



Ratio Impacting Workforce Trends FYQ1 Comparisons 2019 - 2022

Data Request Response:

Publicly Funded Child Care and Step Up to Quality Study Committee

October 12, 2022

DEFINITIONS AND CALCULATIONS

- **Dashboard** – Data exploration platform utilizing base data and calculated fields to support user analysis
- **Turnover** – ECE Worker who worked in the ECE Workforce and exited their position with that employer
- **Turnover %** – Rate calculated by the number of Turnover workers divided by worker roles in the time period (Adjusted Workers)
- **Adjusted Workers** – Number of person-roles in the given period, adjusted for those that have multiple roles, as well as multiple joining and leaving events in the given period
- **Workers** – Total ECE Worker individual persons during the time period

- **Leaving Reasons**

- **Churn** – ECE Worker who worked in the ECE Workforce for any duration during the defined time period and exited the ECE Workforce for greater than 90 days during the defined time period
- **Internal** – ECE Worker who changed roles with the same employer
- **Promotion** – ECE Worker whose role changed to an elevated role in the ECE career ladder
- **Seasonal** – ECE Worker who either works for a Day Camp, and/or was hired between May 15 and June 30, and left that role between August 1 and September 1
- **Transfer** – ECE Worker who left one employer for another at the same job role

[Internal, Promotion, and Transfer categories are not mutually exclusive]

DEFINITIONS AND CALCULATIONS

- **Total Leaver / Leaver** – Churn adjusted for time period effects, being adjusted for those that have multiple roles, as well as multiple joining and leaving events in the given period
- **Total Stayer** – ECE Worker, who worked in and remained in the ECE Workforce during the defined time period
- **Stayer** – ECE Worker, who worked in a relevant role for the relevant measure at any time within the time period, particularly to account for multiple or differing roles in time progression analyses
- **Workload** – Capacity of program divided by number of workers at that program
- **Wage Bands** – Calculated from Median Wage and are the statistical quartiles of the range of hourly pay

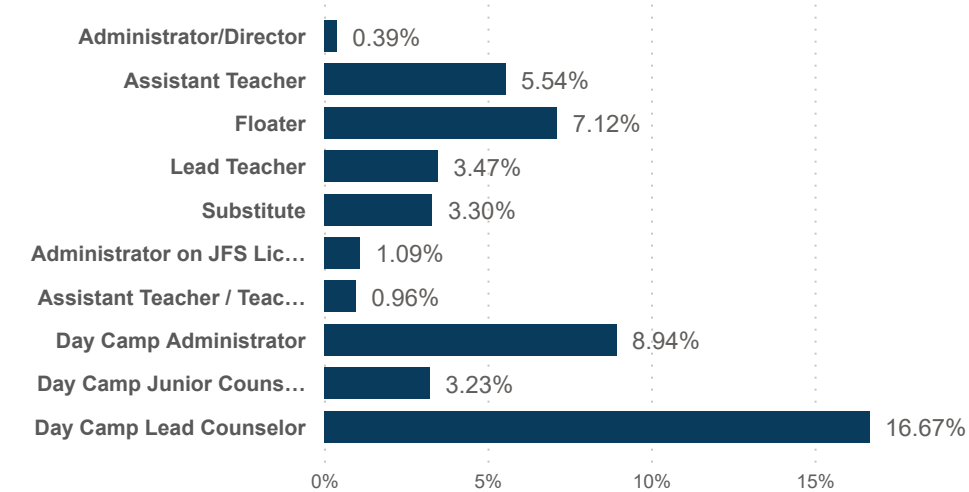
DEFINITIONS AND CALCULATIONS

- **Seniority**
 - **Early** – Less than 5 years in ECE Workforce
 - **Mid** – Between 5 and 10 years in ECE Workforce
 - **Senior** – Greater than 10 years in ECE Workforce
- **Program Types**
 - **Odecenter** – Ohio Department of Education Licensed Preschool or School Age Child Care Program
 - **Jfscenter** – ODJFS Licensed Child Care Program serving at least six children in a setting that is not the provider's home
 - **Type-a Home** – *Type A family day-care home* - ODJFS Licensed Large Family Child Care in Administrator's Home (six - 12 children)
 - **Type-b Home** – *Type B family day-care home* - ODJFS Licensed Small Family Child Care in Provider's Home (no more than six children)
 - **Day Camp** – Ohio Department of Job and Family Services Regulated Day Camp
 - **Inhome Aide** – ODJFS Regulated – care provided in child's home by Inhome Aide

Date: 201907 201909 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

County: All Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.61%

Adjusted Workers

89,975

Total Leaver

4,893

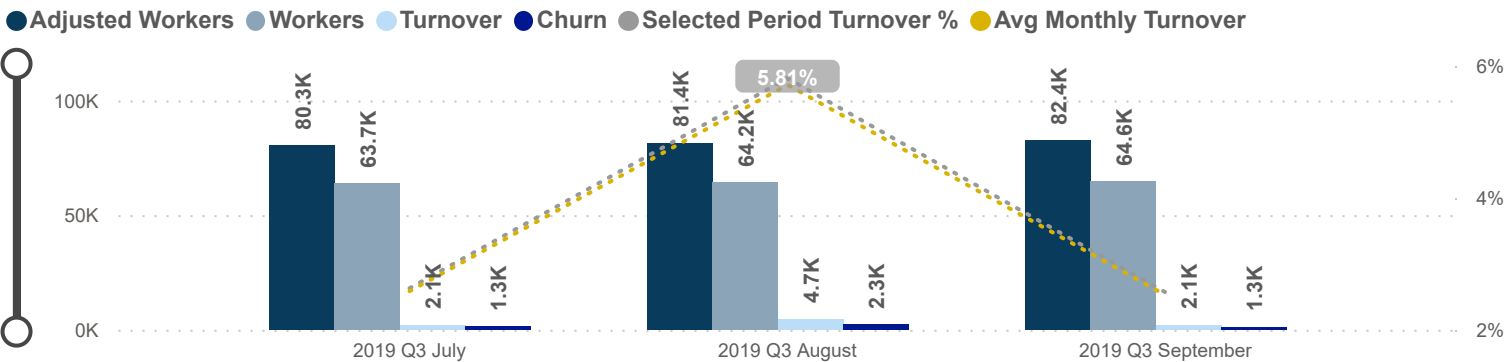
Total Stayer

85,082

Sel Period Turnover

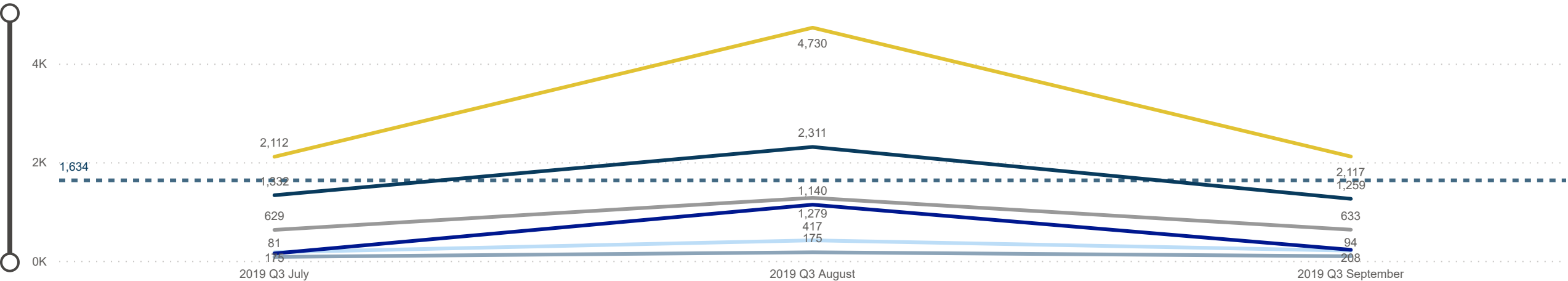
9.96%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date: 202007202009

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: All

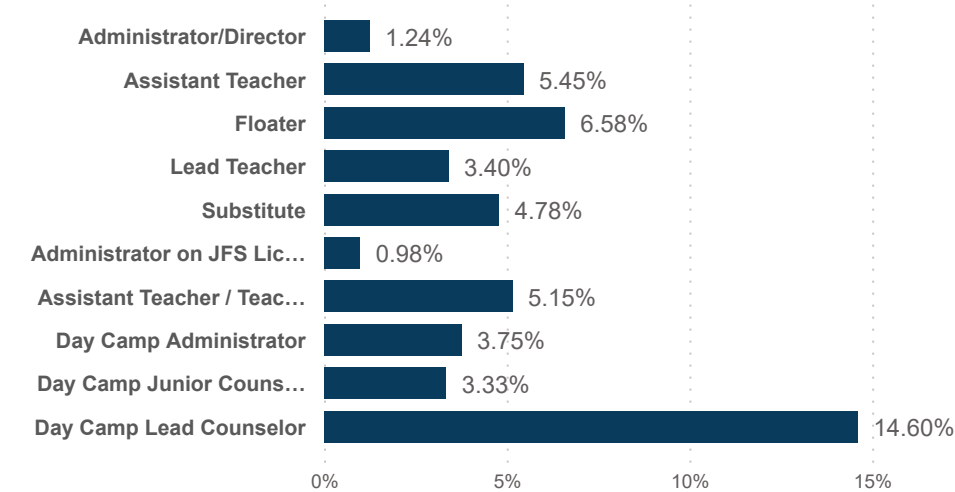
Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

3.67%

Adjusted Workers

93,237

Total Leaver

5,733

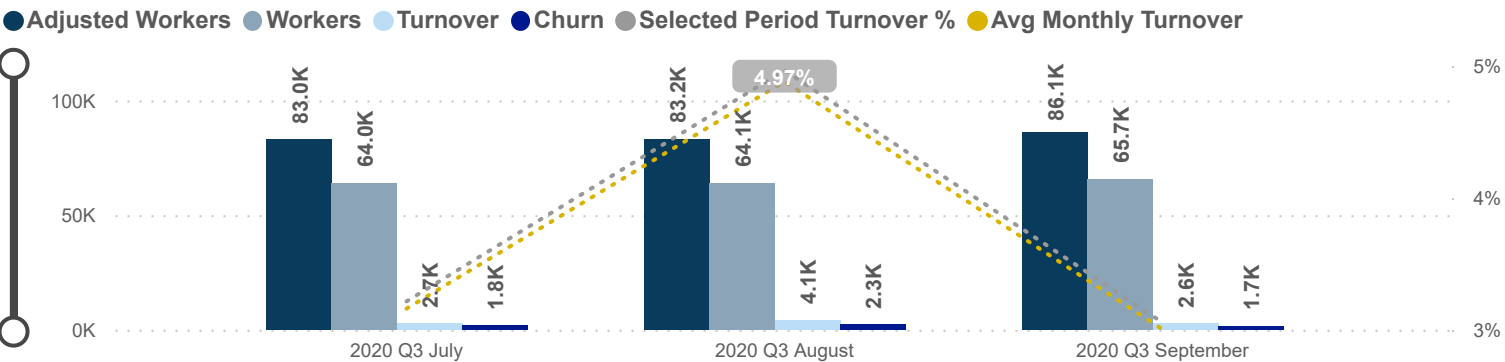
Total Stayer

87,504

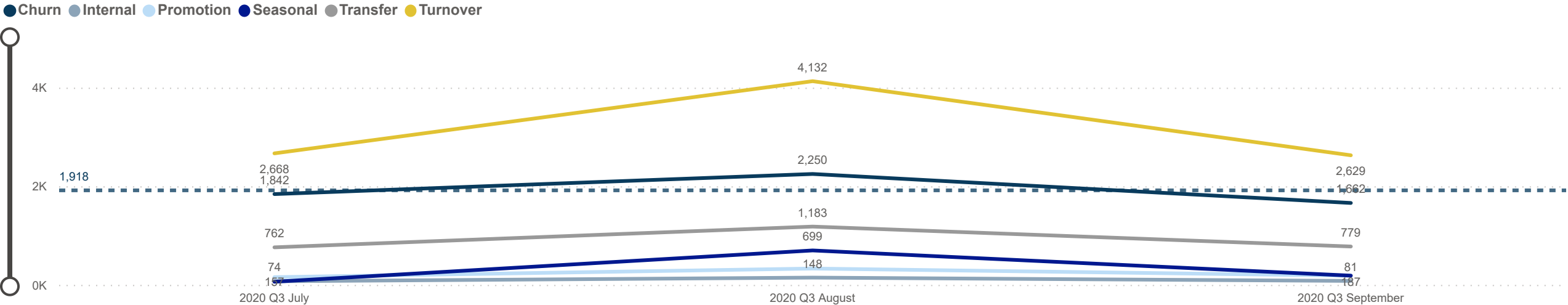
Sel Period Turnover

10.11%

Avg Monthly Turnover and Number of Workers



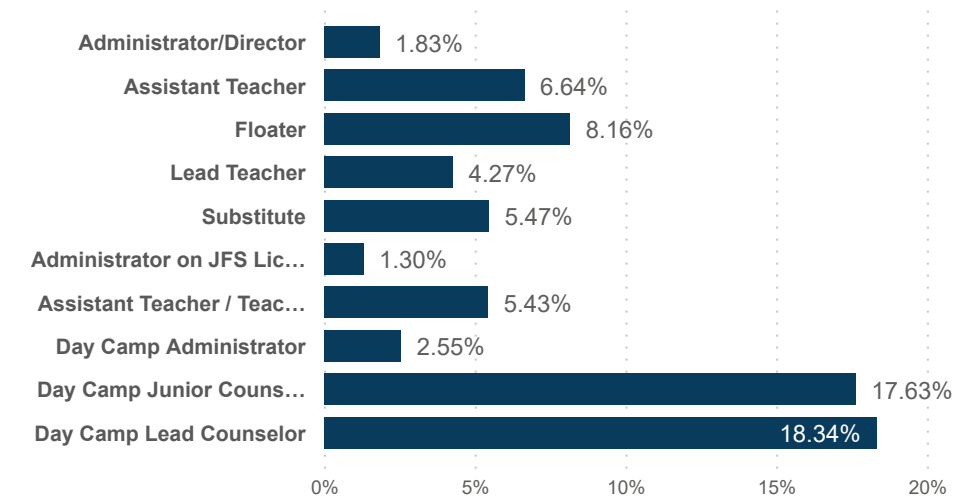
Categorization by Time Series



Date: 202107 202109 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

County: All Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

4.65%

Adjusted Workers

104,350

Total Leaver

6,531

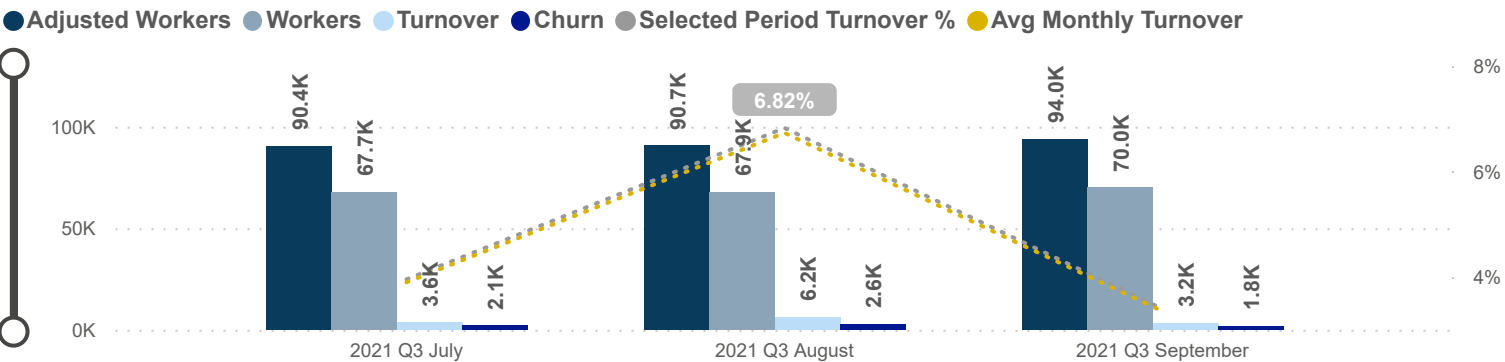
Total Stayer

97,819

Sel Period Turnover

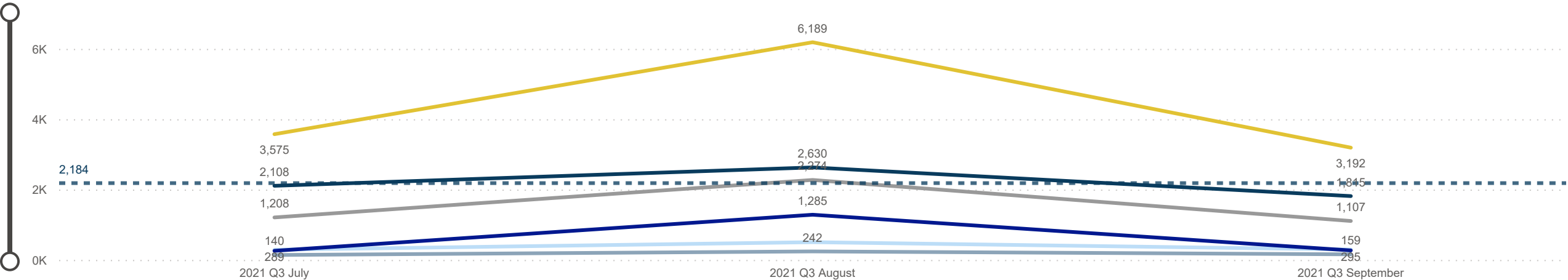
12.42%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover

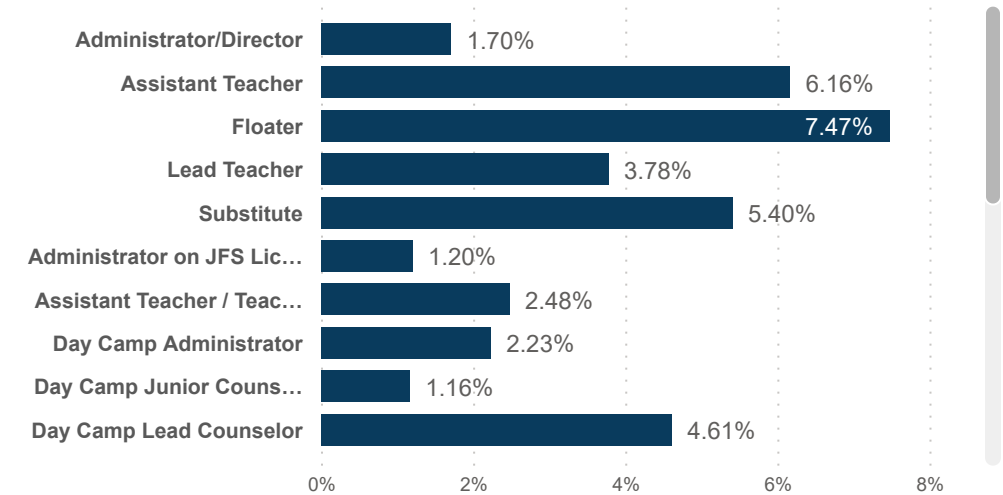




Date: 202207 202209 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

County: All Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Avg Monthly Turnover Rates by Job Title



Avg Monthly Turnover

4.43%

Adjusted Workers

112,783

Total Leaver

6,695

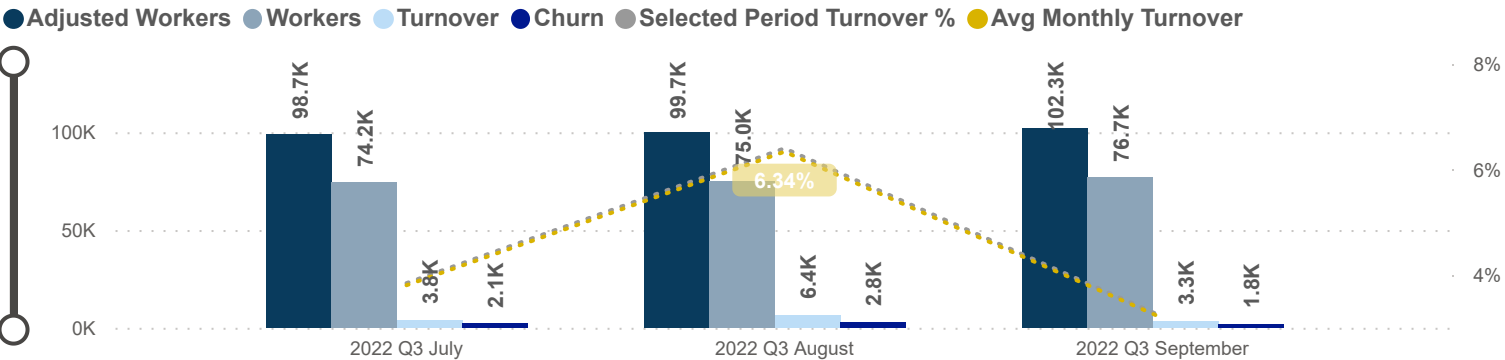
Total Stayer

106,088

Sel Period Turnover

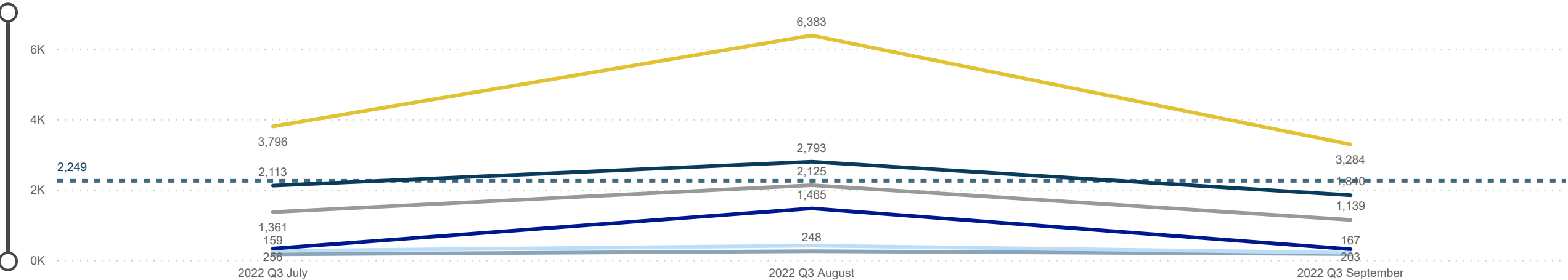
11.94%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

Churn Internal Promotion Seasonal Transfer Turnover



Date:201907201909

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

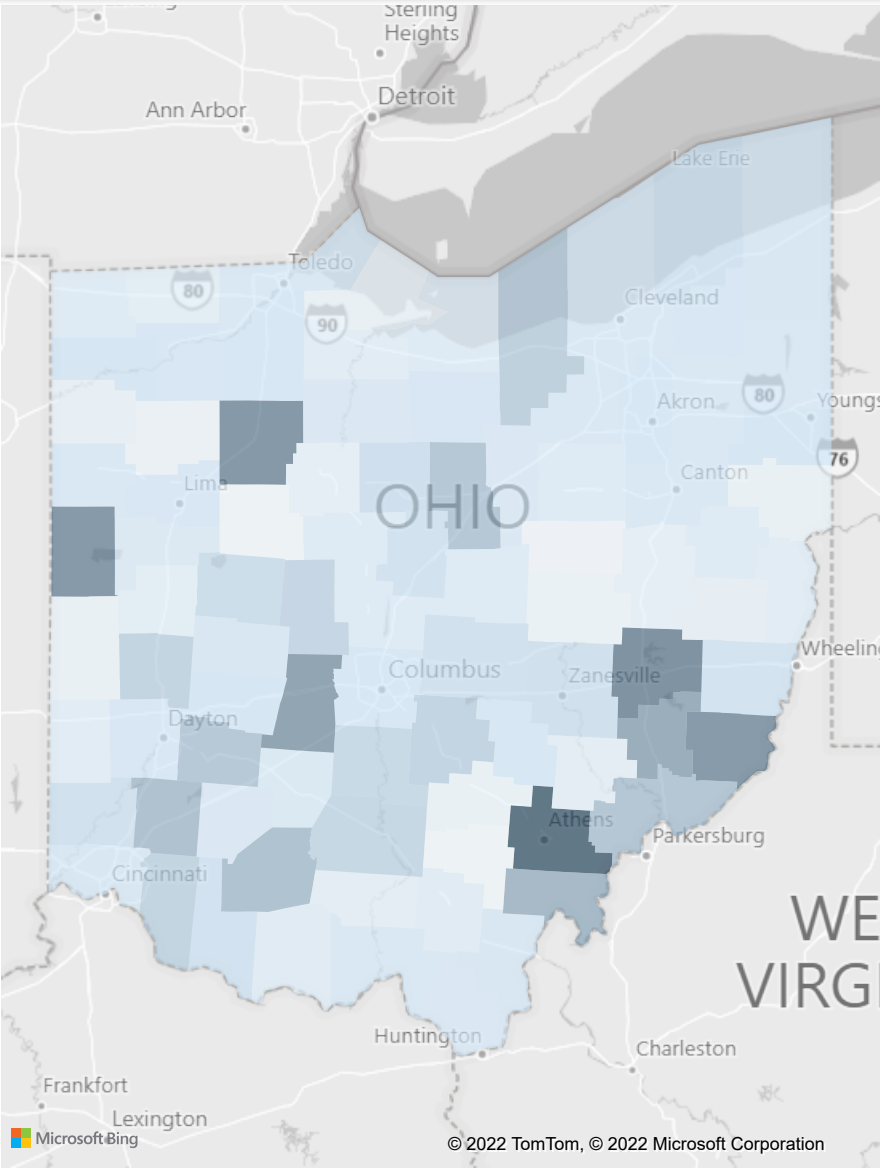
County:All

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All



ADJUSTED WORKERS

89,975

TOTAL LEAVER

4,893

TOTAL STAYER

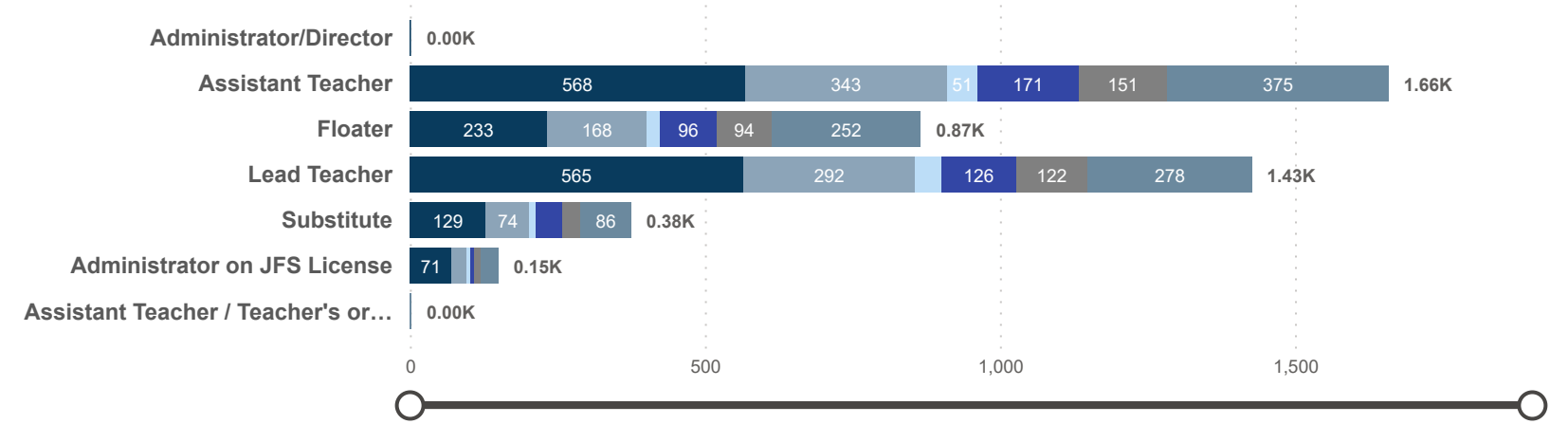
85,082

SELECTED PERIOD CHURN %

5.44%

Leaver by Job Title and Star Rating

SUTQ Star Rating: 0 1 2 3 4 5



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Adams OH	85	62	0.09%	3	82	3.53%	96.47%	1.20%	3.53%	1.20%	6.00	3.83
Allen OH	694	556	0.80%	38	656	5.48%	94.52%	2.02%	9.51%	3.51%	6.72	3.42
Ashland OH	165	142	0.21%	8	157	4.85%	95.15%	1.67%	7.27%	2.51%	6.86	3.68
Ashtabula OH	592	477	0.69%	31	561	5.24%	94.76%	1.90%	9.97%	3.62%	5.09	3.93
Athens OH	597	538	0.78%	65	532	10.89%	89.11%	4.17%	14.41%	5.44%	2.63	3.03
Auglaize OH	177	146	0.21%	8	169	4.52%	95.48%	1.77%	9.60%	3.75%	5.44	4.60
Belmont OH	218	181	0.26%	13	205	5.96%	94.04%	2.07%	8.72%	3.03%	6.35	3.96
Brown OH	150	94	0.14%	9	141	6.00%	94.00%	2.33%	9.33%	3.26%	7.36	3.30
Butler OH	2,441	1,967	2.84%	148	2,293	6.06%	93.94%	2.23%	12.62%	4.64%	7.72	3.16
Carroll OH	103	69	0.10%	4	99	3.88%	96.12%	1.37%	6.80%	2.39%	0.63	3.38
Total	89,975	69,255	100.00%	4,893	85,082	5.44%	94.56%	1.97%	9.96%	3.61%	6.00	3.45

Date:202007202009

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

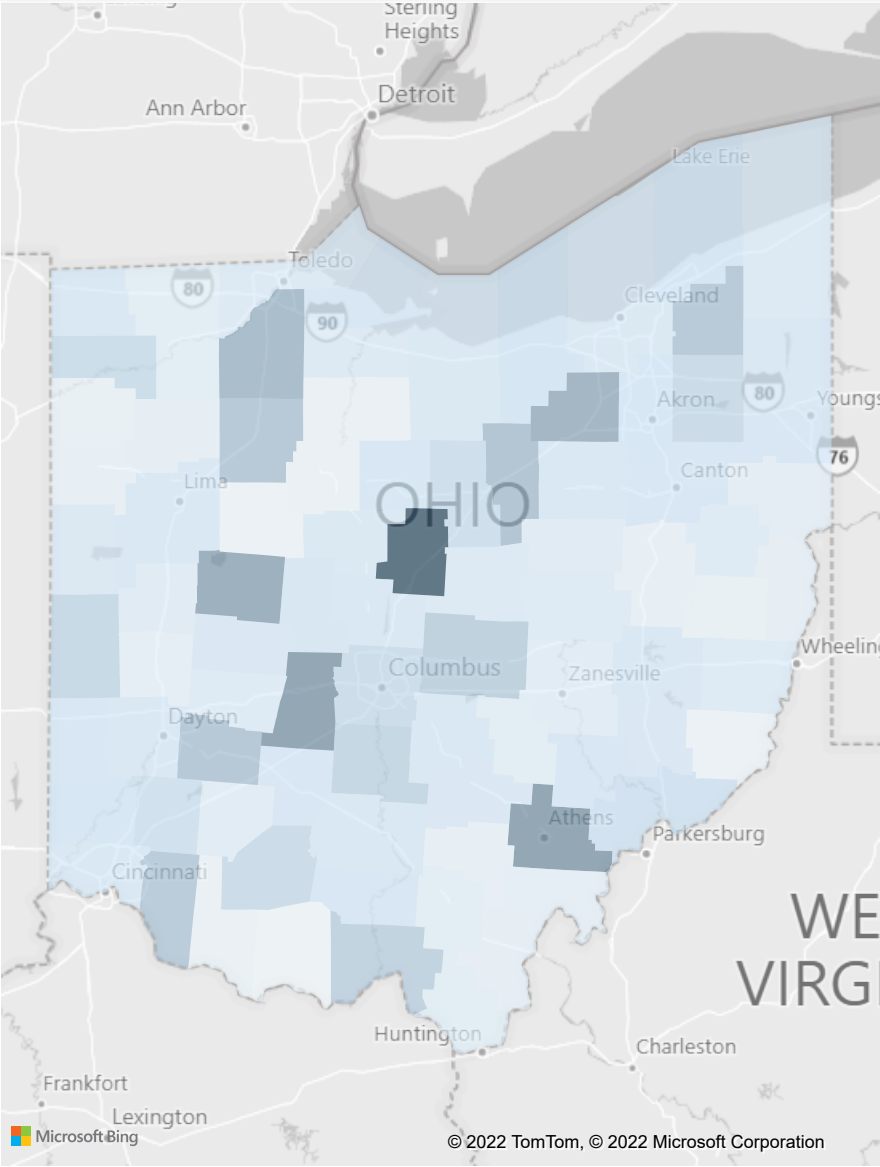
County:All

Star Rating:All

Total Duration:0.0050.00

Center Type:All

Education:All



ADJUSTED WORKERS

93,237

TOTAL LEAVER

5,733

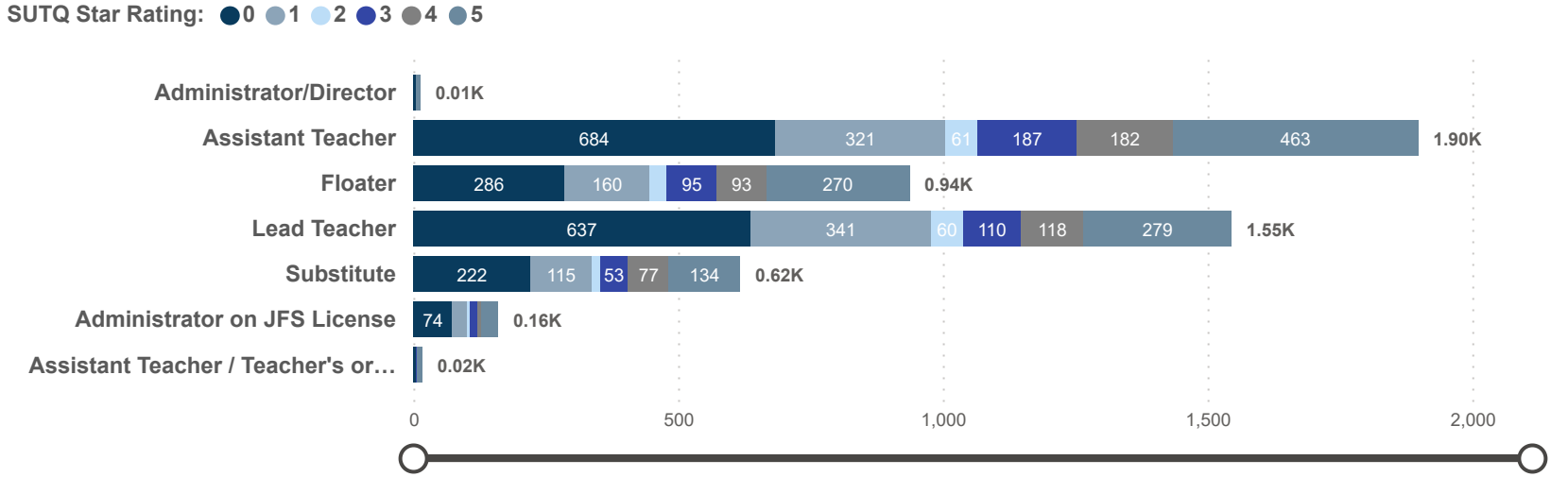
TOTAL STAYER

87,504

SELECTED PERIOD CHURN %

6.15%

Leaver by Job Title and Star Rating



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Adams OH	93	67	0.10%	1	92	1.08%	98.92%	0.35%	2.15%	0.70%	6.45	4.03
Allen OH	888	628	0.89%	53	835	5.97%	94.03%	2.30%	8.67%	3.35%	6.00	3.34
Ashland OH	203	167	0.24%	17	186	8.37%	91.63%	3.15%	13.30%	5.00%	6.26	3.64
Ashtabula OH	612	480	0.68%	29	583	4.74%	95.26%	1.71%	8.50%	3.07%	5.60	4.04
Athens OH	593	521	0.74%	59	534	9.95%	90.05%	3.77%	13.15%	4.98%	2.55	3.01
Auglaize OH	201	169	0.24%	12	189	5.97%	94.03%	2.33%	7.96%	3.11%	5.60	4.55
Belmont OH	240	199	0.28%	11	229	4.58%	95.42%	1.65%	7.08%	2.55%	7.06	4.06
Brown OH	154	93	0.13%	3	151	1.95%	98.05%	0.66%	1.95%	0.66%	6.67	3.33
Butler OH	2,498	2,008	2.86%	162	2,336	6.49%	93.51%	2.39%	10.33%	3.78%	7.38	3.12
Carroll OH	110	72	0.10%	5	105	4.55%	95.45%	1.59%	5.45%	1.91%	0.59	3.44
Total	93,237	70,186	100.00%	5,733	87,504	6.15%	93.85%	2.24%	10.11%	3.67%	6.31	3.45

Date: 202107202109

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

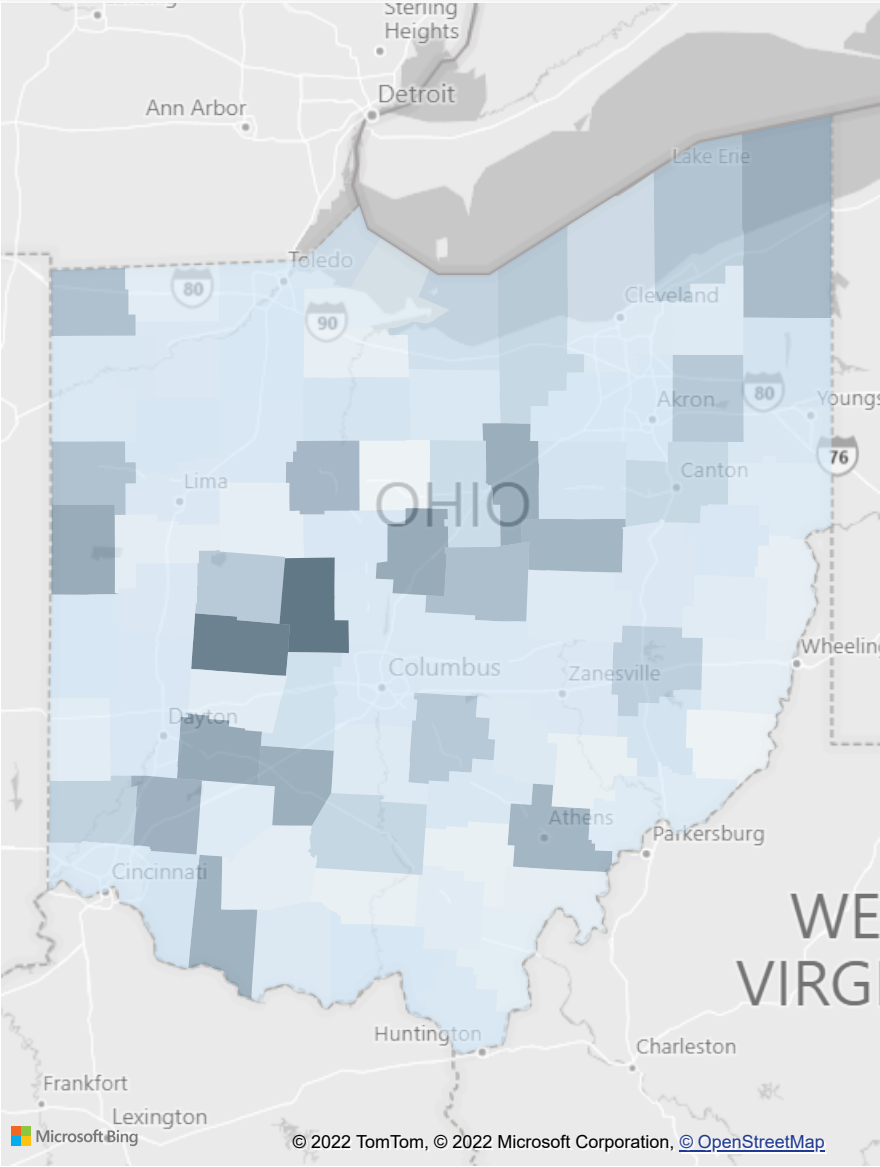
County: All

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All



ADJUSTED WORKERS
104,350

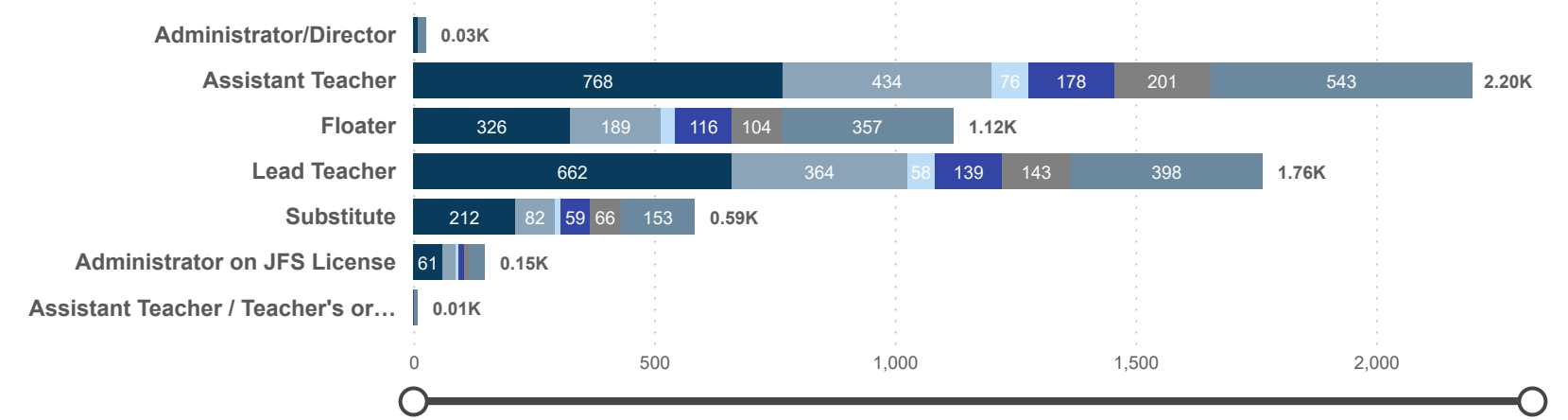
TOTAL LEAVER
6,531

TOTAL STAYER
97,819

SELECTED PERIOD CHURN %
6.26%

Leaver by Job Title and Star Rating

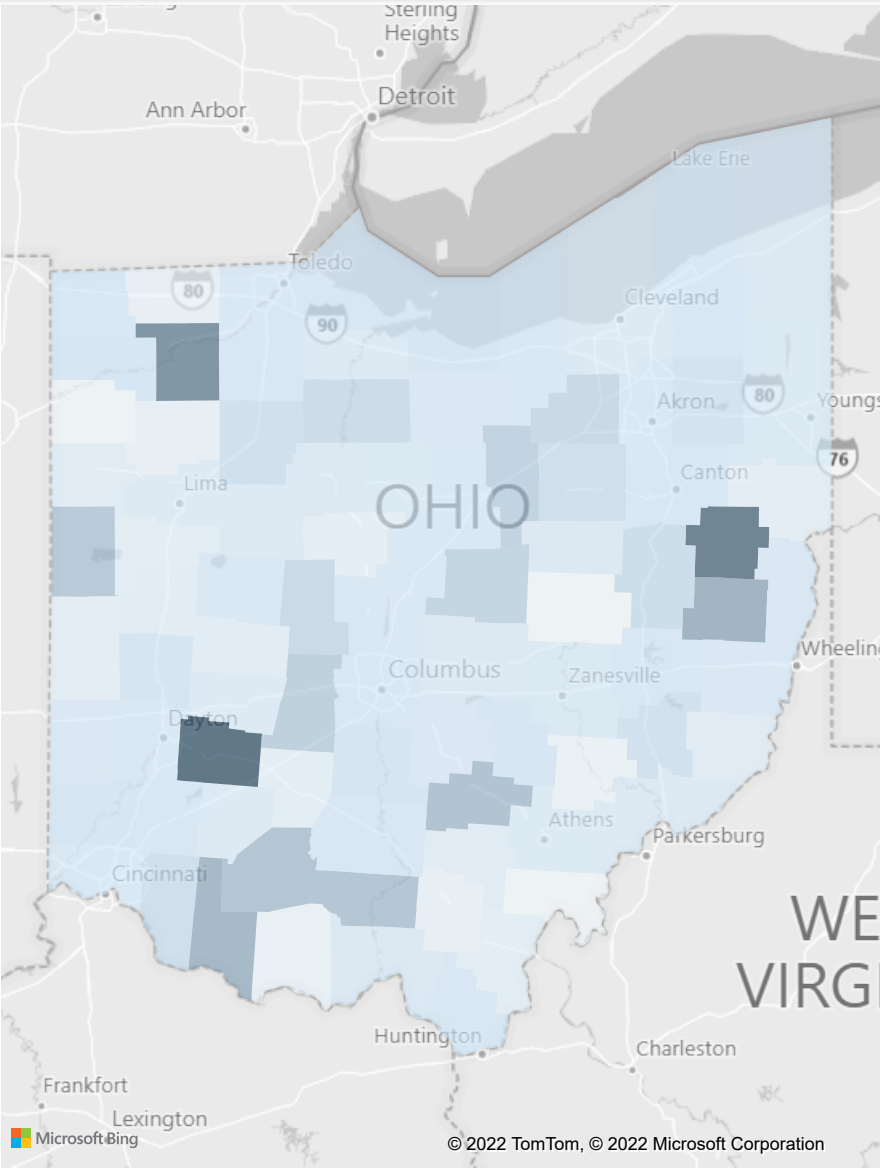
SUTQ Star Rating: 0 1 2 3 4 5



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Adams OH	115	83	0.11%	6	109	5.22%	94.78%	1.86%	6.96%	2.48%	7.10	3.98
Allen OH	874	640	0.85%	48	826	5.49%	94.51%	2.06%	12.24%	4.51%	6.29	3.28
Ashland OH	241	200	0.27%	22	219	9.13%	90.87%	3.44%	14.11%	5.32%	6.00	3.71
Ashtabula OH	719	522	0.69%	61	658	8.48%	91.52%	3.31%	16.41%	6.40%	5.60	4.03
Athens OH	616	507	0.67%	54	562	8.77%	91.23%	3.47%	13.15%	5.20%	2.94	3.20
Auglaize OH	285	194	0.26%	10	275	3.51%	96.49%	1.39%	17.19%	6.81%	5.76	2.69
Belmont OH	276	229	0.30%	10	266	3.62%	96.38%	1.32%	7.61%	2.78%	6.00	3.90
Brown OH	191	120	0.16%	17	174	8.90%	91.10%	3.82%	12.57%	4.83%	6.44	3.22
Butler OH	2,753	2,173	2.88%	206	2,547	7.48%	92.52%	2.84%	15.22%	5.77%	7.23	3.23
Carroll OH	144	104	0.14%	9	135	6.25%	93.75%	2.40%	9.72%	3.73%	0.49	3.62
Total	104,350	75,370	100.00%	6,531	97,819	6.26%	93.74%	2.35%	12.42%	4.65%	6.24	3.43

Date: 202207 202209 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

County: All Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All



ADJUSTED WORKERS

112,783

TOTAL LEAVER

6,695

TOTAL STAYER

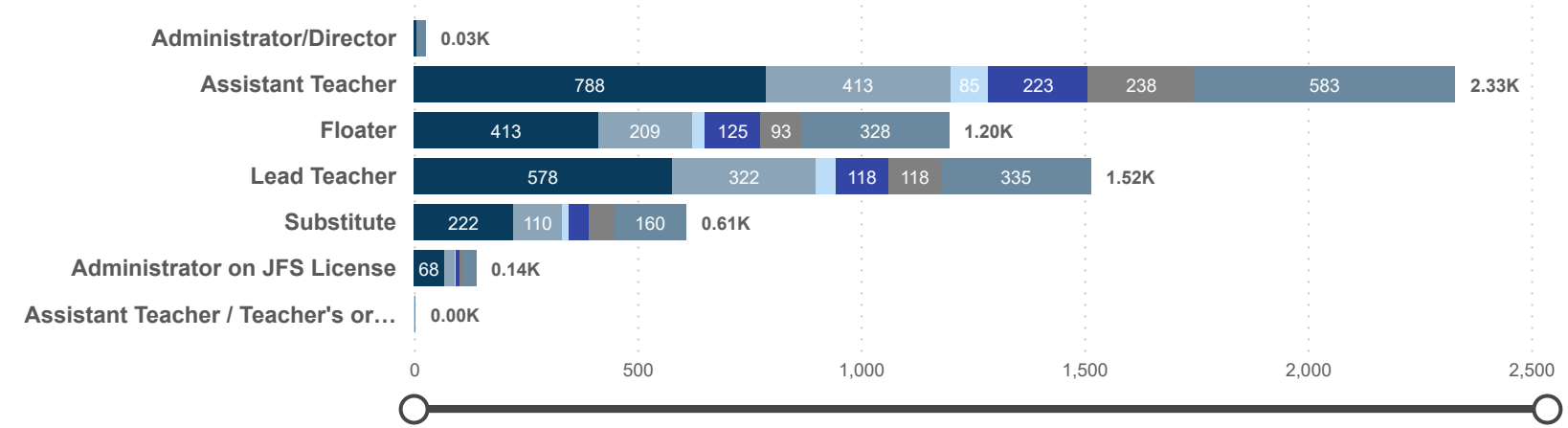
106,088

SELECTED PERIOD CHURN %

5.94%

Leaver by Job Title and Star Rating

SUTQ Star Rating: 0 1 2 3 4 5



County	Adjusted Workers	Workers	Workers %	Total Leaver	Total Stayer	Selected Period Churn %	Stayer %	Avg Monthly Churn	Selected Period Turnover %	Avg Monthly Turnover	Workload Median	Star Rating Mean
Adams OH	121	91	0.11%	2	119	1.65%	98.35%	0.57%	1.65%	0.57%	8.25	3.98
Allen OH	974	694	0.84%	48	926	4.93%	95.07%	1.79%	8.83%	3.20%	5.00	3.28
Ashland OH	274	224	0.27%	22	252	8.03%	91.97%	3.06%	11.68%	4.45%	6.00	3.84
Ashtabula OH	769	549	0.67%	41	728	5.33%	94.67%	1.97%	10.79%	3.98%	5.71	3.95
Athens OH	648	543	0.66%	33	615	5.09%	94.91%	1.92%	7.41%	2.71%	3.85	3.18
Auglaize OH	293	215	0.26%	10	283	3.41%	96.59%	1.26%	6.83%	2.53%	6.27	2.77
Belmont OH	305	250	0.30%	17	288	5.57%	94.43%	2.05%	12.79%	4.70%	6.20	3.96
Brown OH	189	125	0.15%	18	171	9.52%	90.48%	3.59%	11.11%	4.19%	6.67	3.44
Butler OH	2,860	2,304	2.80%	193	2,667	6.75%	93.25%	2.57%	12.80%	4.87%	7.06	3.37
Carroll OH	159	112	0.14%	20	139	12.58%	87.42%	5.32%	27.67%	11.70%	0.77	3.62
Total	112,783	82,407	100.00%	6,695	106,088	5.94%	94.06%	2.22%	11.94%	4.43%	6.00	3.39



Date: 201907201909

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: All

Star Rating: All

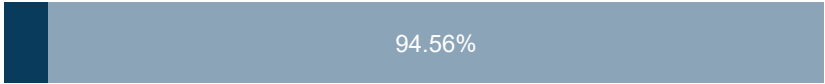
Total Duration: 0.0050.00

Center Type: All

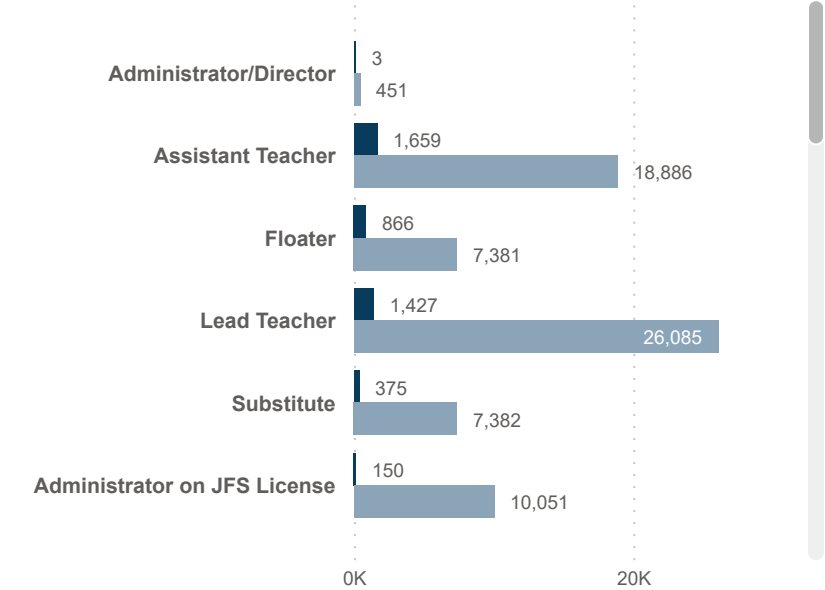
Education: All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
4,893	85,082	3.02	7.47	11.00	12.00

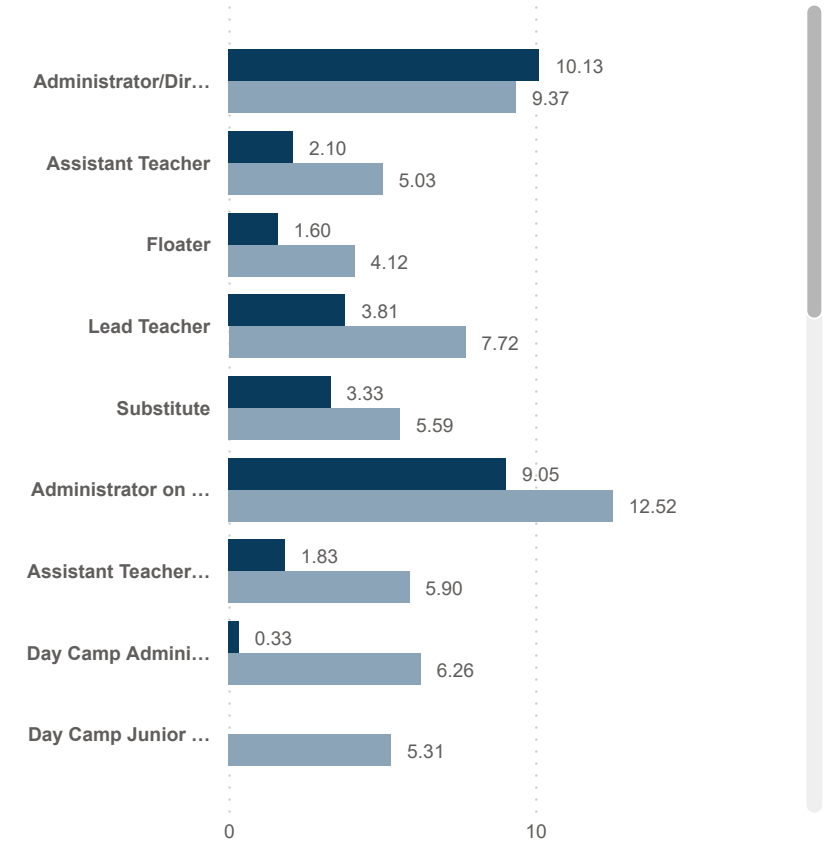
Leaver %Stayer %



LeaverStayer



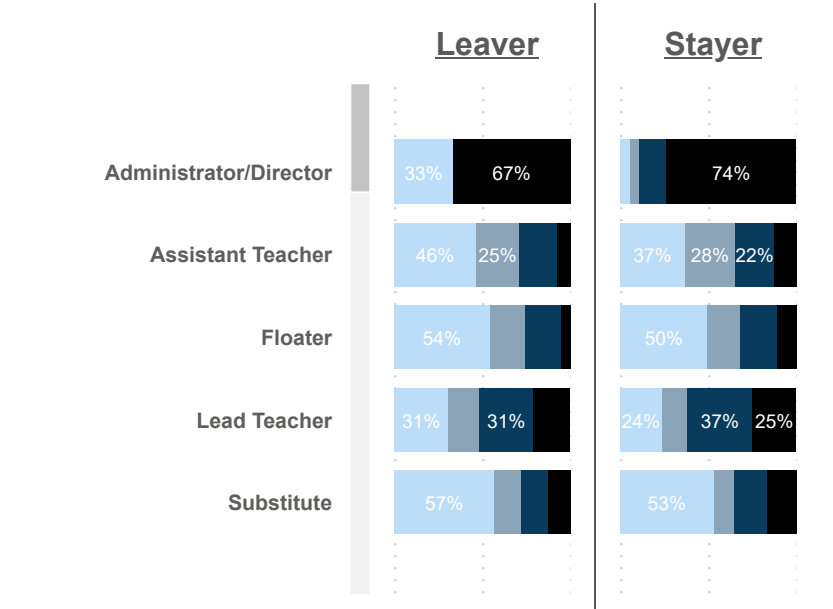
Worker Status: LeaverStayer



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14





Date: 202007202009

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: All

Star Rating: All

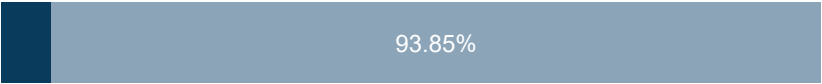
Total Duration: 0.0050.00

Center Type: All

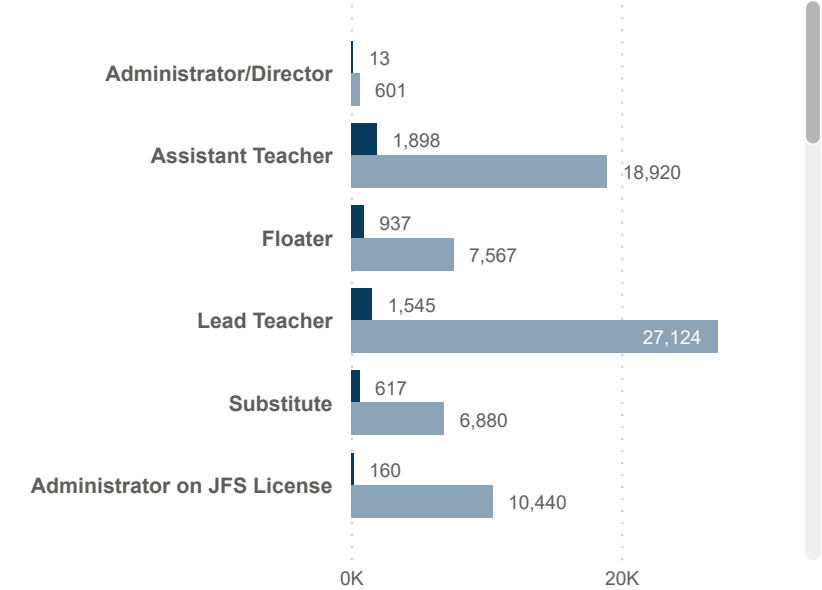
Education: All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
5,733	87,504	3.69	7.22	11.00	12.00

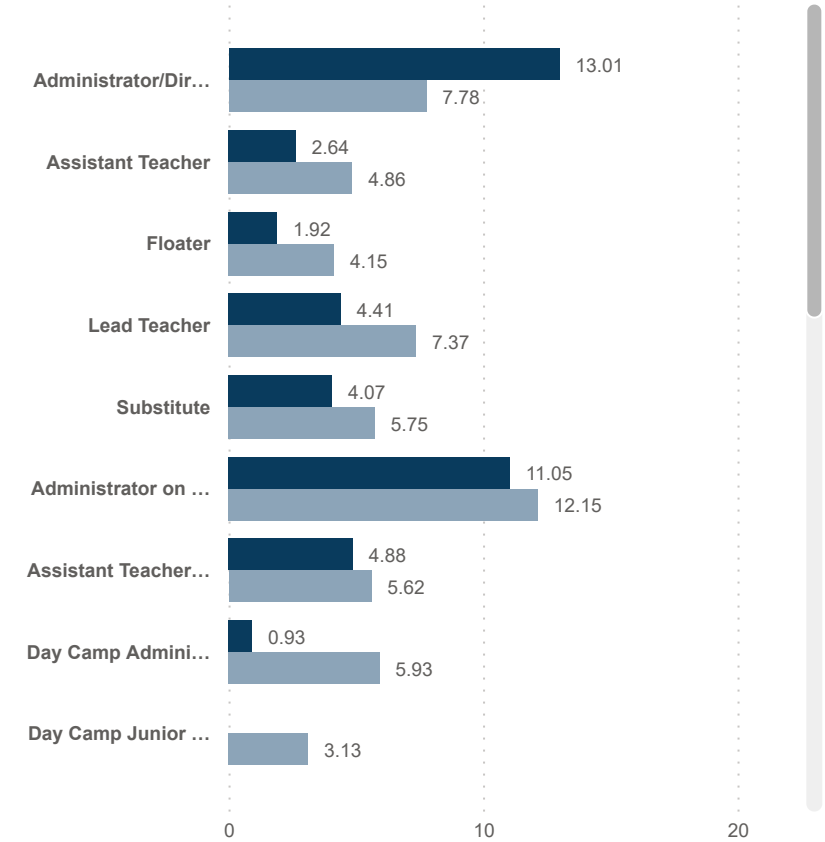
Leaver %Stayer %



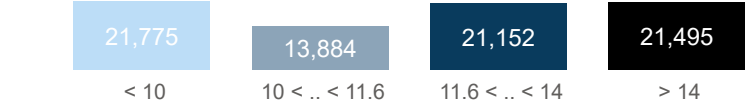
LeaverStayer



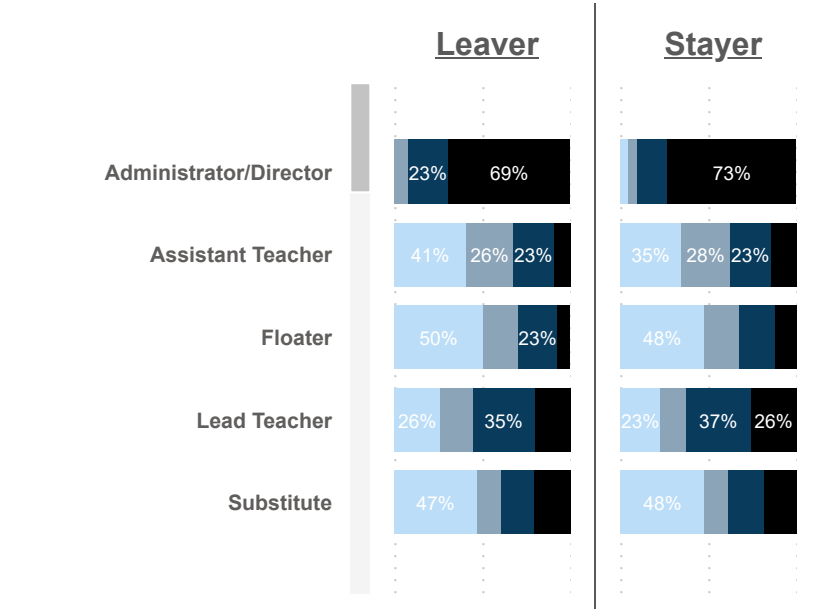
Worker Status: LeaverStayer



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14





Date:202107202109

Position Type:All

Beale Code:All

Publicly Funded:All

Job Title:All

County:All

Star Rating:All

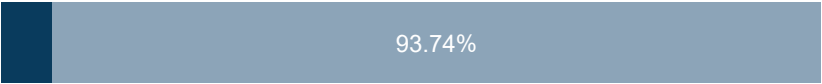
Total Duration:0.0050.00

Center Type:All

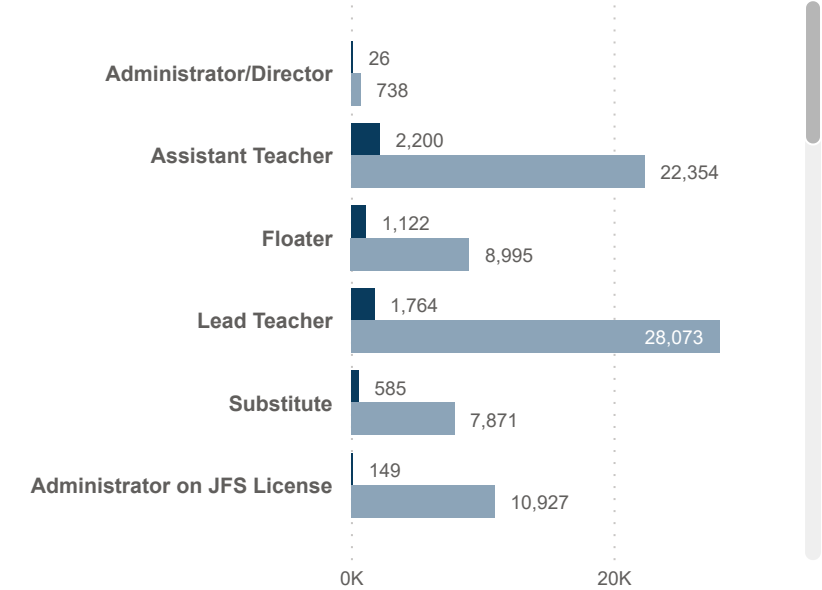
Education:All

NUMBER OF WORKERS		AVG ECE DURATION (In Years)		HOURLY WAGE BANDS (USD)	
TOTAL LEAVER	TOTAL STAYER	LEAVER	STAYER	LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
6,531	97,819	3.33	6.60	11.50	12.00

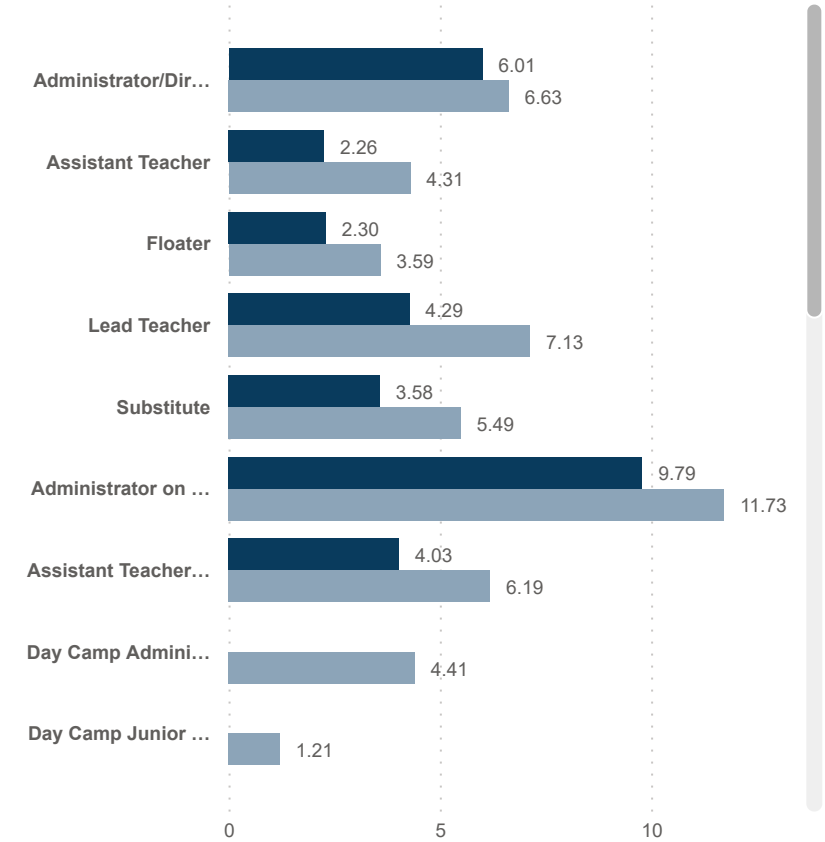
Leaver %Stayer %



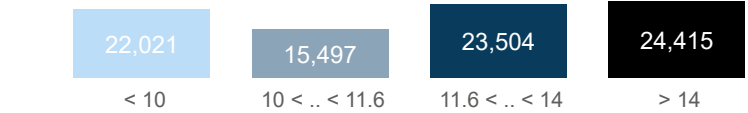
LeaverStayer



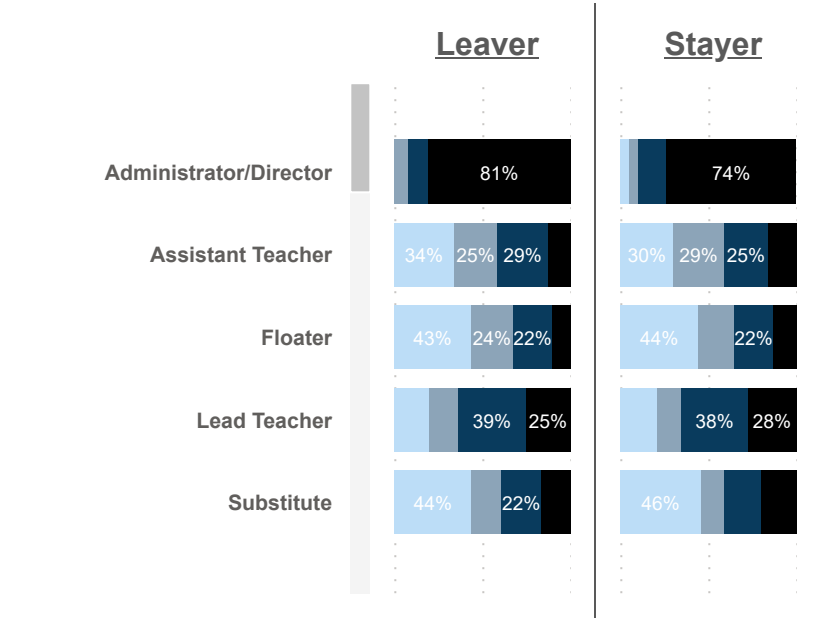
Worker Status: LeaverStayer



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14



Wage Bands: < 1010 < .. < 11.611.6 < .. < 14> 14





Date: 202207202209

Position Type: All

Beale Code: All

Publicly Funded: All

Job Title: All

County: All

Star Rating: All

Total Duration: 0.0050.00

Center Type: All

Education: All

