

OSDH Exit Survey Dashboards

Introduction	Exit Survey Results	Reasons for Leaving	Survey Item Favorability %	eNPS %
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Introduction:
The following dashboards contains Exit Survey data from former OSDH employees. The data has been de-identified to ensure confidentiality for participants.

OMES administered the Exit Survey from March 2019 to July 2023. Starting in September 2024, OSDH resumed the continuation of the survey by distributing the survey retroactively to all employees who parted from OSDH from January 1st, 2024 onwards. As a result, there is a gap in the data for CY 2023 resulting in a histoical low number of respondents for that given CY.

In November 2024, OMES announced that they would resume Exit Surveys through Workday starting in January 2025. To comply with this decision, OSDH will be sunseting their Exit Survey in Jaunary 2025.

The dashboards will be updated one last time on Feburary 1st, 2025.

The data reflected in the dashboards was collected from employees who were terminated from March 2019 - July 2023 and January 2024 - December 2024.

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Exit Survey Results



16 Survey Items Rankings		eNPS	Responses	Turnover Type
Employee Exit Experience		-58.1%	86	All
		Reason for Leaving (Weighted %)		
1	The physical working conditions were satisfactory to perform my duties.	<div> <div>2019</div> <div>2020</div> <div>2021</div> <div>2022</div> <div>2023</div> <div>2024</div> </div>		
2	My job challenged my skills and abilities.			
3	The amount of work required was reasonable.			
4	The resources needed to perform my job successfully were provided.			
5	My skills and abilities were valued by my managers and supervisors.			
6	I was provided adequate training for my job.			
7	My manager was effective as a problem solver, listener and coach.			
8	There was adequate communication about my job and expectations from my supervisor.			
9	I was treated with dignity and respect in my job area.			
10	I was treated fairly by my managers and supervisors.			
11	The agency culture promotes teamwork and collaboration.			
12	My salary was competitive.			
13	I would refer this agency as a good place to work to my friends and colleagues.			
14	Management is responsive to the needs of its employees.			
15	I feel employees are recognized appropriately by management.			
16	There were opportunities for advancement in my position.			
<div> <div>Favorable</div> <div>Neutral</div> <div>Unfavorable</div> </div>		<div> <div>0%</div> <div>% of Total Responses</div> <div>100%</div> </div>		
		<div> <div>1 Career opportunity</div> <div>16.57%</div> </div>		
		<div> <div>Salary</div> <div>16.57%</div> </div>		
		<div> <div>3 Issues with supervisor</div> <div>15.47%</div> </div>		
		<div> <div>4 Working conditions</div> <div>13.26%</div> </div>		
		<div> <div>5 Exhaustion/Burnout</div> <div>8.29%</div> </div>		
		<div> <div>Lack of advancement</div> <div>8.29%</div> </div>		
		<div> <div>7 Family</div> <div>7.18%</div> </div>		
		<div> <div>8 Retirement</div> <div>6.63%</div> </div>		
		<div> <div>9 Relocation</div> <div>3.31%</div> </div>		
		<div> <div>10 Injury/Illness</div> <div>2.76%</div> </div>		
		<div> <div>11 Benefits</div> <div>1.10%</div> </div>		
		<div> <div>12 School</div> <div>0.55%</div> </div>		

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Reason for Leaving



Reason for Leaving Ranked							Ranks for Reason for Leaving							Reason for Leaving	
	2019	2020	2021	2022	2023	2024		2019	2020	2021	2022	2023	2024		
1	Issues with supervisor	Working conditions	Issues with supervisor	Salary	Issues with supervisor Salary	Career opportunity Salary	Benefits	11	12	12	12	12	11	<div><div>■ Benefits</div><div>■ Career opportunity</div><div>■ Exhaustion/Burnout</div><div>■ Family</div><div>■ Injury/Illness</div><div>■ Issues with supervisor</div><div>■ Lack of advancement</div><div>■ Relocation</div><div>■ Retirement</div><div>■ Salary</div><div>■ School</div><div>■ Working conditions</div></div> <div>Turnover Type</div> <div>All</div> <div>Year (CY)</div> <div><input checked="" type="checkbox"/> 2019</div> <div><input checked="" type="checkbox"/> 2020</div> <div><input checked="" type="checkbox"/> 2021</div> <div><input checked="" type="checkbox"/> 2022</div> <div><input checked="" type="checkbox"/> 2023</div> <div><input checked="" type="checkbox"/> 2024</div>	
2	Working conditions	Issues with supervisor	Working conditions	Career opportunity Issues with supervisor				5	4	4		2	4		1
3	Salary	Exhaustion/Burnout	Exhaustion/Burnout		Working conditions	Issues with supervisor	Exhaustion/Burnout	4	3	3	5	9	5		
4	Exhaustion/Burnout	Career opportunity	Career opportunity	Working conditions	Career opportunity	Working conditions	Family	7	6	9	8	5	7		
5	Career opportunity Lack of advancement	Salary	Lack of advancement Retirement	Exhaustion/Burnout	Family	Exhaustion/Burnout Lack of advancement	Injury/Illness	10	11	10	10	8	10		
6		Family		Lack of advancement	Lack of advancement Retirement		Issues with supervisor	1	2	1	2	1	3		
7	Family	Retirement	Salary	Retirement		Family	Lack of advancement	5	8	5	6	6	5		
8	Relocation	Lack of advancement Relocation	Relocation	Family	Injury/Illness	Retirement	Relocation	8	8	8	9	10	9		
9	Retirement		Family	Relocation	Exhaustion/Burnout	Relocation	Retirement	9	7	5	7	6	8		
10	Injury/Illness	School	Injury/Illness	Injury/Illness	Relocation	Injury/Illness	Salary	3	5	7	1	1	1		
11	Benefits School	Injury/Illness	School	School	School	Benefits	School	11	10	11	11	11	12		
12		Benefits	Benefits	Benefits	Benefits	School	Working conditions	2	1	2	4	3	4		

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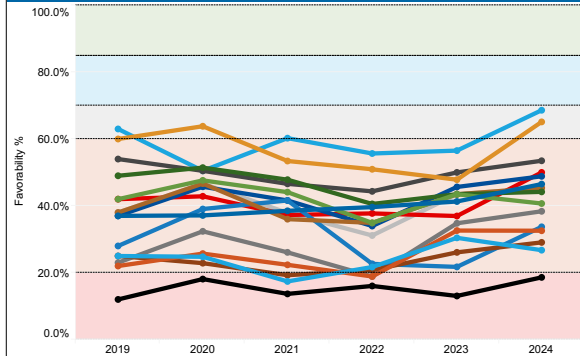
Survey Item Favorability %



Survey Item

- I feel employees are recognized appropriately by management.
- I was provided adequate training for my job.
- I was treated fairly by my managers and supervisors.
- I was treated with dignity and respect in my job area.
- I would refer this agency as a good place to work to my friends and colleagues.
- Management is responsive to the needs of its employees.
- My job challenged my skills and abilities.
- My manager was effective as a problem solver, listener and coach.
- My salary was competitive.
- My skills and abilities were valued by my managers and supervisors.
- The agency culture promotes teamwork and collaboration.
- The amount of work required was reasonable.
- The physical working conditions were satisfactory to perform my duties.
- The resources needed to perform my job successfully were provided.
- There was adequate communication about my job and expectations from my supervisor.
- There were opportunities for advancement in my position.

Survey Item Favorability % (Timeplot)



Survey Item Favorability % (Heatmap)

	2019	2020	2021	2022	2023	2024
Employee Exit Experience	37.2%	40.4%	36.5%	32.7%	38.2%	43.0%
I feel employees are recognized appropriately by management.	25.0%	24.8%	17.4%	21.7%	30.4%	26.7%
I was provided adequate training for my job.	37.0%	37.1%	38.5%	39.6%	41.3%	46.5%
I was treated fairly by my managers and supervisors.	42.0%	47.6%	44.1%	34.9%	43.5%	40.7%
I was treated with dignity and respect in my job area.	49.0%	51.4%	47.8%	40.6%	43.5%	44.2%
I would refer this agency as a good place to work to my friends and colleagues.	22.0%	25.7%	22.4%	18.9%	32.6%	32.6%
Management is responsive to the needs of its employees.	25.0%	22.9%	19.3%	20.8%	26.1%	29.1%
My job challenged my skills and abilities.	60.0%	63.8%	53.4%	50.9%	47.8%	65.1%
My manager was effective as a problem solver, listener and coach.	38.0%	46.7%	36.0%	34.9%	43.5%	45.3%
My salary was competitive.	28.0%	39.0%	41.6%	22.6%	21.7%	33.7%
My skills and abilities were valued by my managers and supervisors.	37.0%	45.7%	41.6%	34.0%	45.7%	48.8%
The agency culture promotes teamwork and collaboration.	23.0%	32.4%	26.1%	18.9%	34.8%	38.4%
The amount of work required was reasonable.	54.0%	50.5%	46.6%	44.3%	50.0%	53.5%
The physical working conditions were satisfactory to perform my duties.	63.0%	50.5%	60.2%	55.7%	56.5%	68.6%
The resources needed to perform my job successfully were provided.	42.0%	42.9%	37.3%	37.7%	37.0%	50.0%
There was adequate communication about my job and expectations from my supervisor.	38.0%	46.7%	37.9%	31.1%	43.5%	45.3%
There were opportunities for advancement in my position.	12.0%	18.1%	13.7%	16.0%	13.0%	18.6%

Turnover Type

- ☒ Involuntary
- ☒ Voluntary

Year (CY)

- ☒ 2019
- ☒ 2020
- ☒ 2021
- ☒ 2022
- ☒ 2023
- ☒ 2024

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Employee Net Promoter Score %

