

Commission Work Session Olympia, WA

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2020 Employee Engagement Survey

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2020 State Employee Engagement Survey

Dates

**October 1-31,
2020**

Response #s

Parks - 438

**All agencies -
44,487**

Change in Response Rates

**Parks
2019 = 68%
2020 = 66%**

**All agencies
2019 = 79%
2020 = 67%**

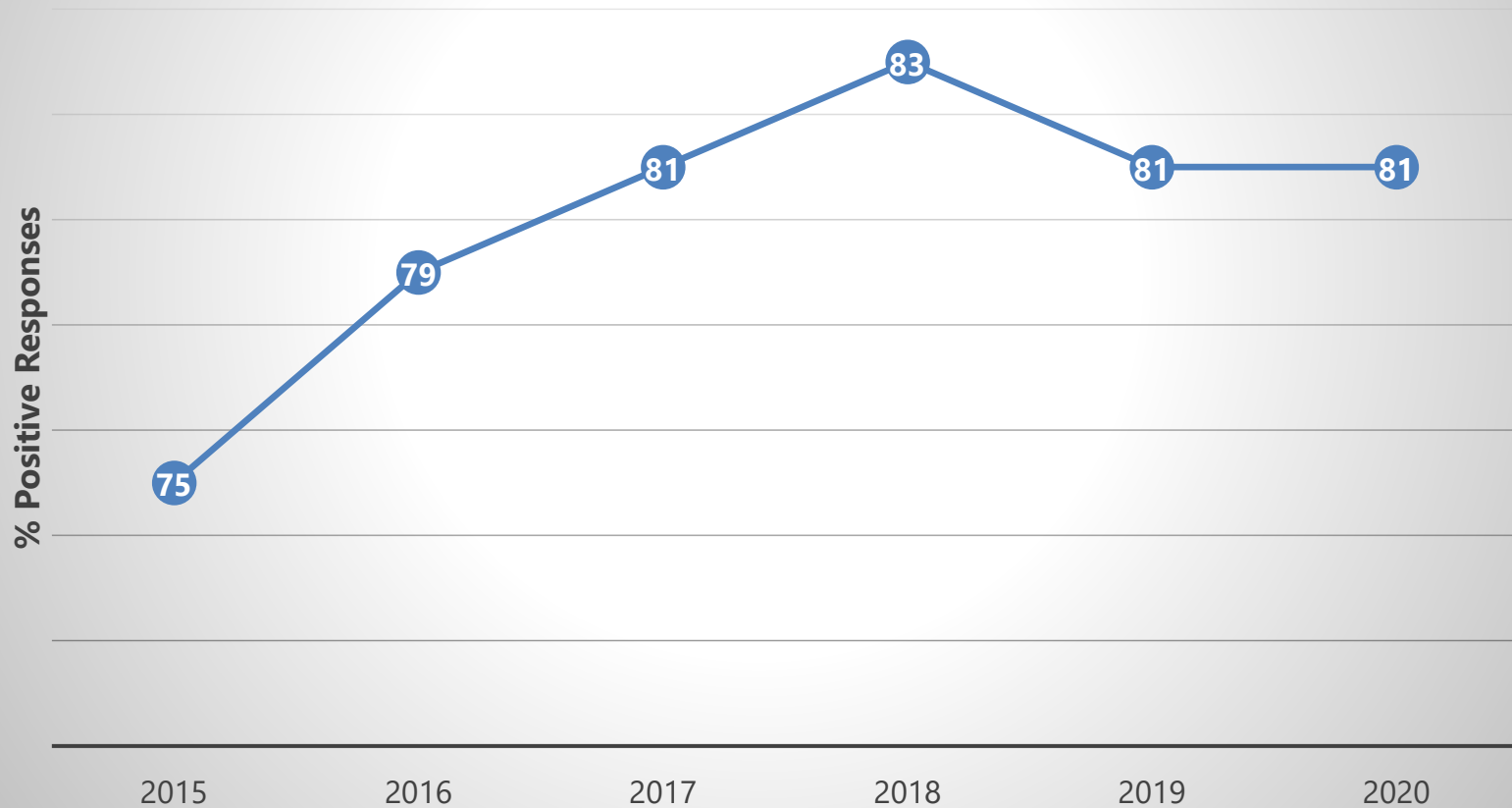
2020 Questions and Expectations

- Expected to deviate from trends due to COVID
- The year 2020 – impact on Parks staff
- New questions
- COVID related questions

2020 Results/Assessment

- **Some good increases**
 - Support for a diverse workforce
 - Helpful feedback from supervisor
 - Mobility
- **Bigger drop in development question**
- **Impacts of COVID; need for better internal communication approach**

% Positive responses to statement "Overall, I am happy to work at State Parks" 2015-2020



Focus Going Forward

- **DEI**
 - Already top priority for Commission and Agency
 - New question in 2020 survey
- **Communication**
- **Training and Development**
- **Recognition**
- **Future of Remote Work**

Demographic Data Notes





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Questions?