

# 80x3: Resilient from the Start

**80x3 is a** Greater Twin Cities United Way-led initiative to build a trauma-informed region in early childcare, so all young children and their families have the tools to overcome poverty's challenges. 80x3 is designed to break barriers in training and coaching, staff recruitment and retention, and family navigation. Top learnings from our first year of programming include:

- 1. Staffing shortages** in the early childhood education (ECE) field impact staff and leaders' capacity to innovate; several 80x3 strategies aim to address this.
- 2. Providers are concerned** about community and police violence and its impact on children's safety and development. Within the 80x3 cohort, centers connect around shared challenges.
- 3. Together, we're making a difference.** Educators are better able to recognize trauma and support children and families. Centers are adopting new practices. And regional systems stakeholders have joined our efforts.

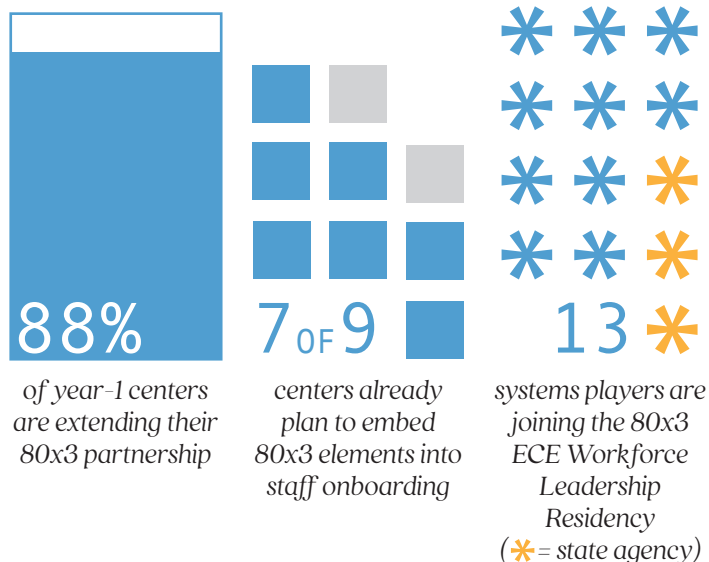
## KEY CHANGE FACTORS

As part of our innovation process, we measure the greatest drivers and hinderances to change. Year one showed **leadership buy-in** is the key success factor for a center to increase trauma-sensitive care, and **staffing shortages and workload** are the biggest barriers.



## COMMITTED TO INNOVATION

80x3 is gaining strong buy-in from centers and systems



## IMPROVING SYSTEMS

Based on early learnings with our first cohort of childcare centers we've designed the **80x3 ECE Workforce Leadership Residency**, a yearlong engagement that will prepare 13 key organizations that train and guide our ECE field to support trauma-sensitive practices. Additionally, we've:

- Secured a contract with Blue Cross Blue Shield to provide a **bank of mental health therapy hours** for 80x3 providers and parents.
- Set up **barrier-free access** to 80x3's trauma-informed trainings; June-July, 128 people registered for the first module.
- Begun working with companies that provide substitute teachers to develop a **trauma-informed substitute pool**.
- Begun collaborating as an ambassador in **Parent Aware's redesign**.

# **BREAK/THROUGH**

**A CAMPAIGN TO ACCELERATE INNOVATIVE  
SOLUTIONS FOR A THRIVING TWIN CITIES**



Greater Twin Cities  
United Way

## **BREAKTHROUGH CATALYST COMMITTEE**

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***Innovative donors make 80x3 possible. Thank you for helping us  
develop solutions to the challenges no one can solve alone.***