

Alternate Data File Template

Study Information:

Title(s): Professional Development Incentives for Oregon's Early Childhood Education

Workforce: A Randomized Study

URL(*the Works in Progress*

webpage):<https://ies.ed.gov/ncee/edlabs/projects/project.asp?projectID=4605>

Abstract: Many states seek to increase the education levels of their early childhood education (ECE) workforce to improve the quality of care for children. Oregon encourages all ECE workforce members to sign up for a career lattice, a career pathway system that helps them determine goals related to increasing their education. The state also offers incentives for reaching specific steps in the career lattice and scholarships for college credit and community-based training. This study used two randomized controlled trials in 2018 and 2019 to test whether sending emails and offering different financial incentives to Oregon ECE workforce members increased career lattice sign-up and increased education and training levels or workplace retention. The study found that sending emails encouraging career lattice sign-up had no detectable impact on career lattice sign-up or workplace retention. Sending emails offering a monetary incentive at an earlier-than-usual step on the career lattice had a positive impact on training hours recorded but no detectable impact on career lattice movement, college credit hours earned, or workplace retention. Sending emails about automatic enrollment in a scholarship program had no detectable impact on scholarship use, career lattice movement, college credit hours earned, or workplace retention. Lastly, after participants were randomly assigned to study groups, the email campaigns were implemented as planned, reaching all intended participants, although the interventions ended sooner than planned because of a state policy change. The findings suggest that low-touch interventions such as emails have promise for increasing training hours but are not sufficient to induce changes in career lattice sign-up, continuing postsecondary education, or workplace retention for Oregon ECE workforce members. These results have implications for future research, in addition to demonstrating how better messaging and supports can mitigate barriers to further education and training and how email campaigns can be leveraged for workforce communication efforts. This information is particularly relevant for state agencies and education and training providers.

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Description of the Sample:

Grade level(s): NA, adult (educator) data

Any specific subgroups: race/ethnicity, age, primary language, workplace role, education level, workplace type, urban or rural location, and distance to college.

Sample size: Sign-up randomization, n=289; Incentive randomization, n=235

Data Information:

Introduction to variable names:

t0 is used for data at the time of study assignment, or baseline. t1 is used for data at the end of the study period. sv signifies that the variable came from the surveys rather than administrative data.

Data source #1: Final analysis file

Variable Name (as it appears in the file)	Variable Definition
email_1	what is your preferred email address
firstname_svy	what is your full name:first
lastname_svy	what is your last name:last
dob_month_frombaseline_svy	what is your birthdate: month
dob_day_frombaseline_svy	what is your birthdate: day
dob_year_frombaseline_svy	what is your birthdate: year
zipcode_frombaseline_svy	what is the zipcode of your primary residence
educ_t0_svy	educ
cda_t0_svy	cda
continue_ed_t0_svy	continue_ed
continue_pd_t0_svy	continue_pd
motivates_licensing_t0_svy	motivates_licensing
motivates_workplace_t0_svy	motivates_workplace
motivates_getjob_t0_svy	motivates_getjob
motivates_promotion_t0_svy	motivates_promotion
motivates_scholarship_t0_svy	motivates_scholarship
motivates_personalgrowth_t0_svy	motivates_personalgrowth
motivates_spark_t0_svy	motivates_spark
motivates_other_t0_svy	motivates_other
w_motivate_licensing_t0_svy	would_motivate_licensing
w_motivate_workplace_t0_svy	would_motivate_workplace
w_motivate_getjob_t0_svy	would_motivate_getjob
w_motivate_promotion_t0_svy	would_motivate_promotion
w_motivate_scholarship_t0_svy	would_motivate_scholarship
w_motivate_personalgrowth_t0_svy	would_motivate_personalgrowth
w_motivate_spark_t0_svy	would_motivate_spark
w_motivate_other_t0_svy	would_motivate_other
w_motivate_other_string_t0_svy	w_motivate_other_string
program_type_t0_svy	program_type
infant_t0_svy	infant
toddler_t0_svy	toddler
preschool_t0_svy	preschool
schoolage_t0_svy	schoolage
position_t0_svy	position
years_working_t0_svy	Tenure (overall)
years_continue_t0_svy	years_continue
professional_t0_svy	professional
know_steps_t0_svy	know_steps
know_awards_t0_svy	know_awards
receive_email_t0_svy	receive_email

signup_steps_t0_svy	signup_steps
encourage_email_t0_svy	encourage_email
signup_awards_t0_svy	signup_awards
signup_scholarships_t0_svy	signup_scholarships
signup_recognition_t0_svy	signup_recognition
signup_pd_t0_svy	signup_pd
signup_connect_t0_svy	signup_connect
signup_required_t0_svy	signup_required
signup_other_t0_svy	signup_other
signup_other_writein_t0_svy	signup_other_writein
help_professional_t0_svy	help_professional
help_pd_t0_svy	help_pd
help_connect_t0_svy	help_connect
whynot_time_t0_svy	whynot_time
whynot_leaving_t0_svy	whynot_leaving
whynot_dontknowhow_t0_svy	whynot_dontknowhow
whynot_paperwork_t0_svy	whynot_paperwork
whynot_dontknowabout_t0_svy	whynot_dontknowabout
whynot_other_t0_svy	whynot_other
whynot_other_writein_t0_svy	0 whynot_other_writein
educ_t1_svy	1 educ
cda_t1_svy	1 cda
continue_ed_t1_svy	continue_ed
continue_pd_t1_svy	continue_pd
motivates_licensing_t1_svy	motivates_licensing
motivates_workplace_t1_svy	motivates_workplace
motivates_getjob_t1_svy	motivates_getjob
motivates_promotion_t1_svy	motivates_promotion
motivates_scholarship_t1_svy	motivates_scholarship
motivates_personalgrowth_t1_svy	motivates_personalgrowth
motivates_spark_t1_svy	motivates_spark
motivates_other_t1_svy	motivates_other
w_motivate_licensing_t1_svy	would_motivate_licensing
w_motivate_workplace_t1_svy	would_motivate_workplace
w_motivate_getjob_t1_svy	would_motivate_getjob
w_motivate_promotion_t1_svy	would_motivate_promotion
w_motivate_scholarship_t1_svy	would_motivate_scholarship
w_motivate_personalgrowth_t1_svy	would_motivate_personalgrowth
w_motivate_spark_t1_svy	would_motivate_spark
w_motivate_other_t1_svy	would_motivate_other
w_motivate_other_string_t1_svy	w_motivate_other_string

program_type_t1_svy	program_type
infant_t1_svy	infant
toddler_t1_svy	toddler
preschool_t1_svy	preschool
schoolage_t1_svy	schoolage
position_t1_svy	position
years_working_t1_svy	years_working
years_continue_t1_svy	years_continue
professional_t1_svy	professional
know_steps_t1_svy	know_steps
know_awards_t1_svy	know_awards
receive_email_t1_svy	receive_email
signup_steps_t1_svy	signup_steps
encourage_email_t1_svy	encourage_email
signup_awards_t1_svy	signup_awards
signup_scholarships_t1_svy	signup_scholarships
signup_recognition_t1_svy	signup_recognition
signup_pd_t1_svy	signup_pd
signup_connect_t1_svy	signup_connect
signup_required_t1_svy	signup_required
signup_other_t1_svy	signup_other
signup_other_writein_t1_svy	signup_other_writein
help_professional_t1_svy	help_professional
help_pd_t1_svy	help_pd
help_connect_t1_svy	help_connect
whynot_time_t1_svy	whynot_time
whynot_leaving_t1_svy	whynot_leaving
whynot_dontknowhow_t1_svy	whynot_dontknowhow
whynot_paperwork_t1_svy	whynot_paperwork
whynot_dontknowabout_t1_svy	whynot_dontknowabout
whynot_other_t1_svy	whynot_other
whynot_other_writein_t1_svy	whynot_other_writein
native_american_frombaseline_svy	native_american
hispanic_frombaseline_svy	hispanic
asian_frombaseline_svy	asian
native_hawaiian_frombaseline_svy	native_hawaiian
black_frombaseline_svy	black
middle_eastern_frombaseline_svy	middle_eastern
white_frombaseline_svy	white
race_other_frombaseline_svy	race_other_frombaseline
study_id	study_id

oro_id	oro_id
first_name	first_name
last_name	last_name
dob	Date of Birth
email_2	email_2
zip_oro	zip
group	group
trial_1	Trial 1: Signup nudges
trial_2	Trial 2: Incentive randomization
treat_1	Trial 1: Signup nudges
treat_2a	Trial 2a: Education award
treat_2b	Trial 2b: Scholarship
male	Male
female	Female
white	White
latino	Latino/a
other_nonwhite	Non-White, non-Latino/a
age_t0	Age (years)
age_t1	Age (years)
primary_lang_eng	English
primary_lang_other	Non-English
selfreport_lessthanhs_t0	Less than High School
selfreport_hsged_t0	High School diploma or G.E.D.
selfreport_somcollege_t0	Some college or other professional certificate
selfreport_assoc_t0	Associate's degree
selfreport_ba_t0	Bachelor's degree
selfreport_mplus_t0	Master's degree or higher
selfreport_lessthanhs_t1	Less than High School
selfreport_hsged_t1	High School diploma or G.E.D.
selfreport_somcollege_t1	Some college or other professional certificate
selfreport_assoc_t1	Associate's degree
selfreport_ba_t1	Bachelor's degree
selfreport_mplus_t1	Master's degree or higher
highest_degree_t1_v2	Highest degree verified (post) version2
degree_related_to_field_t1	Highest degree verified to be in field
cda_credential_t1_v2	CDA credential verified (post) version2
highest_degree_aa_t1_v2	Associate's degree
highest_degree_ba_t1_v2	Bachelor's degree
highest_degree_mplus_t1_v2	Master's degree or higher
tot_college_hrs_t0	Total verified college credit hours as of 9/1/18
tot_college_hrs_t1	Total verified college credit hours as of 1/1/20

tot_college_hrs	Total college hours between 9/1/18 and 1/1/20
tot_train_hrs_t0_OLD	Total verified community based training hours as of 9/1/18
tot_train_hrs_t1_OLD	Total verified community based training hours as of 1/1/20
tot_train_hrs_OLD	Total community based training hours between 9/1/18 and 1/1/20
tot_train_hrs_t0	Total verified community based training hours as of 9/1/18
tot_train_hrs_t1	Total verified community based training hours as of 1/1/20
tot_train_hrs	Total community based training hours between 9/1/18 and 1/1/20
cda_credential_t0	CDA credential verified
cda_credential_t1	CDA credential verified (post)
highest_degree_t0	Highest degree verified (baseline)
highest_degree_t1	Highest degree verified (post)
highest_degree_none_t0	No degree verified
highest_degree_aa_t0	Associate's degree
highest_degree_ba_t0	Bachelor's degree
highest_degree_mplus_t0	Master's degree or higher
highest_degree_none_t1	No degree verified (post)
highest_degree_aa_t1	Associate's degree (post)
highest_degree_ba_t1	Bachelor's degree (post)
highest_degree_mplus_t1	Master's degree or higher (post)
ever_recd_ed_award_t0	Rec'd at least 1 ed award (baseline)
tot_ed_award_t0	Total ed awards rec'd (baseline)
last_ed_award_amount_t0	Most recent ed award amount (baseline)
last_ed_award_type_t0	Most recent ed award type (baseline)
last_ed_award_applied_t0	Most recent ed award date applied (baseline)
recd_ed_award_t1	Received at least 1 education award
tot_ed_award_t1	Total education awards received
last_ed_award_amount_t1	Most recent ed award amount (during study)
last_ed_award_type_t1	Most recent ed award type (during study)
last_ed_award_applied_t1	Most recent ed award date applied (during study)
emma_email	emma_email
email_status	email_status, 12/31/2019
date_opted_out	Date individual opted out from study emails
date_paused	Date OCCD staff removed individual from study emails
email_pause_notes	Reason OCCD staff removed individual from study emails
trial1_email	Total emails Trial 1 received
trial2_email	Total emails Trial 2 received
trial1_click_one	Trial 1: Open + clicked on at least 1 email
trial2_click_one	Trial 2: Open + clicked on at least 1 email
trial1_open_one	Trial 1: Opened at least 1 email
trial2_open_one	Trial 2: Opened at least 1 email

trial1_open_multi	Trial 1: Opened more than 1 email
trial2_open_multi	Trial 2: Opened more than 1 email
retention	Retention
facility_license_t0	Facility license
facility_type_t0	Facility type
facility_license_t1	Facility license
facility_type_t1	Facility type
enrolled_lattice_t1_OLD	Enrolled in career lattice as of 1/1/20
enrolled_lattice_t0	Enrolled in career lattice as of 9/1/18
enrolled_lattice_t1	Enrolled in career lattice between 10/12/2018 and 1/1/20
increased_step_t0	Increased at least 1 step before 9/1/2018
increased_step_t1	Increased at least 1 step since 9/1/2018
entry_step_completed_on_t1	Date entry step awarded overall
entry_step_number_t1	Entry step overall
entry_step_path_t1	Entry step path overall
entry_step_number_t0	Entry step as of 9/1/18
entry_step_path_t0	Entry step path as of 9/1/18
entry_step_completed_on_t0	Entry step date as of 9/1/18
entry_step_number_t0_1	Step 1
entry_step_number_t0_2	Step 2
entry_step_number_t0_3	Step 3
entry_step_number_t0_4	Step 4
entry_step_number_t0_5	Step 5
entry_step_number_t0_6	Step 6
entry_step_number_t0_7	Step 7
entry_step_number_t0_8	Step 7.5
entry_step_number_t0_9	Step 8
entry_step_number_t0_11	Step 9
entry_step_number_t0_12	Step 9.5
entry_step_number_t0_13	Step 10
entry_step_number_t0_14	Step 11
entry_step_number_t1_1	Step 1
entry_step_number_t1_2	Step 2
entry_step_number_t1_3	Step 3
entry_step_number_t1_4	Step 4
entry_step_number_t1_5	Step 5
entry_step_number_t1_6	Step 6
entry_step_number_t1_7	Step 7
entry_step_number_t1_8	Step 7.5
entry_step_number_t1_9	Step 8
entry_step_number_t1_10	Step 8.5

entry_step_number_t1_11	Step 9
entry_step_number_t1_12	Step 9.5
entry_step_number_t1_13	Step 10
entry_step_number_t1_14	Step 11
entry_step_number_t0_10	Step 8.5
entry_step_path_t0_1	Degree, Certificate, Credential
entry_step_path_t0_2	College Course Credit
entry_step_path_t0_3	Community Based Training
entry_step_path_t0_4	Step 1-6 undifferentiated in data
entry_step_path_t0_5	Auto-awarded by ORO (Step 1 or 2 only)
entry_step_path_t1_1	Degree, Certificate, Credential
entry_step_path_t1_2	College Course Credit
entry_step_path_t1_3	Community Based Training
entry_step_path_t1_4	Step 1-6 undifferentiated in data
entry_step_path_t1_5	Auto-awarded by ORO (Step 1 or 2 only)
total_steps_t0	Total steps awarded before study
step_number_t0	Most recent step awarded before study
step_path_t0	Most recent step path before study
step_completed_on_t0	Most recent step awarded date before study
step_number_t0_1	Step 1
step_number_t0_2	Step 2
step_number_t0_3	Step 3
step_number_t0_4	Step 4
step_number_t0_5	Step 5
step_number_t0_6	Step 6
step_number_t0_7	Step 7
step_number_t0_8	Step 7.5
step_number_t0_9	Step 8
step_number_t0_10	Step 8.5
step_number_t0_11	Step 9
step_number_t0_12	Step 9.5
step_number_t0_13	Step 10
step_number_t0_14	Step 11
step_path_t0_1	Degree, Certificate, Credential
step_path_t0_2	College Course Credit
step_path_t0_3	Community Based Training
step_path_t0_4	Combination
step_path_t0_5	Step 1-6 undifferentiated in data
total_steps_t1	Total steps awarded during study
step_completed_on_t1	Most recent step awarded date overall
step_number_t1	Most recent step awarded overall

step_path_t1	Most recent step path overall
step_number_t1_1	Step 1
step_number_t1_2	Step 2
step_number_t1_3	Step 3
step_number_t1_4	Step 4
step_number_t1_5	Step 5
step_number_t1_6	Step 6
step_number_t1_7	Step 7
step_number_t1_8	Step 7.5
step_number_t1_9	Step 8
step_number_t1_10	Step 8.5
step_number_t1_11	Step 9
step_number_t1_12	Step 9.5
step_number_t1_13	Step 10
step_number_t1_14	Step 11
step_path_t1_1	Degree, Certificate, Credential
step_path_t1_2	College Course Credit
step_path_t1_3	Community Based Training
step_path_t1_4	Combination
step_path_t1_5	Step 1-6 undifferentiated in data
ever_recd_sch_t0	Ever received a community college scholarship before study
recd_sch_t1	Received a community college scholarship
step_t0_svy	step
path_t0_svy	path
expect_raise_t0_svy	expect_raise
last_course_t0_svy	last_course
last_pd_t0_svy	last_pd
motivation_12mo_t0_svy	motivation_12mo
motivation_5yr_t0_svy	motivation_5yr
motivation_degree_t0_svy	motivation_degree
motivates_other_string_t0_svy	motivates_other_string
educ_factor_cost_t0_svy	educ_factor_cost
educ_factor_distance_t0_svy	educ_factor_distance
educ_factor_time_t0_svy	educ_factor_time
educ_factor_difficulty_t0_svy	educ_factor_difficulty
educ_factor_family_t0_svy	educ_factor_family
educ_factor_language_t0_svy	educ_factor_language
educ_factor_other_t0_svy	educ_factor_other
educ_factor_other_string_t0_svy	educ_factor_other_string
support_t0_svy	support
courses_t0_svy	courses

motivate_awards_t0_svy	motivate_awards
receive_email_awards_t0_svy	receive_email_awards
motivate_email_awards_t0_svy	motivate_email_awards
apply_awards_t0_svy	apply_awards
whynot_award_process_t0_svy	whynot_award_process
whynot_award_qualify_t0_svy	whynot_award_qualify
whynot_award_interest_t0_svy	whynot_award_interest
whynot_award_paperwork_t0_svy	whynot_award_paperwork
whynot_award_w9_t0_svy	whynot_award_w9
whynot_award_amount_t0_svy	whynot_award_amount
whynot_award_other_t0_svy	whynot_award_other
whynot_award_writein_t0_svy	whynot_award_writein
know_scholar_t0_svy	know_scholar
motivate_scholar_t0_svy	motivate_scholar
receive_email_scholar_t0_svy	receive_email_scholar
motivate_email_scholar_t0_svy	motivate_email_scholar
access_scholar_t0_svy	access_scholar
whynot_scholar_interest_t0_svy	whynot_scholar_interest
whynot_scholar_time_t0_svy	whynot_scholar_time
whynot_scholar_noneed_t0_svy	whynot_scholar_noneed
whynot_scholar_paperwork_t0_svy	whynot_scholar_paperwork
whynot_scholar_signature_t0_svy	whynot_scholar_signature
whynot_scholar_college_t0_svy	whynot_scholar_college
whynot_scholar_notenough_t0_svy	whynot_scholar_notenough
whynot_scholar_eligible_t0_svy	whynot_scholar_eligible
whynot_scholar_other_t0_svy	whynot_scholar_other
whynot_scholar_writein_t0_svy	whynot_scholar_writein
step_t1_svy	step
path_t1_svy	path
expect_raise_t1_svy	expect_raise
last_course_t1_svy	last_course
last_pd_t1_svy	last_pd
motivation_12mo_t1_svy	motivation_12mo
motivation_5yr_t1_svy	motivation_5yr
motivation_degree_t1_svy	motivation_degree
motivates_other_string_t1_svy	motivates_other_string
educ_factor_cost_t1_svy	educ_factor_cost
educ_factor_distance_t1_svy	educ_factor_distance
educ_factor_time_t1_svy	educ_factor_time
educ_factor_difficulty_t1_svy	educ_factor_difficulty
educ_factor_family_t1_svy	educ_factor_family

educ_factor_language_t1_svy	educ_factor_language
educ_factor_other_t1_svy	educ_factor_other
educ_factor_other_string_t1_svy	educ_factor_other_string
support_t1_svy	support
courses_t1_svy	courses
motivate_awards_t1_svy	motivate_awards
receive_email_awards_t1_svy	receive_email_awards
motivate_email_awards_t1_svy	motivate_email_awards
apply_awards_t1_svy	apply_awards
whynot_award_process_t1_svy	whynot_award_process
whynot_award_qualify_t1_svy	whynot_award_qualify
whynot_award_interest_t1_svy	whynot_award_interest
whynot_award_paperwork_t1_svy	whynot_award_paperwork
whynot_award_w9_t1_svy	whynot_award_w9
whynot_award_amount_t1_svy	whynot_award_amount
whynot_award_other_t1_svy	whynot_award_other
whynot_award_writein_t1_svy	whynot_award_writein
know_scholar_t1_svy	know_scholar
motivate_scholar_t1_svy	motivate_scholar
receive_email_scholar_t1_svy	receive_email_scholar
motivate_email_scholar_t1_svy	motivate_email_scholar
access_scholar_t1_svy	access_scholar
whynot_scholar_interest_t1_svy	whynot_scholar_interest
whynot_scholar_time_t1_svy	whynot_scholar_time
whynot_scholar_noneed_t1_svy	whynot_scholar_noneed
whynot_scholar_paperwork_t1_svy	whynot_scholar_paperwork
whynot_scholar_signature_t1_svy	whynot_scholar_signature
whynot_scholar_college_t1_svy	whynot_scholar_college
whynot_scholar_notenough_t1_svy	whynot_scholar_notenough
whynot_scholar_eligible_t1_svy	whynot_scholar_eligible
whynot_scholar_other_t1_svy	whynot_scholar_other
whynot_scholar_writein_t1_svy	whynot_scholar_writein
hispanic_svy	Latino/a
white_svy	White
nonwhite_svy	Non-White, non-Latino/a
race_white	White
race_latino	Latino/a
race_other_nonwhite	Non-White, non-Latino/a
dob_svy	Date of birth (from baseline survey)
age_t0_svy	Age (years)
age_t1_svy	Age (years)

educ_lessthanhs_t0_svy	Less than High School
educ_hsged_t0_svy	High School diploma or G.E.D.
educ_somec_t0_svy	Some college or other professional certificate
educ_assoc_t0_svy	Associate's degree
educ_bs_t0_svy	Bachelor's degree
educ_mplus_t0_svy	Master's degree or higher
educ_lessthanhs_t1_svy	Less than High School
educ_hsged_t1_svy	High School diploma or G.E.D.
educ_somec_t1_svy	Some college or other professional certificate
educ_assoc_t1_svy	Associate's degree
educ_bs_t1_svy	Bachelor's degree
educ_mplus_t1_svy	Master's degree or higher
selfreport_hsless_t0	Less than High School (self reported)
selfreport_hsless_t1	Less than High School (self reported)
educ_hsless_t0_svy	Less than High School
educ_hsless_t1_svy	Less than High School
selfreport_baplus_t0	Bachelor's degree or higher (self reported)
selfreport_baplus_t1	Bachelor's degree or higher (self reported)
educ_baplus_t0_svy	Bachelor's degree or higher
educ_baplus_t1_svy	Bachelor's degree or higher
educ_hsless_t0	High School diploma or less
educ_somcollege_t0	Some college or other professional certificate
educ_assoc_t0	Associate's degree
educ_baplus_t0	Bachelor's degree or more
educ_hsless_t1	High School diploma, G.E.D., or less
educ_somcollege_t1	Some college or other professional certificate
educ_assoc_t1	Associate's degree
educ_baplus_t1	Bachelor's degree or more
pos_other_t0_svy	Other role
pos_aide_t0_svy	Aide/Assistant teacher
pos_teacher_t0_svy	Teacher
pos_leadteach_t0_svy	Lead teacher
pos_director_t0_svy	Director/Owner
pos_other_t1_svy	Other role
pos_aide_t1_svy	Aide/Assistant teacher
pos_teacher_t1_svy	Teacher
pos_leadteach_t1_svy	Lead teacher
pos_director_t1_svy	Director/Owner
prog_headstart_t0_svy	Head start/Early head start
prog_ccenter_t0_svy	Child care center
prog_home_t0_svy	Home-based care

prog_other_t0_svy	Relief nursery, elementary school, or other
college_enroll	Took college course(s) since August 2018
pro_indic_t0_svy_2	Sense of professionalism -strongly agree
pro_indic_t1_svy_2	Sense of professionalism - strongly agree
prof_diff_t1_svy	Change in professionalism from bottom 4 to top 1
prof_incr_t1_svy	Increase in professionalism
motiv_indic_12mo_t0_svy	Motivation to take a college course in the next 12 months high or very high
motiv_indic_5yr_t0_svy	Motivation to take a college course in the next 5 years high or very high
motiv_indic_deg_t0_svy	Motivation to earn a degree in the next 5 years high or very high
motiv_indic_12mo_t1_svy	Motivation to take a college course in the next 12 months high or very high
motiv_indic_5yr_t1_svy	Motivation to take a college course in the next 5 years high or very high
motiv_indic_deg_t1_svy	Motivation to earn a degree in the next 5 years high or very high
motiv_incr_12mo_t1_svy	Increase in motivation to take a college course in the next 12 months missing
motiv_incr_5yr_t1_svy	Increase in motivation to take a college course in the next 5 years missing
motiv_incr_degree_t1_svy	Increase in motivation to earn a degree in the next 5 years missing
cont_pd_indic_t0_svy	Plan to participate in future PD
cont_pd_indic_t1_svy	Plan to participate in future PD
years_continue_t0_1	years_continue_t0_svy==less than 1 year
years_continue_t0_2	years_continue_t0_svy==1-2 years
years_continue_t0_3	years_continue_t0_svy==3-5 years
years_continue_t0_4	Plan to continue working in this field for more than 5 years
continue_ed_t0	Plan to continue formal education
continue_ed_t1	Plan to continue formal education
cda_t0	Have a CDA certification at baseline
infant_t0	Ages of children in your program: Infant
toddler_t0	Ages of children in your program: Toddler
preschool_t0	Ages of children in your program: Preschool
schoolage_t0	Ages of children in your program: School-age
expect_raise_t0	Expect a raise with a higher degree at baseline
last_course_1_t0	Enrolled in a college course at baseline
last_course_2_t0	last_course_t0_svy==within last year
last_course_3_t0	last_course_t0_svy==within last three years
last_course_4_t0	last_course_t0_svy==within last five years
last_course_5_t0	last_course_t0_svy==within last ten years
last_course_6_t0	last_course_t0_svy==more than ten years ago
support_t0_very	Workplace is very supportive of participating in ongoing PD at baseline

motivates_missing_t0	What motivates you to continue education: missing at baseline
educ_t0_1	educ_t0_svy==no high school diploma or ged
educ_t0_2	educ_t0_svy==high school diploma or ged
educ_somcoll	Some college
educ_t0_4	educ_t0_svy==associate degree
educ_t0_5	educ_t0_svy==bachelor's degree
educ_t0_6	educ_t0_svy==master's degree
educ_t0_7	educ_t0_svy==higher than a master's degree
educ_lthsd	High school diploma/G.E.D. or less
educ_gtassoc	Associate's degree or higher
professional_strongagree	Professionalism: strongly agree
infant_tod	Ages of children in your program: Infant or Toddler
step_2	Step 7
step_3	Step 8
path_4	Step path: College Course Credit
path_9	Step path: Community Based Training
years_working_std	Tenure overall (SD)
gender_miss	Gender missing
race_miss	Race/ethnicity missing
age_t0_miss	Age missing
age_t1_miss	Age missing
primary_lang_miss	Primary language missing
educ_t0_miss	Self-reported education missing
educ_t1_miss	Self-reported education missing
years_working_t0_miss	Tenure missing
role_type_t0_miss	Role type missing
role_type_t1_miss	Role type missing
prog_type_t0_miss	Program type missing
years_continue_t0_4_miss	Plan to continue working in this field for more than 5 years missing
prog_age_miss	Ages of children in your program missing
cont_pd_indic_t0_svy_miss	Plan to participate in future PD missing
continue_ed_t0_miss	Plan to continue formal education missing
cda_t0_miss	Have a CDA certification at baseline missing
professionalism_miss	Professionalism: missing
step_svy_miss	Step missing
path_svy_miss	Path missing
years_working_std_miss	Tenure missing
expect_raise_t0_miss	Expect a raise with a higher degree missing
last_course_1_t0_miss	Enrolled in a college course missing
support_t0_very_miss	Workplace is very supportive of participating in ongoing PD missing

pro_indic_t0_svy_2_miss	Professionalism missing
pro_indic_t1_svy_2_miss	Professionalism missing
prof_diff_t1_svy_miss	Increase in professionalism missing
prof_incr_t1_svy_miss	Increase in professionalism missing
college_enroll_miss	Took college course(s) missing
cont_pd_indic_t1_svy_miss	Plan to participate in future PD missing
motiv_indic_12mo_t0_svy_miss	Motivation to take a college course in the next 12 months missing
motiv_indic_12mo_t1_svy_miss	Motivation to take a college course in the next 12 months missing
motiv_indic_5yr_t0_svy_miss	Motivation to take a college course in the next 5 years missing
motiv_indic_5yr_t1_svy_miss	Motivation to take a college course in the next 5 years missing
motiv_indic_deg_t0_svy_miss	Motivation to earn a degree in the next 5 years missing
motiv_indic_deg_t1_svy_miss	Motivation to earn a degree in the next 5 years missing
motiv_incr_12mo_t1_svy_miss	Increase in motivation to take a college course in the next 12 months missing
motiv_incr_5yr_t1_svy_miss	Increase in motivation to take a college course in the next 5 years missing
motiv_incr_degree_t1_svy_miss	Increase in motivation to earn a degree in the next 5 years missing
zip	Zip code ORO and survey combined
tract	State-County-Tract FIPS Code (lookup by address at http://www.ffiec.gov/Geocode/)
ruca_1	Rural-Urban Commuting Area (RUCA) 2010 Primary Code
ruca_2	Rural-Urban Commuting Area (RUCA) 2010 Secondary Code
tot_ratio	The ratio of all addresses in the ZIP-Tract, County, or CBSA part to the total n
urban	Lives in urban area
rural	Lives in rural area
mi_to_unitid	Miles to nearest public OR university
dist_to_college_short	Distance to college: less than 5 miles
dist_to_college_mid	Distance to college: more than 5 miles, less than 20 miles
dist_to_college_far	Distance to college: more than 20 miles

Analysis Information:

The final analytic file is comprised of the baseline and follow-up surveys for each randomization, the administrative data from the Oregon Registry Online, and Integrated Postsecondary Education Data System (IPEDS) data. Randomization of observations into treatment and control groups occurred after the sign-up survey. Initial identifier for survey data was email address, which then was mapped to a research identification number in the administrative data. Survey data values were transformed using encode and recode as needed to align the assigned numeric response values. Survey variables were renamed and labeled to reflect the protocol. Open-ended response values were reviewed and re-assigned as applicable to defined items as determined by the study team. Survey data administration was appended rather

than merged. Administrative data includes multiple datasets, which were merged across an identifier. A collapsed variable for highest degree was constructed. To support analysis, for some administrative variables, missing was recoded to zero. Details of analysis can be found in the methodology appendix (appendix B) in the report.

Raw Data

Contact information:

Office(s) maintaining the data: Oregon Center for Career Development in Childhood Care and Education (OCCD)

Specific database(s) to request: “Sign-up initial survey”

Specific fields to request:

Response ID
Do you agree to take the survey?
What is your preferred email address?
What is your secondary email address?
First name:
Last name:
Month: What is your birthdate?
Day: What is your birthdate?
Year: What is your birthdate?
What is the ZIP code of your primary residence?
What is the highest level of education you have achieved?
Do you have a Child Development Associate (CDA) certification?
Are you planning to get a Child Development Associate (CDA) certification?
Do you plan to continue your formal education (such as taking college classes)?
What is your educational goal?
Other (please specify): What is your educational goal?
Do you plan to participate in professional development for which you will not receive college or university course credit?
Meet Office of Child Care licensing requirements: What motivates you to continue your education and training? Please check all that apply.
My workplace requires me to continue education and training: What motivates you to continue your education and training? Please check all that apply.
Get a job: What motivates you to continue your education and training? Please check all that apply.
Get a job: What motivates you to continue your education and training? Please check all that apply.
Receive a promotion/pay raise: What motivates you to continue your education and training? Please check all that apply.
Scholarship money: What motivates you to continue your education and training? Please check all that apply.
Personal growth: What motivates you to continue your education and training? Please check all that apply.
Spark requirementsSpark, Oregonâ™s Quality Rating and Improvement System: What motivates you to continue your education and training? Please check all that apply.

<p>Spark requirements. Spark, Oregon's Quality Rating and Improvement System: What motivates you to continue your education and training? Please check all that apply.</p>
<p>Other (please specify): What motivates you to continue your education and training? Please check all that apply.</p>
<p>Other (please specify): What motivates you to continue your education and training? Please check all that apply.</p>
<p>Meet Office of Child Care licensing requirements: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>My workplace requires me to continue education and training: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Get a job: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Receive a promotion/pay raise: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Scholarship money: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Personal growth: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Spark requirements Spark, Oregon's Quality Rating and Improvement System: What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Other (please specify): What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Other (please specify): What would motivate you to continue your education and training? Please check all that apply.</p>
<p>Being observed and receiving feedback from another early learning professional: What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Visiting or observing other child care classrooms: What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Participating in online or distance learning (web-based classes, etc.): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Taking college classes in a cohort group (e.g., a group that starts classes together): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Taking college classes on your own: What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Attending conferences: What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Participating in a learning community with other early learning professionals: What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Other (please specify): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>
<p>Other (please specify): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.</p>

Other (please specify): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
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Other (please specify): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Other (please specify): What kind(s) professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Which best describes the program you work in? The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses.
Other (please specify): Which best describes the program you work in? The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses.
Infant: What ages of children do you have in your program? Please check all that apply.
Toddler: What ages of children do you have in your program? Please check all that apply.
Preschool: What ages of children do you have in your program? Please check all that apply.
School-age (ages 5 to 12): What ages of children do you have in your program? Please check all that apply.
Don't know: What ages of children do you have in your program? Please check all that apply.
What is your current position? Please check the option that most closely matches your main role at your workplace.
Other (please specify): What is your current position? Please check the option that most closely matches your main role at your workplace.
Other (please specify): What is your current position? Please check the option that most closely matches your main role at your workplace.
Does your workplace receive Preschool Promise Preschool Promise is state funding?
How many years have you been working in this field Only count work in the childhood care and education field, which includes the following settings: certified family child care; registered family child care; certified child care center; for-profit, not-for-profit, or faith-based program; early intervention/early childhood special education; teen parent or relief nursery program; child care resource and referral agency; Head Start; state agency; consulting business; professional organization; higher education
How long do you plan to continue working in this field (with children aged 0-5)?
Why do you plan to leave this field?
How strongly do you agree or disagree with the phrase "I feel like I am an early learning professional"?
What is your current hourly wage at your primary early learning job?
For this study, OCCD will be contacting you through email. How often do you usually check your primary email? Please select the closest match.
Don't want to answer: Which race/ethnicity do you identify with? Please check all that apply.
American Indian or Alaska Native: Which race/ethnicity do you identify with? Please check all that apply.
Hispanic or Latino/a: Which race/ethnicity do you identify with? Please check all that apply.
Asian: Which race/ethnicity do you identify with? Please check all that apply.
Native Hawaiian or Pacific Islander: Which race/ethnicity do you identify with? Please check all that apply.
Black or African American: Which race/ethnicity do you identify with? Please check all that apply.

Middle Eastern/Northern African: Which race/ethnicity do you identify with? Please check all that apply.
White: Which race/ethnicity do you identify with? Please check all that apply.
Other (please specify): Which race/ethnicity do you identify with? Please check all that apply.
Don't know: Which race/ethnicity do you identify with? Please check all that apply.
Other (please specify): Which race/ethnicity do you identify with? Please check all that apply.
Thank you for taking the time to fill out this survey and participate in the study. Any last comments or thoughts for us?

Specific database(s) to request: "Sign-up follow-up survey"

Specific fields to request:

Response ID
Do you agree to take the survey?
First name: The first set of questions will ask you information about yourself and your interest in continuing your education. We will use your name to find your prior survey response. What is your full name?
Last name: The first set of questions will ask you information about yourself and your interest in continuing your education. We will use your name to find your prior survey response. What is your full name?
What is your preferred email address?
What is the highest level of education you have achieved?
Do you plan to continue your formal education (such as taking college classes)?
Do you plan to participate in professional development (Non-credit courses, workshops, seminars, or non-credit distance learning) for which you will not receive college or university course credit?
How strongly do you agree or disagree with the phrase "I feel like I am an early learning professional"?
Do you know about the Oregon Registry Steps?
Do you know about the education awards offered by OCCD for advancing to certain Steps in the Oregon Registry?
Did you receive any emails encouraging you to sign up for the Oregon Registry Steps since August 2018?
Did you sign up for the Oregon Registry Steps?
Did receiving an email encouraging you to sign up for the Oregon Registry Steps motivate you to sign up?
To receive an education award: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
To be eligible for scholarships: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
To be recognized for my educational achievements: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
To help me plan my professional development: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
To connect to others who care about children and families: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
My employer required me: Why did you sign up for the Oregon Registry Steps? Please select all that apply.
Other (please specify): Why did you sign up for the Oregon Registry Steps? Please select all that apply.
Other (please specify): Why did you sign up for the Oregon Registry Steps? Please select all that apply.
Feel more professional?: How much has a Step on the Oregon Registry helped you...
Plan your professional development?: How much has a Step on the Oregon Registry helped you...

Connect to others who care about children and families?:How much has a Step on the Oregon Registry helped you...
Didn't want to spend time signing up:Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Not planning to continue in the field:Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Not sure how to sign up:Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Don't have the necessary paperwork:Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Don't know about the Oregon Registry Steps:Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Other (please specify)::Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
Other (please specify)::Why did you choose not to sign up for the Oregon Registry Steps? Please select all that apply.
The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. What is your current position? Please check the option that most closely matches your main role. If you have more than one job or role at the same workplace, please pick the one that you spend the most time doing at your workplace.
Other (please specify):The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. What is your current position? Please check the option that most closely matches your main role. If you have more than one job or role at the same workplace, please pick the one that you spend the most time doing at your workplace.
Other (please specify):The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. What is your current position? Please check the option that most closely matches your main role. If you have more than one job or role at the same workplace, please pick the one that you spend the most time doing at your workplace.
How long do you plan to continue working in this field Childhood care and education field,which includes the following settings: certified family child care; registered family child care; certified child care center; for-profit, not-for-profit, or faith-based program; early intervention/early childhood special education; teen parent or relief nursery program; child care resource and referral agency; Head Start; state agency; consulting business; professional organization; higher education (with children aged 0-5)?
What is your current hourly wage at your primary early learning job?
Any last comments or thoughts for us?

Specific database(s) to request:“Incentive initial survey”

Specific fields to request:

Response ID
Do you agree to take the survey?
What is your preferred email address?
What is your secondary email address?
First name: What is your full name (first and last name)?
Last name: What is your full name (first and last name)?
Month:What is your birthdate?

Day:What is your birthdate?
Year:What is your birthdate?
What is the ZIP code of your primary residence?
What is the highest level of education you have achieved?
Do you have a Child Development Associate (CDA) certification?
Are you planning to get a Child Development Associate (CDA) certification?
The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. Which best describes the program you work in?
Other (please specify): The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. Which best describes the program you work in?
Infant: What ages of children do you have in your program? Please check all that apply.
Toddler: What ages of children do you have in your program? Please check all that apply.
Preschool: What ages of children do you have in your program? Please check all that apply.
School-age (ages 5 to 12): What ages of children do you have in your program? Please check all that apply.
Don't know: What ages of children do you have in your program? Please check all that apply.
What is your current position? Please check the option that most closely matches your main role at your workplace.
Other (please specify):What is your current position? Please check the option that most closely matches your main role at your workplace.
Does your workplace receive Preschool Promise Preschool Promise is state funding?
How many years have you been working in this field Only count work in the earl
How long do you plan to continue working in this field (with children aged 0-5)?
Why do you plan to leave this field?
How strongly do you agree or disagree with the phrase "I feel like I am an early professional"?
What is your current hourly wage at your primary early learning job?
Would you expect to receive a raise at your current job if you earned a higher educational degree than you currently have?
When did you last take a college course? A college course could be at a community college or university.
When did you last participate in professional development for which you did not receive college or university course credit?
What is your level of motivation to take a college course in the next 12 months?
What is your level of motivation to take a college course in the next 5 years?
What is your level of motivation to earn a higher educational degree or early childhood education-related certification in the next 5 years?
Do you plan to continue your formal education (such as taking college classes)?
What is your educational goal?
Other (please specify):What is your educational goal?
Do you plan to participate in professional development for which you will not receive college or university course credit?
Meet Office of Child Care licensing requirements: What motivates you to advance your education? Please check all that apply.
My workplace requires me to continue education and training: What motivates you to advance your education? Please check all that apply.

Get a job: What motivates you to advance your education? Please check all that apply.
Receive a promotion/pay raise: What motivates you to advance your education? Please check all that apply.
Scholarship money: What motivates you to advance your education? Please check all that apply.
Personal growth:What motivates you to advance your education and training? Pleas
Spark requirementsSpark, Oregon's Quality Rating and Improvement System: : What motivates you to advance your education? Please check all that apply.
None of these: : What motivates you to advance your education? Please check all that apply.
Other (please specify): What motivates you to advance your education? Please check all that apply.
Other (please specify): What motivates you to advance your education? Please check all that apply.
Meet Office of Child Care licensing requirements:What would motivate you to advance your education? Please check all that apply.
My workplace requires me to continue education and training: What would motivate you to advance your education? Please check all that apply.
Get a job: What would motivate you to advance your education? Please check all that apply.
Receive a promotion/pay raise: What would motivate you to advance your education? Please check all that apply.
Scholarship money: What would motivate you to advance your education? Please check all that apply.
Personal growth: What would motivate you to advance your education? Please check all that apply.
Spark requirementsSpark, Oregon's Quality Rating and Improvement System: What would motivate you to advance your education? Please check all that apply.
None of these: What would motivate you to advance your education? Please check all that apply.
Other (please specify): What would motivate you to advance your education? Please check all that apply.
Other (please specify): What would motivate you to advance your education? Please check all that apply.
Being observed and receiving feedback from another early learning professional: What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Visiting or observing other child care classrooms: What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Participating in online or distance learning (web-based classes, etc.): What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Taking college classes in a cohort group (e.g., a group that starts classes together): What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Taking college classes on your own: What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Attending conferences: What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Participating in a learning community with other early learning professionals: What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Other (please specify): What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of

professional development from the list below.
Other (please specify): What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
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Other (please specify): What kind(s) of professional development do you find most helpful for learning new information/skills and applying knowledge in your work? Please select your top three types of professional development from the list below.
Cost:What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Distance: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Time: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Difficulty of subject matter: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Family commitments: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Language barrier: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
Other: What factors affect your decision to continue your education? Please rank your selections with the most important factor ranked first. You do not need to rank all the options provided.
If you selected 'Other' in the previous question, please describe the other factors that affect your decision to continue your education. [open-ended]
What support would best help you connect to formal education and professional development? [open-ended]
How supported do you feel by your workplace to participate in ongoing professional development?
Are you or were you part of a Child Care Network (a cohort learning system for home-based child care providers)?
For this study, OCCD will be contacting you through email. How often do you usually check your primary email? Please select the closest match.
Don't want to answer: With which race/ethnicity do you identify with? Please check all that apply.
American Indian or Alaska Native: With which race/ethnicity do you identify with? Please check all that apply.
Hispanic or Latino/a: With which race/ethnicity do you identify with? Please check all that apply.
Asian: With which race/ethnicity do you identify with? Please check all that apply.
Native Hawaiian or Pacific Islander: With which race/ethnicity do you identify with? Please check all that apply.
Black or African American: With which race/ethnicity do you identify with? Please check all that apply.
Middle Eastern/Northern African: With which race/ethnicity do you identify with? Please check all that apply.
White:Which race/ethnicity do you identify with? Please check all that apply.
Other (please specify): With which race/ethnicity do you identify with? Please check all that apply.

Don't know: With which race/ethnicity do you identify with? Please check all that apply.
Other (please specify): With which race/ethnicity do you identify with? Please check all that apply.
Thank you for taking the time to fill out this survey and participate in the study. Any last comments or thoughts for us?

Specific database(s) to request: "Incentive follow-up survey"

Specific fields to request:

Response ID
Do you agree to take the survey?
First name: The first set of questions will ask you information about yourself and your interest in continuing your education. We will use your name to find your prior survey response. What is your full name?
Last name: The first set of questions will ask you information about yourself and your interest in continuing your education. We will use your name to find your prior survey response. What is your full name?
What is your preferred email address?
What is the highest level of education you have achieved?
How strongly do you agree or disagree with the phrase "I feel like I am an early learning professional"?
What is your level of motivation to take a college course in the next 12 months?
What is your level of motivation to take a college course in the next 5 years?
What is your level of motivation to earn a higher educational degree or early childhood education-related certification in the next 5 years?
Did you take any college or university courses since August 2018?
Were any of these courses on a semester schedule?
How many fall 2018 college or university courses did you complete?
How many credits did you earn?
Quarter: Were these courses on a quarter schedule or semester schedule?
Semester: Were these courses on a quarter schedule or semester schedule?
Do you plan to take any fall 2019 college or university courses?
When did you last participate in professional development for which you did not receive college or university course credit?
Thinking about all of the professional that you participated in from August 2018 through August 2019, approximately how many total hours did you participate?
Do you plan to participate in professional development for which you will not receive college or university course credit?
Do you know about the education awards offered by OCCD for advancing to certain Steps in the Oregon Registry?
To what extent do the education awards offered through OCCD motivate you to enroll in college courses, take professional development courses, or earn a degree or certificate?
Did you receive any emails about eligibility for a special education award program (In the special education award program, awardees receive \$100 for each new Step reached between Steps 7 and 9, up to a total of \$200) for moving to your next Step on the Oregon Registry Steps since August 2018?
Did the email about eligibility for a special education award program for moving to your next Step on the Oregon Registry Steps motivate you to complete professional development or college coursework?
Since August 2018, did you apply for an education award through OCCD for advancing a Step in the Oregon Registry?
Unsure of application process: Why did you choose not to apply for an education award from OCCD? Please check all that apply.

Did not qualify for an award since August 2018:Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Not interested in taking more courses or training needed to move up a Step:Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Didn't want to deal with paperwork:Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Didn't want to provide information specific to the W-9 form in the application:Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Award amount wasn't enough to interest me:Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Other (please specify):Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Other (please specify):Why did you choose not to apply for an education award from OCCD? Please check all that apply.
Feel more professional?:How much has a Step on the Oregon Registry helped you...
Plan your professional development?:How much has a Step on the Oregon Registry helped you...
Connect to others who care about children and families?:How much has a Step on the Oregon Registry helped you...
Do you know about the scholarships offered by OCCD to help you pursue additional training and education?
To what extent do the scholarships offered through OCCD motivate you to enroll in college courses, take professional development courses, or earn a degree or certificate?
Did you receive an email about being automatically enrolled in a scholarship program from OCCD since August 2018?
Did the email about being automatically enrolled in a scholarship from OCCD motivate you to access the scholarship funds?
Did you try to access a scholarship from OCCD during the past year?
Not interested in taking college courses:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Don't have the time to take college courses:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Don't have financial need:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Didn't want to deal with paperwork:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Unable to get my supervisor to sign the application:Why did you not try to access a scholarship from OCCD? Please check all that apply.
The college wouldn't get the scholarship money in time to cover costs:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Scholarship amount wouldn't cover enough of the costs of taking courses:Why did you not try to access a scholarship from OCCD? Please check all that apply.
My college or university isn't eligible for the scholarship:Why did you not try to access a scholarship from OCCD? Please check all that apply.
Other (please specify):Why did you not try to access a scholarship from OCCD? Please check all that apply.
Other (please specify):Why did you not try to access a scholarship from OCCD? Please check all that apply.
The next set of questions will ask you about your workplace. If you work in more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. What is your current position? Please check the option that most closely matches your main role if you have more than one job or role at the same workplace, please pick the one that you spend the most time doing at your workplace.
Other (please specify): The next set of questions will ask you about your workplace. If you work in

more than one setting, please answer the following questions for the place where you work the most hours per week. If you work an equal number of hours at two or more workplaces, please pick one workplace for your responses. What is your current position? Please check the option that most closely matches your main role. If you have more than one job or role at the same workplace, please pick the one that you spend the most time doing at your workplace.

How long do you plan to continue working in this field (with children aged 0-5)?

What is your current hourly wage at your primary early learning job?

Any last comments or thoughts for us?

Specific database(s) to request: "Oregon Registry Online (ORO), degree-certificate"

Specific fields to request:

oro_id
degree-cert
degree-cert_date
cda_type

Specific database(s) to request: "Oregon Registry Online (ORO), education awards"

Specific fields to request:

oro_id
ed_award_applied
ed_award_status
ed_award_reason_denied
ed_award_approved
ed_award_amount
ed_award_type
ed_award_type_other_text
ed_award_step

Specific database(s) to request: "Oregon Registry Online (ORO), email results"

Specific fields to request:

oro_id
email_used_emma
emails_sent
email_status
email_open_rate
email_click_rate
email_status_notes

Specific database(s) to request: "Oregon Registry Online (ORO), emma results"

Specific fields to request:

study_id
oro_id
emma_email
date_opted_out
date_paused

Pre-Study Survey, 7/20/2018
Trial 2 Notification, 8/31/2018
Trial 1 Notification, 10/12/2018
Trial 2 Reminder #1, 11/16/2018
Trial 1 Reminder #1, 12/14/2018
Trial 2 Reminder #2, 2/15/2019
Trial 1 Reminder #2, 2/15/2019
Trial 2 Reminder #3, 5/9/2019
Trial 1 Reminder #3, 5/9/2019
Trial 2 Reminder #4, 7/26/2019
Trial 1 Reminder #4, 7/26/2019
Follow-Up Survey, 9/5/2019
Follow-Up Survey Reminder #1, 9/19/2019
Follow-Up Survey Reminder #2, 10/8/2019
Follow-Up Survey Reminder #3, 10/16/2019
email_status, 12/31/2019
email_pause_notes

Specific database(s) to request: “Oregon Registry Online (ORO), individuals”

Specific fields to request:

study_id
oro_id
first_name
last_name
dob
email_1
email_2
group
primary_language
primary_language_other_text
race/ethnicity
race/ethnicity_other_text
gender
gender_other_text
street
city
state
zip
county
phone
highest_degree_in_oro
degree_related_to_field
cda_in_oro

total_college_hours_in_oro_begin
total_training_hours_in_oro_begin
total_college_hours_in_oro_end
total_training_hours_in_oro_end
self-reported_level_of_education
self-reported_level_of_education_other_text

Specific database(s) to request: "Oregon Registry Online (ORO), training hours adjusted"
 Specific fields to request:

study_id
oro_id
total_training_hours_in_oro_begin_adjusted
total_training_hours_in_oro_end_adjusted

Specific database(s) to request: Oregon Registry Online (ORO), position, format excel
 Specific fields to request:

oro_id
facility_license
position
start_date
end_date

Specific database(s) to request: "Oregon Registry Online (ORO), registry_step_apps"
 Specific fields to request:

oro_id
step_app_date_received
step_app_date_complete
step_app_date_reviewed
step_app_date_approved
step_app_approved
step_app_approved_step
step_app_tabled

Specific database(s) to request: "Oregon Registry Online (ORO), registry_steps_corrected"
 Specific fields to request:

oro_id
step_number
step_completed_on
step_path
correction_notes

Specific database(s) to request: "Oregon Registry Online (ORO), scholarship"
 Specific fields to request:

oro_id
sch_date_applied
sch_status
sch_date_status
sch_amount
sch_type
sch_date_cancelled

Contact information:

Office(s) maintaining the data: National Center for Education Statistics

Specific database(s) to request: Integrated Postsecondary Education Data System (IPEDS), publicly available at <https://nces.ed.gov/ipeds/>

Specific fields to request:

unitid
instnm
city
stabbr
zip
opeid
sector
iclevel
control
longitud
latitude
year