

Early Care and Education Research Resources: Workforce Well-Being and Retention

The Child Care and Early Education Research Connections collection catalogs resources that researchers, policymakers, and other professionals find and use for child care and early education research. The items outlined in this resource list examine the retention and well-being of the early care and education (ECE) workforce. They were published between 2016 and 2022 in the United States and are categorized by research topic.

This resource list contains a sampling of the research housed in the Research Connections collection. We have provided a topical curated list of additional resources in the Research Connections library for further reading. You may find additional resources in the Research Connections library by searching for keywords such as “compensation” or “turnover” and filtering the results by Topical Classification #5, Child Care and Early Education Provider Workforce.

Resource List Topics

Topics in this research resource include the following:

- [Compensation](#)
- [Education and professional development](#)
- [Retention and turnover](#)
- [Well-being](#)
- [Workforce data](#)
- [Workforce inequities](#)

Compensation

[*Confronting Head Start's Workforce Crisis*](#). (2022). National Head Start Association.

[*Early Childhood Investments Make Early Educator Compensation More Equitable and Stabilize the Child Care Sector*](#). (2021). Danielle Hamer.

[*Improving Child Care Compensation: Backgrounder 2021*](#). (2021). Harriet Dichter, & Ashley LiBetti.

[*Prenatal-to-3 Policy Clearinghouse Evidence Review: Child Care Workforce Compensation*](#). (ER 14B.0122). (2022). University of Texas at Austin, Child and Family Research Partnership, Prenatal-to-3 Policy Impact Center.

[*State Policy Options for Early Childhood Educator Compensation*](#). (2022). Maine's Zero to Three Workgroup, & Maine Applied Research.

[*T.E.A.C.H. Early Childhood® Child Care WAGES®: Annual National Program Report 2020–2021: Education, Equity & Economics: A Season of Change.*](#) (2020). Child Care Services Association, T.E.A.C.H. Early Childhood National Center.

[*Unworthy Wages: State-Funded Preschool Teacher Salaries and Benefits.*](#) (2022). Alex Kilander, Karin A. Garver, & W. Steven Barnett.

[*Wage Comparability: A Guide for Conducting a Wage and Fringe Benefits Comparability Survey.*](#) (n.d.). U.S. Department of Health and Human Services, Administration for Children and Families, National Center on Program Management and Fiscal Operations.

[*Workplace Connections: Gender Equity, Family-Friendly Policies, and Early Childhood Care and Education.*](#) (2018). Pamela Winter, & Camila Mena.

[*Workforce Perceptions and Experiences with the Alabama Early Care and Education Salary Parity Policy.*](#) (2020). Tracy Gebhart, Julianna Carlson, Phoebe Harris, & Dale Epstein Richards.

Explore more [resources on workforce compensation in this curated list](#) from Research Connections.

Education and Professional Development

[*Affordability, Accessibility, Support and Compensation: Higher Education and the Early Childhood Workforce.*](#) (2021). Child Care Services Association, T.E.A.C.H. Early Childhood National Center.

[*Early Childhood Workforce: Career Pathway Goals and Strategies for Developing, Improving, and Evaluating Higher Education Articulation Agreements.*](#) (n.d.). National Center on Early Childhood Development, Teaching, and Learning.

[*Early Educators' Virtual Training Experiences and Preferences During the COVID-19 Pandemic: Findings from the District of Columbia Child Care Policy Research Partnership.*](#) (2022). Heather Sandstrom, Michelle Casas, Peter Willenborg, Cary Lou, & Erica Greenberg.

[*Early Educators' Collective Workplace Stress As a Predictor of Professional Development's Impacts on Children's Development.*](#) (2021). Emily C. Hanno, Dana Charles McCoy, Terri J., Sabol, & Kathryn E. Gonzalez.

[*Increasing Qualifications, Centering Equity: Experiences and Advice From Early Childhood Educators of Color.*](#) (2019). Ashley Griffin, Syritha Robinson, Davis Dixon, Carrie Gillispie, Lauren Hogan, & Lucy Recio, L.

[*Prenatal-to-3 Policy Clearinghouse Evidence Review: Child care Workforce Qualifications*](#) (ER 0920.015A). (2022). University of Texas at Austin, Child and Family Research Partnership, Prenatal-to-3 Policy Impact Center.

[*Strengthening the Early Learning Workforce with Apprenticeships.*](#) (n.d.). First Five Years Fund.

[*Unifying Framework for the Early Childhood Education Profession.*](#) (2020). Power to the Profession National Task Force.

[*Unifying Framework for the Early Childhood Education Profession: Executive Summary.*](#) (2020). Power to the Profession National Task Force.

Explore more [resources on workforce professional development and education in this curated list](#) from Research Connections.

Retention and Turnover

[Early Childhood Professional Well-being As a Predictor of the Risk of Turnover in Early Head Start & Head Start Settings](#). (2022). Kathleen I. McCormick, Mary Benson McMullen, & Melissa S. C. Lee.

[Early Educators' Work Experiences and Job Satisfaction: Findings from the District of Columbia Child Care Policy Research Partnership](#). (2022). Heather Sandstrom, Michelle Casas, Fernando Hernandez-Lepe. & Erica Greenberg.

[Elevating Nebraska's Early Childhood Workforce: Report and Recommendations of the Nebraska Early Childhood Workforce Commission](#). (2020). Susan L. Sarver, Catherine A. Huddleston-Casas, & Renee Wessels.

[Elevating Nebraska's Early Childhood Workforce: Report and Recommendations of the Nebraska Early Childhood Workforce Commission: One-year Update](#). (2021). University of Nebraska, Buffett Early Childhood Institute.

[Elevating Nebraska's Early Childhood Workforce: Report and Recommendations of the Nebraska Early Childhood Workforce Commission: Two-year Update](#). (2022). University of Nebraska, Buffett Early Childhood Institute.

[Family Child Care Support and Implementation: Current Challenges and Strategies from the Perspectives of Providers](#). (2021). Emily R. Herman, Meghan L. Breedlove, & Sarah N. Lang.

[Leaving the Classroom: Addressing the Crisis of NC's Early Childhood Educator Turnover](#). (2020). Allory Bors, & Joy Turner.

[Montana's Early Childhood Educators: Recruiting and Retaining an Essential Workforce](#). (2022). Christine J. Lux, Cassandra Noble, & Nanci Red Bird.

[Teacher Turnover in Early Childhood Education: Longitudinal Evidence from the Universe of Publicly-Funded Programs in Louisiana](#) (EdWorkingPaper No. 21-453). (2021). Laura Bellows, Daphna Bassok, & Anna J. Markowitz.

[The Effects of Financial Incentives on Teacher Turnover in Early Childhood Settings: Experimental Evidence from Virginia](#). (2021). Daphna Bassok, Justin B. Doromal, Molly Michie, & Vivian C. Wong.

[To Stay or to Leave: Factors Shaping Early Childhood Teachers' Turnover and Retention Decisions](#). (2022). Diana Schaack, Courtney V. Donovan, Tobiloba O. Adejumo, & Mari Ortega.

[Where Did All the Afterschool Staff Go?: A Special Brief on Afterschool Staffing Challenges from the Fall 2021 Afterschool in the Time of COVID-19 Survey](#). (2022). Afterschool Alliance.

Explore more [resources on workforce retention and turnover in this curated list](#) from Research Connections.

Well-Being

[COVID-19 and Early Childhood Workforce Emotional Well-Being: An Exploratory Investigation.](#)

(2021). Mark Nagasawa, & Kate Tarrant.

[Early Care and Education Workforce Stress and Needs in a Restrictive, Anti-immigrant Climate.](#)

(2021). R. Gabriela Barajas-Gonzalez.

[“Essential One Day and Forgotten the Next”: Perceptions of Ohio’s Early Childhood Workforce on Their Exclusion from the Educator Phase of COVID-19 Vaccine Distribution.](#)

(2021). Amy Wolfe, Tiffany Rowland, & Jennifer Creque Blackburn.

[Examining Regional Differences in the Arkansas Early Care and Education Workforce.](#) (2020).

Tracy Gebhart, Hallie Garrison, Audrey Franchett, Jackson Fojut, Dale Epstein Richards, & Rebecca Madill.

[Listening to New York City’s Early Childhood Educators: Towards a More Equitable Post-Pandemic ECE system](#) (Research Report One). (2021). Mark Nagasawa.

[Supporting the Wellness of All Staff in the Head Start Workforce](#) (Log No. ACF-IM-HS-21-05).

(2021). Office of Head Start.

[Taking Care of the Caregivers: The Moderating Role of Reflective Supervision in the Relationship Between COVID-19 Stress and the Mental and Professional Well-Being of the IECMH Workforce.](#)

(2022). Diana Morelen, Julia Najm, Megan Wolff, & Kelly Daniel.

[The Pandemic’s Effects on Early Educators’ Employment and Well-Being: Findings from the District of Columbia Child Care Policy Research Partnership.](#)

(2022). Fernando Hernandez-Lepe, Heather Sandstrom, Michelle Casas, & Erica Greenberg.

[The Views of State Early Childhood Education Agency Staff on Their Work and Their Vision for Young Children: Informing a Legacy for Young Children by 2030.](#)

(2019). Lori Connors-Tadros, & Nicole DiCrecchio.

[Understanding the Well-Being of Early Educators in the Wake of the Coronavirus Pandemic:](#)

[Lessons from Louisiana.](#) (2022). Anna J. Markowitz, & Daphna Bassok.

Explore more [resources on workforce well-being in this curated list](#) from Research Connections.

Workforce Data

[NWRA 2021 Longitudinal Workforce Report.](#) (2022). Wayne A. Mayfield, & Ikhee Cho.

[The National Workforce Registry Alliance 2021 Workforce Dataset: Early Childhood and School-Age Workforce Trends with a Focus on Racial/Ethnic Equity.](#) (2022). Wayne A. Mayfield, & Ikhee Cho.

Cho.

Explore more [resources on workforce data in this curated list](#) from Research Connections.

Workforce Inequities

[*Creating Equity for and Within the Early Childhood Workforce*](#). (2021). Child Care Services Association, T.E.A.C.H. Early Childhood National Center.

[*Engaging Colorado's FFN Child Care Providers in Early Childhood Systems*](#). (2021). Katie Danna-Poston, & Esperanza Ybarra.

[*The Time is Right: Addressing Inequity in Compensation and Preparation of the Early Care and Education Workforce: A White Paper*](#). (2021). Chrishana M. Lloyd, Julianna Carlson, Hannah Barnett, Sara H. Shaw, & Deja Logan.

Explore more [resources on workforce inequities in this curated list](#) from Research Connections.

This project is supported by the Administration for Children and Families (ACF) of the United States Department of Health and Human Services (HHS) as part of a 5-year financial assistance award (Grant No. 90YE250) totaling \$3,953,308, with 100 percent funded by ACF/HHS. The contents are those of the author(s) and do not necessarily represent the official views of, nor an endorsement by, ACF/HHS or the U.S. Government. For more information, please visit the ACF website at [Administrative and National Policy Requirements](#).



Child Care & Early Education
RESEARCH CONNECTIONS

Promoting high-quality child care and early education research
and informing policy through free access to thousands of publications

ResearchConnections.org