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COMMUNITY COLLEGE DISTRICT NO. 508
SEPTEMBER 3, 2015

Office of Human Resources &
Staff Development for

City Colleges of Chicago

Presentation to the Board of Trustees
September 2015



CITY COLLEGES
of CHICAGO
Education that Works

What We Do

Value-added Services and Programs:

- Recruitment
- Compensation
- Labor Relations
- Talent Acquisition
- Benefits
- Employee Relations
- Performance Management
- HR Information Systems (HRIS)

Operational & Financial Compliance:

- Policy Administration
- Collective Bargaining Administration
- Benefit Administration & Compliance
- Employment Legislation Compliance

Who We Support

5,200 active Full-Time and Part-Time employees:

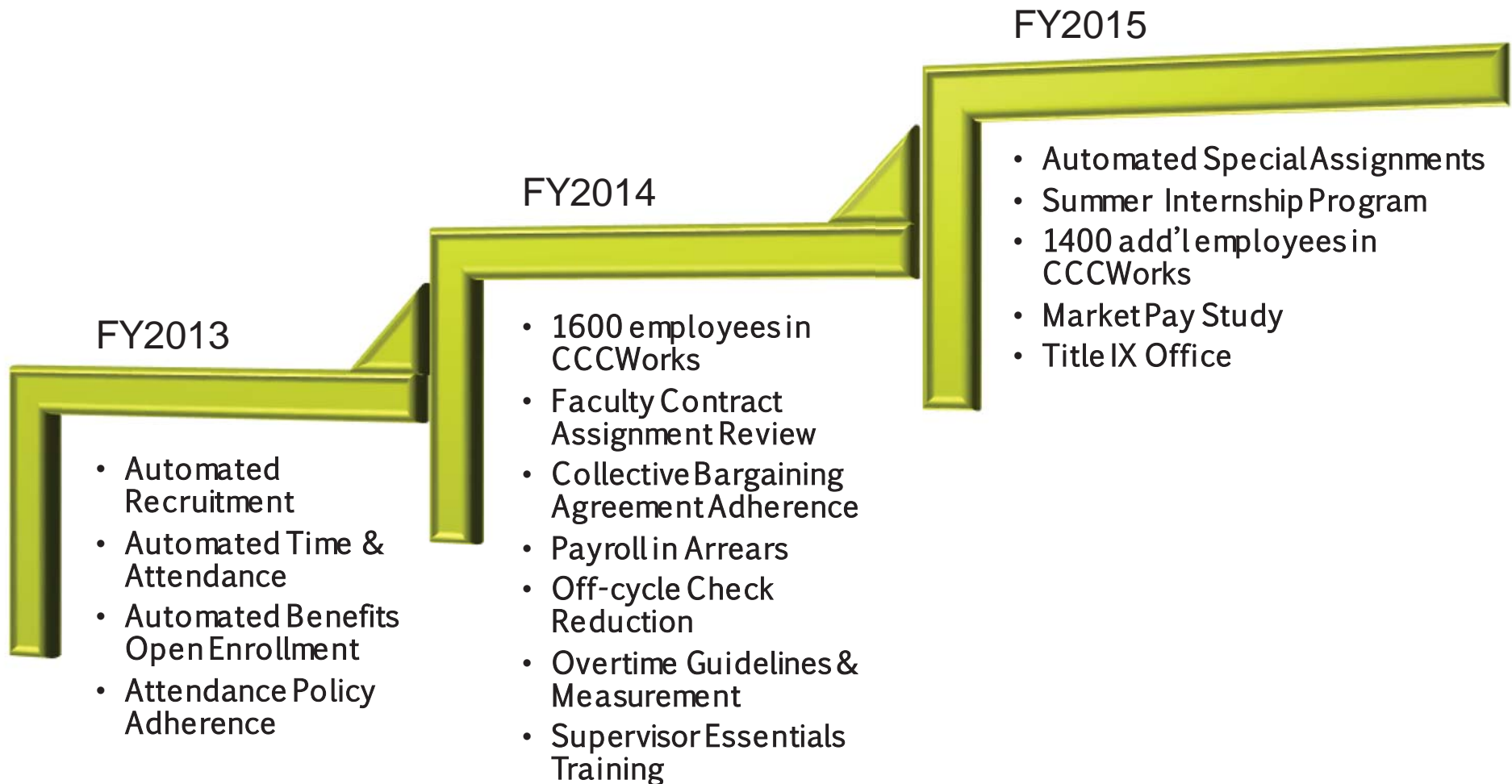
2,300 FT

- 600 FT Faculty
- 1,700 FT Staff

2,900 PT

- 1,500 PT Faculty
 - 950 Credit
 - 550 Other
- 1,400 PT Staff

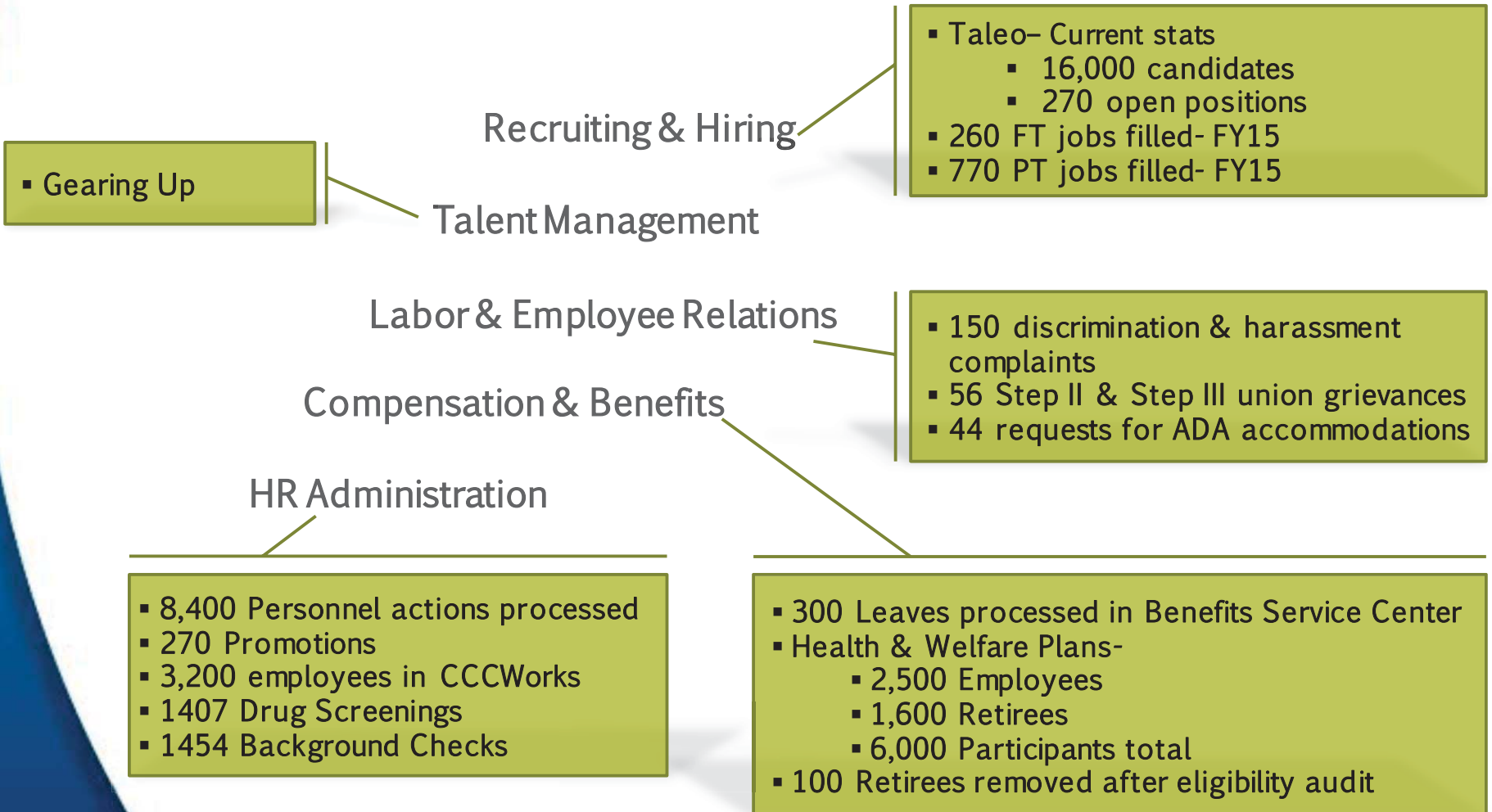
HR Reinvention Journey



HR Measures for Success (KPIs)

FT Employee Metrics	FY13 Actual	FY14 Actual	FY 15 Target	FY15 Actual
Turnover	13.28%	12.85%	12%	11.60%
Retention	19.43%	14.77%	14%	18.42%
Time to Hire: Offer acceptance	140	72	120	89 days
Time to Hire: Start date	180	140	160	140 days
Cost of Benefits per Employee	\$5,814	\$5,611	\$5,700	\$5,605
Time to Close Grievances	60	38	45	39 days
Workforce Compliance (PT)	10.00%	7.13%	< 5%	3.88%
Overtime Compensation	\$1.55M	\$1.19M	\$1M	\$0.85M
Absenteeism	1.63%	2.47%	5%	2.50%
FT Staff Promotions	N/A	41.32%	40%	44.71%
FT Faculty from Adjunct	N/A	75.00%	60%	71.67%

FY15 – Additional data



Recruiting #1 - The Taleo Journey



Performance Management & Training

HR Talent Management – FY16 and beyond



- Strategic integrated process of recruiting, assessment, evaluation and development
- Drive performance through clear accountability and CCC goal alignment
- Knowledge transfer regarding CCC policies & procedures and industry best practices
- Leverage technology for consistent and regular assessment of performance to develop managers and create a sustainable leadership pipeline

FY16 Priorities & Initiatives

Looking Towards More Innovation

- Performance Management
 - RFP and System Implementation
 - Performance Standards
- Taleo Enhancements
 - Onboarding (Transitions)
 - Reporting & Analytics
 - Integrate Background Check
- Measure Candidate Experience
- CCCWorks – Finalize Implementation
- Reinvent New Employee Orientation

Thank you



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