

Analysis of staff turnover

In preparation for the CFSP 2015-2019, the SCDSS is assessed the reasons for increased turnover in the Child Protective Services (CPS), Foster Care, Adoptions and Intensive Foster Care and Clinical Services (IFCCS), that has continued to trend upward since the CY 2011. The results of this assessment will be addressed in at least one of the CFSP 2015-2019 goals.

**Human Services Staff Turnover Estimates**

Source: SCEIS 1018 reports effective September 18, 2014 provided by DSS Division of Finance. Calculations by DSS Division of Accountability, Data, and Research.

Data Notes: Turnover was calculated by counting staff who were in positions on January 1 and not with the Agency the following January 1, and dividing by the total number of staff who employed at the first of the year.

Description	PCA	PCA Description	Position Abbreviation	Position Description	# 2011 Employees on January 1	# Employees on January 1 List Who Exited During 2011	Turnover Rate	# 2012 Employees on January 1	# Employees on January 1 List Who Exited During 2012	Turnover Rate	# 2013 Employees on January 1	# Employees on January 1 List Who Exited During 2013	Turnover Rate	# 2014 Employees on January 1	# Employees on January 1 List Who Exited During 2014 (through Sep. 16, 2014)	Turnover Rate (through Sep. 16, 2014)
Child Protective Services	1J90	B4-Chld Prot/Prev	GA40	HUMAN SERVICES SPECIALIST II	446	70	15.7%	398	95	23.9%	406	110	27.1%	401	103	25.7%
	1J90	B4-Chld Prot/Prev	GA50	HUMAN SERVICES COORDINATOR I	83	7	8.4%	81	11	13.6%	76	18	23.7%	77	9	11.7%
Foster Care	1L90	B17-F C Case Mgmt	GA40	HUMAN SERVICES SPECIALIST II	221	35	15.8%	186	35	18.8%	173	33	19.1%	181	35	19.3%
	1L90	B17-F C Case Mgmt	GA50	HUMAN SERVICES COORDINATOR I	38	1	2.6%	38	7	18.4%	31	6	19.4%	37	4	10.8%
Intensive Foster Care	1L92	B18-IFCCMS FTE	GA50	HUMAN SERVICES COORDINATOR I	118	12	10.2%	109	14	12.8%	105	11	10.5%	101	24	23.8%
	1L92	B18-IFCCMS FTE	GA60	HUMAN SERVICES COORDINATOR II	15	2	13.3%	15	0	0.0%	16	1	6.3%	14	1	7.1%
Intensive Foster Care	1L93	B18 - IFCCMS TG	GA50	HUMAN SERVICES COORDINATOR I	10	3	30.0%	7	2	28.6%	12	3	25.0%	8	2	25.0%
	1L93	B18 - IFCCMS TG	GA60	HUMAN SERVICES COORDINATOR II	0	0	0.0%	0	0	0.0%	0	0	0.0%	1	0	0.0%
Adoptions	1M90	B13 - Adoptions FTE	GA40	HUMAN SERVICES SPECIALIST II	82	13	15.9%	81	14	17.3%	82	10	12.2%	79	11	13.9%
	1M90	B13 - Adoptions FTE	GA50	HUMAN SERVICES COORDINATOR I	16	2	12.5%	14	1	7.1%	15	1	6.7%	18	1	5.6%