

Priorities Committee Meeting_Jul13_2021

STRATEGIC INITIATIVE AND UPDATE

2021 Employee Engagement Survey Results

Report Purpose

To provide Priorities Committee an update on the 2021 employee engagement survey results and next steps.

Our Prioritized Strategic Goals

Continuously improving the way we work, as one organization, in an agile and sustainable manner

Report

Employee engagement is a strong feeling of connection that employees have for their jobs, organization, leaders or co-workers that leads them to strive to do their best work and ensure an organization succeeds.

Strathcona County provides the opportunity for employees to participate anonymously in an employee engagement survey, hosted by an external vendor at least every two years. The previous survey was completed in 2019.

The survey represents participating employee sentiment about the engagement categories at a point in time. The results are used to understand employee's views and to assist leaders to identify employee engagement themes and trends. The survey is not an evaluative tool to assess leadership and is only one element in determining engagement initiatives.

The 2021 employee engagement survey was hosted between April 7-30, 2021. Employee participation increased from 67% in 2019 to 70% in 2021. Employees had the option to provide input using a rating scale from 1 (strongly disagree) to 6 (strongly agree) for the following six categories of questions: engagement, satisfaction, work environment, leadership, values, and service excellence. In addition, they had the option to provide input on four questions about diversity and inclusion, three open-ended questions and the option for two department specific questions.

Through challenging times, the results remained fairly constant from 2019, with a slight drop of 1% in overall engagement to 61% in 2021. Themes that existed in 2019 remain similar in 2021, highlighting a desire for career growth, feeling valued, and receiving recognition.

Within the identified corporate themes, we will continue to focus on: our values, diversity and inclusion and our work environment. By focusing on these three areas we can energize, empower and change our organization.

We have our People Plan to guide our behavior and what our desired culture is, continuing to focus on embedding in the organization will be a high priority.

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We continue work on our succession planning initiative including a leadership development program to support our employees in their career development and advancement. We also continue our work on the diversity and inclusion program, ensuring it is integrated into our daily work.

Action plans were developed at the corporate and department level after the last survey. We will review results and adjust action plans as required. The People Plan Stewardship Committee will continue to be involved in recommendations for any adjustments required.

Other Impacts

Policy: n/a

Legislative/Legal: n/a

Interdepartmental: The employee engagement survey impacts all County departments

Master Plan/Framework: People Plan uses the engagement results to direct their work.

Enclosures

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| 1 | 2021 Engagement Survey Results |
| 2 | Engagement Survey Presentation |