

**APPENDIX A**  
**SAMPLE MEANS AND STANDARD DEVIATIONS**

<b>VARIABLE NAME</b>	<b>Mean</b>	<b>Standard Deviation</b>
Hourly wage	\$9.13	\$3.01
<b><u>Group 1 - Occupation</u></b>		
Teacher	0.58	0.49
Assistant Teacher	0.19	0.39
Teacher-Director	0.17	0.37
Administrative Director	0.05	0.23
Other Job	0.01	0.09
<b><u>Group 2 – Education/Experience</u></b>		
<b>Education Completed</b>		
Less than high school	0.06	0.24
High School Certificate	0.11	0.31
Some College or University	0.15	0.36
One-year Certificate	0.15	0.36
Two-year Certificate	0.13	0.34
Two- or Three-Year College Diploma	0.23	0.42
B.A. degree	0.15	0.35
Beyond B.A.	0.02	0.13
<b>Experience in Child Care Field</b>		
Less than 1 year	0.07	0.25
1-3 years	0.25	0.44
4-5 years	0.21	0.41
6-10 years	0.27	0.44
Over 10 years	0.20	0.40
<b>Job Tenure</b>		
Number of years at current centre	3.55	3.62
<b><u>Group 3 - Status of Worker</u></b>		
<b>Status of Worker</b>		
Full-time	0.83	0.38
Part-time	0.13	0.33
Casual or substitute	0.03	0.18
Other status	0.01	0.11
<b><u>Group 4 - Institutional Factors</u></b>		
<b>Auspice</b>		
Commercial	0.24	0.43
Municipal	0.04	0.21
Non-profit	0.71	0.45
<b>Union Status</b>		
Union member	0.13	0.34
<b><u>Group 6 - Individual Characteristics</u></b>		
<b>Gender</b>		
Female	0.98	0.15
<b>Age</b>		
15-19	0.03	0.18

<b>VARIABLE NAME</b>	<b>Mean</b>	<b>Standard Deviation</b>
20-24	0.28	0.45
25-29	0.27	0.44
30-34	0.14	0.34
35-39	0.11	0.31
40-44	0.08	0.27
45-49	0.06	0.23
50 and over	0.05	0.21
<b>Marital Status</b>		
Married	0.56	0.50
Single	0.37	0.48
Divorced	0.06	0.23
Widowed	0.01	0.10
<b>Has Preschool Children</b>		
Has pre-school child	0.12	0.33
<b>Group 7 – Motivation</b>		
<b>Views job as a career</b> (views child care as "just a job" omitted)		
Career-oriented	0.85	0.35