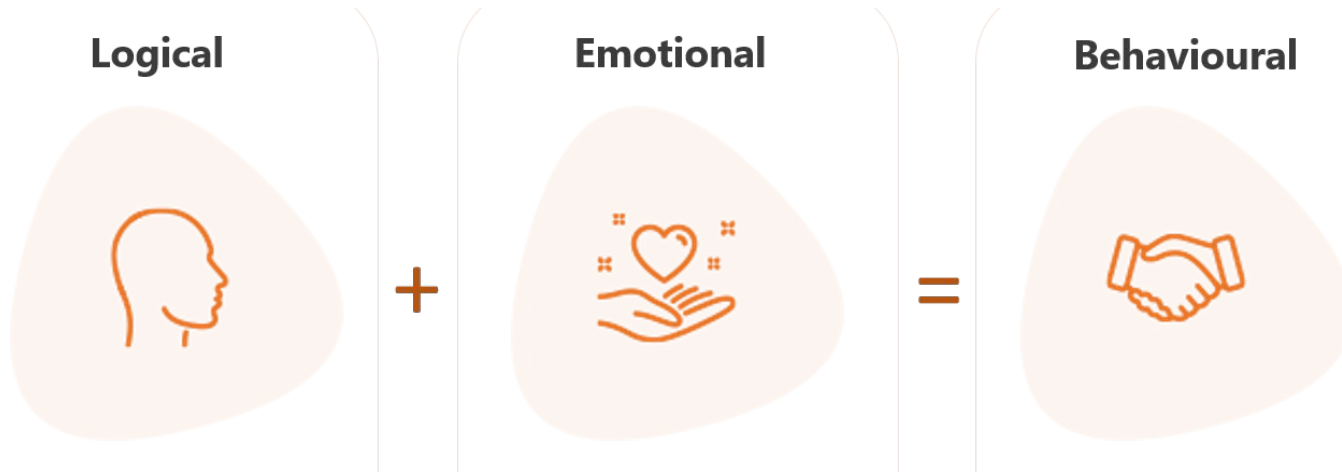


2024 Employee Engagement Survey Results

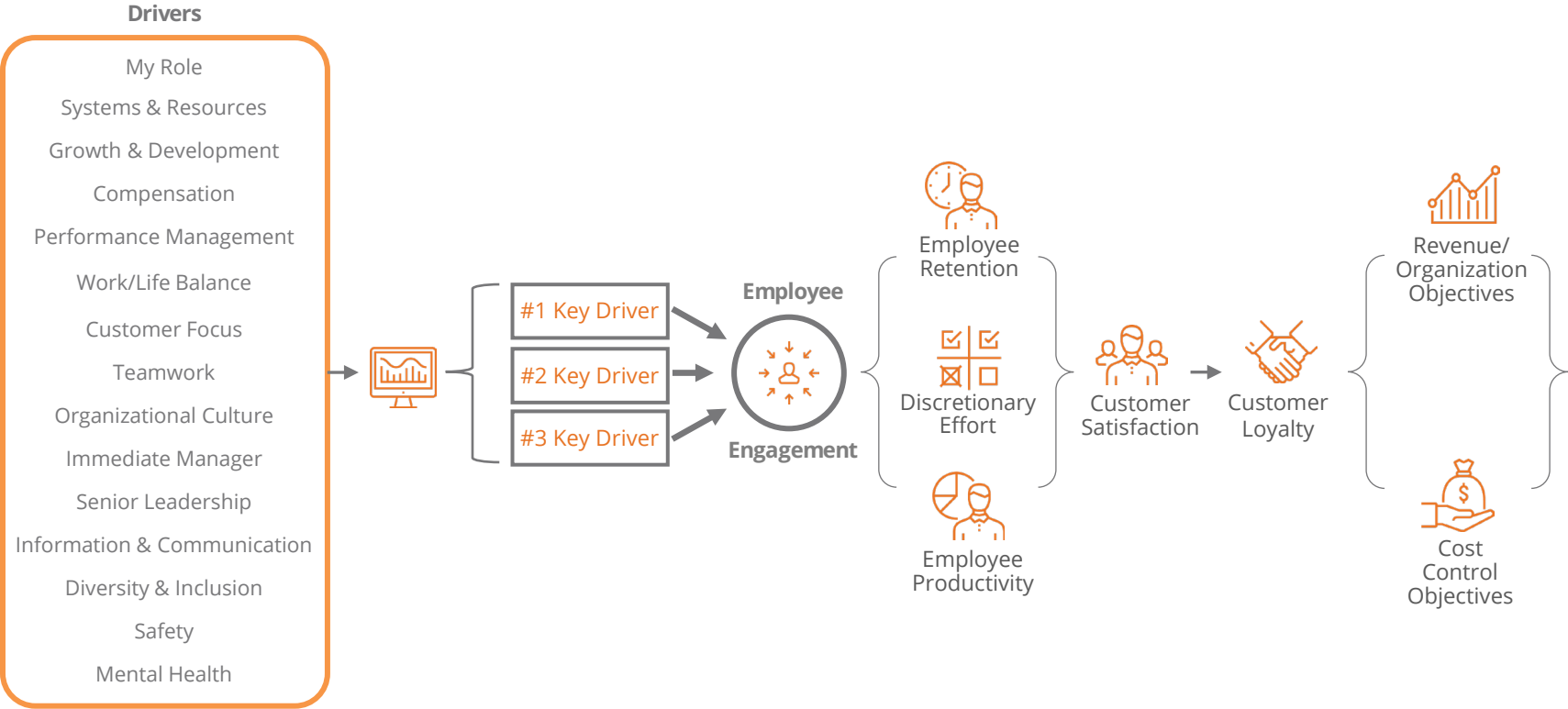
Committee of the Whole
July 16, 2024

What is Employee Engagement?

An engaged employee is an **energized** employee who is more connected to the organization **intellectually, emotionally** and **behaviourally**.



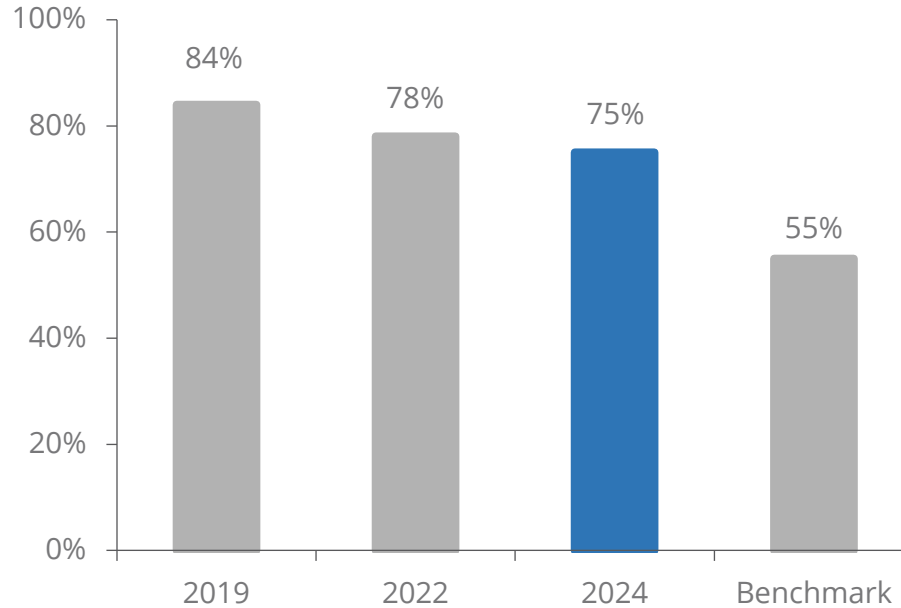
Linking Engagement to Business Outcomes



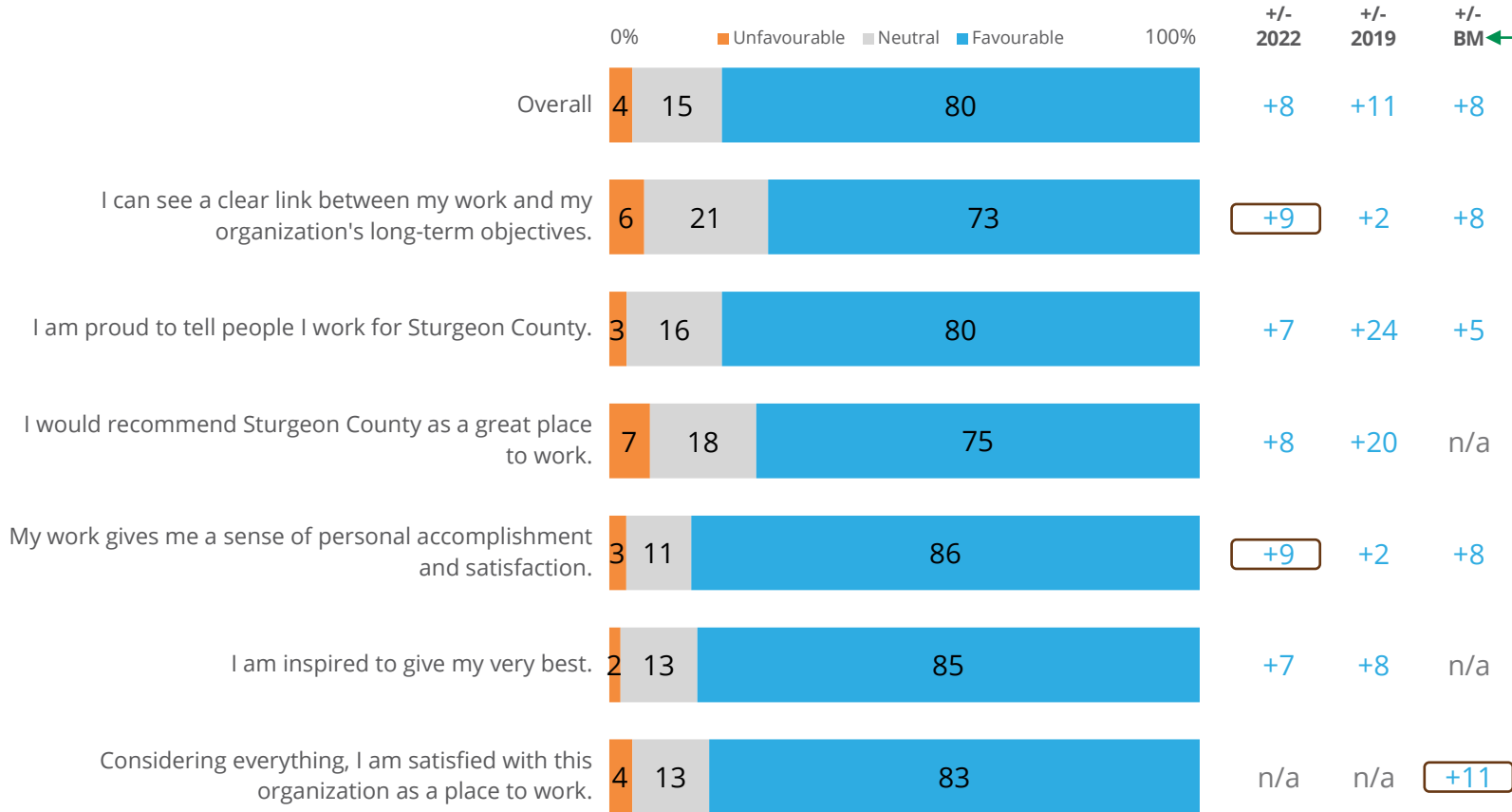
Response Rate

Your survey period: March 11 - 29, 2024

n=260

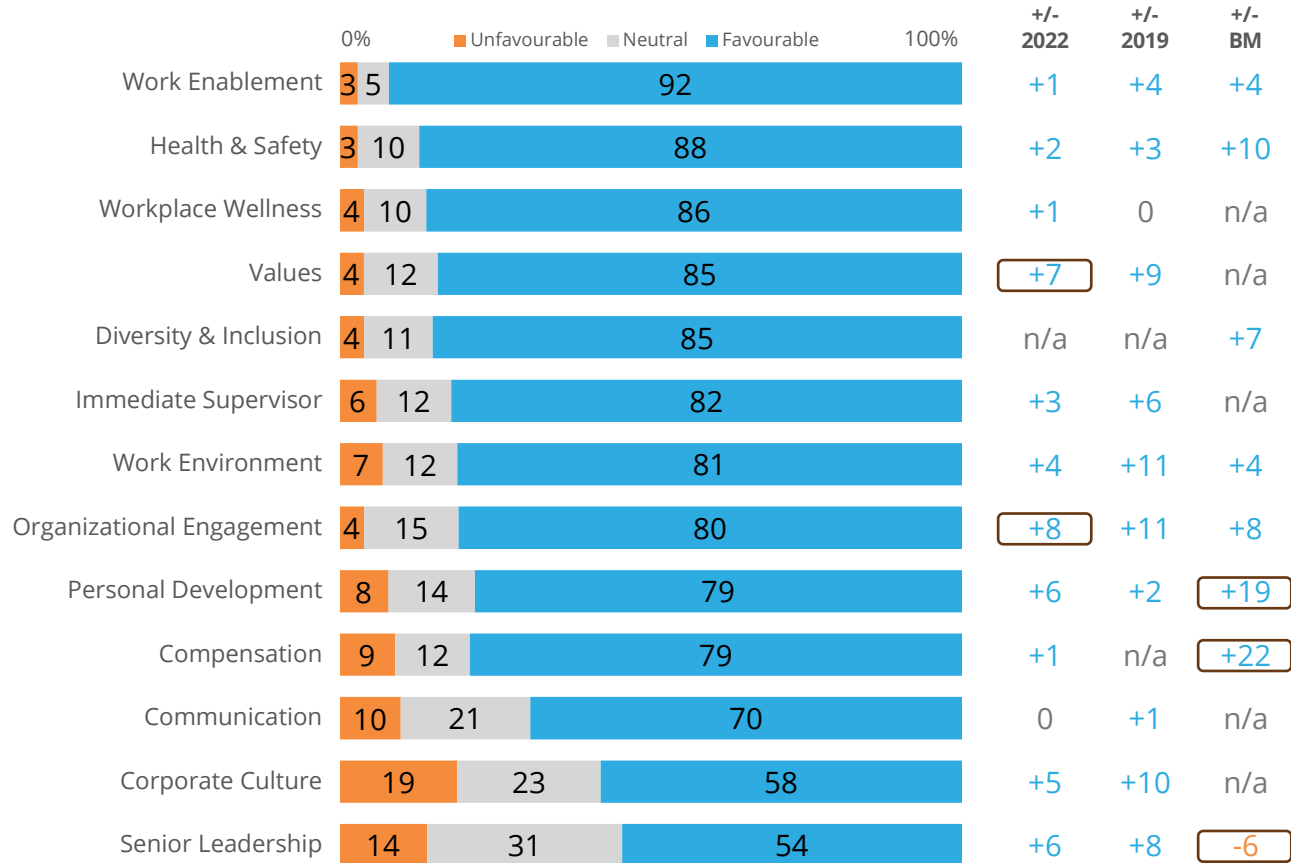


Organizational Engagement



Municipalities
• Rolling 3-year average

Overall Dimension Scores



Summary of Findings

- In general, overall results improved since 2022. Of the 12 dimensions that were surveyed in both 2022 and 2024, 11 of these increased while 1 remained consistent.
- Sturgeon County is more favourable for 7 of the 8 survey dimensions that can be compared to the benchmark, particularly for Health & Safety (+10%), Compensation (+22%), and Personal Development (+19%).
- Engagement is +8 vs Municipalities Benchmark (BM), ↑8 vs 2022
 - 75% Recommend as great place to work +8 vs BM, ↑8
 - 80% Proud to tell people I work here +5 vs BM, ↑7
- Strongest Drivers of Organizational Engagement
 - Work Environment +4 vs BM, ↑4
 - Diversity & Inclusion +7 vs BM
 - Corporate Culture ↑5
- Notable Findings
 - Largest Gains: Staff levels are adequate ↑20, Division head displays core values ↑14, Teamwork b/w departments ↑11
 - Largest Drops: Know where info on decisions is ↓6, Aware of EAP for employees ↓4, Immediate supervisor seems to care about me ↓2
 - Infrastructure Services, Community Services, CAO Office, Communication & Strategic Services showing most improvement.

Next Steps

Actioning of these results will be a shared accountability amongst all staff. The following tactics will be used to identify actions that the County can pursue.

1. Leadership Team will focus their efforts on the Leadership Team dimension and develop action items to improve employee perceptions.
2. Departmental/Divisional meetings will be held to explore the results further and allow staff to provide more context to identify areas for improvement that will be meaningful to their respective groups.
3. The Employee Advisory Group will explore the survey results and will confirm and clarify survey findings in focus groups, providing the Leadership Team with recommended action items.

Questions?

