# EMPLOYERS FOR CHILDCARE TASK FORCE (E4C)

## About Us

**TEXAS RESTAURANT ASSOCIATION** · **earlymatters** · **TEXAS ASSOCIATION OF BUSINESS** · **TX2036**

The Employers for Childcare Task Force (E4C) is a non-partisan, diverse group of business leaders who are working together to develop and advocate for public policy reforms to expand working families' access to affordable, high-quality childcare in Texas. E4C was launched by the Texas Restaurant Association, Early Matters Texas, Texas Association of Business, and Texas 2036. We are actively recruiting members.

## Why We Created E4C

Texas' lack of affordable, high-quality childcare is an acute issue harming our state's economy, education system, and workforce. Texas' economy loses over $9 billion every year due to inadequate childcare.

- During the COVID-19 pandemic, over 20% of the state's childcare programs closed, leaving nearly one-third of Texas zip codes in a childcare desert.
- Making a bad situation worse, pandemic relief funding that supported childcare programs will be exhausted by the end of November 2023. An estimated 26% of Texas childcare programs are projected to close, leaving thousands of families without care.
- The providers that remain struggle to operate at full capacity due to worker shortages and an extremely challenging financial model.
- Among Millennials and Gen Zers, 75% of women and 68% of men say that the lack of access to affordable childcare is a barrier to their professional success.
- When considering whether to stay or leave their current jobs, 30% of Gen Z workers rated childcare benefits above health insurance.
- Only half of Texas students enter kindergarten ready, and even then, only 39% meet reading benchmarks by the end of third grade. Students who are not reading by third grade are four times less likely to graduate high school, worsening Texas' labor crisis.

## What We Believe

With worker shortages ranking among the top challenges for most industries in Texas, employers need to take a more active, organized role in childcare advocacy. To address this systemic problem, government, non-profits, private employers, and families must work together.

## How We Will Accomplish Our Goals

- First, we will recruit members, identify advocates, gather feedback, and collect best practices. We will utilize business surveys, in-person business convenings, virtual meetings, and regular email communication to maximize input and idea sharing.
- Second, we will develop and refine a meaningful, targeted policy agenda that we can take to Texas' 89th Regular Legislative Session, which begins in January 2025.
- By the end of summer 2024, we will begin actively promoting the agenda, engaging legislative champions, and preparing for the legislative session.
- During the legislative session, we will use our network of members and advocates to guide our agenda through the lawmaking process.

Throughout our work, we will actively solicit feedback from our members as well as experts in the childcare, government, and non-profit sectors.

### To Get Involved or Learn More:
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