



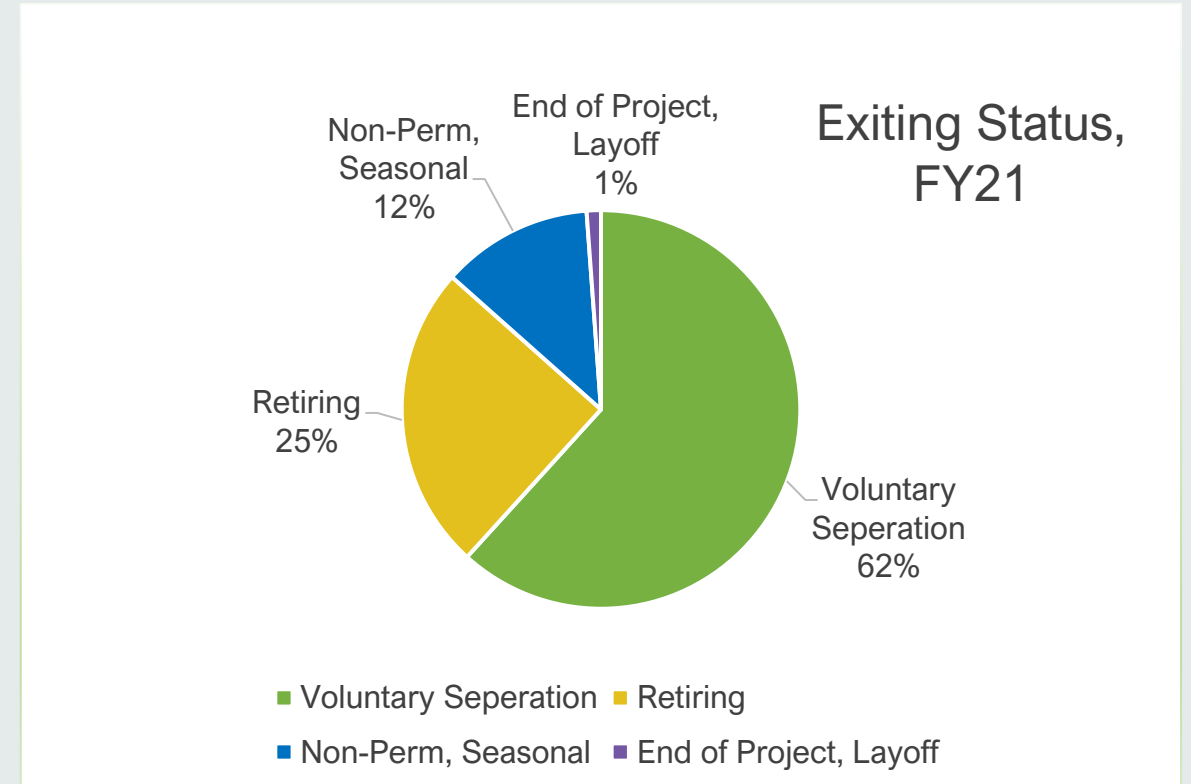
Exit Survey Findings FY21

HR Managers Meeting – July 7, 2021

Prepared by Josh Calvert (josh.calvert@ofm.wa.gov)

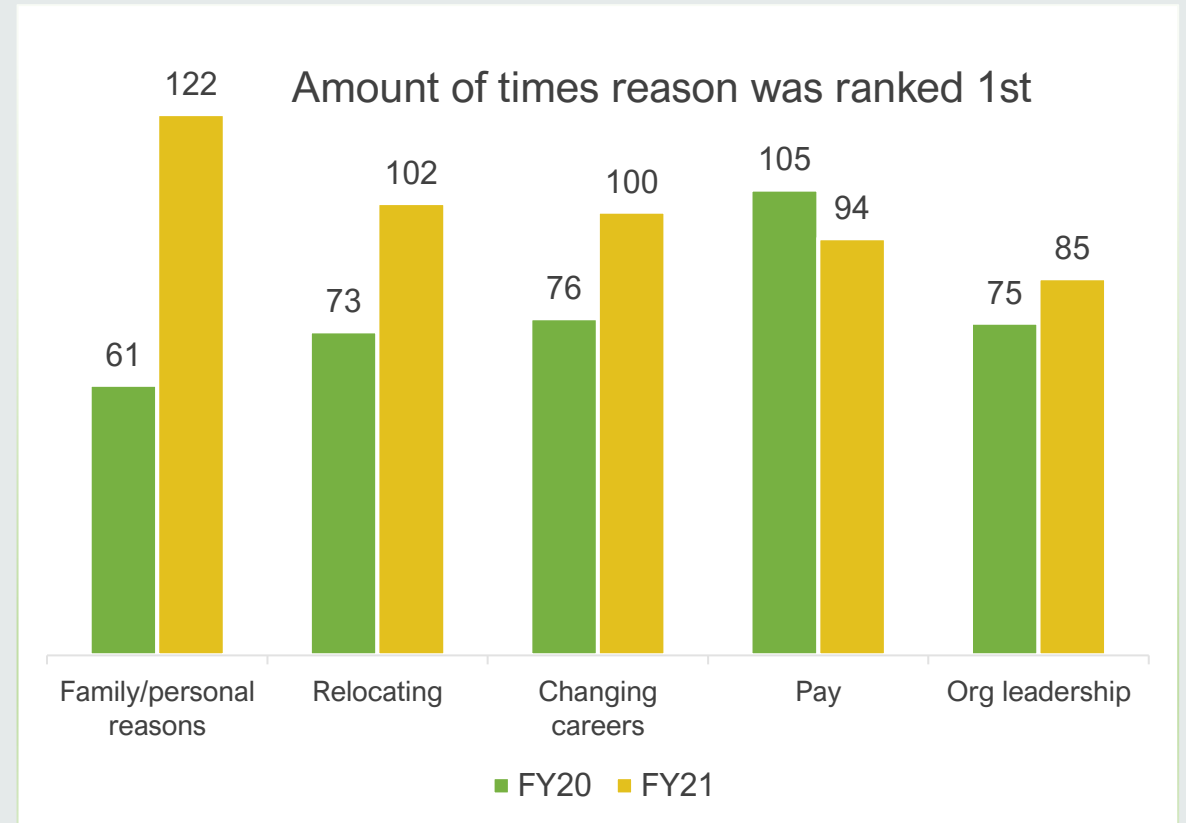
Exit Survey Findings – Participation

- Collected 1,466 official survey responses
 - Highest participation level on record
 - 28% increase
- 66 agencies/institutions had at least one response
- Expect to see much higher participation in FY22



Exit Survey Findings – Reasons for Leaving

- Most cited reasons for leaving overall
 - Pay
 - Family/personal reasons
 - Organizational leadership
 - Lack of promotional opportunities
 - Emotional burnout
- Family/personal reasons saw a significant increase compared to previous year

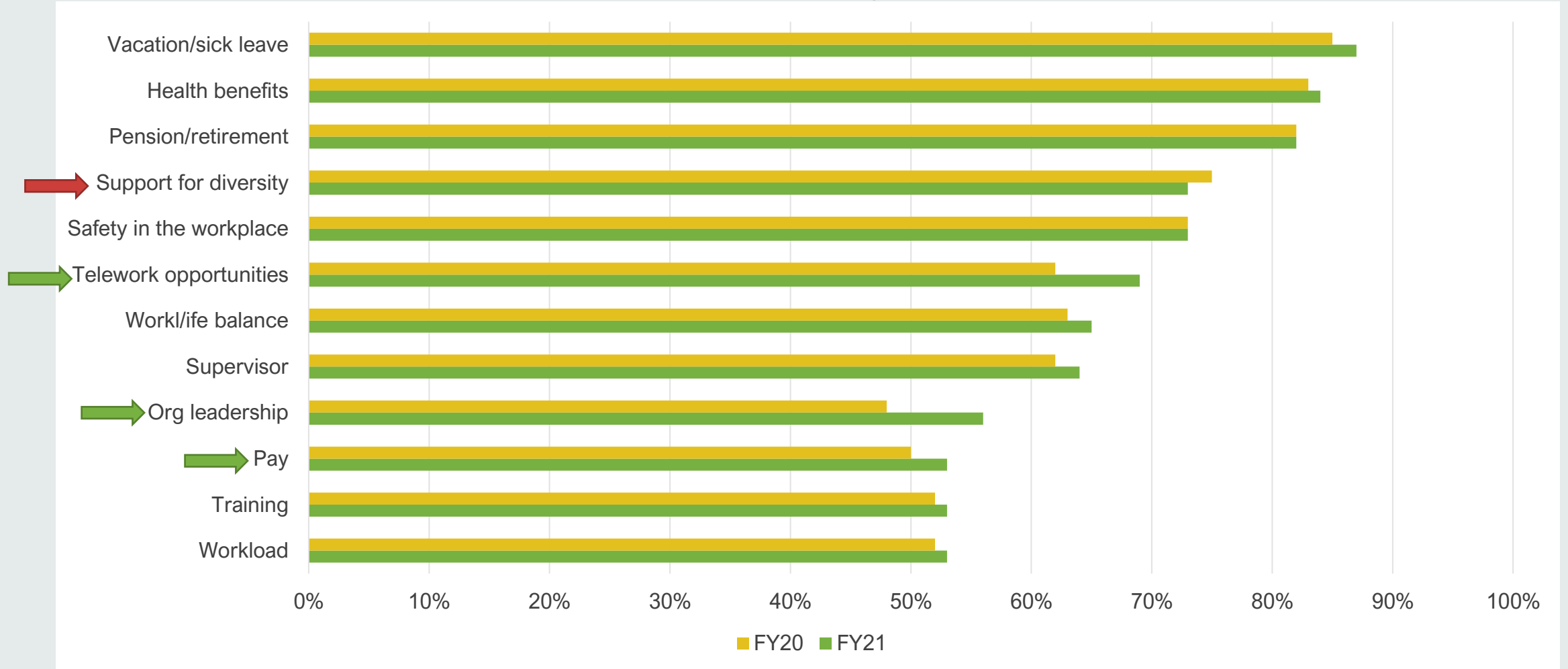


*Respondents were asked to rank their top 3 reasons for leaving

**Excludes retiring employees

Exit Survey Findings – Satisfaction with...

Percent of respondents indicating positive satisfaction

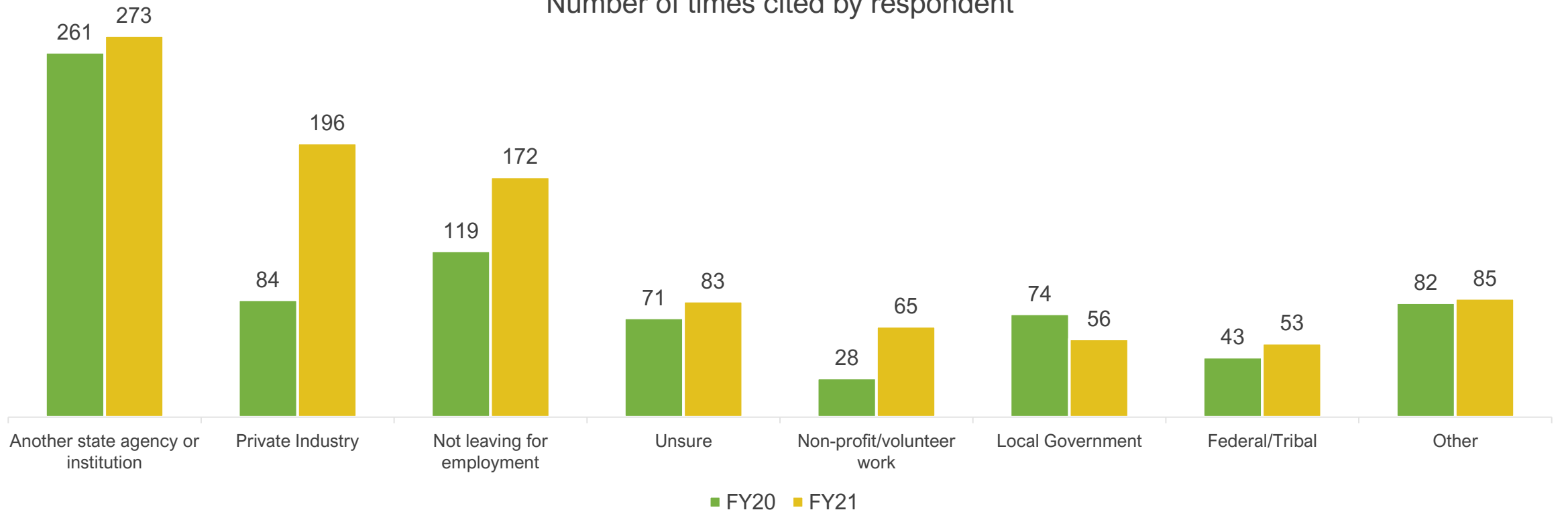


*Excludes retiring employees

Exit Survey Findings – Where are they going?

- Most employees are leaving for other state agencies or institutions
- Large increase in employees going to the private sector

Number of times cited by respondent



*Excludes retiring employees

Exit Survey Findings – Looking Ahead to FY22

- Should see significant increase in overall responses
- Higher education participation
- Are employees leaving because of telework options?
- Will family or personal reasons continue to be a factor with employees leaving?
- Public Power BI dashboard with high-level results will be available soon (likely next week)

