

Vermont Mental Health Performance Indicator Project
 Agency of Human Services, Department of Health, Division of Mental Health
 108 Cherry Street, Burlington, Vermont 05401

TO: Vermont Mental Health Performance Indicator Project
 Advisory Group and Interested Parties

FROM: John Pandiani and Olivia Kobel

DATE: March 16, 2007

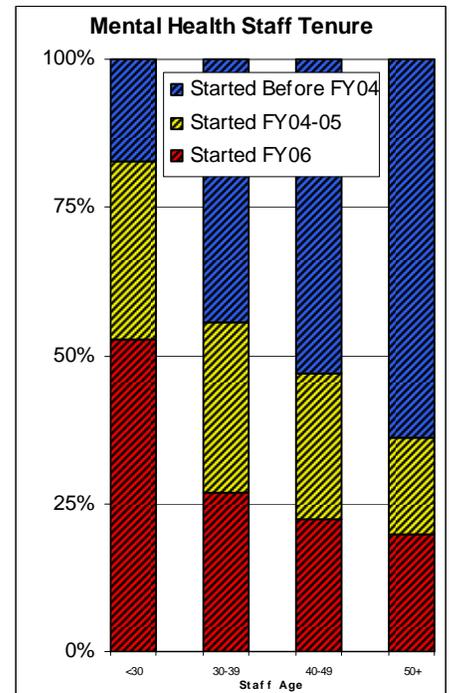
RE: Mental Health Staff Tenure and Turnover FY2006

Staff tenure and turnover are widely recognized as important indicators of mental health service system performance. This indicator was regularly reported in Vermont in the late 1990s as part of our annual Fact Book reports and as brief PIP reports in December 1999, January 2000 and October 2005.^{1,2,3} Today's report on staff tenure and turnover was prepared in response to the Vermont Block Grant Planning Council regarding stability of staffing. The findings reported here are based on analysis of staffing data provided to DMH by designated community agencies. All analyses describe direct care staff. Clerical and support staff are not included in this analysis.

As you will see, Children's Mental Health Programs had the fewest employees with greater than 2 years tenure (38%), compared to more than 40% for Substance Abuse (SA), Adult Outpatient (AOP) and CRT programs (44%, 47% and 51% respectively). CRT had the lowest proportion of staff hired during the reporting year (25%) with all other program areas having more than one third of their staff hired during the reporting year.

Among regions of the state, the Northeast had the fewest employees hired during the study year (22%) and Bennington had the most (48%). Addison and Rutland had the greatest representation of employees with more than 2 years of employment, 50% and 51% respectively while Northwestern Vermont had the lowest representation of employees with more than 2 years of employment (34%).

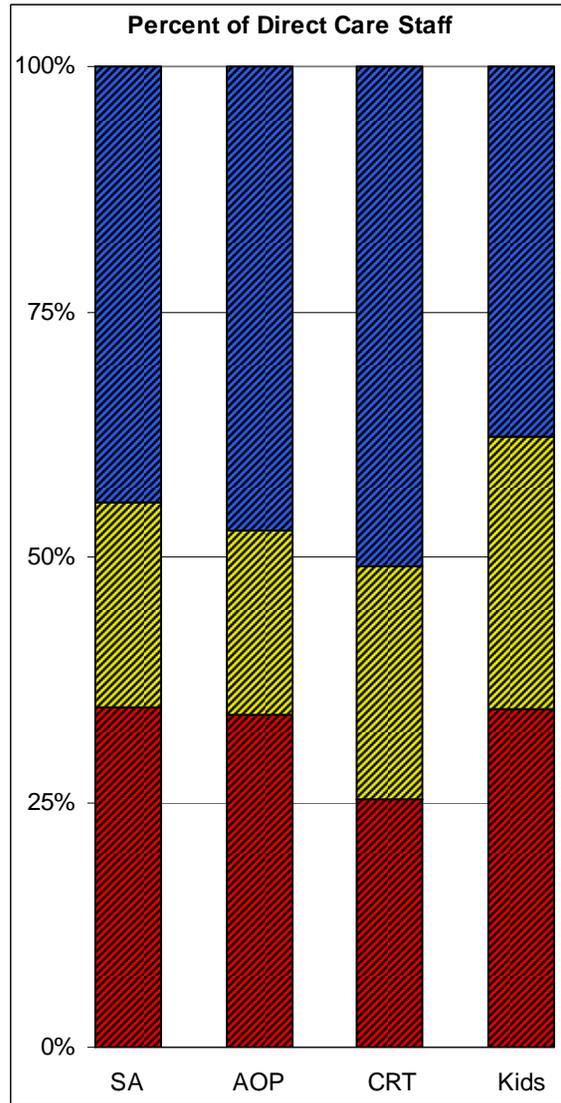
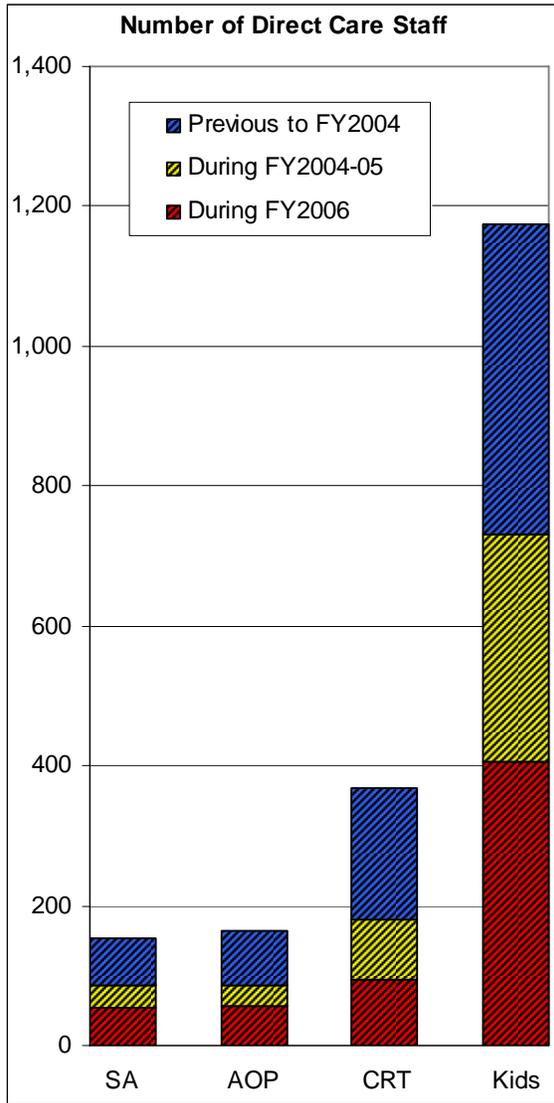
Findings indicate that the age of employees is the greatest predictor of staff tenure and turnover although this does vary among treatment programs and designated agencies. Over half (53%) of direct care staff under 30 years of age began employment during the current year, compared to 27% of staff in their 30s, and 22% of staff in their 40's and 20% of staff 50 years of age and older. Only 17% of staff under the age of 30 had been employed by the agency for more than two years, compared to 44% of staff in their 30s, 53% in their 40s, and 64% of staff who were over 50 years old.



We look forward to your comments on the utility of this measure of program performance, the quality of data used in this analysis, and your suggestions for further analysis to 802.863.7249 or pip@vdh.state.vt.us.

¹ <http://www.healthyvermonters.info/ddmhs/docs/pips/1999/pip1210.pdf>
² <http://www.healthyvermonters.info/ddmhs/docs/pips/2000/pip12800.pdf>
³ <http://healthvermont.gov/mh/docs/pips/2005/pip102105.pdf>
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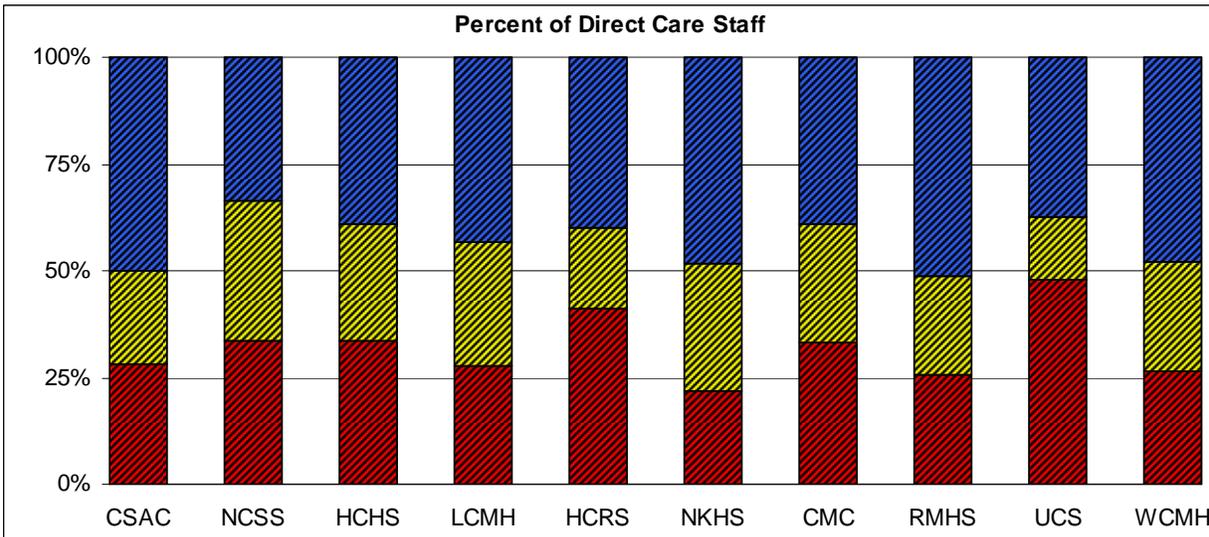
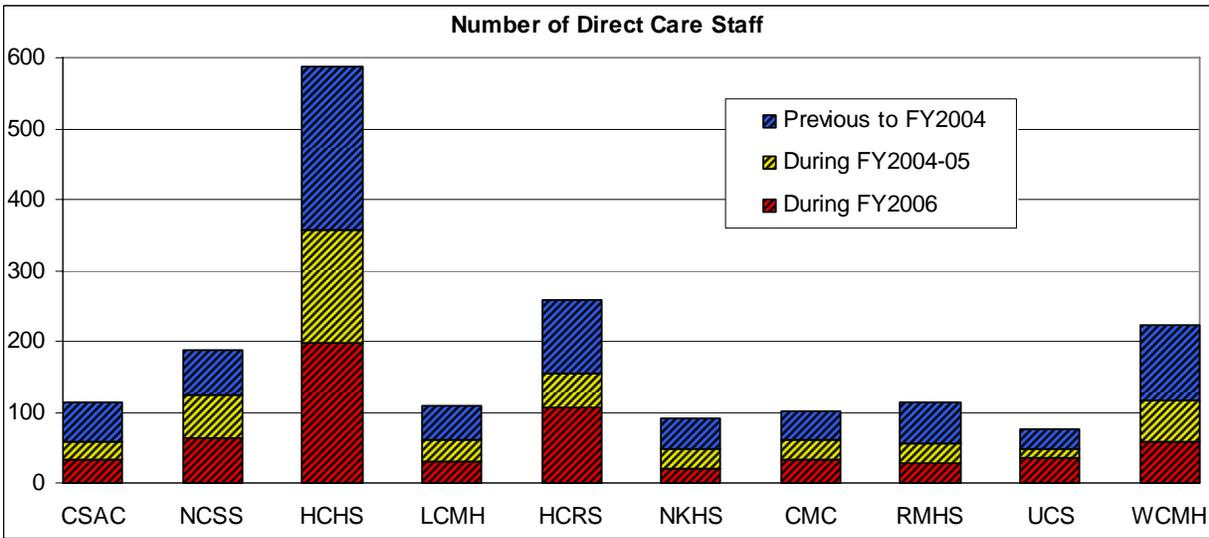
Designated Agency Staff Tenure By Provider, FY2006



Program	During FY2006		Employment Started: During FY2004-05		Previous to FY2004		Total Employed
	#	%	#	%	#	%	
Substance Abuse	53	35%	32	21%	68	44%	153
Adult Outpatient	56	34%	31	19%	78	47%	165
CRT	93	25%	87	24%	187	51%	367
Children's Services	405	34%	326	28%	444	38%	1,175
Total	607	33%	476	26%	777	42%	1,860

Analysis is based on staffing data submitted to DMH by designated community agencies. Includes all direct care employees with more than 40 hours employment in SA, AOP, CRT or Children's MH programs during FY2006.

Designated Agency Staff Tenure By Provider, FY2006



Region / Provider	During FY2006		Employment Started: During FY2004-05		Previous to FY2004		Total Employed
	#	%	#	%	#	%	
CSAC - Addison	32	28%	25	22%	57	50%	114
NCSS - Northwest	63	34%	61	33%	63	34%	187
HCHS - Chittenden	198	34%	159	27%	230	39%	587
LCMH - Lamoille	30	28%	32	29%	47	43%	109
HCRS - Southeast	106	41%	49	19%	103	40%	258
NKHS - Northeast	20	22%	27	30%	44	48%	91
CMC - Orange	34	33%	28	27%	40	39%	102
RMHS - Rutland	29	26%	26	23%	58	51%	113
UCS - Bennington	36	48%	11	15%	28	37%	75
WCMH - Washington	59	26%	58	26%	107	48%	224
Total	607	33%	476	26%	777	42%	1,860

Analysis is based on staffing data submitted to DMH by designated community agencies. Includes all direct care employees with more than 40 hours employment in SA, AOP, CRT or Children's MH programs during FY2006.