

# **Social-Emotional Skills In Early Childhood Support Workforce Success**

**Nancy S. Fishman  
Deputy Director, ReadyNation**





## COUNCIL FOR A **STRONG AMERICA**



An anti-crime organization of more than 5,000 police chiefs, sheriffs, prosecutors, and violence survivors.



More than 1,900 business leaders, including current and former Fortune 500 CEOs, who advocate for effective public investments that strengthen business and the economy by helping children get on the right track.



The nonpartisan national security organization of over 700 retired admirals, generals, and other senior military leaders calling for smart investments in America's children.



More than 800 moderate and conservative pastors committed to the development of strong and healthy American families with a specific focus on those at risk.



More than 350 athletes and coaches work with our newest sibling organization to ensure that every child has the best chance to compete in life.



# ReadyNation

**1900+**  
Business members  
+ 5000 allied members

**600**  
Media articles  
(2013-2016)

**500**  
Policymaker  
communications

Helped win  
**\$3 billion**  
in new funds in the U.S.

Help business leaders **take action**  
to support early childhood

New economic  
evidence, reports

Business Leader  
Summits on ECD



A business partnership for early childhood and economic success

ReadyNation

### Tomorrow's Science, Technology, Engineering and Math Workforce Starts with Early Education



Astronaut Dr. Mae Jemison, the first African-American woman to orbit the earth, knew she wanted to be a scientist when she was five years old. Fortunately, her teachers nurtured this interest. How many more five-year-olds can we encourage to become tomorrow's scientific leaders?

While it's true that the U.S. needs more scientists now, we also must build the pipeline for the future. And a growing body of research

This brief outlines four facts about the importance of early learning to future STEM success:

1. The math achievement gap starts early, even before kindergarten
2. High-quality early education includes real math and science content
3. Early math instruction improves later abilities
4. Early learning also helps build the



Partner with other  
business organizations

**THE HILL**

December 05, 2013, 03:00 pm

### Want big returns? Invest in small children

By Jack Brennan and James E. Rohr

Our companies and our corporate colleagues are increasingly addressing a demographic crucial to American businesses: 4-year-olds.


More and more, policy makers at all levels are joining us, as evidenced by the recent introduction of the bi-partisan **Strong Start for America's Children Act** by Sen. Tom Harkin (D-Iowa), Rep. George Miller (D-Calif.) and Rep. Richard Hanna (R-N.Y.). As proposed, the act would establish a federal-state partnership to increase young children's access to high quality early learning programs and other valuable services to support their development.

Strengthening businesses through effective investments in children and youth

ReadyNation

### Business Leader Actions to Support Early Childhood:

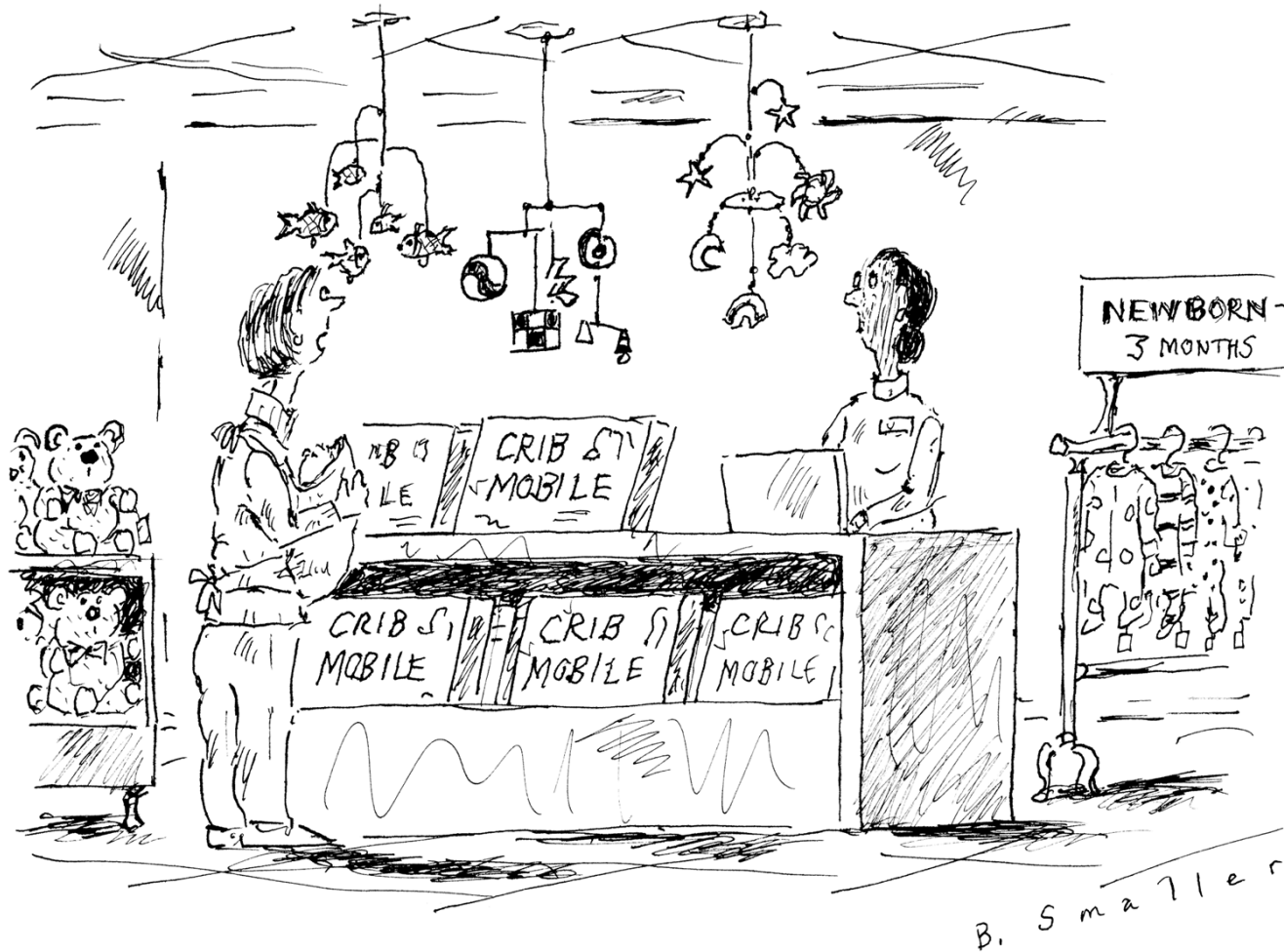
A Global Imperative; A Local Opportunity



A collage of images illustrating the theme of business leader actions to support early childhood. It includes a group of diverse children, a woman in a purple dress, and several business professionals in a meeting setting.



# “Which one generates the most synapses?”



*“Which one generates the most synapses?”*





**“The pipeline to a successful workforce depends on children of all backgrounds having the academic and social-emotional skills that are vital to this economy.”**

**Jack Brennan**, Chairman Emeritus,  
Former CEO, and Senior Advisor, Vanguard



StrongNation.org  
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# Social-Emotional Skills in Early Childhood Support Workforce Success

Why business executives want employees who play well with others



**Bruce Lamoureux**  
Senior VP/CEO, Providence Health  
& Services Alaska

Facing sickness, injuries and life-threatening situations at a hospital or clinic is one of the most stressful situations imaginable. Yet it's a 24-7 proposition for medical professionals who provide patient care. Their success depends on smart decisions, often under extreme pressure, and usually in collaboration with others. With that in mind, I jumped at the opportunity to emphasize the value of social-emotional skills in the healthcare field in this report from ReadyNation.

In the workplace, professionals often use the term “emotional intelligence” as another name for these types of skills. When caregivers are empathetic, compassionate and communicative they're in a far better position to apply their expertise and manage emotions among themselves and their patients as well. After decades in this field, I know these qualities can't be easily “taught” on the job. They're developed and strengthened in the very earliest years of a child's life.

That's why quality early childhood experiences are so critical. Preparing young and expectant

mothers and fathers to be nurturing parents—ensuring there are safe and affordable options for child care—and expanding opportunities for all kids to participate in pre-school must be a top priority for policymakers and employers alike. We are proud that Providence Health & Services Alaska has invested in high-quality early learning through the Center for Child Development.

You don't have to take my word for this. You can review the extensive scientific data about brain development during a child's first years, and studies on the impact of Adverse Childhood Experiences on social and emotional development as well.

You can also check in with 92 percent of the 300 business leaders surveyed by Zogby, who've looked at the science and concur that experiences during the first five years affect social-emotional skills for life.

Equally important—as you'll see in this report—these business leaders report they're having a tough time finding people with the character skills that are crucial to their professions. I join them in calling for investments in quality childhood experiences that develop these skills and pave the way for a successful workforce in the years to come.





# Survey of 300 Business Decision Makers

62% had more difficulty finding candidates with social-emotional skills



# Survey of 300 Business Decision Makers

88% agree these skills  
will become more important





# Survey of 300 Business Decision Makers

90% believe its more difficult to develop these skills during adulthood



# Survey of 300 Business Decision Makers

92% agree that early childhood experiences affects the development of these skills.



# Survey of 300 Business Decision Makers

88% support public investment in early  
childhood education and services  
to help develop these skills



# One-point increase in children's character skills scores in kindergarten means kids are:

- **54 percent more likely** to earn a high school diploma
- **Twice as likely** to attain a college degree
- **46 percent more likely** to have a full-time job at age 25



# One-point decrease in children's character scores in kindergarten means kids are:

- **64 percent higher** chance of spending time in juvenile detention
- **67 percent higher** chance of being arrested by early adulthood
- **82 percent higher** chance of being in or joining a waiting list for public housing



# Significant Adversity Impairs Development, Health

## ACES can have lasting effects on....



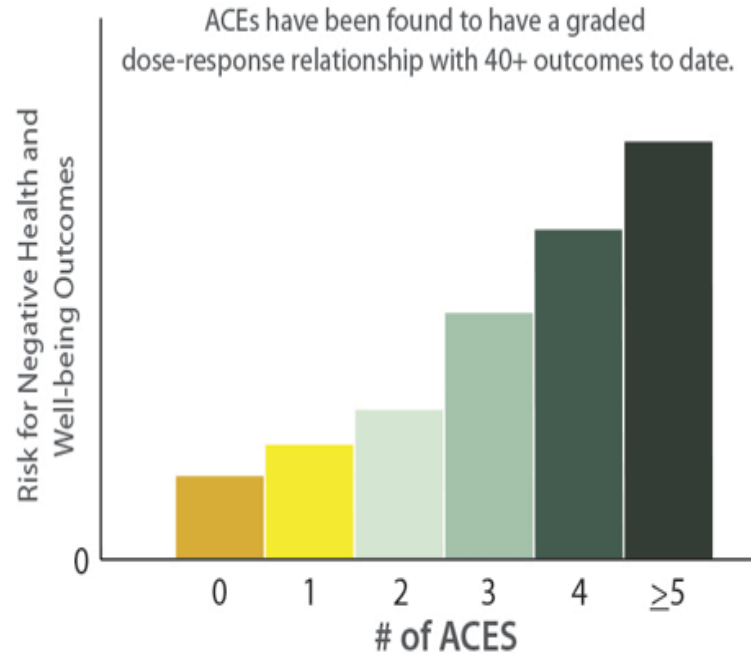
Health (obesity, diabetes, depression, suicide attempts, STDs, heart disease, cancer, stroke, COPD, broken bones)



Behaviors (smoking, alcoholism, drug use)



Life Potential (graduation rates, academic achievement, lost time from work)



\*This pattern holds for the 40+ outcomes, but the exact risk values vary depending on the outcome.

Adverse Childhood Experiences (ACEs) include: abuse, neglect, household mental illness, violence, parental separation or divorce, incarceration

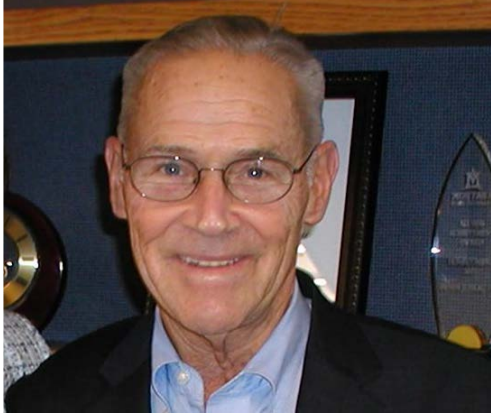
# Messages that Business Leaders are Especially Suited to Deliver...

- ✓ Importance of investing in only **evidence-based, quality programs**
- ✓ Importance of **workforce** – training, credentials, pay
- ✓ **Accountability** and continuous quality improvement
- ✓ **Sustainable funding**
- ✓ Supporting whole range of abilities: cognitive, social/emotional – “**executive functioning**”
- ✓ Importance of integrating both **early STEM** and **early reading skills**





# Join Us!



*“Early childhood development is the compelling economic, social and moral issue of our time. It is also the most effective way to build the workforce and customer base we need.”*

**- John Pepper, Former Chairman and CEO, Procter & Gamble;  
Co-Chair, ReadyNation CEO Task Force on Early Childhood**

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