

2024 CAPCO Turnover Report: Synopsis



Agency Turnover Totals

Including CDPAP		Excluding CDPAP	
Total Separations:	94	Total Separations:	40
Separation Reasons		Separation Reasons	
Layoff:	21	Layoff:	1
Performance/Attendance:	6	Performance/Attendance:	4
Misconduct:	2	Misconduct:	2
Retirements:	0	Retirements:	0
Deceased:	0	Deceased:	0
Resignations:	64	Resignations:	33

Turnover Rate= Total Separations/Monthly Avg. # of Employees x 100			
Avg. Number of Monthly Employees:	292	Avg. Number of Monthly Employees:	131
Total Separations:	94	Total Separations:	40
Turnover Rate:	32%	Turnover Rate:	31%

CDPAP Turnover Totals

Total Separations:	54	Separation Reasons	
		Layoff:	20
		Performance/Attendance:	2
		Misconduct:	1
		Retirements:	0
		Deceased:	0
		Resignations:	31

Head Start/Early Head Start Turnover Totals

Total Separations:	26	Separation Reasons	
		Layoff:	0
		Performance/Attendance:	2
		Misconduct:	2
		Retirements:	0
		Resignations:	22

WIC

Total Separations:	5	Separation Reasons	
		Layoff:	0
		Performance/Attendance:	0
		Misconduct:	0
		Retirements:	0
		Resignations:	5

Admin

Total Separations:	3	Separation Reasons	
		Layoff:	1
		Performance/Attendance:	0
		Misconduct:	0
		Retirements:	0
		Resignations:	2

Family Development		
Total Separations:	3	Separation Reasons
		Layoff: 0
		Performance/Attendance: 1
		Misconduct: 0
		Retirements: 0
		Resignations: 2

Energy Services		
Total Separations:	3	Separation Reasons
		Layoff: 0
		Performance/Attendance: 1
		Misconduct: 0
		Retirements: 0
		Resignations: 2

3-Year Comparison (2022, 2023, 2024)

Agency Turnover Totals

Including CDPAP				Excluding CDPAP (Agency Turnover)			
	2022	2023	2024		2022	2023	2024
Total Separations:	120	99	94	Total Separations:	36	28	40
Separation Reasons				Separation Reasons			
Layoff:	34	37	21	Layoff:	1	5	1
Performance/Attendance:	13	7	6	Performance/Attendance:	2	2	4
Misconduct:	4	3	2	Misconduct:	1	0	2
Retirements:	1	2	0	Retirements:	1	0	0
Deceased:	0	0	0	Deceased:	0	0	0
Resignations:	88	74	64	Resignations:	35	21	33

Turnover Rate= Total Separations/Monthly Avg. # of Employees x 100

	2022	2023	2024		2022	2023	2024
Avg. Number of Monthly Employees:	299	291	292	Avg. Number of Monthly Employees:	111	120	131
Total Separations:	120	99	94	Total Separations:	36	28	40
Turnover Rate:	40%	34%	32%	Turnover Rate:	32%	23%	31%

CDPAP Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	84	71	54	Separation Reasons			
				Layoff:	33	32	20
				Performance/Attendance:	5	4	2
				Misconduct:	2	0	1
				Retirements:	1	0	0
				Deceased:	0	1	0
				Resignations:	43	34	31

Head Start/Early Head Start Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	20	20	26	Separation Reasons			
				Layoff:	1	4	0
				Performance/Attendance:	1	2	2
				Misconduct:	1	0	2
				Retirements:	0	0	0
				Resignations:	16	14	22

WIC Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	3	2	5	Separation Reasons			
				Layoff:	0	1	0
				Performance/Attendance:	0	0	0
				Misconduct:	0	0	0
				Retirements:	0	0	0
				Resignations:	3	1	5

Admin Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	7	2	3	Separation Reasons			
				Layoff:	0	0	1
				Performance/Attendance:	1	0	0
				Misconduct:	0	0	0
				Retirements:	1	0	0
				Resignations:	5	2	2

Family Development Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	5	2	3	Separation Reasons			
				Layoff:	0	0	0
				Performance/Attendance:	0	0	1
				Misconduct:	0	0	0
				Retirements:	0	0	0
				Resignations:	5	2	2

Energy Services Turnover Totals

	2022	2023	2024		2022	2023	2024
Total Separations:	2	2	3	Separation Reasons			
				Layoff:	0	0	0
				Performance/Attendance:	0	0	1
				Misconduct:	0	0	0
				Retirements:	0	0	0
				Resignations:	2	2	2

2024 Turnover Report Narrative:

2% decrease in overall turnover rate from 2023 with an 8% increase when CDPAP is excluded.

The change in scope that we experienced in 2023-2024 was largely responsible for the higher Head Start & Early Head Start program resignations, which accounted for the majority of the overall agency resignations. With the increase in programming to full year, and with the reduction in overall 3 & 4 year-old Head Start classrooms, some staff chose to resign and seek other employment while others were counted in the layoff calculation.

With the transition in FI's for the CDPAP, we expect a much higher number for the 2025 turnover report but did see a decrease in turnovers for this year. However, we had less overall turnover in 2024 in CDPAP, which can be connected to less overall consumers in the program throughout the year.