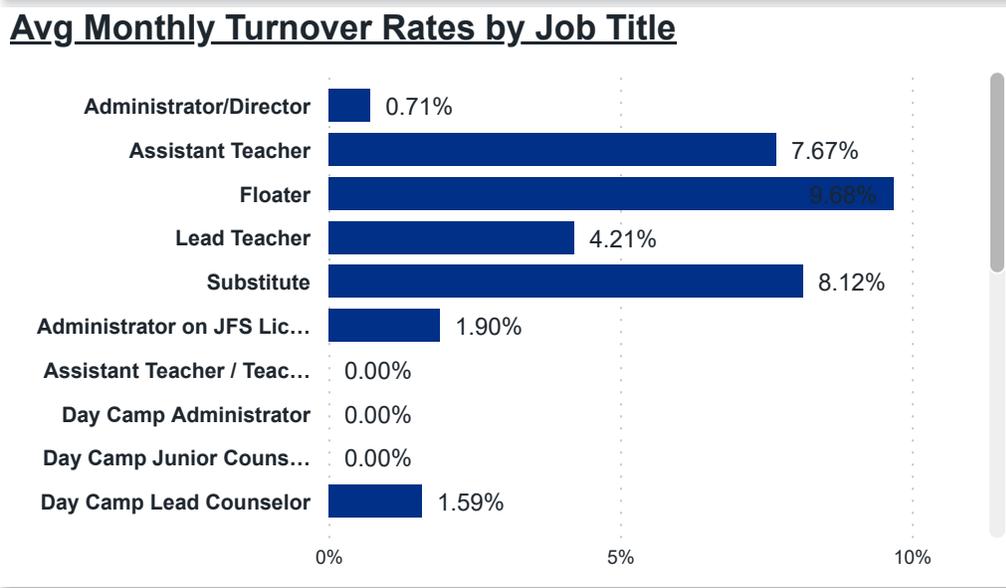


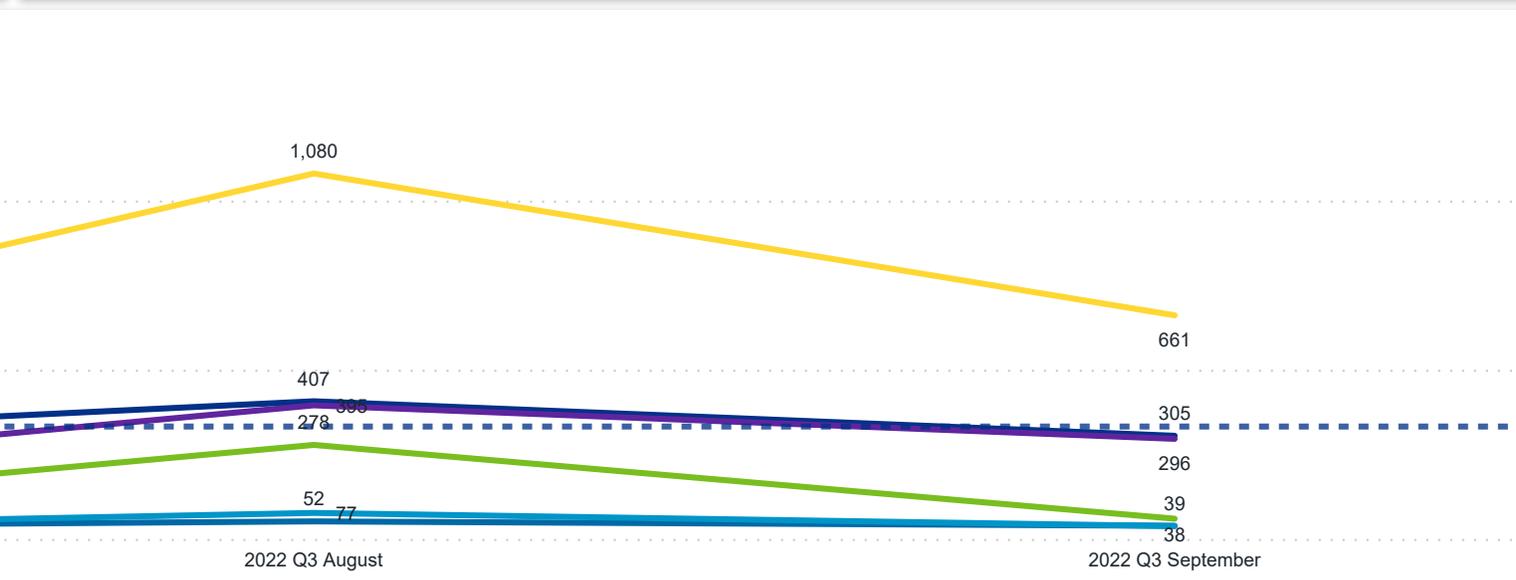
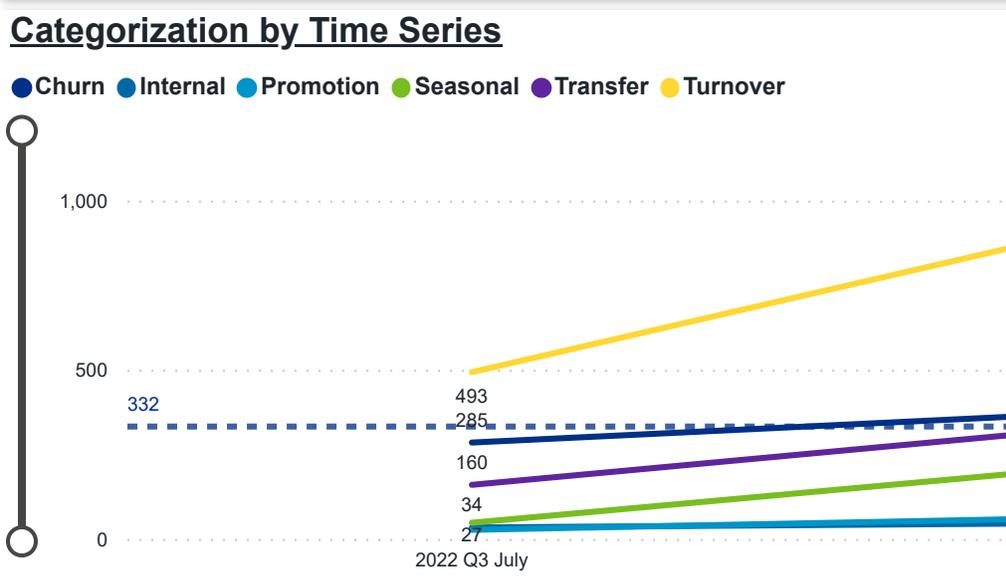
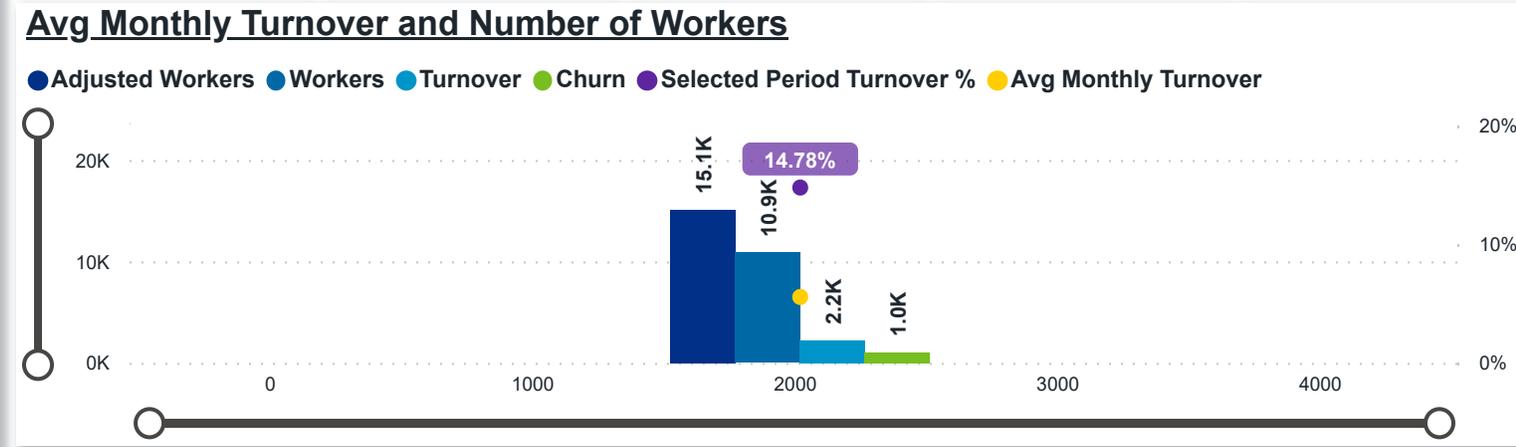


Date: Position Type: Beale Code: Publicly Funded: Job Title:

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



Avg Monthly Turnover	Adjusted Workers	Total Leaver	Total Stayer	Sel Period Turnover
5.55%	15,111	994	14,117	14.78%

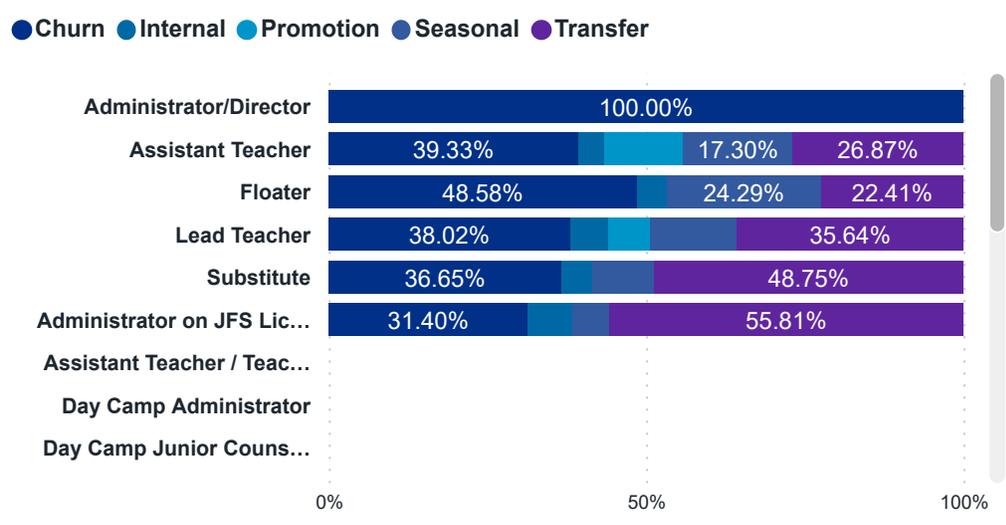




Date: Position Type: Beale Code: Publicly Funded: Job Title:

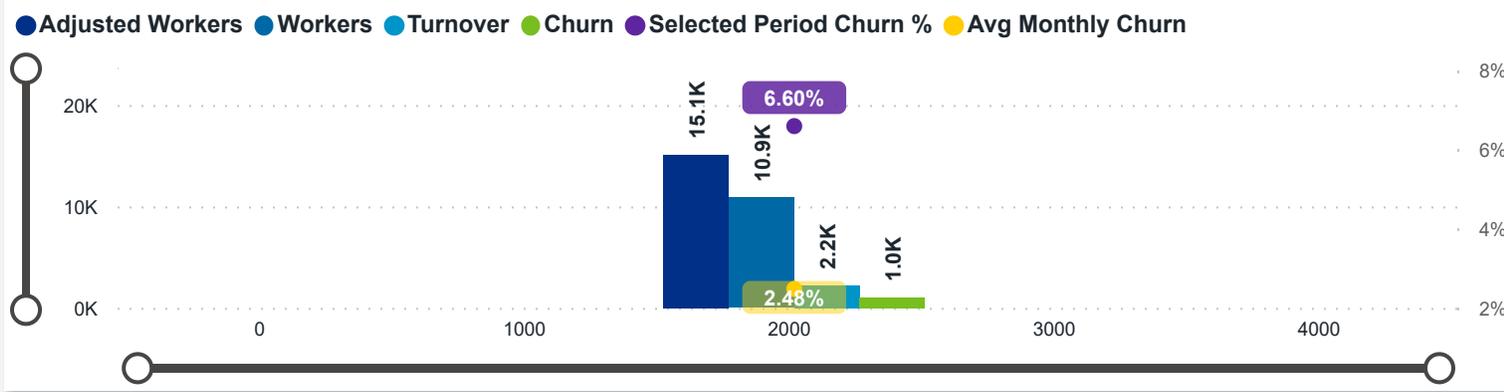
County: Star Rating: Total Duration: Center Type: Education:

Job Change Reasons by Job Title

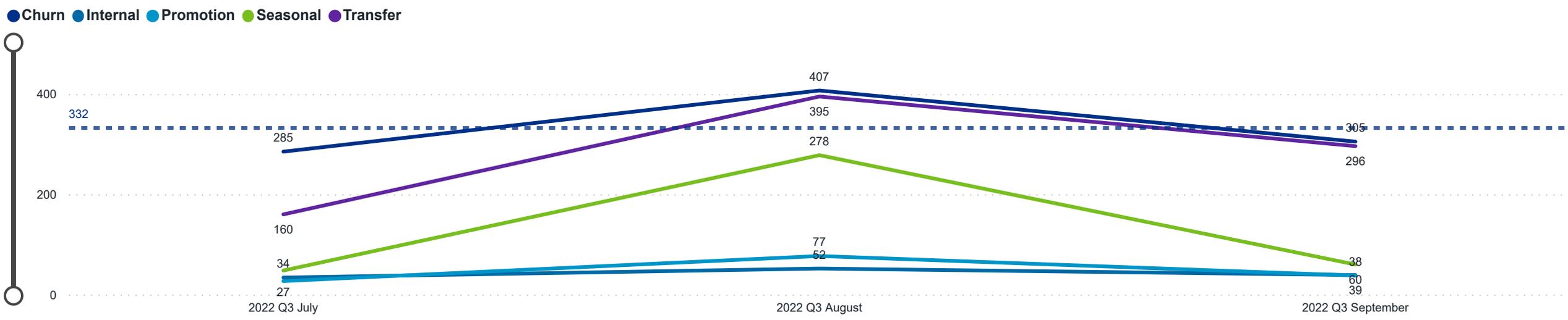


Avg Monthly Churn	Adjusted Workers	Workload Median	Pay Median USD / hr	Avg ECE Duration
2.48%	15,111	5.91	12.00	5.87

Avg Monthly Churn and Number of Workers



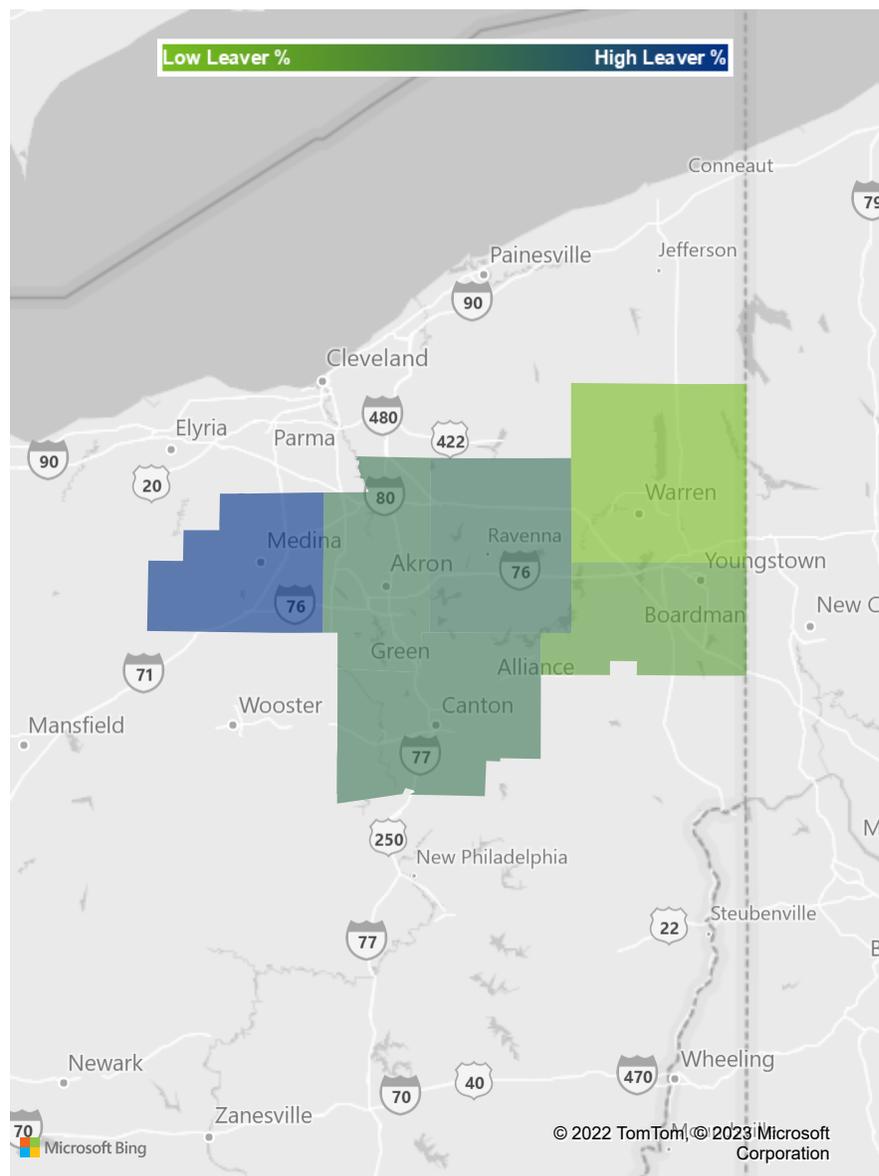
Categorization by Time Series





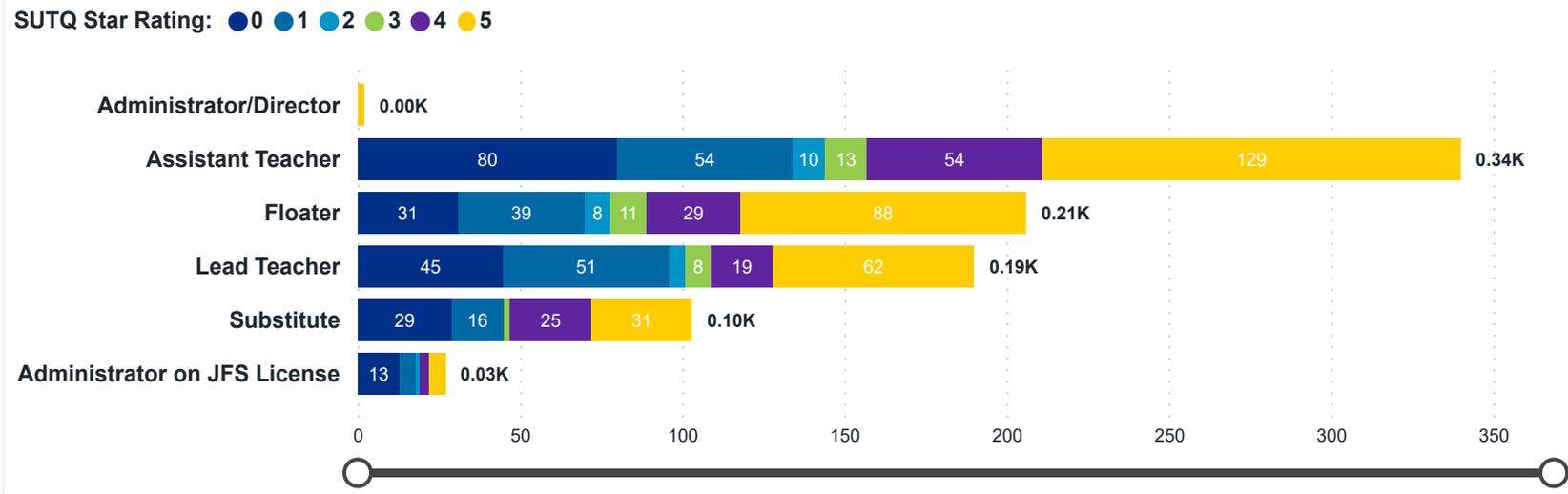
Date: Position Type: Beale Code: Publicly Funded: Job Title:

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



ADJUSTED WORKERS 15,111	TOTAL LEAVER 994	TOTAL STAYER 14,117	SELECTED PERIOD CHURN % 6.58%
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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
Mahoning OH	2,652	1,935	17.79%	157	2,495	5.92%	94.08%	2.18%	12.90%	4.74%	5.52	3.65
Medina OH	1,500	1,019	9.37%	122	1,378	8.13%	91.87%	3.16%	20.20%	7.79%	5.50	3.34
Portage OH	1,070	836	7.69%	73	997	6.82%	93.18%	2.56%	12.52%	4.69%	5.43	3.39
Stark OH	3,327	2,393	22.00%	223	3,104	6.70%	93.30%	2.56%	16.74%	6.38%	6.57	3.92
Summit OH	5,302	3,902	35.88%	353	4,949	6.66%	93.34%	2.48%	13.92%	5.18%	5.71	3.80
Trumbull OH	1,260	945	8.69%	66	1,194	5.24%	94.76%	2.01%	12.70%	4.88%	6.18	3.35
Total	15,111	10,875	100.00%	994	14,117	6.58%	93.42%	2.48%	14.78%	5.55%	5.91	3.69



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

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

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)

994

14,117

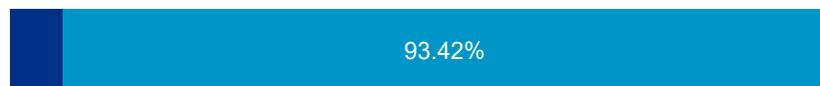
3.04

5.97

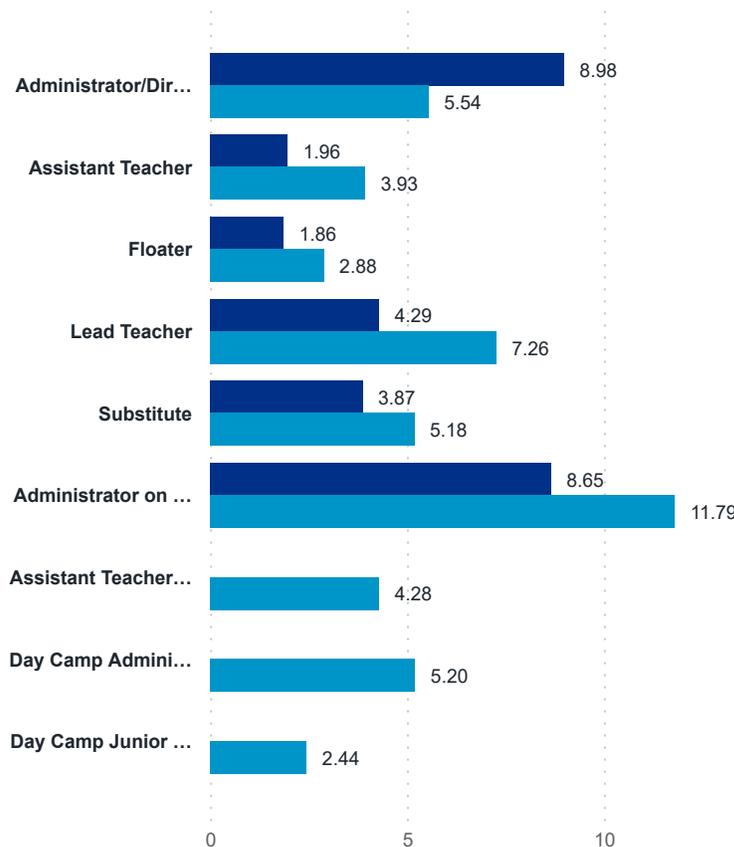
11.50

12.00

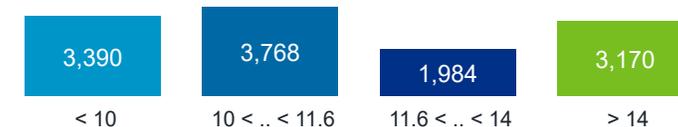
Leaver % Stayer %



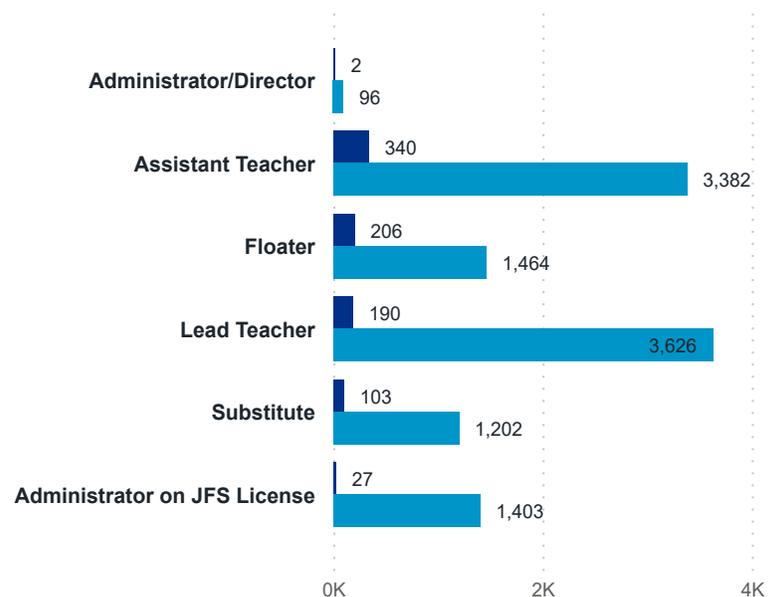
Worker Status: Leaver Stayer



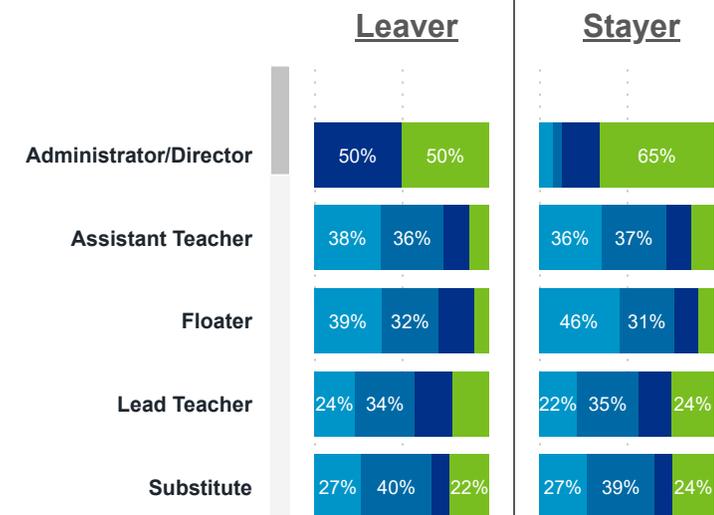
Wage Bands: < 10 10 < .. < 11.6 11.6 < .. < 14 > 14



Leaver Stayer



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





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

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

NUMBER OF WORKERS

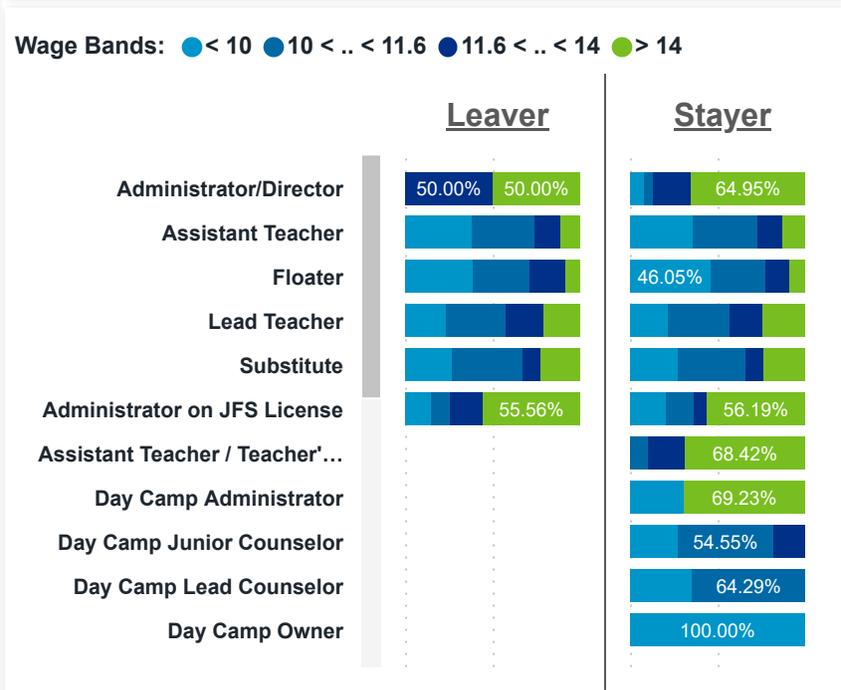
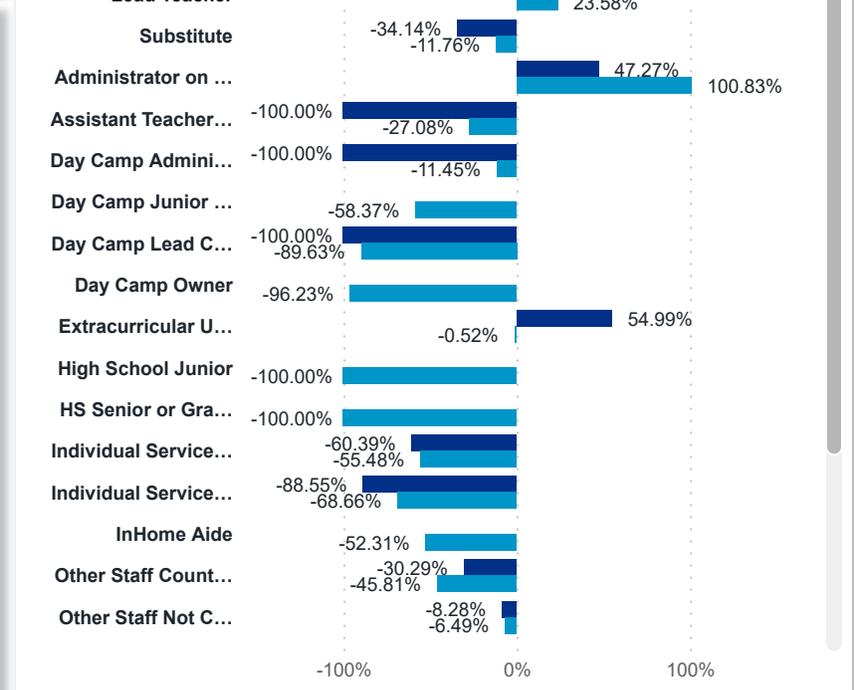
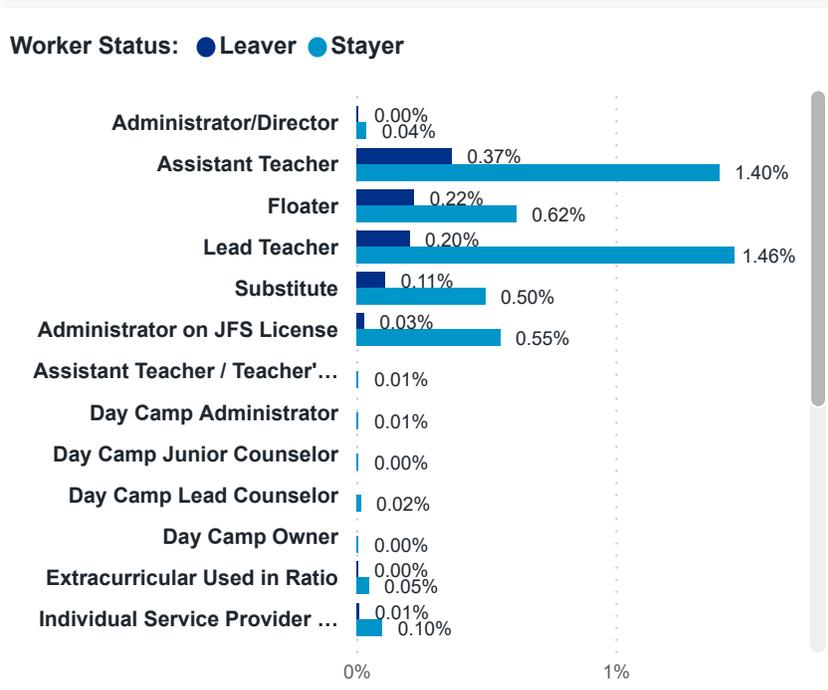
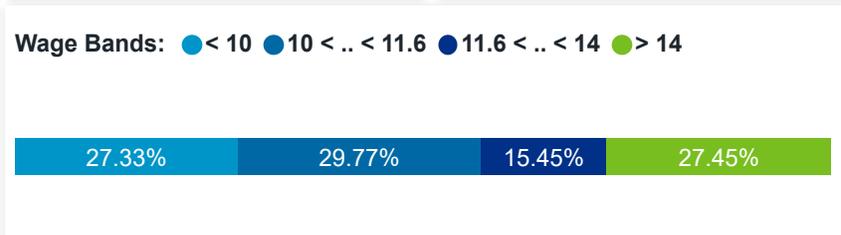
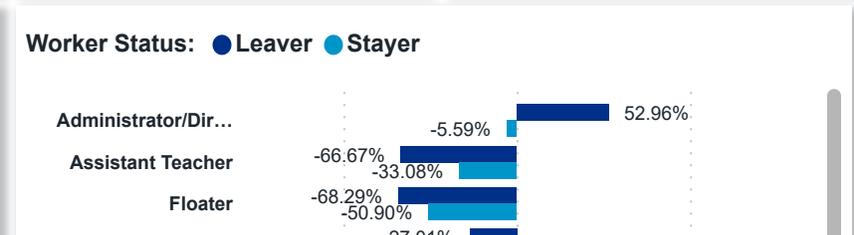
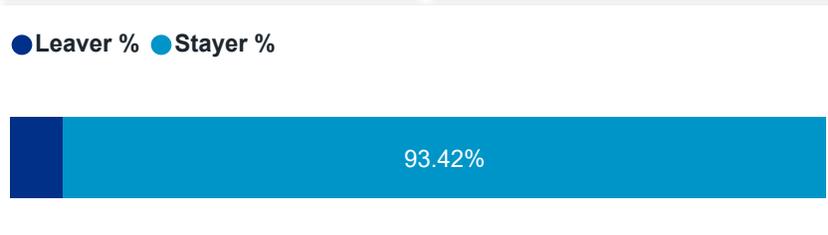
LEAVER	STAYER
6.58%	93.42%

AVG ECE DURATION (In Years)

LEAVER	STAYER
3.04	5.97

HOURLY WAGE BANDS (USD)

LEAVER (Hourly Wage MED)	STAYER (Hourly Wage MED)
11.50	12.00



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

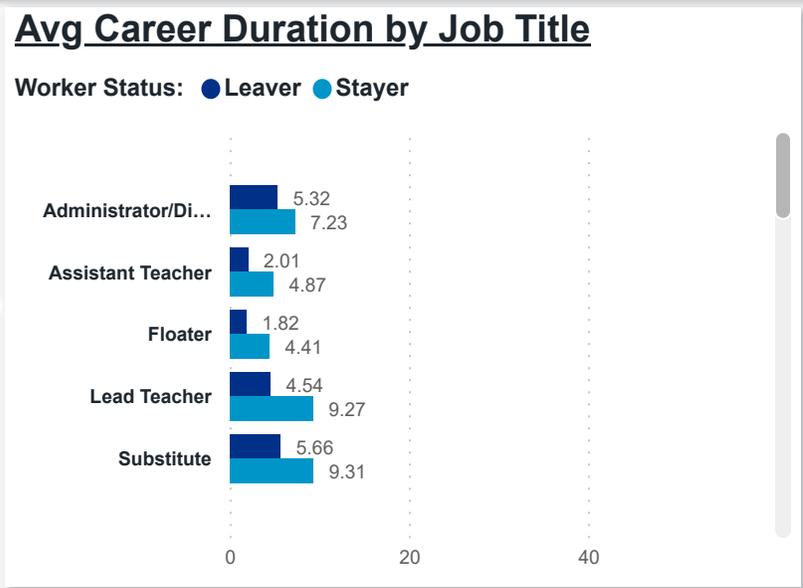
County: Star Rating: Total Duration: Center Type: Education:

LEAVER (Avg Career Duration)

3.64

STAYER (Avg Career Duration)

9.92



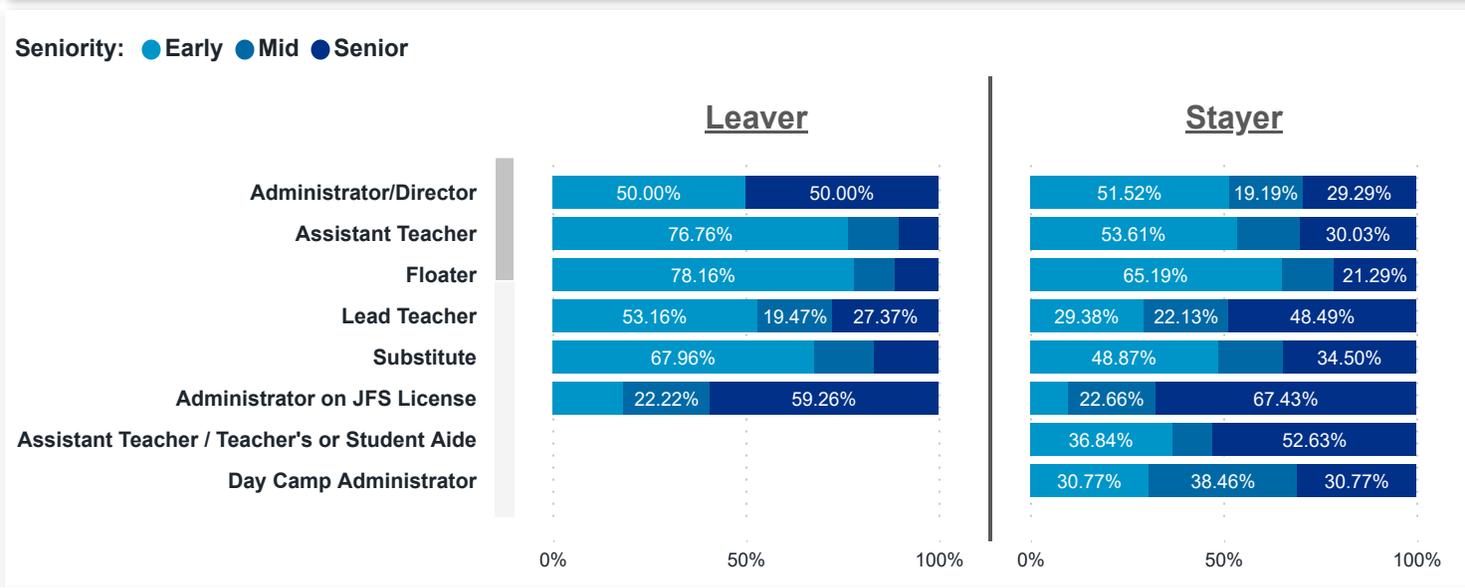
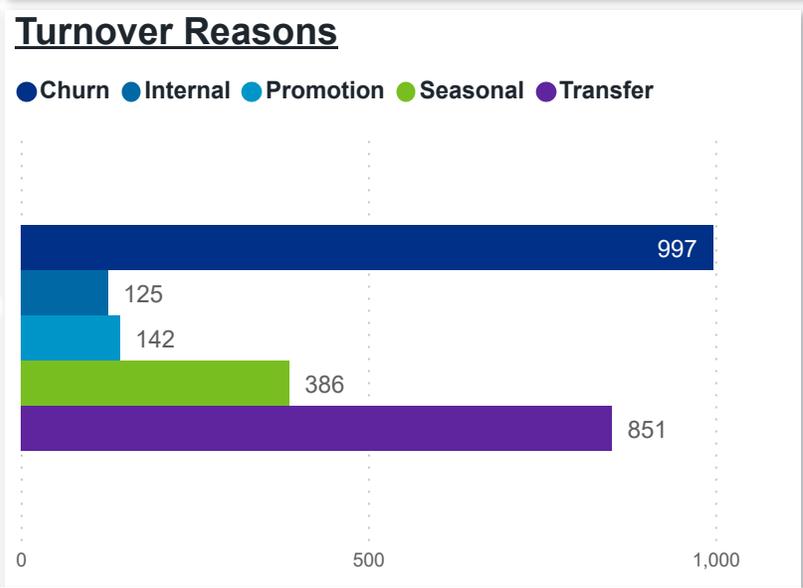
County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Summit	Cook	0.00	11.25	Early	4.78	5.00
Summit	Cook	0.00	12.00	Mid	5.88	5.00
Summit	Administrator on JFS License	0.00	13.00	Early	3.25	1.00
Portage	Floater	0.01	17.00	Early	6.00	
Stark	Assistant Teacher	0.01	7.75	Early	3.33	4.00
Summit	Floater	0.01	11.25	Senior	22.75	4.00
Summit	Substitute	0.01	14.50	Early	7.75	5.00
Summit	Substitute	0.01	14.94	Early	12.60	5.00
Summit	Assistant Teacher	0.02	14.30	Early	18.00	1.00
Summit	Substitute	0.02	14.13	Early	28.40	1.00
Stark	Floater	0.02	13.50	Early	5.71	1.00
Trumbull	Lead Teacher	0.02	11.75	Mid	1.68	3.00

TOTAL STAYER

14,117

STAYER (Promotion)

142





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

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

LEAVER (Avg Career Duration)

3.64

STAYER (Avg Career Duration)

9.92

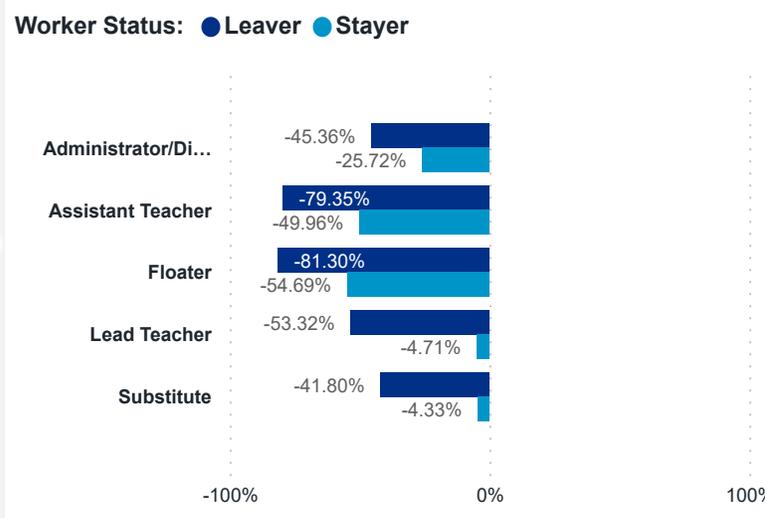
TOTAL STAYER

14,117

STAYER (Promotion)

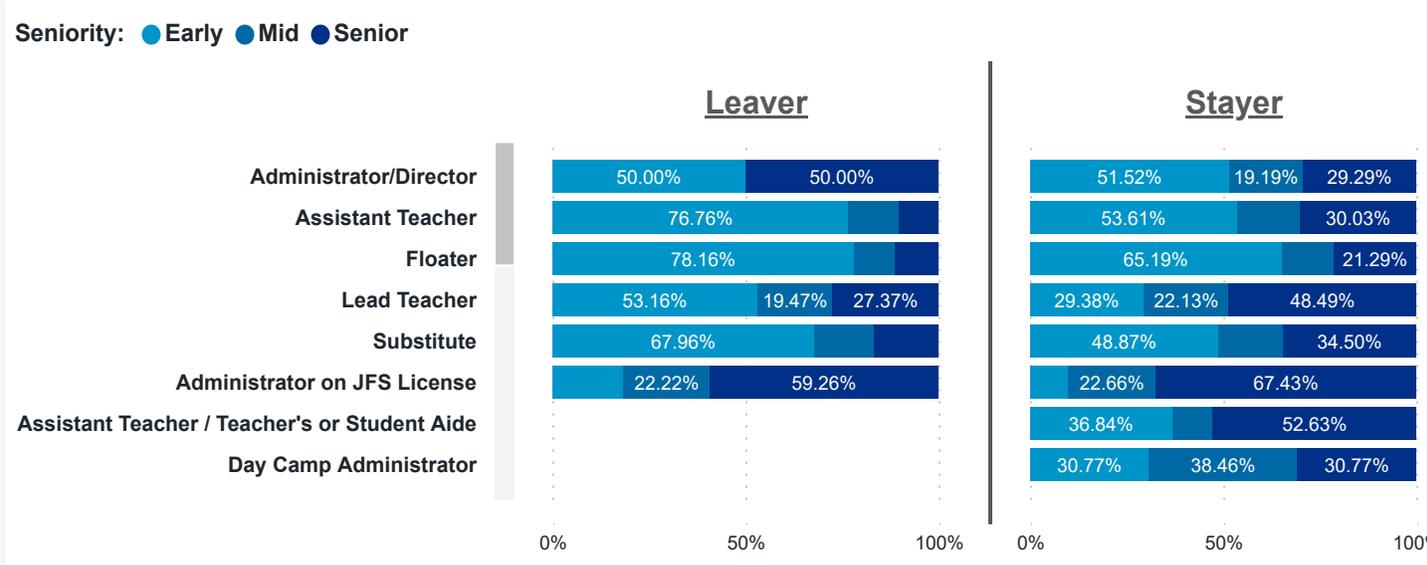
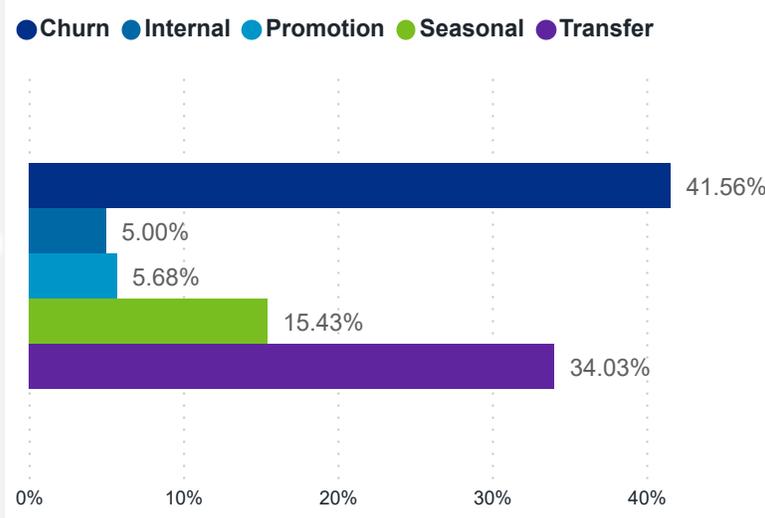
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Avg Career Duration by Job Title vs Mean



County	Job Title	Longest Serving Profile	\$ / hr	Seniority	Workload	Star Rating
Summit	Cook	0.00	11.25	Early	4.78	5.00
Summit	Cook	0.00	12.00	Mid	5.88	5.00
Summit	Administrator on JFS License	0.00	13.00	Early	3.25	1.00
Portage	Floater	0.01	17.00	Early	6.00	
Stark	Assistant Teacher	0.01	7.75	Early	3.33	4.00
Summit	Floater	0.01	11.25	Senior	22.75	4.00
Summit	Substitute	0.01	14.50	Early	7.75	5.00
Summit	Substitute	0.01	14.94	Early	12.60	5.00
Summit	Assistant Teacher	0.02	14.30	Early	18.00	1.00
Summit	Substitute	0.02	14.13	Early	28.40	1.00
Stark	Floater	0.02	13.50	Early	5.71	1.00
Trumbull	Lead Teacher	0.02	11.75	Mid	1.68	3.00

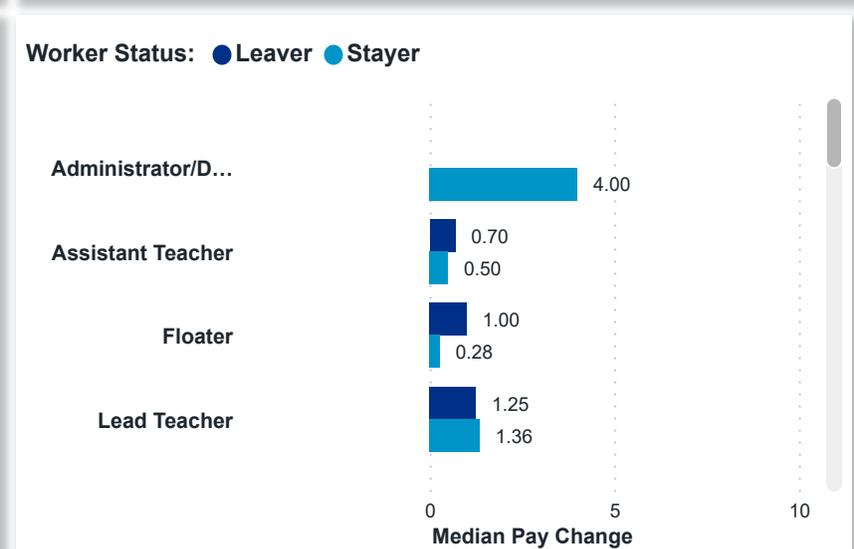
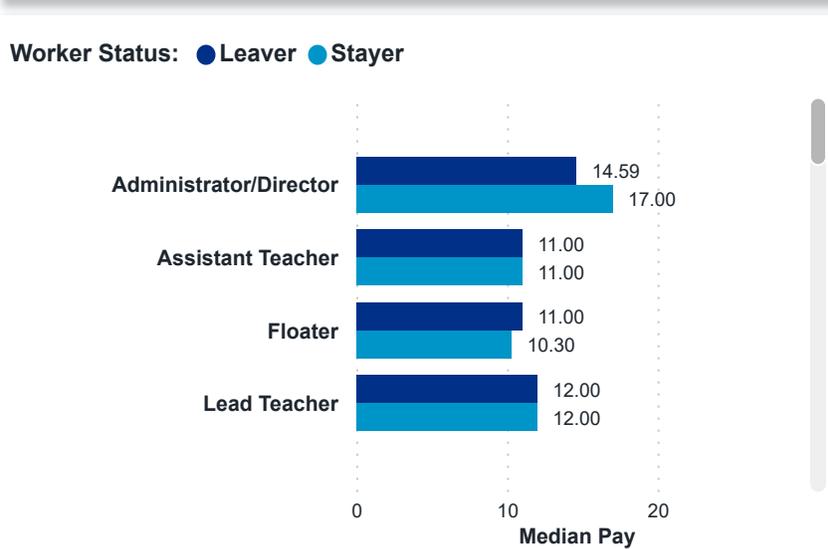
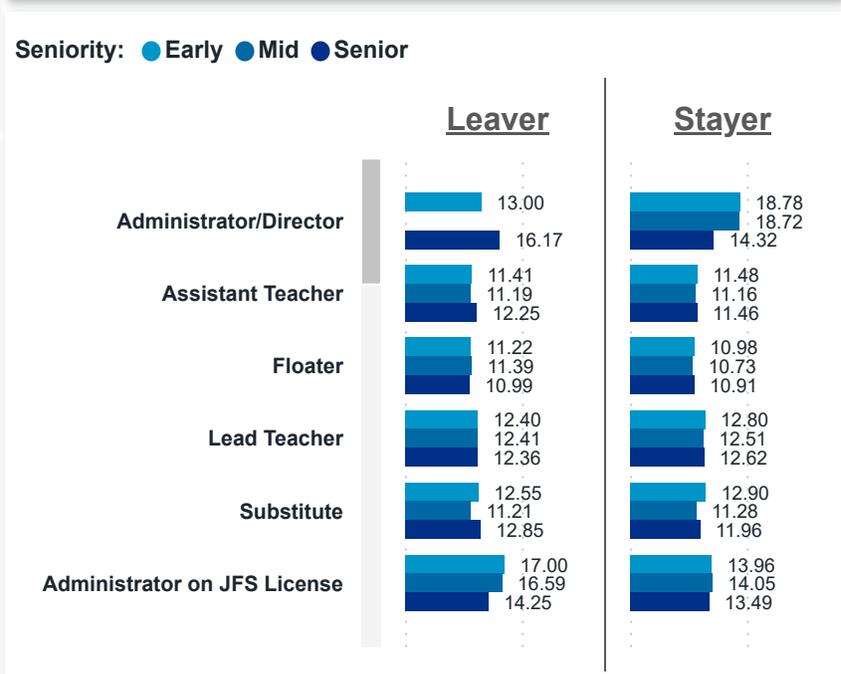
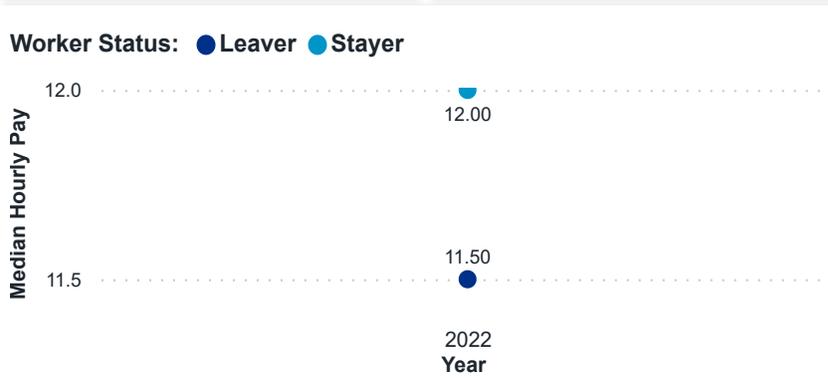
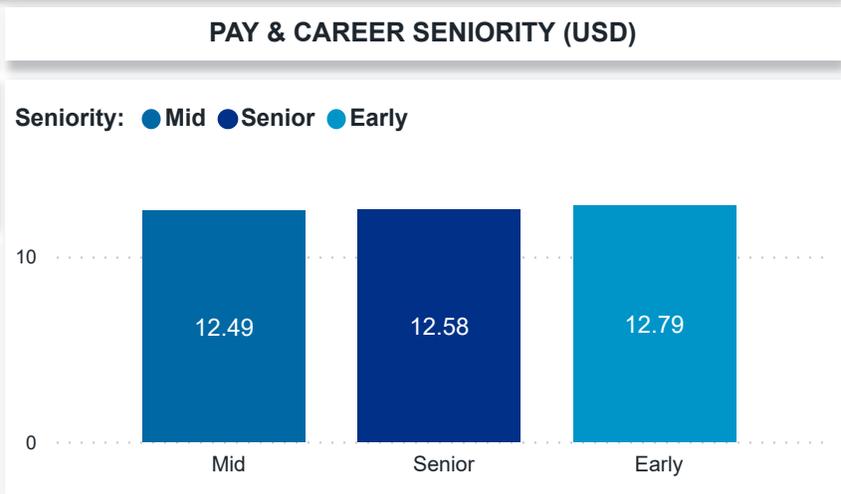
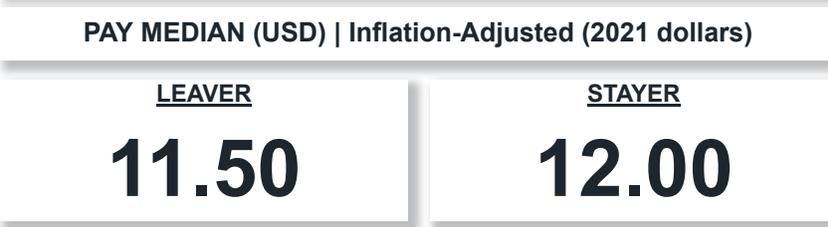
Turnover Reasons





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

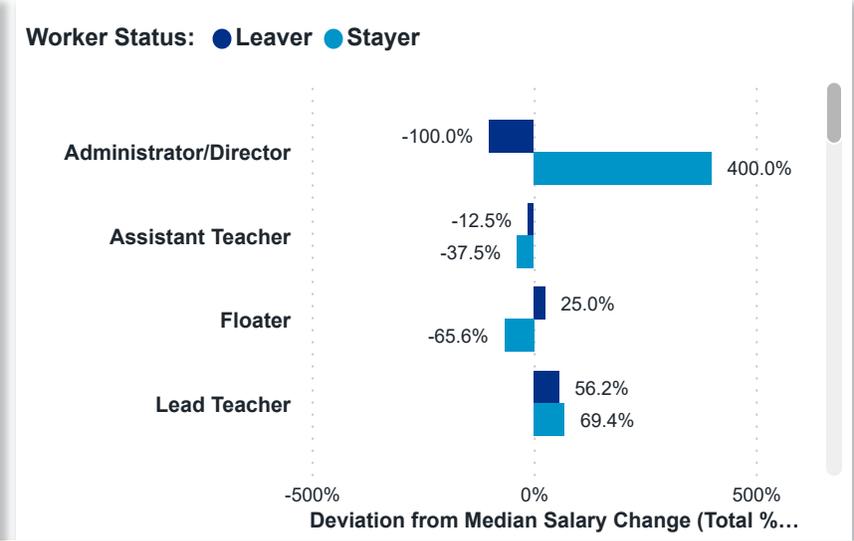
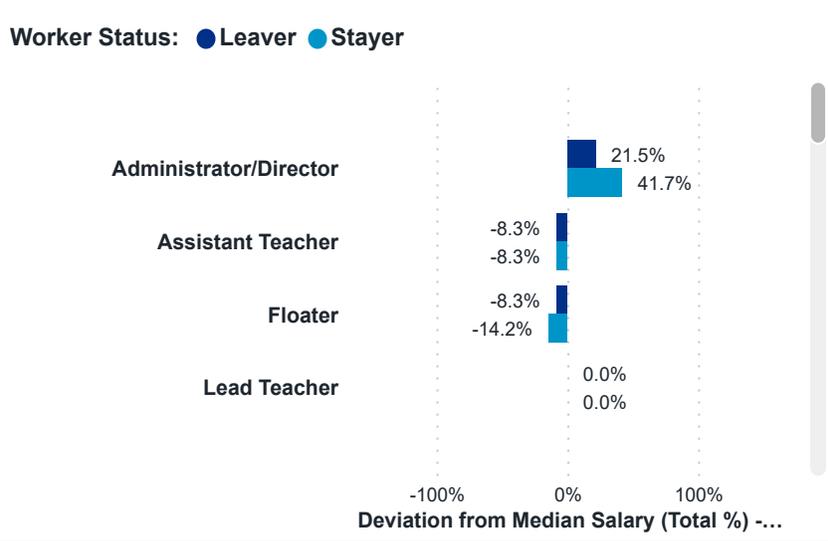
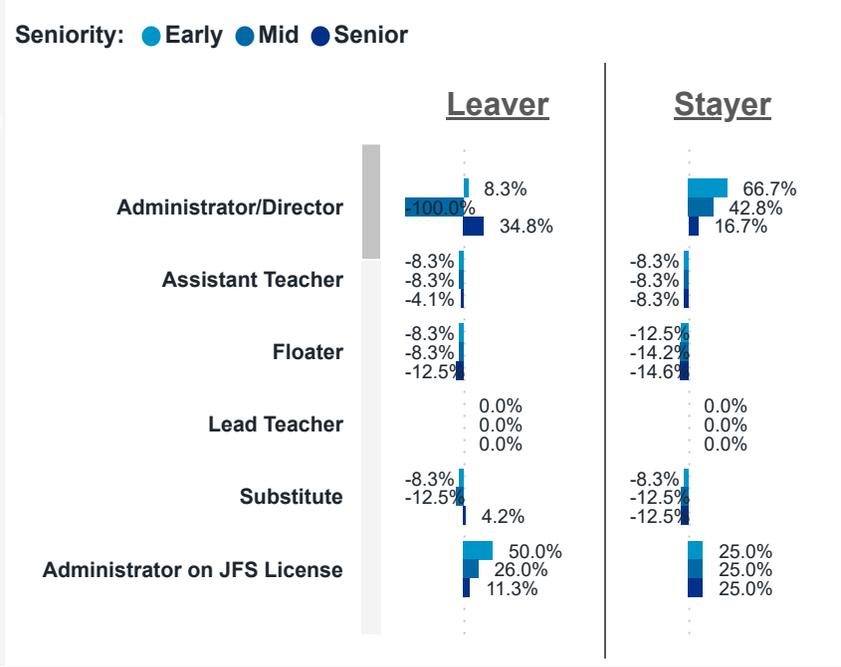
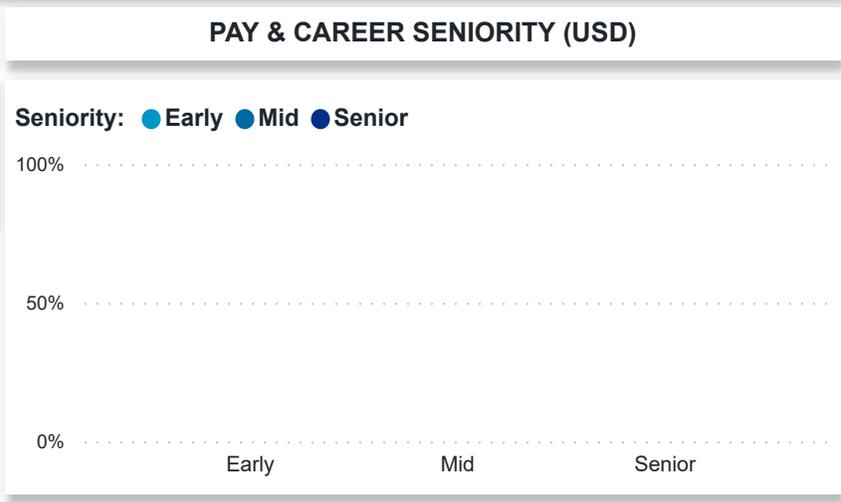
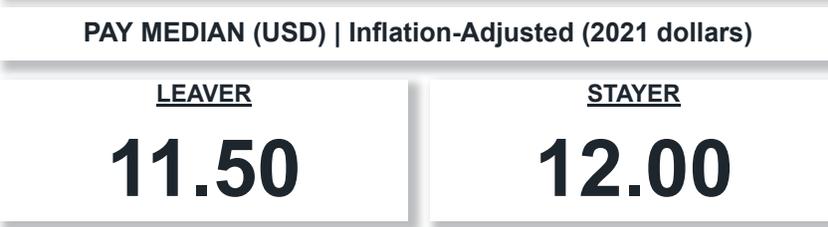
County: Star Rating: Total Duration: Center Type: Education:





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

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





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

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

Workload Median (Total)

5.91

Workload Median (Leaver)

5.56

Workload Median (Stayer)

5.94

Star Rating Mean (Total)

3.69

Star Rating Mean (Leaver)

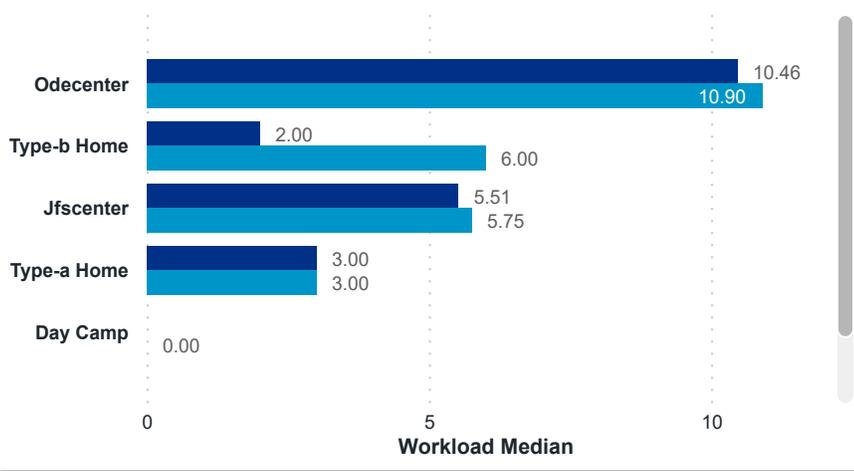
3.72

Star Rating Mean (Stayer)

3.69

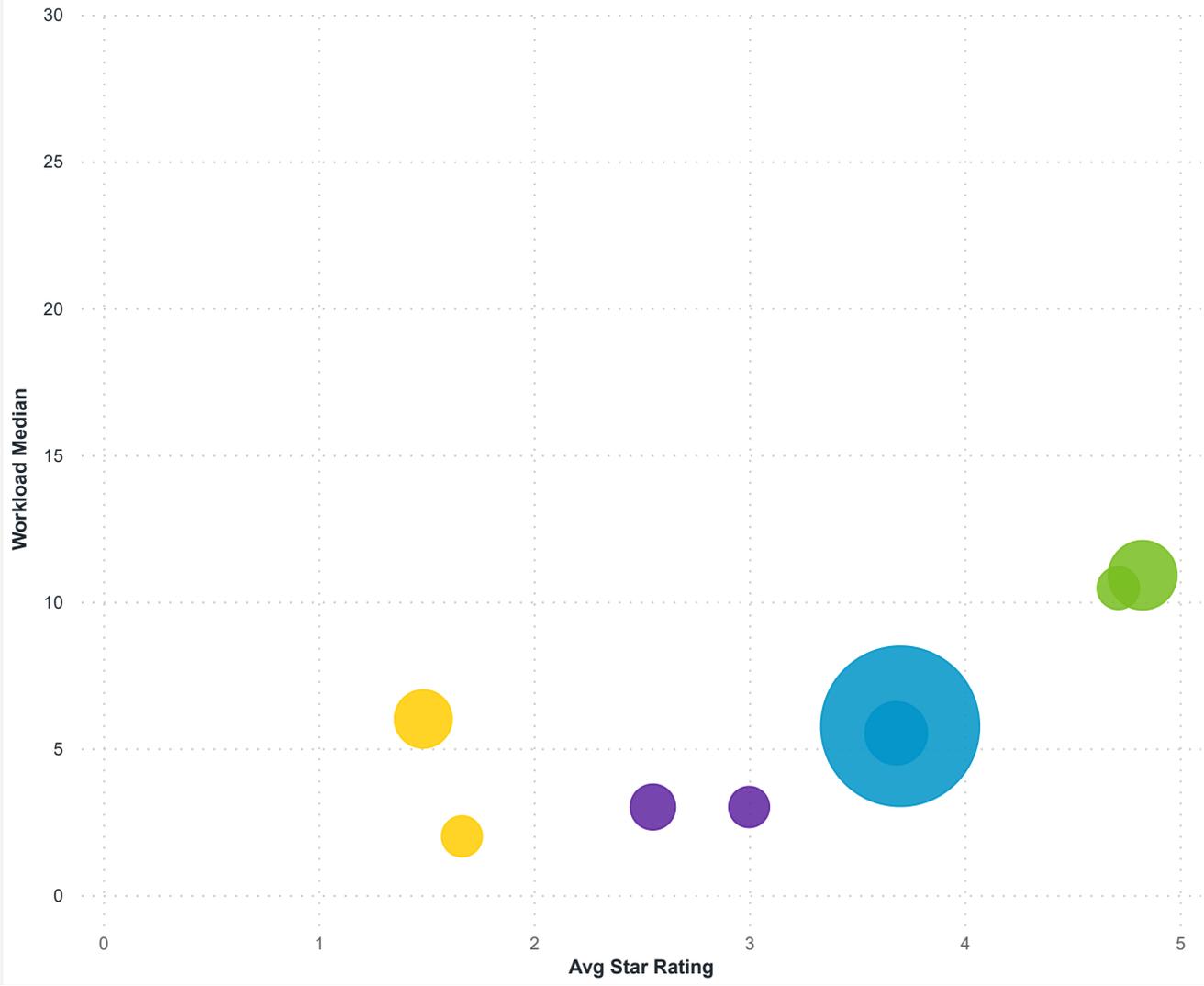
Workload Median

Worker status ● Leaver ● Stayer



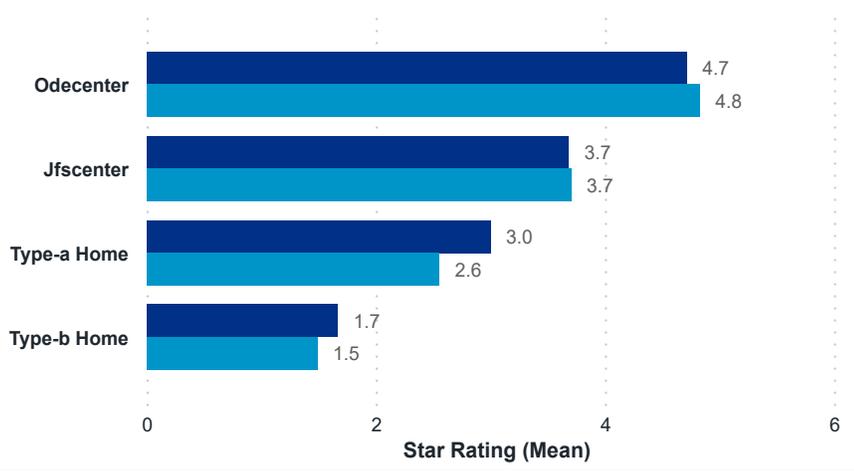
Star Rating Mean, Workload Median, and Number of Users by Worker Status and Center Type

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



Star Rating Mean

Worker status ● Leaver ● Stayer





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

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

Workload Median (Total)
5.91

Workload Median (Leaver)
5.56

Workload Median (Stayer)
5.94

Star Rating Mean (Total)
3.69

Star Rating Mean (Leaver)
3.72

Star Rating Mean (Stayer)
3.69

