WHY EARLY CHILDHOOD EDUCATION (ECE)?

A strong ECE system benefits our children and the economy and promotes equity in our society



Our Children

The first years of a child's life have long-lasting impacts on their future outcomes and well-being

90%

of a child's brain development happens by age 5¹

13%

return on investments in high quality birth-to-five childcare through savings on education, health, employment, and social behavior outcomes ²



The Economy

Inadequate child care creates economic inefficiencies and burden in the short- and long-term

9.5%

of CT parents had to quit a job, decline a job, or greatly change their job because of child care barriers (pre-COVID)³

\$57B

in costs incurred annually across parents, taxpayers, and businesses due to inadequate child care, \$13B of this is incurred by businesses ⁴

25K+

number of active accounts in the Office of Early Childhood's work registry⁵



Gender and Racial Equity

Child care-related challenges fall disproportionately on women, and particularly women of color

76%

of CT parents who reported having to stay home and not work due to childcare in fall 2020 were female ⁶

94%

of families of color cannot afford high quality infant and toddler care ⁷

<mark>92%</mark>

of private child care providers in CT are women-owned businesses ⁸

First Things First. https://www.firstthingsfirst.org/early-childhood-matters/brain-development/. 2. Heckman (2019). "The Life Cycle Benefits of an Influential Early Childhood Program." 3. Center for American Progress (2020). "The Child Care Crisis Causes Job Disruptions for More than 2 Million Parents Each Year "4.Belfield (2018). The Economic Impacts of Insufficient Child Care on Working Families." 5. OEC & Other Early Childhood Partners (2021). "Overview of Early Childhood Services in CT." 6. United States Census Bureau. (2020). Household Pulse Survey 7. Council on Women and Girls (2021). "Essential Equity: Women, Covid-19, and Rebuilding CT." 8. Ibid. Social Finance, Inc. © 2021 Confidential









ECE EMPLOYER ENGAGEMENT OVERVIEW

We are seeking to activate business leaders around the state to focus on and provide greater early childhood education opportunities

Our Vision

<u>Convene employers</u> on the Council on Women and Girls and / or the Governor's Workforce Council to <u>share a call to action surrounding child care</u>

Call to Action for Employers



Quick Wins

Recommendations that employers can implement without significant investment or systems level change in their organization



Internal Investments

Recommendations that demonstrate a commitment to organizational growth and receptivity to employees' long term child care needs



Community Investments

Recommendations that rely on collective action of employers to build partnerships and improve access to child care for the local community



Statewide Systems Change

Recommendations that will help drive change at the systems level and grow the early childhood education field





