enrollment numbers at child care facilities across Colorado, and result in \$100 million kept in the pockets of families across costs the state, with families saving an average of \$450 per child over the grant. • Funding Source: APP • Funding Amounts: \$101.516.25 cut.

Activity 2: Reducing CCCAP Copayments ↑ This activity will lower the cost of child care for low-income familites enrolled in the Colorado Child Care Assistance Program (CCCAP) by lowering the parent fee that familites pay out of pocket to a maximum of 10% of gross income. This strategy also invests in a communications strategy to ensure eligible families are aware of CCCAP and its benefits. ◆ Cost of care is a major barrier for many families trying to access licensed, high-quality child care. By reducing the copayment families pay for CCCAP, more families will be able to enroll their children in care, thus being able to work or attend school, with more money left over for food, transportation, housing, and other vital costs. ◆ Funding Aurour: € RSAS. ◆ Funding Amount: 56,307,914.

<u>Access</u>

**Workforce** 

Family Strengthening

# Join the OEC For a Virtual Town Hall on Stimulus Funding

Thursday, September 23 5:30 p.m. to 6:30 p.m. Register Here



## **Children and Families in Colorado**

- There are 402,668 children ages 5 and under in Colorado
- 62% live in households where all parents work
- 13% live in families below the official poverty line

Total Number of Children Ages 5 and Under: 402,668		
Children by Age	Number of Children	Percent
Under age 1	63,136	15.7%
Age 1	67,973	16.9%
Age 2	67,026	16.6%
Age 3	68,488	17.0%
Age 4	67,930	16.9%
Age 5	68,115	16.9%

# Finding Child Care Communication Plan: Supporting Families to Find High Quality Care

- OEC will create an infographic showing all pathways to safe, quality child care including legally exempt family, friend and neighbor providers, licensed family child care homes, and licensed child care centers by January 2022.
- OEC will create a checklist for each pathway to empower parents to make the best choice for their child and make it available on the Parent Hub starting January 2022.
- OEC will conduct culturally and linguistically diverse outreach to parents with young children in partnership with trusted community partners across the state.

## Support for FFN who would like to become licensed

- **Outreach:** Linguistic and cultural outreach to family, friend and neighbor caregivers in historically marginalized communities, including messaging to providers who are now qualified for a child care license because of SB21-077
- **Financial Support:** \$5,000 licensing incentives, flexible operating grants, Emerging and Expanding Grants for capital costs
- Technical assistance and ongoing support: Family Child Care Home Navigators and licensing specialists; free <u>course</u> on how to become a licensed family child care home, connect to other resources such as the Child and Adult Care Food Program (CACFP)
- Professional development: Providers Advancing School Outcomes (PASO), Child
  Development Associate (CDA) Scholarships, Expanding Quality in Infant Toddler Quality
  Initiative (EQIT), Family Child Care Home Business Training by Small Business Development
  Centers, Coaching, LENA Grow\*, Colorado Shines Professional Development Information
  System (PDIS) in English and Spanish

# Support FFN providers who would like to be CCCAP Qualified Exempt

- Outreach: Colorado Child Care Assistance Program (CCCAP) Awareness Campaign
- Financial Support: \$500 incentive, flexible operating grants
- **Technical assistance and ongoing support:** Improve efficiency in county processes and other support noted on slides 8 & 9, includes additional OEC FTE
- Professional Development: Colorado Shines Professional Development Information System
   (PDIS), Expanding Quality in Infant and Toddler care training (EQIT), Growing Readers
   Together\*, LENA Start / Home\*, The PLAYbook, Early Learning & Development Guidelines, Early
   Childhood Mental Health Consultants (ECMHCs);

## **Outreach to FFN Providers**

#### Fund outreach by contracting with trusted partners in communities

- Spring Institute
- Colorado Statewide Parent Coalition
- Family Resource Centers
- Keep the Lights On
- Foundations
- Early Childhood Councils
- Family Advocacy Groups
- Libraries
- Pediatricians and public health centers
- Valley Settlement and Cultivando
- County Human Services

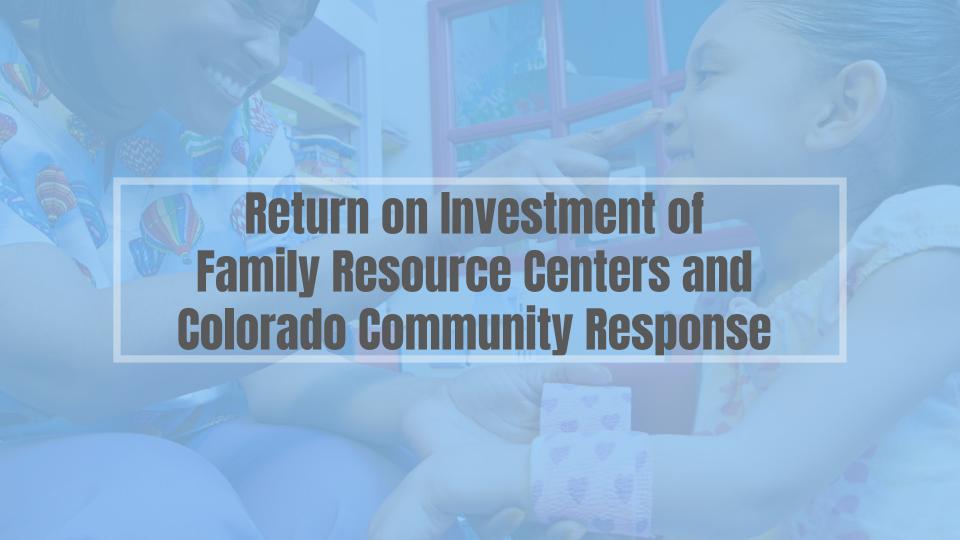
## **Resources for FFN Providers**

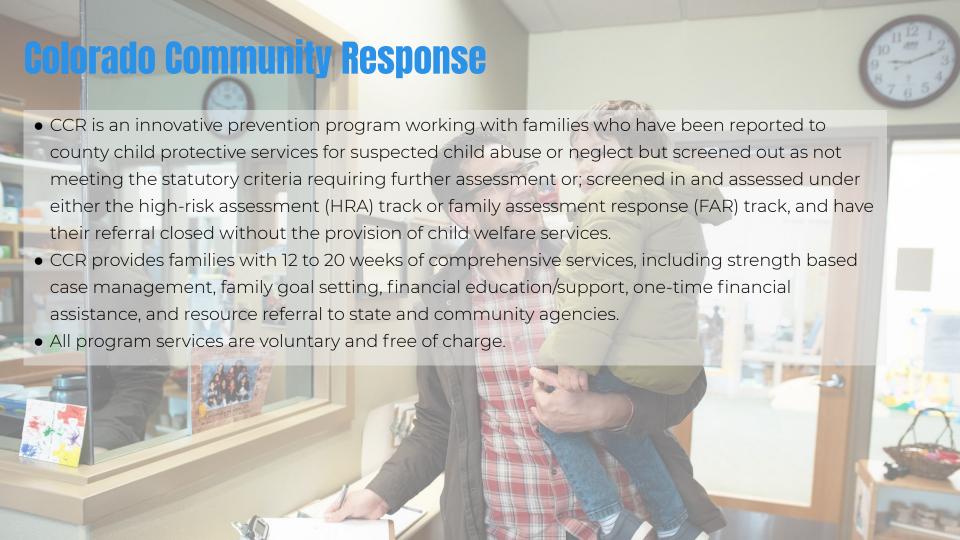
- Early Childhood Mental Health (ECMH) Consultation
- Libraries: Growing Readers Together\*, LENA Start\*, and story times
- Pediatricians and Health Care: Reach Out and Read\*, Healthy Steps, and Family Connects
- Scholarships to Park and Recreations and cultural events, such as museums\*
- Transportation: RTD passes, and car seats/booster seats\*
- Family Resource Centers: parenting classes, play groups, food, financial assistance, LENA Start\*
- Early Childhood Councils: range of support including Family Child Care Navigators
- Home Visiting: connections to Parents as Teachers and Home Instruction for Parents of Preschool Youngsters (HIPPY)
- Regional Support Programs: Fostering Resilience in Early Education (FREE) and Mile High United Way
- OEC Hub website as a one stop shop for parents/caregivers that will also be a great ongoing free resources for FFN
- Communities of Practice\* (PDG Needs Assessment as guide)
- Cooking Matters\*
- Financial Support: healthy food assistance and developmentally appropriate learning materials\*

## **Professional Development for FFN Providers**

- <u>Colorado Shines Professional Development Information System</u> (PDIS) in English and Spanish
- <u>Early Learning Development Guidelines</u> (<u>Spanish</u>) and <u>The Playbook</u> (in multiple languages)
- Expanding Quality in Infant Toddler Quality Initiative
- Home Grown Compendium
- Head Start Early Childhood Learning and Knowledge Center
- Providers Advancing School Outcomes (PASO)
- Child Development Associate (CDA) Scholarships
- Expanding business supports/training to target FFN providers
- Ongoing listening sessions with FFN community to learn more about their needs

# **Technical Assistance Grants in Partnership with FFN Network**







#### **Model Development**

- Protective Factors Framework
- Research-based and cost effective framework shown to increase family strengths and prevent child abuse and neglect.

#### 2 Generational Approach

Strategy providing opportunities that meet both the needs of the caregiver and the children at the same time.

## Colorado Community Response: Measurable Outcomes

#### **Program Evaluation Findings**

- Increase in all 14 domains of family functioning Measured by the Colorado Family Support
   Assessment 2.0
- Increase in all 5 protective factors known to prevent child abuse and neglect. Most significant increase observed in Social Connections, Concrete Support, and Parental Resiliency.
- Prevent the high financial cost associated with families who are screened in and a case is opened through the child welfare system (cost of program delivery)
- Families completing the program had fewer founded assessment and out of home placement one year after completing CCR.

#### Summary

CCR is an effective program for strengthening families and preventing child welfare re-involvement.

Program Evaluation Findings - Data Collection Period: 2014 - 2017 - Participating Counties: 28 - Final Report: 2018



## **Colorado Community Response: Cost Analysis**

Analysis of the program determined that the average cost to serve a family utilizing the CCR model is \$2,000. Data was also used to determine a caseload standard for CCR. Analysis showed that the number of families served annually by each full time employees is 40.

#### **Key Findings:**

- Outreach challenges reduce CCR cost to benefit potentials
- Outreach challenges drive cost variation across sites
- CCR is a lower cost child maltreatment prevention model at about \$2,000 per family served

#### Recommendations:

- Leverage best practices in outreach and increase site support
- Elevate CCR within the prevention continuum by expanding referral sources to improve program access while reducing costs.

Why This Matters: State and National Guidance

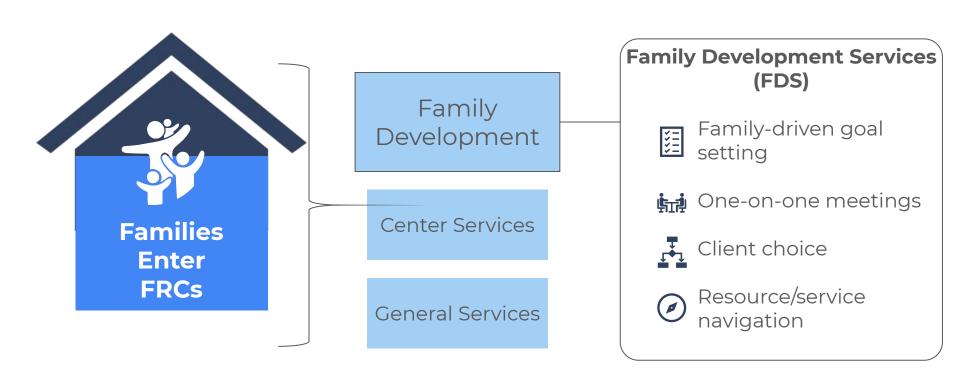


## What Are Family Resource Centers (FRC's)?

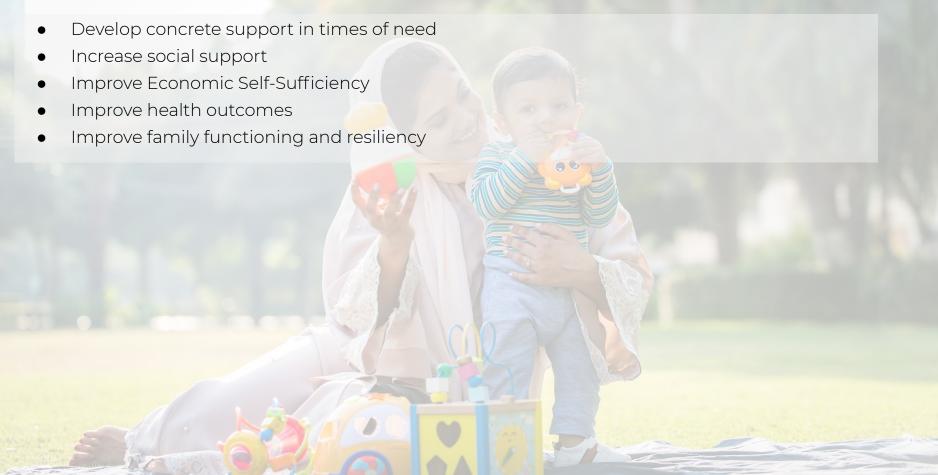
Family Resource Centers provide a safe, accessible place for families to connect with comprehensive, coordinated services that help them strengthen their family and become more self-reliant.

Family Resource Centers (FRCs) provide a single point of entry for families to receive comprehensive, integrated services in their community.

# In Colorado, a Network of 30+ FRCs Provide Family Development Services







Community-based 501c3 family resource center founded in 1992 to fill gaps in family services for Teller County

One of 33 member centers of the Colorado Family Resource Center Association





#### MISSION:

Delivers programs and services that strengthen families.

VISION:
All Teller County
families are
self-reliant, fully
functional, positive
contributors to our
community.

## Return on Investment of a Family Resource Center to the Child Welfare System

#### **PARTNERS OF THE STUDY:**

- Casey Family Programs
- National Family Support Network
- OMNI Institute

#### **SELECTION OF SITES:**

- Formalized partnership with County DHS
- Available data demonstrating outcomes
- Urban and rural communities



### **Key Findings**



- 1. For every \$1 invested in CPFRC in 2018, the Teller County child welfare system saved an estimated \$2.92.
- 2. After CPFRC entered into a formal partnership with the local child welfare system, there was a 63% reduction in the rate of child abuse in Teller County.
- 3. By serving families holistically in communities, FRCs help prevent involvement in child welfare systems, which generates substantial economic savings and reduces trauma and stigma for families.

