Shaping Policy Action

Paid Family and Medical Leave Resources and Support

The Prenatal-to-3 Policy Impact Center empowers states with rigorous evidence to implement effective and equitable policies that ensure all children thrive from the start. Based in Vanderbilt University's Peabody College and led by Dr. Cynthia Osborne, Professor of Early Childhood Education and Policy, our team of researchers and nonpartisan policy experts are here to support your paid family and medical leave (PFML) policy efforts no matter where your state is in the process.

Getting Started

Coalition building and information gathering

At this stage, your coalition is newly formed, and members are deepening their knowledge of PFML policies and benefits.

You may want to know...

- What does the research say about the benefits of PFML?
- How do PFML programs vary across states?
- How can we engage the business community in our coalition?

We can provide you with...

- **Summaries of the most rigorous evidence available on state PFML programs.**
  - We've written a comprehensive evidence review and an accompanying evidence snapshot. We also break down the evidence for benefits of PFL to children, families, and the labor force.
- **Our annual summary of state progress and variation in PFML policies.**
- **Talking points to engage business leaders based on our brief on the business case for PFL.**
- **Answers to your individual questions about state PFML programs and research. Contact us; we are here to help!**

Making Progress

Coalition strengthening and policy design

Your coalition is identifying key components of your state's future PFML program. You are continuing to strengthen and educate coalition members and stakeholders.

You may want to know...

- What key policy components should we consider as we craft our PFML program?
- How much revenue would my state need to generate to fund a PFML program?
- How can we educate, empower, and grow our coalition?

We can provide you with...

- **Our state policy lever checklist.**
  - We've outlined several components of PFML programs as well as the implications of these policy choices and their collective impact on equitable access to paid family leave.
- **Cost modeling.**
  - We can estimate costs across multiple policy designs and simulate the premium rates needed to fund each design.
- **A presentation or a mini policy academy.**
  - We can present virtually or in-person with content tailored to your state's policy goals, questions, and audience (e.g., coalition members, business community, lawmakers, etc.).

Nearing the Finish Line

Gaining policymaker support and policy analysis

Your PFML legislation has been working its way through the legislative process. You are engaging with and educating policymakers.

You may want to know...

- How does my state's proposed PFML policy compare to others?
- What impact would my state's proposed PFML policy have on families?
- How can we share the benefits of our PFML policy to gain support from policymakers?

We can provide you with...

- **Policy analysis.**
  - We can assess how your state's PFML program design compares to others. We can examine not only whether the program design is effective, but also for whom and under what conditions.
- **A benefit-cost analysis.**
  - We can conduct rigorous evaluations of your state's policy, including calculating the return on state investment. For example, we conducted a BCA of Pennsylvania's proposed 20-week statewide PFL program.
- **Data simulations to demonstrate your program's impacts.**
  - Our data analysts can simulate how your state's PFML program would change resources for the family modeled in our Policy Impact Calculator.
  - We can simulate PFML premiums and benefits for a median-wage worker in your state, as well as provide estimates on the impact on state tax revenues and family child care costs.
  - We can supply demographic data for legislative districts (e.g., number of births and average earnings) to help you illustrate the potential impact with lawmakers.
- **Legislative testimony to summarize the research and translate our findings.**