COMMUNITY HEALTH CARE ASSOCIATION of New York State

Workforce Planning Learning Series

Part 2: *Re-imagining Human Resources Information Systems (HRIS) and Workforce Data Needs*

Monday, March 10th, 2025

Presented by Gail Speedy Mayeaux, Mayeaux Healthcare Strategies

Agenda & Group Discussion

- Review of HRIS adoption and implementation
  - What is working for you? What is not?
  - How do you want your HRIS to work in the future? How do you lay the groundwork now?

- Ensuring you have the data you need
  - What questions do you want the data from your HRIS to answer?
  - How well does it answer those questions?



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Your HRIS System Today

HRIS Adoption – Key Challenges:

Uneven adoption by managers or HR professionals can limit "good" data input, which hinders reporting.

- Do you have disengaged users? Have you inadvertently built workarounds?

System-built reporting may not reflect the specific health center's needs.

- How much have you customized your HRIS?

Implementation can create HR workflow duplication – how do you "search and replace" functions?

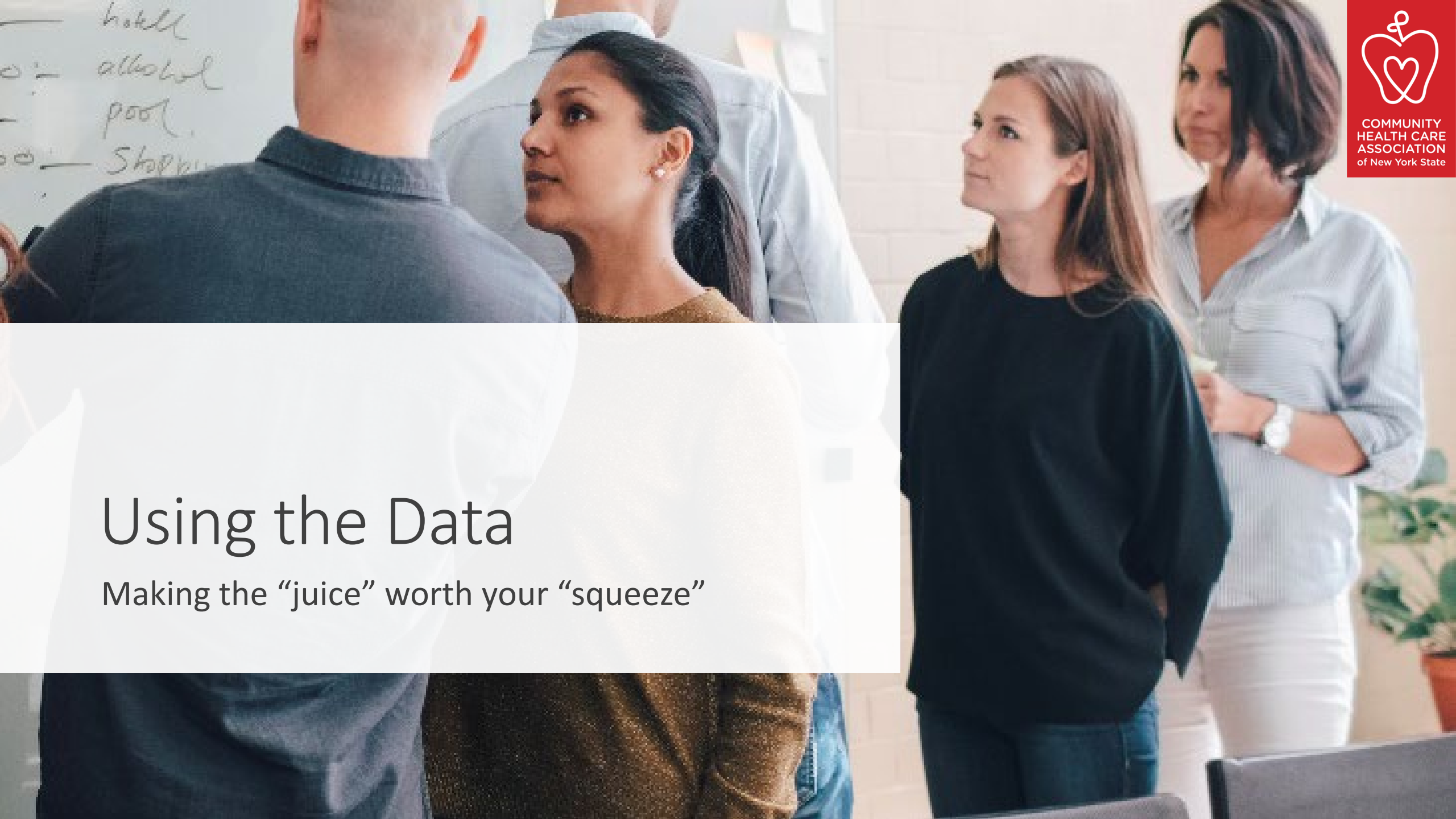
- Did you simply "add on" HRIS input or did you replace job functions?





Let’s talk about it:

What is your top HRIS challenge? And what have you considered doing/done to fix it?



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Using the Data

Making the “juice” worth your “squeeze”

The “Promise” vs “Reality”

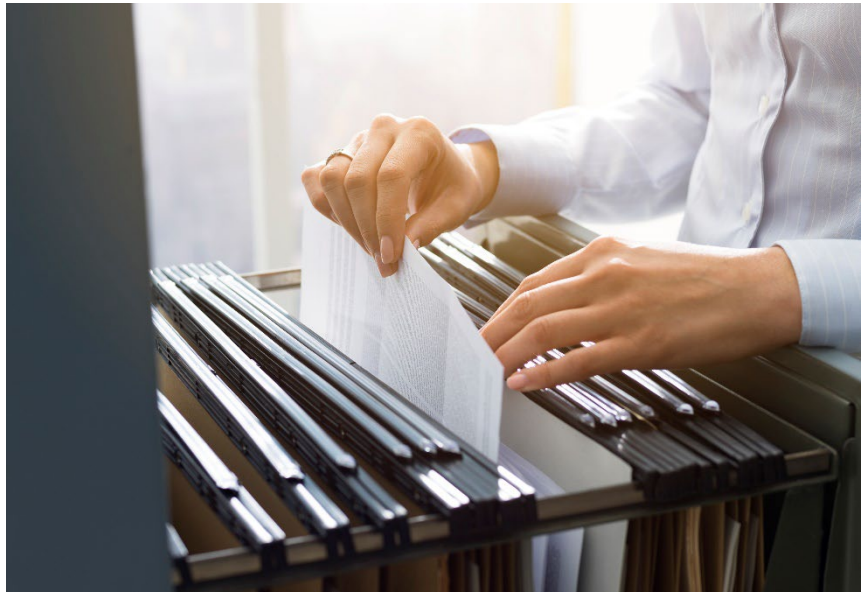
PROMISE:

- Ability to trend HRIS data over time; gain insight into workforce challenges
- Streamline onboarding
- Streamline employee engagement
- Develop and implement PDSA cycles for HR using quantifiable data

REALITY:

- Canned system reports may not always give you the insight you need
- Staff, managers, and even candidates can circumvent the HRIS easily
- There isn’t always time to do PDSA cycles when HR is usually lightly staffed with multiple daily demands

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Good to Great…

Think about your most recent HRIS adoption or improvement activity. What prompted it and how did it work out?

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What Are Your Future HRIS Needs?

Thinking 1 - 3 years in the future, what would you like your HRIS system to do?

1. Automate certain hiring and onboarding processes?
2. Provide real-time/"finger-tip" data on key HR trends?
3. Identify "gaps in performance" to allow HR to strategically deploy its resources?
4. Inform leadership of potential challenges/roadblocks?

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Thank you

Gail Speedy Mayeaux

Mayeaux Healthcare Strategies

(716)307-0793

gail1402@outlook.com

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Please fill out our evaluation survey!



Completing your survey helps us to provide relevant and helpful information. Thank you in advance!

Upcoming Webinar:

Part 3: *Retooling your Health Center Workforce for the Future*
Wednesday, March 26th: 10:00 – 11:00 AM ET

Register Here

Please reach out to **workforce@chcanys.org** with any questions.

Thank you!

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chcanys.org

workforce@chcanys.org