

Center-based and Home-based Childcare Providers' Well-being Profiles and Turnover Intention

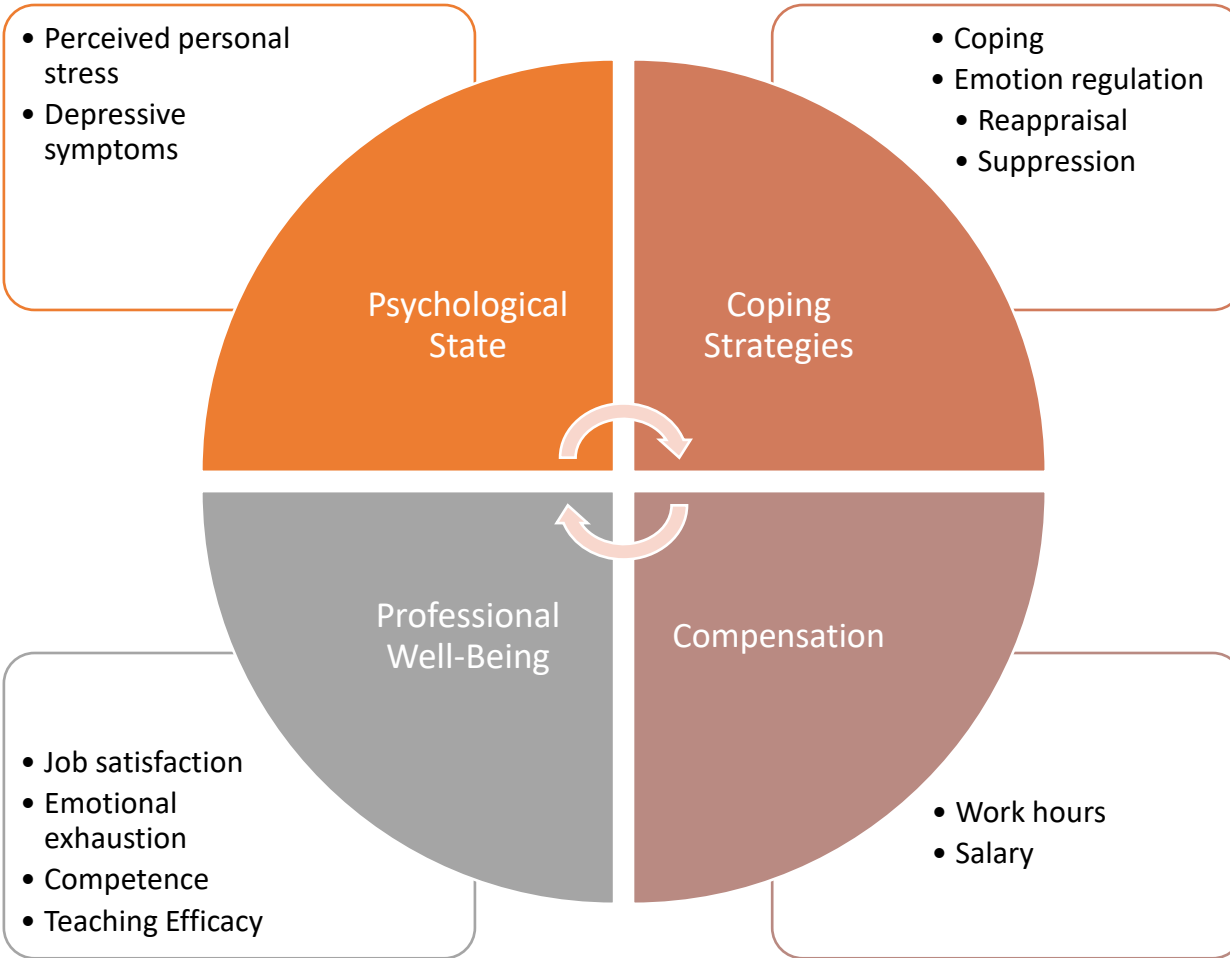
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ECE Workforce

- **ECE workforce is disproportionately made up of women of color who have been historically marginalized in our society.**
 - 32.5% women of color (Datausa, 2023)
 - 22% immigrants (born outside of the country) (Datause, 2023)
- **Psychological and physical demands; Lack of resources**
- **While early childhood educators' wages are low across all settings, disparities in compensation and benefits also exist within the field (states, age groups serving, program type, etc.)**
- **70% of teachers would become an early childhood educator again, knowing what they do (Jeon et al., 2020).**



Research Questions

- What are the profiles of center-based and home-based childcare providers regarding psychological and professional well-being, coping, and compensation?
- Do they differ by program type?
- Do the profiles predict turnover intention?

Sample

- 1,129 center-based and 888 home-based providers across the US.
- Providers completed a survey and returned by mail.

	Center-based	Home-based
Age (years)	44.52 (12.32)	49.23 (11.87)
Sex (female)	97.2%	98.4%
Race/ethnicity		
Black, non-Hispanic	7.9%	14.7%
Hispanic	5.3%	5.7%
Other race	5.4%	4.5%
Salary	\$25,000-\$30,000	\$25,000-\$30,000
At least an associate degree	79.98%	40.6%

Measures



Self-Report
Paper Survey

Indicators of Well-Being Profiles

Psychological State

- Perceived Stress Scale (PSS, 10 items, Cohen et al., 1983)
- Depressive Symptoms (CES-D, 10 items, Radloff et al., 1977)

Coping Strategies

- Brief COPE (28 items; Carver, 1997)
- Emotion Regulation Questionnaire (ERQ; 10 items; Gross & John, 2003)

Professional Well-Being

- Job satisfaction (ECJSS; 5 items; Jorde-Bloom, 1988)
- Emotional exhaustion (2 items; Buettner et al., 2016)
- Competence (“I feel competent in my job”)
- General teaching efficacy (Preschool version of Teacher Efficacy Scale; 5 items; (Gibson & Dembo, 1984)

Financial Well-Being

- Work hours
- Salary

Turnover Intention

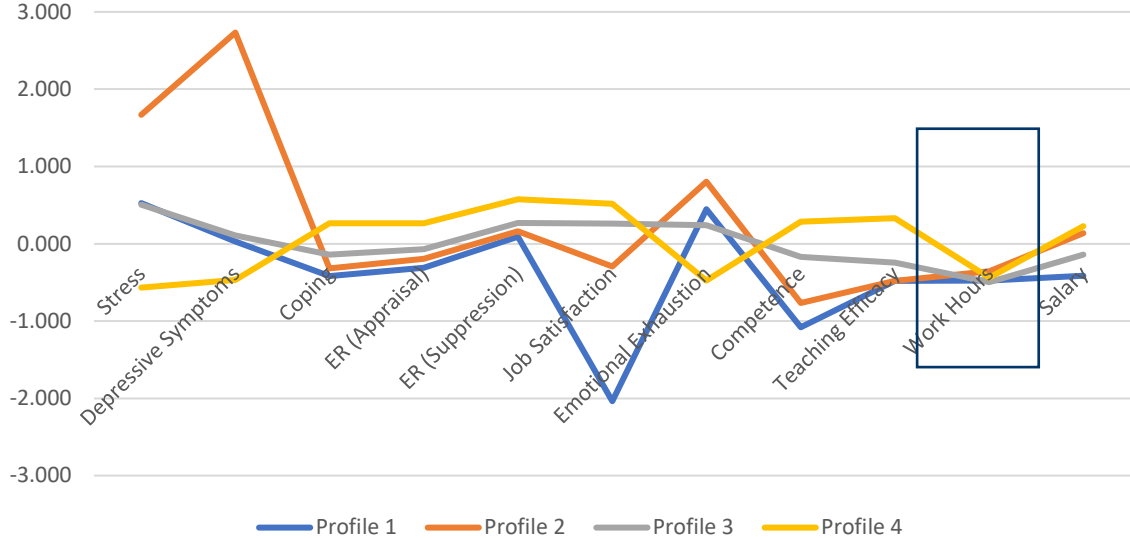
- “Knowing what I know, if I could decide all over again, I would become an early childhood educator again.”
- “Within the next 12 months, I will continue to be an early childhood educator.”
- “This job is a short term career for me.” (Reverse-coded)

Data Analysis

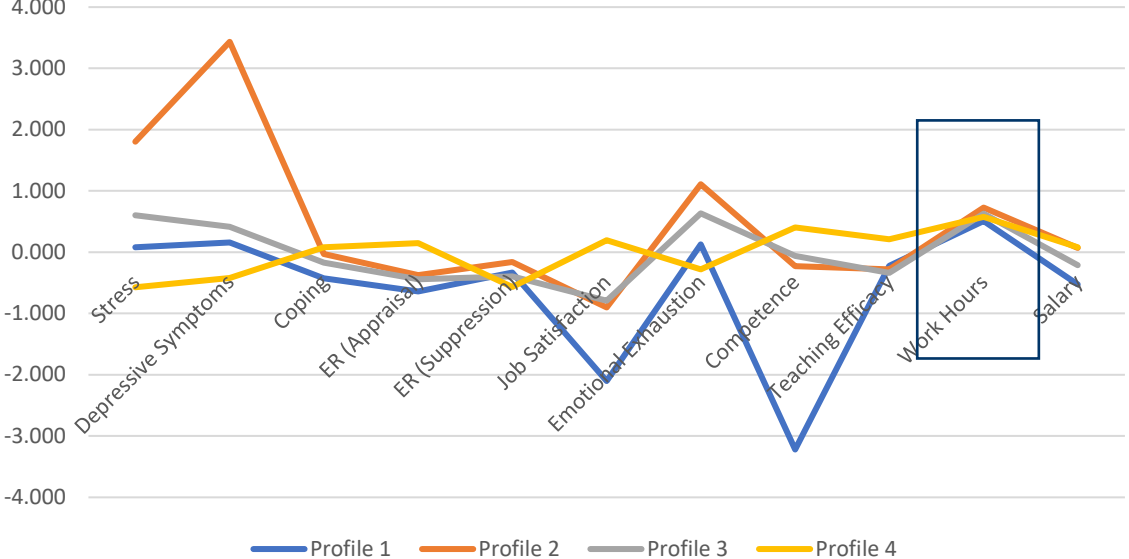
- In Stata 15.0, Latent Profile Analyses using gsem to explore group membership of childcare providers
 - A 4-Profile Model best fit.
- Group invariance testing to examine differences between program type
 - The model with varying all coefficients best fit.
- Regression analysis to examine associations with profiles and turnover intention

Results

Center-Based

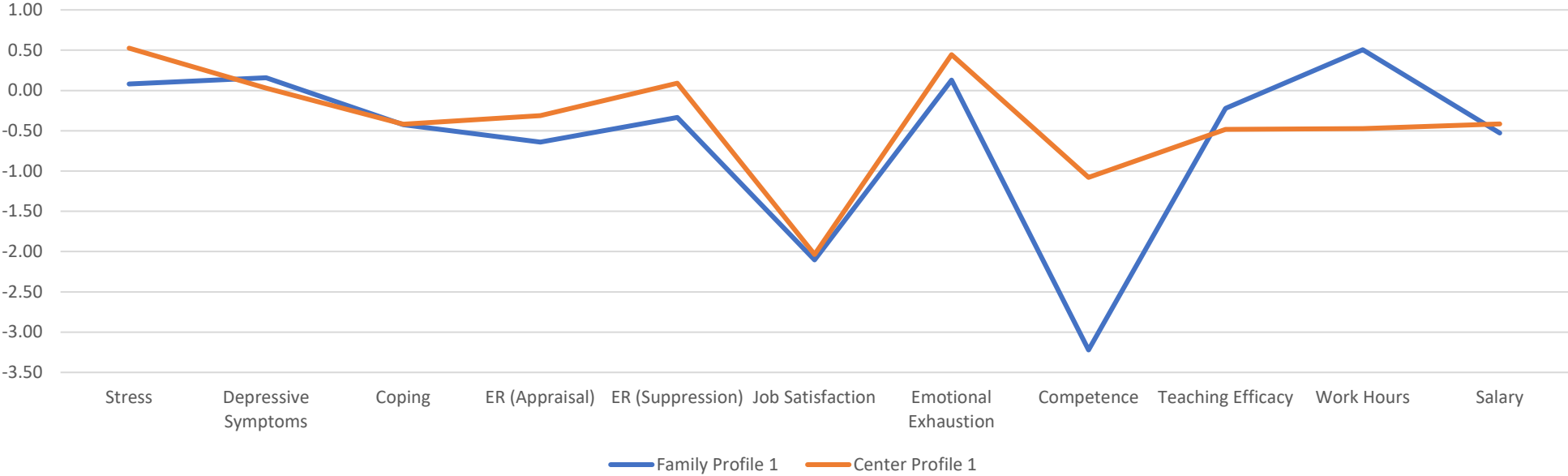


Home-Based



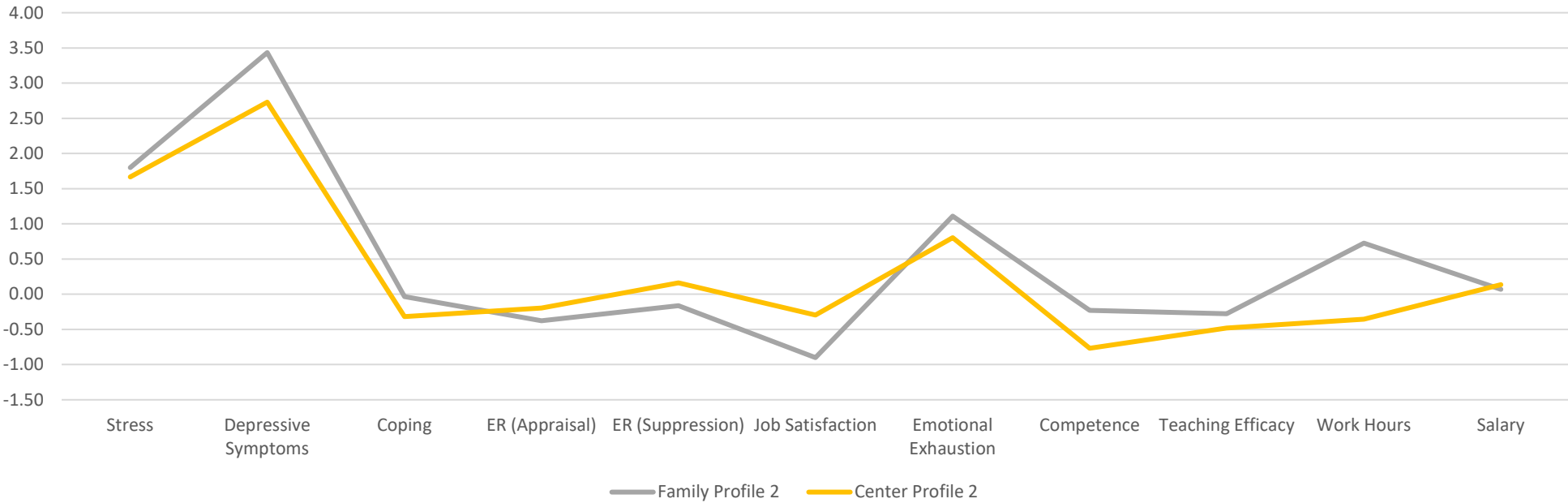
Profile 1: Average Psychological State; Low Coping; Lowest Job Satisfaction & Competence; Lowest Salary

Home-Based 4.6%; Center-Based 7.1%



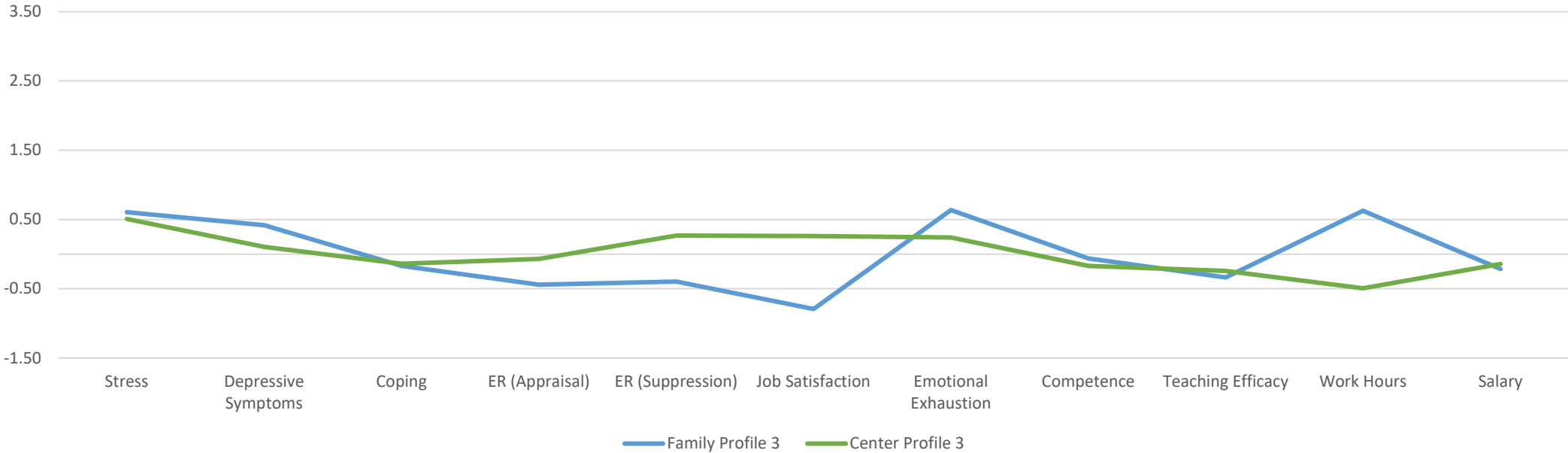
Profile 2: Highest Stress & Depressive Symptoms; Average Coping; Highest Emotional Exhaustion; Average Competence; High Work Hours

Home-Based 4.1%; Center-Based 6.3%



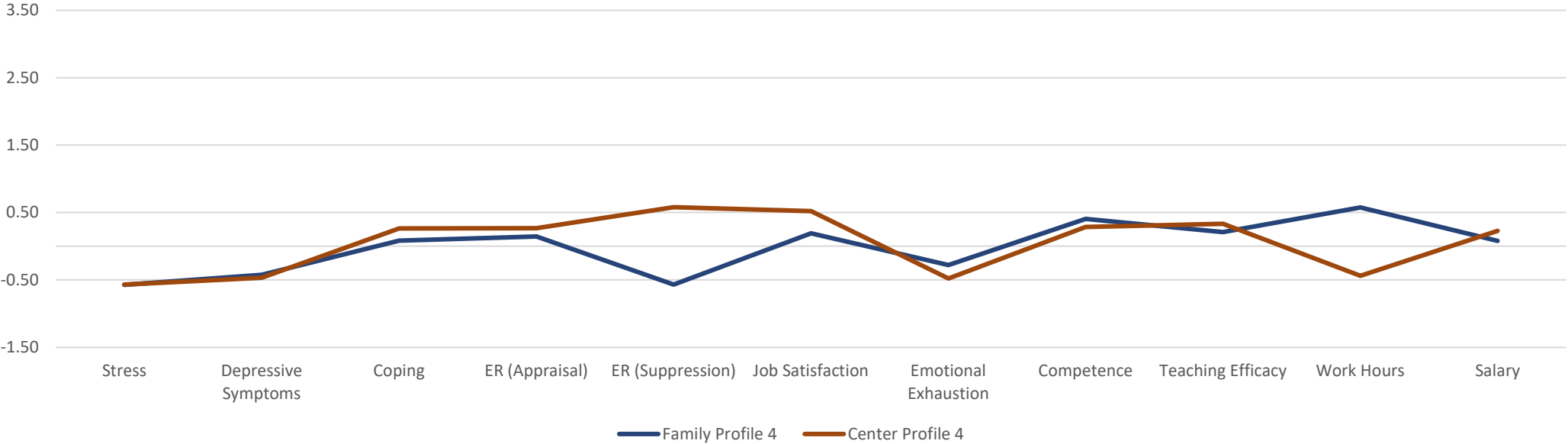
Profile 3: Average Psychological State; Coping, Professional Well-Being, and Compensation

Home-Based 27.5%; Center-Based 41.4%



Profile 4: Better Psychological State; Coping, Professional Well-Being, and Compensation

Home-Based 63.7%; Center-Based 45.2%



Turnover Intention (Higher scores higher levels of commitment)

	Coefficient	SE
Profile 1: Average Psychological State; Low Coping; Lowest Job Satisfaction & Competence; Lowest Salary	– .72	.08***
Profile 2: Highest Stress & Depressive Symptoms; Average Coping; Highest Emotional Exhaustion; Average Competence; High Work Hours	– 1.06	.05***
Profile 3: Average Psychological State; Coping, Professional Well-Being, and Compensation	– .22	.04***
Intercept	4.65	.02***

Reference Profile 4: Better Psychological State; Coping, Professional Well-Being, and Compensation

*** $p < .001$

Implications

- Holistic well-being is an important indicator of turnover intention.
- Profile 4 (best group) was more prevalent among home-based providers.
- For other profiles, home-based providers generally had lower well-being state and higher work hours
- Salary was low across all types and profiles
- Differentiated support for providers is needed to promote optimal well-being.



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Thank you!

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