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2024 Employee Engagement Survey Results

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Agenda

- Survey Overview
- High Level Results
- Demographic Analysis
- Reporting & Next Steps

Overview of the survey

- **12 Engagement Dimensions**
 - Each dimension represents 1 - 4 questions on the survey.
- **27 Likert Questions**
 - 5-point scale, Strongly Disagree – Strongly Agree
- **3 Follow-up Questions**
 - Intent to Stay
 - Equip Factors
 - Engagement
- **12 Demographic Questions**

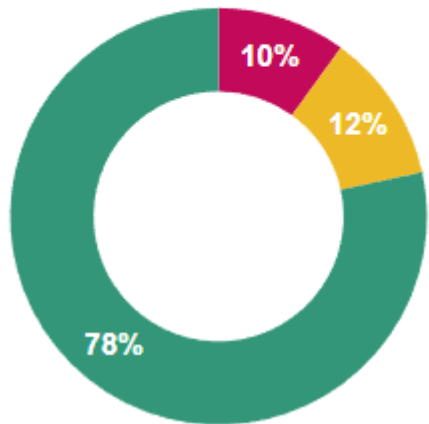




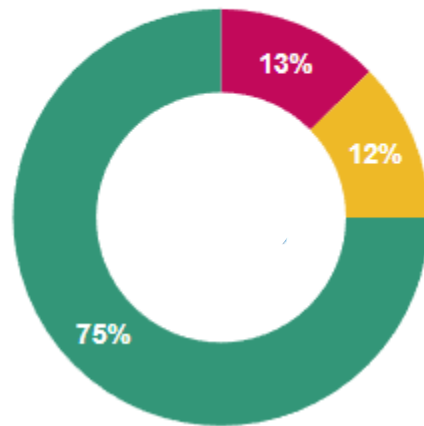
Survey Results

Survey Results: High Scoring

Manager Effectiveness

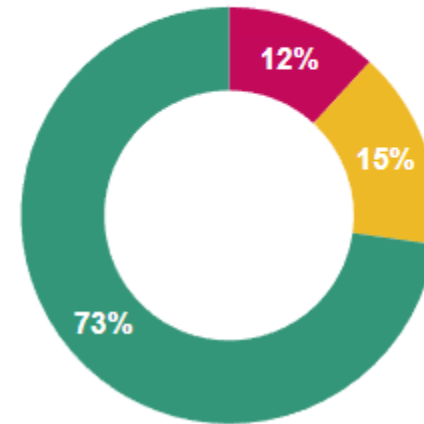


Work-Life Balance



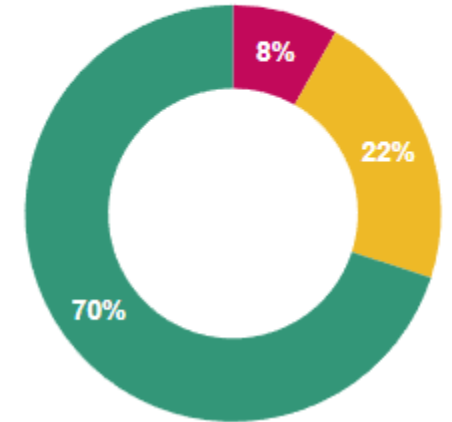
-1

Equip Factors



+1

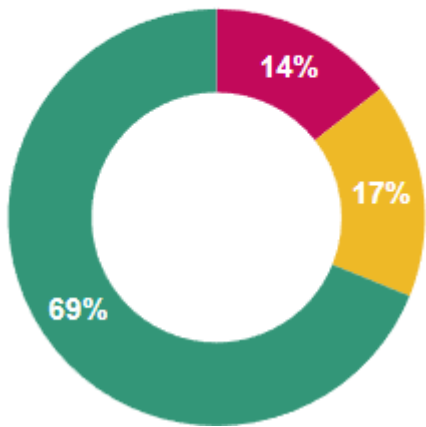
Pro-Equity Anti-Racism



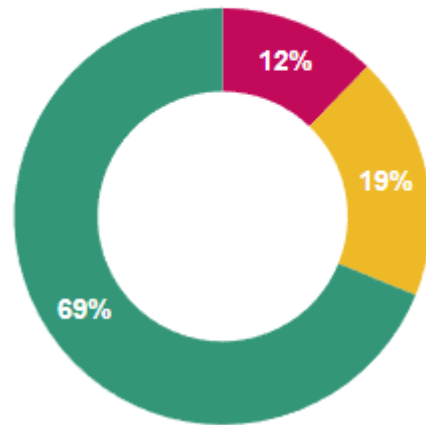
+1

Survey Results: Mid Scoring

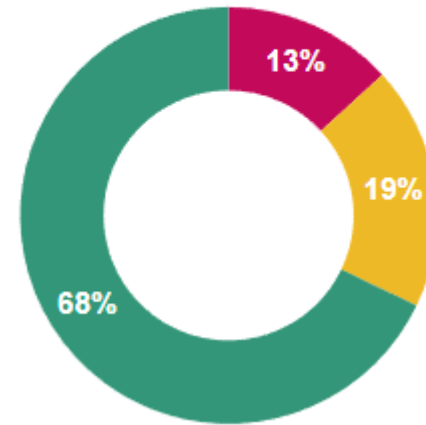
Communication



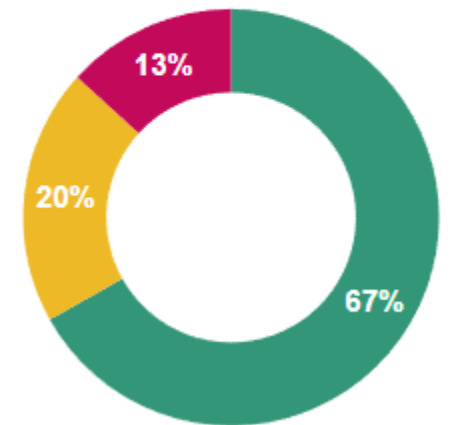
Future Vision



Diversity

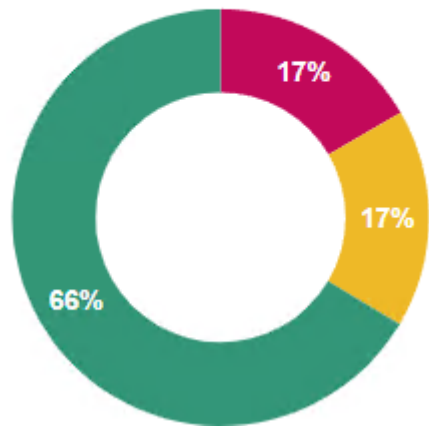


Engagement



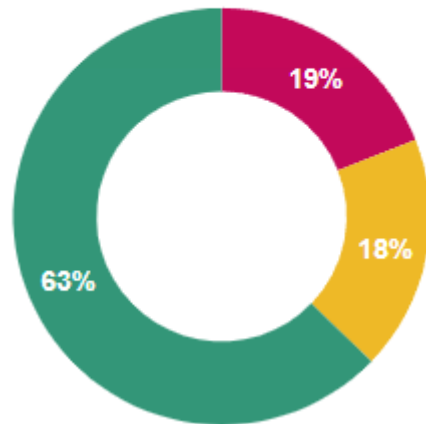
Survey Results: Low Scoring

Involvement & Belonging

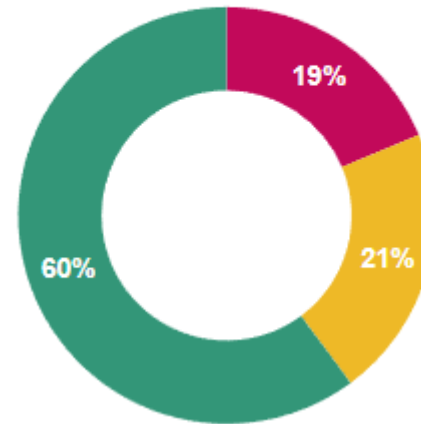


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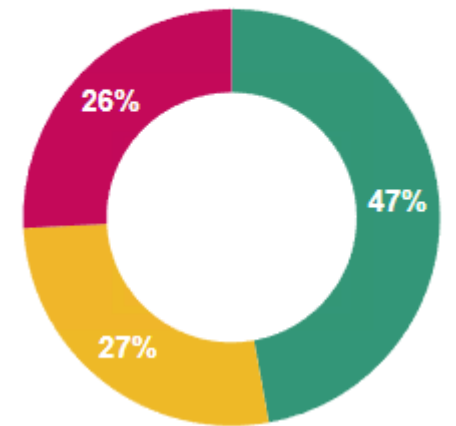
Recognition



Growth & Development



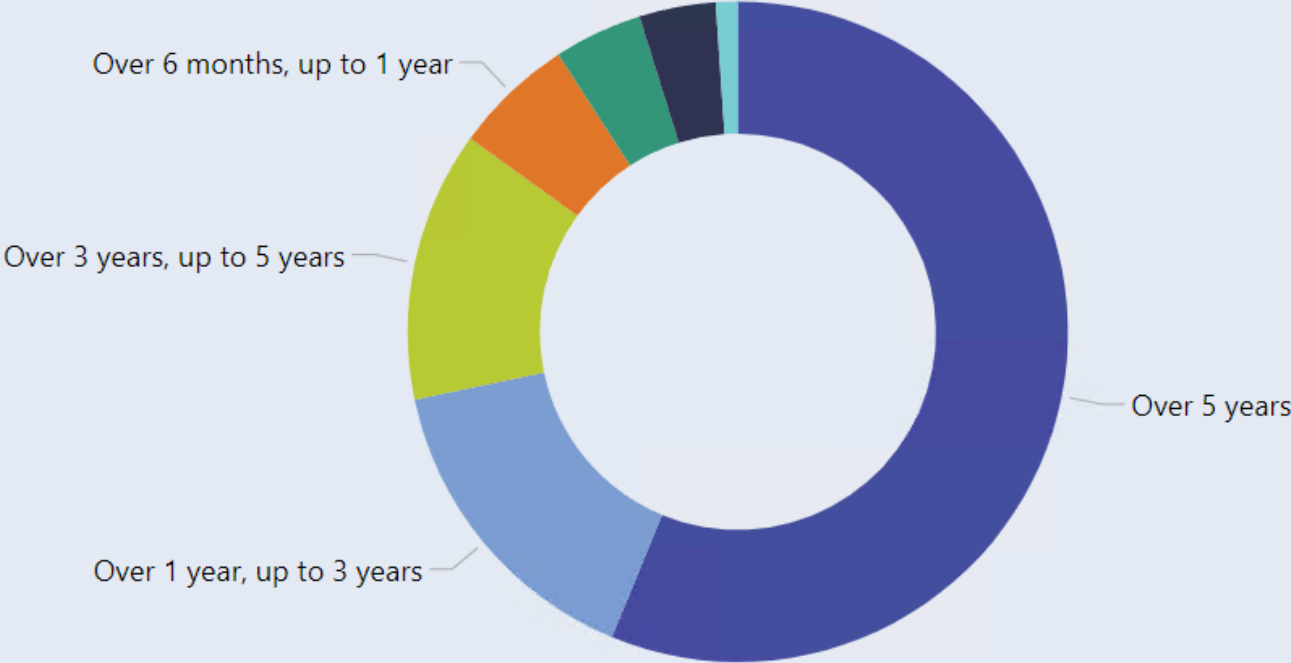
Change Management



-1

Survey Results: Intent to stay

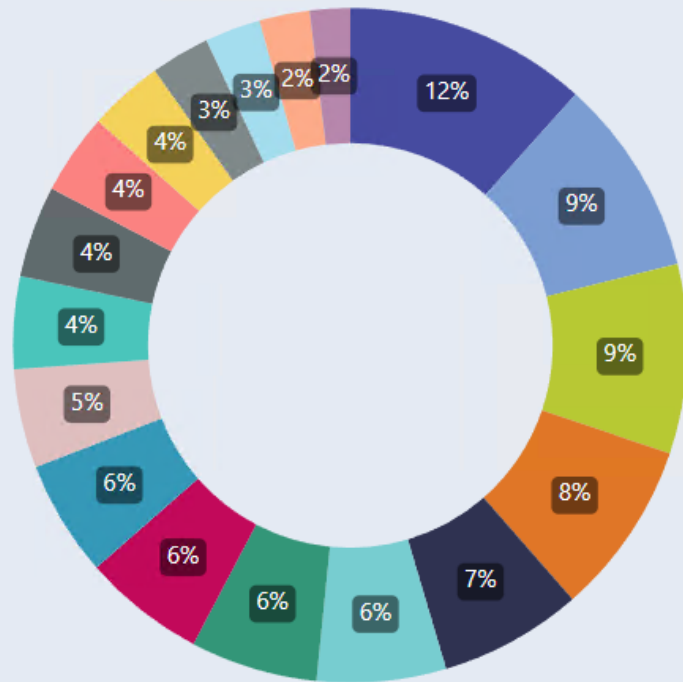
I intend to keep working at my agency/institution for...



Intent to stay	Percentage
Over 5 years	59%
Over 1 year, up to 3 years	16%
Over 3 years, up to 5 years	14%
Over 6 months, up to 1 year	6%
6 months or less	4%
Less than 30 days	1%

Survey Results: Engagement Follow-up

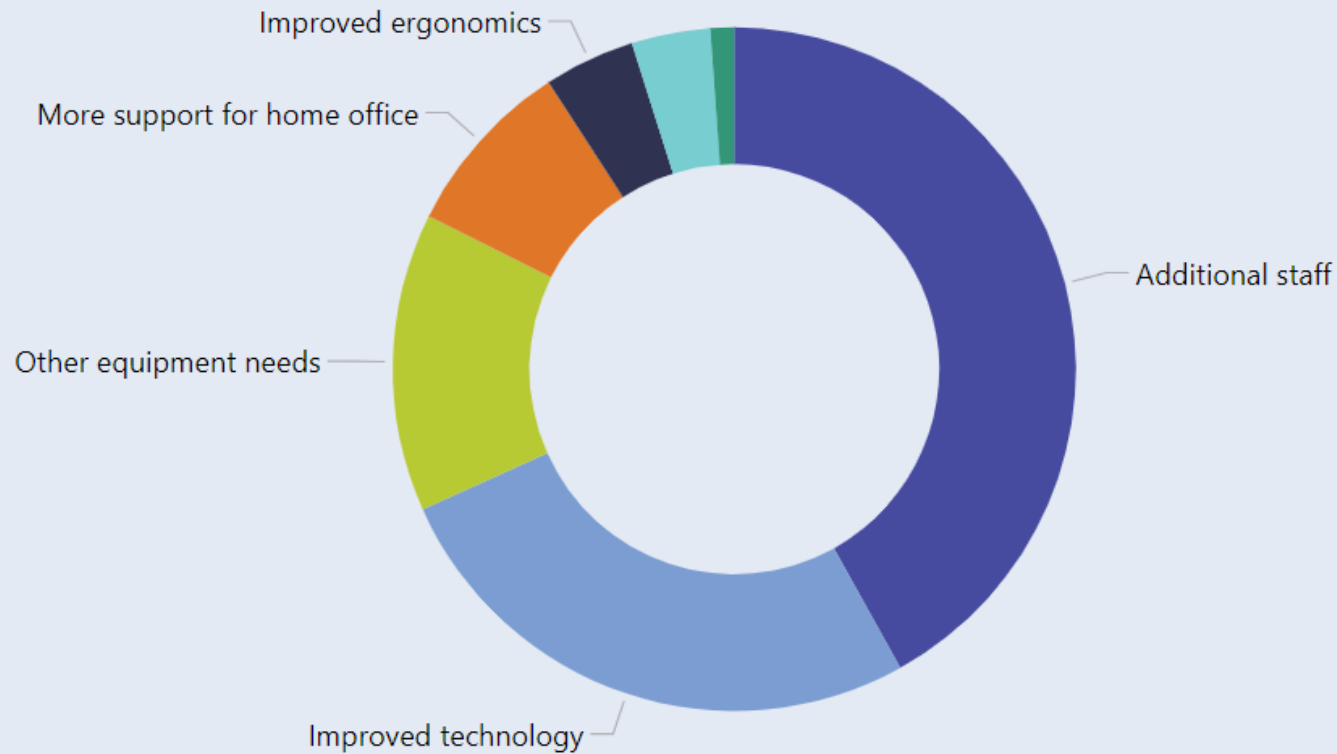
Which of the following would most improve your satisfaction with your job? (Select up to three)



Choice	Percentage
More career advancement opportunities at my agency.	12%
More resources to do my job (staff, budget, materials, etc.).	9%
More or better collaboration within and across agencies, divisions, teams, etc.	9%
More manageable workload.	8%
More or better communication from my leadership team.	7%
Nothing - I'm fully satisfied with my job	6%
More professional development opportunities.	6%
More flexibility about my work schedule.	6%
More or better training on skills/topics relevant to my role.	6%
Better equipment to do my job.	5%
More clarity around job expectations.	4%
More career advancement opportunities at other agencies within WA state government.	4%
Better relationship with my supervisor/manager.	4%
More respectful workplace.	4%
More feedback about my job performance.	3%
More freedom to do my work/autonomy.	3%
Better relationship with my coworkers.	2%
More meaningful work.	2%

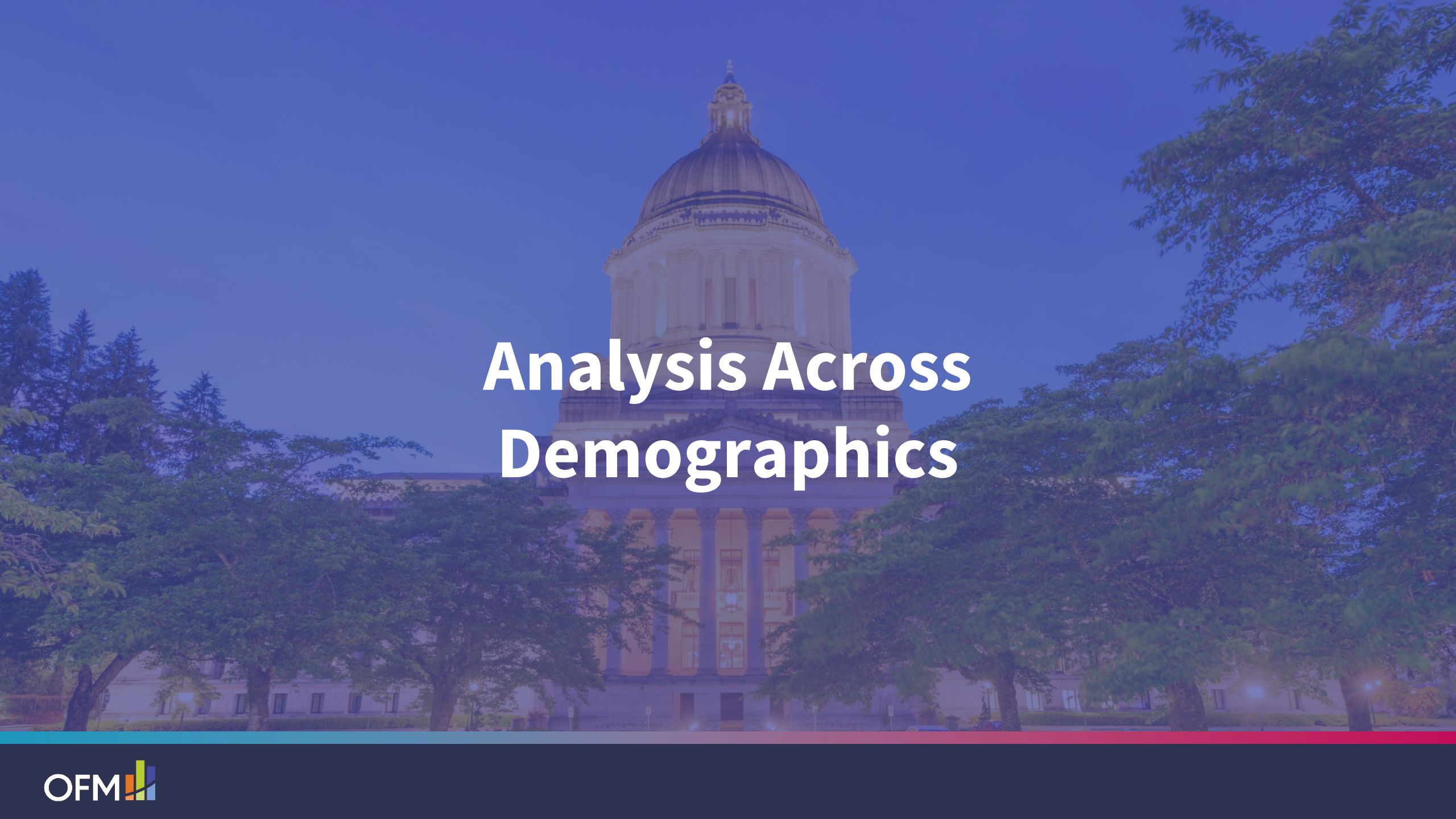
Survey Results: Equip Factors Follow-up

Which of the following resources would most improve your work experience?



This follow-up question was only presented to employees who responded negatively ("Strongly Disagree", or "Disagree") to Question 14. "I have access to the resources (e.g., materials, equipment, technology, etc.) I need to do my job effectively". The responses shown here are from a subset of employees who do not feel they have adequate resources to perform their job effectively.

Resources	Percentage
Additional staff	42%
Improved technology	26%
Other equipment needs	14%
More support for home office	8%
Improved ergonomics	4%
Better safety equipment	4%
Additional office supplies	1%



Analysis Across Demographics



Demographics Collected

1. Agency
2. Days Teleworking
3. Time at current agency
4. Public Interaction
5. Supervisor
6. Work County
7. Age
8. LGBTQ+
9. Gender
10. Race
11. Veteran Status
12. People with Disabilities Status



Demographics Participation

- EES demographic questions are self reported and optional
- Roughly **80%** response rate to demographic questions
- Respondents voluntarily provided more demographic information in the EES than what is collected during hiring process and recorded in the HRMS
 - Higher percentages of self identification for underrepresented groups
 - EES has additional race categories
 - Race is multiselect

Demographics Participation

HRMS to EES comparisons in workforce self reporting for 2024:

- **LGBTQ+**
 - HRMS (yes): 4.8% | EES (yes) : 9%
- **Veterans**
 - HRMS (yes): 5.5% | EES (yes) : 10%
- **People with Disabilities**
 - HRMS (yes): 5.4% | EES (yes) : 14%

Demographics Participation

HRMS to EES comparisons in workforce self reporting for 2024

- **Gender**

- HRMS: Non-Binary/ X (yes): 0.6% | EES (yes) : 1.3%
- HRMS: Female (yes): 48% | EES (yes) : 49%
- HRMS: Male (yes): 41% | EES (yes) : 36%



Key Demographics Analyzed

- Race comparison
- Veteran Status
- People with Disabilities Status

Cross-Demographics Findings

Race comparison:

- Significant Differences Across Races
- Groups with High engagement
 - **Asian** (n=2,943) and **Hispanic or Latino** (n=3,245) groups consistently reported the highest satisfaction scores, with higher medians and narrower spreads of data, indicating more uniform positive experiences.
 - The **White** (n=29,841) group also reported relatively high satisfaction but showed slightly more variability.

Cross-Demographics Findings

Race comparison:

- Groups with Low engagement
 - **Prefer not to say** (n=8,114) had the lowest median satisfaction scores, indicating a systemic issue or unique challenges faced by this group.
 - **American Indian or Alaska Native** (n=1,370) individuals reported lower scores with a wide spread of data, reflecting both low satisfaction and higher variability in experiences.

Cross-Demographics Findings

Race comparison:

- Moderate engagement
 - Groups such as **Black** or **African American** (n=2161), **Middle Eastern** or **North African** (n=287), and **Pacific Islander** (n=652) showed moderate satisfaction scores. However, their larger variability suggests differing experiences within these groups.

Cross-Demographics Findings

Veteran Status (Yes: n=4377)

- Statistically significant differences in engagement measures ($p < 0.01$):
 - I would **recommend** my agency/ institution as a great place to work.
 - Overall, I am **satisfied** with my agency/ institution as a place to work.
 - I am **proud** to work for my agency/ institution.
- Veterans report lower satisfaction and pride levels with more significant variability.

Cross-Demographics Findings

- **People with Disabilities Status** (Yes: n=6207)
 - Statistically significant differences in all engagement measures ($p < 0.001$):
 - I would **recommend** my agency/ institution as a great place to work.
 - Overall, I am **satisfied** with my agency/ institution as a place to work.
 - I am **proud** to work for my agency/ institution.
 - **People with Disabilities** consistently report lower satisfaction and pride scores.



Reporting & Next Steps

Reporting & Next Steps

Enterprise & Agency Reporting:



Excel reports: Agencies received their specific reports and enterprise results, **December 12, 2024.**



Qualtrics Dashboards: Agencies received access to specific reports, **December 19, 2024.**



Enterprise Dashboard: Agencies received access, **December 19, 2024.**

- Dashboard posted to public website, **Thursday, January 23, 2025**
- Governor's email to accompany the results posting.

A photograph of the Idaho State Capitol building at dusk, with a blue overlay and the word "Questions?" in white text. The building is illuminated from within, and the sky is a deep blue. The word "Questions?" is centered over the building's dome.

Questions?

For more information

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