

Human Resources Metrics Report

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Chief Human Resources Officer

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COOK COUNTY
HEALTH

FY23 Impact Summary - Hiring



Filled Positions

385

Total Filled Positions YTD (Accepted Offers or Hired)

85% Offer Acceptance Ratio (64 offers declined; reason #1 Personal Reasons)



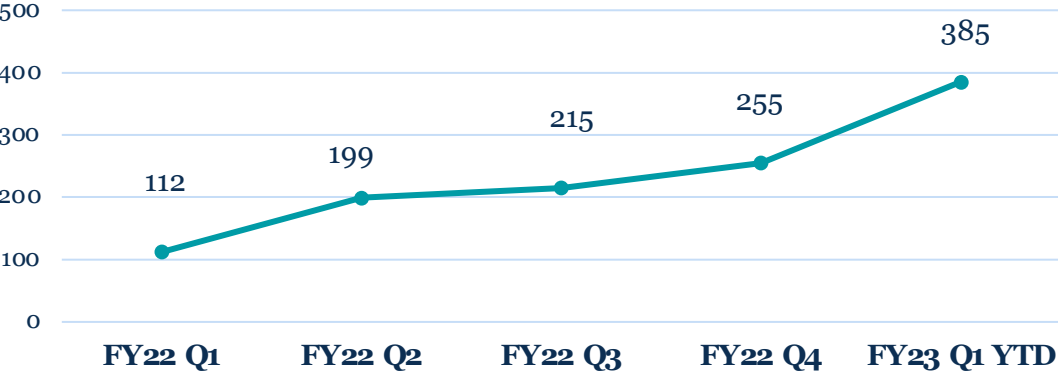
External Hiring Velocity

247

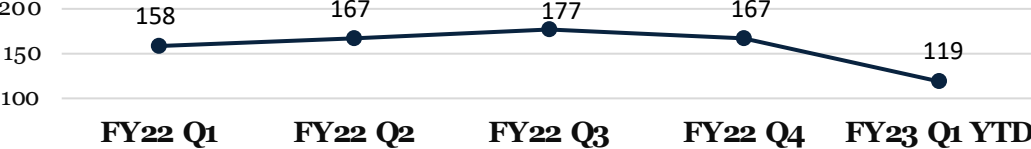
Total External Filled Positions (Accepted Offers or Hired)

119 days Overall FY23 Time to Fill (160 FY22 comparison)
• **158** External FY23 time to fill (159 FY22 comparison)

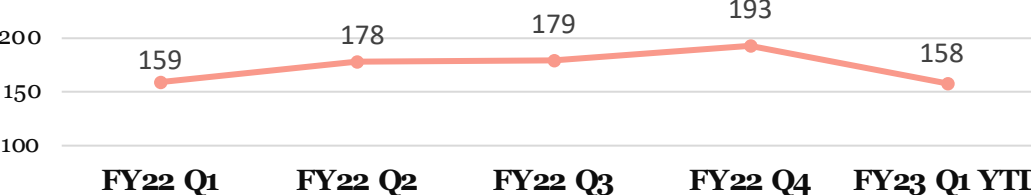
Quarterly Filled Positions



Overall Time to Fill (days) Quarterly

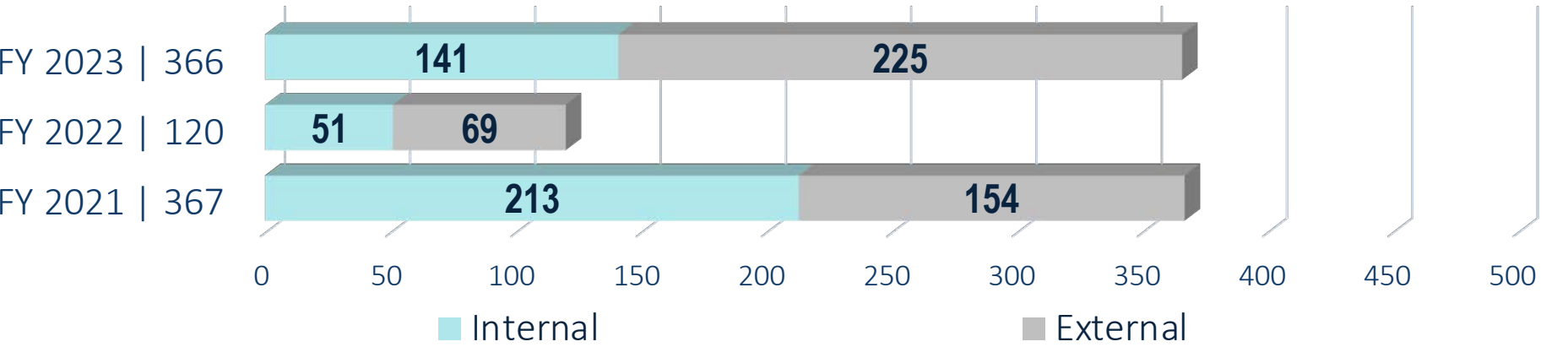
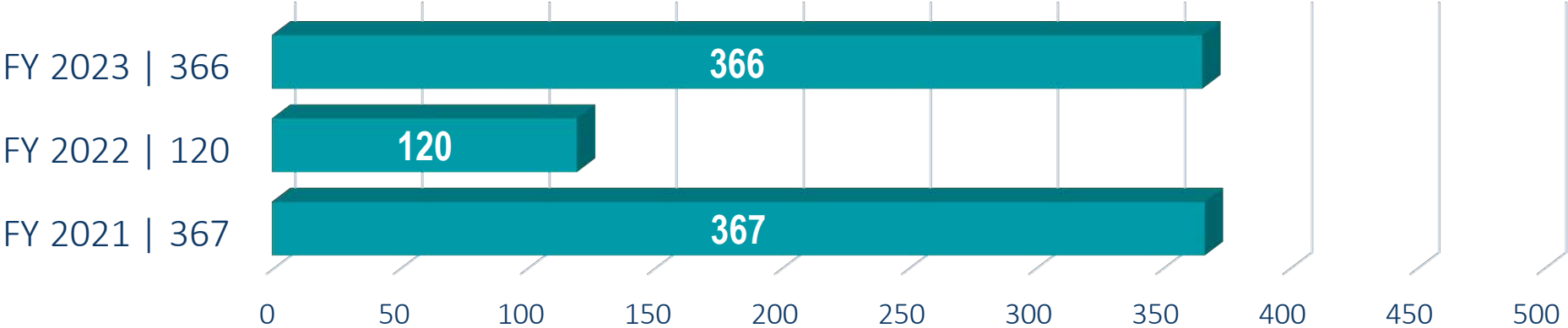


External Time to Fill (days) Quarterly



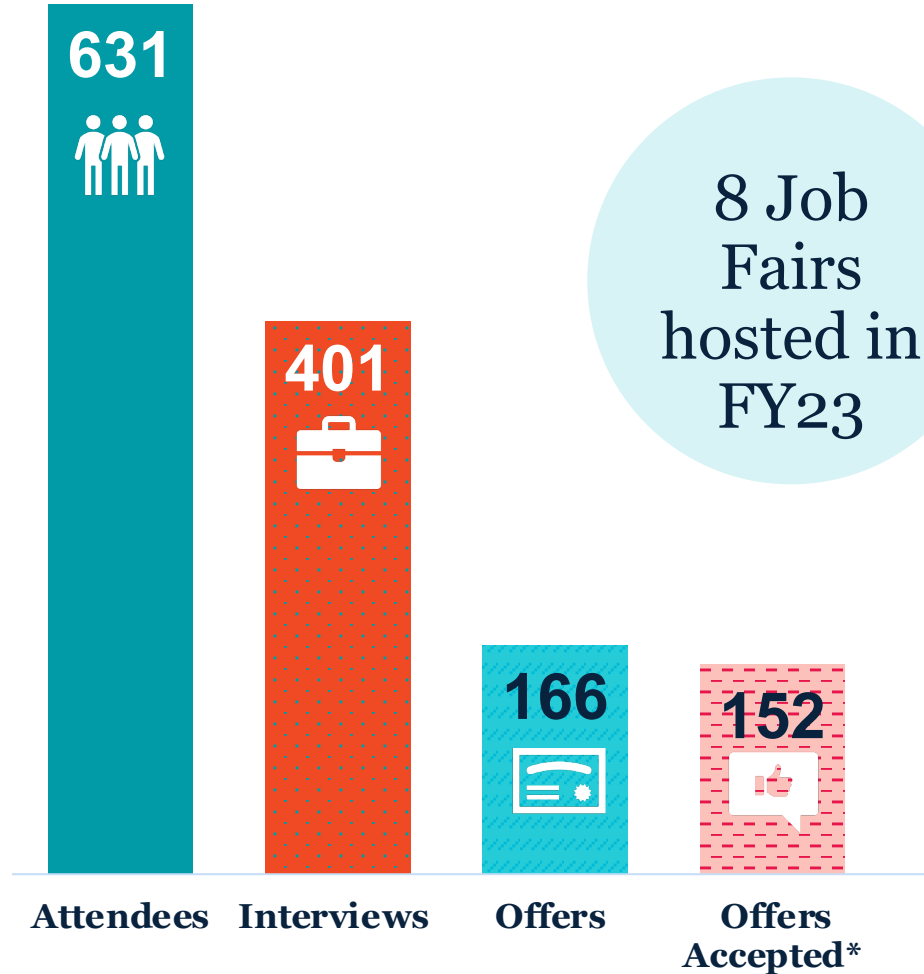
FY23 CCH HR Activity Report

Hires who have started – Dec through Feb (Year-Over-Year)



Does not include Consultants, Registry and House Staff

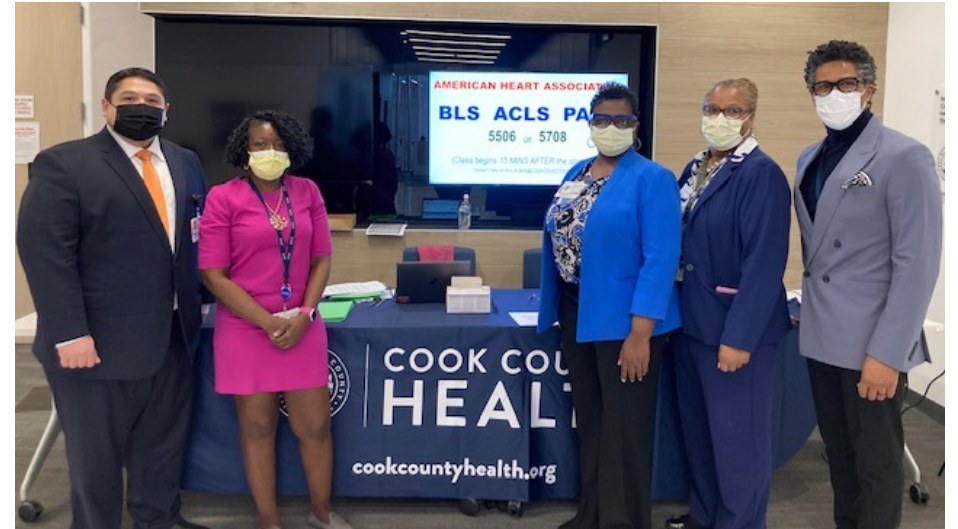
Hiring Fairs: FY23 YTD Summary



*8 offers pending acceptance accounted for in total count.

*7 Declinations over the course of December '22-March '23.

Job Fairs included: Social Worker, Nursing, Pharmacy, Med Assistant, Radiology, Health Plan Services, Patient Care, Patient Experience, Managed Care Coordination, Building Services

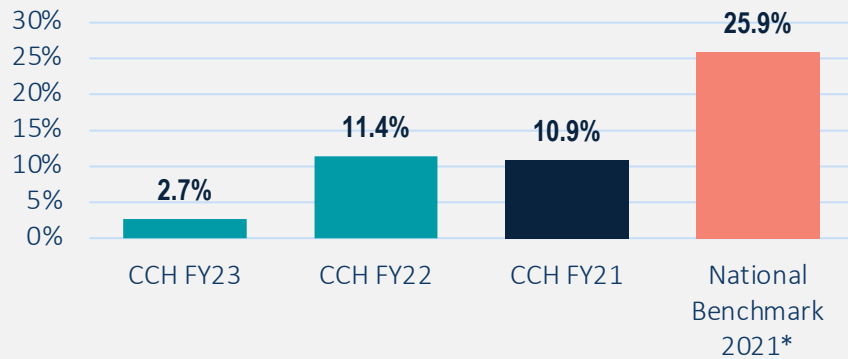


FY23 Impact Summary – Turnover & Separations

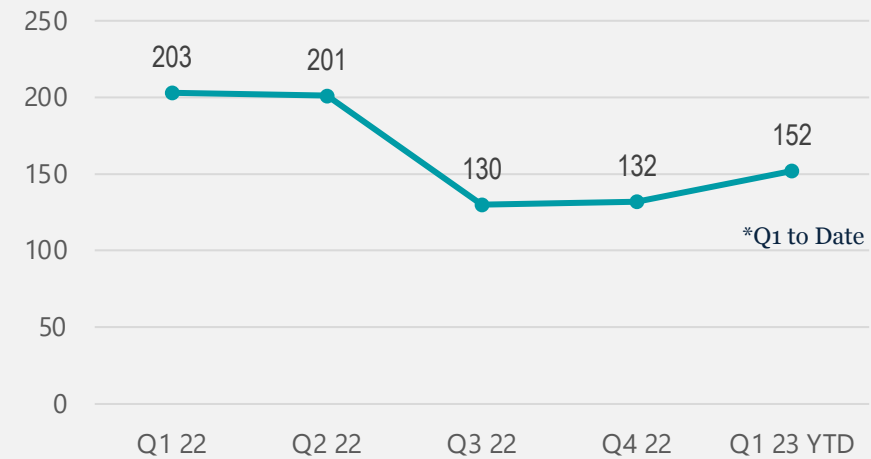
Turnover & Separations

2.7% YTD turnover

Turnover Benchmark



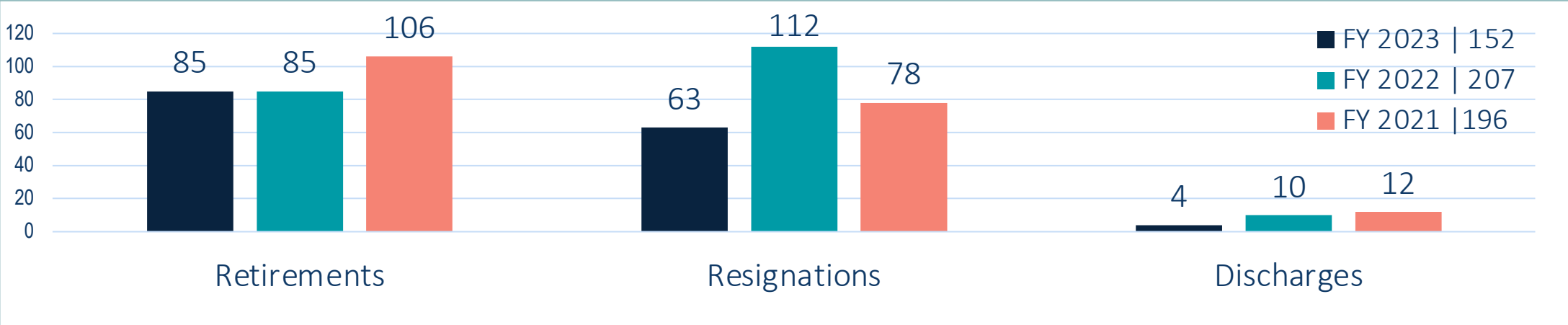
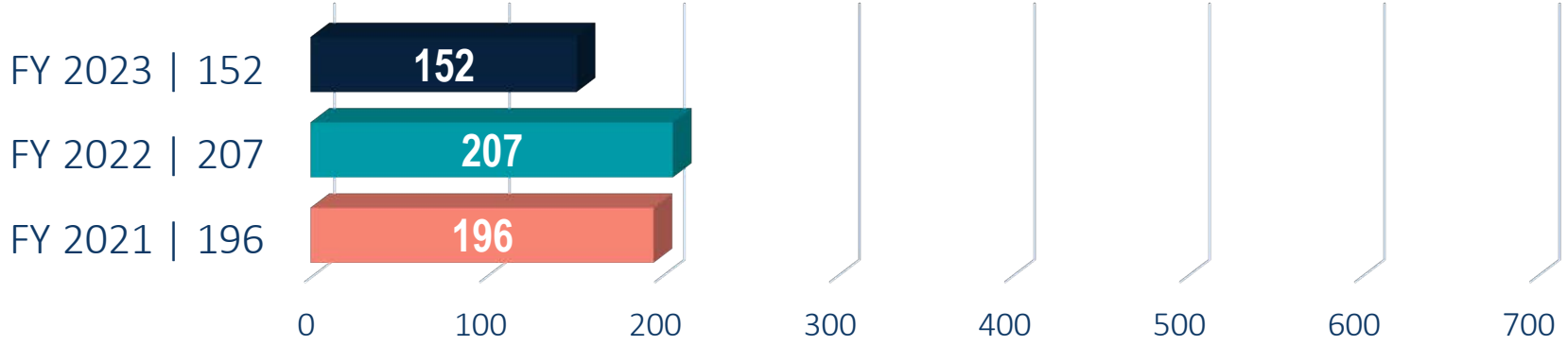
Separations FY23 YTD



**Source: 2022 NSI National Health Care Retention & RN Staffing Report*

FY23 CCH HR Activity Report

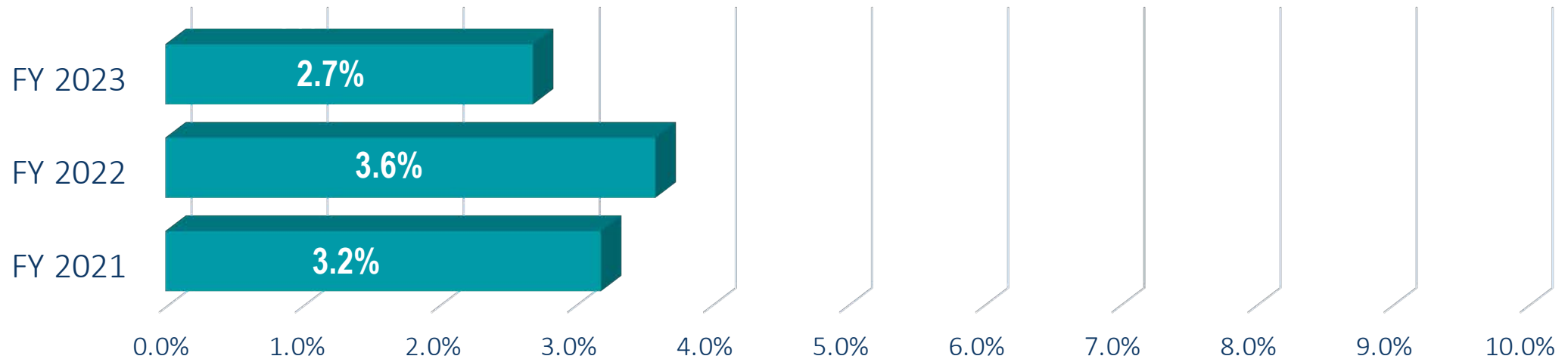
Separations – Dec through Feb Year-Over-Year



Does not include Consultants, Registry and House Staff

FY23 CCH HR Activity Report

Turnover – Dec through Feb YTD



FY21 YTD		
# of Employees	Separations	Turnover
6,071	196	3.2%

FY22 YTD		
# of Employees	Separations	Turnover
5,682	207	3.6%

FY23 YTD		
# of Employees	Separations	Turnover
5,610	152	2.7%

HR Optimization & Digitization

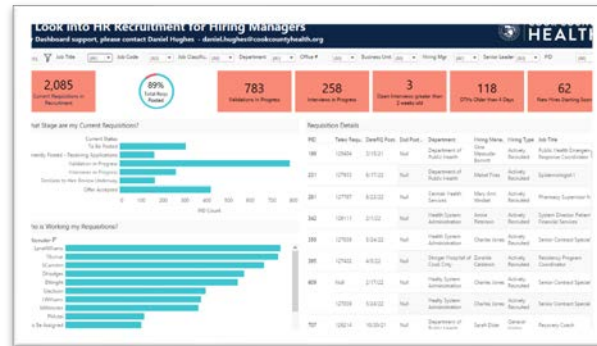
Hiring Manager Dashboard

Delivered July 2022

Automated reporting to provide hiring managers and staff transparency into recruiting process and status of their PIDs.

Benefits:

- *Data-driven goal setting*
- *Improved reporting accuracy*
- *Automated analytics*



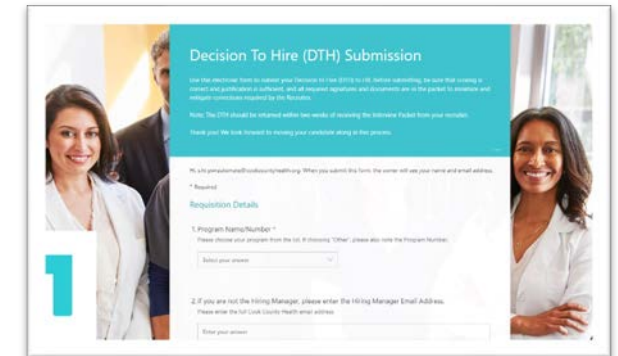
DTH Digitization

Delivered September 2022

Consistent and more efficient process to submit and complete Decision to Hire Requests, leading to increased hiring velocity.

Benefits:

- *Time savings*
- *Better tracking*
- *Performance metrics*



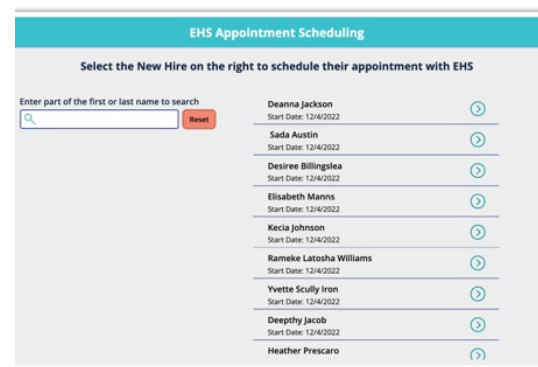
EHS Digital Apt. Scheduling

Launched January 2023

Technology solution for digitally scheduling appointments for New Hires with EHS.

Benefits:

- *Time savings*
- *Better tracking*
- *Improved onboarding experience*



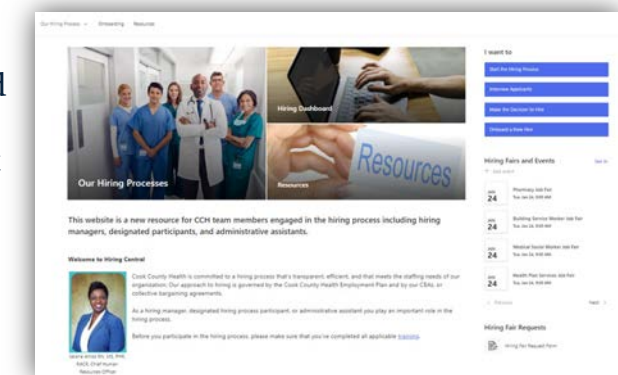
Hiring Central

Launched January 2023

SharePoint site providing simplified access to hiring steps and resources for employees involved in the talent acquisition process.

Benefits:

- *Time savings*
- *Increased hiring velocity*
- *Improved hiring experience*



HR Optimization Orientation Programs

Goals

- To connect New Hires and introduce the CCH purpose, culture, leadership, and strategic priorities
- CCH Orientation was updated to create an engaging and interactive experience for all new hires.

Key Deliverables



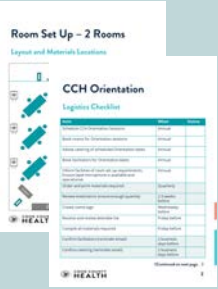
Presentation Pack
CCH Orientation Slides

- Content and activity slides for facilitator use in CCH Orientation



Onboarding Journal
New Hire Workbook

- Comprehensive workbook for New Hires to complete in session
- Onboarding Chart serves as a cheat sheet for New Hire onboarding activities



Facilitation & Logistics Guide
Detailed guides for Orientation

- Checklist to prepare for CCH orientation sessions
- Detailed facilitation guide for CCH Orientation
- Room set up and materials preparation

Impact



2nd Annual Provident Scholarship

Health Professionals Scholarship

- Provides scholarships to medical, dental and Advanced Practice Providers attending a graduate-level clinical academic program.
- Students are eligible for an award of up to **\$20,000.**

Allied Health & Undergraduate Scholarship

- Provides scholarships to Allied Health and undergraduate students in select programs.
- Students are eligible for an award of up to **\$10,000.**



Q&A



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