Appendix Q. 2024 NSECE Workforce Follow-up Questionnaire Items - Overview and Comparison

| Section | 2024 Follow-up Construct | 2024 or COVID Follow-up Construct  | Item Label of 2024 Follow-up Construct | Stayers | Movers | Leavers | Not Currently Employed |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Screener | Screener | NA | NA | X | X | X | X |
| Section G: Identifying Job Transitions | Respondent current employment status | No | G.A1 | X | X | X | X |
| Date of departure from 2024 center | No (Yes COVID follow-up) | G.A2  |  | X | X | X |
| Reason for departure from 2024 center | No (Yes COVID follow-up) | G.A3 |  | X | X | X |
| Current employment status  | No | G.D1A |  | X | X | X |
| Main reason not currently working | No | G.13 |  |  |  | X |
| Currently work in ECE | No | G.2 |  | X | X |  |
| Section M: Current Role | Occupation | No | M.D2 |  |  | X |  |
| Industry | No | M.D2A |  |  | X |  |
| Title | No | M.2 |  |  | X |  |
| Reason for taking position | No | M.6 |  |  | X |  |
| Interim ECE experience | No (Yes COVID follow-up) | M.A18 |  | X | X |  |
| Hours and features of work schedule | Yes | M.B1 | X | X | X |  |
| Know schedule in advance | No (From HH) | M.D2\_2 | X | X | X |  |
| Additional current employment | Yes | M.A26 | X | X | X |  |
| Hours per week | Yes | M.A28 | X | X | X |  |
| Recent job search | Yes | M.B9 | X | X | X | X |
| Main reason | Yes | M.B9a\_M | X | X | X | X |
| Looked for jobs with children | No | M.10 | X | X | X | X |
|  | ECE credential or degree - year | No | I.35\_X\_year | X | X | X | X |
| Section I: Career Trajectories | Early experiences working in ECE - year | No | I.31 | X | X | X | X |
| Setting of first job | No | I. Modified A.21 | X | X | X | X |
| Role | No | I.36 | X | X | X | X |
| Career experiences in different ECE settings | No | I.7 | X | X | X | X |
| Provided services to HS or pre-k | No | I.11 | X | X | X | X |
| Wage and role progression | No | I.9 | X | X | X | X |
| Years in ECE | No | I.5 | X | X | X | X |
| Years outside ECE | No | I.12 | X | X | X | X |
| Intent to work in ECE | Yes  | I.A31 | X | X | X | X |
| Section N: Current Employment Characteristics | Wages and non-wage compensation | Yes | N.B4\_M | X | X | X |  |
| Paid time off  | Yes | N.B16 | X | X | X |  |
| Retirement benefits | No | N.1 | X | X | X |  |
| Help from employer to pay for child care | No (From CB) | N.11 | X | X | X |  |
| Perceived work environment | Yes | N.D9 | X | X | X |  |
| Positive relationships among coworkers | No | N.3 | X | X | X |  |
| Contributions are valued | No | N.4 | X | X | X |  |
| Mentor at work | No | N.5 | X | X | X |  |
| Employer cares about wellbeing | No | N.6 | X | X | X |  |
| Close friend at work | No | N.7 | X | X | X |  |
| Burnout | Yes | N.D25 | X | X | X |  |
| Job satisfaction | No | N.8 | X | X | X |  |
| Worry about stability | No | N.9 | X | X | X |  |
| Section J: Current Work in ECE Setting | Current title |  |  |  |  |  |  |
| Yes | J.B6 | X | X |  |  |
| Characteristics of current position – ages | Yes | J.C1\_2\_M | X | X |  |  |
| Head Start or pre-k | No | J.10 | X | X |  |  |
| Lead peer or program supports | No | J.1 | X | X |  |  |
| Program characteristics  | No | J.2 | X | X |  |  |
| Program size | No | J.3 | X | X |  |  |
| Program considers teacher and aide input | No | J.4 | X | X |  |  |
| Distributed leadership | Yes (from WF) | J.D24 | X | X |  |  |
| Wellness supports in work environment | Yes | J.D20 | X | X |  |  |
| Staffing shortages | No | J.7 | X | X |  |  |
| Shortage impact | No | J.8 | X | X |  |  |
| Promotions or changes to role/responsibilities | No | J.A1A | X | X |  |  |
| Section L: Demographic and Personal Circumstances | Recent education and certification | No | L.2 | X | X | X | X |
| Household composition | Yes | L.E23 | X | X | X | X |
| Physical health | Yes | L.E20 | X | X | X | X |
| Mental health | Yes | L.D11 | X | X | X | X |
| Household income | Yes | L.E14 | X | X | X | X |
| Household income – range | Yes | L.E15 | X | X | X | X |
| Number of adults contributing to income | No (From HH) | L.G4B | X | X | X | X |
| Household income from ECE | Yes | L.E17 | X | X | X | X |
| Non-wage compensation | Yes | L.B4a | X | X | X | X |
| Health care benefits | Yes | L.B7\_M | X | X | X | X |
| Public benefit participation – HS or child care subsidy | No | L.3 | X | X | X | X |
| Financial resources to cover emergency | Yes | L.E27 | X | X | X | X |
| Home zip code | Yes | L.B10 | X | X | X | X |
| Open ended wrap up item | Yes | L.4 | X | X | X | X |