

Human Resources Metrics Report



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Interim Chief Human Resources Officer

January 18, 2024



COOK COUNTY
HEALTH

FY 2023 Metrics



Year End Report



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FY23 Impact Summary - Hiring



Filled Positions

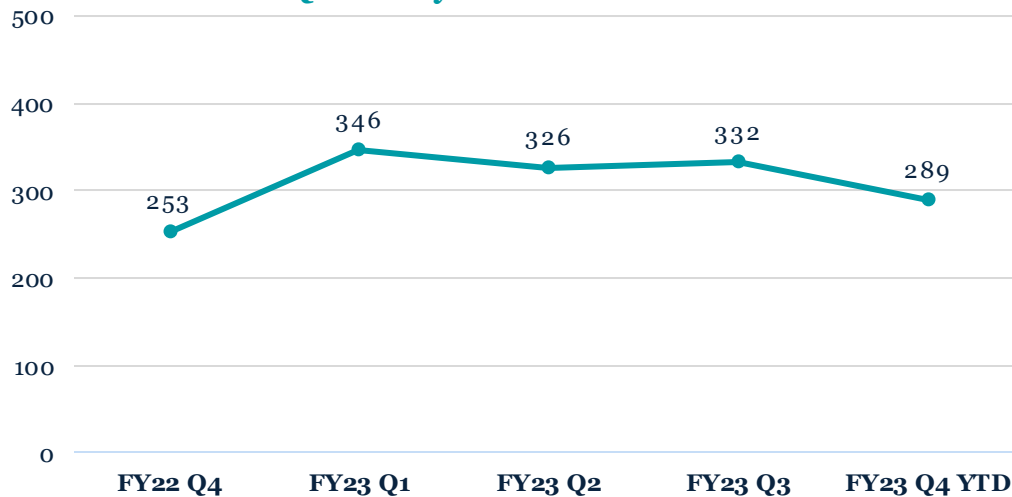
1,359

Total Filled Positions YTD

291 YTD Net Hires

76% Offer Acceptance Ratio

Quarterly Filled Positions



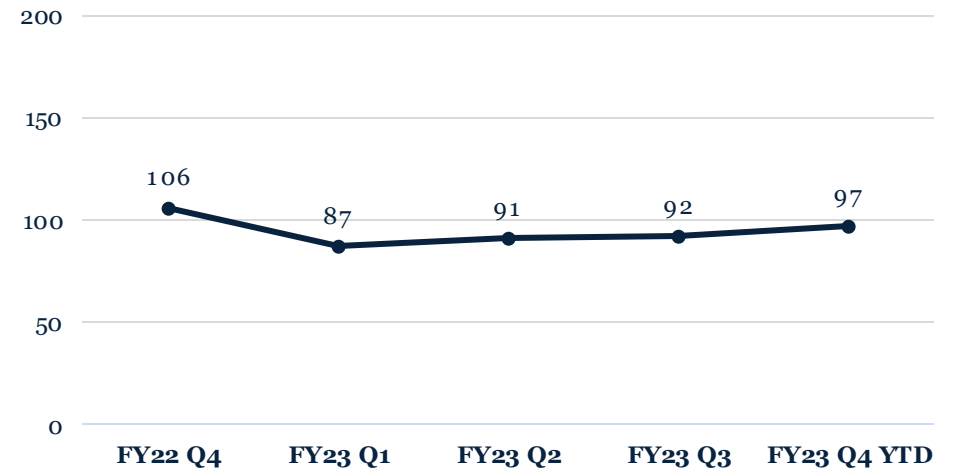
External Filled Velocity

853

Total External Filled Positions

97 days Overall FY23 Time to Fill

Overall Time to Fill Quarterly

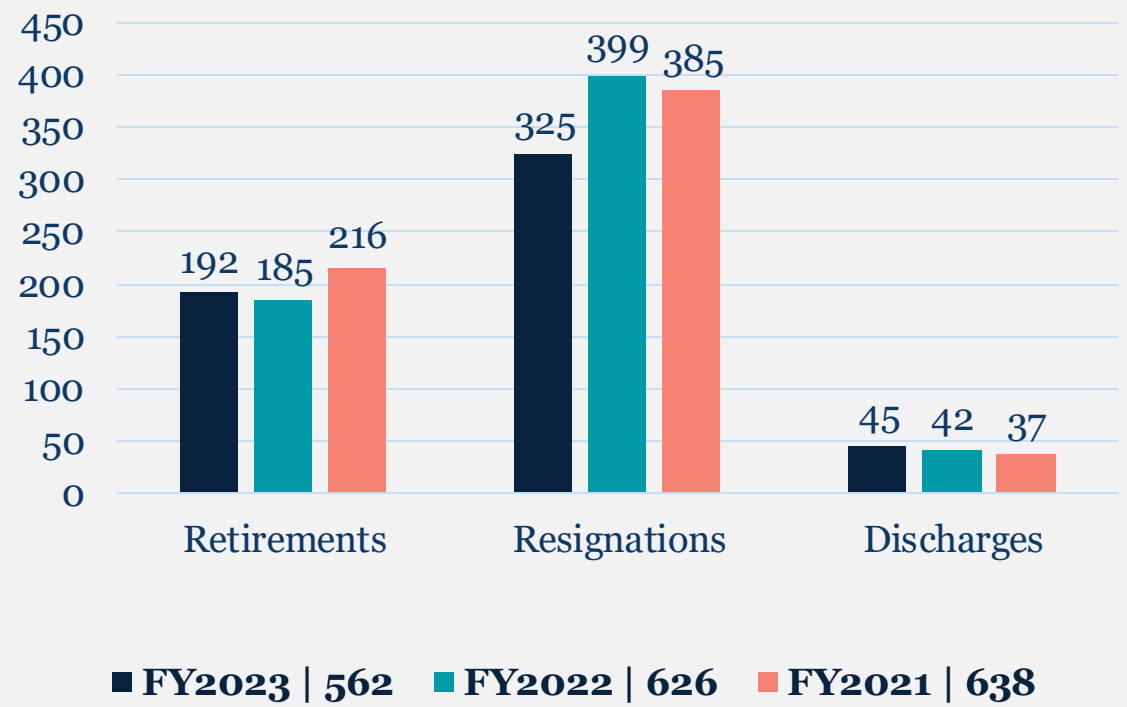
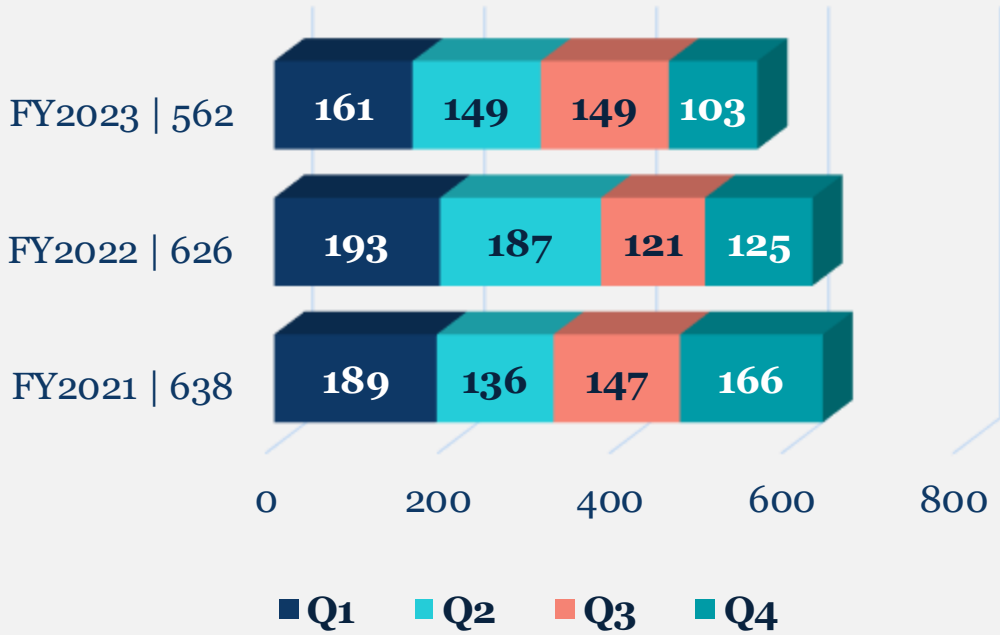


FY23 CCH HR Activity Report



Separations – Dec through Nov Year-Over-Year

Separations FY23 YTD

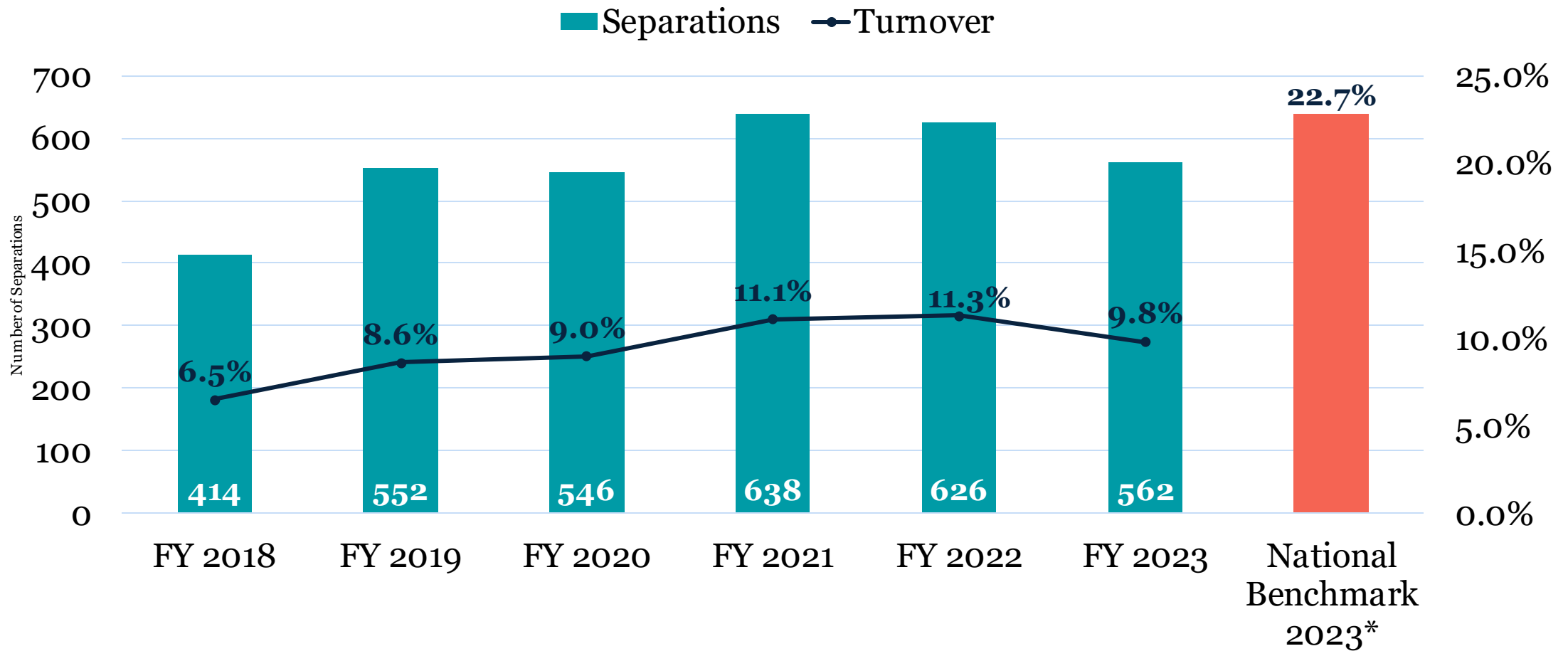


Does not include Consultants, Registry and House Staff

FY23 CCH HR Activity Report

Turnover – Pre-Pandemic – Dec through Nov YTD

9.8% YTD turnover



*Source: 2023 NSI National Health Care Retention & RN Staffing Report

FY 2024 Metrics



First Month Look



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FY24 Impact Summary - Hiring



Filled Positions

99

Total Filled Positions YTD

72% Offer Acceptance Ratio



External Filled Velocity

44

Total External Filled Positions

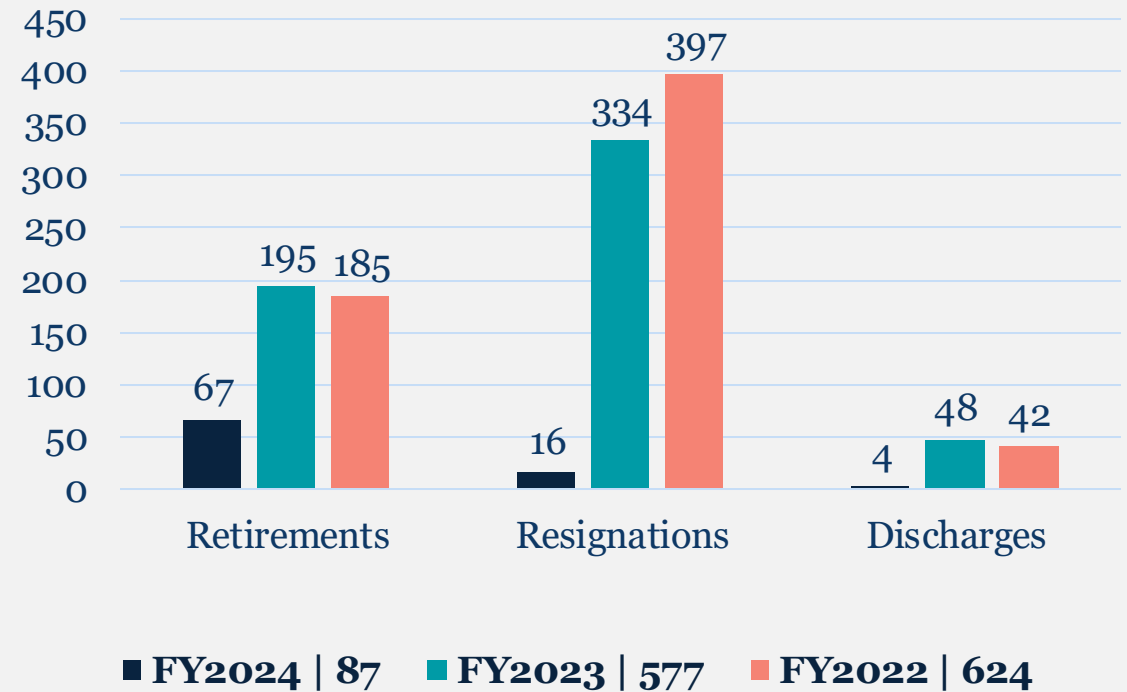
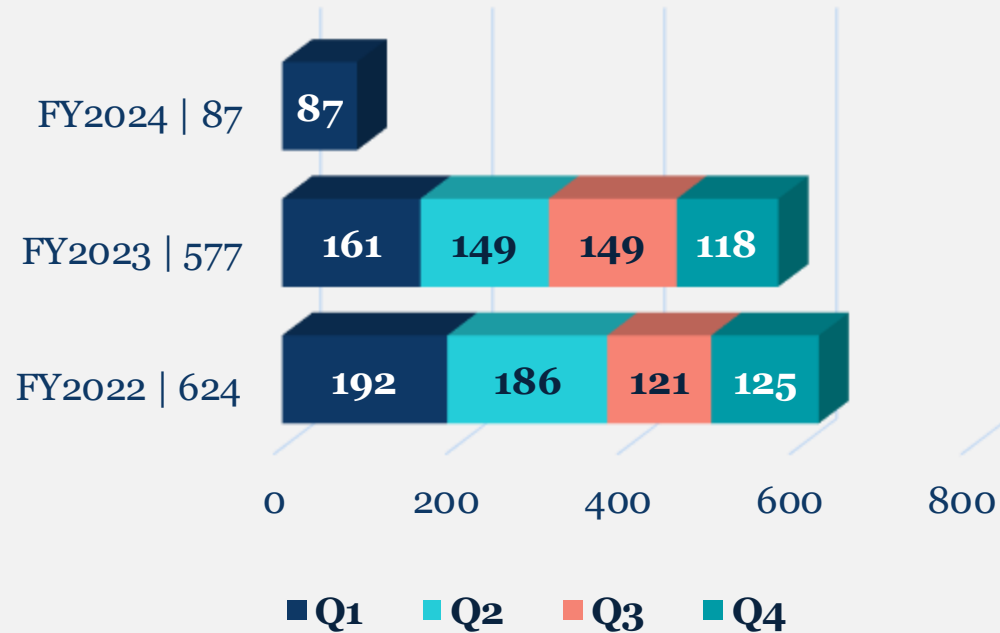
FY24 CCH HR Activity Report

12/01/2023 thru 12/31/2023



Separations – Dec through Nov Year-Over-Year

Separations FY24 YTD



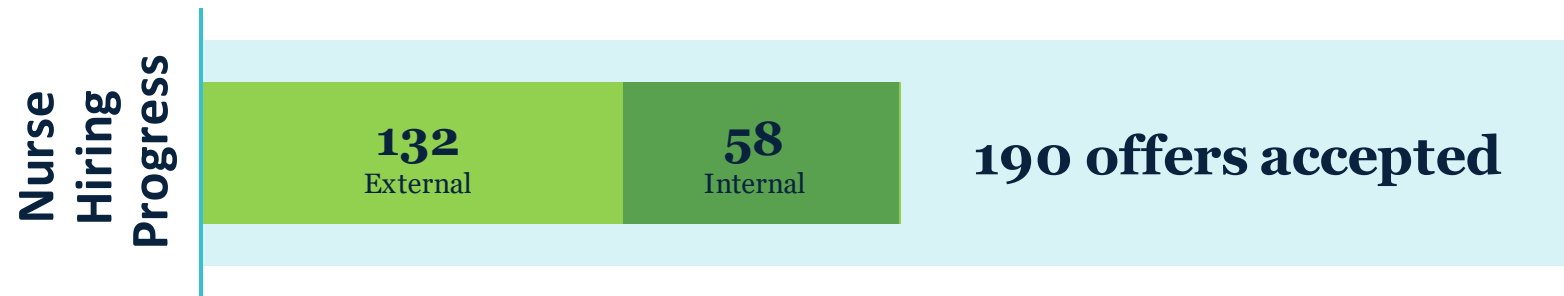
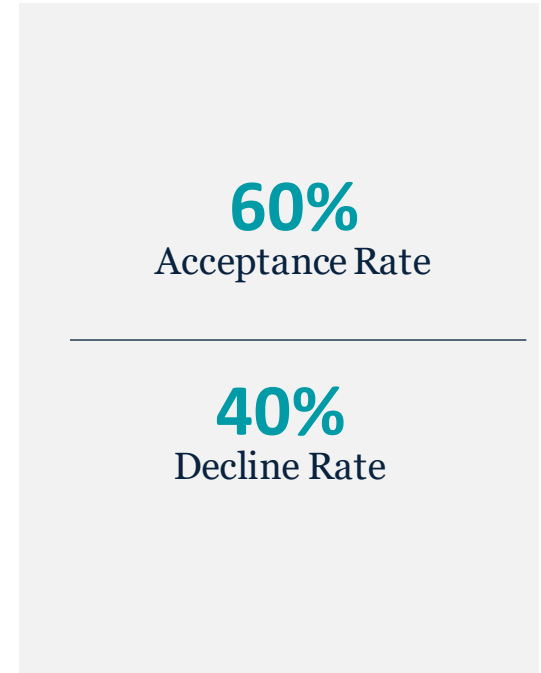
Accelerated Nursing Hiring

Thru 01/08/2024

Timeframe: 8/7/2023 - 01/08/2024

Accelerated Nursing Hiring

Current as of 01/08/2024



Q&A



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