

Human Resources Metrics Report



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May 9, 2024



COOK COUNTY
HEALTH

Strategy



Where we're going



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FY24 Strategy: This Year's Action Plan

Our focus moving forward into FY24 is to continue development of *sustainable* tools, optimizations and resources for HR. To do so, we will focus on the following **to continue momentum and accelerate hiring outcomes:**



Focus
Increased & Accelerated Talent Acquisition

- Hiring Policy Analysis
- Workforce Pipeline
- Technology Solutions
- Job Fair Process Improvement
- Talent Assessment Training
- Job Description Architecture Refinement
- *Equity and Access*



Focus
Increased Retention & Decreased Turnover

- Onboard Process Revisions
- Team Building
- *Building Workplace Relations*
- Learning and Development Pathways
- Improved Management Resources
- *Harmonizing Guidance and Templates*
- Employee Recognition Programs



Focus
Advance Performance Management

- Performance Management Model Change
- *1:1 Conversation Program*
- Organizational Development Review for Career Paths and Succession Planning
- Policy Evaluation and Revisions
- Automation of Documentation and Data Integration Solutions
- Benchmarking Performance

CCH Employee Exit Survey Findings

Retention

REASONS FOR LEAVING

The main reasons employees leave CCH are **retirement**, **Family / Personal**, **My Manager**, and **Career Progression**



FAST TURNOVER

23% of employees leaving CCH worked for **<2 years**



While **40%** have been employed for over **20+ Years**

Teaming

STRONG TEAMS



77%

of employees had a **positive experience** with their team and team leaders.

ROOM TO IMPROVE

33%



Of employees who did not have a positive experience working with their teams had varied reasons for their negative experience

Manager Experience

IMPROVE MANAGER RELATIONS

75%

of employees felt they had consistent and valuable objective-setting, development, and check-in **conversations with their manager**

"Give your managers and directors more training on how to respect people and getting staff involved in their plans"

MANAGERS NEED SUPPORT

79%

"Very fulfilling and challenging at the same time."

of managers recommend CCH as a **good place to work**. Those who would not recommend CCH, reported lack of leadership training and lack of help resolving issues



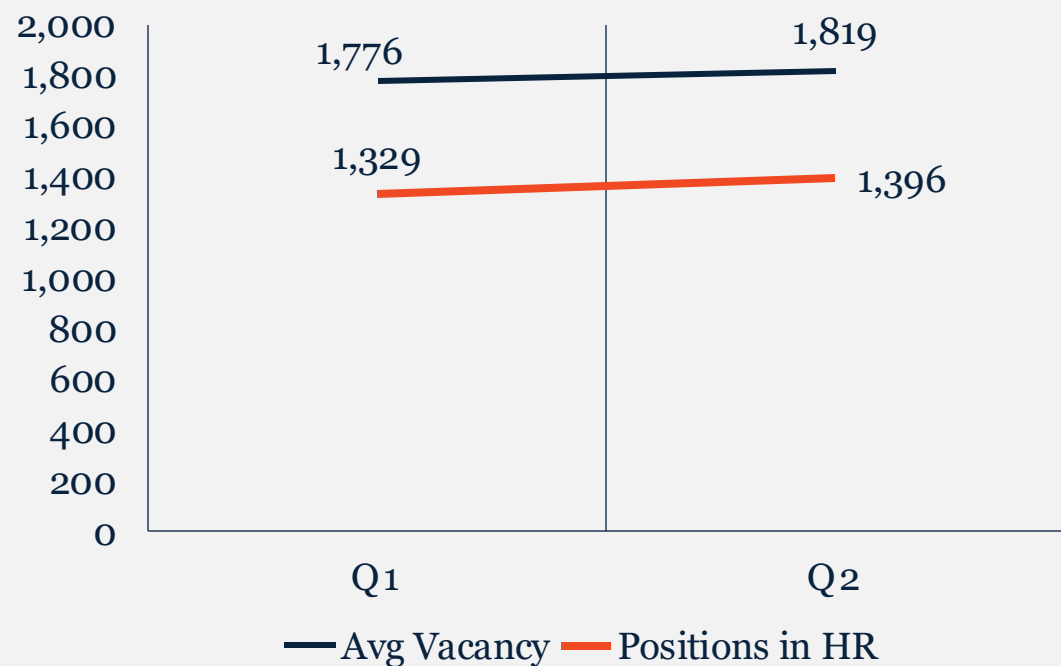
FY 2024 Metrics



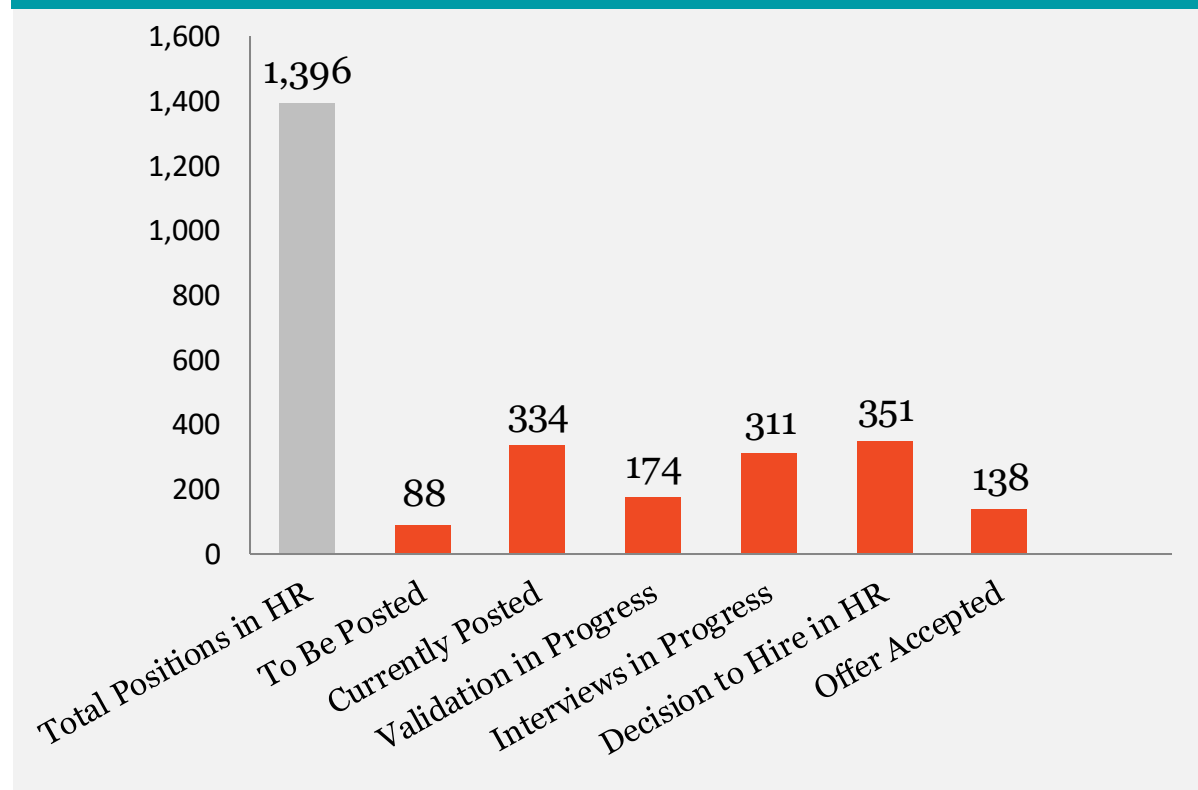
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CCH HR Activity Report – Vacancy in HR: 1,396

Vacant Positions



Positions in Process



FY24 CCH HR Activity Report

12/01/2023 thru 04/30/2024



Filled Positions

439

Total Filled Positions YTD

68% Offer Acceptance Ratio



External Filled Velocity

302

Total External Filled Positions

100 Net Gain

CCH HR Net New Hires Activity



Net New - Pre and Post Pandemic



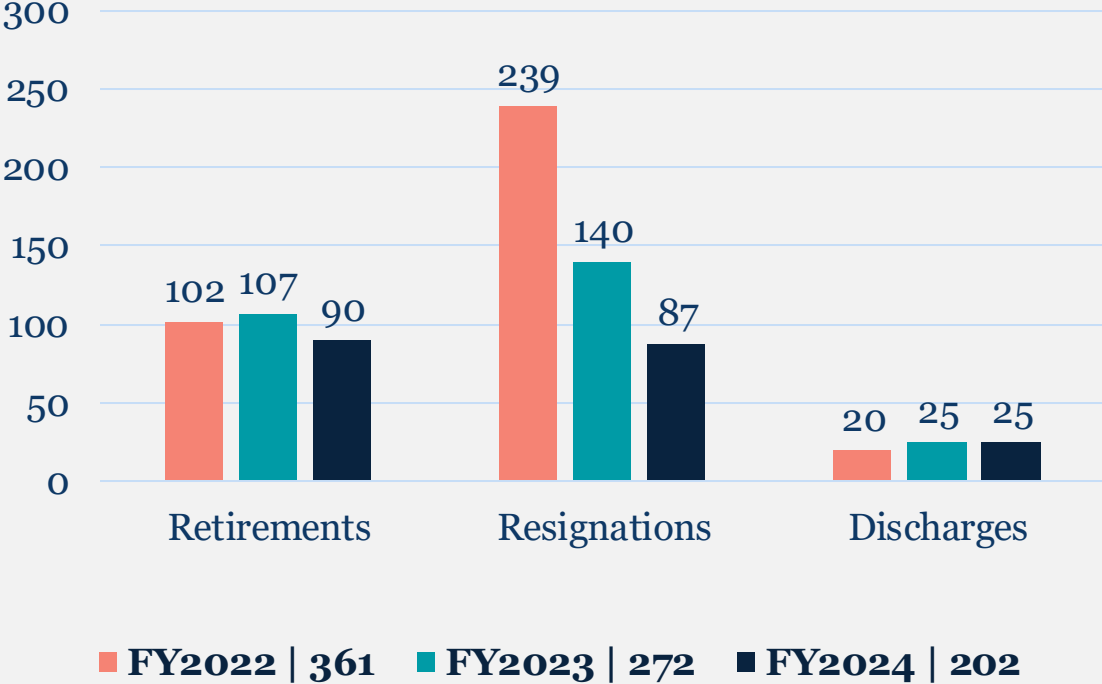
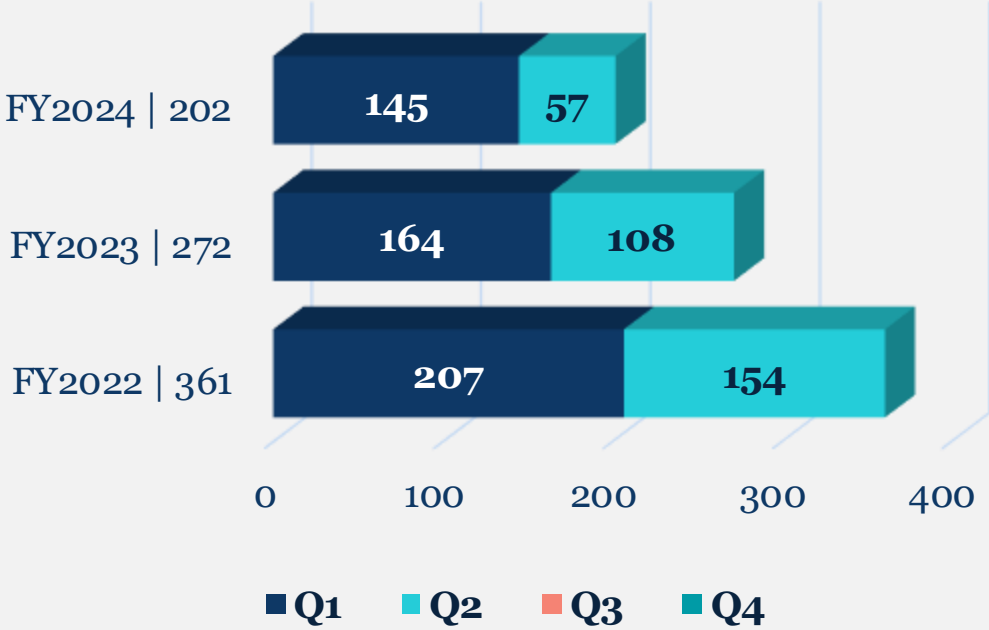
Does not include Consultants, Registry and House Staff

FY24 CCH HR Activity Report

12/01/2023 thru 04/30/2024

Separations – Year to Date and Year Over Year

Separations FY24 YTD



Does not include Consultants, Registry and House Staff

HR Optimization



HR Nurse Recruitment



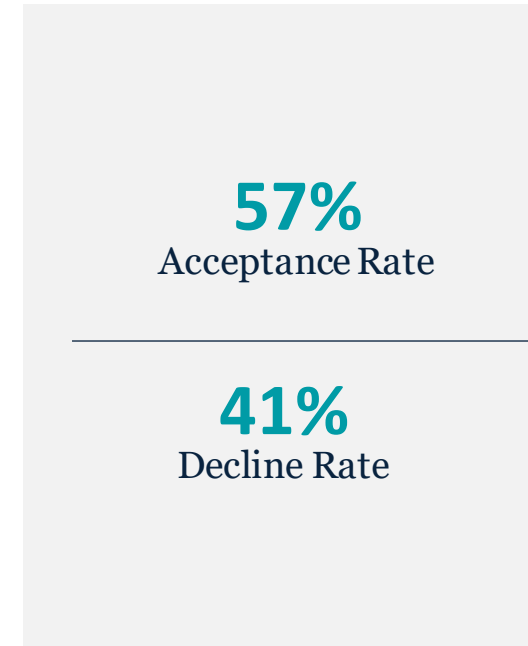
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Accelerated Nursing Hiring

Timeframe: 8/7/2023 - 04/30/2024

Accelerated Nursing Hiring

Current as of 004/26/2024

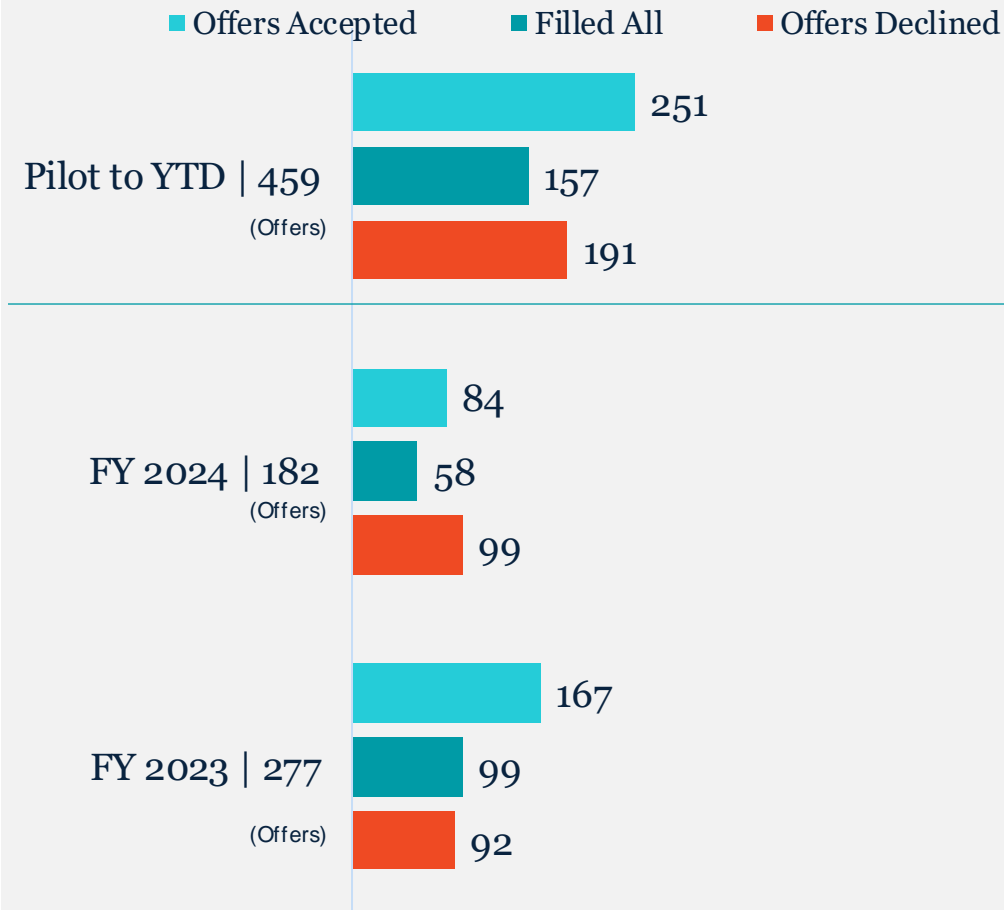


Accelerated Nursing Hiring

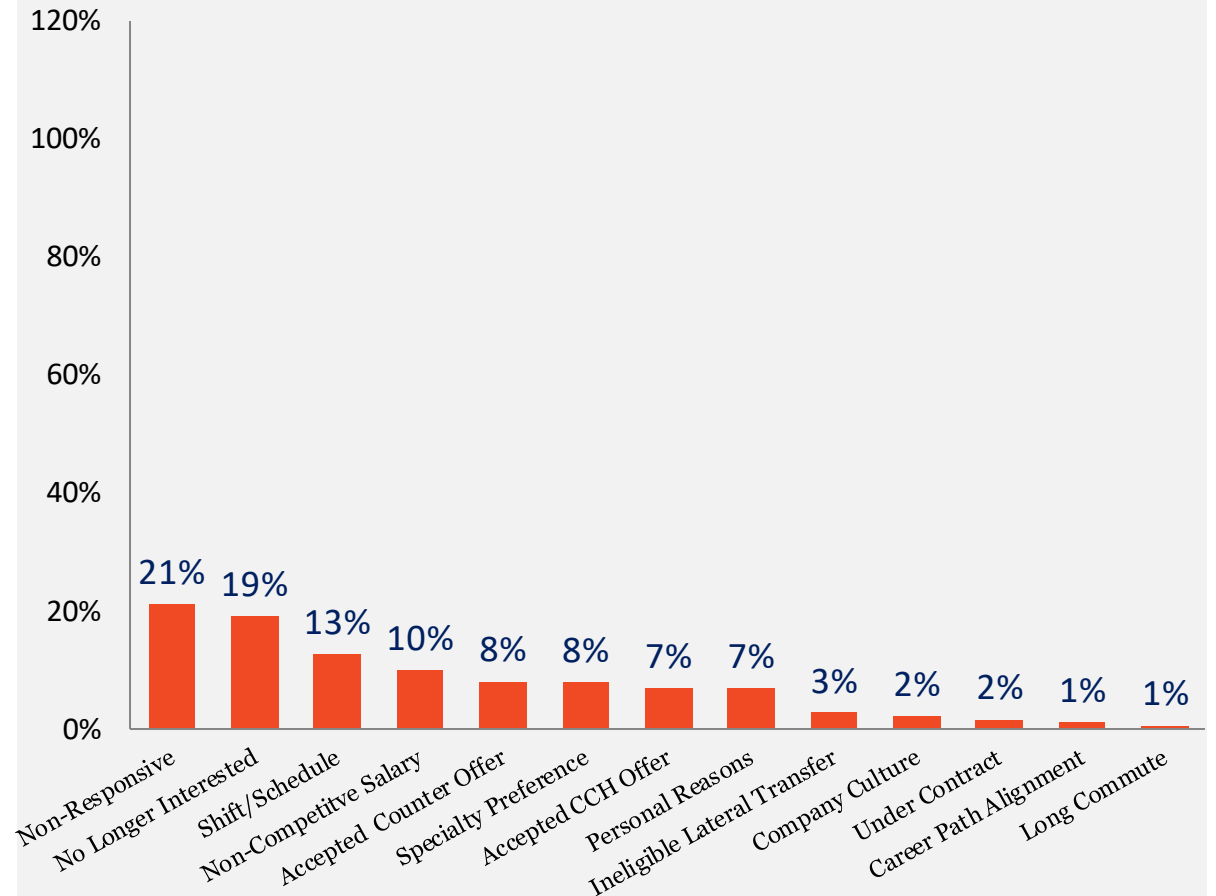
Timeframe: 8/7/2023 - 04/30/2024

As of 04/30/2024

Activity Report



Offers Declination

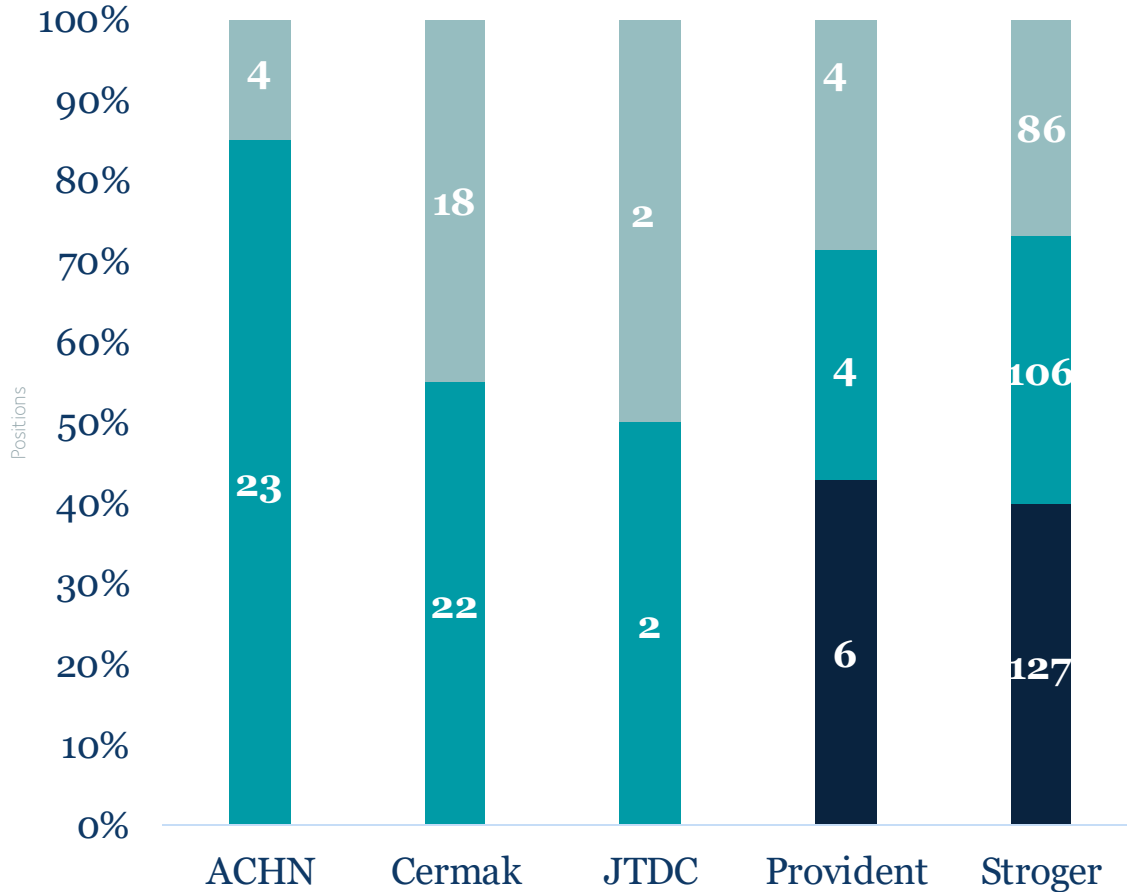


Accelerated Nursing Hiring

Timeframe: 8/7/2023 - 04/30/2024

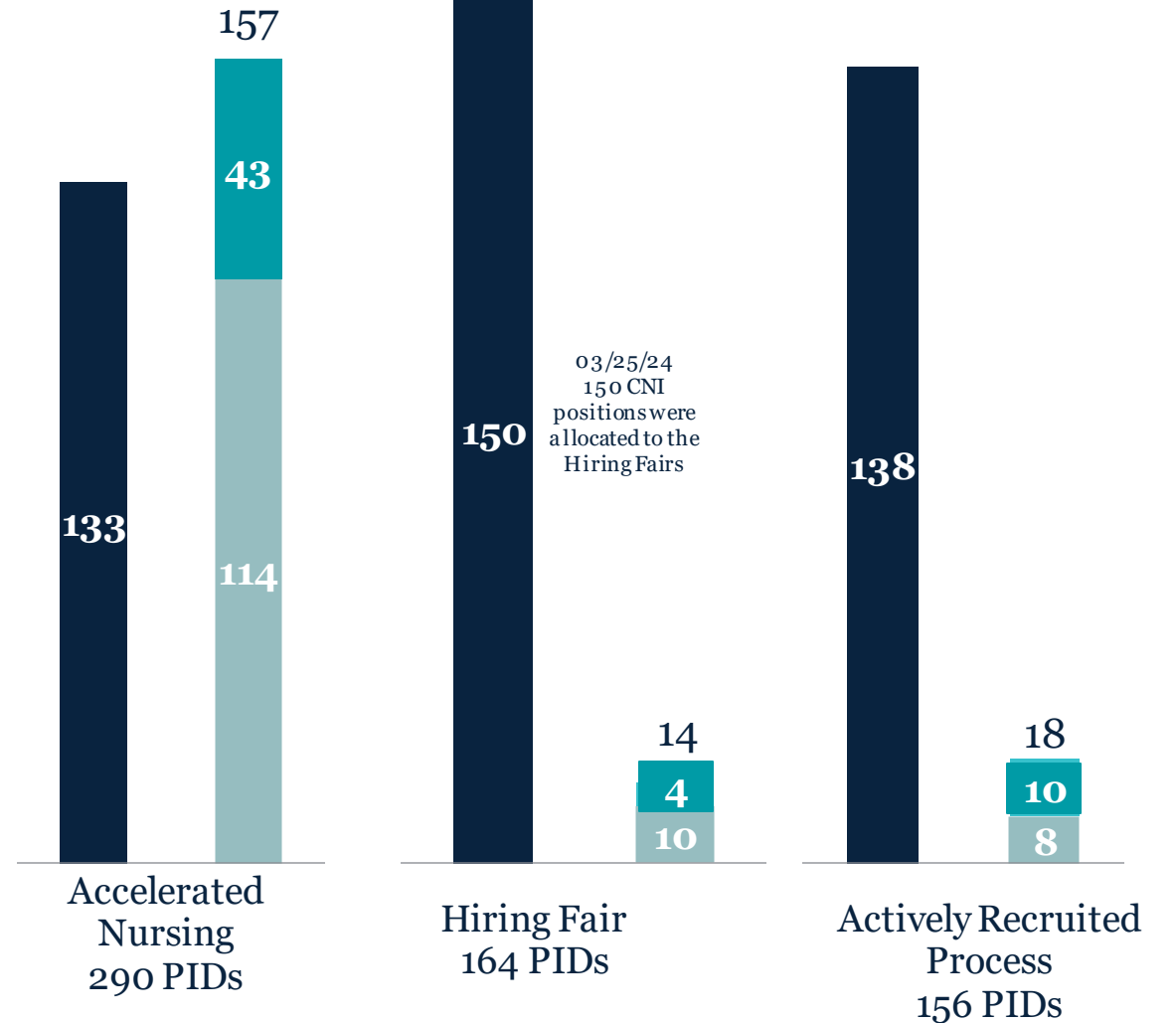
Vacant vs. Filled

■ Vacant | 133 ■ Filled All | 157 ■ Filled External | 114



Hiring Process

■ Vacant ■ Filled External ■ Filled Internal



Q&A



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