

## ► 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 5 <sup>1</sup>

**13%**

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



### 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) <sup>3</sup>

**\$57B**

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

**25K+**

number of **active accounts in the Office of Early Childhood's work registry** <sup>5</sup>



### 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** <sup>6</sup>

**94%**

of **families of color cannot afford** high quality infant and toddler care <sup>7</sup>

**92%**

of private child care **providers in CT are women-owned businesses** <sup>8</sup>



## ► 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

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

### 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

