

# Human Resources Metrics Report

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**Chief Human Resources Officer**

October 28, 2022



**COOK COUNTY**  
**HEALTH**

# FY22 Impact Summary



## Filled Positions

**647**

**Total Filled Positions YTD** (Accepted Offers or Hired)

- 558** Have started with CCH
- 60** External Accepted Offers (future start)
- 29** Internal transfers/promotions (future transfer dates)
  - **28%** Nursing
  - **14%** Healthcare Professional
  - **12%** Admin / Clerical Support
- **81** – offers declinations



## Hiring Velocity

**65**

**Filled Positions/ Month Average**

- 107%** Increase in external hiring velocity (previous three-month avg vs Dec-June avg)
- **6%** Q1 to Q2 Increase in external velocity
- **37%** Q2 to Q3 Increase in external velocity
- **53%** Estimated Q3-Q4 increase in external velocity

*The average number of resources starting per month has doubled over the last three months compared to the first 7 months of the FY.*



## Turnover Ratios

**9.9%**

**Turnover Ratio YTD**

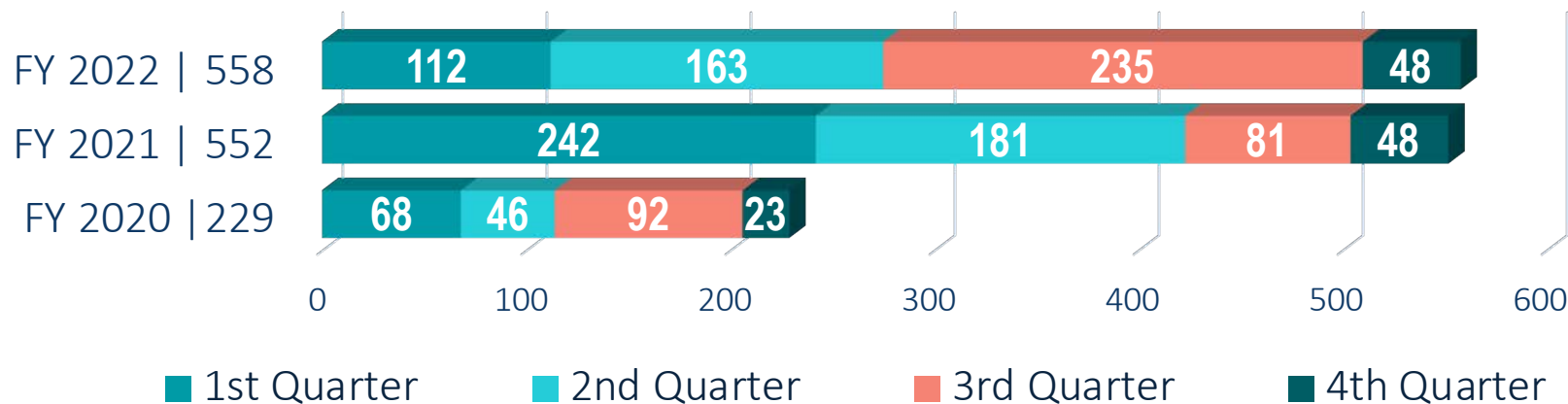
- **2%** Q1 to Q2 decrease in separations
- **43%** Q2 to Q3 decrease in separations
- **48%** Q2 to Q3 decrease in resignations
- **40%** of active employees have over 15 yrs. of tenure with CCH

*New hires have outpaced separations for the past two months for the first time in 19 months.*



# FY 2022 CCH HR Activity Report

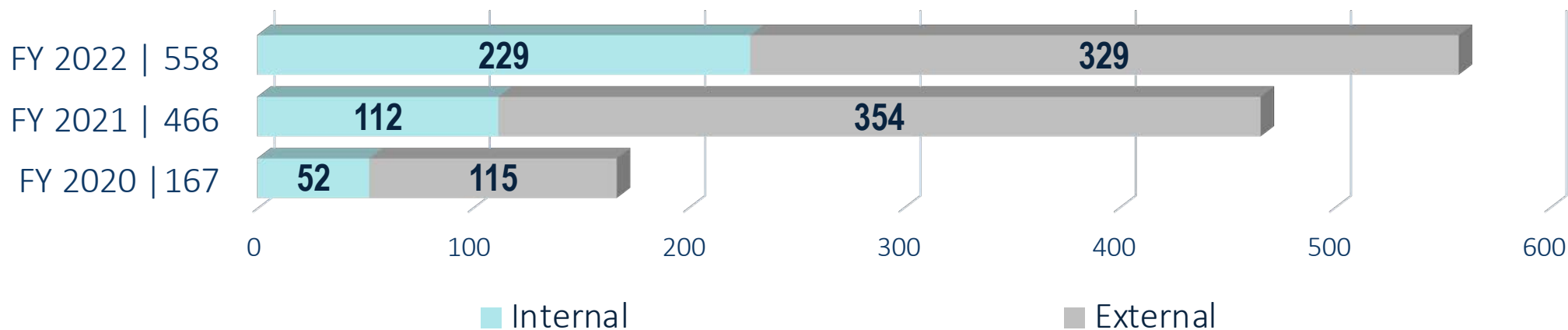
## FY2022 Hiring Updates YTD



Avg Monthly Hires **55.8**

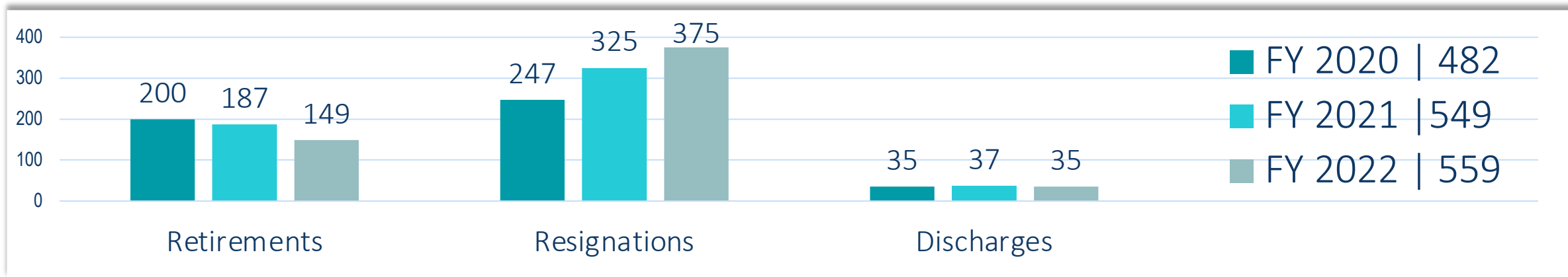
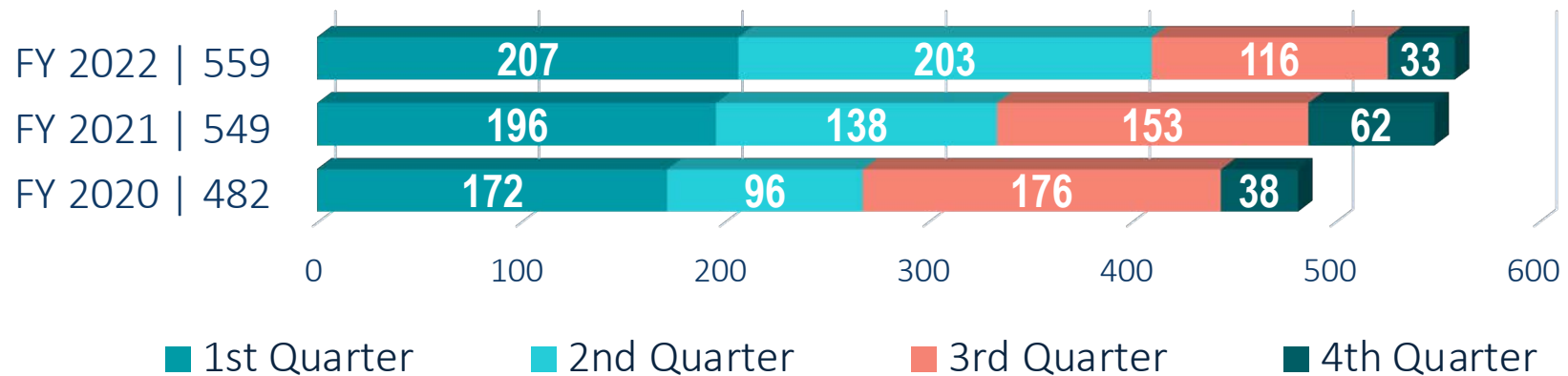
Avg Monthly Hires **55.2**

Avg Monthly Hires **22.9**



# FY 2022 CCH HR Activity Report

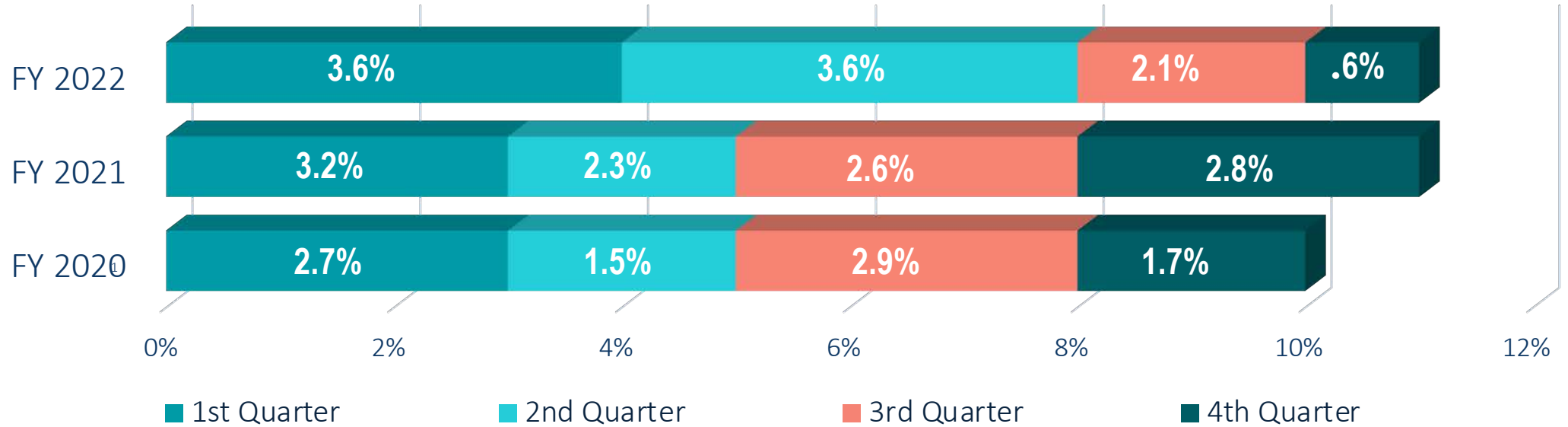
## Separations



# FY 2022 CCH HR Activity Report

Thru 09/30/2022

## Turnover



FY 20 = 546			
Qtr.	# of Employees	Separations	Turnover
Q1	6263	172	2.7%
Q2	6200	96	1.5%
Q3	6078	176	2.9%
Q4	6080	102	1.7%

FY 21 = 653			
Qtr.	# of Employees	Separations	Turnover
Q1	6071	196	3.2%
Q2	6038	138	2.3%
Q3	5926	153	2.6%
Q4	5841	166	2.8%

FY22 YTD = 559			
Qtr.	# of Employees	Separations	Turnover
Q1	5,682	207	3.6%
Q2	5,564	203	3.6%
Q3	5,559	116	2.1%
Q4	5,574	33	.6%

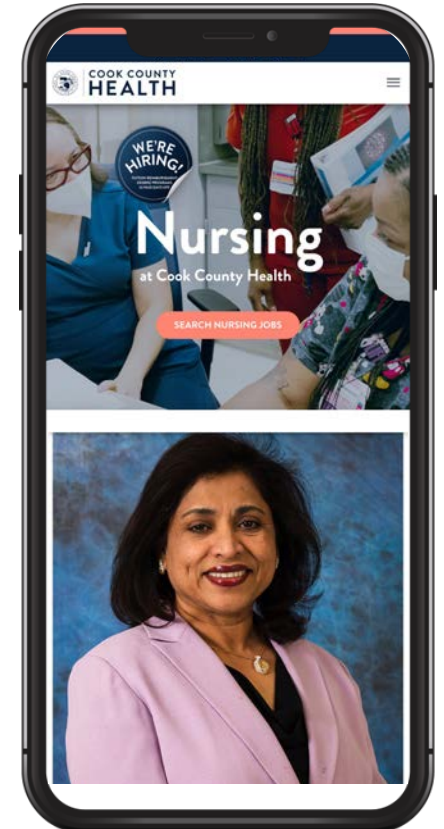


# Re-Launching CCH Careers & Nursing Pages

[Join Our Team – Cook County Health](#)

## Modernizing our online presence

- Refreshed Careers Page & Nursing Microsite
- Easy-to-navigate and access job searches – “Careers” on CCH landing page
- Show-cases CCH values and mission
- Mobile-friendly





# Recruiting

Key Initiative

Health Status

Objectives

## Hiring Fairs

October 27th		<b>Hospital Police Officer Registry</b>	<b>Completed</b> Position ID Reconciliation <b>Completed</b> Pre-Planning Meeting <b>Completed</b> EPO Planning Meeting <b>Completed</b> Inspector General Notification <b>Completed</b> EPO Approval
November 7th		<b>Nursing</b> • Maternal Care Health, Peds ICU Critical Care, Emergency Room, Trauma	<b>Completed</b> Position ID Reconciliation <b>Completed</b> Pre-Planning Meeting <b>Completed</b> EPO Planning Meeting <b>In Progress</b> Inspector General Notification <b>In Progress</b> EPO Approval
November 10th		<b>Nursing</b> • Medical Surgical, Cath Lab, Perioperative, Ambulatory Procedures Unit (APU), Float Pool	<b>Completed</b> Position ID Reconciliation <b>Completed</b> Pre-Planning Meeting <b>In Progress</b> EPO Planning Meeting <b>In Progress</b> Inspector General Notification <b>In Progress</b> EPO Approval
November 16th		<b>Laboratory</b>	<b>Completed</b> Position ID Reconciliation <b>Completed</b> Pre-Planning Meeting <b>In Progress</b> EPO Planning Meeting <b>In Progress</b> Inspector General Notification <b>In Progress</b> EPO Approval
		<b>Physician Assistants</b>	



# Questions



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Thank you



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# Appendix



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# FY 2022 CCH HR Activity Report

