

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
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	Wages and non-wage compensation	Yes	N.B4_M	X	X	X	
	Paid time off	Yes	N.B16	X	X	X	

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Employment Characteristics	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

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	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