

Office of Talent Management

Enhancing your employment experience at Parkland.

Predictive Analytics in Workforce Planning

OnConferences

Sebastien Girard, Vice President & Chief Workforce Officer

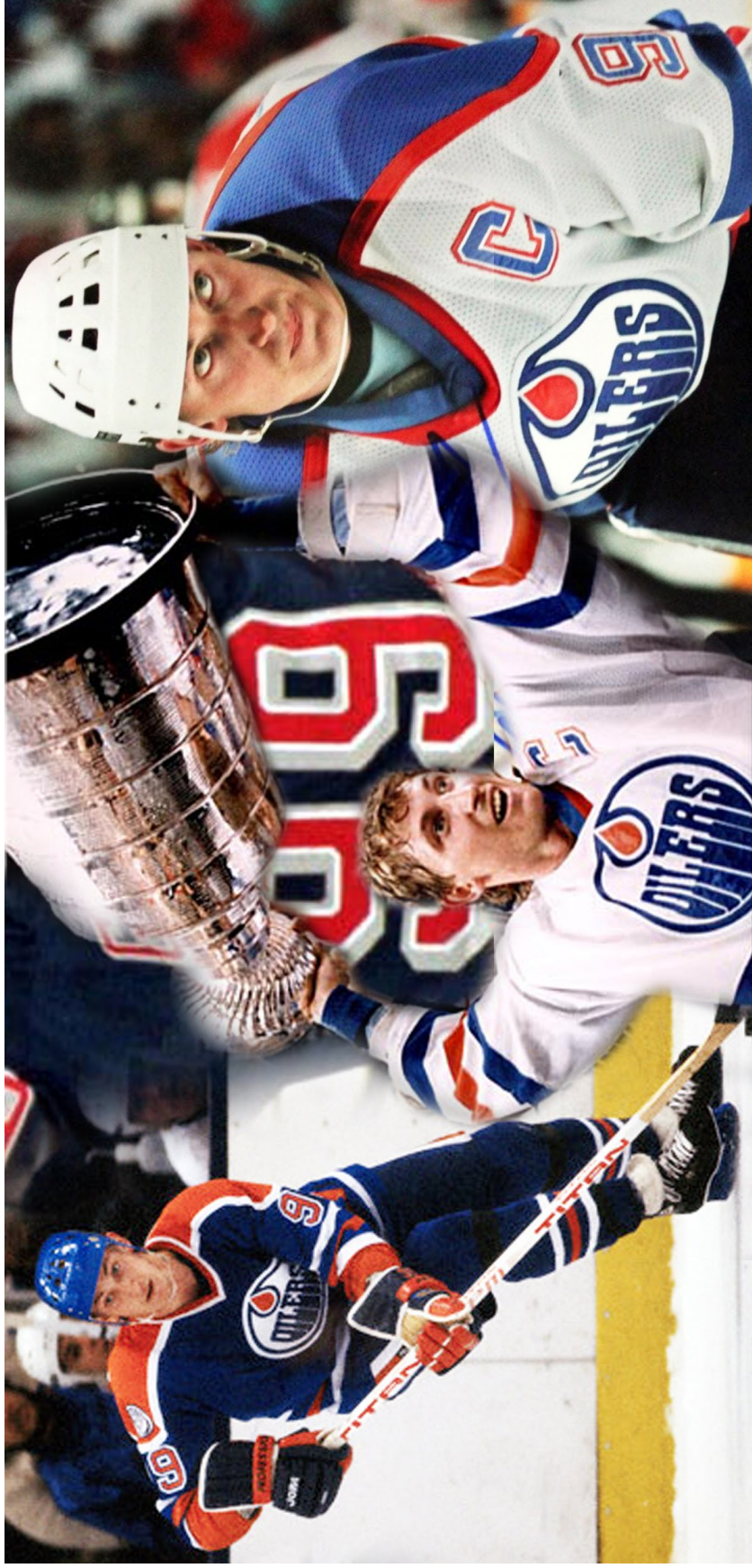


Parkland



Parkland

Big Data & Talent Management



Office of Talent Management

© 2015 Parkland Corporation. All rights reserved.



Parkland

Path to Success

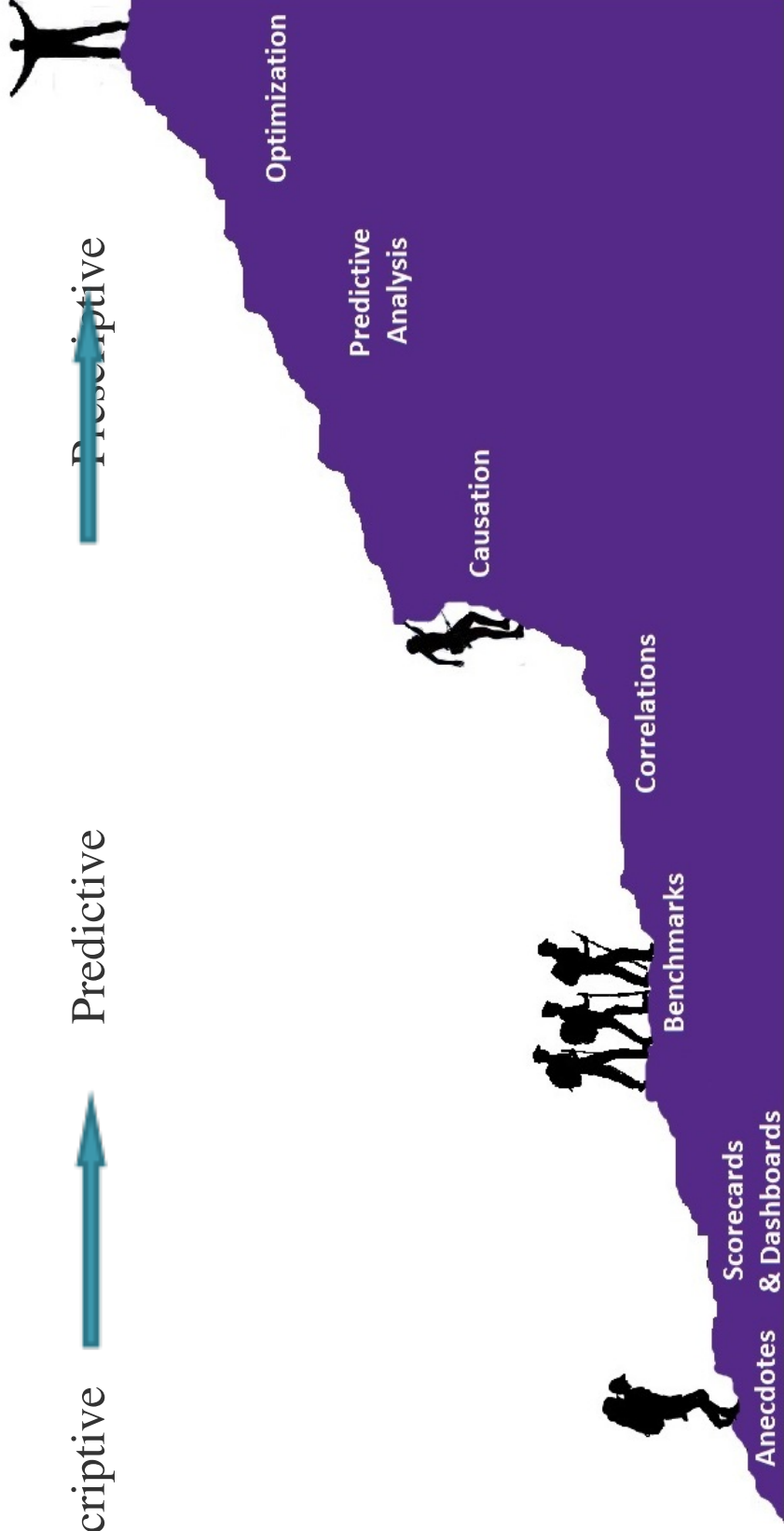
Descriptive



Predictive



Prescriptive



Office of Talent Management

© 2015 Parkland Health & Hospital System



“On average, companies excelling at people analytics are **3.1 times** more likely to outperform their peers financially.”

– *People Analytics: Global Leadership Forecast. DDI, The Conference Board & EY, 2018.*



Parkland

Strategic Workforce Planning

Strategic
Workforce
Planning

- Labor Optimization
- Predictive Hiring
- Strategic Workforce Planning





- What are the potential future market trends and what does it mean for Parkland Health and Hospital System?
- When, where and who will be the turnover in the next six to eighteen months?
- What are key engagement drivers and how can we connect them with business outcomes?
- How can we make big data more consumable at the executive level and provide insights that lead to strategic business decisions?



Office of Talent Management

Enhancing your employment experience at Parkland.

Predictive Hiring

Laboratory Services



Parkland



Back-tested 5 years:
92% annual success rate

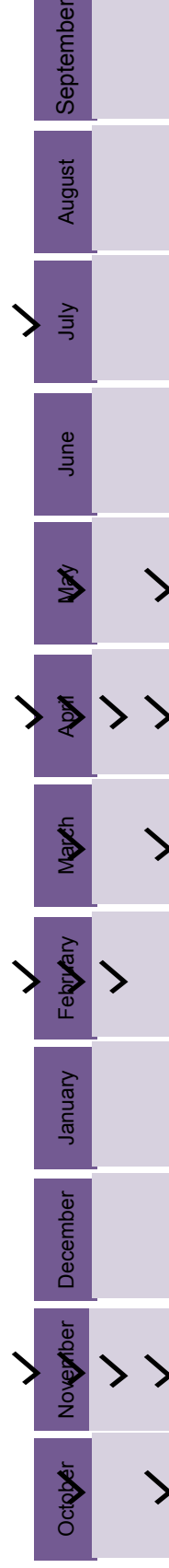


3 quarters since launch:
95% accurate



Vacancy rate:
6.4% to **2.1%**

Office of Talent Management

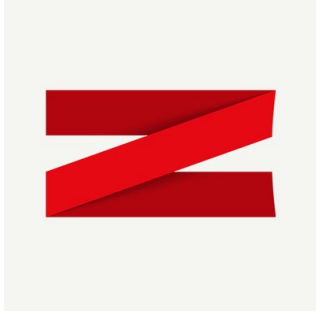






Parkland

Upcoming Disruptions



CIRQUE DU SOLEIL.





Parkland

Connect with Us!

Sebastien Girard, MBA

Vice President & Chief Workforce Officer

Sebastien.Girard@phhs.org

www.linkedin.com/in/SebastienGirard-mba



ParklandHospital.com

ParklandCareers.com

It's not just a job, it's a calling!