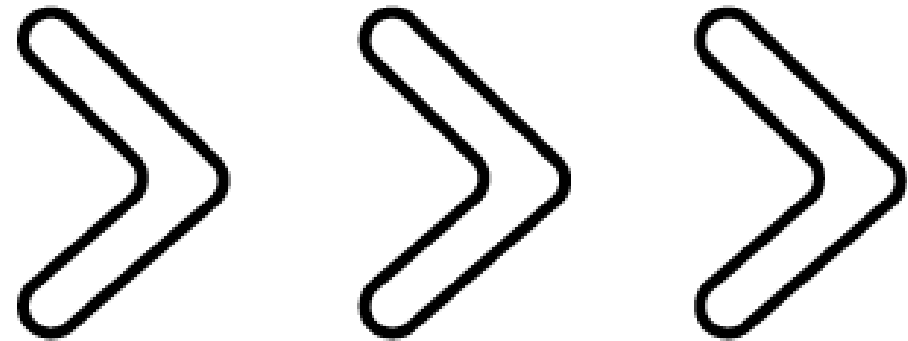


Our ECE Priorities and Principles



CEOARE Portfolio

Education and Opportunity



Closing the **Digital Divide**



Equity and Excellence in **Early Childhood Education (ECE)**



Historically Black Colleges and Universities (HBCUs)

Economic Empowerment



Business Diversity
Expanding Beyond Supplier Diversity to a Business Diversity Ecosystem



Community Development Financial Institutions (CDFIs)



Fair Chance Hiring (FCH)

Healthy Communities



A Path Toward Greater Food Equity

Public Safety



Decriminalizing Poverty: Fines, Fees and Cash Bail



Law Enforcement Transparency and Accountability (LETA)

CEOARE Focus Areas

Strategic States

Massachusetts

Michigan

New York

Place-based Cities

Baltimore

Birmingham

Dallas

Detroit

Civic Engagement

Early Childhood Education: The National Issue

While demand for ECE services remains high, issues with limited availability, high costs, and inconsistent quality leave Black children at a disadvantage during critical years of development and impact Black parents' ability to participate in the workforce and accumulate wealth.



ACCESS

- More than half of Americans live in “child care deserts,” where a ratio of more than three young children for every licensed child care slot constitutes a child care desert.¹
- Only 54% of eligible Black preschoolers are being served by Head Start preschool (3-5 yrs old), and only 6% are served in Early Head Start (0-3 yrs old).²



AFFORDABILITY

- In 29 states, the cost of ECE exceeds that of public college tuition in the same state.³
- Child care remains often the second most expensive item in a household budget after rent. For low-income families where there are more than two children, these costs can exceed the cost for a roof over the family's heads.⁴
- In 2023 the median weekly income of full-time Black workers was \$244 less than white workers⁵



QUALITY

- The median hourly income of ECE teachers with degrees or advanced degrees is only \$11.65.⁶
- ECE teachers are among the lowest paid workforces nationwide. ⁶

ECE Massachusetts Issue Overview

Our goal is to close the education opportunity gap by embedding racial equity priorities in policy and funding decisions at the state level affecting affordability, access, and quality of ECE.



ACCESS

Over half (53%) of all people in Massachusetts live in child care “deserts”.⁷

As of September 2022, there were over **354,000** children ages 0-5 in Massachusetts, with only **220,000** open slots for early education and care.⁸



AFFORDABILITY

Massachusetts has the **second highest** child care costs in the nation.⁹

In MA, a minimum-wage worker (\$26,520) would pay **78.9%** of their income to pay for child care which costs \$21,913.⁹



QUALITY

Only 27% of Black 3-and 4-year-olds were enrolled in high-quality MA state preschool programs.¹⁰

MA ECE teachers are paid about **\$30,000** a year whereas kindergarten teachers in MA public schools are paid about **\$75,000** per year.¹¹

The Business Case for ECE



A Multigenerational Issue: Future Workforce

CEOARE

Investing in children's earliest years is a long-term, upstream strategy for developing our nation's human capital.



Early childhood Education is the **bedrock of human capital**: a solid early foundation is critical to everything that follows as we know 90% of a child's brain is adult size by age 5.¹²

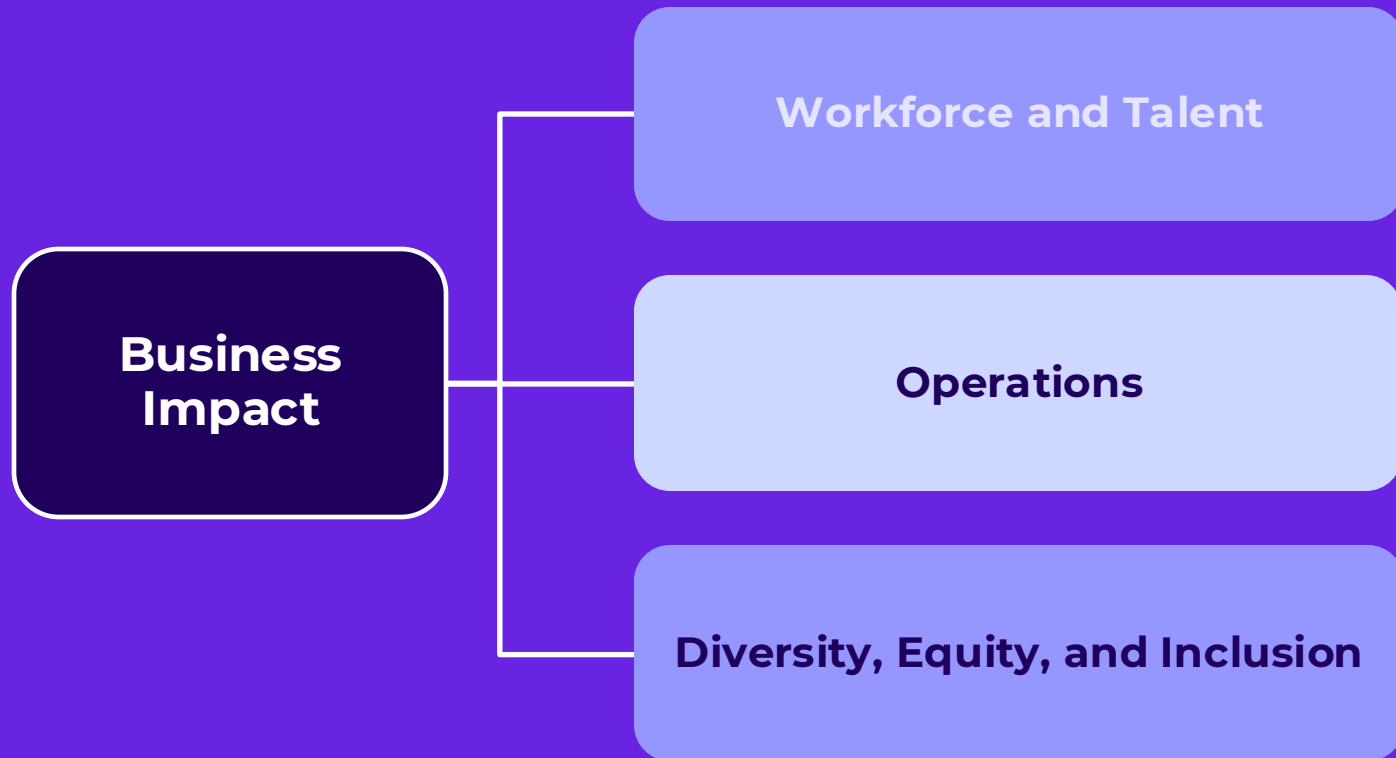
Without access to high-quality early learning, developmental gaps can be seen in children as young as 18 months.¹⁴



Lifetime earnings were approximately 25% higher for children in quality child care.¹³

Most of the skills companies are increasingly focused on are social, emotional and advanced cognitive.¹⁵

The Business Impact of Lack of Access to Quality Early Education and Care



Annually, businesses lose approximately \$12.7 billion due to childcare related issues, these losses come in the form of lower employee output, absenteeism, extra cost to manage disrupted workers, and costs associated with a higher turnover rate.¹⁶

- Ready Nation Council for a Strong America



Business Impact: Workforce and Talent

Labor shortages are impacting nearly every industry

Hitting the Bottom Line

As of September 2023, the average household spent more than \$700 a month on child care, up 32% from 2019.⁷

An estimated 50 million workers – one third of the U.S. workforce – have a child under 14 in their household.⁴

Affecting Workers Nationally, especially Black workers

In 2021, over **one-quarter of Black respondents** who lacked child care reported they **left or lost their job** in the past four weeks as a result of the time needed to provide care for their children⁸

In 2021, child care is essential for the **13 million** working parents with young children under the age of 6⁹

What Can Businesses Do?

Next: consider helping employees access quality early education and care

When companies provide child care assistance, employee absences can decrease by **30%** and job turnover can decline by **60%**.¹⁰

Stable quality early childhood education and care contributes to a current and future skilled and stable workforce. This support can show prospective employees that businesses value their workforce and that they support the communities they live in.



Business Impact: Operations

In Massachusetts, since March 2020, over **1,359** child care programs closed representing 17 percent of programs and **23,395** slots for children²¹

Parents Lack of
Access to Quality
Early Education and
Care

Operational Impact to Businesses

Lowers Productivity

Increases
Absenteeism

Increases Turnover

Business Impact: Diversity, Equity, and Inclusion



*Demonstrated commitment to Early Education and Care can help companies **increase** their diversity in recruitment and retention by appealing to more prospective employees as well as keeping current employees engaged.*

Research has shown that children attending quality early childhood education programs have more positive educational and social outcomes, higher graduation rates and increased wages.²²

Supporting early education and care programs can show a commitment to your employees, the local economies, and your customers.

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