

Workforce and Program Analysis Platform (WPAP)

The Workforce and Program Analysis Platform (WPAP) provides a dynamic analytics resource that converts Ohio Professional Registry (OPR) data and Ohio Department of Job and Family Services records into anonymized, aggregated dashboards.

The dashboards allow for the review and analysis of workforce and program turnover, churn, and retention in early childhood education (ECE) at an ecosystem level across multiple available variables. These variables include County, Beale Code, ZIP Code (Programs Dashboard only), Program Type, Public Funding agreements at the program, Program Step-Up-To-Quality Rating, Capacity (Programs Dashboard only), Job Title (Professionals Dashboard only), Duration in the ECE Workforce/of Program operation, and Educational Attainment (Professionals Dashboard only).

Visual frameworks are designed and embedded to view these data through longitudinal, geographic, scale, career progression, compensation, or workplace characteristics lenses. The data pipeline for professional level data (workforce-based data from the OPR) allows for improvements, verifications, and corrections that are continually performed to the OPR to be reflected in monthly dashboard updates.

DEFINITIONS AND CALCULATIONS

- 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
- Dashboard – Data exploration platform utilizing base data and calculated fields to support user analysis
- 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

- 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
- 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
- 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
- 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
- Transfer – ECE Worker who left one employer for another at the same job role
- 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)
- Wage Bands – Calculated from Median Wage and are the statistical quartiles of the range of hourly pay
- Workers – Total ECE Worker individual persons during the time period
- Workload – Capacity of program divided by number of workers at that program