

Occupational Exit of Family Child Care Providers

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Project Description.

The parents of nearly 800,000 U.S. children younger than age five rely on family child care as their primary care arrangement enabling them to work. Yet occupational exit in the family child care industry is exceedingly high, disrupting the continuity (and thus the quality) of care for young children and increasing the stress of working parents. There is a small literature on turnover among family child care providers. However, this dissertation seeks to add to better understand the phenomenon in the context of state child care policy, including subsidy policies such as reimbursement rates, income eligibility, and parental co-payment.

Research questions.

- What are the provider- and program-level predictors of family child care turnover in each state? Do predictors vary by state?
- When controlling for other provider- and program-level characteristics, is family child care provider participation in the subsidy system a predictor of turnover in each state?
- What child care policies are associated with cross-state variation in turnover?

Sample.

The sample includes family child care providers from five states: Maine (N=1,004), New York (N=1,113), Utah (N=594), Vermont (N=887), and Virginia (N=1,372).

Methods.

This study incorporates care work and systems psychology theories to investigate occupational exit among family child care providers. Using regression analyses, we are exploring how provider demographics, provider human capital, family child care program characteristics, and working conditions shape providers' intentions to stop providing child care. The findings are being analyzed and interpreted in the context of state

child care subsidy policies (individually and in combinations). The analysis is based on individual-level quantitative data for approximately 5,000 providers from five state family child care workforce surveys conducted between 2000 and 2008. The surveys are being supplemented with state-level variables constructed from national and state child care documents and plans.

Progress Update.

I am not able to attend the November 2011 CCPRC Annual Meeting.

Implications for policy/practice/research.

The research has implications for increased understanding of child care as production of a public good, increased understanding of family child care as a supply of care for low-income families, and increased understanding of occupational exit among family child care providers.

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<p align="center">Key Topics</p> <p align="center">Please check all that apply and briefly describe/explain.</p> <p align="center">This information will be used internally in planning the CCPRC Annual Meeting.</p>		
	<p><i>Child Care Subsidy Policies & Practices</i> e.g., How do policies and practices influence parents' child care decisions, parental and/or child outcomes, providers' behavior, access to quality child care?</p>	X
	<p><i>Collaboration, Integration, & Linkages</i> e.g., What are characteristics of different types of collaborations? What are reasonable outcomes to expect? What are we learning from coordination across different systems? What is the value added of effective collaborations at the state and local levels?</p>	
	<p><i>Quality Frameworks</i> How well are QRIS living up to promise of improved outcomes at the systems, provider, family and child levels? How are they influencing parent decisions, professional development, workforce issues? What are we learning about collaborative professional development strategies and effective targeting of quality resources?</p>	
	<p><i>Parents & Families</i> What do we know about parent decision-making and how it is influenced by issues such as culture, employment, subsidy policies? What other family-level constructs are relevant to child care policies/practices?</p>	
	<p><i>Other (please describe)</i></p>	