

UN- & UNDER-EMPLOYMENT FOR FAMILIES WITH CHILDREN

Texas parents cannot be complete contributors to the workforce until we have accessible and affordable childcare as well as systemic alignment.

The African American Leadership Institute (AALI) is designed to enhance civic awareness and leadership opportunities to affect long-term action required to create equity, opportunity and a higher quality of life for all citizens.



THE ISSUES

Lack of full employment is an issue across all groups and sectors, especially with the adverse effects of the pandemic.

- Annual losses due to lack of childcare at the national level equate to **\$57B**.
- **Employers lose \$12.7B** in productivity due to child care issues.
- **86%** of primary caregivers lament the negative impact of child care issues on their contributions to work.
- Roughly 33% of American parents report difficulty finding affordable, quality childcare.

All of the above from the 2021 Ready Nation report by a Council for a Strong Nation.

- Texas **unemployment rates** are highest for African Americans (**11.2%**) and Hispanics (**8.0%**), compared to **4.9%** of Whites [epi.org, Q1-Q2 2021].
- **25% of Texas children** have parents who lack secure employment (pre-pandemic) [Annie E. Casey Foundation KIDS COUNT Data Center].
- **60% of Texans** will need a certificate or degree for the state to stay competitive in the global economy [Texas 60x30 website].

THE SOLUTION

An integrated, comprehensive approach to address systemic misalignment

- A 2018 ORS Impact study confirmed the critical and valuable role of “**collective impact**” initiatives (i.e., cross-systemic approaches), alongside other efforts or enablers, in contributing to population change.
- We believe that a high-impact solution to our workforce issues, as it relates to any adult who is a caretaker of children, is **increasing the capacity and integration of these systems to better serve the needs of working families**: early childhood, K-12 education, after-school, workforce, and post-secondary education systems.
- This would enable a **systemic, whole-family (or 2-Gen) approach to full workforce engagement**, while simultaneously contributing to on-time child development and educational outcomes.

THE ASK

- **Include the concept of systemic misalignment** and the need to support integrated, multi-system approaches to full employment and economic productivity in discussions of **infrastructure** or anywhere that such systems are referenced singularly.
- **Support AALI’s creation of a task force** to explore issues related to the impact of systems alignment on workforce outcomes, and **make recommendations for implementation of systemic alignment solutions** for Texas.
- Lean on **AALI as an ongoing resource** to help strategize, present, and develop action plans for this concept or others.