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


Explore more resources on workforce compensation in this curated list from Research Connections.

Education and Professional Development


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.


Strengthening the Early Learning Workforce with Apprenticeships, (n.d.). First Five Years Fund.


Explore more resources on workforce professional development and education in this curated list from Research Connections.

Retention and Turnover


**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.


**To Stay or to Leave: Factors Shaping Early Childhood Teachers’ Turnover and Retention Decisions.** (2022). Diana Schack, 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


**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.


**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 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.


Explore more resources on workforce well-being in this curated list from Research Connections.

**Workforce Data**


Explore more resources on workforce data in this curated list from Research Connections.
Workforce Inequities


Explore more resources on workforce inequities in this curated list from Research Connections.