

Workforce and Program Analysis Platform (WPAP)

*All Filters and Views
2019-May 2022 Series Data*

July 7, 2022

NEW SYSTEMS > ETHIC

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

Definitions and Calculations

- **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.

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

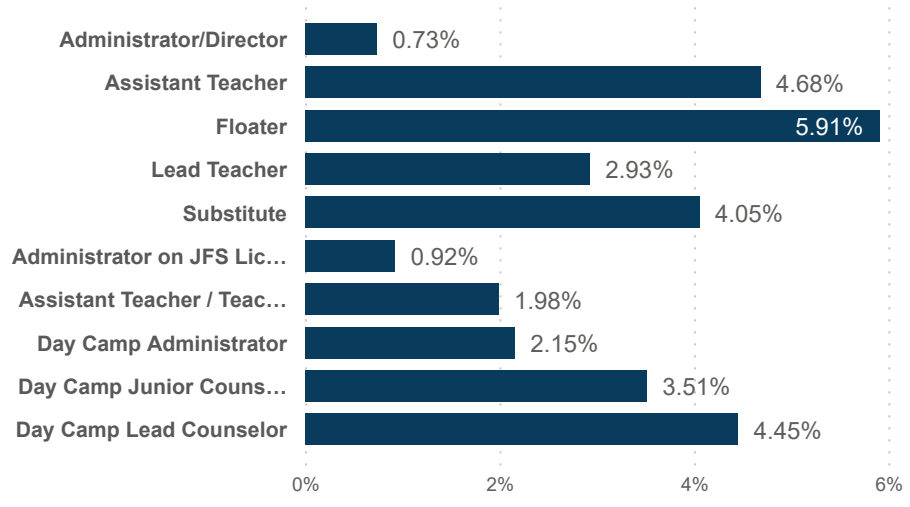
Definitions and Calculations

- **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: Position Type: Beale Code: Publicly Funded: Job Title:

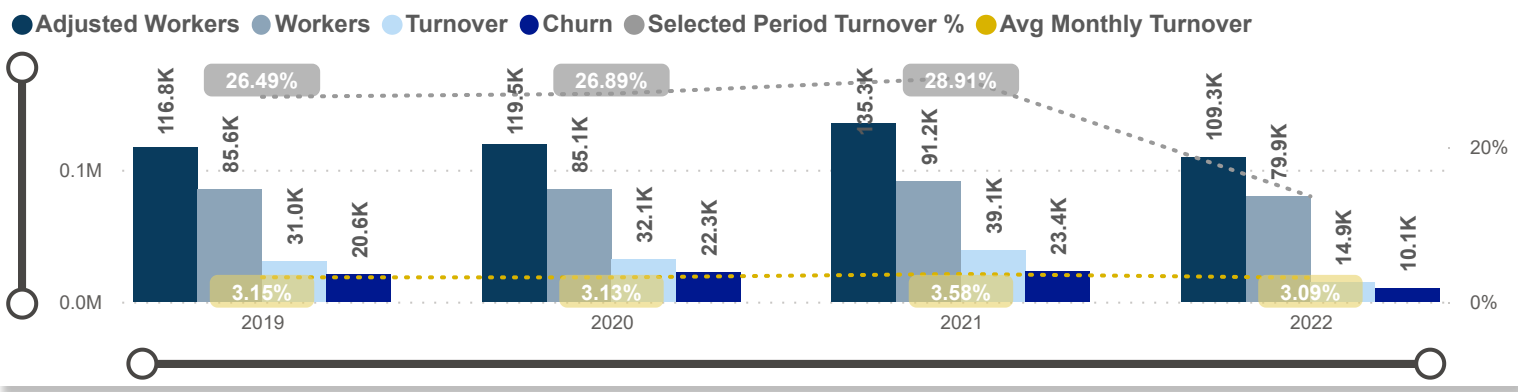
County: Star Rating: Total Duration: Center Type: Education:

Avg Monthly Turnover Rates by Job Title

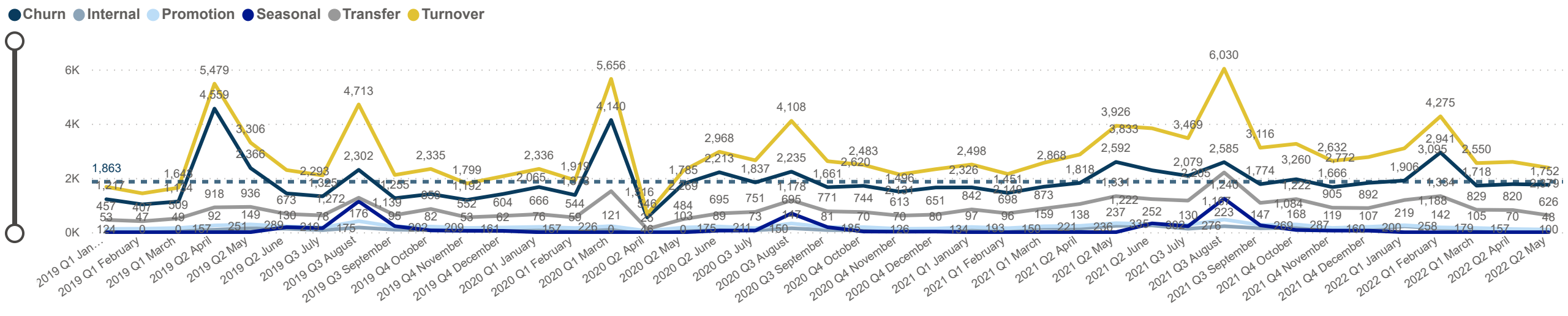


Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
3.27%	221,825	76,176	145,649	52.79%

Avg Monthly Turnover and Number of Workers



Categorization by Time Series

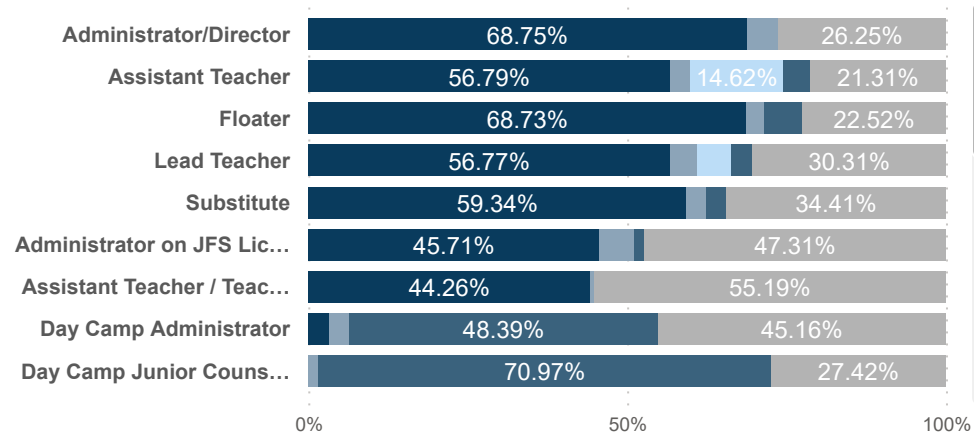


Date: Position Type: Beale Code: Publicly Funded: Job Title:

County: Star Rating: Total Duration: Center Type: Education:

Job Change Reasons by Job Title

● Churn ● Internal ● Promotion ● Seasonal ● Transfer



Avg Monthly Churn

2.13%

Adjusted Workers

221,825

Workload Median

6.03

Pay Median USD / hr

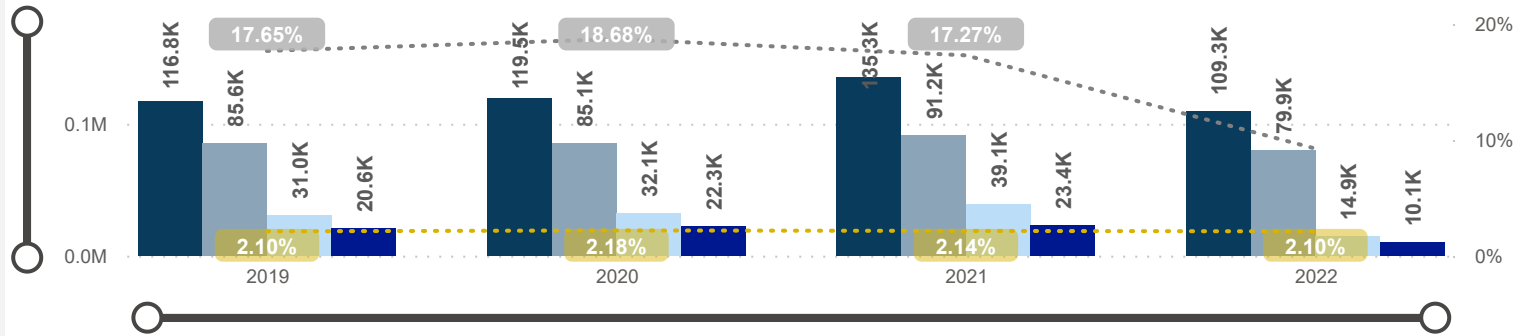
11.50

Avg ECE Duration

4.69

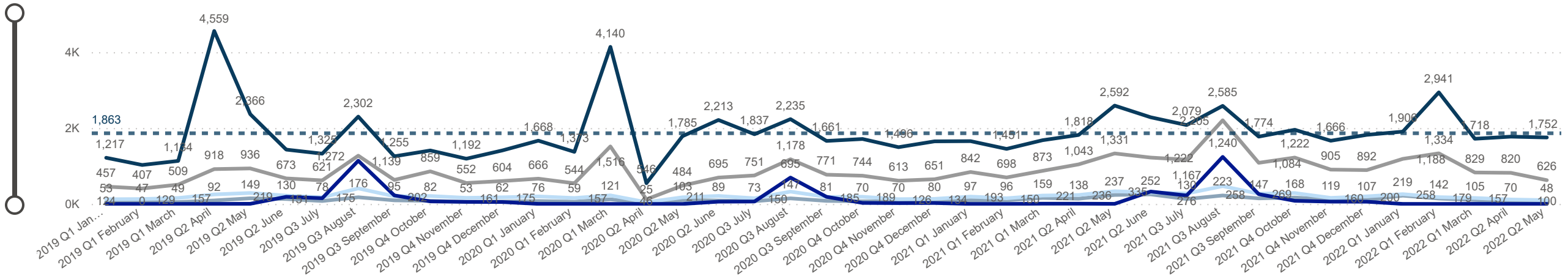
Avg Monthly Churn and Number of Workers

● Adjusted Workers ● Workers ● Turnover ● Churn ● Selected Period Churn % ● Avg Monthly Churn



Categorization by Time Series

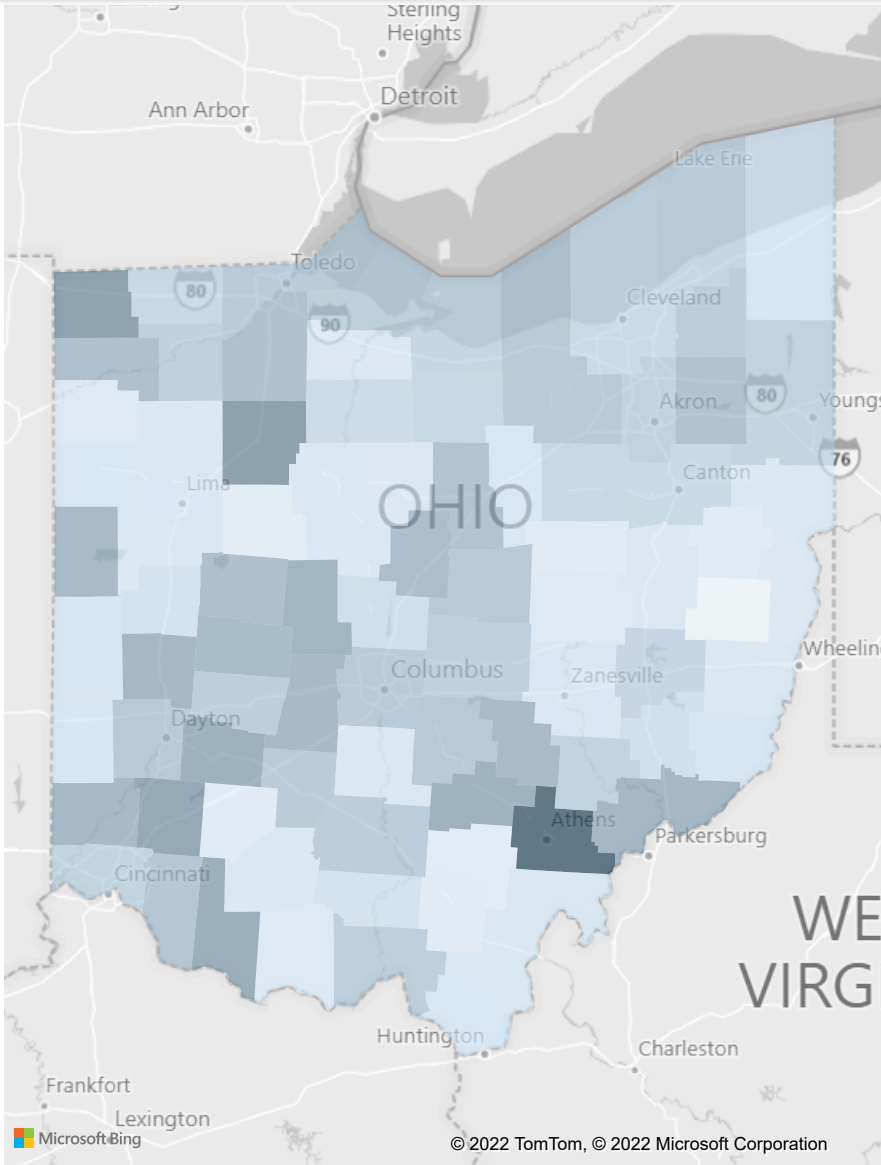
● Churn ● Internal ● Promotion ● Seasonal ● Transfer





Date: 201901 202205 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 **221,825**

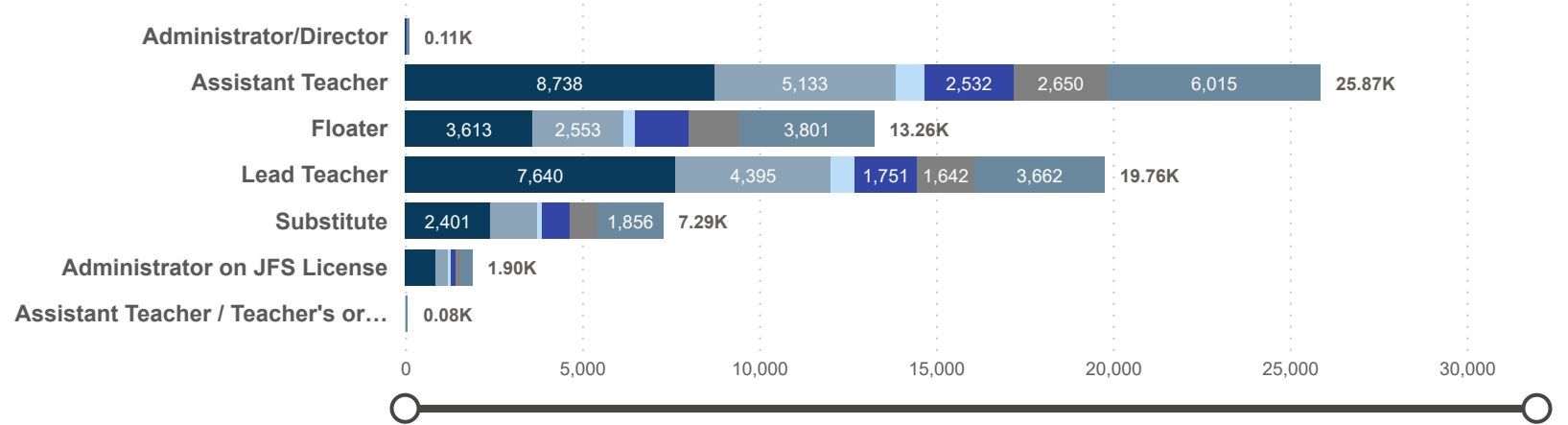
TOTAL LEAVER **76,176**

TOTAL STAYER **145,649**

SELECTED PERIOD CHURN % **34.34%**

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	158	113	0.08%	37	121	23.42%	76.58%	0.92%	29.75%	1.17%	6.45	4.01
Allen OH	1,870	1,090	0.81%	538	1,332	28.77%	71.23%	1.74%	45.35%	2.73%	5.77	3.39
Ashland OH	470	339	0.25%	139	331	29.57%	70.43%	1.81%	45.11%	2.76%	6.50	3.73
Ashtabula OH	1,506	895	0.67%	453	1,053	30.08%	69.92%	1.89%	46.41%	2.90%	5.38	4.00
Athens OH	1,687	1,268	0.94%	846	841	50.15%	49.85%	3.75%	63.72%	4.76%	2.86	3.14
Auglaize OH	476	312	0.23%	132	344	27.73%	72.27%	1.70%	46.64%	2.85%	5.76	3.42
Belmont OH	448	338	0.25%	124	324	27.68%	72.32%	1.33%	41.07%	1.98%	6.20	3.87
Brown OH	313	217	0.16%	126	187	40.26%	59.74%	2.11%	48.88%	2.50%	6.44	3.27
Butler OH	5,991	4,224	3.14%	2,294	3,697	38.29%	61.71%	2.46%	56.69%	3.64%	7.50	3.21
Carroll OH	234	147	0.11%	52	182	22.22%	77.78%	1.16%	30.77%	1.60%	0.59	3.50
Total	221,825	134,564	100.00%	76,176	145,649	34.34%	65.66%	2.13%	52.79%	3.27%	6.03	3.42



Date: 201901 202205 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

NUMBER OF WORKERS

AVG ECE DURATION (In Years)

HOURLY WAGE BANDS (USD)

TOTAL LEAVER

76,176

TOTAL STAYER

145,649

LEAVER

3.23

STAYER

4.83

LEAVER (Hourly Wage MED)

11.00

STAYER (Hourly Wage MED)

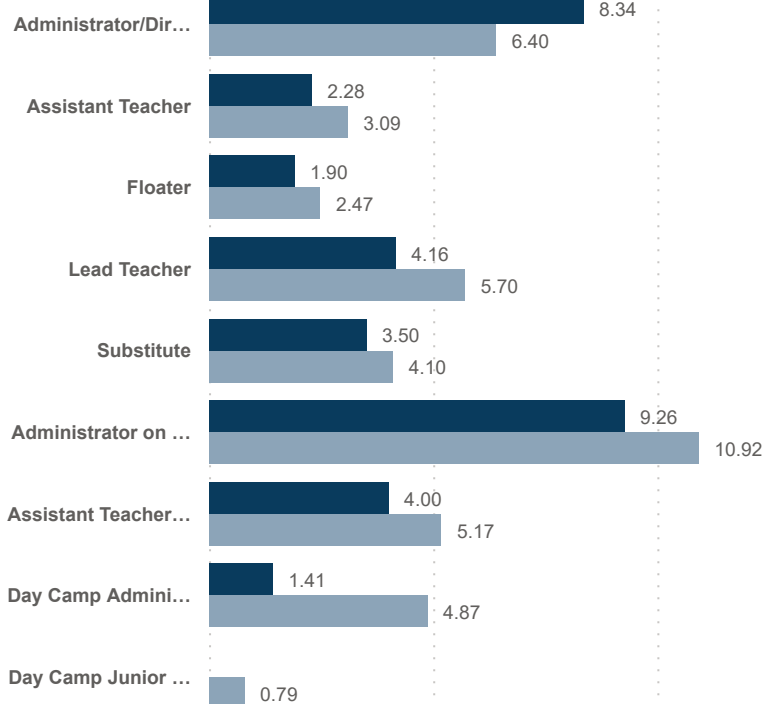
11.50

Leaver % Stayer %

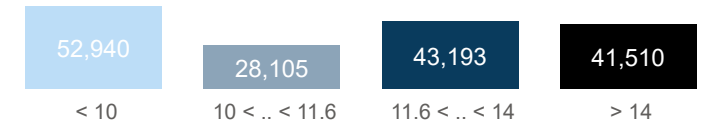
34.34%

65.66%

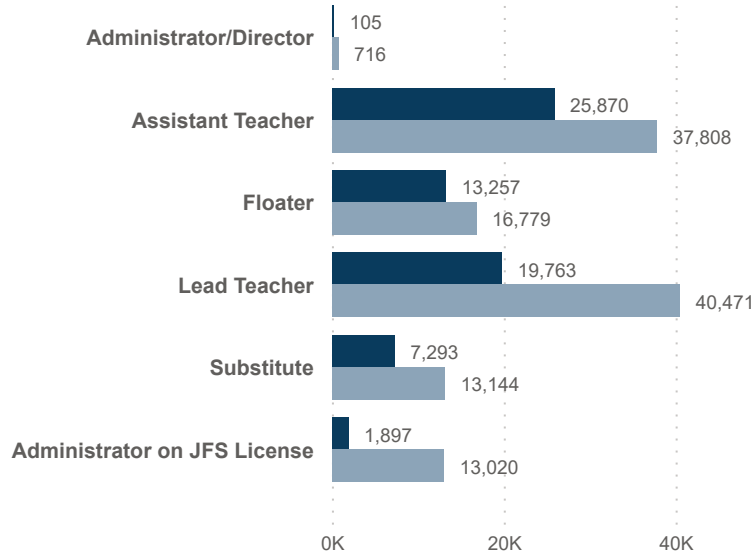
Worker Status: Leaver Stayer



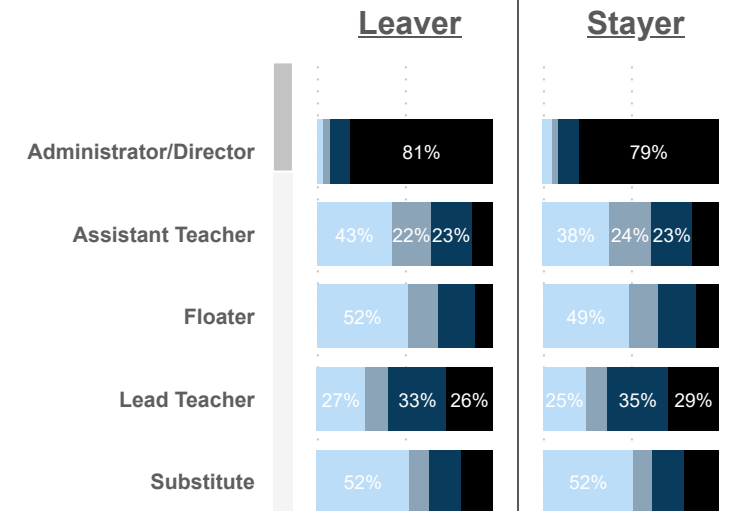
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Leaver Stayer



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



Date: 201901 202205 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

NUMBER OF WORKERS

LEAVER

34.34%

STAYER

65.66%

Leaver % Stayer %



AVG ECE DURATION (In Years)

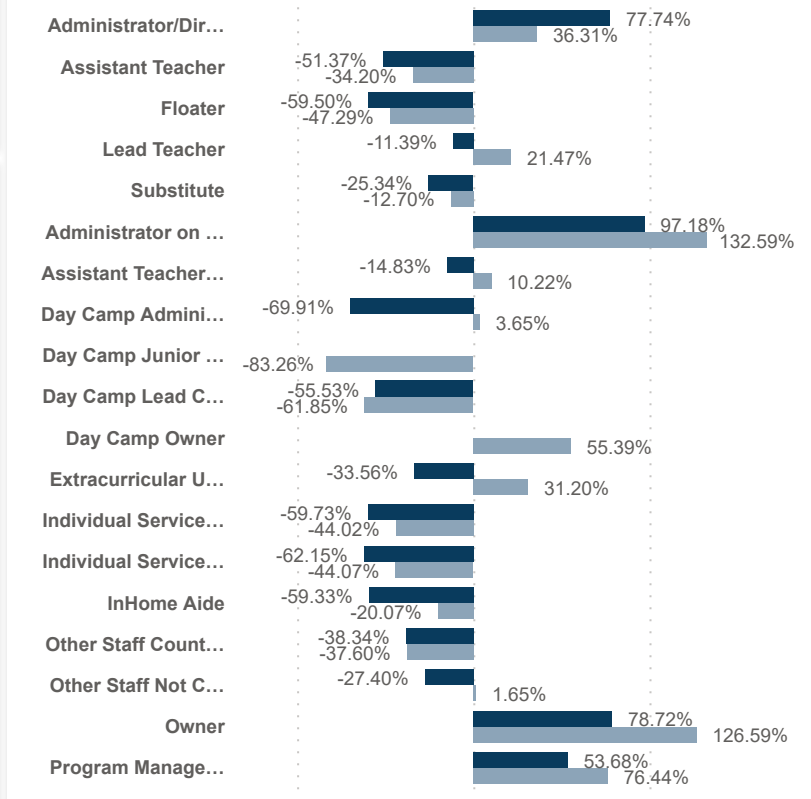
LEAVER

3.23

STAYER

4.83

Worker Status: Leaver Stayer



HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)

11.00

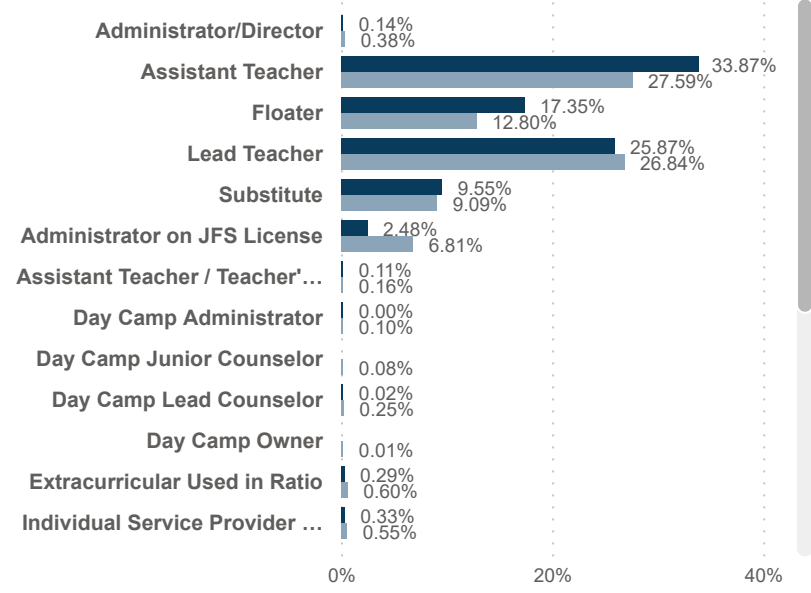
STAYER (Hourly Wage MED)

11.50

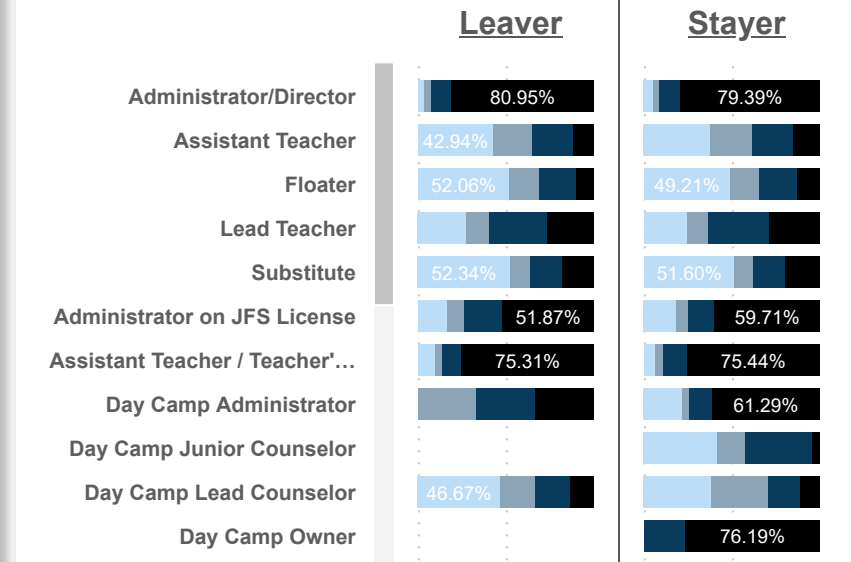
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Worker Status: Leaver Stayer



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





Date: 201901 202205 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

LEAVER (Avg Career Duration)

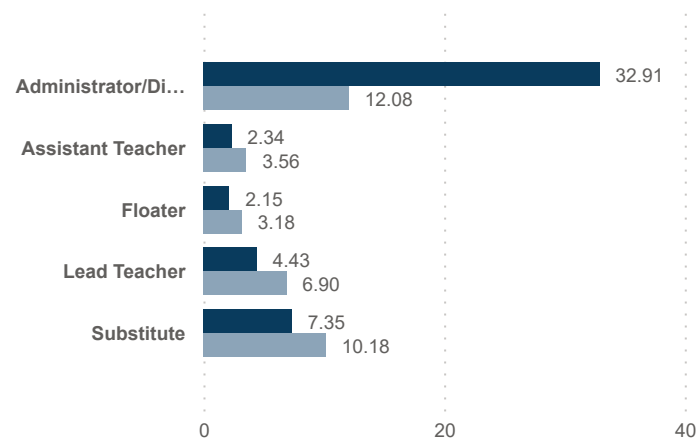
4.22

STAYER (Avg Career Duration)

7.90

Avg Career Duration by Job Title

Worker Status: Leaver Stayer



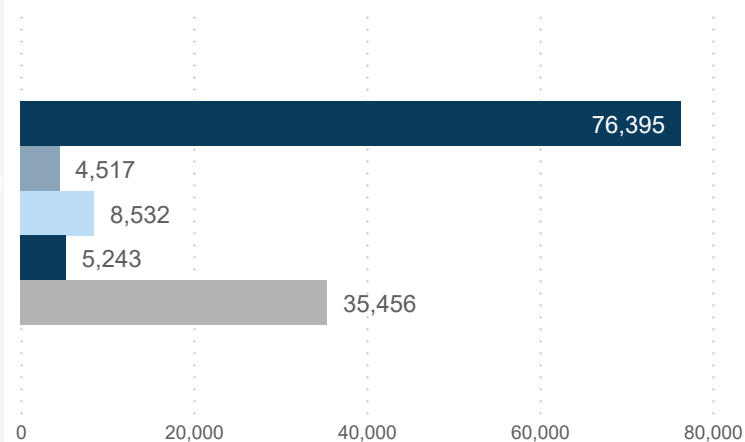
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Hamilton	Administrator on JFS License	50.29	13.74	Senior	6.00	
Washington	Owner	50.21	13.25	Senior	2.77	
Washington	Owner	50.21	13.50	Senior	1.60	
Washington	Owner	50.21	14.00	Senior	2.27	
Morgan	Owner	50.21	14.53	Senior	3.53	
Washington	Owner	50.21	16.20	Senior	2.11	
Mahoning	Individual Service Provider Not Used in Ratio	49.24	11.25	Senior	3.50	5.00
Wayne	Substitute	45.04	10.50	Senior	4.88	
Cuyahoga	Individual Service Provider Not Used in Ratio	45.01	12.50	Senior	1.48	5.00
Clark	Administrator on JFS License	43.38	9.50	Senior	13.60	
Richland	Dav Camp Owner	43.29	17.50	Senior	0.00	

TOTAL STAYER

145,649

Turnover Reasons

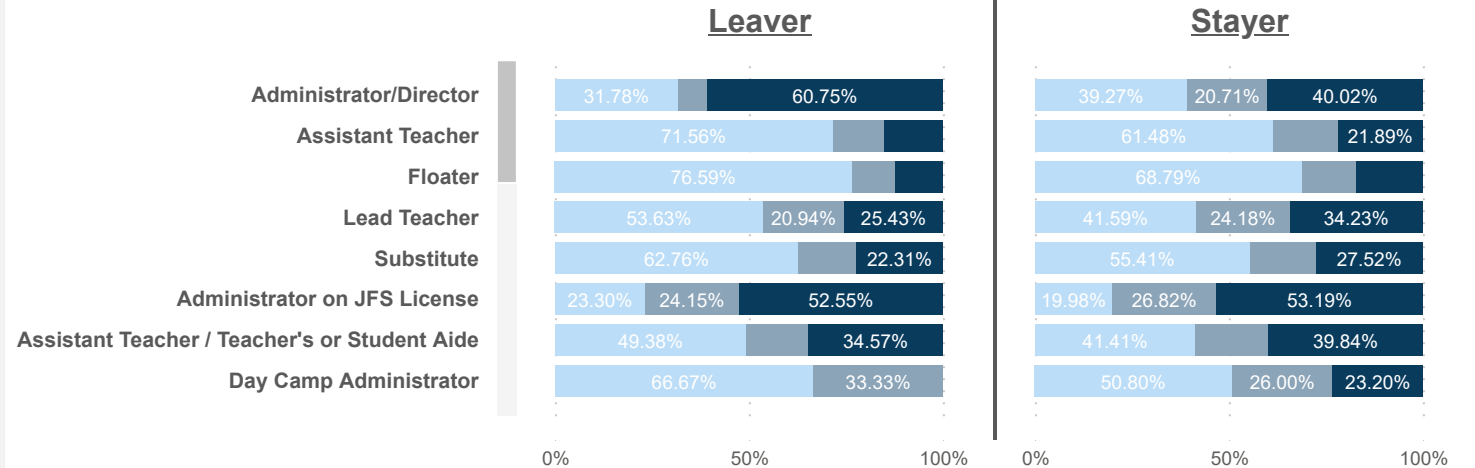
Churn Internal Promotion Seasonal Transfer



STAYER (Promotion)

8,532

Seniority: Early Mid Senior





Date: 201901

202205

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

LEAVER (Avg Career Duration)

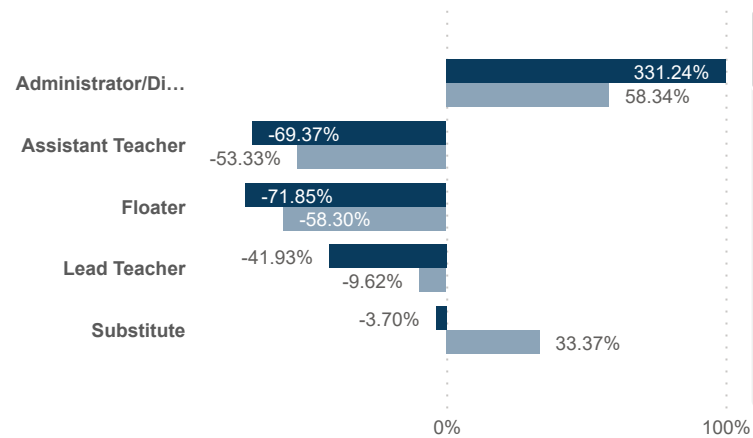
4.22

STAYER (Avg Career Duration)

7.90

Avg Career Duration by Job Title vs Mean

Worker Status: Leaver Stayer



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Hamilton	Administrator on JFS License	50.29	13.74	Senior	6.00	
Washington	Owner	50.21	13.25	Senior	2.77	
Washington	Owner	50.21	13.50	Senior	1.60	
Washington	Owner	50.21	14.00	Senior	2.27	
Morgan	Owner	50.21	14.53	Senior	3.53	
Washington	Owner	50.21	16.20	Senior	2.11	
Mahoning	Individual Service Provider Not Used in Ratio	49.24	11.25	Senior	3.50	5.00
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Clark	Administrator on JFS License	43.38	9.50	Senior	13.60	
Richland	Dav Camp Owner	43.29	17.50	Senior	0.00	

TOTAL STAYER

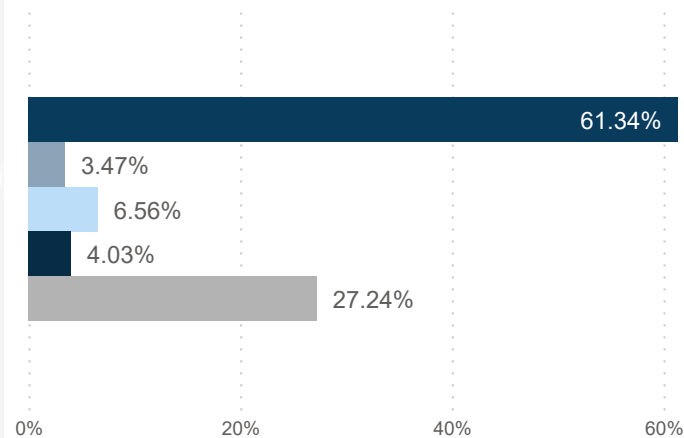
145,649

STAYER (Promotion)

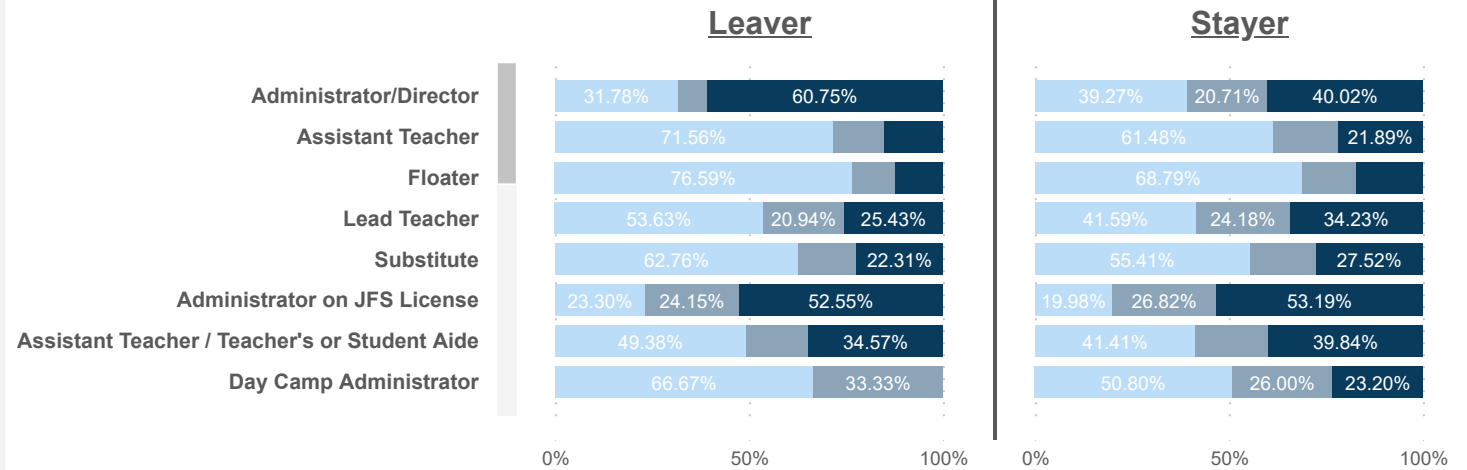
8,532

Turnover Reasons

Churn Internal Promotion Seasonal Transfer



Seniority: Early Mid Senior



Date: 201901 202205 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

PAY MEDIAN (USD)

PAY PROGRESSION (USD)

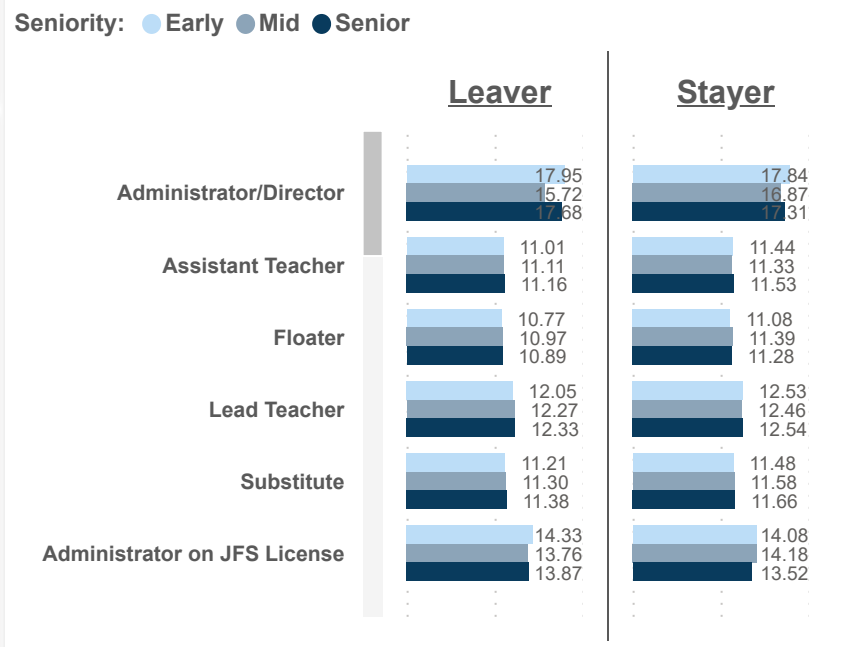
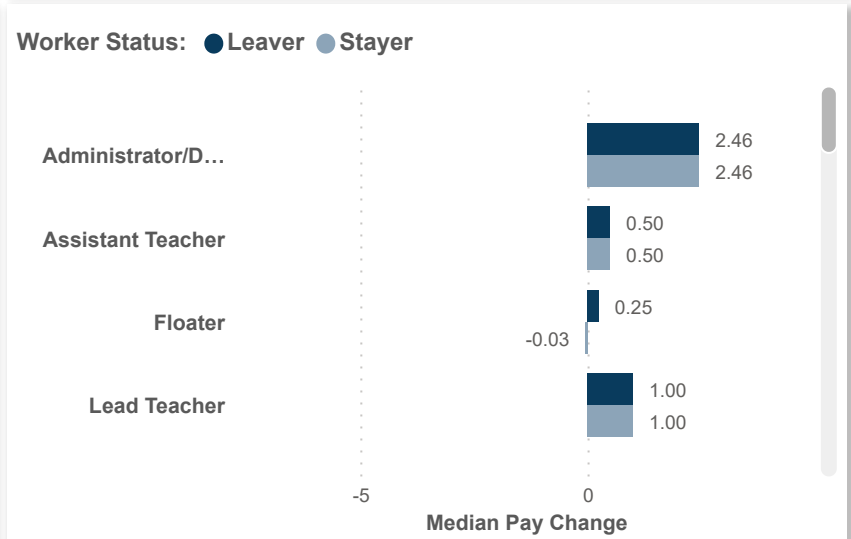
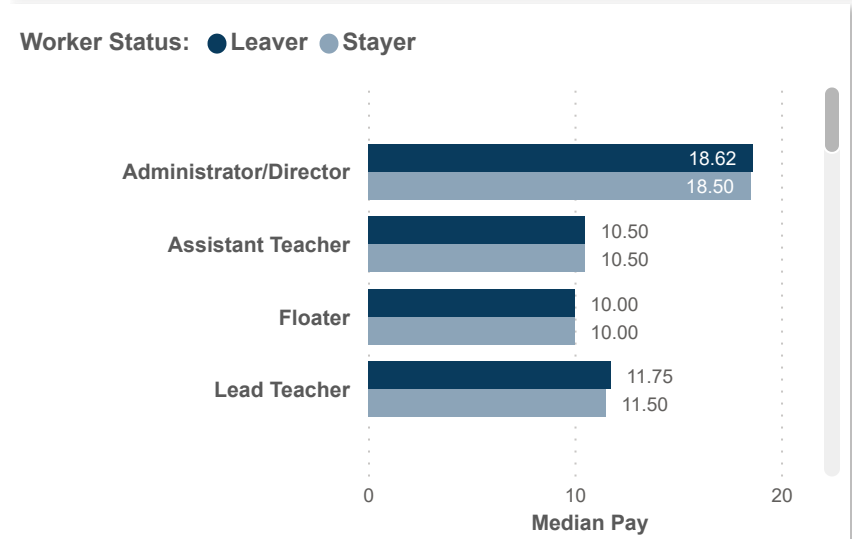
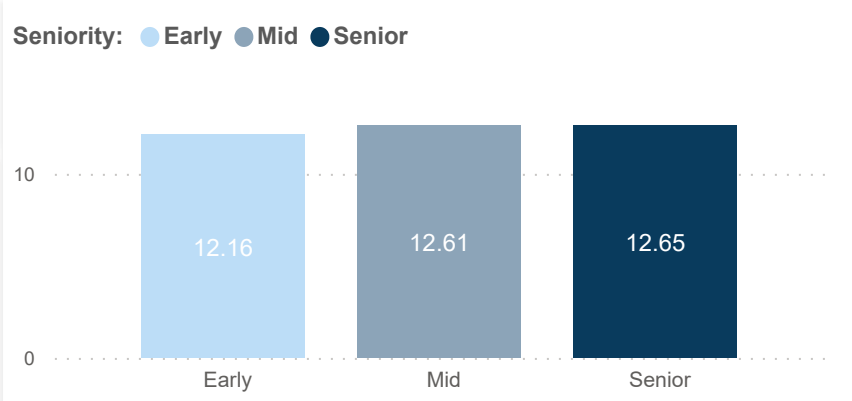
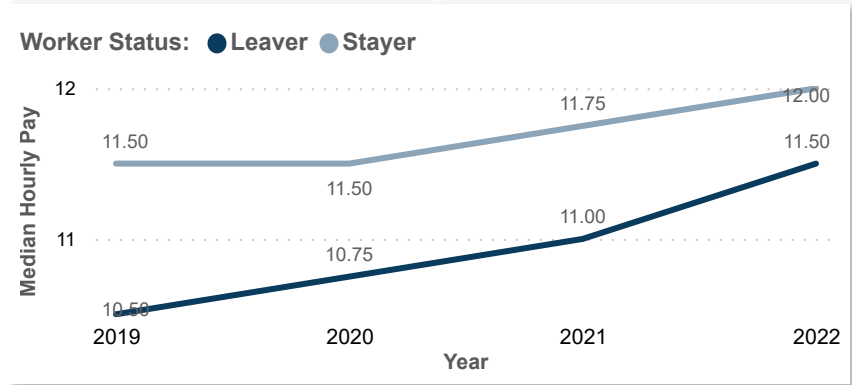
PAY & CAREER SENIORITY (USD)

LEAVER
11.00

STAYER
11.50

LEAVER
0.19

STAYER
0.25



Date: 201901 202205 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

PAY MEDIAN (USD)

LEAVER

11.00

STAYER

11.50

PAY PROGRESSION (USD)

LEAVER

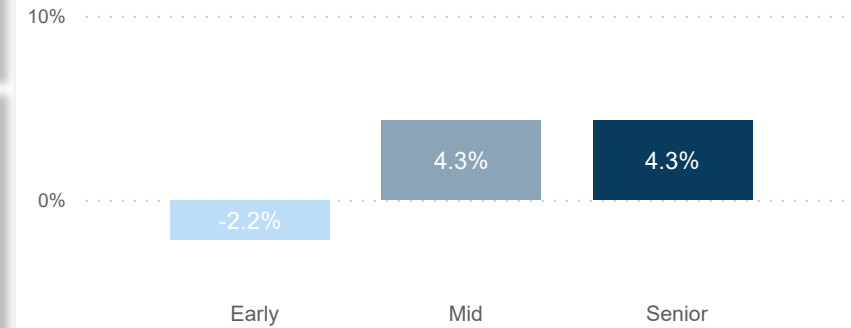
0.19

STAYER

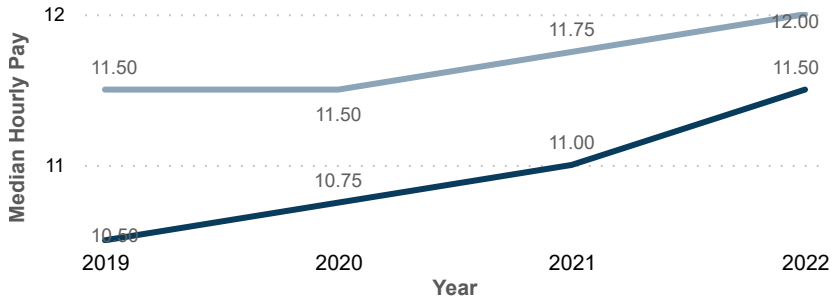
0.25

PAY & CAREER SENIORITY (USD)

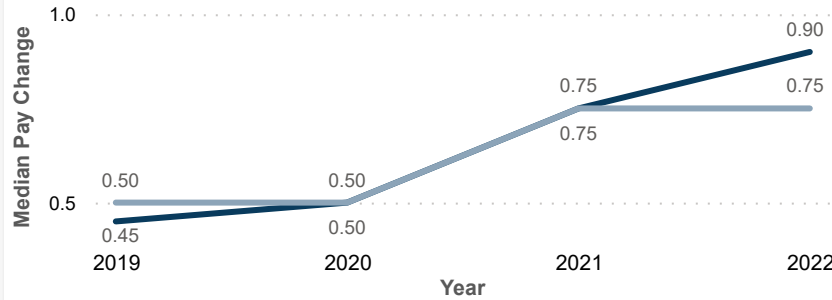
Seniority: Early Mid Senior



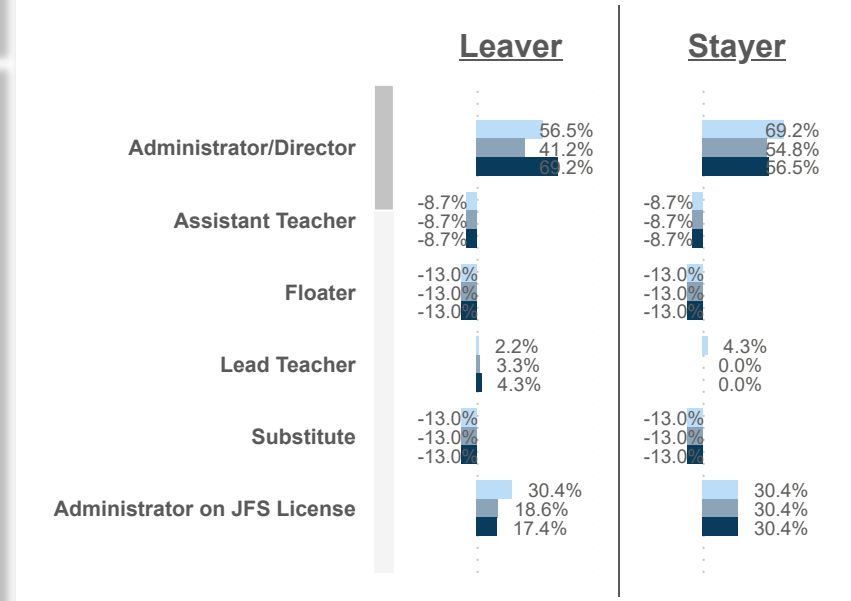
Worker Status: Leaver Stayer



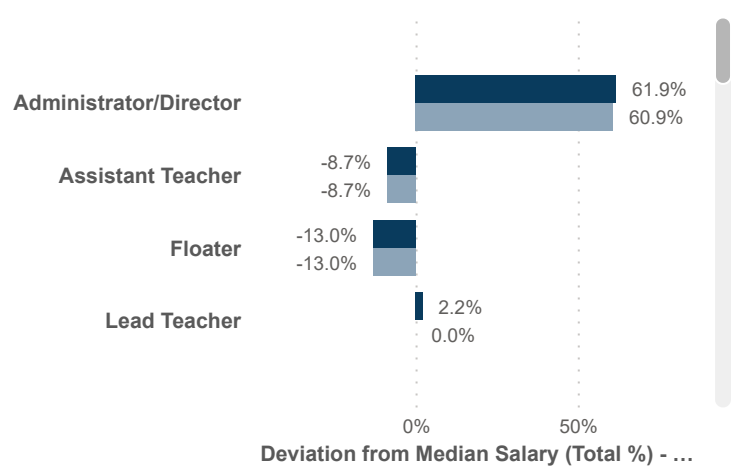
Worker Status: Leaver Stayer



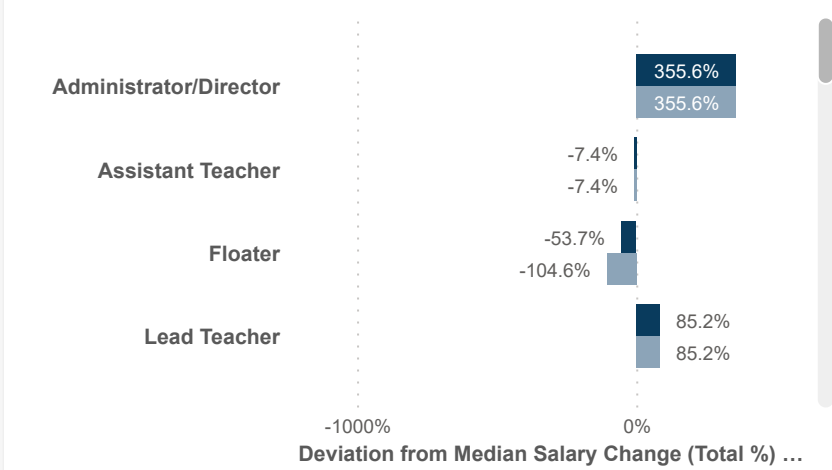
Seniority: Early Mid Senior



Worker Status: Leaver Stayer



Worker Status: Leaver Stayer





Date: 201901 202205 Position Type: All Beale Code: All Publicly Funded: All Job Title: All

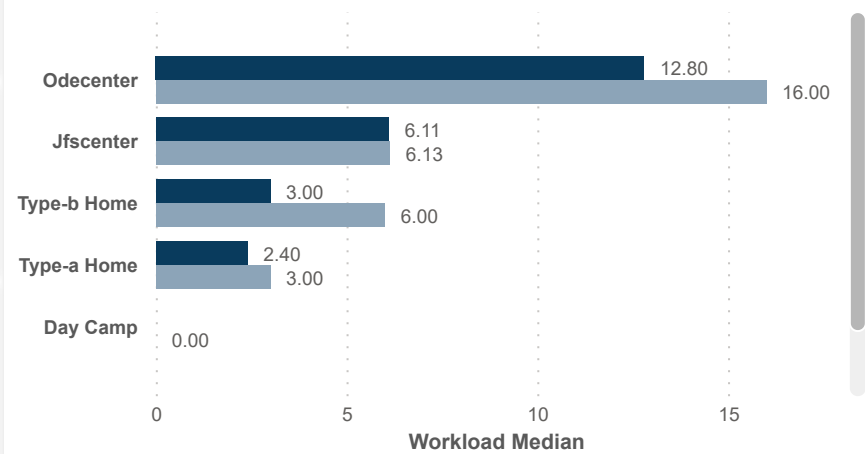
County: All Star Rating: All Total Duration: 0.00 50.00 Center Type: All Education: All

Workload Median (Total)

6.03

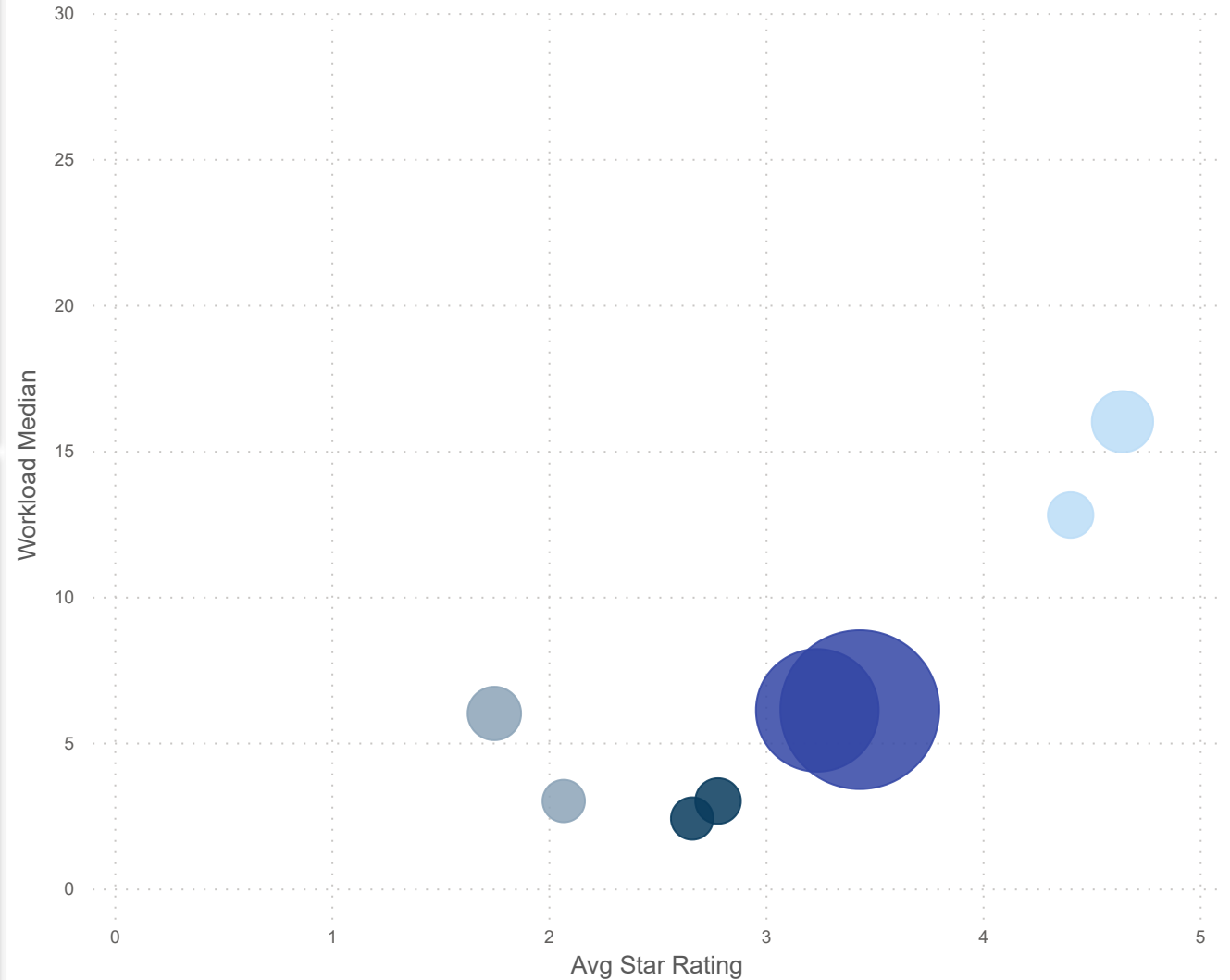
Workload Median

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



Workload Median (Leaver)

6.13

Workload Median (Stayer)

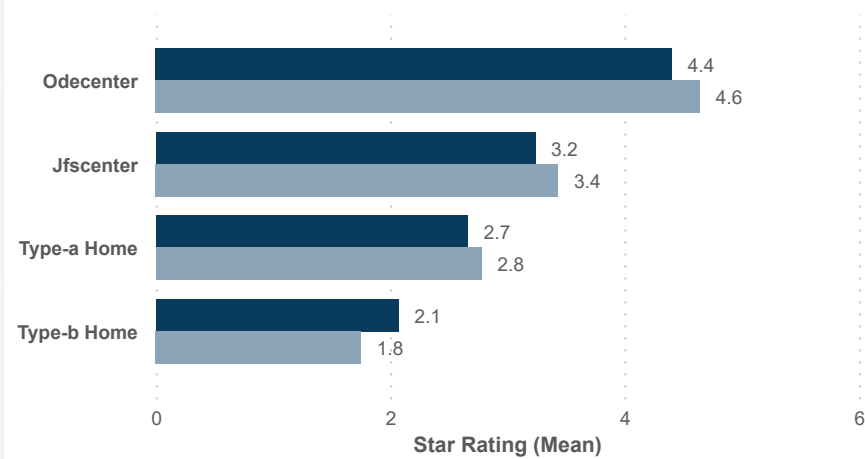
6.03

Star Rating Mean (Total)

3.42

Star Rating Mean

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.26

Star Rating Mean (Stayer)

3.42



Date: 201901 202205

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

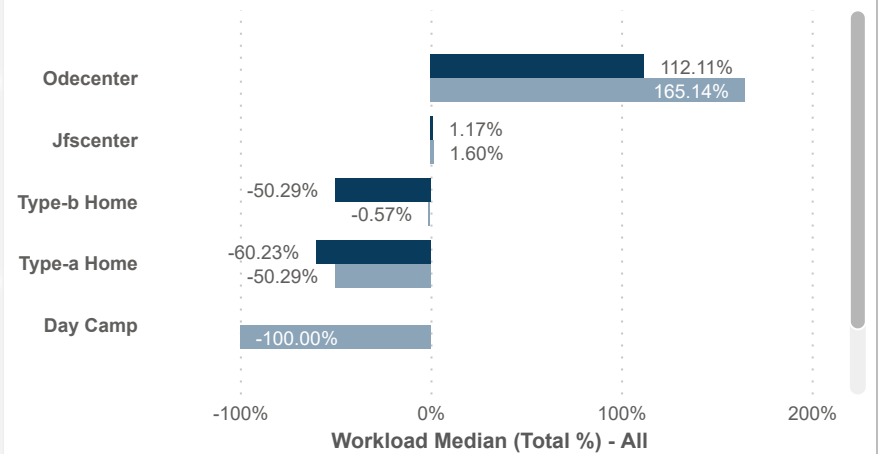
Education: All

Workload Median (Total)

6.03

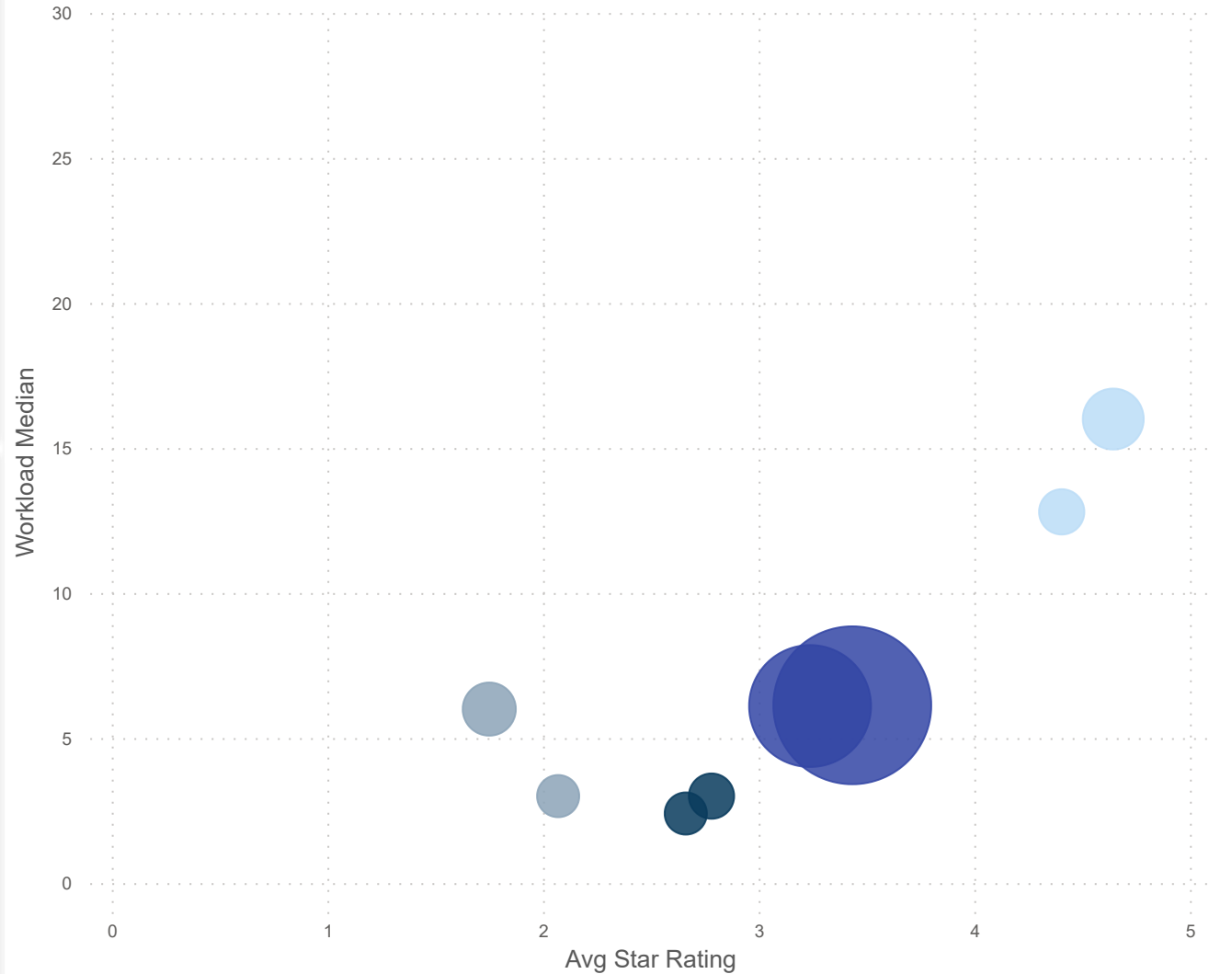
Workload Median (Total %)

Worker status ● Leaver ● Stayer



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

Center Type: ● Day Camp ● Inhome Aide ● Jfscenter ● Odecenter ● Type-a Home ● Type-b Home



Workload Median (Leaver)

6.13

Workload Median (Stayer)

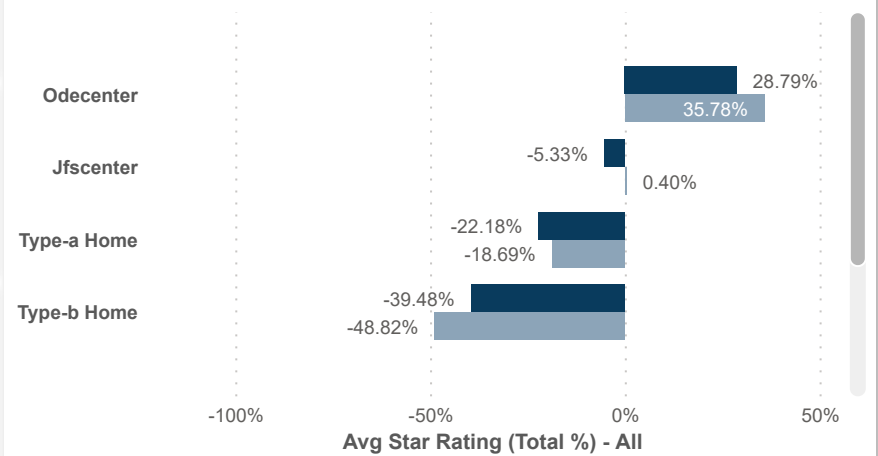
6.03

Star Rating Mean (Total)

3.42

Star Rating Mean (Total %)

Worker status ● Leaver ● Stayer



Star Rating Mean (Leaver)

3.26

Star Rating Mean (Stayer)

3.42