## 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.

**Analysis of staff turnover**

In preparation for the CFSP 2015-2019, the SC DDS 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.

### Data Table

| 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-Child Prot/Prev | GA40 | HUMAN SERVICES SPECIALIST II | 446 | 70 | 15.7% | 398 | 95 | 23.9% | 406 | 110 | 27.1% | 401 | 103 | 25.7% |  |
| 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% |  |
| 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% |  |
| 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% |  |
| 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% |  |
| Adoptions | 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% |  |