

Benefits to the Workforce

Initiatives that rely on increasing compensation, providing professional development, and supporting accreditation often aim to produce changes in providers' income or benefits, because research indicates these factors are related to retention in the child care field. This survey instrument, which is based on a tool developed in Minnesota to evaluate the results of an initiative that provides scholarships to providers to obtain a CDA, collects data on changes in job status, salary, and benefits. In addition, it asks questions about the status of the participant's employment in the child care field. It includes open-ended questions to enable the respondent to share her views. You can adapt it for your initiatives that provide support for participating in professional development activities such as credit-bearing courses, programs that offer credentials, certificates, and degrees as well as financial aid to enhance access to these kinds of education. It can also be used for initiatives such as career development systems, compensation and accreditation that support structural changes.

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1. Please rate your perception of how much your **personal** development has changed as a result of *[earning the CDA credential]*.

- Not much
- Somewhat
- A lot
- Can't say

Comments: _____

2. Please rate your perception of how much your **professional** development has changed as a result of *[earning the CDA credential]*.

- Not much
- Somewhat
- A lot
- Can't say

Comments: _____

3. As a result of the [CDA scholarship program], (Check all that apply)

- I received a position promotion from _____ to _____ .
- I remained at the same position.
- I received a pay increase from \$_____ per hour to \$_____ per hour.
- I remained at the same pay level of \$_____ per hour.
- I received additional benefits for becoming a CDA
 - Health insurance
 - Pension plan
 - Other benefits
- I did not receive additional benefits for becoming a CDA

4. Now that my [CDA program] is over:

	Yes	No
I will continue with my current employer	<input type="checkbox"/>	<input type="checkbox"/>
I will investigate other employment opportunities in the early childhood field	<input type="checkbox"/>	<input type="checkbox"/>
I will stay at this level of training for the foreseeable future	<input type="checkbox"/>	<input type="checkbox"/>
I will investigate other training/educational opportunities	<input type="checkbox"/>	<input type="checkbox"/>

5. I am more likely to remain in the early childhood field because of [the CDA training] I received.

- Yes
- No

Comments_____

6. If you had not received the CDA Scholarship, would you have gone through the CDA process?

Yes

No

Comments_____

7. How has your participation in this initiative affected your personal and/or professional development?
