



# Dynamic Duo: Workforce and Evaluation Team up to Transform Employee Well-Being through Data

BY PHIG PARTNERS



SHAPING TOMORROW'S PUBLIC HEALTH TODAY.



# **Dynamic Duo: Workforce and Evaluation Team up to Transform Employee Well- Being through Data**

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2025 PHIG Annual Recipient Convening

# Benefits of Collaboration—work is stronger

## Workforce

- Increased technical capacity
- Data-informed decision making
- Initiatives more accurately tailored to staff need
- Formative evaluations
- Much more enjoyable & satisfying

## Evaluation

- Participatory
- Utilization-focused
- Evaluation more meaningful, focused, higher-quality
- Results used!
- Much more enjoyable & satisfying

# Agenda

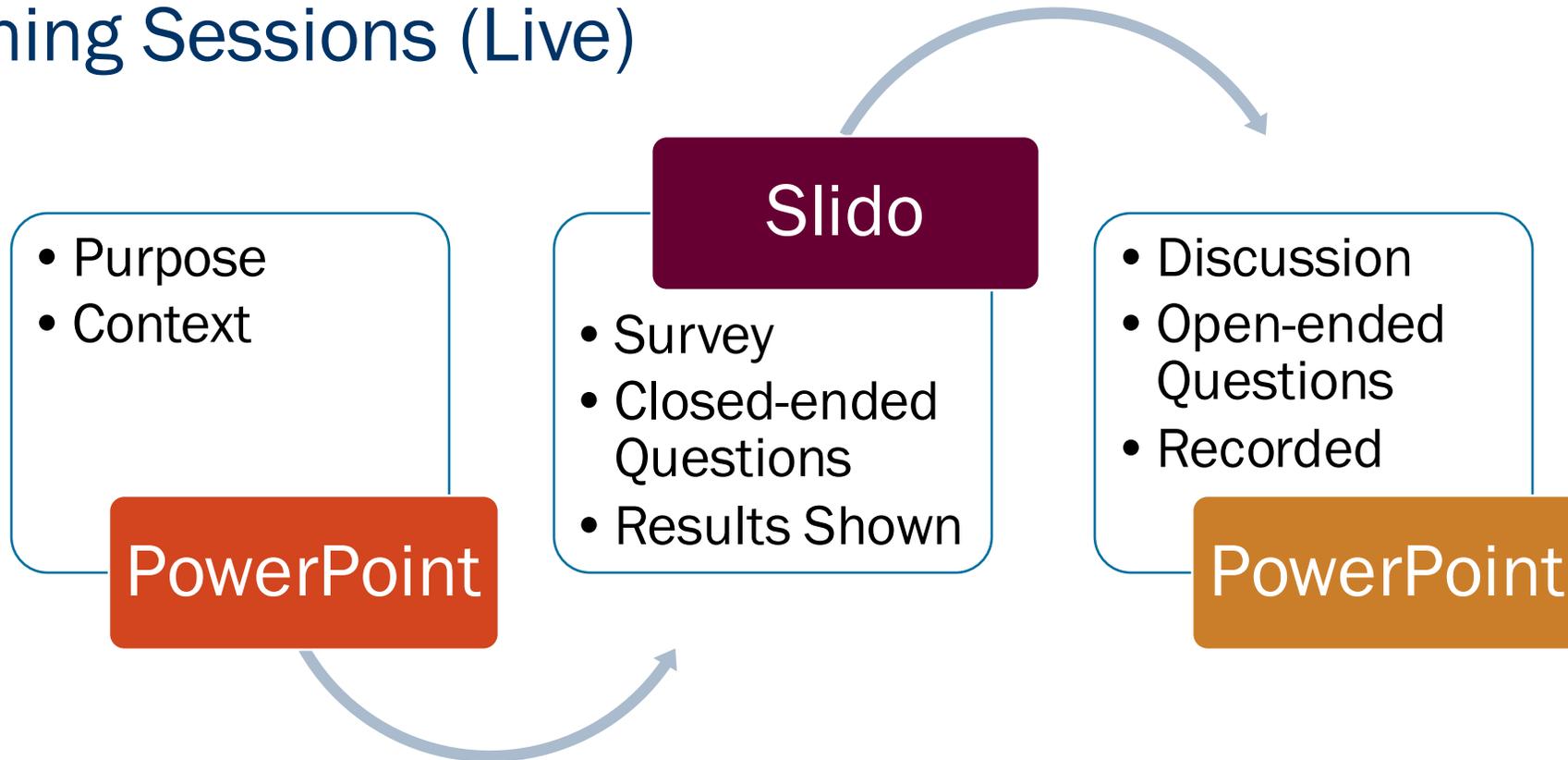




# Who is in the room today?

# What we did

## Listening Sessions (Live)



## Forms Survey (Asynchronous)

# Why we did it

The screenshot shows a web browser window with the URL <https://humanresources.vermont.gov/data/employee-engagement>. The page header identifies it as an official Vermont Government Website for the Department of Human Resources. A navigation menu includes links for Job Seekers, Employees, Managers and Supervisors, HR Professionals, How do I?, and Popular Links. The main content area features a breadcrumb trail (Home > Workforce Data) and a sidebar with various service links. The primary heading is "Employee Engagement Survey" with a sub-heading "Engagement Survey 2024 Results". The text explains that in 2013, DHR implemented a statewide survey to assess employee engagement and improve performance. A link is provided for the "Analysis of State of Vermont Employee Engagement Survey Results - 2024 (pdf)". Below this, a section titled "2024 Survey Results Dashboard" mentions that results are available on an interactive dashboard powered by Power BI.

## Analysis of State of Vermont Employee Engagement Survey Results – 2024



Prepared by:  
Vermont Department of Human Resources  
October 2024



# Our Results



## Employee Engagement Survey: VDH Results

December 2024

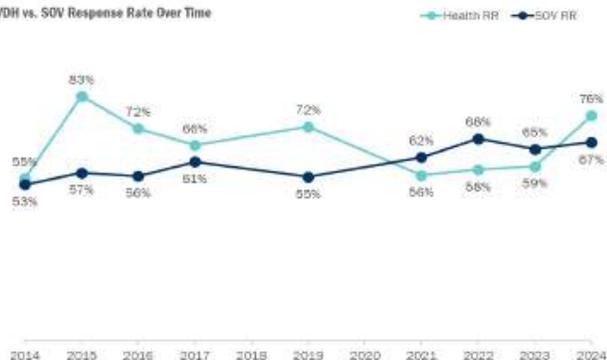
The Employee Engagement Survey has been conducted by the Department of Human Resources annually since 2014.<sup>1</sup> The time of year the survey is administered has varied over time from fall to spring to early summer.<sup>2</sup> The 2024 survey was conducted during the last two weeks of June. The survey's purpose is to gauge the overall state of the workforce regarding satisfaction with supervision, access to resources and growth opportunities, feelings of connection and inclusion, and other aspects of engagement and wellness. The goal is to inform workforce development and improvement efforts such that the State of Vermont has a satisfied, supported workforce.

This report summarizes the department's 2024 survey results. It also includes historical results, where possible, and comparisons of VDH's results with the average rates of AHS departments (except for the Department of Corrections)<sup>3</sup> and the State as a whole. The goal is to highlight areas where the department is doing well as well as areas that require focused improvement efforts.

### How Representative are the Department's Results?

The department has had high rates of participation in the survey since the beginning. Our highest level of participation was in 2015 (83%), and our lowest (since the first year) was in 2021 (56%) during the COVID response. This year's response rate is 76%, a substantial increase from 2023 and our second best yet. Higher participation means the results are more representative.

VDH vs. SOV Response Rate Over Time



## SOV Employee Engagement Survey 2024

DEPRIP



# VERMONT

## DEPARTMENT OF HEALTH

# Building a Response Plan



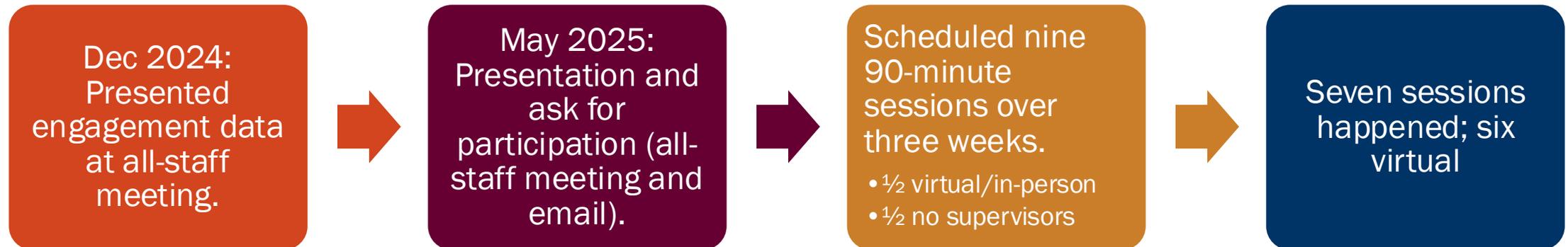


Which of the topics in our Employee Engagement Response Plan are also a focus of your PHIG work?

# How we did it



# Recruitment and Scheduling: We learned as we went!



# How the Sessions Went: By the Numbers

- **54** staff members participated
- **44** listening session participants;  
**10** asynchronous survey
- **26** participants (48%) self-identified as being part of a historically marginalized group
- **26** participants (48%) started with the Health Department pre-Covid
- **40** Central Office staff; **14** Local Health



# Lessons Learned – what we would do differently next time

- Develop instrument in Word first
- Understand similarities & differences of Slido and Forms first
- Better transcription solution than Microsoft Teams
- More formulaic re: how asked follow-up questions (more structured vs. semi-structured)
- Piloted first with live audience vs making first session a test session
- Coordinated timing with other data collections more effectively – spaced out more
- Point-in-time data is challenging when the needs of the workforce are evolving rapidly

## Let's do it together!



- You will be asked to respond to four Likert scale questions in this survey. If you don't feel like you have enough information to answer the question (i.e., your role doesn't interact with that scope of work), please skip it.
- For all questions, “we” means “the PHIG team at my department or agency.”
- Once everyone has a chance to answer, we'll look together at aggregate results and discuss.



## Does data matter?

# Discussion Questions

- What types of data are best suited to inform workforce development initiatives?
- What are the benefits of evaluating workforce development initiatives?
- Are there situations where workforce data isn't necessary? What are they?



## How are you using data?

# Discussion Questions

- Was there a disconnect between your beliefs about the importance of workforce data and your use of workforce data? If so, what barriers are you experiencing?
- If your use of data aligns with your beliefs about its value, what strategies have you used to prioritize this in your work?
- Data collection does not have to be overly burdensome! What is one small step you could take when you return home from this conference to deepen your understanding of your workforce?

# Thank you!

## Let's stay in touch.

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Thank you for joining us today!

## *What's Next*

- Take a movement break.
- Check the Schedule tab on the event platform for your next session.

