

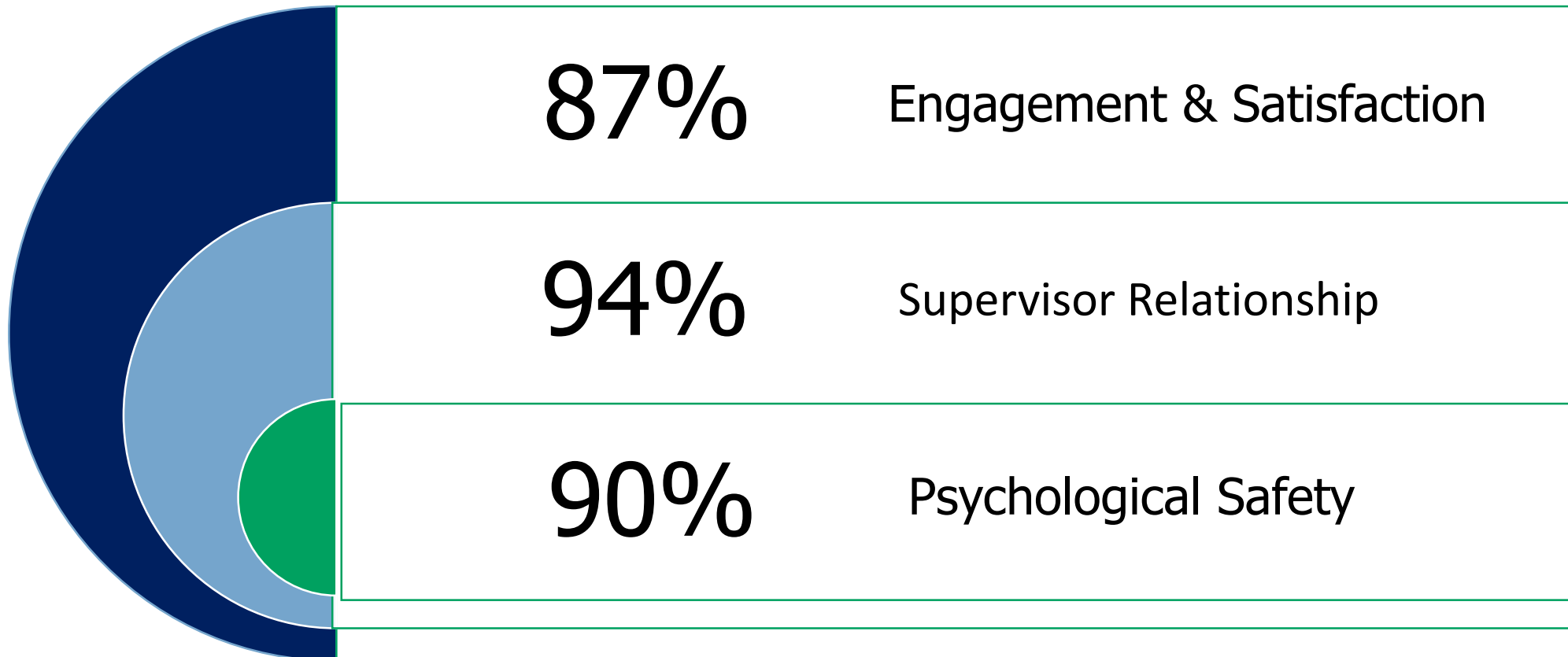


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FY 23 Human Capital Summary

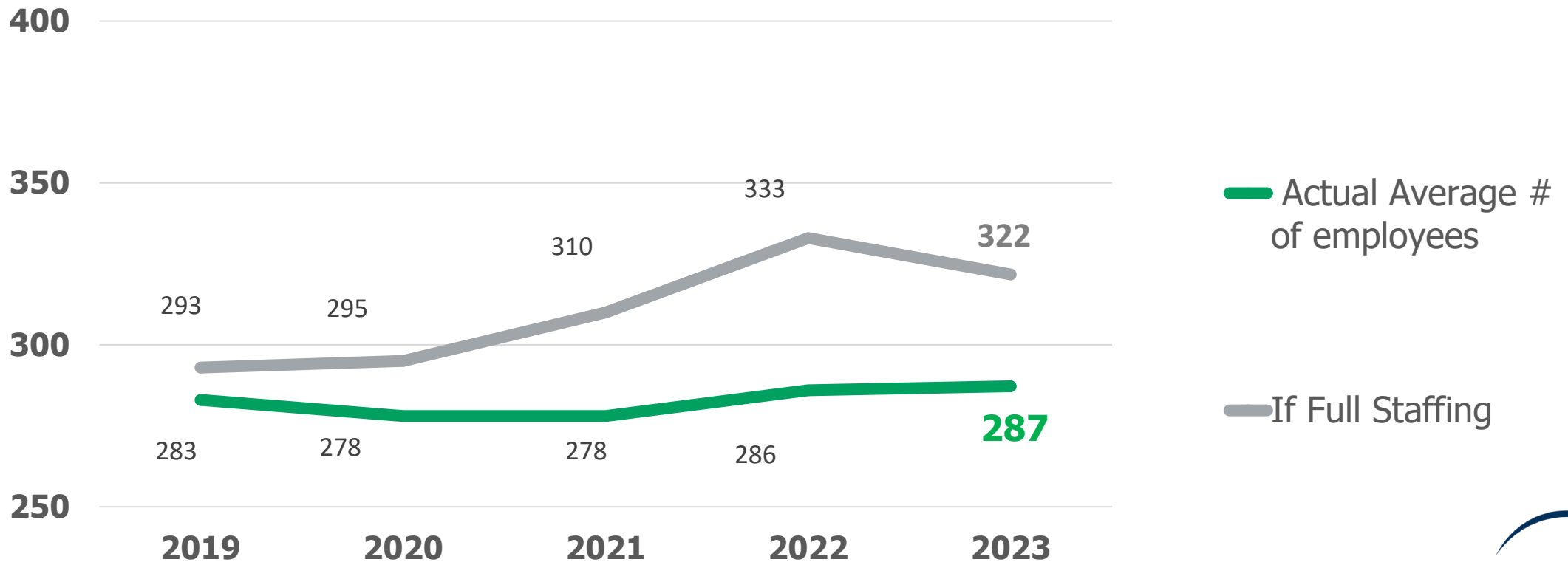


Employee Feedback



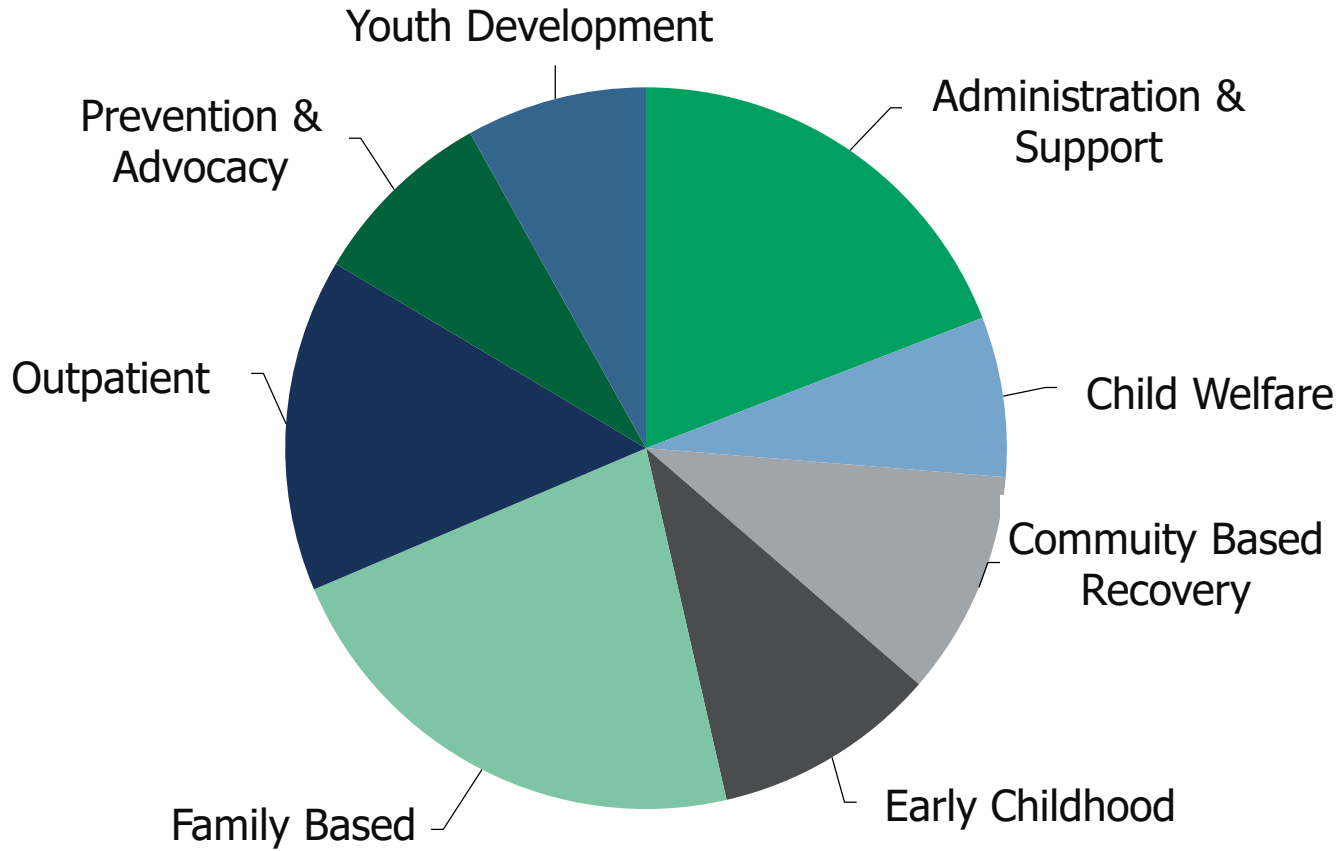


Average number of employees





Employees by Division

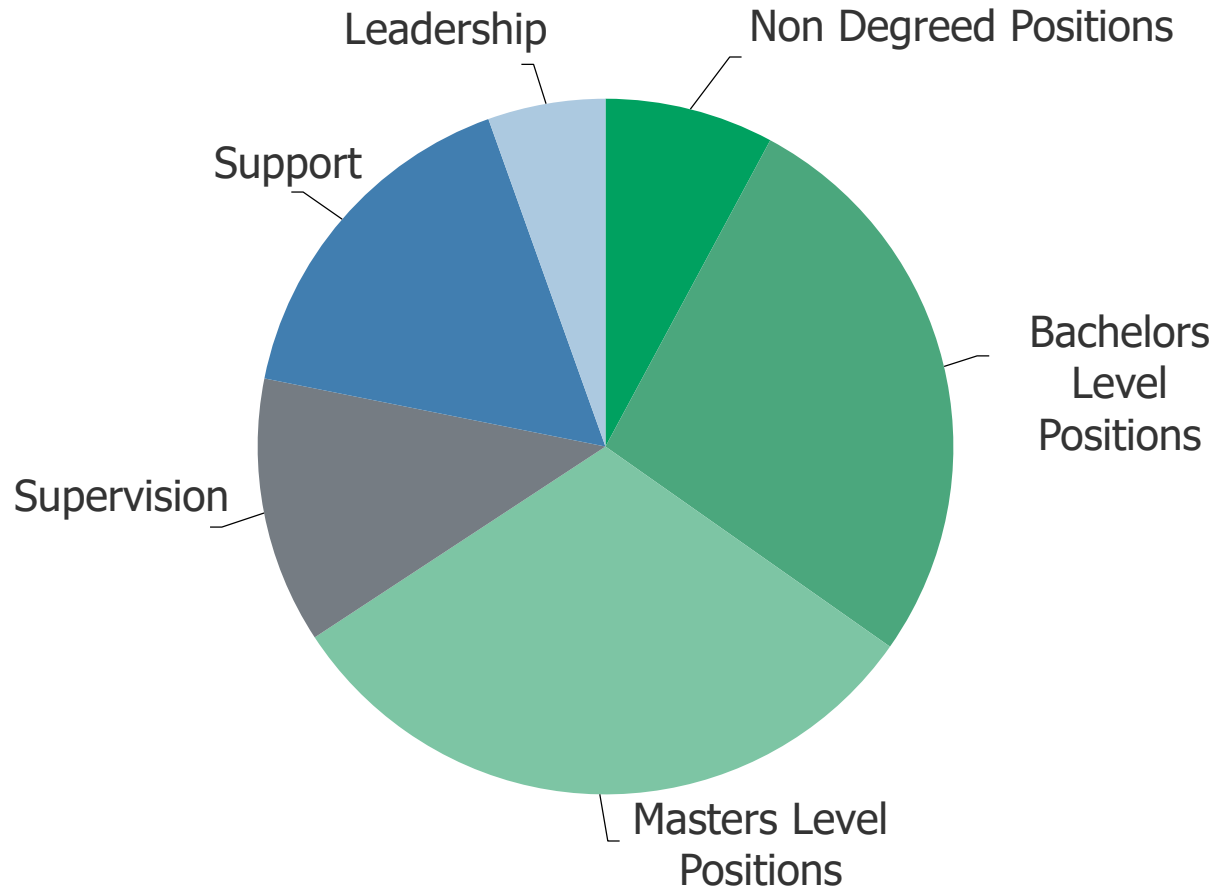


- 19% Administration & Support
- 7% Child Welfare
- 10% Community Based Recovery
- 10% Early Childhood
- 22% Family Based
- 15% Outpatient
- 8% Prevention & Advocacy
- 8% Youth Development





Employees by classification

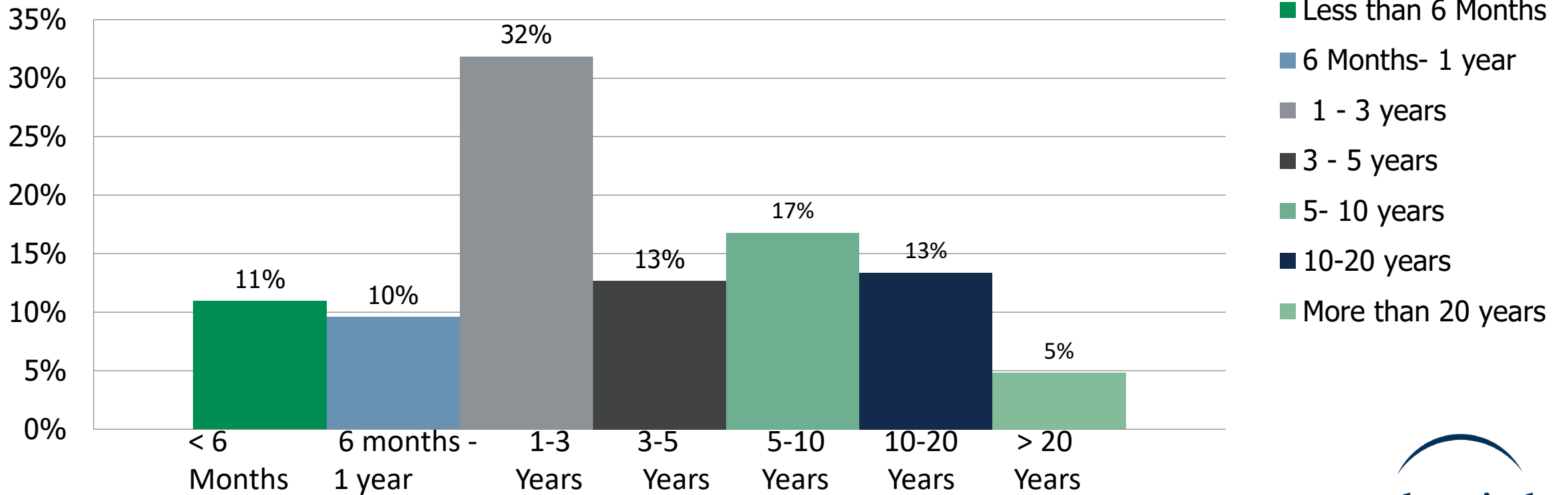


8% Non Degreed Positions
27% Bachelors Level Positions
31% Masters Level Positions
12% Supervision
16% Support
5% Leadership





Employees Longevity





Demographics

Race/Ethnicity	Employees	Clients
Asian	4%	1%
Black or African American	11%	23%
Hispanic/Latino	7%	6%
Multiple / Other	3%	9%
White	75%	61%

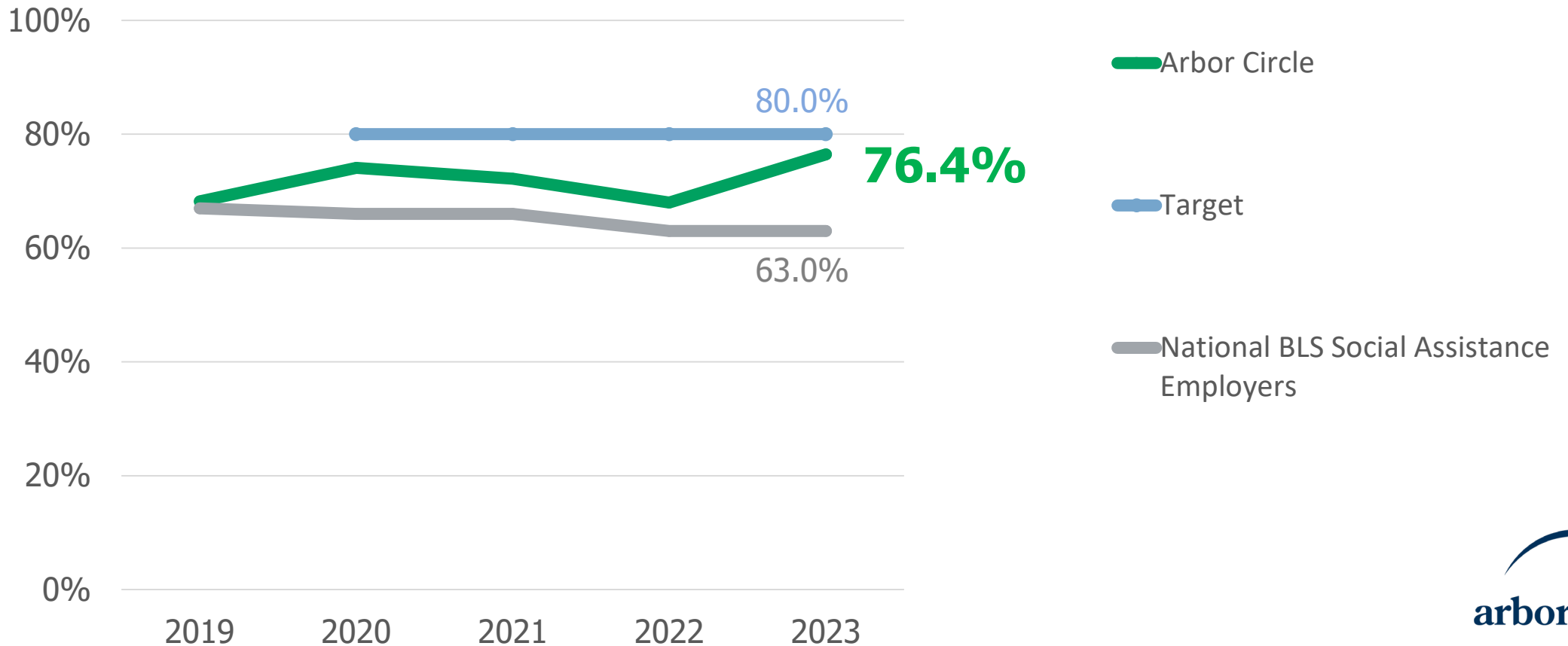
Gender	Employees	Clients
Female	77%	44%
Male	18%	55%
Other / Gender non conforming	5%	1%

Age	Employees
18 – 30	33%
31 – 50	45%
51+	22%



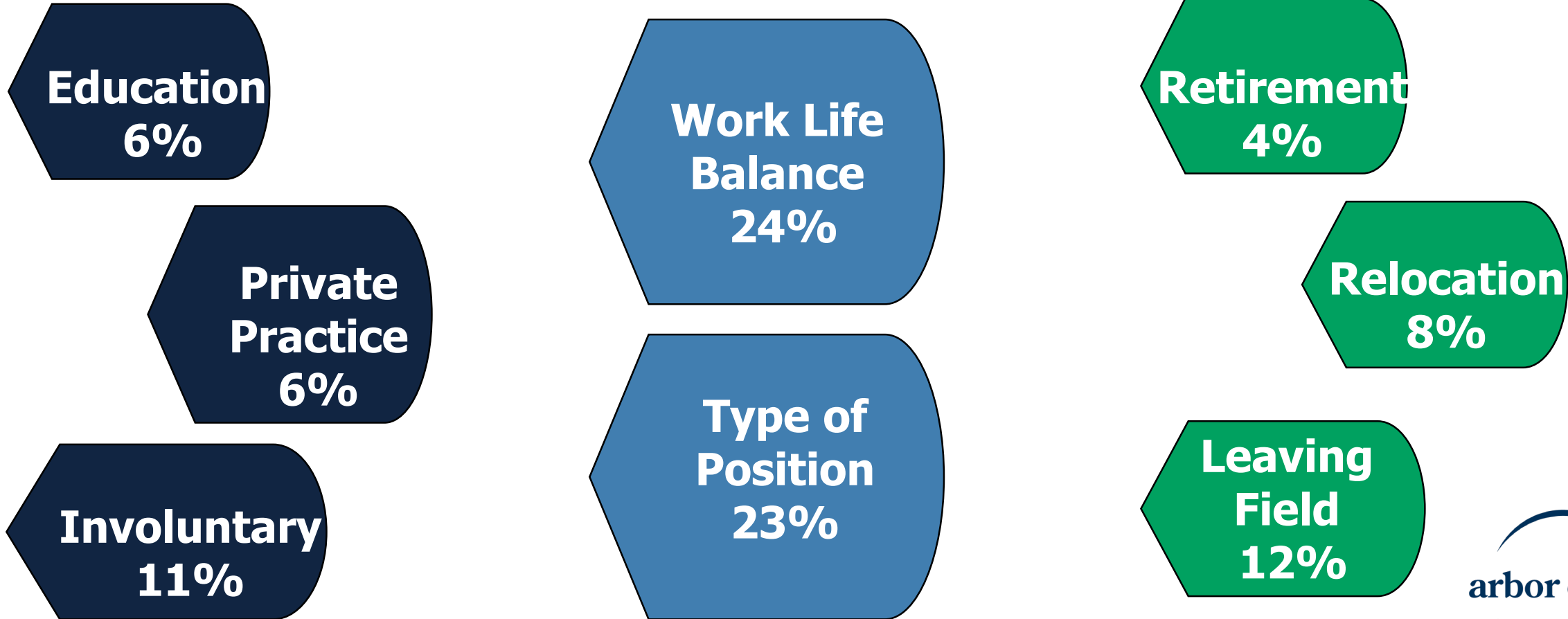


Employees Retention





Employee Turnover





Recruitment – Key Performance Indicators

Time to hire

% of Qualified Candidates

Source of Application

% Diverse Candidates

Agency Reputation

of Applicants

Referral of Applicant

Offer Acceptance Rate

