

Championing Success: Business Organizations for Early Childhood Investments



ReadyNation, a project of America's Promise Alliance, is a business partnership for early childhood and economic success. Our mission is to amplify the voice of business leaders in support of early childhood policies and programs that strengthen our economy and workforce. ReadyNation is a key component of Grad Nation, a large and growing movement of individuals, organizations, and communities working together, and with America's Promise Alliance, to end America's dropout crisis.

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The American Chamber of Commerce Executives (ACCE) is an independent, national association serving individuals involved in the management of chambers of all sizes. ACCE supports and develops chamber professionals to lead businesses and their communities.

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This report is intended for educational and informational purposes. References to specific policy makers or companies have been included solely to advance these purposes and do not constitute an endorsement, sponsorship, or recommendation by ACCE, ReadyNation, or America's Promise Alliance.

Forward



Since 2010, when we launched the 10-year Grad Nation Campaign, the top priority for America's Promise Alliance has been to mobilize all Americans in an effort to improve graduation rates, provide students with the skills for success beyond high school, and return the United States to global leadership in post-secondary education. Reaching these goals is essential to restoring our prosperity, competing in a global economy, and even ensuring our security. To remain a great nation, we must be a Grad Nation.

Many Americans think that raising graduation rates means only focusing our attention on what happens during the high school and middle school years. This work is crucial, no question about it. But to meet these challenges over time and to reduce the size of the challenge, we need to focus on early childhood development. What happens during the earliest years—the years **BEFORE** children start kindergarten—can strongly influence a child's success in school and in life. Research bears out what kindergarten teachers and others on the front lines have long known about the critical importance of early childhood development.

Increasingly, business leaders, who depend on skilled workers and consumers with the spending power that good education brings, are recognizing early childhood development as a bottom-line issue. The business voices that make up ReadyNation are a crucial element of our Alliance's efforts. ReadyNation has helped mobilize hundreds of business executives across America to improve policies and programs that give children a good start in life. This report illustrates the breadth and depth of business leadership that is changing children's chances for success.

We will not become a Grad Nation until more of our young people arrive at kindergarten ready to learn and equipped to succeed. Business leaders are a critical voice in reaching that goal. It won't be easy, but it's really that simple.

A handwritten signature in black ink that reads "Alma J. Powell". The signature is fluid and cursive.

Alma J. Powell
Chair, America's Promise Alliance

Executive Summary

Today more than ever, businesses need employees who are well prepared to succeed in the labor market. But the current workforce pipeline is not sufficient—not for businesses who need to recruit people, not for young people who need good paying jobs, and not for the nation that needs a growing economy.

To address this situation, we must start building a foundation for success in the earliest years of children’s lives, when they begin to develop the knowledge, skills, and behaviors they will need to do well in school and beyond. Evidence-based early childhood programs—such as quality early education; physical, mental, and dental health care; and voluntary home visiting/parent mentoring—help build the foundation young children need to thrive. Evidence shows that investments in early childhood development programs help strengthen both the nation’s workforce and customer base—and yield strong short- and long-term economic returns.¹

Recognizing they have vital interests at stake, business organizations have become outspoken champions of effective investments in early childhood. ReadyNation, a project of America’s Promise Alliance, worked with the American Chamber of Commerce Executives (ACCE) to conduct a survey to document the breadth of support for early childhood policies and programs among formal business membership organizations.

The survey shows that:

- In all but one state, at least one local or statewide business organization took public action in the past five years to support investments in early childhood.
- A sizable majority of state chambers and business roundtables, along with nearly half of large city chambers, reported taking some form of action.
- Business organizations championed early childhood investments in a variety of ways: making it part of their policy agenda, drafting media pieces, giving legislative testimony, and supporting specific early childhood programs.
- While early education and pre-kindergarten were the most commonly supported early childhood topics, business organizations are also supporting a broader agenda, including home visiting, health and child care.
- Most business organizations surveyed framed their early childhood work as support for education, but a large number used the frame of economic or workforce development.

Not only is the business community engaged, but its engagement in state policy debates has helped produce results. Business champions have contributed to recent policy victories on early childhood investments and policies in states as geographically far ranging as Virginia and California, as different politically as Vermont and Alabama, and demographically diverse as Ohio and Hawaii.

For example, the Los Angeles Chamber of Commerce has been a lead supporter of the state's pre-kindergarten program, helping to expand access to approximately 120,000 more children by advocating for a change in the kindergarten start date and using the funds to expand its transitional kindergarten program. The Ohio Business Roundtable helped reverse \$1 million in cuts to home visiting in 2012 and was a key contributor to the state's successful Early Learning Challenge Fund application. In 2012 the Iowa Chamber of Commerce Executives and the Iowa Association of Business and Industry publicly supported passage of legislation that required at least 90 percent of the current dollars spent on home visiting to go to evidence-based programs and established stronger accountability measures. These victories show that business is a crucial voice for children.

Policy issues are far from the only area in which the business community is engaged. Business organizations are also taking a variety of other actions to support strong foundations for young children: adopting family-friendly workplace practices, and encouraging employees to volunteer and donate funds, expertise, or other resources.

While business support for early childhood initiatives has become widespread, this crucial voice for young children needs to be amplified. Early childhood is only one item on a diverse agenda and needs continuing attention and support to avoid being overshadowed by more immediate business concerns. Some efforts are championed by a few executives when a broader base of support is needed. Business organizations in some states have taken a leading role, while others are less active. This report shows, however, that early childhood aligns well with the agendas and bottom-line concerns of many powerful business organizations. These organizations can be an excellent hub for organizing a network of effective executive voices in support of young children.

Introduction

Rigorous, extensive data now prove that investments in early childhood are vital for helping children start down the path of educational attainment and productive adulthood. Evidence-based early childhood programs, including quality early education; physical, mental, and dental care; and voluntary home visiting/parent mentoring, have been shown to improve outcomes in a diverse array of areas, including high school graduation, employment, substance abuse, crime, and teen pregnancy.

These programs not only promote child and family well-being but also strengthen communities. Because of this widespread impact, business organizations that promote economic and workforce growth have embraced early childhood as an important part of their agenda. Seen as credible, unexpected messengers, without an immediate vested interest in a particular program, business executives have become a powerful voice for children. Many of these champions have acted through their professional organizations, which have become key purveyors of information to their members.

Research design

This report examined the actions of four distinct types of organizations:

- State chambers of commerce (we surveyed 46 state chambers; Nevada, Rhode Island, Utah and Wyoming do not have state chambers)
- Members of the ACCE Metro Cities Council (the 74 largest city chambers in the United States, including Washington, D.C. and excluding Honolulu which also functions as the state chamber of commerce for Hawaii)

“The Chamber recognizes that the fundamental skills employers demand—creativity, communication, team working, problem solving, and critical thinking—are forming in the first five years of life. Therefore, improving children’s lives in their earliest years is not only the right thing to do, but also what businesses need to succeed.”

—Anthony Iannelli, President and CEO, Greater Lehigh Valley (PA) Chamber of Commerce

- All state business roundtables (22)
- An extensive sampling of smaller, local chambers of commerce

We administered a detailed survey with individual follow-up to every organization in the first three groups, for a total of 142 organizations. We received responses from 121 (response rate of 85 percent). We then sent a much shorter survey to all 1,200 chambers of commerce that are members of American Chamber of Commerce Executives, with 104 respondents (response rate of 9 percent). We removed any duplication between the Metro Cities chambers and the smaller chambers. In this report the first group will be referred to as “large chambers/BRTs” while the second group will be referred to as “local chambers.” Appendix A lists each state’s responses. Organizations were asked whether they had taken any of the following actions: added early childhood to policy agenda, gave legislative testimony, gave speeches, created a media piece, communicated with policymakers, joined a coalition, developed a report, and/or carried out a distinct project. Communicating with policymakers could involve telephone calls, emails, letters, or in-person meetings.

Business organizations

Chambers of commerce are membership organizations of businesses seeking to further their collective interests, while advancing their community, region, state or nation. Business owners in towns, cities, and other territories voluntarily form these local groups to advocate on behalf of the community at large, economic prosperity, and business interests. State chambers generally focus on state policy and broad action, while local chambers focus on local business issues and quality of life within their community. The chambers of commerce in the United States are not bound together under contracts or government regulations, with no chapter or franchise arrangement among them. Strong relationships may exist among neighboring organizations, but those relations are voluntary rather than required. The American Chamber of Commerce Executives (ACCE) is a national association serving individuals in the management of chambers of all sizes. ACCE supports and develops chamber professionals to lead businesses and their communities.

State business roundtables are organizations generally comprised of CEOs and were created to use the power of this elite membership to improve policies in key areas—often including education—in their states. These organizations have diverse names, exist in about half the states and are independent of the national Business Roundtable.

In addition to the specific business groups analyzed in this report, leaders in many states have created other types of business organizations or networks supportive of early childhood. Some are committees of multi-purpose business organizations, and some were created specifically to address early childhood. ReadyNation has contributed to and collaborated with many of these organizations, which include but are not limited to:

- Alliance for Childhood Education (Kansas/Missouri)
- Arizona Business and Education Coalition
- Bay Area Council's Early Childhood Education Committee (California)
- California Business for Education Excellence
- California Preschool Business Advisory Council
- Children's Leadership Council (Michigan)
- Executives Partnering to Invest in Children (Colorado)
- Georgia Partnership for Excellence in Education
- Idaho Business for Education
- Nebraska Early Childhood Business Roundtable
- Oklahoma Champions for Early Opportunities
- Pennsylvania Early Learning Investment Commission
- Raise Your Hand Texas
- Ready for School Leadership Panel/Children's Institute (Oregon)
- South Carolina's Council on Competitiveness
- The Prichard Committee's Business Leaders for a Strong Start (Kentucky)
- Virginia Early Childhood Foundation's Virginia JobOne

National business organizations that have spoken out in support of early childhood include:

- Business Roundtable²
- Committee for Economic Development³
- Corporate Voices for Working Families⁴
- Institute for a Competitive Workforce/U.S. Chamber of Commerce⁵
- Manufacturing Institute/National Association of Manufacturers⁶
- National Association of Workforce Boards⁷
- United States Hispanic Chamber of Commerce⁸

In addition, over the past several years, leaders from several regional Federal Reserve Banks (including Atlanta⁹, Cleveland¹⁰, Minneapolis¹¹, Richmond¹², and San Francisco¹³) and Federal Reserve Chairman Ben Bernanke¹⁴ have written and/or spoken about early childhood investments as an economic development strategy. Finally, other national groups, such as the United Way and America's Edge, have also reached out to the business community to encourage them to step forward.

Since 2006, ReadyNation (www.ReadyNation.org) has worked with almost all of these organizations in order to help advance both public and private investments that provide children with a good start in life.

ReadyNation has supported business organizing efforts in more than half the states. Since 2010, business leaders supported by ReadyNation have had more than 4,500 direct communications with federal and state policymakers. ReadyNation releases new economic research; maintains a website that is the nexus of best practices in engaging the business community; and holds regular webinars to convey strategies, successes, and ideas. In addition, it has offered seven national business leader summits, and provided assistance to over 30 state and regional summits. ReadyNation is a project of America's Promise Alliance and is a key component of the Alliance's Grad Nation Campaign, a large and growing movement of individuals, organizations, and communities working together to end America's dropout crisis.

The actions of these champions have generated tangible results for children. Business champions have contributed to recent policy victories in states as diverse as Alabama, California, Hawaii, Colorado, Ohio, Oregon, Vermont, and Virginia. For example, support from the New Mexico Business Roundtable contributed to the passage of that state's 2011 Early Care and Education Act and to a \$14.3 million increase in early childhood funding in 2012. The Los Angeles Chamber of Commerce has been a lead supporter of the state's pre-kindergarten program, helping to expand access to approximately 120,000 more children by advocating for a change in the kindergarten start date and using the funds saved to expand the transitional kindergarten program. The Ohio Business Roundtable helped reverse \$1 million in cuts to home visiting in 2012 and was a key contributor to the state's successful Early Learning Challenge Fund application. The Iowa Chamber of Commerce Executives and the Iowa Association of Business and Industry publicly supported the passage of legislation in 2012 that required at least 90 percent of the current dollars spent on home visiting to go to evidence-based programs and established stronger accountability measures. These victories show that the business voice is a crucial asset in policy victories for our nation's youngest learners.

“The Los Angeles Area Chamber of Commerce (LA Chamber) supports policies that address the dental access problem for California’s children, especially its most vulnerable children. The growing demand for dental care requires a comprehensive approach that includes identifying ways to strengthen California’s dental workforce to meet the current and growing demand for dental care by the state’s most vulnerable children and strengthening the state’s oral health leadership. The LA Chamber supported SB 694 in 2012, which would have authorized a study to test new workforce models to increase access to dental care for California’s children—especially its most vulnerable children. In addition, SB 694 would have strengthened California’s leadership in public oral health by establishing a statewide Office of Oral Health, led by a Dental Director, is a first step in this comprehensive approach. The LA Chamber is also a member of the Regional Economic Association Leaders (R.E.A.L.) Coalition, an association of California’s most influential business and economic development entities, representing 20 member organizations and more than 11,000 employers who collectively provide more than 3 million California jobs. The R.E.A.L. Coalition also supported SB 694 in 2012.” Although the bill did not pass, the L.A. Chamber stands ready to support a similar effort in 2013

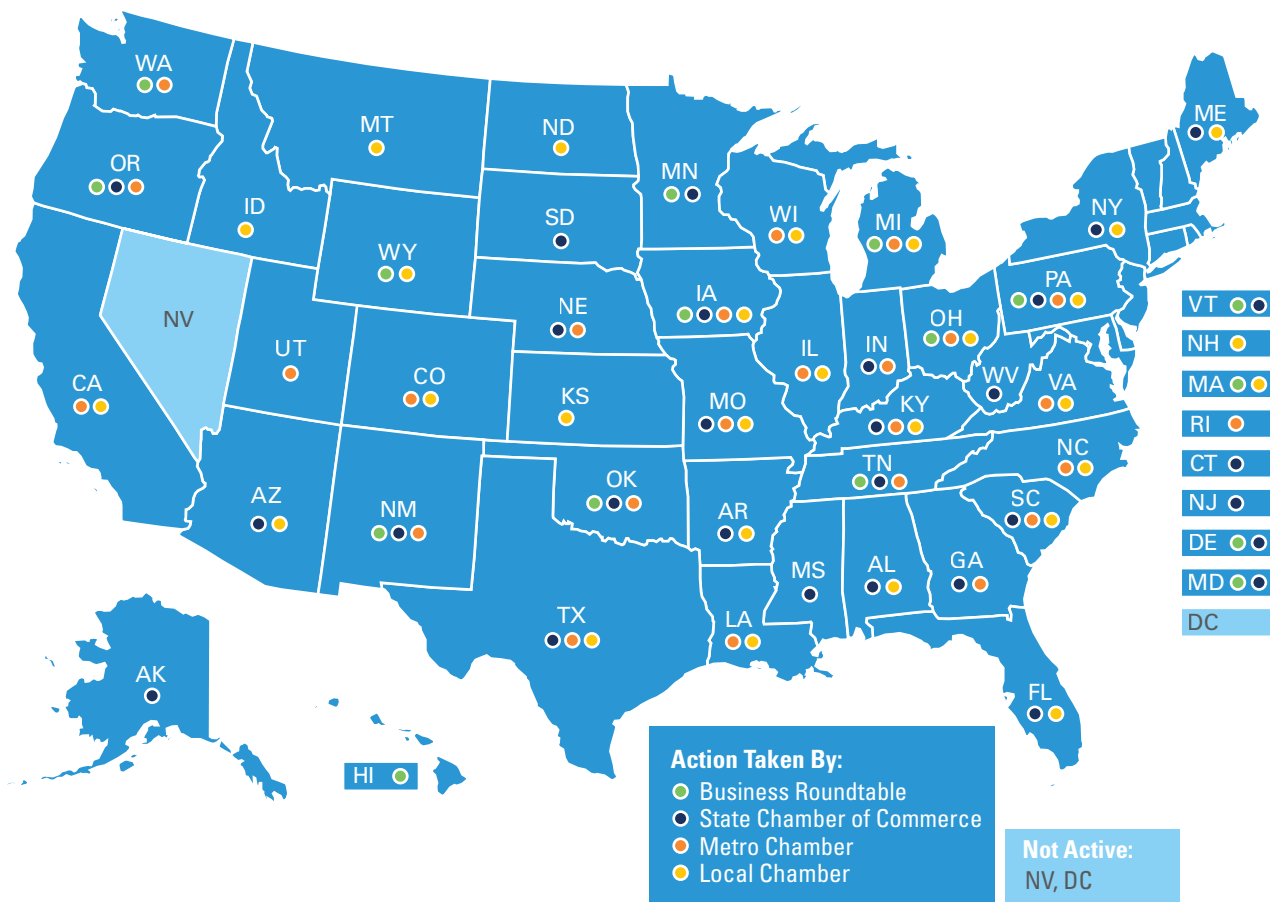
—David Rattray, Senior Vice President of Education and Workforce Development, Los Angeles Area Chamber of Commerce

Business Action to Support Early Childhood Initiatives

Between 2007 and 2012, in 88 percent of states (44) at least one state chamber of commerce, large city chamber, or business roundtable reported that it had supported at least one early childhood policy initiative or program (see Appendix A). In two states (North Dakota and Nevada) and Washington, D.C. these groups reported no action. Large chambers/BRTs in four states (Idaho, Kansas, Montana, and New Hampshire) did not respond to the survey. In addition, approximately half (49 percent) of the 104 local chambers responding to a

brief survey indicated that their organization took action to support early childhood policy initiatives. This activity adds Idaho, Kansas, Montana, New Hampshire, and North Dakota to the list of states with some organized business support. Adding all of these organizations together means that formal business organizations have reported taking a position in support of early childhood in 49 of the 50 states. The only omissions are Nevada and Washington, D.C. (Figure 1).

Figure 1: Business organizations supporting early childhood, 2007-2012



Extent of support

Across the large chambers/BRTs, more than half of entities reported engagement in some type of action to support early childhood policy (Figure 2). Twenty-nine state chambers (63 percent), 36 large city chambers (49 percent), and 16 business roundtables (73 percent) took public actions to support early childhood initiatives. The higher numbers among state chambers and business roundtables reflects that they often have a mission of participating in state policy debates. In some states, the surveyed business organizations engaged in only a few policy actions, while others

engaged in multiple actions. For instance, large chambers/roundtables in 14 states (Alabama, Iowa, Kentucky, Massachusetts, Maine, Minnesota, New Mexico, Ohio, Oklahoma, Oregon, Tennessee, Texas, Vermont, and Washington) reported eight or more actions to support early childhood policy since 2007 (Figure 3). The high level of action among different types of organizations indicates the widespread support for early childhood, as well as the many avenues available for demonstrating business support.

Figure 2: Organizations taking action in support of early childhood

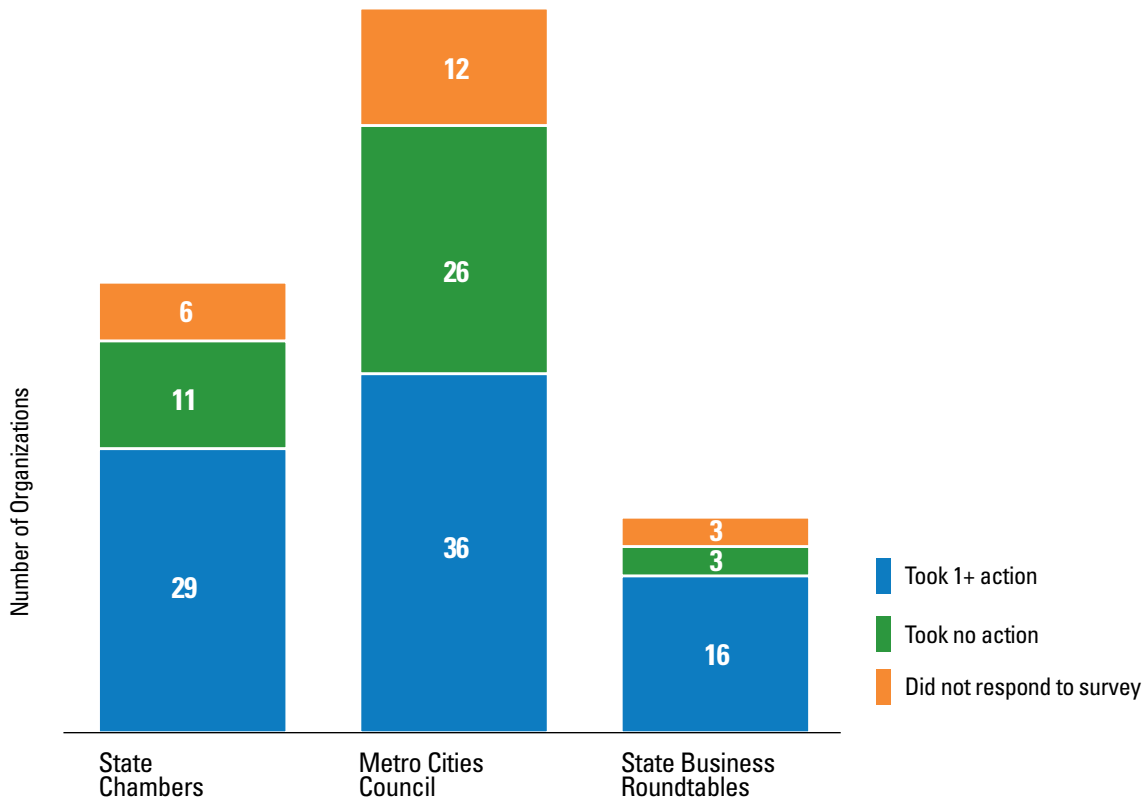
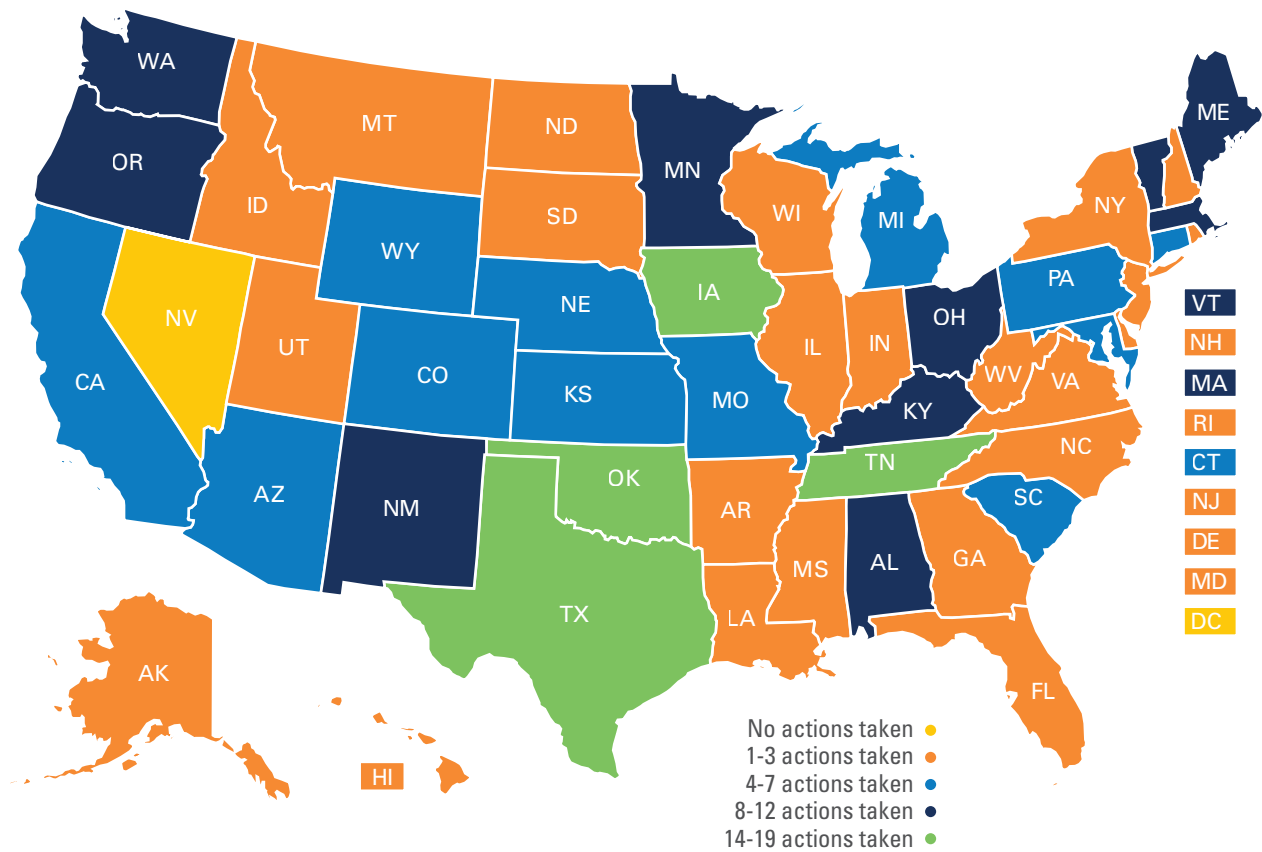


Figure 3: Large chamber/BRT activity in support of early childhood



Organizations in Action: The Kentucky State Chamber of Commerce

The Kentucky Chamber lists “invest in early childhood education” on its education and workforce development legislative agenda and notes that “Kentucky must invest in early childhood education and make greater investments in enhanced child-care programs for Kentucky’s developing youth. Ensuring a successful beginning for Kentucky’s students will require an innovative and collaborative approach to provide quality preschool to all 3-and 4-year-olds. Additionally, the Chamber supports efforts to fully fund all-day kindergarten equitably statewide.”

“Support for early childhood education has a permanent place on the Kentucky Chamber’s public policy agenda because of our commitment to building the strongest possible future for our state. We recognize that quality care and education for Kentucky’s youngest citizens are critical in ensuring the development of adults who are productive citizens and contributing members of a skilled workforce. Whether it is higher educational attainment or lower rates of criminal behavior and need for public assistance, the returns on investments in early childhood education make good sense for Kentuckians and the businesses that employ them.”

—Dave Adkisson, President and CEO, Kentucky Chamber of Commerce

Types of support

As Figure 4 shows, large chambers/BRTs reported engagement in a variety of ways to support early childhood initiatives.

Including early childhood in a policy or legislative agenda was the most common action taken by large chambers/BRTs across the states. For example, the Business Council of Alabama specifically mentions support for pre-k education in the education and workforce development section of both its state and federal policy agendas. This action sends a clear message that early childhood is a core business issue, alongside more traditional concerns such as economic development, tourism and fiscal policy.

Large chambers/BRTs in two-thirds of the states (36) took this type of action, followed by undertaking a distinct project, speaking out in the media and communicating with policymakers in support of early childhood. State chambers and state roundtables were most likely to write a media piece or include early childhood in their policy agenda. By far, the preferred action of large city chambers was including early childhood in their policy agenda.

Local chambers most frequently reported policymaker communication (27 percent), including early childhood as part of their policy agenda, and/or joining a coalition (25 percent) to support early childhood policy (Figure 5). Many organizations (19 percent) responded that they had given a public speech about early childhood policies. This wide array of actions illustrates the diverse possibilities for business leaders to convey their support to policymakers, the public, and the media.

Organizations in Action: The Business Council of Alabama

From the 2012 policy agenda: “The Business Council of Alabama supports adopting policies and processes that ensure sound, sustainable funding for public education. BCA advocates that adequate and equitable funding for effective public education at all levels (pre-K through Ph.D., including AIDT, ATN & CareerTech) is essential if the system is to effectively prepare Alabama’s children and young adults to meet the challenges of an increasingly complex economy and competitive workforce. Therefore, the BCA supports policies that promote access to quality education at all levels and strengthens public awareness and understanding that further educational investment is not only necessary, but also essential, in ensuring personal income growth and economic opportunity for all Alabamians... The BCA will support efforts to increase funding for pre-kindergarten educational programs administered by certifiably trained staff, and ensure that the programs demonstrate student academic preparedness for kindergarten through required appropriate accountability measures.”

Figure 4: Type of action taken by at least one large chamber/BRT in the state, by number of states

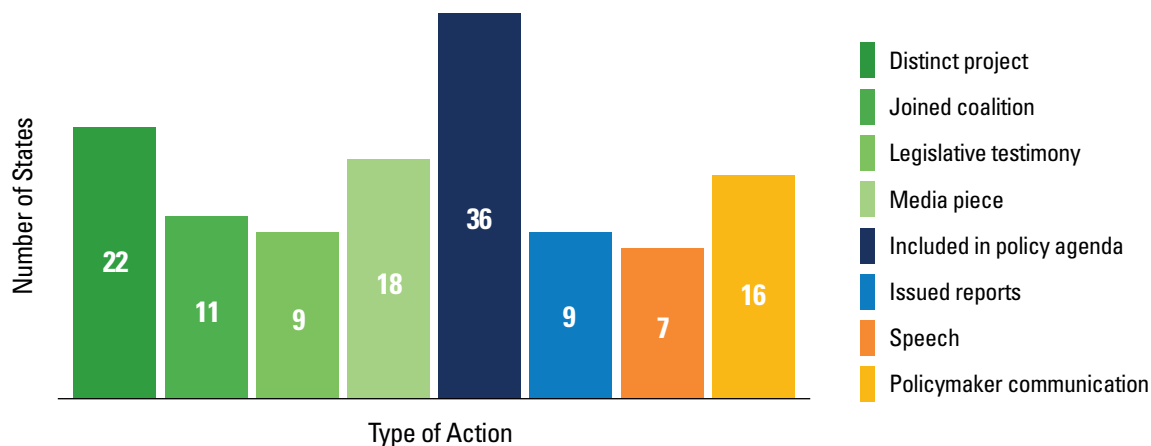
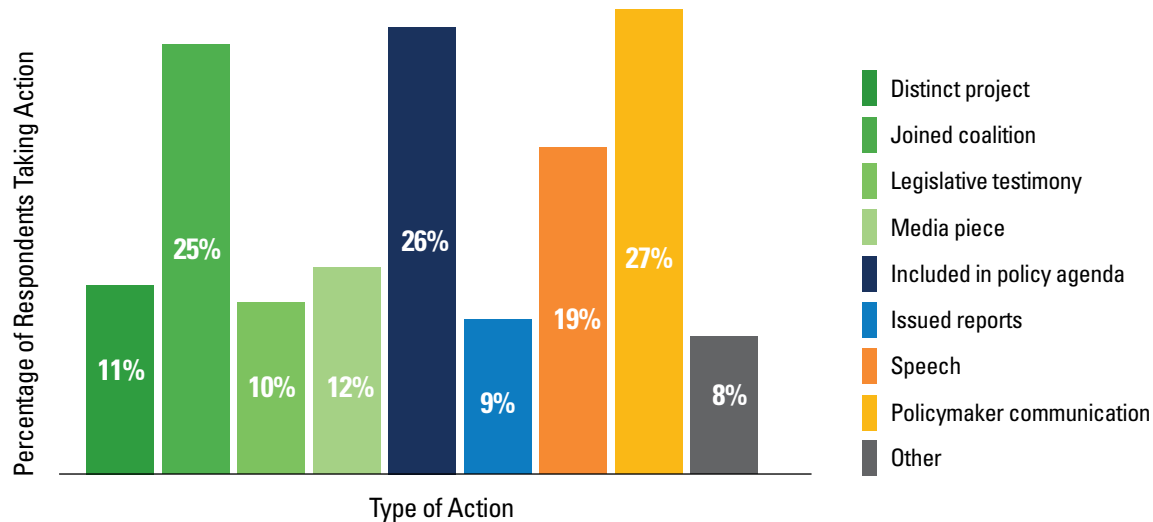


Figure 5: Actions taken by local chambers



Organizations in Action: The Ohio Business Roundtable

The Ohio Business Roundtable has advocated for expanded access to quality early childhood programs and played a leading role in the state's winning Race to the Top/Early Learning Challenge Fund application. In addition, they worked with Governor John Kasich in the appointment by Executive Order of Ohio's first-ever Early Learning Officer. The Ohio BRT is now working on financing options and helping to create a new statewide, holistic kindergarten readiness assessment that will be implemented in 2014.

"In Ohio, early learning is economic development. Business leaders recognize that academic and career success is established early – long before children enter the classroom. The Ohio Business Roundtable seeks for our state's youngest and most vulnerable children a lifetime of opportunity as productive, well-educated citizens. And we have the will – by our action — to help Ohioans achieve this goal."

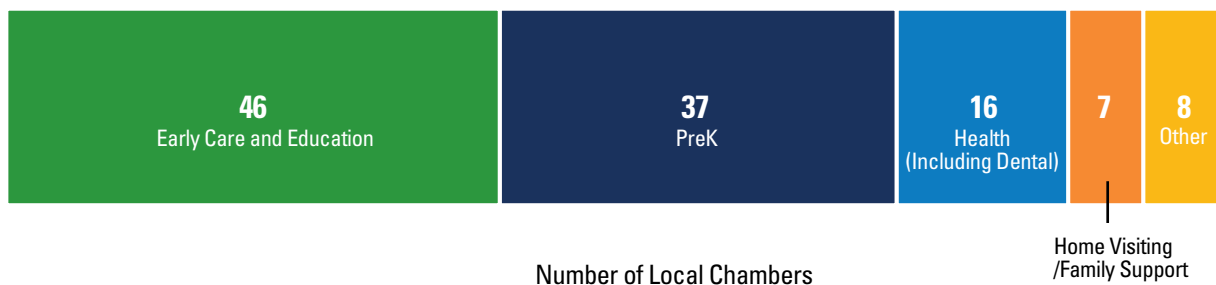
—Richard Stoff, President, Ohio Business Roundtable

Early childhood topics

Large chambers/BRTs were asked to identify which of the following areas of early childhood policy and programs they actively supported: early education, pre-k education, child care, home visiting/family support, health (including dental), and "other." Overall, large chambers/BRTs report 226 separate actions, mostly addressing either the general topic of early education (73 percent) or, more specifically, pre-kindergarten education (21 percent). However, businesses are expanding their interest beyond these well-established topics. Of the remaining actions, four involved home visiting/family support, seven involved child care and another two supported health care (including dental health). No groups reported taking "other" actions. Many organizations use broad labels to describe their areas of involvement, such as "Education and Workforce," under which more nuanced work resides. Such labeling may obscure results for home visiting or dental health, since they would often fall under one of these broader categories.

As Figure 6 shows, many of the 104 local chambers that responded to the additional survey also indicated that they supported early care and education (46) and pre-kindergarten policy initiatives (37). These organizations also reported policy efforts related to a much greater diversity of issues, including health/dental (16), home visiting/family support topics (7), and other (8).

Figure 6: Early childhood topics supported by additionally surveyed local chambers



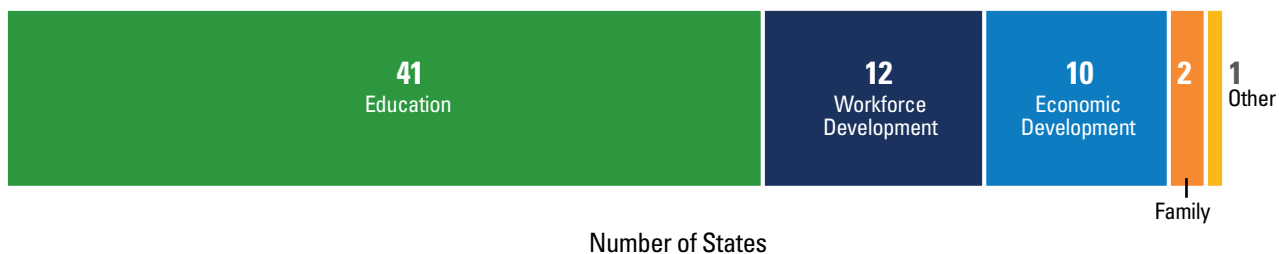
Organizations in Action: Grand Rapids Chamber of Commerce

The Grand Rapids Chamber assisted with advocacy efforts in Michigan leading to the passage of new legislation to govern the state's home visiting investments. The Chamber added home visitation to their policy agenda in 2012, published an article in its chamber newsletter and wrote an opinion editorial piece that appeared in print and on the web. The Chamber also discussed home visitation on its radio show, gave legislative testimony, and reached out directly to policy makers in support of the legislation. The Chamber's efforts aided in the passage of House Bill 5572. The law requires that all of Michigan's funding for home visiting go to support evidence-based or promising programs, ensuring the state will receive solid returns on investment for taxpayers and strong results for participating families. The legislation sets standards and improves the oversight of programs while requiring collaboration and data sharing between the three departments that oversee home visiting services: the Department of Community Health, Department of Education and Department of Human Services. Michigan spends approximately 21 million dollars annually on home visitation services.

"To create opportunities for business success, we need our legislators to focus on the bottom line and spend each and every penny of our tax dollars as wisely as possible – on programs with a proven record of success. At the same time, as Michigan works hard to diversify our economy and strengthen our business climate, we need to invest in the foundation of a 21st century workforce: our children. For both of these reasons, I and other business leaders in the state are pleased to see attention given to voluntary, evidence based home visiting programs, which help at-risk children and families. Nearly 25 percent of children in Michigan don't graduate from high school. Not surprisingly, my colleagues across the state regularly see job applicants and employees who lack fundamental skills, like problem solving and the ability to work in teams. The foundation of these critical skills is built in the earliest years of life, when infants and toddlers are forming relationships with their parents and caregivers."

—Rick Baker, President & CEO, Grand Rapids (MI) Area Chamber of Commerce.

Figure 7: Framing of early childhood policy actions by large chambers/BRTs across states



Framing for early childhood policy initiatives

Business has traditionally viewed early childhood as a family or social services issue rather than an issue related to education or economic development. The situation has changed dramatically. The majority of large chambers/BRTs now frame early childhood policy as education, with economic and workforce development a strong second. Figure 7 shows the ways in which chambers and roundtables framed their support for early childhood policy initiatives.

“Workforce quality and availability increasingly drive where businesses choose to add employees or build new facilities, and chambers are very aware of the connection between the quality of their community’s workforce and their community’s economic vitality. Research tells us definitively that most of the core soft skills employers are looking for— work ethic, leadership aptitude, effective communication and teamwork— develop at a very early age, and that it is much more difficult and costly for kids to catch up later on in life.”

—Rob Bradham, Vice President for Public Strategies,
Chattanooga (TN) Chamber of Commerce, Advisory Board
Member, ReadyNation

Conclusion

As the research proves, investments in early childhood are vital for helping children start down the path toward school success and productive adulthood. These investments also promote child and family well-being and help build vibrant communities.

Spurred by this research on the broadly beneficial effects of early childhood policies and programs, more and more business organizations are championing the case for investment in this field.

They have come to see early childhood as an investment in workforce and economic development that yields a high return. The business community obviously needs employees who are well prepared to enter the labor market. They also have a bottom-line stake in fostering an economic environment in which more consumers are earning the wages (and greater spending power) that correlate with higher educational achievement.

The time and climate are ripe to capitalize on this momentum and spur the entire business community to become active, broadly engaged supporters of early childhood policies and programs.

While there is growing momentum within the business community to support investments in early childhood, there is also much more to do, especially when it comes to amplifying this important voice for children. Too often, early childhood remains but one among many competing items on the agendas of business groups. Without ongoing attention to early childhood as a key priority, these issues may be overshadowed by more immediate business concerns. Early childhood initiatives also need broader support within businesses and business groups; today some efforts are led by only a few executives instead of a wider movement. Finally, as with most issues, business groups in a handful of states are very active supporters of early childhood investments, while others are engaged at a much less extensive level. There is room for more active participation by the overall business community on early childhood issues—participation that is greatly needed if these issues are to command the attention and resources they merit.

As this report shows, early childhood investments dovetail well with the existing agenda of many powerful business organizations. These organizations can become an extensive and influential network of executive voices in support of investing in young children—and, in the process, investing in our common future as a nation.

Appendix A

Business organizations that supported early childhood policies by state

- ▲ At least one of the specific business organizations in the column (state chamber, large city chamber, state business roundtable or local chamber) responded to the survey and took at least one action (note that some states have more than one Metro Cities Council member)
- The specific business organizations in the column (including at least one local chamber) responded to the survey and reported taking no actions
- None of the specific business organizations in the column responded to the survey

A blank box indicates that the state does not have the business organization in the column (there is at least one local chamber in every state)

Note that Florida, New York and Washington, D.C. have more than one ACCE Metro Cities member, all of which either did not respond or reported no action.

State	Business Roundtables	State Chambers of Commerce	ACCE Metro Cities Council Chamber	Local Chamber Responding to Additional Survey
Alaska		▲		□
Alabama		▲	●	▲
Arkansas		▲	●	▲
Arizona		▲	□	▲
California	●	□	▲	▲
Colorado		●	▲	▲
Connecticut		▲	□	●
Washington, D.C.			□ ●	
Delaware	▲	▲		●
Florida		▲	□ ●	▲
Georgia		▲	▲	□
Hawaii	▲	□		●
Iowa	▲	▲	▲	▲
Idaho		●		▲
Illinois	●	□	▲	▲
Indiana		▲	▲	□
Kansas		●	●	▲
Kentucky	□	▲	▲	▲
Louisiana		□	▲	▲
Massachusetts	▲	□	□	▲

State	Business Roundtables	State Chambers of Commerce	ACCE Metro Cities Council Chamber	Local Chamber Responding to Additional Survey
Maryland	▲	▲		□
Maine		▲		▲
Michigan	▲	□	▲	▲
Minnesota	▲	▲	□	□
Missouri		▲	▲	▲
Mississippi		▲	□	●
Montana		●		▲
North Carolina		□	▲	▲
North Dakota		□		▲
Nebraska		▲	▲	●
New Hampshire		●		▲
New Jersey		▲		□
New Mexico	▲	▲	▲	●
Nevada			□	●
New York		▲	□ ●	▲
Ohio	▲	□	▲	▲
Oklahoma	▲	▲	▲	●
Oregon	▲	▲	▲	●
Pennsylvania	▲	▲	▲	▲
Rhode Island			▲	□
South Carolina		▲	▲	▲
South Dakota		▲		●
Tennessee	▲	▲	▲	□
Texas	□	▲	▲	▲
Utah			▲	●
Virginia		□	▲	▲
Vermont	▲	▲		□
Washington	▲	□	▲	□
Wisconsin	●	●	▲	▲
West Virginia	□	▲		●
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ReadyNation, a project of America's Promise Alliance, is a business partnership for early childhood and economic success. Our mission is to amplify the voice of business leaders in support of early childhood policies and programs that strengthen our economy and workforce. ReadyNation is a key component of the Grad Nation, a large and growing movement of individuals, organizations, and communities working together and with America's Promise to end the dropout crisis.

Add your voice.

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