



DANE COUNTY TURNOVER RATES FULL DAY CHILD CARE CENTERS 2016 (2015 DATA)

As part of the 4-C annual survey we ask centers how many full time staff they employ and how many left during the year. The turnover rate is a ratio of how many full time staff left during the year compared to the total number of staff normally employed at any one time. In this approach, one position can turnover multiple times. As such a 50% staff turnover rate may not mean that during the year the center lost half of their staff – just that the equivalent of half their staff left during the year. The year analyzed is always the year before the survey. So in 2016 we obtained data for 2015.

The return rate varied a lot by type of program. 60% of the full day centers responded to the questions about turnover. Almost 100% of the city accredited programs answered the question as opposed to about 50% of the programs that were not city accredited. As such it is possible that this year's report underestimates the turnover rate within the county given the lower turnover rate in city accredited centers. Here are the results analyzed by geography and type of accreditation. Note that the overall turnover rate the year before was 19% so 2015 saw a significant increase.

Turnover Dane County								
	All Programs	City Accredited	Not City Accredited	other Accreditations	Not Accredited		53700 Zips	53500 Zips
N of Cases	100	26	74	16	58		56	44
Minimum	0%	0%	0%	0%	0%		0%	0%
Maximum	193%	100%	193%	102%	193%		193%	100%
Median	17%	11%	21%	24%	20%		16%	19%
Average	27%	16%	31%	27%	32%		29%	25%

Here is how it factored out in terms of percentages of programs in specific turnover rate ranges.

Turnover rates	0%	1-10%	10-25%	26-50%	51-75%	76-100%	>100%
All Full Day Group centers	22%	11%	33%	20%	3%	6%	5%
City Accredited	35%	12%	36%	14%	0%	3%	0%
Not City Accredited	18%	12%	32%	22%	4%	7%	5%
Other Accreditations	13%	12%	37%	26%	6%	0%	6%
Not Accredited	19%	12%	31%	21%	3%	9%	5%
53700 Zips	23%	9%	41%	13%	4%	4%	6%
53500 Zips	20%	16%	23%	29%	2%	1%	9%