

Insights from an Environmental Scan of Child Care and Early Education Workforce Development Strategies

Child Care and Early Education Policy Research Consortium Meeting

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The BASE Project

Designed to increase knowledge and understanding about child care and early education (CCEE) by documenting factors that drive turnover in the field and by building evidence on current initiatives to recruit, advance, and retain a stable and qualified CCEE workforce.

Knowledge Review Activities

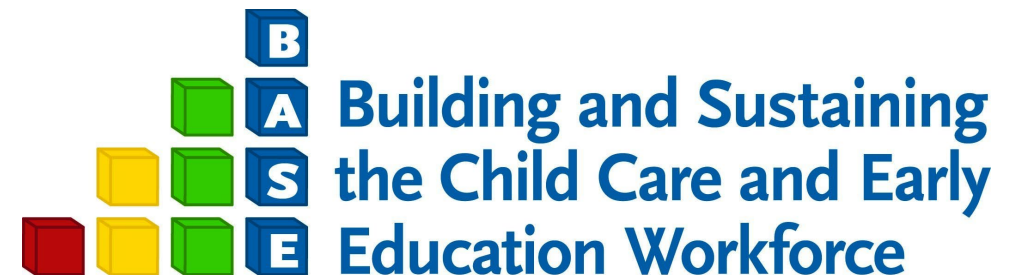
- Literature review
- Environmental scan
- Data scan
- Conceptual framework

Analysis of Existing Data

- Three secondary analyses addressing gaps in the research

Evaluation, Implementation, and Cost Study

- Evaluation of salary increase pilot initiative in Colorado



Environmental Scan

Understand the landscape of strategies and initiatives currently underway that aim to build, retain, and advance the CCEE workforce

Guiding research questions include:

- What strategies are currently implemented to support recruitment, retention, or advancement of the CCEE workforce?
- How might the strategies employed differ across states, systems, settings, and populations?
- What might be critical combinations of strategies or critical components and approaches of strategies being implemented to recruit, retain, and advance the CCEE workforce?

Environmental Scan Methods

Conducted March 2021 – January 2022

144 strategies identified

- Open call, literature review, recommendations from internal and external experts and federal sponsors

Screened all strategies

- Associated lever of change, target population, setting, workforce status, geographic location, scale, funding type

Selected subset

- Selected to be representative of the types of strategies underway that target different levers for change

In-depth assessment

- Conducted interview with strategy implementors

Environmental Scan Methodology

Levers of Change



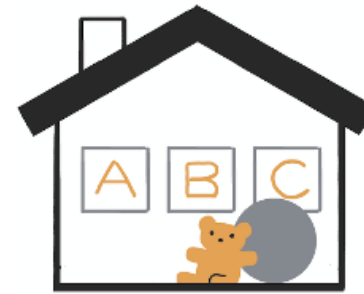
Educator qualifications and competencies



Educator economic well-being



Educator psychological well-being

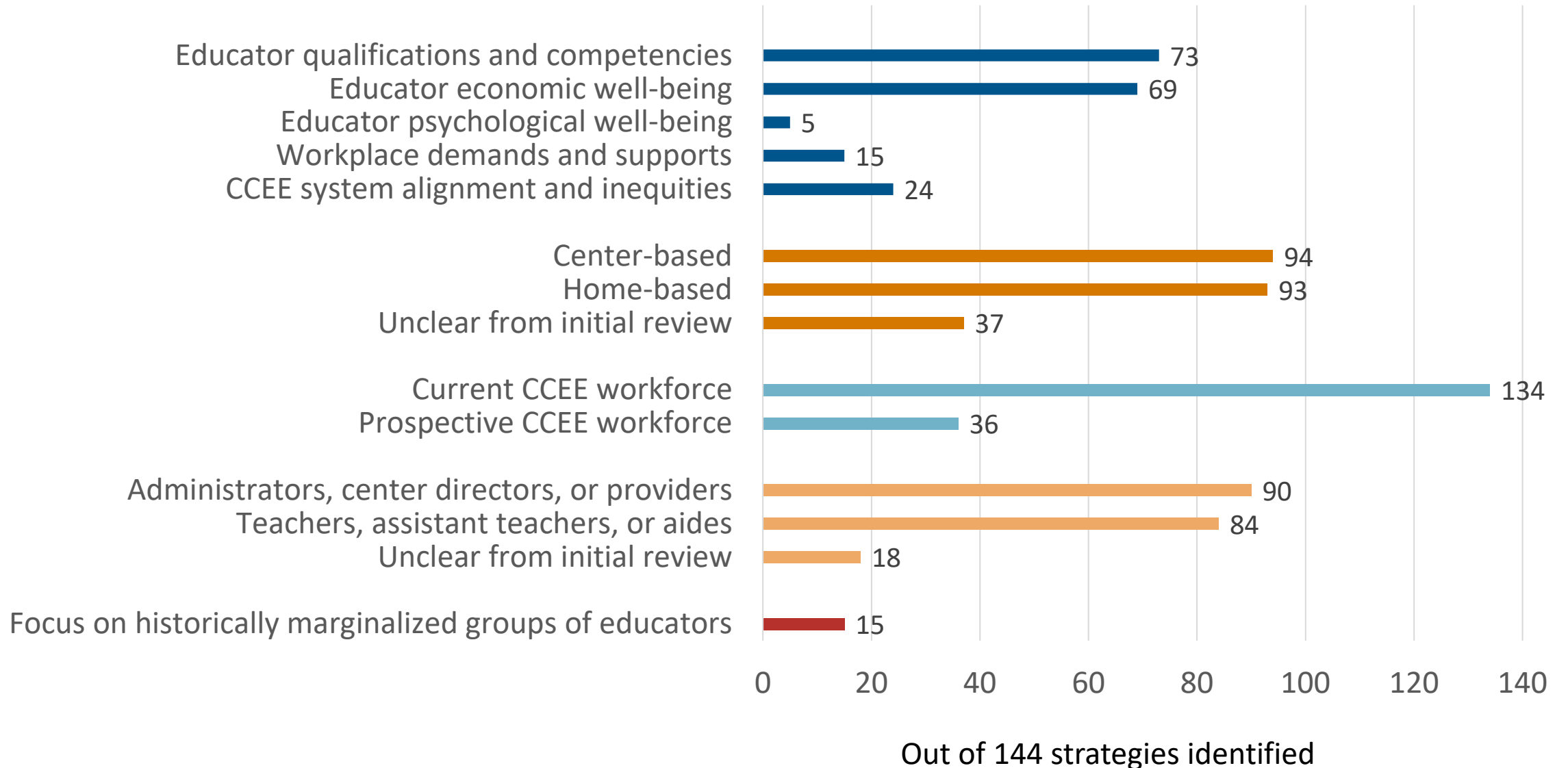


Workplace demands or supports



CCEE System alignment and inequities

Number of CCEE Strategies Identified by the Environmental Scan





Environmental Scan themes

With so few current strategies targeting workplace demands and supports or educator psychological well-being, it is challenging to define the core components





Existing strategies often do not consider that there may be a constellation of factors at play in individuals' employment decisions.

There is a mismatch between the racial, ethnic, indigenous, immigrant, or linguistic backgrounds of the CCEE workforce and the focus of existing strategies.





Existing strategies tend to focus on individual and setting-level factors more than community or systems-level factors.

Summary

- Current strategies focused on building, advancing, and retaining the CCEE workforce most commonly aim to address educator economic well-being or educator qualifications and competencies
- Few strategies target educator psychological well-being or workplace demands and supports (individually or in combination with other approaches)
- Generally speaking, there are gaps in how existing strategies consider and address the complete range of factors that influence educator well-being

Thank you!

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