



EARLY
CHILDHOOD
OC

It's Everyone's Business!

WHY EARLY CHILDHOOD MATTERS



As a society, we have ignored investing in early childhood, which has created serious economic and social issues. Support your workforce today and strengthen the workforce of tomorrow.

When early childhood is overlooked, the business community suffers.

LACK OF WORKFORCE SKILLS:

80% of employers believe today's labor pool lacks social-emotional and character skills deemed just as important as technical skills by 90% of executives

DIFFICULTY WITH RECRUITMENT & RETENTION:

Lack of child care inhibits parents' ability to work and to advance in their career through extended education

A SHRINKING WORKFORCE IN ORANGE COUNTY:

The cost of living in Orange County is causing employees to move out of the area

UNFILLED POSITIONS, STIFLE BUSINESS REVENUE:

60% of employers have job openings that stay vacant for 12 weeks or longer due to lack of qualified workforce, costing companies more than \$800,000 annually

EMPLOYEE ABSENTEEISM:

US businesses lose \$3 billion annually due to employee absenteeism caused by child care challenges; two-thirds of children under the age of five live in homes where both parents work

The solution

Create a family-friendly culture with benefits such as dependent care assistant programs, on-site childcare, emergency child care options, health and wellness offerings, resource and referral services, and education on tax and subsidy eligibility.

Prioritizing early childhood in your business strengthens your bottom line:

- Higher return on investment (up to \$16 for every \$1 spent)
- Decreased absenteeism (up to 30%)
- Higher earning potential
- Increase in educated, skilled employees with both technical and soft skills
- Reduction in job turnover (60% decline)
- Increased tax revenue

Early Childhood OC is a community collaborative that was formed to develop Orange County's Early Childhood Policy Framework to ensure that young children reach their developmental potential and are ready to succeed in school and life.

A thriving business begins with a thriving workforce; Early Childhood OC identifies the early childhood support your workforce needs so you can focus on your business—period.

Contact info@earlychildhoodoc.org to take the next step!



FOR MORE INFORMATION AND RESOURCES, VISIT:
<https://earlychildhoodoc.org/community-action/business-sector/>

SOURCES:

- 1) Workforce of Today, Workforce of Tomorrow: The Business Case for High-Quality Childcare; US Chamber of Commerce Foundation, 2017
- 2) Leading the Way: A Guide for Business Engagement in Early Education, US Chamber of Commerce Foundation, 2018
- 3) Heckman Equation: Four Big Benefits of Investing in Early Childhood Development