Human Resources Metrics

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Chief Human Resources Officer

July 30 2021
Metrics
Fiscal Year 2021
FY 2021 CCH HR Activity Report

Thru 06/30/2021

FILLED POSITIONS

- 2020 Filled (134) | Externals (98)
- 2021 Filled (431) | Externals (327)

SEPARATIONS

- 2020 Separations (345)
- 2021 Separations (373)

NET

- FY21 External Hire - 327 | 47%
- FY21 Separations - 373 | 53%

-46

Deceased
Discharged
Resignation
Retirement

FY20 (345) 7 26 160 152
FY21 (373) 7 28 186 152

Does not include Consultants, Registry and House Staff
CCH HR Activity Report – Vacancy: 1,353

- Cook County Health started FY 2021 with 1,117 vacancies

**FY 2021 End of Quarter Vacancy**

Total count including Consultants, Registry and House Staff - 1,353

- 1,195 (QTR 1)
- 1,287 (QTR 2)
- 1,353 (QTR 3)

- 676 (QTR 1)
- 747 (QTR 2)
- 762 (QTR 3)

As of 06/13/2021

**BUDGET**
- 3%
  - Awaiting Additional Funding
  - Position not approved by Department of Budget Management Services (DBMS)

**HUMAN RESOURCES**
- 36%
  - Position Control Analyst
  - Classification & Compensation
  - Recruitment – In Process
  - Direct Appointment
  - Filled

**HIRING DEPARTMENT**
- 60%
  - Actively Recruited Position
  - Interview in Process
  - Incomplete Request to Hire
  - Position on Hold
  - No Request to Hire submitted for posting
  - Direct Appointment

**LABOR**
- 0.4%
  - On Hold
    - Utilization Management Coordinator, Inpatient

Does not include Consultants, Registry and House Staff - 1,279
FY 2021 Cook County Health HR Activity Report – Hiring Snapshot

Thru 06/30/2021

- 762 Positions in Recruitment
  - Clinical Positions: 453 (59%)
  - Non-Clinical Positions: 309 (41%)

321 (42%) of the positions in process, are in the post-validation phase

- 327 / 76% Externals

Shared Responsibility

Human Resources

Management

Finance / Human Resources

Shared Responsibility

Does not include Consultants, Registry and House Staff
FY 2021 Cook County Health HR Activity Report Nursing Hiring: CNI, CNII

Thru 06/30/2021

162 Positions in Process

64 (39%) of the positions in process are in the post-validation phase

Count of positions

Pre-Recruiting  To be posted  Currently posted  In validation  Awaiting referral/repost  Interviews in Process  Offer being extended  Candidate in process  Hire date set  Vacancies Filled

HR Position Control Analyst 4
HR Position Control 1
Classification & Compensation 3

Count of positions:
- Pre-Recruiting: 0
- To be posted: 5
- Currently posted: 0
- In validation: 73
- Awaiting referral/repost: 20
- Interviews in Process: 49
- Offer being extended: 1
- Candidate in process: 5
- Hire date set: 9
- Vacancies Filled: 70

Does not include Consultants, Registry and House Staff
FY 2021 Cook County Health HR Activity Report

Average Time to Fill
(Without Credentialed\(^1\))

<table>
<thead>
<tr>
<th>Year</th>
<th>FY 14</th>
<th>FY 15</th>
<th>FY 16</th>
<th>FY 17</th>
<th>FY 18</th>
<th>FY 19</th>
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</tbody>
</table>

\(^1\)Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.
Job Fair & Hiring Blitzes

• Job Fair
  -July 14th Nursing: OR and Med-Surg
• Hiring Blitzes
  -Pharmacy
  -ACHN
  -More to come
NURSING FAIR

We are hiring NURSES in the following areas:

- MAIN OPERATING ROOM
  * Experience preferred
- MED SURG

Please join us to learn more about these opportunities at Cook County Health!

During the fair we will share more information on CCH benefits as well as how to submit your applications for employment using the following link at cookcountyhealth.org/careers.

If you have questions, please call the Recruitment line at 312-864-0430.

WEDNESDAY
JULY 14
2021

9:00am - 2:30pm

Harrison Square Hyatt
1835 West Harrison Street
Chicago, IL 60612

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 630 S. Wood St. next to the Hyatt free of charge. The shuttle runs every 15 – 20 minutes. When you arrive, please look for Nurse Fair signage and CCH staff.
Thank you.