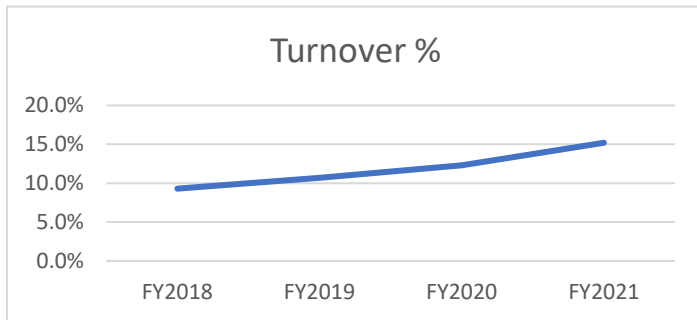


Workforce Shortage Challenges

Professional services provided by employees of CMHCM

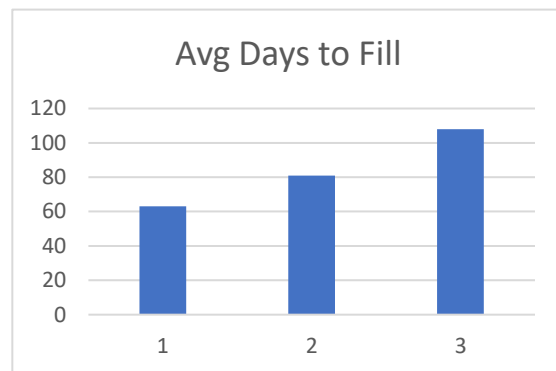
Turnover Rate:



Average time to fill vacated positions increasing

1. October 1, 2020-March 31, 2021	63 days
2. April 1, 2021-September 30, 2021	81 days
3. October 1, 2021-Current	108 days*

*Average Time to fill Masters Level Positions such as outpatient therapists and home-based professionals: 169 days.



The Direct Care Workforce:

Hiring challenges 1/1/21-Present:

- a. Applied but was not able to contact (left messages, emailed, wrong phone #, etc.): 2127
- b. Declined Interview (not interested in job itself, hours, etc.): 594
- c. No call, no show to Zoom interview: 618
- d. Interviewed & Declined Position: 74
- e. Interviewed, accepted position, no call, no show to orientation: 35
- f. Total number of individuals hired: 280

Retention challenges:

Employee separations 1/1/21 – 12/31/21: 230

- a. Less than 1 month of service: 69
- b. 3 months: 41
- c. 6 months: 35
- d. 1 year: 32
- e. Total turnover rate: 230/292 avg # of employees = 78%

