



Employee Value Proposition

What is an Employee Value Proposition?

An Employee Value Proposition (EVP) is the perceived value to the employee in exchange for working for an organization. An EVP includes five attributes:

- ✓ **Rewards:** compensation, health and retirement benefits, and vacation
- ✓ **Work:** job-interest alignment and work-life balance
- ✓ **Organization:** market position, product/service quality, and social responsibility
- ✓ **Opportunity:** career opportunities, development opportunities, and organization growth rate
- ✓ **People:** manager quality, coworker quality, senior leadership reputation, and camaraderie

Purpose In the summer of 2015, the Employer of Choice Committee identified an EVP to highlight the benefits of working for state government that can be used by agencies to recruit, engage, and retain high quality employees. The EVP highlights our strengths and support for diversity, equity, inclusion, and respect in our workplaces.

Objective The project team will collect qualitative and quantitative data on the satisfaction of potential and current state employees. The data will be used to assess the benefits of working for the state of Washington and will be communicated in various ways including online audio/visuals.

Accomplishments As of mid-July, the project team has identified the following strengths through research, employee surveys, and focus groups.

EVP Strengths

- ✓ Comprehensive Health Care Benefits
- ✓ Stability
- ✓ Comprehensive Vacation/Leave Benefits
- ✓ Work-life Balance
- ✓ Comprehensive Retirement Benefits
- ✓ Public Impact
- ✓ Career Growth
- ✓ Respect



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Current Status

The project is planning to sharpen and refine the “EVP Strengths” by conducting two surveys and five focus groups.

Surveys	
Human Resource Mangers EVP Evaluation Survey	7/11 – 7/26
Employee EVP Evaluation Survey	7/30 – 8/13
Focus Groups	
HR Managers Focus Group	8/1
Employee Focus Group #1	8/7
Employee Focus Group #2	8/9
Deputy Directors Focus Group	8/15
Communication Managers Focus Group	TBA

How you can help

HR Mangers

- ✓ Provide names and contact information for survey and focus group participants by July 23.
- ✓ Take the HR Managers Survey by July 26. This data will help assess the reality of agencies being able to support and sustain the EVP strengths.

Non-HR Managers

- ✓ Volunteer to be a focus group note taker. Note takers will hear unfiltered, employee perceptions of our strengths and how we can improve as an employer of choice.

Questions?

Survey/Focus Groups:

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Project Organization

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