

# STAFF ENGAGEMENT, CLIMATE, & NEEDS ASSESSMENT SURVEY



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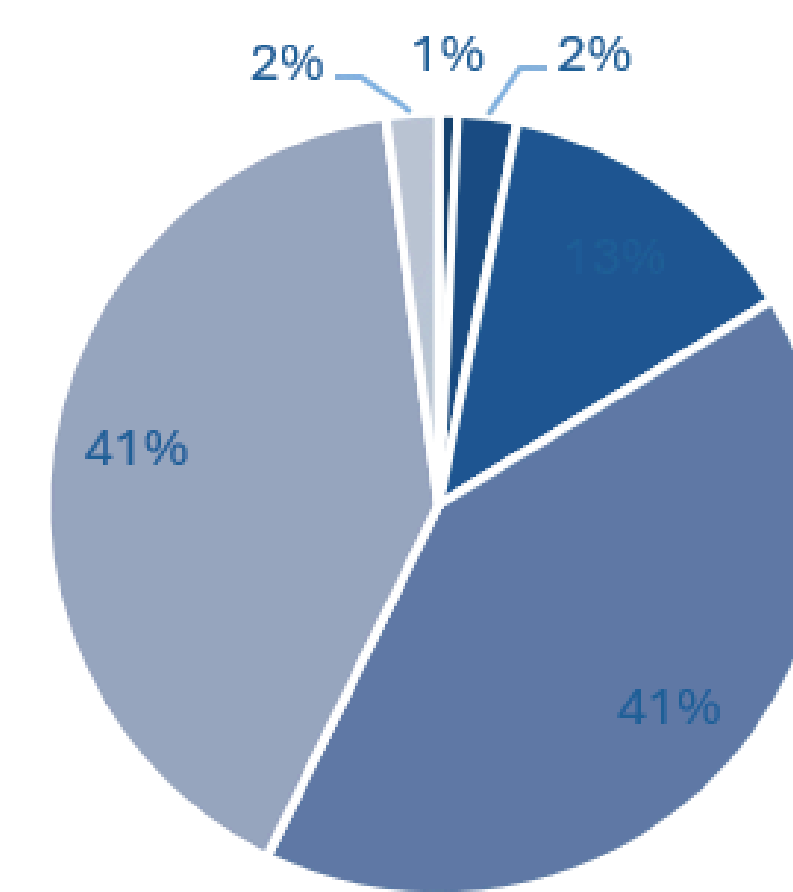
Hampton and Peninsula Health Districts  
VDH Internship Academy Cohort 4

## Overview

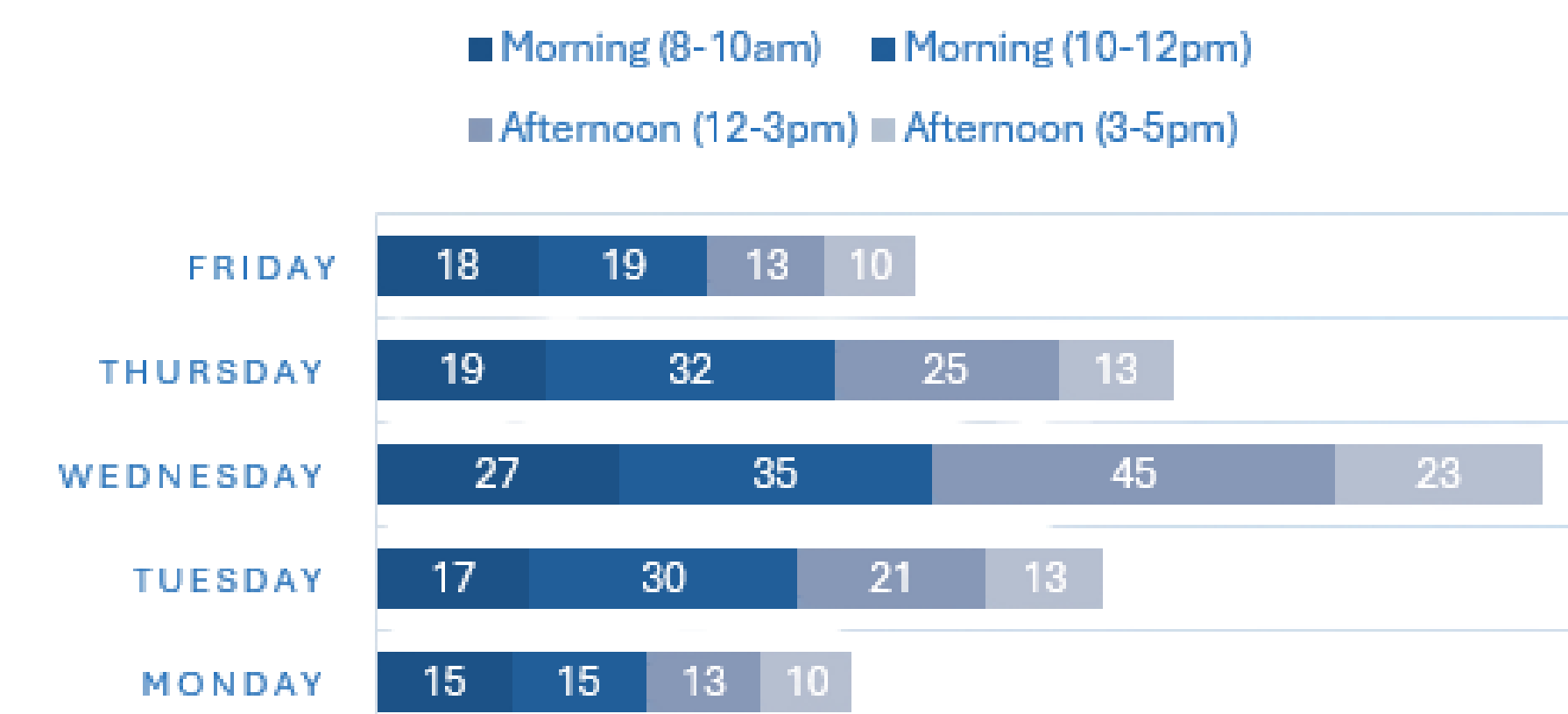
My internship supported the redesign, implementation, and analysis of the district-wide Staff Engagement, Climate, and Needs Assessment Survey. The implementation of the survey aimed to inform workforce development strategies, training priorities and organizational policy improvements. Through conducting a gap analysis, I was able to provide recommendations for future trainings and engagement in Hampton and Peninsula Health Districts.

All Competencies Measured

- No knowledge or skill 1
- Little knowledge or skill 2
- Some knowledge or skill 3
- Good level of knowledge or skill 4
- Fully knowledgeable/skilled 5



TRAINING AVAILABILITY OVERALL



## The Survey

Sections:

- Demographics
- Core Competencies
- Tiers of Core Competencies
- Departmental Needs
- Engagement, Wellness, and Satisfaction
- Training Modalities and Preferences
- Final Comments

### Core Competency Breakdown:

- Analytical and Assessment Skills
- Communication Skills
- Cultural Competency Skills
- Public Health Science Skills
- Leadership and Management Skills
- Problem Solving, Judgement, Planning, and Organization Skills
- Teamwork and Building Relationships

## Recommendations

### Training

- 1 Interdepartmental Communication: Office Hour Days
- 2 Office Application How-to Videos and IT Corner of SharePoint
- 3 Department-Specific Required Training Days
- 4 Conflict Resolution and De-Escalation Training
- 5 Protected Scheduled Time for Training

### Engagement

- 1 VDH Day: "Public Health Comes First" 1st of the Month Spirit Day
- 2 Enhance Online and In-Person Accessibility to Accommodate Multiple Offices
- 3 Leadership Encouragement of Breaks
- 4 Communication Style Worksheets for Outside Offices and Cubicles
- 5 Reimplement HPHD Field Day

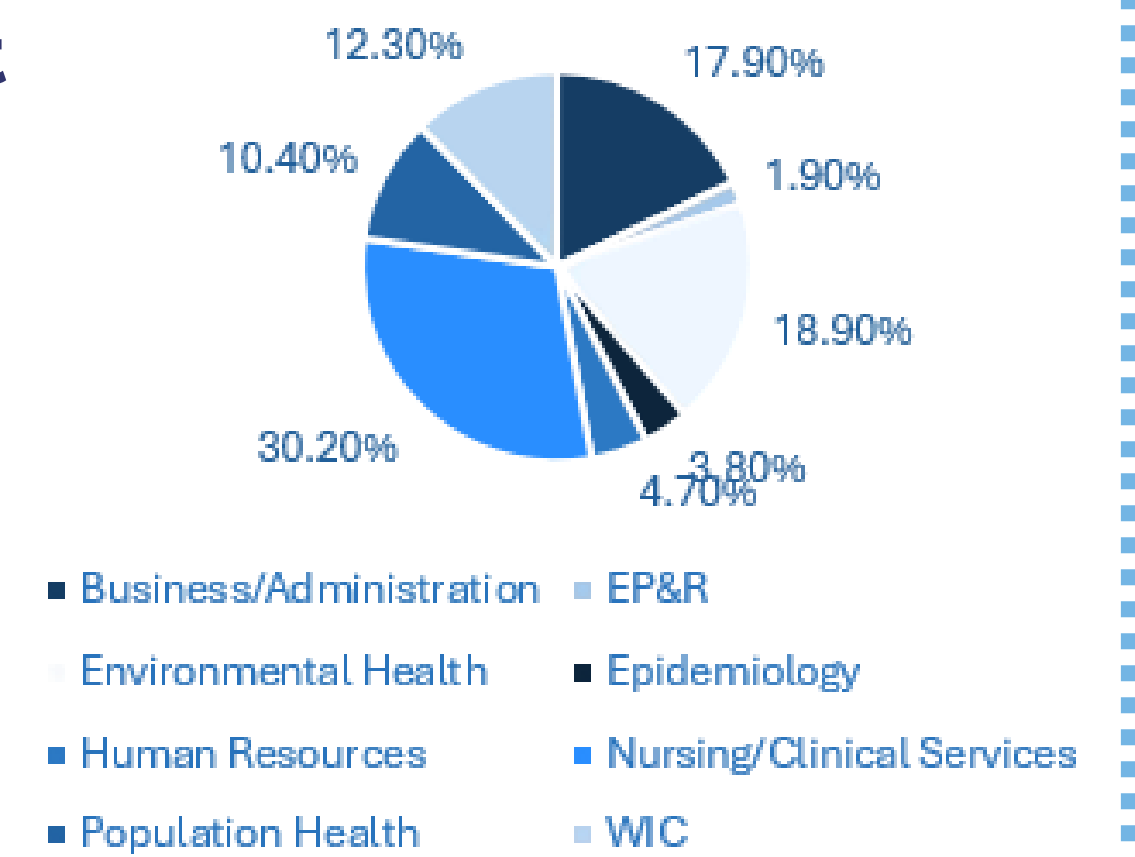
## Results

106 responses out of 134 staff at HPHD- Open for 2.5 weeks

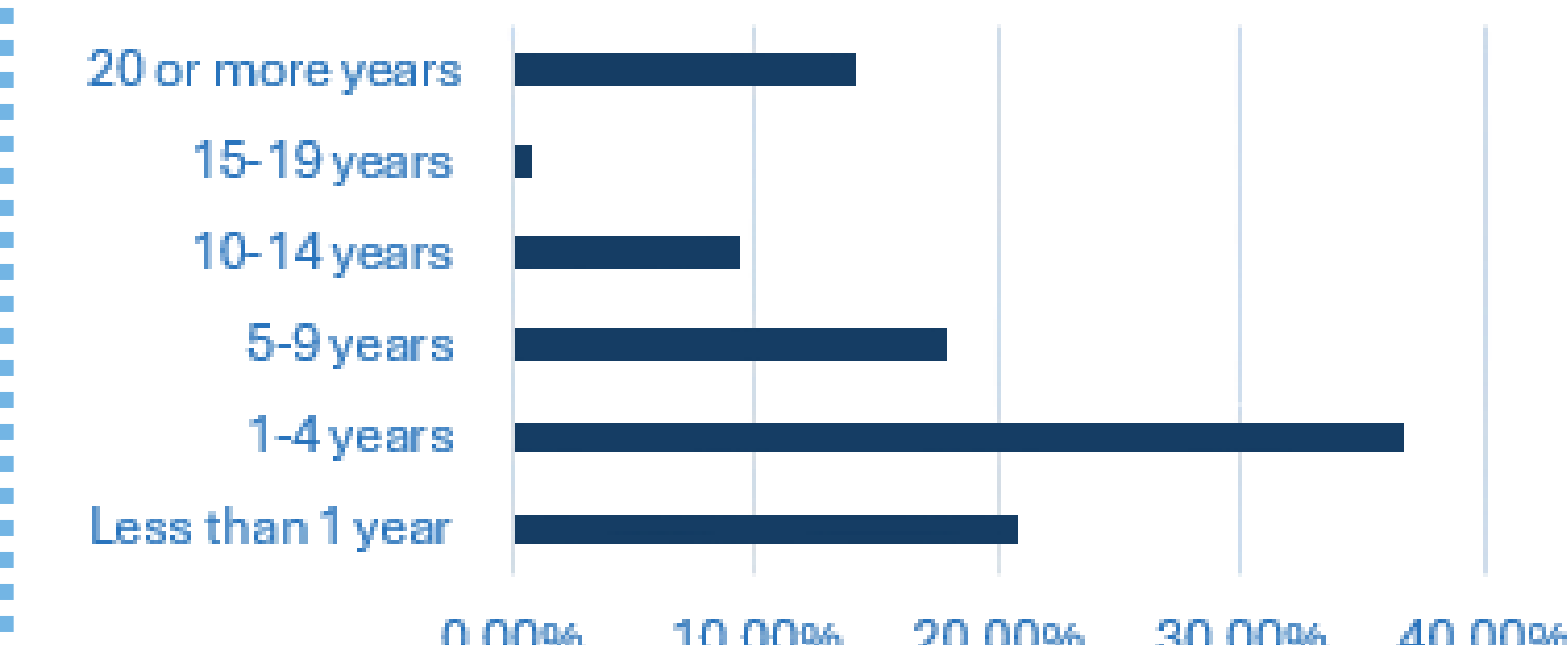
- 80% response rate
- 29% increase from previous survey administered
- 18 percentage point increase

Demographics represented:

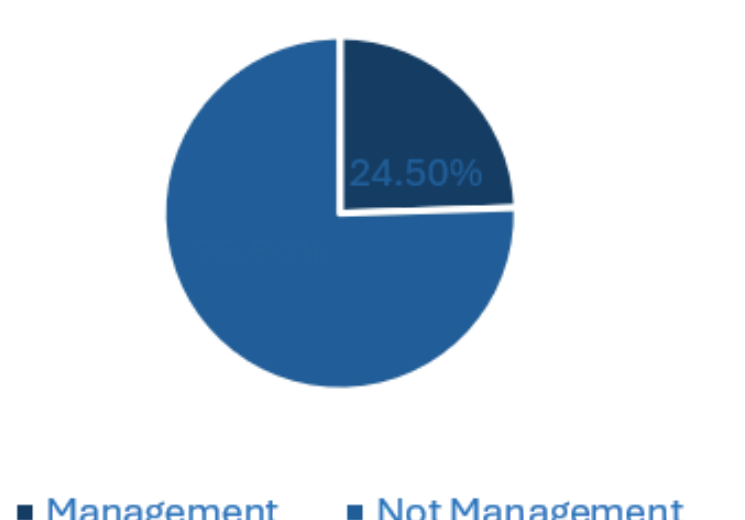
Responses by Department



Tenure



Position of Staff



## Incentives and Flyers!



## Challenges

- Learn functions of REDCap
- Incentivizing an anonymous all-staff survey only open for a short time frame
- Departmental Needs and Tiers of Core Competencies sections are brand new! Expanding them better to gather more precise data without prior example.
- Training availability overall is not the same as per department

## Acknowledgements

Thank you to my mentor, Darryl Boykins, and all of HPHD staff for being so welcoming! I also want to thank both Bridget Cochran and Jeff Stover for such an amazing opportunity and for allowing us the space to thrive at VDH! To my fellow interns, I have loved getting to know all of you, and look forward to potentially working with you in the future!

## Goals

- Assess staff engagement, workplace climate, and training needs
- Identify gaps in workforce development
- Provide actionable recommendations for leadership
- Inform workforce development strategies, training priorities, and organizational policy improvements