



# **Massachusetts Business Coalition for Early Childhood Education**

**Somerville Children's Cabinet  
March 31, 2021**

# About the Coalition

# Website & Social Media

#MassBiz4EarlyEd

## Website

<http://www.maroundtable.com/MBCE/CE/main.html>

## Twitter

@MassBiz4EarlyEd

## LinkedIn

<https://www.linkedin.com/company/massbiz4earlyed/>

# Leadership

## *Co-Chairs:*

- ✓ **Jon Bernstein**, Regional President, PNC Bank
- ✓ **Roger Crandall**, Chairman, President & CEO, MassMutual
- ✓ **Linda Henry**, CEO, Boston Globe Media Partners
- ✓ **Bridget Terry Long**, Dean, Harvard Graduate School of Education
- ✓ **Bob Rivers**, Chair and CEO, Eastern Bank

**Tom Weber**, Executive Director

## *Advisors:*

- ✓ **JD Chesloff**, Massachusetts Business Roundtable
- ✓ **Turahn Dorsey**, Eastern Bank Charitable Foundation
- ✓ **Saskia Epstein**, PNC Bank
- ✓ **Nancy Stager**, Eastern Bank Charitable Foundation

**And many others. . .**

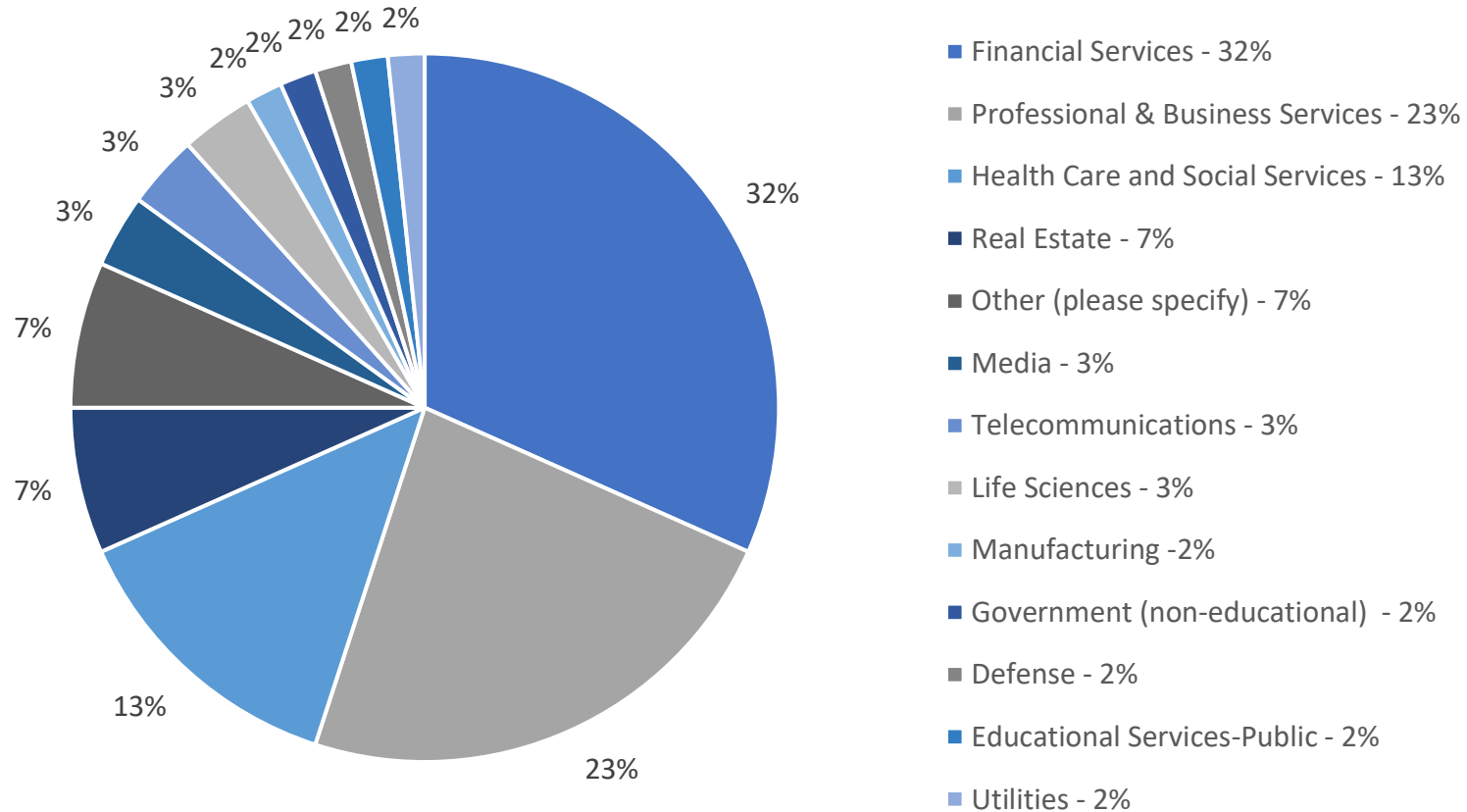
# Member Characteristics (73 members and growing)

Total MA Employees: 177,596

Range: 1 to 82,000

Avg.: 3778

Median: 400



**Why did we come  
together?**

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# Early Childhood Education is failing our children, our parents, our economy and our Commonwealth

- Early childhood education **programs are struggling mightily**
  - ✓ Pre-pandemic: ECE programs decreased by 25% over past decade
  - ✓ Since pandemic: Only 82% of ECE programs have reopened
- **Parents are very worried** about child care
  - ✓ 79% of parents are concerned they will not be able to work without formal care arrangements
  - ✓ 76% indicate that their quality of work will suffer
- **Massachusetts employers are very worried** about child care, too
  - ✓ 91% of employers surveyed report significant or some concern expressed by employees about child care and school issues
  - ✓ 76% of employers report that the employment stability and career growth opportunities of women either have already been compromised by interruptions and gaps in child care or schooling or they are concerned about this issue
- Insufficient early childhood development programming **costs the United State \$57 billion annually (pre-pandemic)**

# **Why ECE Matters to Business**

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# Benefits to Children

**A uniquely powerful opportunity at the exact right moment.**

- ✓ 80% of brain development occurs during the first 3 years of a child's life; 90% by age 5. (Brookings Institution)
- ✓ Children reading at grade level by age 8 are four times more likely to graduate from high school. (The Annie E. Casey Foundation)
- ✓ Children who participate in high-quality early childhood programs are twice as likely to attend college. (James Heckman, Nobel Economist)

# Benefits to Society

**A public good with a phenomenal return.**

- ✓ Comprehensive, high-quality, birth-to-five early education provides a 13% annual ROI. (James Heckman)
- ✓ For every \$1 spent on early childhood education, society gains as much as \$16 in long-term savings. (The Perry Preschool Study)

# Benefits to the Economy

**ECE drives – and inhibits – the economy in powerful ways.**

- ✓ More than 71 percent of children under the age of 6 have all parents in the workforce. (U.S. Census Bureau)
- ✓ Insufficient early childhood development programming costs the United State \$57 billion annually due to loss of productivity, including \$37 billion to parents, \$13 billion to businesses, and \$7 billion to taxpayers. (ReadyNation)
- ✓ Over three-quarters of mothers and half of fathers passed up work opportunities, switched jobs, or quit to take care of their children. (Washington Post survey)

# Economic Inclusion & Social Justice

**Inequalities in ECE fall hardily along the lines on gender and race.**

- ✓ Almost 100% of early childhood educators are women and nearly 50% are women of color. (Institute for Early Education Leadership and Innovation, UMass Boston)
- ✓ Four times as many women as men left the U.S. labor force in September 2020. (U.S. Bureau of Labor Statistics)
- ✓ Significantly more US women than men have reduced work hours, left work to care for children, and spent more time on education and household tasks during the pandemic. (Center for American Progress)
- ✓ Women of color, and Black women in particular, have historically had much higher levels of labor force participation when compared with white women, but they also experience many more job disruptions due to inadequate child care. (Center for American Progress)

# Coalition Survey

# About our Coalition Survey

- Learn more about our Coalition members' early childhood education (ECE) interests, activities, and priorities
- Administered to 71 members between Feb. 1<sup>st</sup> and Feb 16<sup>th</sup>
- Comprised of 11 questions
- 89% participation

# Survey Highlights: Main Reasons Why Members Joined

- Supporting **employees**, particularly women in the workplace
- Investing in the future **workforce**
- Supporting **communities**
- Solving **equity** issues and creating equal opportunity
- Information sharing, collaboration, **best practices**
- **Impact of COVID-19** on the industry, children, and their families
- Alignment with own organization's **mission**
- **Increasing awareness** of the importance of **high-quality** early childhood education

**“I see quality early childcare and education as the foundation for a well-functioning society and economy.”**

# **Proposed Strategies**

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# Proposed Strategies

- Recruitment and promotion (All Members)
- Advocacy – Federal and State
- Best Practices for Corporate ECE Policies and Programs
- Establishing Success Metrics

In addition, establish an ECE Advisory Group of Provider Professionals to inform and align our activities

# Survey Highlights: Members Hopes/Expectations for 2021 & Next 3-5 Years

## 2021

- Understand the system, issues, needs of families
- State/federal advocacy
- Increase awareness
- Develop agreed upon priorities, unified strategy
- Develop best practices for employers
- Increase access and affordability
- Create subcommittees

## Next 3-5 Years

- Strong public-private partnership
- Ability to show progress against success metrics
- Scalable solutions for businesses and policymakers
- Implement specific solutions and policy changes
- Equitable, top-performing early childcare system

# Q & A