TURNOVER ASSESSMENT

LARAMIE COUNTY COMMUNITY COLLEGE
Cheyenne | Laramie | Online

Human Resources
November 2019

CONTEXT

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DEFINITIONS

- Voluntary turnover: employee-initiated separation (resignation)
- Involuntary turnover: organization-initiated separation (termination, contract non-renewal)

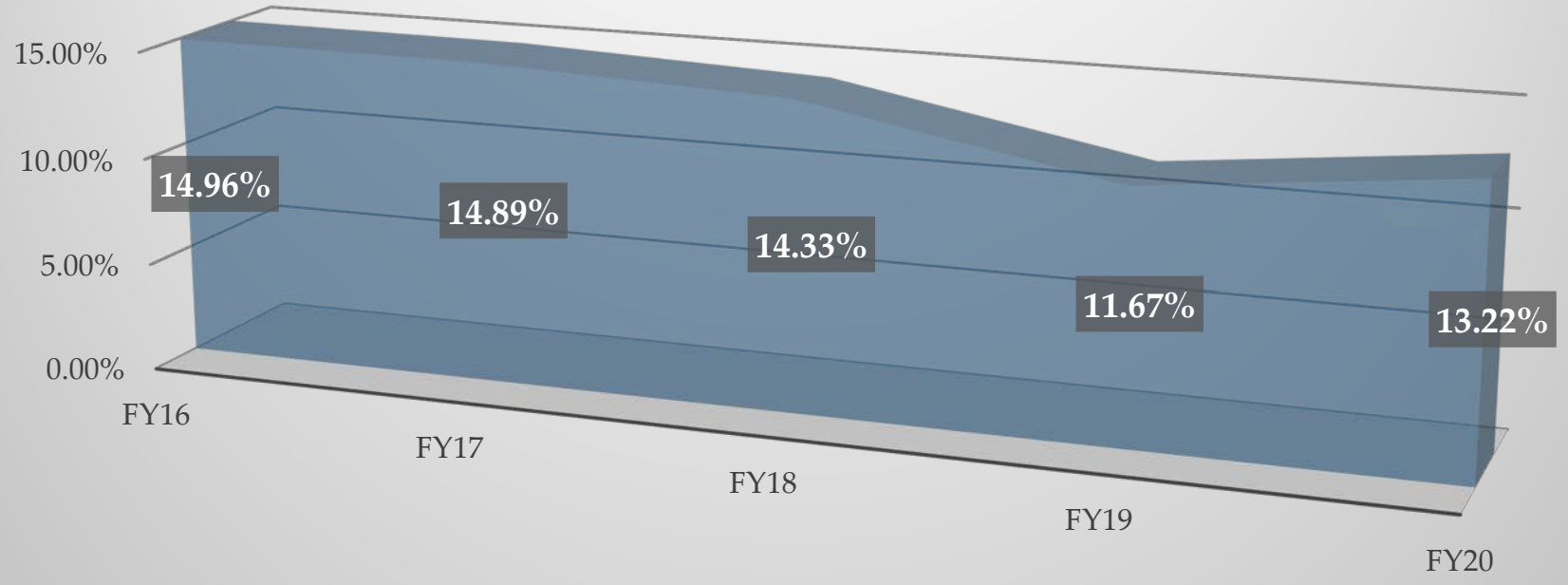
CALCULATION

- Turnover rate = # separations / average # employees for time period
- LCCC uses IPEDS data which is reported as of November 1st annually
- LCCC does not include interim appointments or RIF
- LCCC only calculates turnover of full-time employees for data accuracy
- Annual rate is calculated based on fiscal year

BENCHMARKS

- Reporting periods vary (fiscal year, calendar year)
- Demographics vary - some include part-time employees, retirements, etc.
- Benchmarks are only available from all sources for 2018 comparison

ANNUAL TURNOVER
All Types Combined



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ANNUAL TURNOVER OVERVIEW

**2019-20 is partial year data*

ANNUAL TURNOVER

Combined and Breakdown By Type

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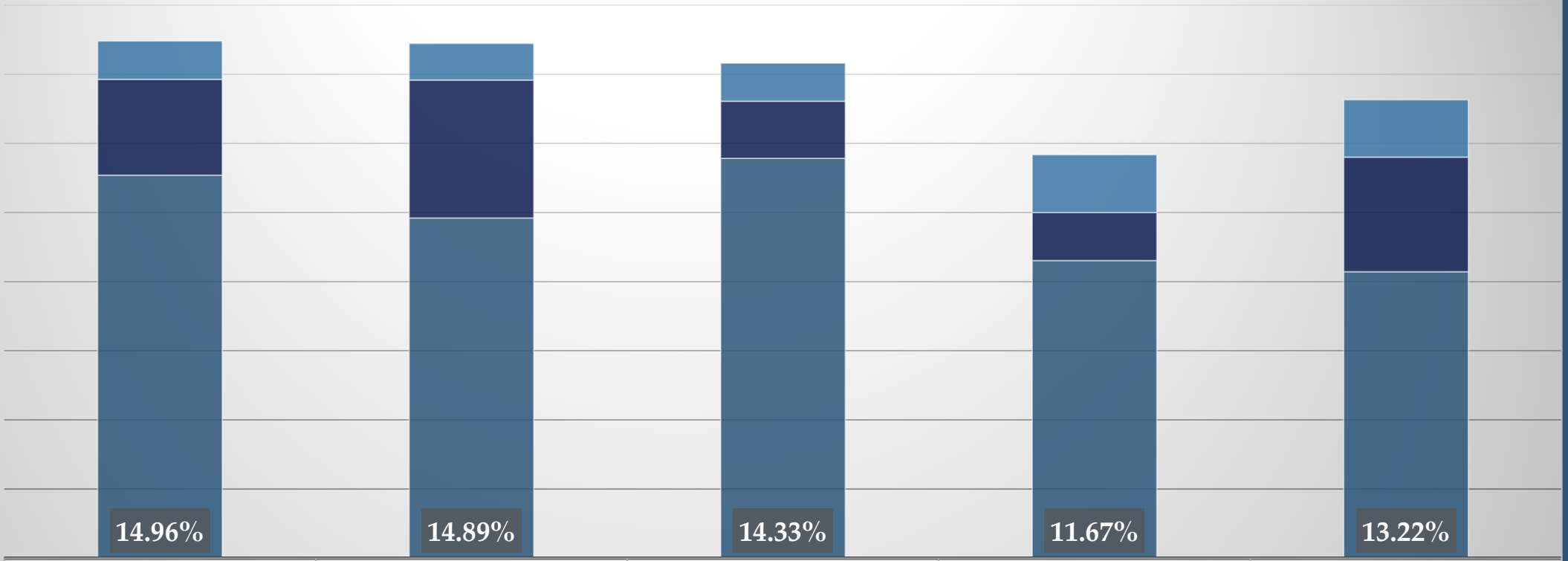
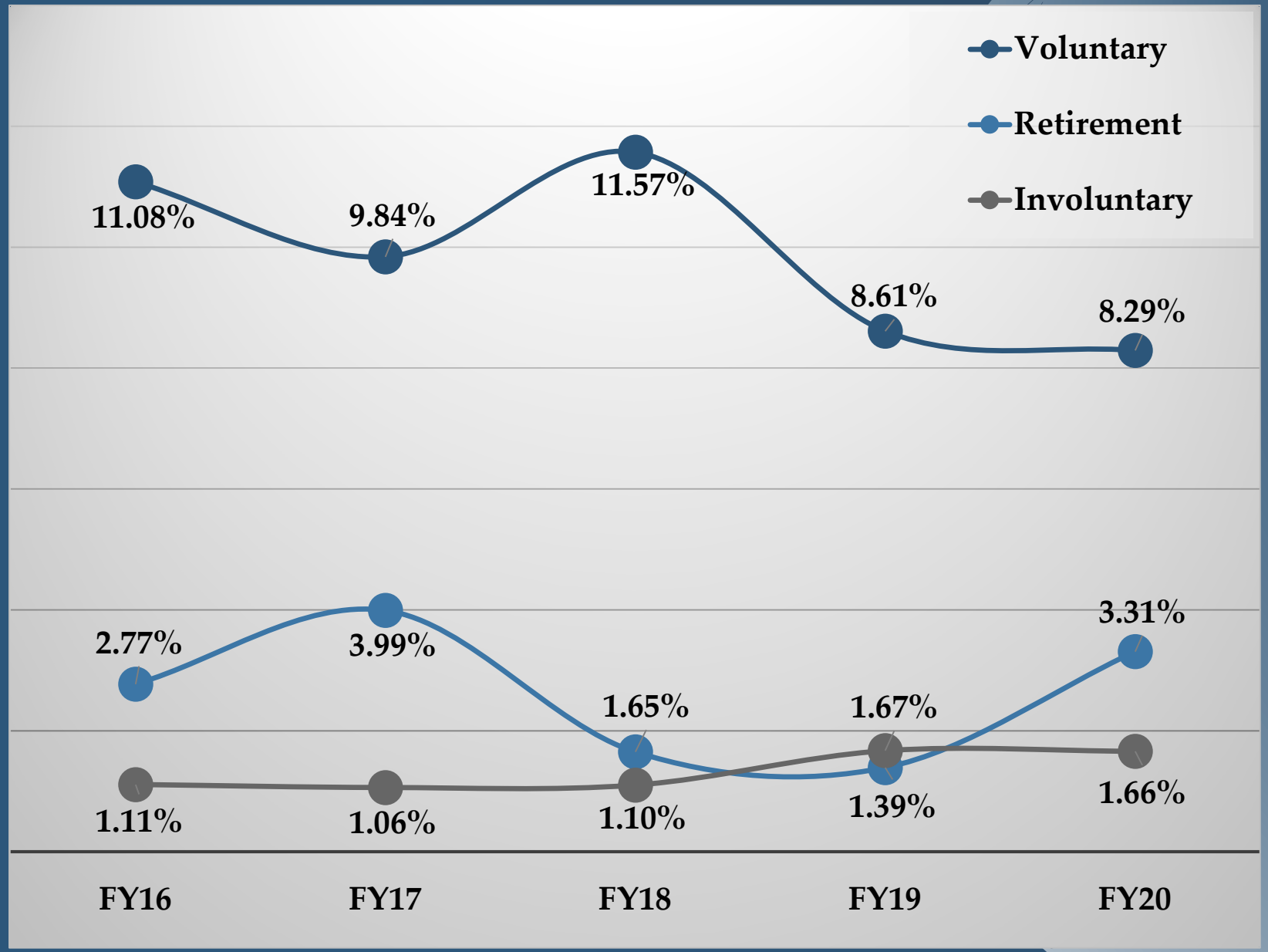


	2015-16	2016-17	2017-18	2018-19	2019-20
Involuntary	1.11%	1.06%	1.10%	1.67%	1.66%
Retirement	2.77%	3.99%	1.65%	1.39%	3.31%
Voluntary	11.08%	9.84%	11.57%	8.61%	8.29%
	4, 10, 40 (361)	4, 15, 37 (376)	4, 6, 42 (363)	6, 5, 31 (360)	2, 4, 10 (362)

*2019-20 is partial year data



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TURNOVER TRENDS BY TYPE

Voluntary, Retirement, and Involuntary

**2019-20 is partial year data*

TURNOVER:

HOW DO WE COMPARE?

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NATIONAL COMMUNITY COLLEGE BENCHMARK PROJECT

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Form 19: Human Resources Data

AY 2017-2018

	YOUR INSTITUTION			NATIONAL PERCENTILES				
	REPORTED VALUE	% RANK	N	10TH	25TH	50TH	75TH	90TH
Retirements Rate	1.39%	12%	155	1.26%	1.85%	2.92%	4.17%	6.06%
Departures Rate	13.89%	90%	154	3.14%	5.08%	7.22%	10.83%	13.95%

AY 2016-2017

	YOUR INSTITUTION			NATIONAL PERCENTILES				
	REPORTED VALUE	% RANK	N	10TH	25TH	50TH	75TH	90TH
Retirements Rate	4.93%	86%	174	1.04%	1.75%	2.74%	4.04%	5.60%
Departures Rate	12.75%	92%	174	2.93%	4.42%	6.74%	10.18%	12.33%

2018 BENCHMARKS

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5. United States Department of Labor, Bureau of Labor Statistics

National turnover, state and local education = **18.5%**

Job Openings and Labor Turnover Survey. Separations include quits, layoffs, discharges, retirement, death, disability, and transfers.

4. Wyoming Department of Workforce Services, Research and Planning

Educational Services, Wyoming = **17.2%**

Wyoming Labor Market Information. A separation is determined by having a wage record in one period but not the following period.

3. Employers Council (Formerly MSEC)

Wyoming turnover, Government Entities = **16.3%**

Employers Council 2019 HR Metrics Survey. Separations include employee- and organization-initiated terminations, transfers, and permanent reduction in workforce. It does not include retirement. Reported for full-time employees only.

2. Laramie County Community College, Human Resources

LCCC full-time employee turnover = **14.33%**

LCCC Human Resources data. Separations include employee- and organization-initiated terminations and retirement, full-time only.

1. College and University Professional Association for Human Resources (CUPA-HR)

Nationwide, full-time college/university employees = **11.15%**

2019 Higher Education Surveys: Median Employee Turnover. Separations include employee- and organization-initiated terminations and retirement, full-time only.

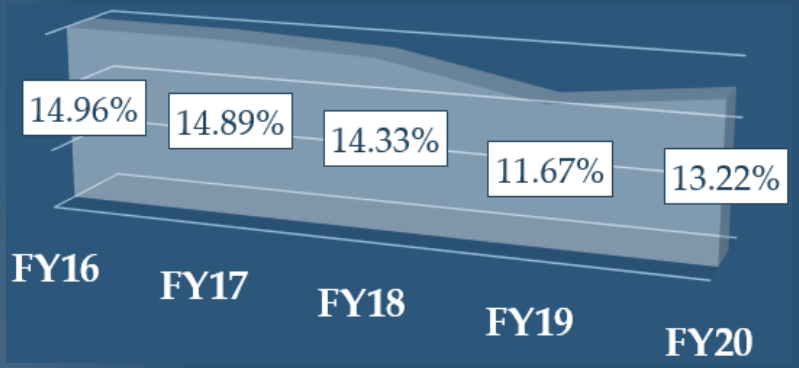
**Based on data reported for 2018*

ASSESSMENT OF LCCC TURNOVER

WHY? TOP 3 REASONS:

1. Found a better or new opportunity
2. Poor working environment, lack of perceived support
3. Retirement

(2016-2019 Exit Interview Results, approximately 25% response rate)



CURRENT

- Turnover is on low end for comparators
- Recently implemented changes, such as myPATH, are expected to improve retention

CHALLENGES

- Tight labor market for well-qualified candidates
- Unprecedented unemployment rate of 3.8%
- Millennial population decreased by 5.1% from 2014 to 2018
- In 2018, 20% of Wyoming workers were age 55 or older

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LOOKING FORWARD

STRENGTHS

- Benefit package is very strong
- Investment in compensation plan
- Implementation of myPATH
- Strong recruiting practices – relocation

OPPORTUNITIES

- Completion of Phase III of the compensation plan
  - Will allow hiring up to the 50th percentile (projected for 2022-2023)
  - Current employees will be placed up to 50th percentile based on longevity

GOALS

- Regular analysis of workforce data, projections
- Transition from lagging to leading indicators
- Capability for proactive workforce planning

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