

Appendix B: Focus Group Questions

Tell us your story. Who are you and what is your role in early care and education?

- How did you become connected to early care and education?
- What motivated you to join the early childhood workforce?
- What were some of your early jobs in early care and education?

What incentives have been/are available to you for higher ed courses/degrees?

- How has P3 and/or PDIA affected your story?
- Describe the personal and professional impact of financial assistance.

Why have you stayed in the early care and education profession?

- I didn't. Why did you leave? What factors influenced your decision to leave the field?
- I did. What factors have kept you in the field? What is keeping you in the field?

Where do you see yourself in 3 years? 5 years?

- Staying. Why are you staying? (see question #3)
- Leaving. Why are you leaving? What incentives would increase your likelihood of staying in the early care and education profession?