



COLLECTING WORKFORCE METRICS

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10AM PACIFIC

TODAY'S PRESENTER

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ASSOCIATION OF CLINICIANS FOR THE UNDERSERVED

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GOALS FOR TODAY

Explore time-to-fill metric

Discuss metric specifics

Discuss future steps for data collection efforts

POLL QUESTION I

Are you the person at your organization in charge of collecting and reporting this type of data?

A. Yep, that's me!

B. I work on some metrics, but not all

C. I'm on the team, but someone else is involved in the actual collection

D. I'm unsure how it will work moving forward



TIME-TO-FILL

THE BASICS



POTENTIAL GOALS OF THIS METRIC

How do we make a staffing plan to minimize vacancies?

How do we plan the allocation of recruitment resources based on our staffing plan?

How long can health center expect to have lost revenues in that position?

How long will recruiting staff and other providers have increased strain on their time?

WORLD OF POSSIBILITIES

- Time to advertise/market
- Time to identify a certain number of acceptable candidates
- Time to complete all interviews
- Time to complete background checks/credentialing checks/etc.
- Time to create and extend an offer
- Time for candidate to accept offer
- Time for candidate to start work after accepting offer
- Time for candidate to get back up to “full” capacity (especially revenue-generating staff)



INPUTS

SITE

Which site has the opening?

Use assigned work
site

Assign a delivery site
based on proportion
of hours worked or
other criteria

DISCIPLINE

Which position is this?

Select from an
agreed-upon
dropdown menu

Include any
positions for which
you've recruited for
since January 2018

DATE OPENED

What date did this position open?

Identify month,
date, and year

Group will need
to discuss the
definition for this

DATE FILLED

What date was this position filled?

Identify month, date,
and year

WACH definition:
date candidate signed
contract/accepted
offer

HIRING TYPE

Where did the final candidate come from?

Choose either
“internal” or
“external”

This is a new
addition to data
collection efforts!

QUESTIONS?





DISCUSSION

POTENTIAL GOALS

How do we make a staffing plan to minimize vacancies?

How do we plan the allocation of recruitment resources based on our staffing plan?

How long can health center expect to have lost revenues in that position?

How long will recruiting staff and other providers have increased strain on their time?

“OPEN” DATE

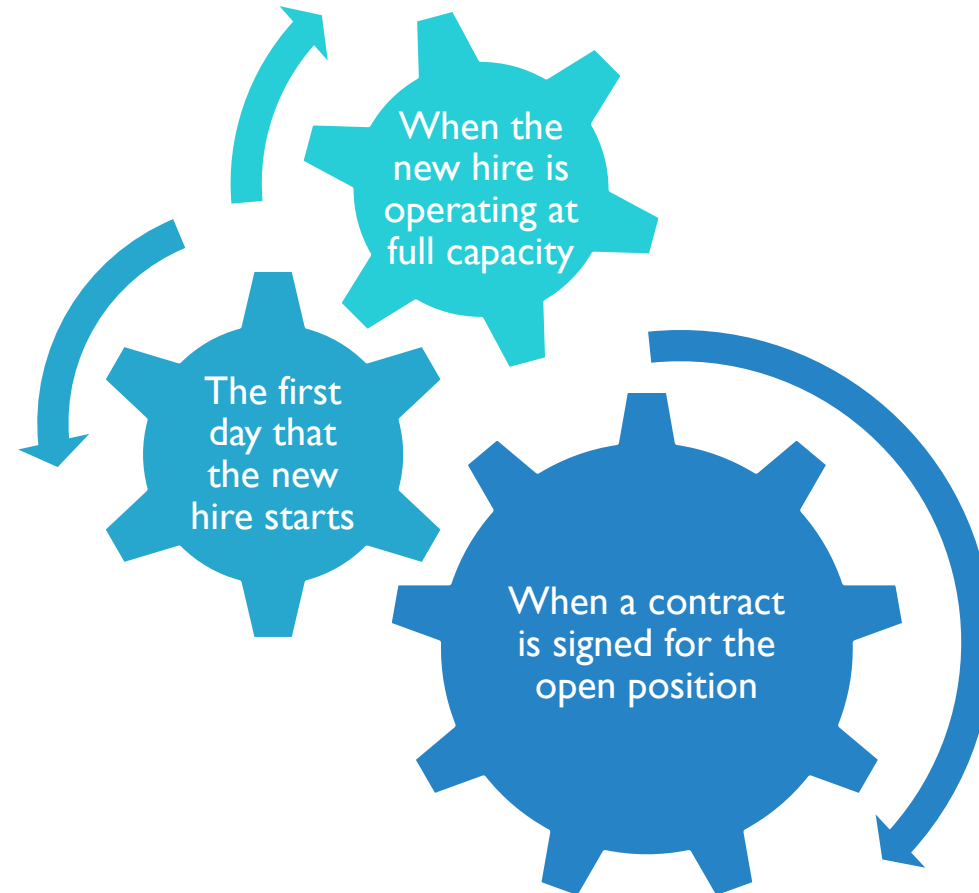


POLL QUESTION 2

What does “the date the requisition for a new position was opened” mean to you?

- A. When a job opening is approved for recruitment
- B. When the organization starts externally advertising for that position
- C. The first day that the position is officially empty
- D. Something else!

“FILL” DATE



POLL QUESTION 3

Which fill date are you currently capturing?

- A. When a contract is signed for the open position
- B. The first day that the new hire starts
- C. When the new hire has started operating at full capacity
- D. Something else!

PLAN FOR DATA COLLECTION



- There will be a formal, month-long collection period, TBD
- Questions can be directed to:

Karie Nicholas,

knicholas@wacommunityhealth.org

Katherine Lechner,

klechner@wacommunityhealth.org

POLL QUESTION 4

Do you feel ready to submit your data?

- A. Basically yes— I have the info and just need to review the specifics of collection
- B. Not really— we have data but our definitions don't match what you're asking
- C. No— we're missing a lot of the data discussed
- D. I'm not sure— I'd need to discuss with my team

QUESTIONS?



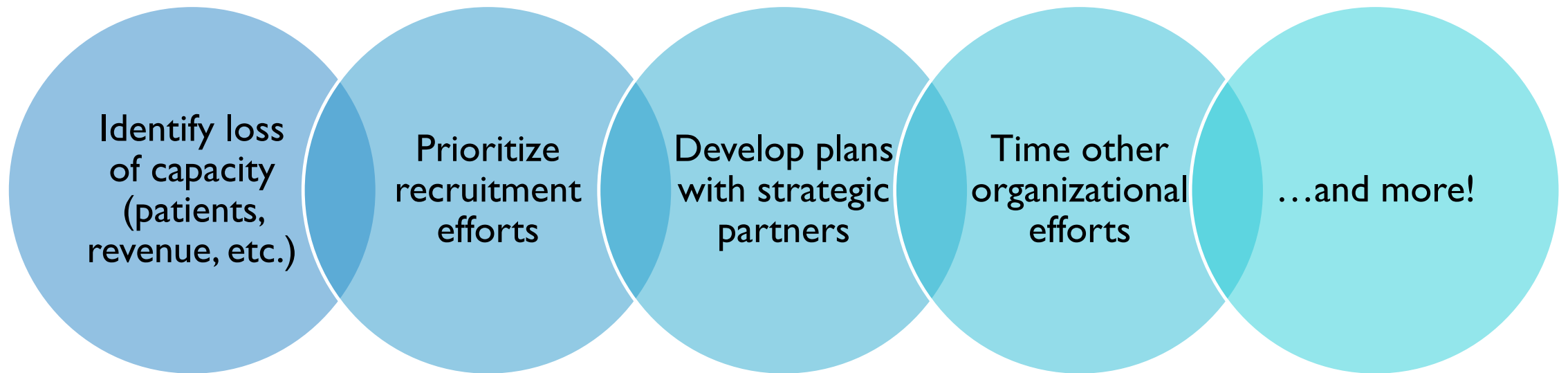


PROJECTED VACANCIES

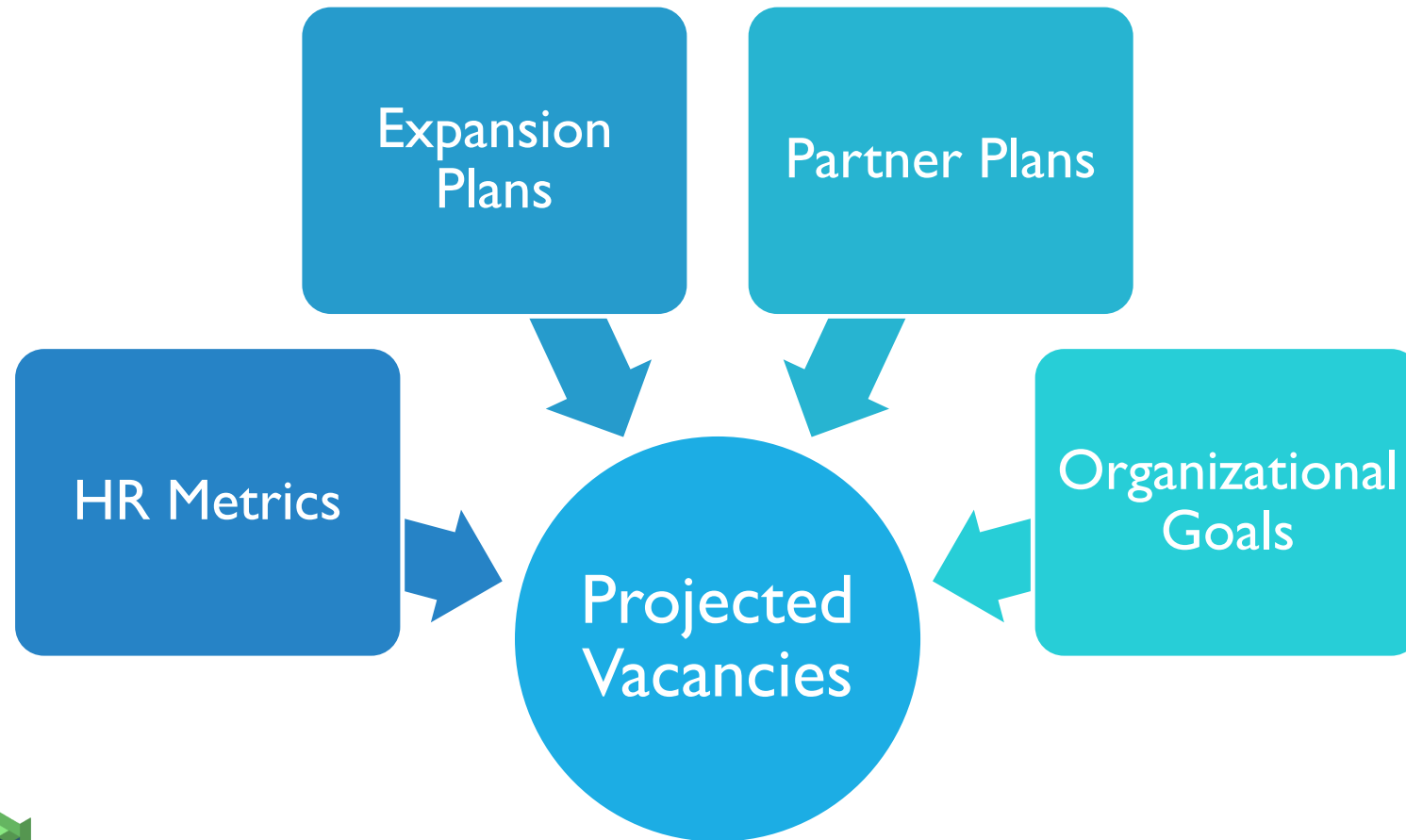
WHAT'S THIS METRIC?

- How many of what kinds of staff will you need?
- When will you need them?

WHY WOULD WE COLLECT IT?



HOW DO WE GET THIS METRIC?



WHAT SHOULD THE GROUP CONSIDER?



POLL QUESTION 5

Do you currently collect projected vacancy data?

- A. Yes, and we have several metrics that inform our projected vacancy info
- B. Yes, and we have one major metric to inform it
- C. We could probably pull something together with the other workforce data we have
- D. No, I don't have a way to get to a "projected vacancy" metric right now
- E. I'm not sure!

POLL QUESTION 6

Would you attend specific training on collecting these HR metrics?

A. No, thanks!

B. Maybe, if the date/time worked for me

C. Probably, depending on the HR metrics being covered

D. Yes, I'd love any training on this kind of thing

QUESTIONS?



DON'T BE A STRANGER!

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THANK YOU!