

# Human Resources Report

Win Buren, Chief Human Resources Officer

Carrie Pramuk-Volk, Associate Chief Human Resources Officer

November 14, 2024



COOK COUNTY  
**HEALTH**

# FY 2024 Metrics

Hiring Impact



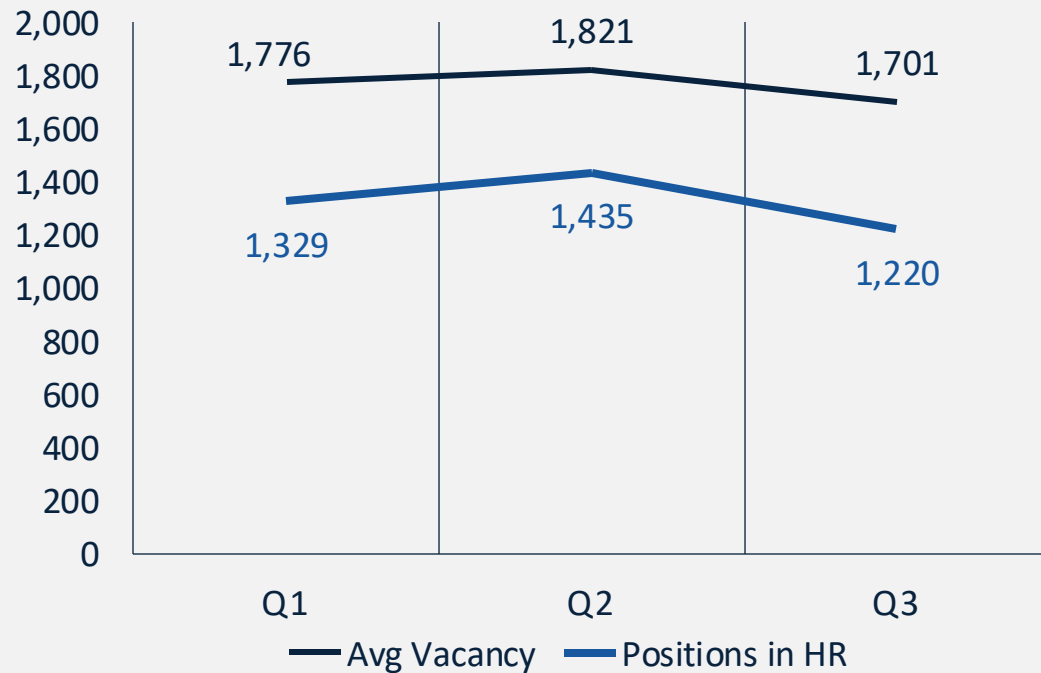
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**HEALTH**

# CCH HR Activity Report

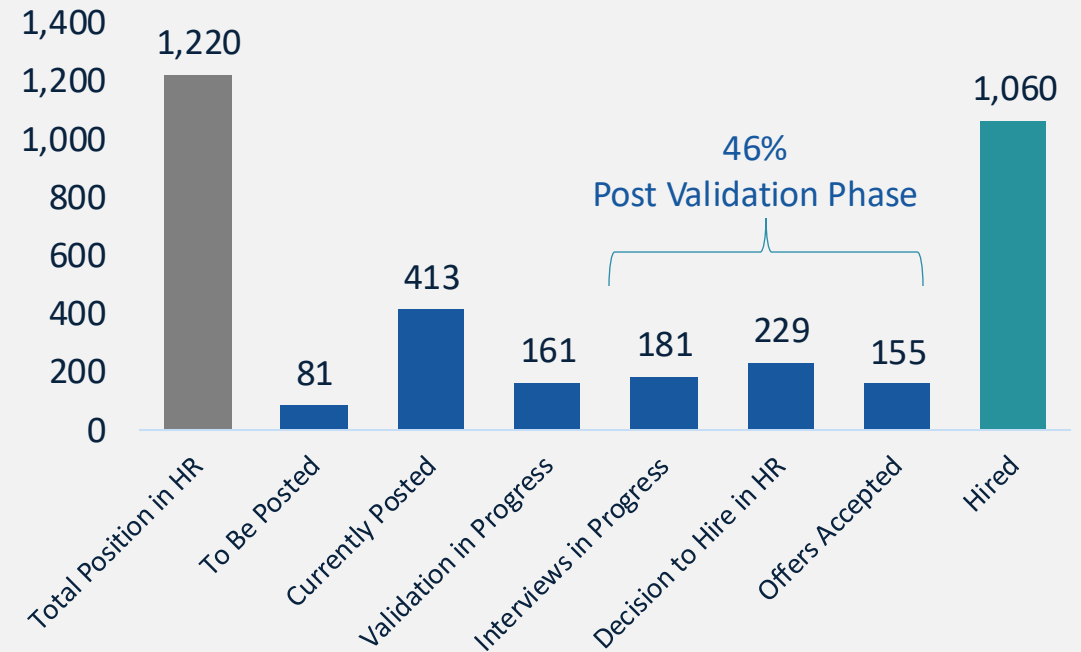
As of 10/31/2024



## Vacant Positions



## Positions in Process



# CCH HR Activity Report–Vacant Positions in HR

12/01/2023 thru 10/31/2024



## Filled Positions

# 1,060

### Total Filled Positions YTD

**113 Days** Overall Time to Fill



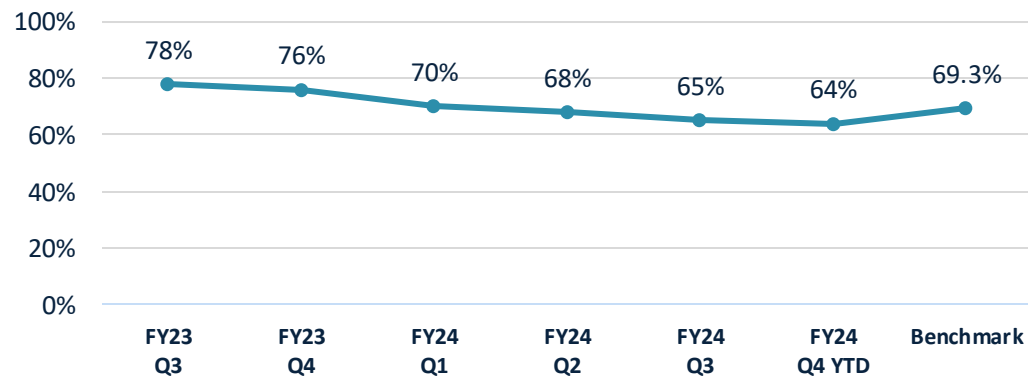
## External Filled Velocity

# 725

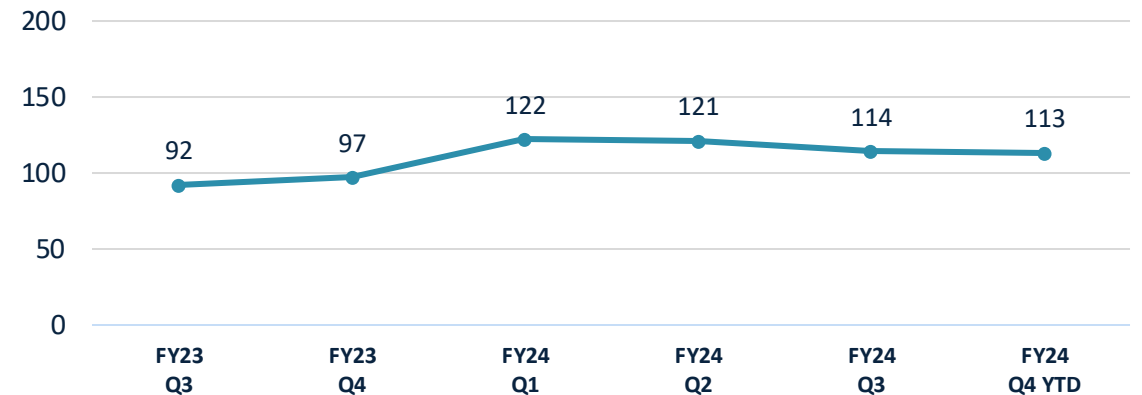
### Total External Filled Positions

**64%** Offer Acceptance Ratio

Quarterly Offer Acceptance



Overall Time to Fill (days) Quarterly



# Current State of Hiring & Separations

1,736



FY24  
Extended  
Offers

1,111



FY24  
Accepted  
Offers

725



FY24  
External New  
Hires

445



FY24  
Separations

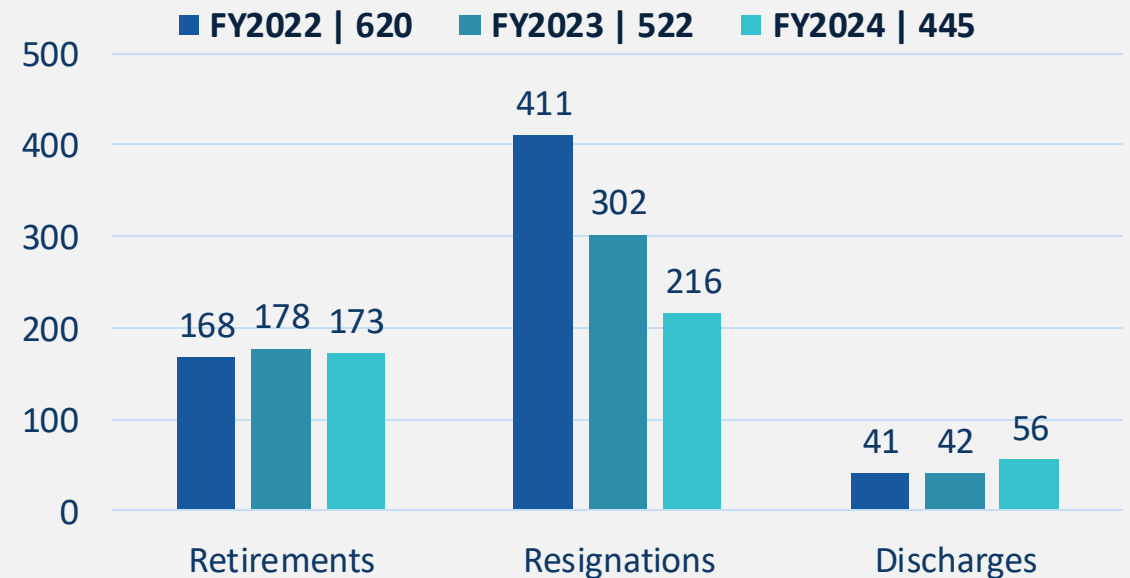
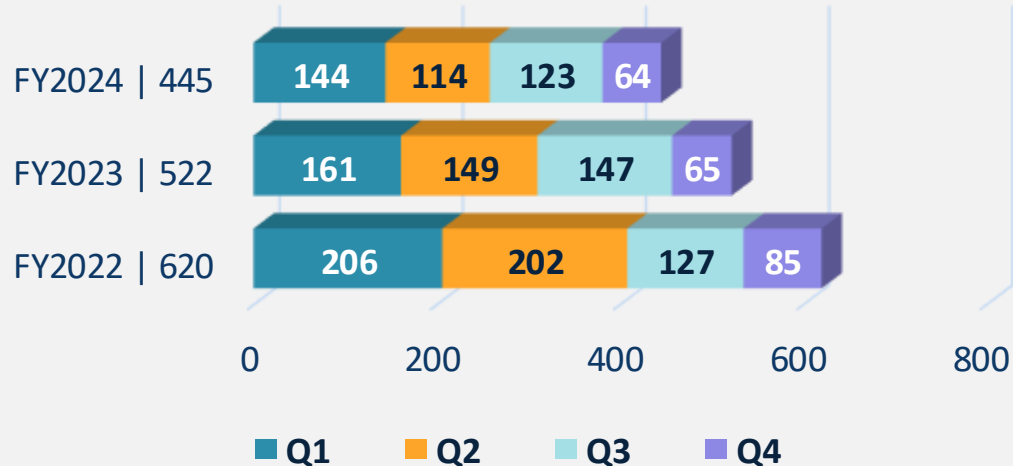
+280



FY24  
Net Hires

FY23  
+276

Yearly Hires and Separations



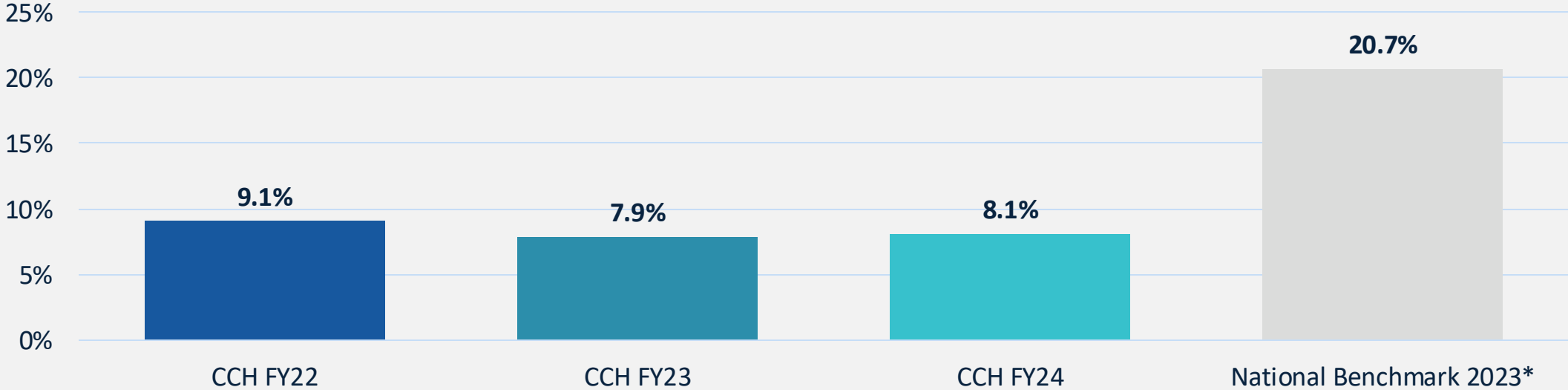
# CCH HR Activity Report

12/01/2023 thru 10/31/2024

## Turnover

6.5% YTD turnover

Year – To-Date Turnover Benchmark



# HR Nurse Recruitment

Through October 31, 2024

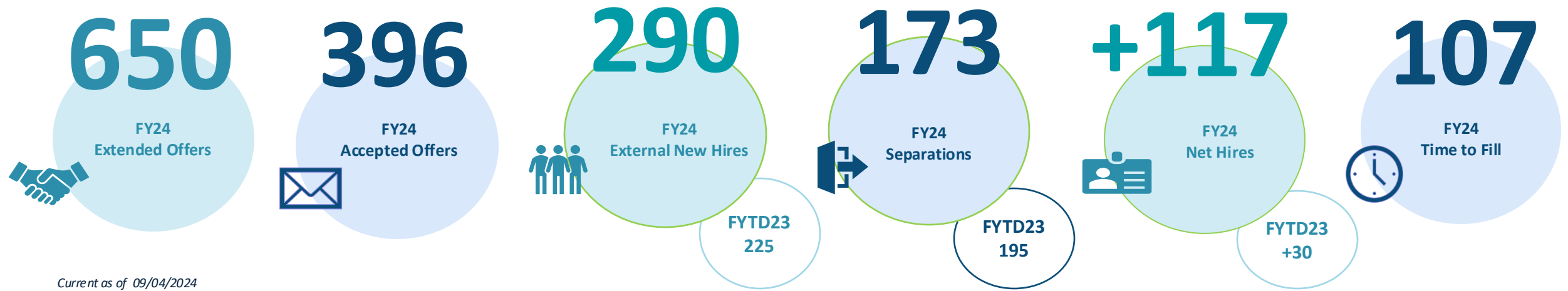


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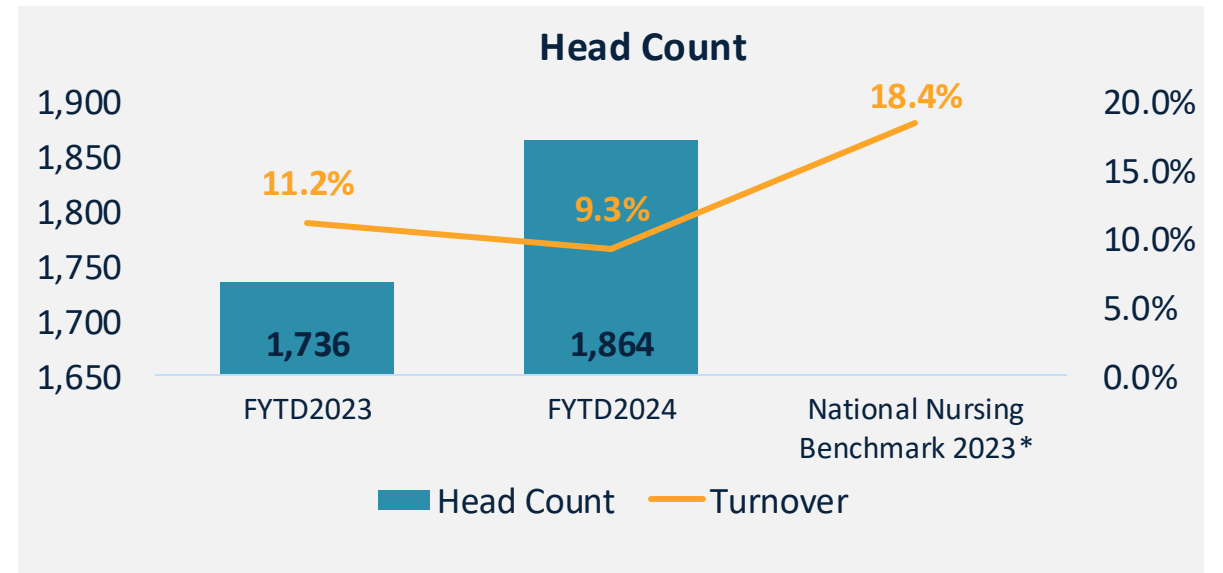
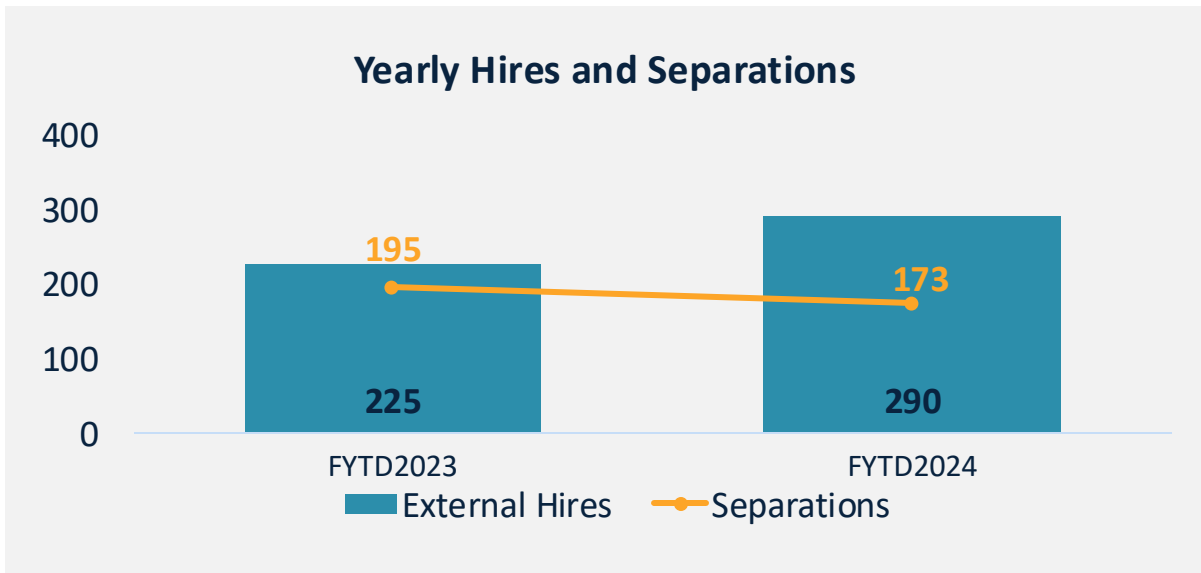
# Nursing Hiring Velocity & Attrition

FY24 thru 10/31/24

Thru 10/31/2024



Current as of 09/04/2024





# Hiring Fairs

Through October 31, 2024



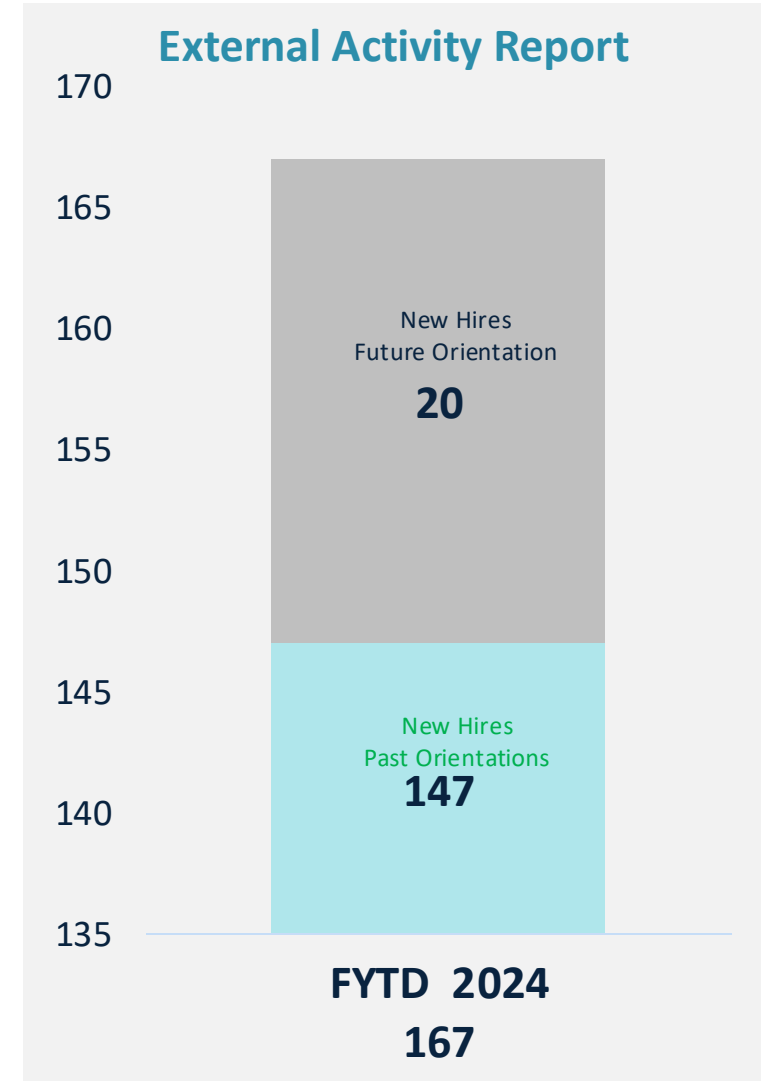
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# Hiring Fair Success

FY 2024 Timeframe: 12/1/2023 – 10/31/2024



Thru 10/31/2024



Hiring Fair  
Progress



As of 9/30/24

# Upcoming Job Fair & Hiring Event



**Thursday, November 7, 2024**

- ❖ Nurses
- ❖ Pharmacy Technicians
- ❖ Certified Surgical Techs
- ❖ Sterile Processing Techs

NURSING JOB FAIR



## Join Cook County Health Nursing Job Fair!

**WHEN:**  
THURSDAY  
November 7th  
9:00 AM – 3:00 PM CST

**WHERE:**  
COOK COUNTY HEALTH PROFESSIONAL BUILDING  
1950 West Polk Street  
5th Floor Chicago, IL 60612

**JOB DETAILS**

- **Competitive salaries!**
- Hiring for:
  - **Registered Nurses**
    - Clinical Nurse I
      - Operating Room
      - Recovery Room / PACU
      - Same Day Surgery
      - Radiology Administration
    - **In-House Registry Nurse**
      - Medical Surgical
  - **Licensed Practical Nurse II – New Grads**
  - **Certified Surgical Technologist**
  - **Sterile Processing Technician - Certified**

NEW GRADS WELCOME!

**INDUSTRY LEADING NURSE BENEFITS**

- 100% tuition reimbursement for nursing-related programs during employment with Cook County Health
- Pension Plan
- 4 weeks' Vacation 0-1 years of service
- 5 Weeks' Vacation 1+ years of service
- 3 weeks Sick leave annually
- Sick and Vacation days rollover
- 12 Holidays + 1 Floating Holiday
- Evening, nights, and weekend shift differentials
- Medical, Dental, and Vision Coverage
- Basic Term Life Insurance
- Deferred Compensation Program

**INTERVIEW**

- Must apply for each hiring fair job posting you wish to be considered for. Kiosk available to apply onsite.
- The only opportunity to interview will be at the Job Fair.
- Qualified candidates are interviewed on-site on a **first come – first served** basis.
- Interviewees selected for hire receive same day contingent offers on a **first come – first served** basis while vacancies remain.
- Please bring your resume.

Various shifts are available at John H. Stroger, Jr. Hospital & Cermak Health Services.  
**MUST SUBMIT AN ONLINE APPLICATION TO BE CONSIDERED!**




**APPLY TODAY**  
[cookcountyhealth.org/join-our-team/](https://cookcountyhealth.org/join-our-team/)



**COOK COUNTY HEALTH**  
cookcountyhealth.org

PHARMACY JOB FAIR



**SAME DAY CONTINGENT OFFERS**

**JOB DETAILS**

- Competitive salaries!
- Hiring for Pharmacy Technician
  - Central Fill (Mail Order)
  - Inpatient
  - Correctional Health Facility

Various shifts are available at John H. Stroger Jr. Hospital, Provident Hospital and Cermak Health Services.

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**WHERE:**  
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Questions? Call 312-864-0430



**APPLY TODAY**  
[cookcountyhealth.org/join-our-team/](https://cookcountyhealth.org/join-our-team/)



**COOK COUNTY HEALTH**  
cookcountyhealth.org

**ADDITIONAL PARKING:** Candidates can park at the Cook County Juvenile Temporary Detention Center garage located at 1100 S. Hamilton for \$2.00 and may use the CCH Employee Shuttle service to 1900 W. Polk St. (across from Professional Building driveway) free of charge. The shuttle runs every 15 – 20 minutes. When you arrive, please look for Job Fair signage and CCH staff.

# Recruitment Improvements



# Recruitment Process Improvements

October 1 – November 1, 2024

## Requisition Posting



**40% reduction** in positions not posted within 14 days of approval

**Challenge:** Requisitions designated for posting often sit for more than 14 days, because that task is overshadowed by competing priorities and a high volume of urgent requests.

- **Improvements:**
  - Time Blocking each day
  - Posting Deadlines:
    - 72 hours, and
    - All postings before EOD each Friday
- **Impacted:**
  - Management

## Decision to Hire (DTH)



**40% reduction** in DTHs not completed with 14 days of submission

**Challenge:** DTH packets often need correction or clarification, and after packets are returned with corrections, focus has shifted to other tasks and positions, leaving the DTH process stalled.

- **Improvements:**
  - Monthly Escalation Meetings
  - Collaborative Review Sessions with management
- **Impacted:**
  - Candidates
  - Management
  - Team

# Reduction of Agency Usage

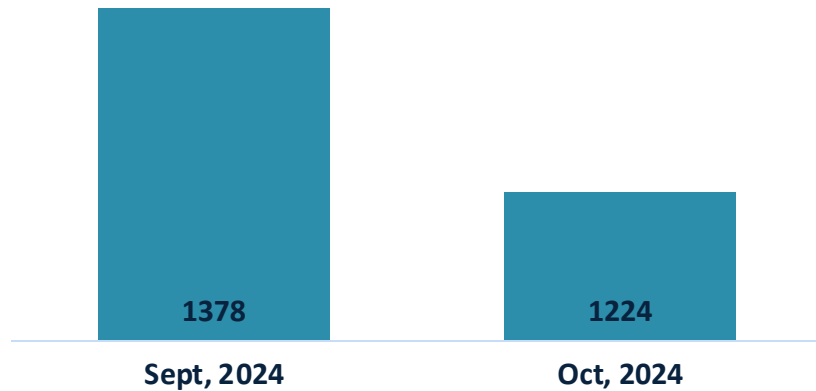


# Current State Of Agency Use

October 2024

## Monthly Agency Use Across All Departments

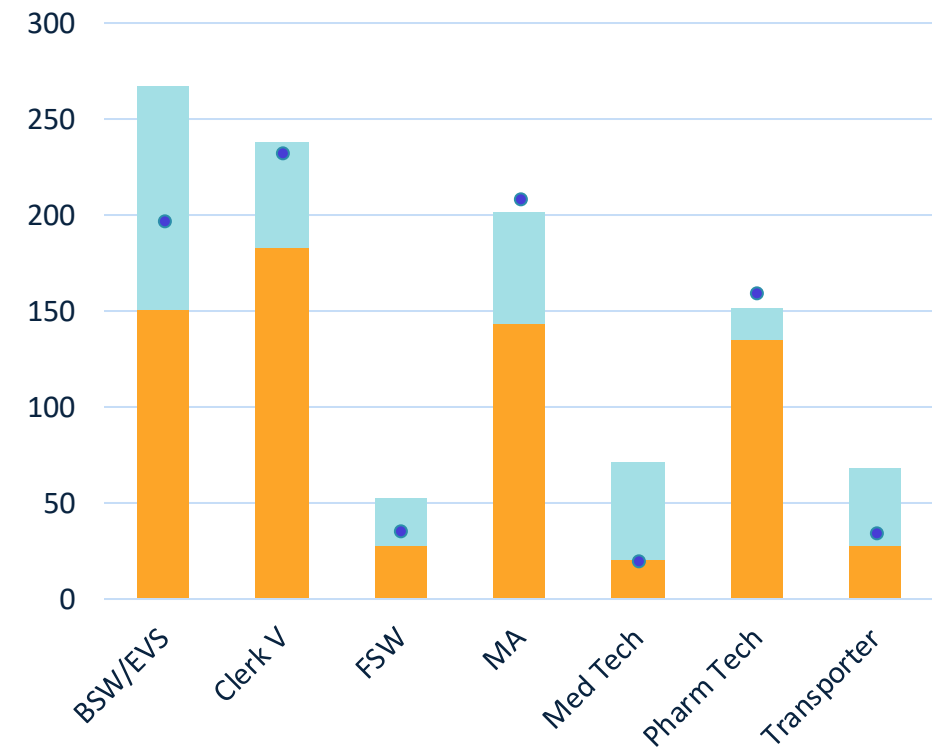
■ Agency FTEs



## Agency Conversion

CCH hopes to collaborate with labor partners to create a process to drive conversion of agency staff to employees. Once established, results will be shared here.

## Average Agency FTE by Highest Utilizing Departments



■ Filled Positions    ■ Agency Oct '24    ● Budgeted Positions

# Position Progress

FY 2024 Budgeted FTEs

Position Type	Budgeted FTE	Filled FTE	Vacant FTE	Vacancy Rate%	Agency FTE (October'24)	Agency Rate%	Added Positions FY25
Food Service Worker	35	27	8	23%	25	71%	56
Building Service Worker	197	151	46	23%	117	59%	46
Transporters	34	27	7	20%	41	120%	35
Medical Technologist	20	20	0	0%	51	255%	45
Clerk V	233	183	50	21%	55	23%	17
Pharm Technician	159	135	24	15%	17	11%	15
Medical Assistant	209	143	66	32%	47	22%	10



# Provident Scholarship



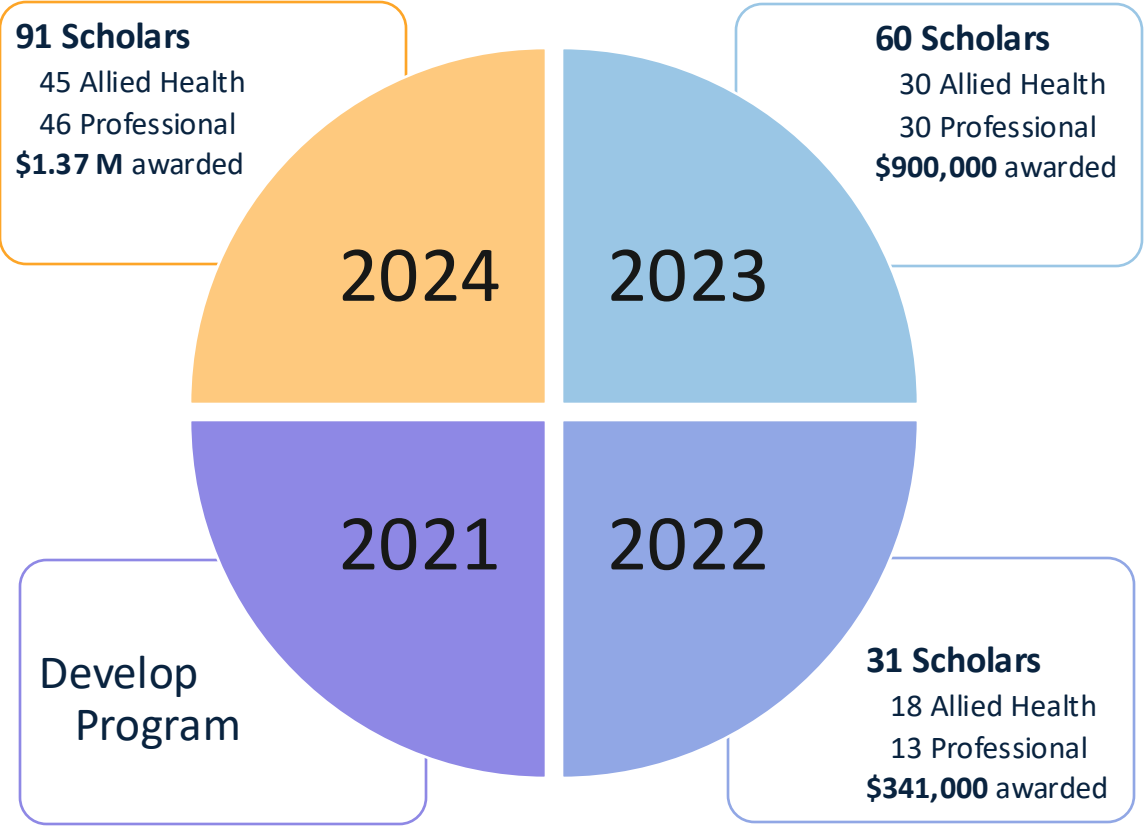
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# Provident Scholarship



## 2024 NACo Achievement Award Winner

Personnel Management, Employment, and Training Category



### Goal:

Support students who are from, and dedicated to serving within, Healthcare underrepresented communities in Cook County.

### Scholarship Awards:

Health Professionals - \$20K  
Allied Health & Undergraduates - \$10K

**Thank You**



**COOK COUNTY  
HEALTH**