


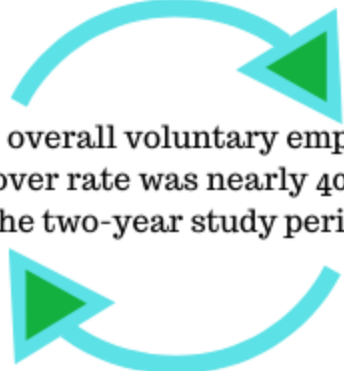
# The Relationship Between Low Wages, Employee Turnover and Community Well-Being

Illinois Partners for Human Service conducted a statewide survey of Illinois nonprofit human service organizations to document the impact of low pay on employee turnover in the sector. The survey analyzed over 13,000 employee records from 2017 and 2018.

 The survey found that Illinois human service organizations experience high levels of employee turnover that are associated with level of compensation.



High employee turnover has serious and lasting real-world implications on community well-being.

 The overall voluntary employee turnover rate was nearly 40% over the two-year study period.

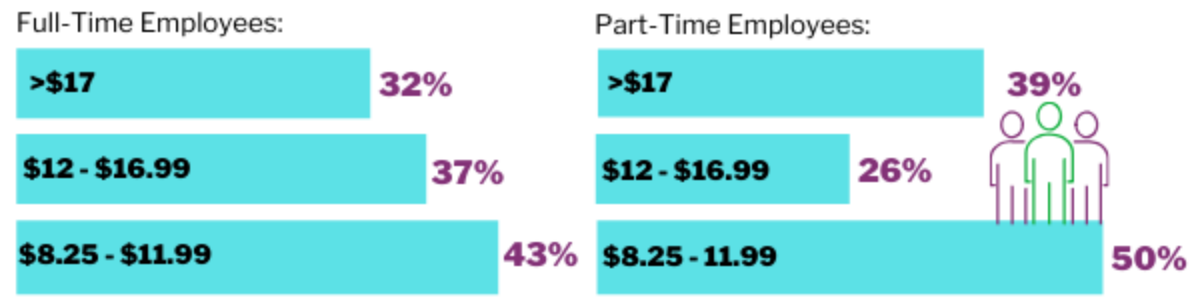


Across those surveyed, nearly 27% of full-time employees worked for one year or less while 22% were employed between one and two years.



**Less than 40% of employees had tenures of three years or longer.**

## Wage Range vs. Voluntary Turnover Rate



*\*The vast majority of human service employees made less than \$40,000 per year and 75% of employees in the analysis worked full-time.*

**The sector's workforce challenges are exacerbated by the state's ongoing funding cuts and persistent low provider reimbursement rates. To serve Illinois well, human service professionals must be paid adequately and human service organizations funded appropriately.**