Counting and Characterizing the ECE Workforce: Center-Based

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National Survey of Early Care & Education

MOTIVATIONS FOR WORKFORCE COMPONENT OF NSECE

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Primary Objectives for Workforce Data

- Provide first complete, nationally representative sample of entire ECE workforce and caregiving population: center/home-based; formal vs. FFN providers, including nannies (prior presn).

- Examine workers/caregivers in context of workplace and community.

- Include items predictive of observed quality.

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Examine Workers in Context

- Individual WF sample from selected classrooms allows linkage of individual R's to organizational characteristics collected from Directors.

- Age of children responsible for.

- Representative geographic sample (low-income oversample) allows linkage to demographic, workforce and price-availability data.

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Include Items Linked to Observed Quality

- *Qualifications*: education, age, experience, ECE certification, compensation.

- *Attitudes and orientations*: Modernity Scale; stress, depression, professional identification and motivation scales.

- *Leadership and Morale.* Turnover.

- *Professional development/training* support and participation.

- *Activities*: use of curriculum, planning, structure, screen time, vigorous physical.

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SAMPLING AND DATA COLLECTION ISSUES IN THE WORKFORCE SURVEY

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Center-based Workers

- Random age group chosen from CB questionnaire

- Random classroom from selected age group chosen.

- Roster of classroom staff collected

- Only classroom/group-assigned (non-specialist) staff were eligible for the center-based workforce component

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Spawning a WF Provider Respondent

- Roster of staff members who work in selected classroom
  - Name
  - Job Title
  - Hours worked
- Questionnaire is programmed to pick WF R from all eligible classroom staff
- Probability of selection was higher for those who worked more hours in the classroom.

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Data Collection Modes

- Web

- With field interviewer (in-person or over the phone)

- Self administered questionnaire (SAQ)

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Eligible WF Respondents

- ~8,200 completed Center based questionnaires.

- ~84% spawned a "workable" WF case

- ~10% of questionnaires did not provide sufficient information to spawn a WF case (insufficient or bad classroom or staff information)

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Issues in Spawning

- Issue
  - CB director respondents very protective of staff
  - Wouldn't provide classroom staff names
  - Approximately 700 cases provided inadequate information to spawn
  - No bias found in which centers or staff types didn't spawn

- Resolution
  - Informed CB respondent of the WF survey early on
  - Allowed them to use initials, job titles, etc.
  - Ability to follow up with CB R to determine who was selected
  - Utilized demographic info to determine who selected staff was

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Issues in Spawning (continued)

- Issue
  - Mobility of staff
  - Selected staff members were no longer at the provider location
  - Approximately 140 cases required NORC to select a new WF R

- Resolution
  - Field Interviewers notified central office of cases where the selected worker was no longer at location
  - NORC randomly selected a new staff member from roster collected in quex
  - Contacted CB R to obtain new roster for selection

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Gaining Cooperation

- Workers were contacted in batches as their associated CB interview was completed.

- Five batches total

- Initial letter, follow-up postcard, self-administered paper questionnaire (SAQ)

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General Response Findings

- Staff were actually very cooperative once selected.

- ~80% interview completion rates among eligible WF cases
  - ~49% of cases completed via Web
  - ~48% of cases completed with a field interviewer
  - ~3% completed via SAQ

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IMPLICATIONS FOR ANALYSIS OF WORKFORCE DATA

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Best Estimate of # ECE WF, Unpaid Caregivers

- Limitations of Federal Labor Statistics (see NAS report); required demand-based estimates (Brandon &Whitebook)

- Representative sampling and questions reflecting federal workforce concepts allows an estimation of number of ECE workers, including by age of child and type of setting.

- Home-based include but distinguish unpaid caregivers.

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Comparing Workforce Sub-groups

- See if *different components* (CB, FCC, FFN) of the WF vary with regard to predictors of quality.

- *Distinguish sub-groups of staff* who may vary: high/low SES; large/small programs; auspices; high/low price; related/unrelated; caregiver home (FCC) vs. child home (nannies).

- *Sub-group analyses may be limited* by sample sizes.

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Examining WF in Context

- Compare staff serving low-income or high-minority communities, urban/rural, high/low percentages of subsidized, ELL or special-needs children, on wide range of characteristics.

- Examine relation of staff characteristics to center leadership, compensation, prices, subsidies, auspices funding sources.

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Limitations for Analysis

- Staff data not appropriate to understand quality of individual centers .

- Partial Sample of SAC staff for Center-based. Both ECE and SAC for home-based; but only centers providing ECE in sample; get SAC if both ages.

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Discussion

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Extra Slides

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Logic Model for NSECE Workforce Data

Quality Improvement Support, Incentives

Knowledge, Skills

Demographic Characteristics

Education, Professional Development, Training, Credentials

Attitudes, Orientation Engagement Neg. Depression, Stress

Quality of Caregiving/Instruction
-staff/child
-Staff/parents

Labor Force Characteristics

Effective Leadership

Staff Stability

Child Development Outcomes

Compensation: wages, benefits

Not collected in NSECE

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