



# Organizing a Business Coalition for Early Childhood Education

December 14, 2020

# Welcome

## *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

# Presentation Overview

1. Goals & State of MA Early Childhood Education (ECE)
2. Why ECE Matters to Business
3. Q & A
4. Next Steps

# Our Goals

- ✓ **Today:** Introducing the Coalition and building membership.
- ✓ **The Future:** Supporting and strengthening the Massachusetts economy, workforce, communities, and future with affordable, universally-accessible, stable, high-quality early childhood education for all Massachusetts families.



# State of Early Childhood Education in Massachusetts

# Provider Survey

Data as of December 8, 2020

## **ECE programs are struggling mightily.**

- ✓ Only 82% (6711/8224) of pre-COVID providers have reopened.
- ✓ Children are enrolled to occupy only 63% of available slots.
- ✓ Children are attending to occupy only 54% of available slots.
- ✓ Operating losses in the most recent *month* are a median of \$600 for FCCs and \$6,000 for center-based care.

Source: MA Department of Early Education and Care licensing data and weekly survey responses.

# Parent Survey

Data as of September 17, 2020

## 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.
- ✓ Fewer families anticipate utilizing childcare now than they did before coronavirus (76% prior to COVID, 62% anticipate using in the fall).
- ✓ This is especially true for Latino families (54% in March, 35% this fall).
- ✓ Concern for the safety of their children and themselves (81%) is the primary factor behind the drop in childcare utilization.

Source: Strategies for Children, Inc./Beacon Research statewide survey of 599 Massachusetts families with young children.

# Employer Survey

Data as of November 6, 2020

## **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.
- ✓ More than 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.

Source: Survey of 420 Massachusetts employers conducted in October-November of 2020.





# Why ECE Matters to Business

# 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)

# Your Commitment

**Your leadership will be historic and strategically leveraged to optimize resources and impact.**

- ✓ Being vocal, public advocates for the issue and the importance of early childhood education.
- ✓ Defining the direction of the Coalition's focus.
- ✓ Recruiting business leaders to join the Coalition and/or support the issue.
- ✓ Identifying opportunities for strategic action and investments to advance the Coalition's agenda.
- ✓ Exploring employer best practices in supporting the early childhood education needs of employees.
- ✓ Helping to define measurements of success

The slide features a light gray background with a large white diamond shape in the center. The diamond is outlined by a thin white border. In the four corners, there are overlapping geometric shapes: yellow diamonds in the top-left and bottom-right, and blue diamonds in the top-right and bottom-left. The text "Q & A" is centered within the white diamond.

Q & A

# Next Steps

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