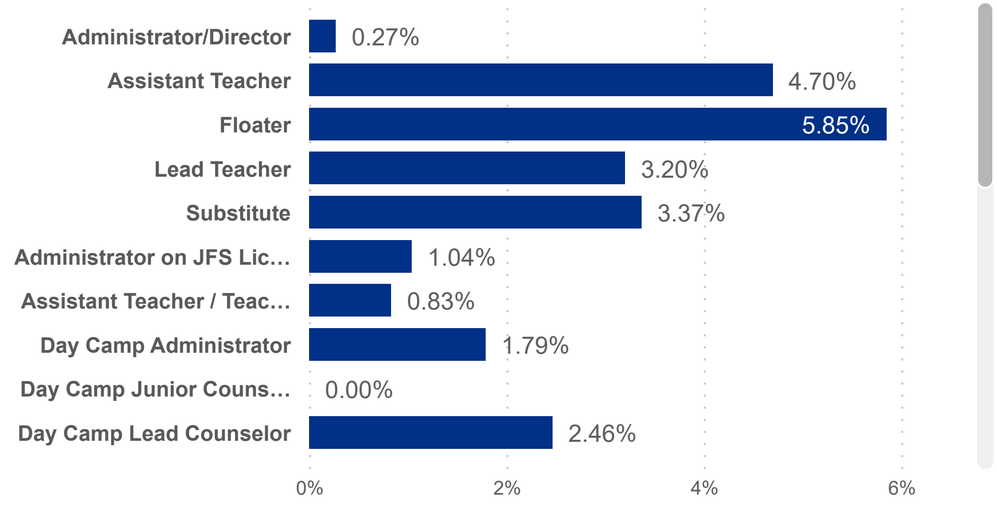
Workforce and Program Analysis Platform (WPAP): TIMELINE - TURNOVER

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

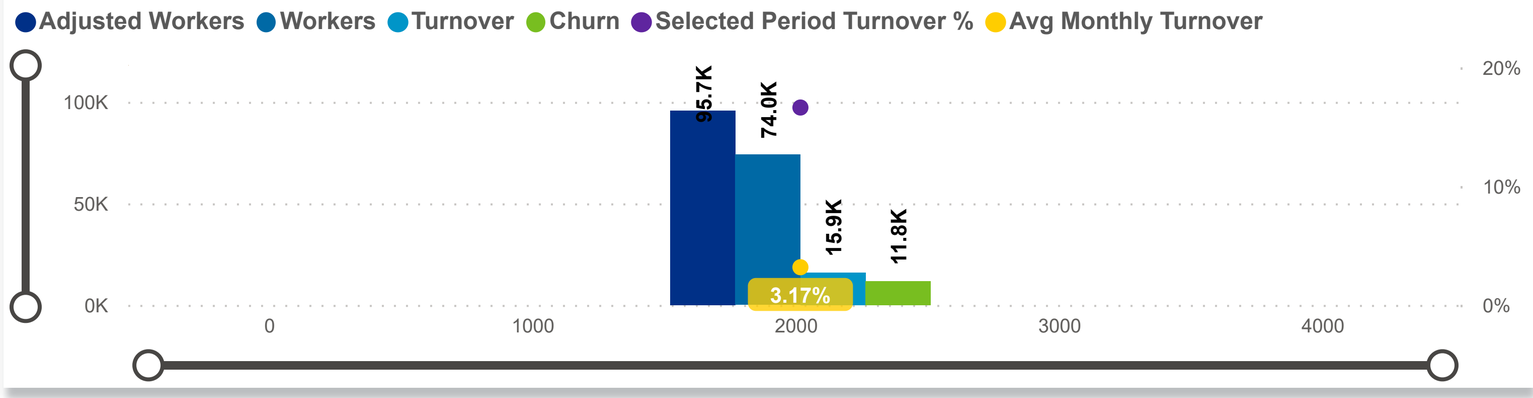
SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Avg Monthly Turnover Rates by Job Title

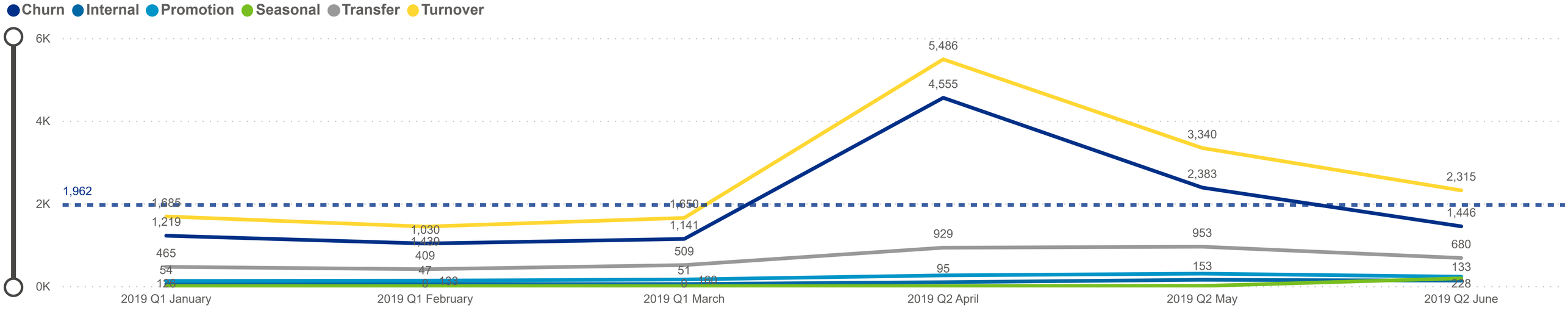


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.17%	95,739	11,745	83,994	16.62%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series



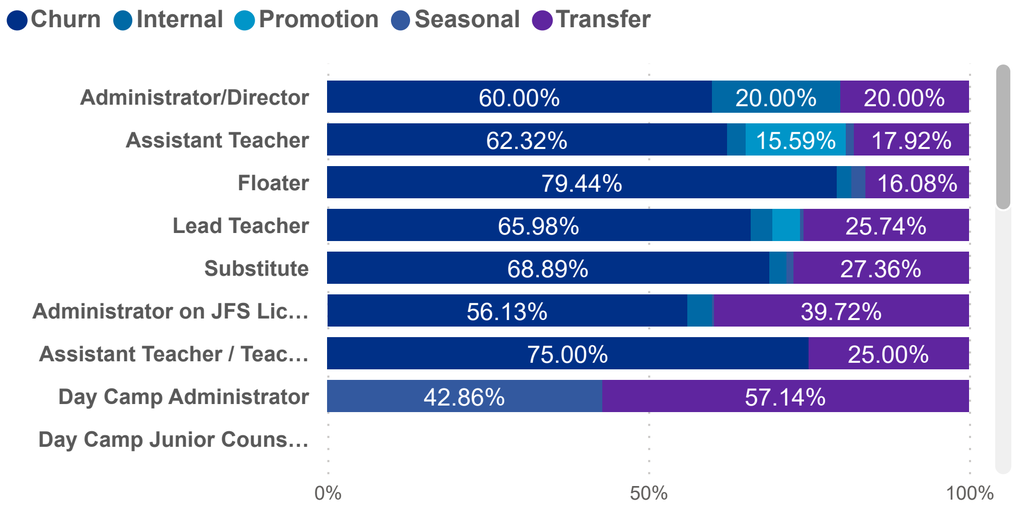
Workforce and Program Analysis Platform (WPAP): TIMELINE - CHURN

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

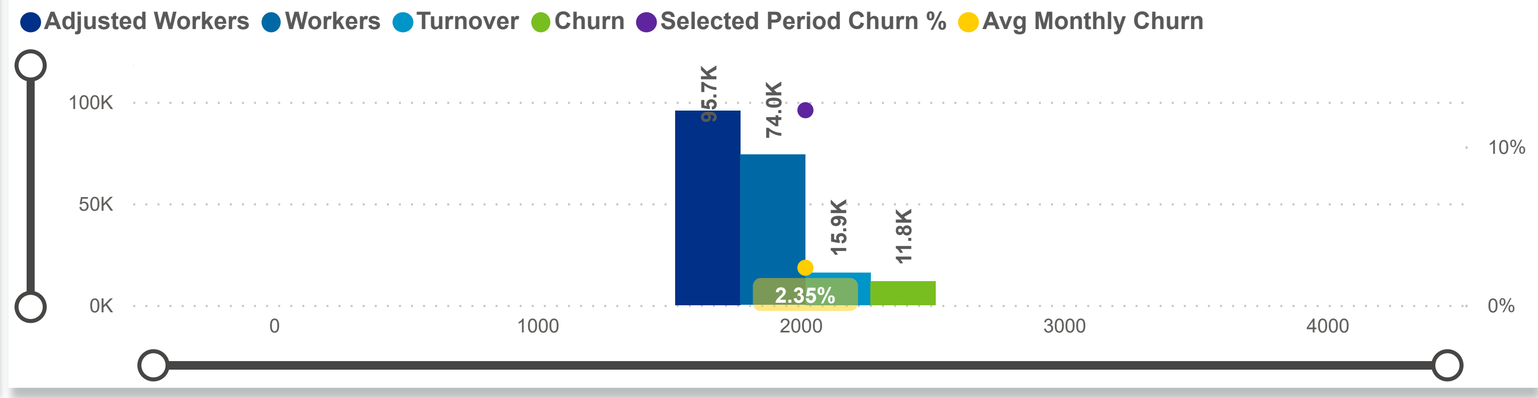
SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Job Change Reasons by Job Title

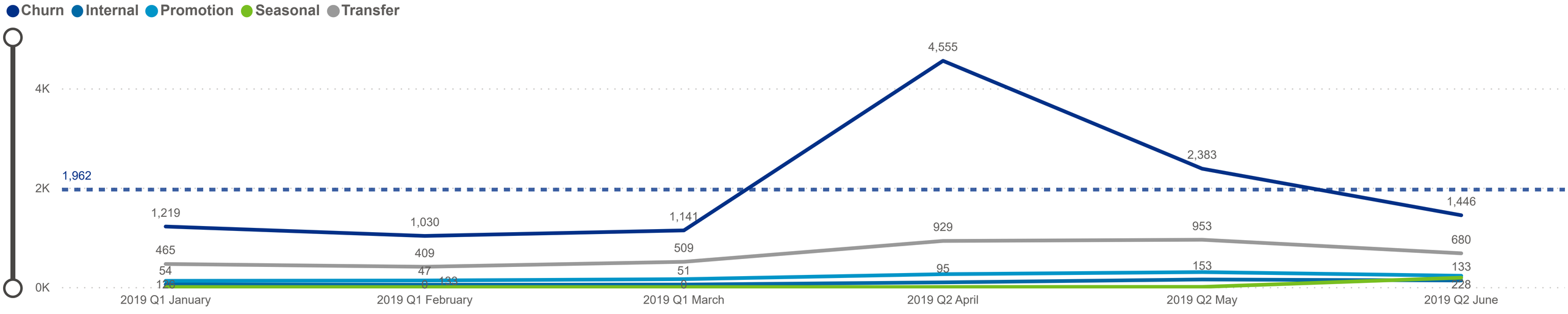


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.35%	95,739	6.00	14.84	7.59

Avg Monthly Churn and Number of Workers



Categorization by Time Series



Workforce and Program Analysis Platform (WPAP): MAP

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

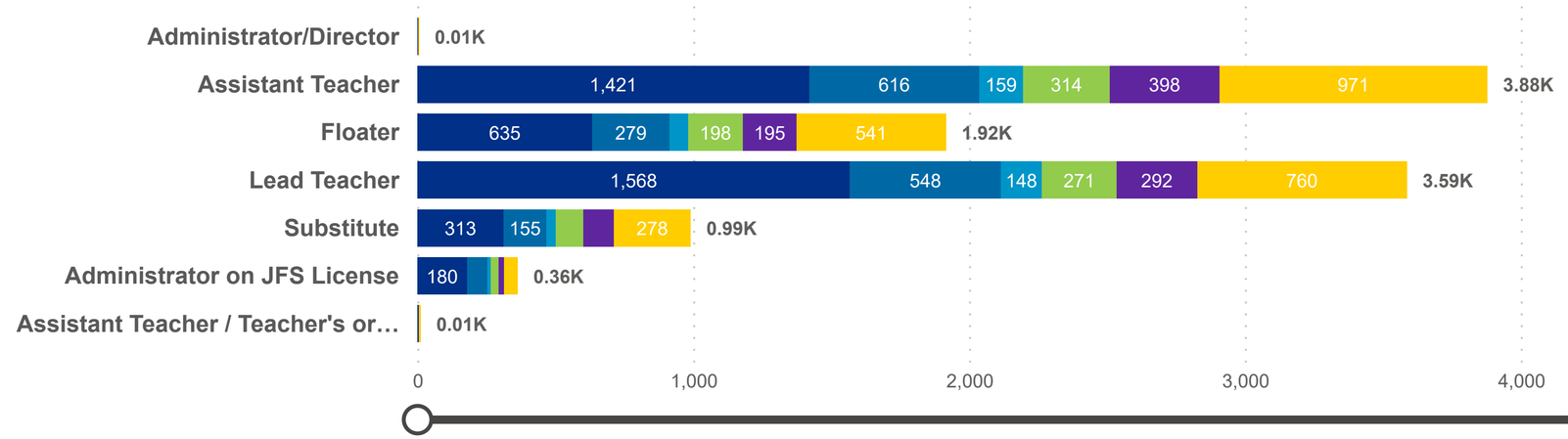
SDA>County: All | Star Rating: All | Total Duration: 0.00 50.00 | Center Type: All | Education: All

Low Leaver % — High Leaver %

ADJUSTED WORKERS	TOTAL LEAVER	TOTAL STAYER	SELECTED PERIOD CHURN %
95,739	11,745	83,994	12.27%

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	65	0.09%	4	81	4.71%	95.29%	0.77%	4.71%	0.77%	6.00	3.35
Allen OH	753	602	0.81%	110	643	14.61%	85.39%	2.79%	19.65%	3.75%	6.17	3.53
Ashland OH	180	154	0.21%	18	162	10.00%	90.00%	1.80%	12.78%	2.30%	6.84	3.63
Ashtabula OH	662	532	0.72%	77	585	11.63%	88.37%	2.21%	17.07%	3.25%	5.19	4.06
Athens OH	679	608	0.82%	134	545	19.73%	80.27%	3.83%	22.97%	4.46%	2.47	2.80
Auglaize OH	175	146	0.20%	18	157	10.29%	89.71%	1.98%	11.43%	2.20%	5.44	4.71
Belmont OH	230	193	0.26%	13	217	5.65%	94.35%	0.97%	6.52%	1.12%	6.20	4.29
Brown OH	184	123	0.17%	35	149	19.02%	80.98%	3.53%	19.02%	3.53%	4.79	3.07
Butler OH	2,575	2,144	2.90%	367	2,208	14.25%	85.75%	2.83%	18.33%	3.62%	7.52	3.31
Total	**95,739**	**74,010**	**100.00%**	**11,745**	**83,994**	**12.27%**	**87.73%**	**2.35%**	**16.62%**	**3.17%**	**6.00**	**3.52**

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Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - NOMINAL

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

NUMBER OF WORKERS

TOTAL LEAVER	TOTAL STAYER
11,745	83,994

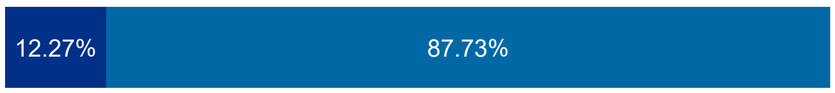
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.86	7.68

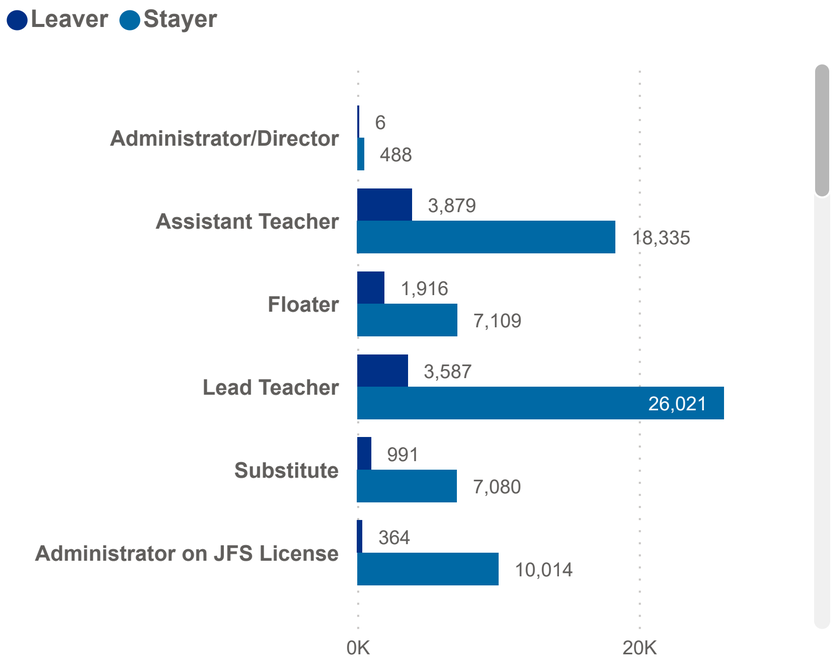
HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.72	14.84

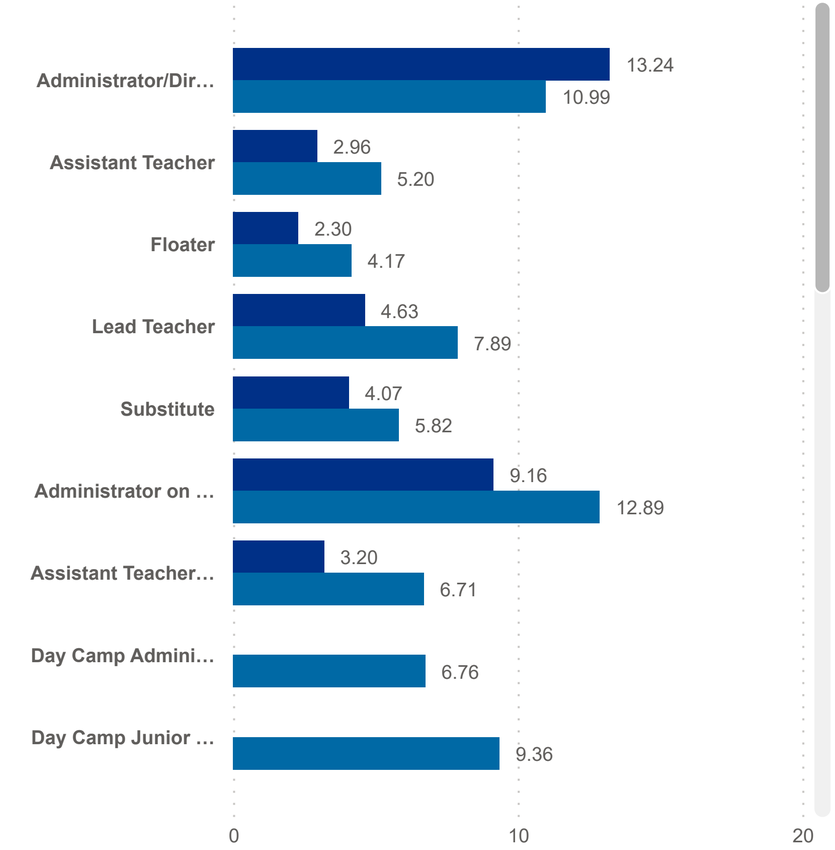
Leaver % Stayer %



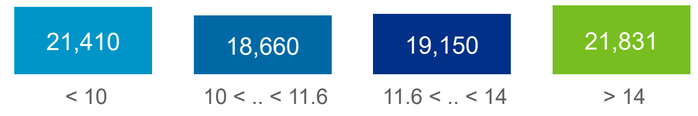
Leaver Stayer



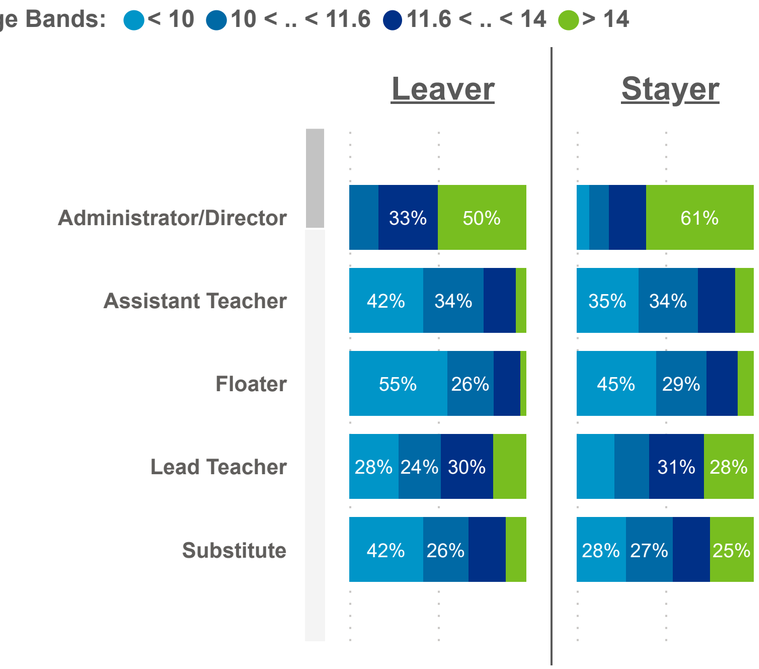
Worker Status: Leaver Stayer



Wage Bands: < 10 | 10 < .. < 11.6 | 11.6 < .. < 14 | > 14



Wage Bands: < 10 | 10 < .. < 11.6 | 11.6 < .. < 14 | > 14



Workforce and Program Analysis Platform (WPAP): JOBS & EMPLOYEES - PERCENT

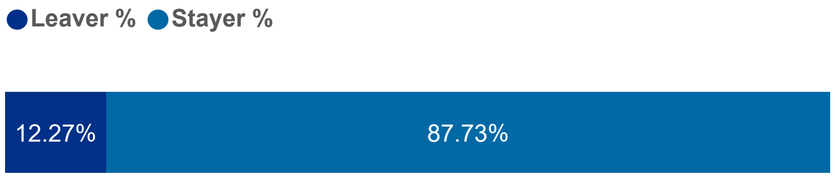
Created Date: 07/19/2023

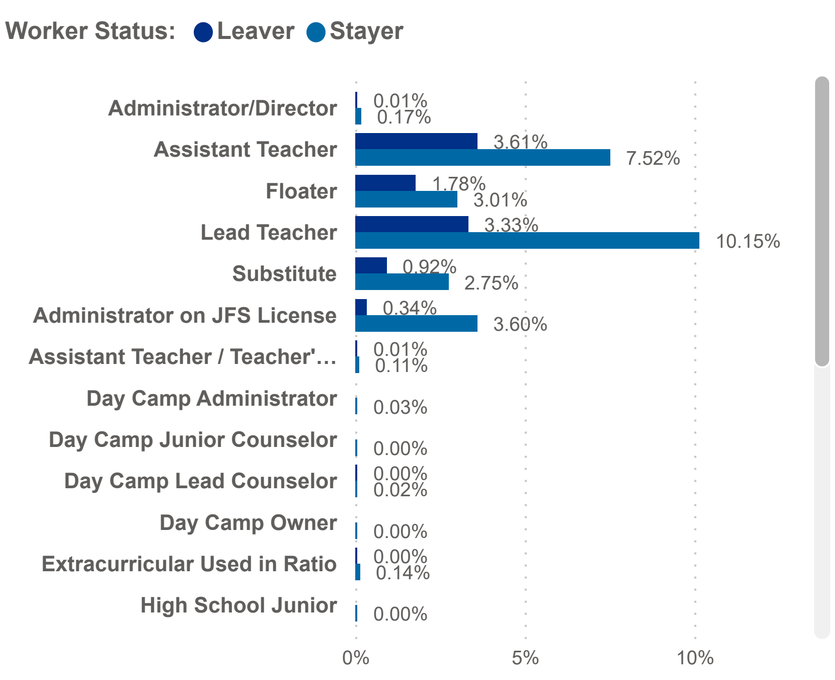
Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

NUMBER OF WORKERS

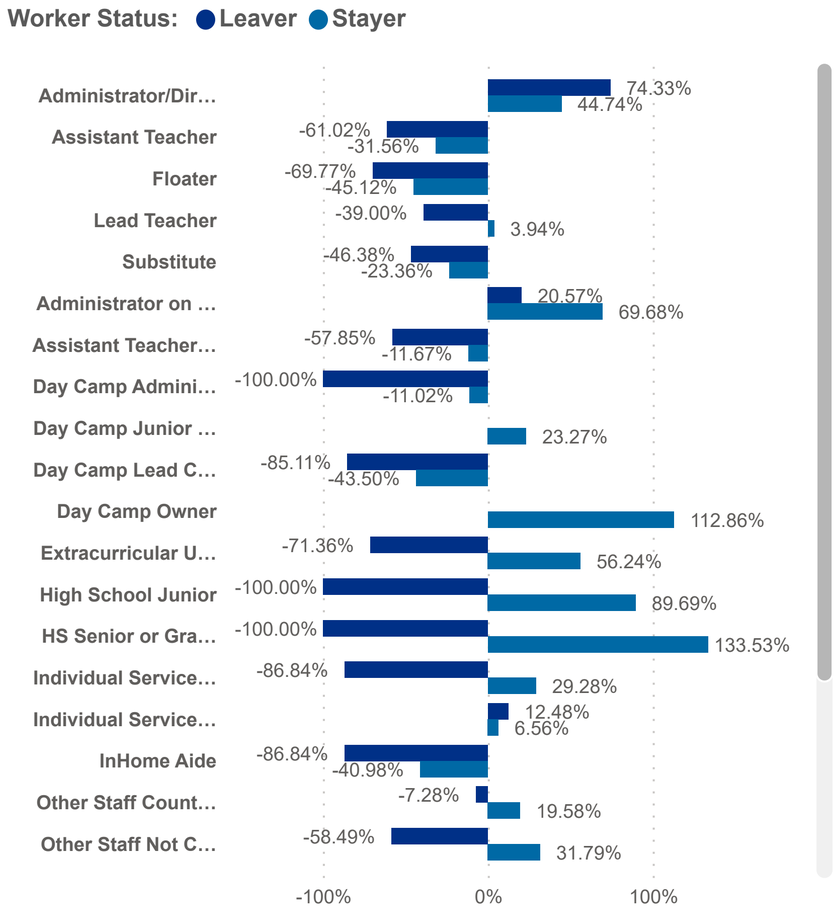
LEAVER	STAYER
12.27%	87.73%





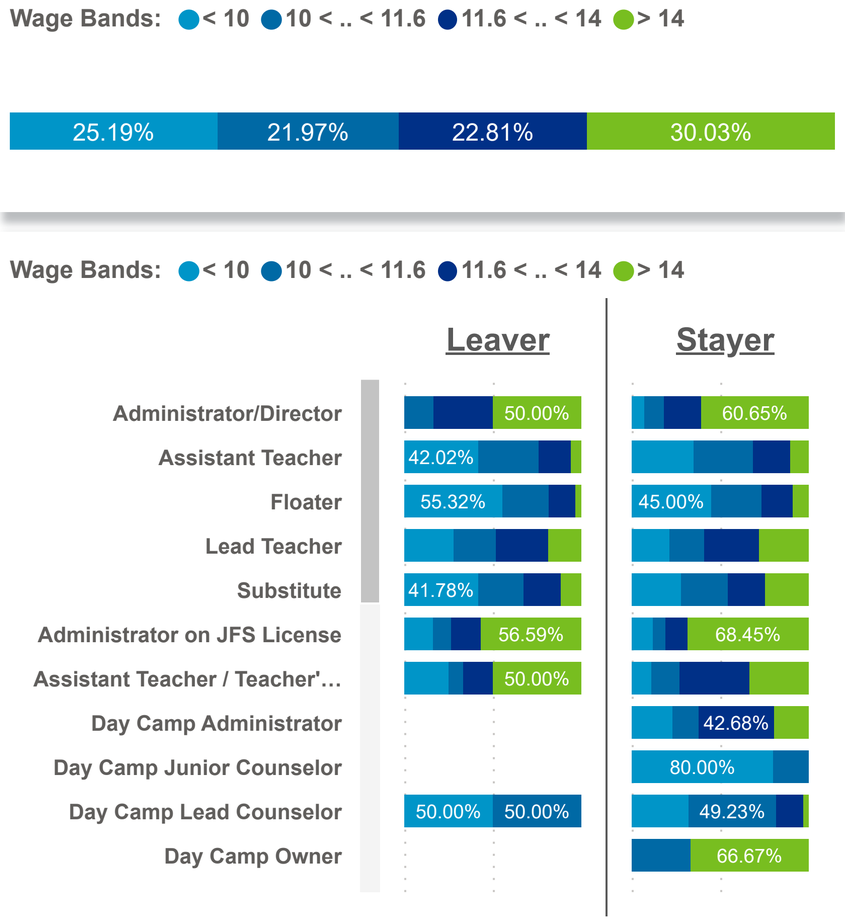
AVG ECE DURATION (In Years)

LEAVER	STAYER
3.86	7.68



HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
12.72	14.84



Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - NOMINAL

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

LEAVER (Avg Career Duration)

4.13

STAYER (Avg Career Duration)

14.80

TOTAL STAYER

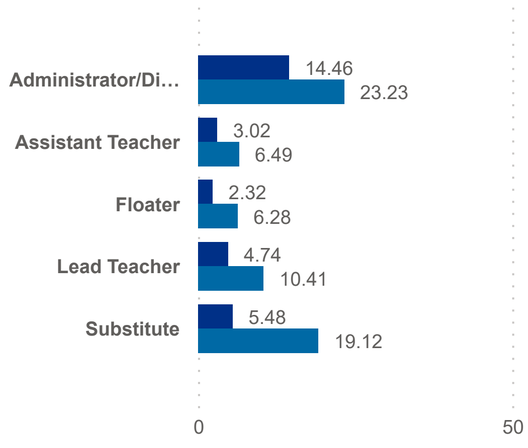
83,994

STAYER (Promotion)

1,209

Avg Career Duration by Job Title

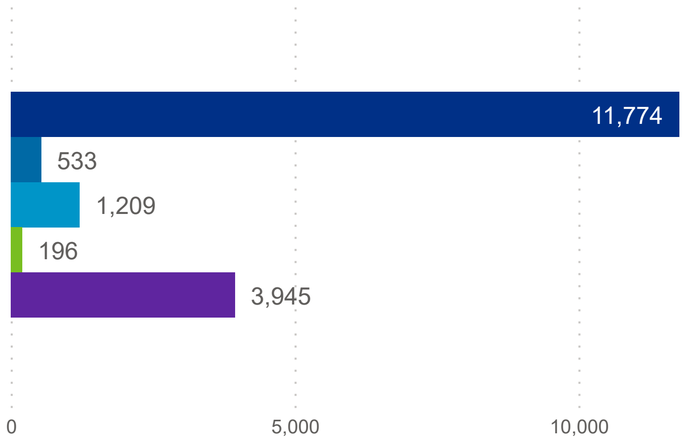
Worker Status: Leaver Stayer



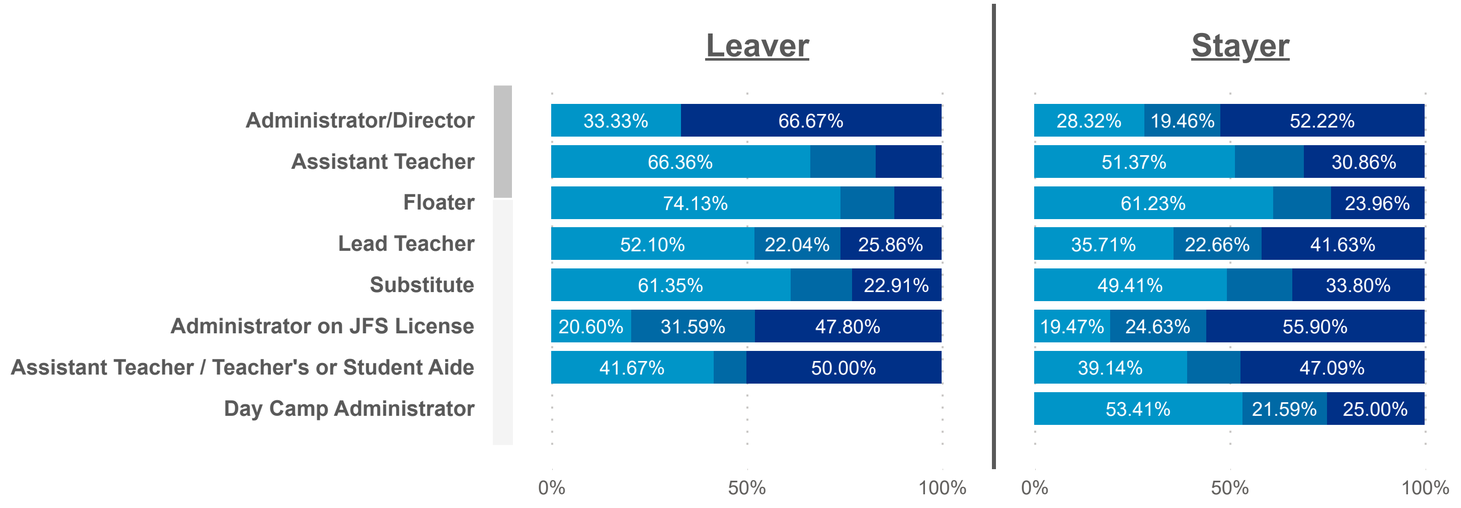
County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Cuyahoga	Administrator/Director	0.63	9.27	Early	8.00	
Muskingum	Administrator/Director	0.62	9.69	Early	38.50	
Pike	Administrator/Director	2.59	9.86	Early	6.17	
Guernsey	Administrator/Director	1.26	10.35	Early	46.00	5.00
Seneca	Administrator/Director	1.62	10.59	Early	123.00	5.00
Delaware	Administrator/Director	4.63	10.60	Early	38.00	
Mahoning	Administrator/Director	1.57	10.60	Early	14.67	5.00
Summit	Administrator/Director	0.63	10.60	Early	28.00	
Butler	Administrator/Director	0.61	10.86	Early	8.00	4.00
Cuyahoga	Administrator/Director	2.71	11.66	Early	5.71	
Franklin	Administrator/Director	0.47	11.66	Early	58.00	
Union	Administrator/Director	2.79	11.77	Early	19.60	

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



Workforce and Program Analysis Platform (WPAP): CAREER PROGRESSION & SENIORITY - PERCENT

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

LEAVER (Avg Career Duration)

4.13

STAYER (Avg Career Duration)

14.80

TOTAL STAYER

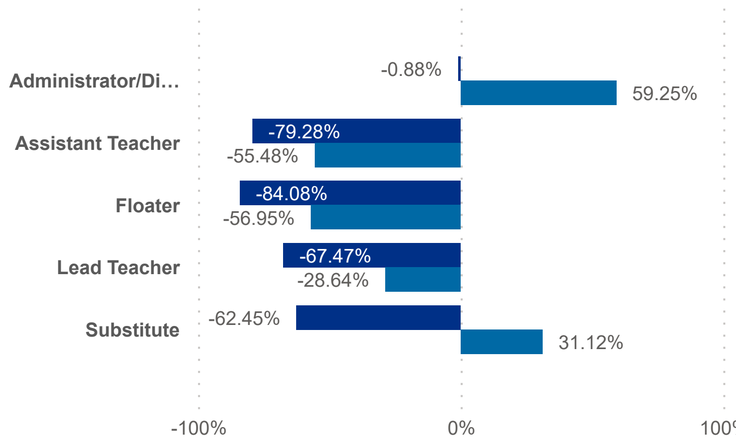
83,994

STAYER (Promotion)

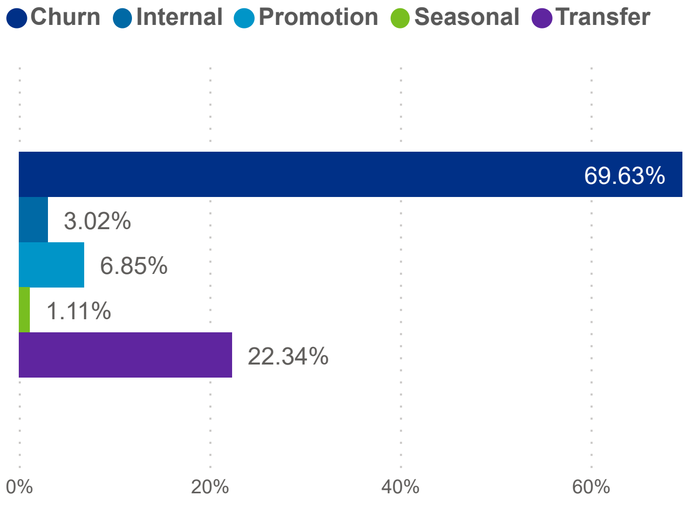
1,209

Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer

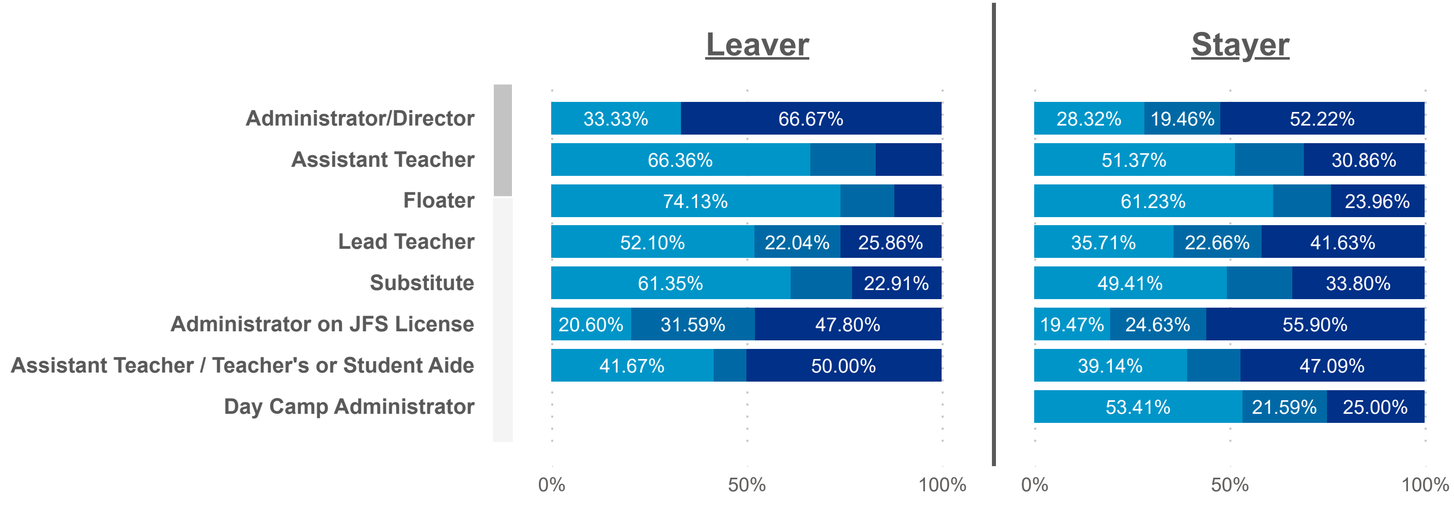


Turnover Reasons



County	Job Title	Longest Serving Profile	$ / hr	Seniority	Workload	Star Rating
Delaware	Administrator/Director	0.00	12.72	Senior	124.00	
Richland	Administrator/Director	0.00	13.78	Senior	30.50	
Franklin	Administrator/Director	0.00	30.73	Senior	20.00	
Guernsey	Assistant Teacher	0.00	8.85	Early	3.56	1.00
Mahoning	Assistant Teacher	0.00	11.02	Early	16.20	5.00
Hamilton	Assistant Teacher	0.00	11.28	Early	11.04	1.00
Clermont	Assistant Teacher	0.00	12.31	Early	8.68	
Franklin	Assistant Teacher	0.00	13.84	Early	5.53	
Clermont	Assistant Teacher	0.00	16.00	Early	8.68	
Hamilton	Assistant Teacher	0.00	26.49	Early	0.00	
Licking	Assistant Teacher	0.00	8.64	Mid	2.68	
Hancock	Assistant Teacher	0.00	11.56	Mid	6.27	

Seniority: Early Mid Senior



Workforce and Program Analysis Platform (WPAP): COMPENSATION - NOMINAL

Created Date: 07/19/2023

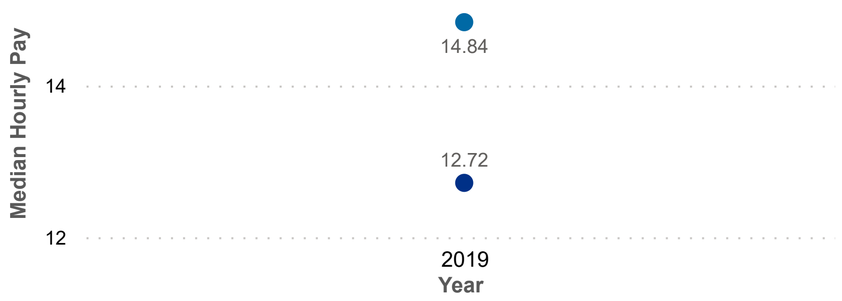
Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

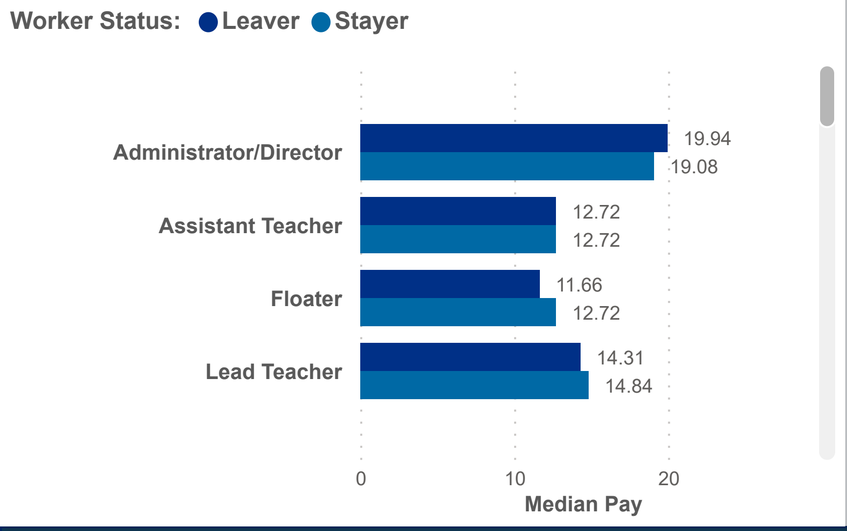
PAY MEDIAN (USD)

LEAVER	STAYER
12.72	14.84

Worker Status: Leaver Stayer



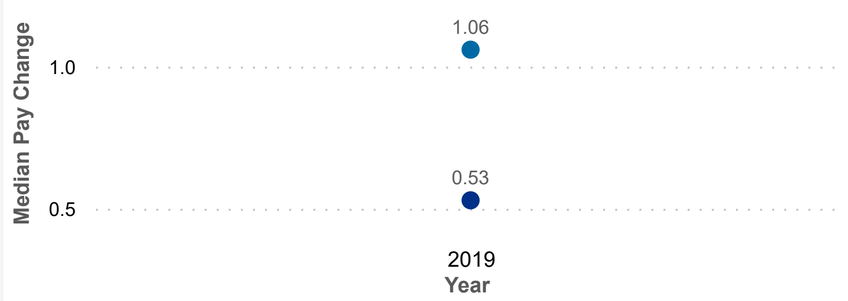
Worker Status: Leaver Stayer



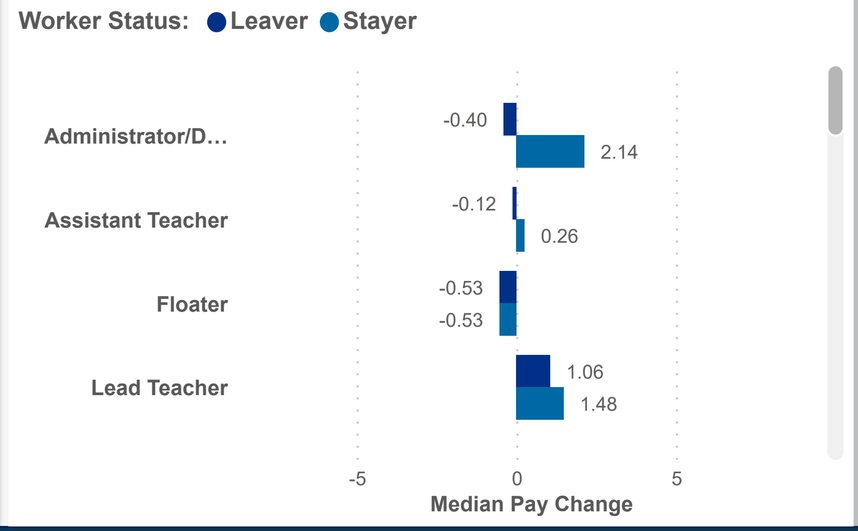
PAY PROGRESSION (USD)

LEAVER	STAYER
0.13	0.44

Worker Status: Leaver Stayer

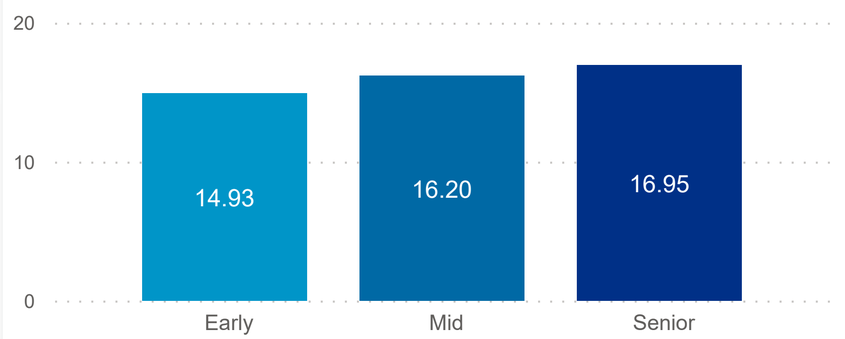


Worker Status: Leaver Stayer

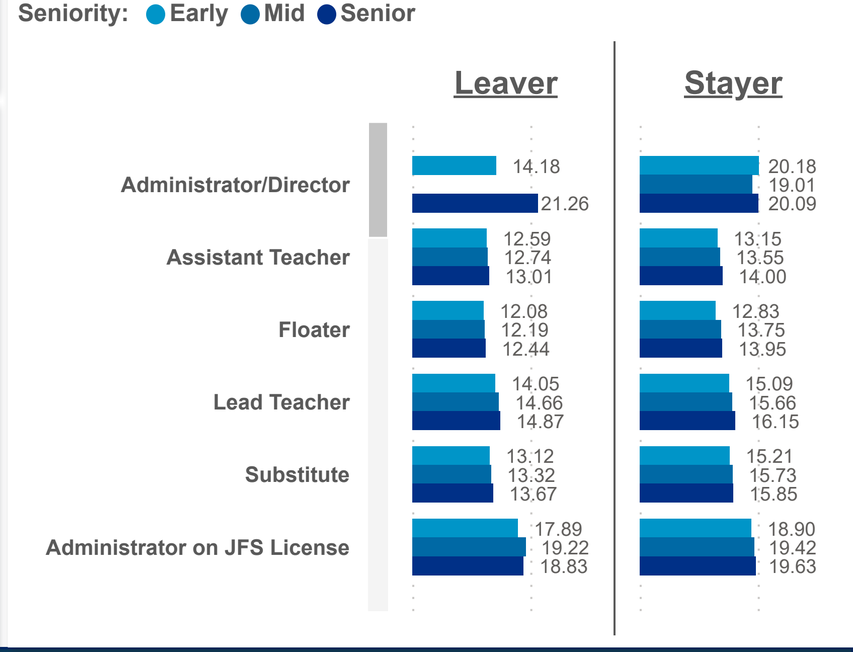


PAY & CAREER SENIORITY (USD)

Seniority: Early Mid Senior



Seniority: Early Mid Senior



Workforce and Program Analysis Platform (WPAP): COMPENSATION - PERCENT

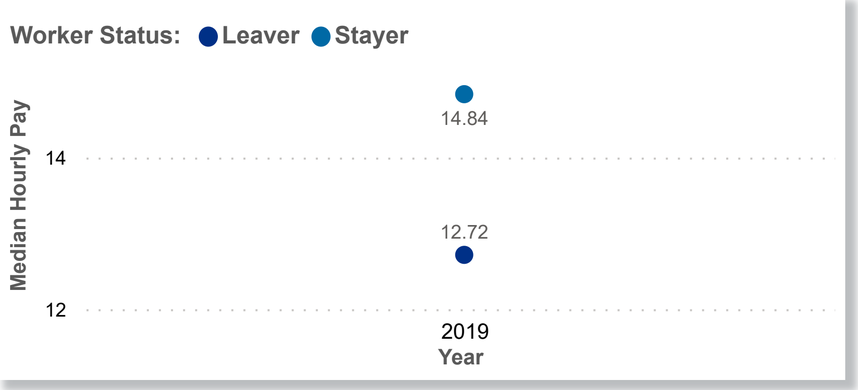
Created Date: 07/19/2023

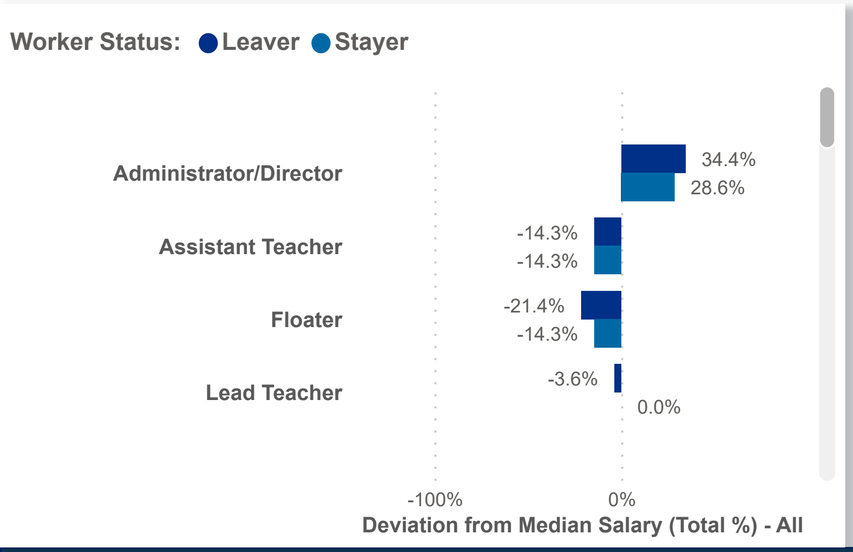
Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

PAY MEDIAN (USD)

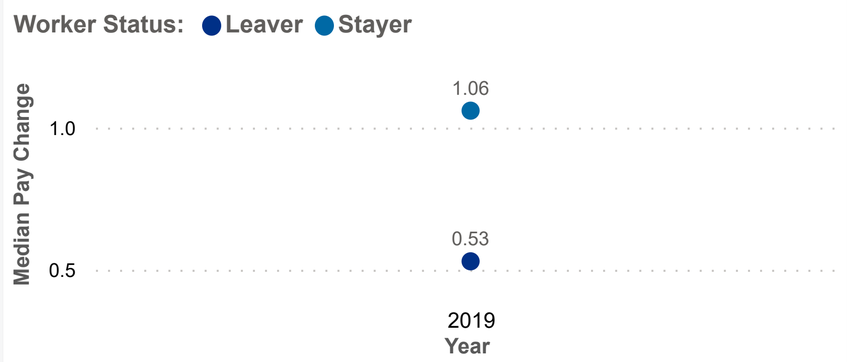
LEAVER	STAYER
12.72	14.84

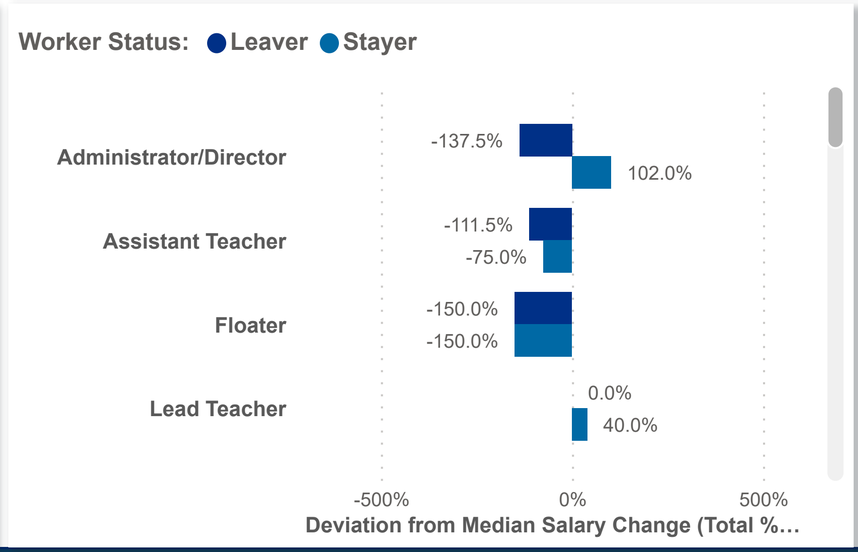




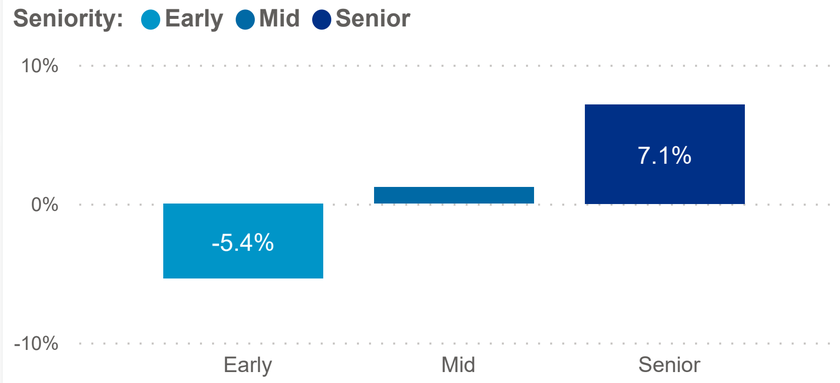
PAY PROGRESSION (USD)

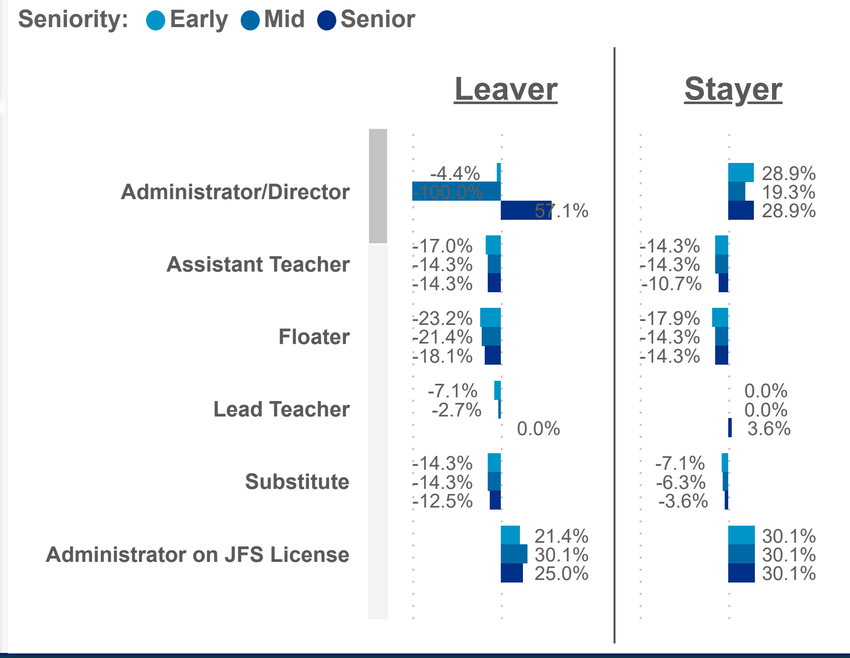
LEAVER	STAYER
0.13	0.44





PAY & CAREER SENIORITY (USD)





Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - NOMINAL

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

Workload Median (Total)

6.00

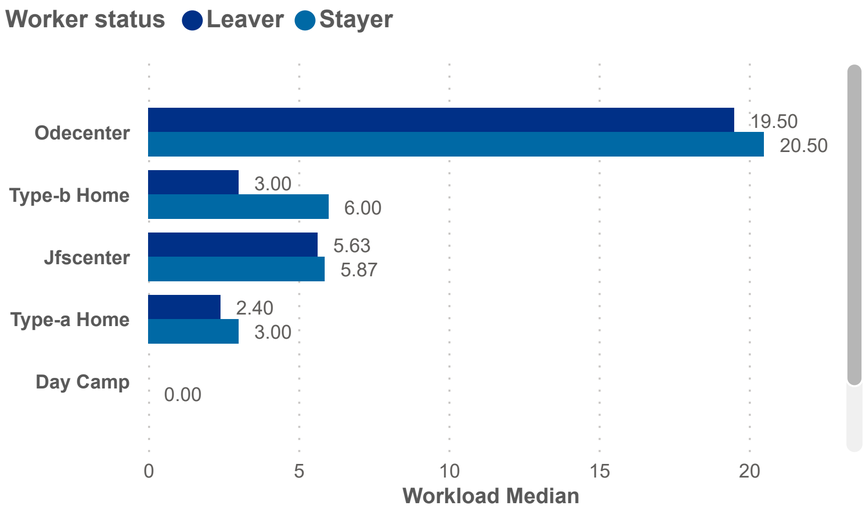
Workload Median (Leaver)

5.63

Workload Median (Stayer)

6.00

Workload Median



Star Rating Mean (Total)

3.52

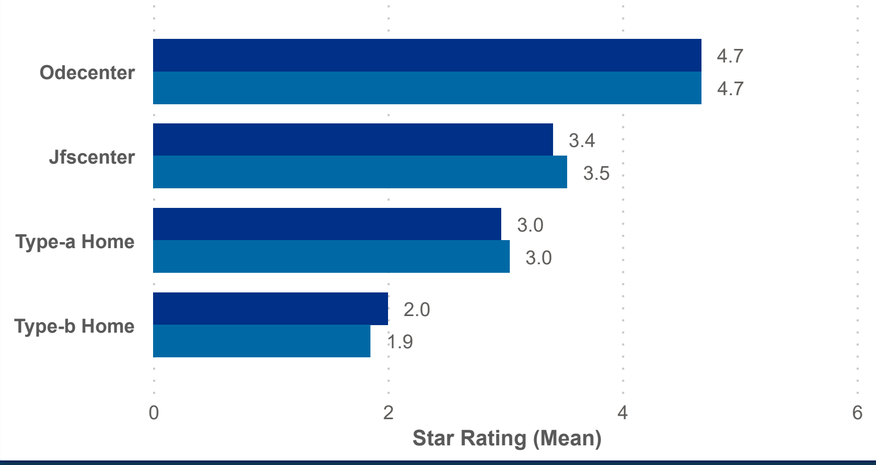
Star Rating Mean (Leaver)

3.41

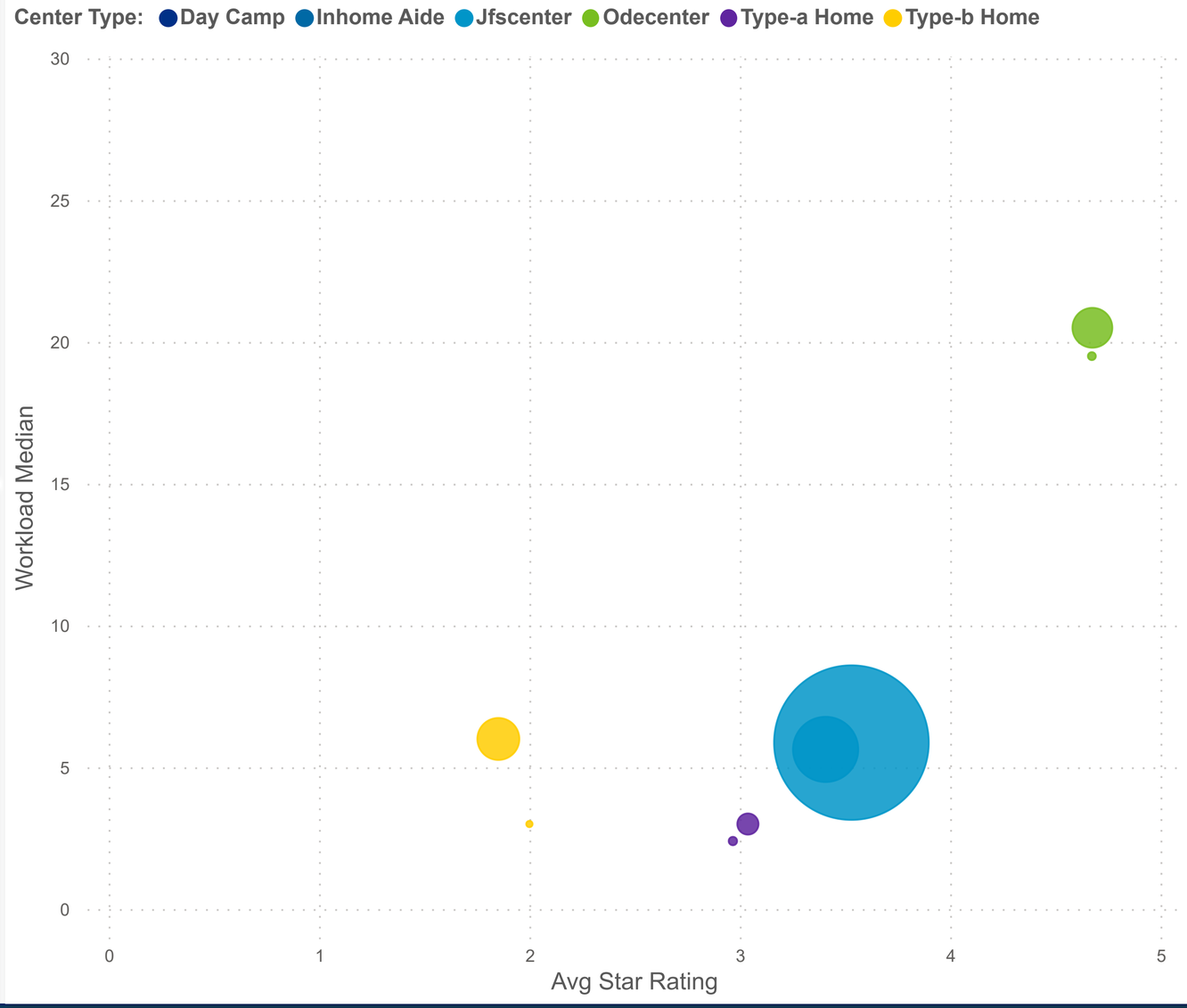
Star Rating Mean (Stayer)

3.53

Star Rating Mean



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type



Workforce and Program Analysis Platform (WPAP): WORKPLACE CHARACTERISTICS - PERCENT

Created Date: 07/19/2023

Date: 201807 201906 | Position Type: All | Beale Code: All | Publicly Funded: All | Job Title: All

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

Workload Median (Total)

6.00

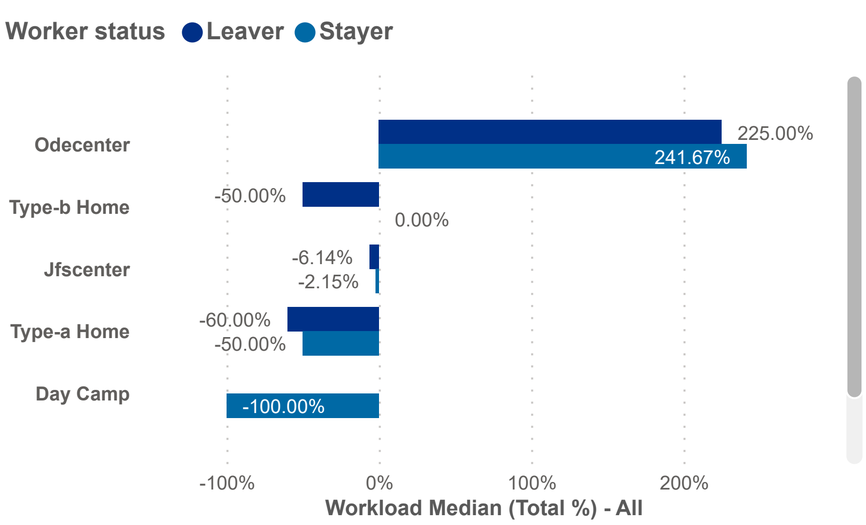
Workload Median (Leaver)

5.63

Workload Median (Stayer)

6.00

Workload Median (Total %)



Star Rating Mean (Total)

3.52

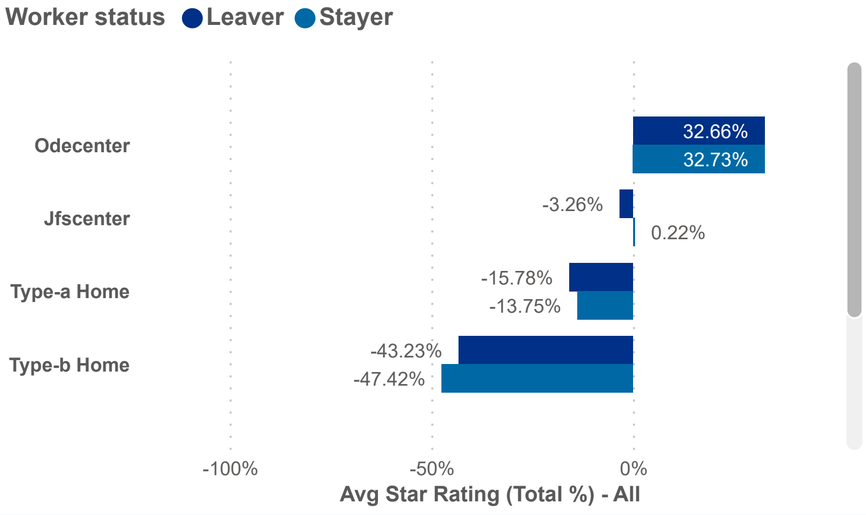
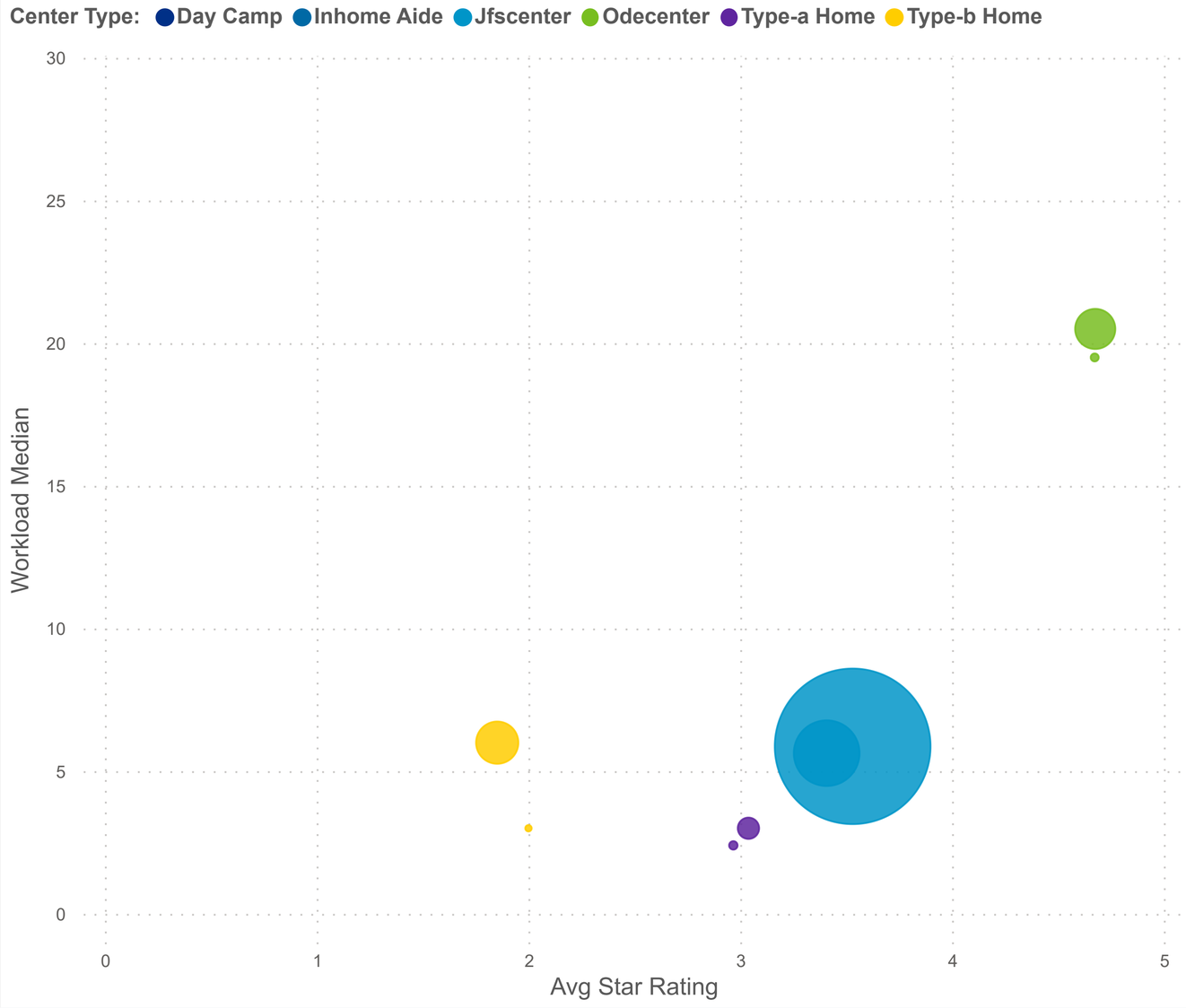
Star Rating Mean (Leaver)

3.41

Star Rating Mean (Stayer)

3.53

Star Rating Mean (Total %)



Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type