

Peter T. Boland & Associates Inc.

Strategic Human Resource Management Solutions

April 3, 2014

Rhonda Barraclough
Executive Director
Alberta Association of Services for Children and Families
Suite 255, Bonnie Doon Mall
8330-82 Avenue
Edmonton, AB
T6C 4E3

Dear Rhonda,

In response to your request for turnover data for your member organizations we have reviewed the 2013 Boland survey data and find that thirty two of your members reported data to the survey. This is higher than the 25 who we were able to analyze in 2011.

A list of the members included is attached.

Our calculation of turnover is a simplified formula that calculates a value (T) for each organization which is the ratio between; the number of hires in the last 12 months (h) plus current vacancies (v), and the current total staff complement (current employees (S) plus vacancies (v)).

$$T = \frac{(h + v)}{(S + v)}$$

Vacancy Rates are the ratio between the number of currently vacant positions and the total staff complement (Current employees plus vacancies) reported by each participant. Full time equivalents are used.

It must be recognized that this formula does not control for organizational growth. Additional hires would be counted as turnover for the purposes of this analysis. The principal value of this approach is to provide a means of comparing values over time.

The Average turnover factor for the 32 AASCF members is 45.8%. For comparison the 2011 value reported was 38.3% (recognize that the samples were not the same)

The average vacancy rate for 2013 is 6.8% versus 4.3% in 2011.

Sincerely

Peter Boland

AASCF members included in 2013 Alberta survey

Aspen Family and Community Network
Big Brothers & Big Sisters Society of Calgary & Area
Bissell Centre
Boyle Street Community Services
Boys and Girls Clubs of Calgary
Calgary Family Services Society
Calgary Immigrant Women's Association
Catholic Family Services (Calgary)
Catholic Social Services (Edmonton)
Child Find Alberta
Children's Cottage Society
Closer to Home Community Services Society
Developmental Disabilities Resource Centre of Calgary(DDRC)
Edmonton Chamber of Voluntary Organizations
Enviros Wilderness School Association
Family Centre Society of Southern Alberta
Family Ties Association
Healthy Families Healthy Futures
Learning & Enrichment for Autism Disorders Foundation (LEAD)
Lethbridge Family Services - Immigrant Services
McMan Youth Family and Community Services Association
(Edmonton)
McMan Youth, Family & Community Services Assoc. (Calgary)
McMan Youth, Family and Community Services Association (SE)
Norwood Child and Family Resource Centre
Opokaa'sin Early Intervention Society
Pacekids Programs
Pathways Community Services Association
Southern Alberta Community Living Association
The Family Centre of Northern Alberta Association
The SPEC Association for Children & Families
Wood's Homes Society
YWCA of Edmonton