

EARLY CARE AND EDUCATION

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WHO WE ARE

Afton creates meaningful change by transforming public policies and practices so they are effective, sustainable, and equitable. Afton builds capacity, strengthens governance, and ensures resources are strategically aligned and equitably distributed. Since 2011, Afton has collaborated with more than 150 initiatives in 39 states, the District of Columbia, and Puerto Rico, unlocking human potential from birth to career.

WHAT WE DO

Afton provides local and state advisory services for ECE policy and systems change initiatives, financial planning and analysis to understand the cost of quality services and design more effective funding strategies, and workforce compensation planning. Our core values ground our work and how we partner with clients: We prioritize justice; act with integrity; collaborate inclusively; and center the human experience.



NEEDS ASSESSMENT AND STRATEGIC SYSTEM DESIGN

Example: [Facilitated the Great Start for All Minnesota Children Task Force to develop a state plan](#)

- Facilitate local and state taskforces and cross-agency collaborations
- Collect and analyze data to identify root challenges and inform meaningful policy change
- Highlight policy and funding alignment opportunities
- Develop tools to promote cross-sector collaboration and accountability
- Co-design implementation plans with community voice for new or revised programs and policies



FINANCIAL PLANNING AND COST MODELING

Example: [Supported Illinois with cost modeling and funding system transformation](#)

- Conduct narrow cost analyses and true costs of care studies
- Support child care subsidy rate planning and alternative methodologies
- Design funding policies to meet system goals including coordination of multiple funding streams
- Develop local and state program budgeting and long-term financial projections
- Map total system funding and analyze geographic equity and adequacy



WORKFORCE COMPENSATION AND DEVELOPMENT

Example: [Lead the Colorado Early Childhood Compensation and Benefits Task Force](#)

- Design and implement wage scales linked to competencies, credentials, and degrees
- Gather and synthesize data on workforce wages, benefits, qualifications, and training
- Support new local and cross-sector collaborations to increase workforce qualifications and compensation
- Provide technical assistance to support ECE program business acumen

Please reach out to Katie Reed, Partner & Managing Director, at kreed@aftonpartners.com to design a package that aligns to your budget and needs. Afton is proud to be a certified Woman-Owned Business.