

FTB Employee Engagement Survey PowerPoint

Franchise Tax Board Meeting

Thursday, March 19, 2020

Slide 1: FTB Employee Engagement Survey 2019 Survey Results

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March 19, 2020

Slide 2: Today's Presentation

- A Look Back at 2016 Survey
- Marketing Strategies/Staff Videos
- 2019 Survey Results
- Next Steps

Slide 3: FTB Employee Engagement Survey History

- 2016 Survey
- Implemented from 2016 survey
 - The Analyst Development Program
 - The Career Awareness and Resource Event
 - The New Employee Orientation

Slide 4: FTB Employee Engagement Survey Staff Video

A video plays regarding FTB staff who were impacted by the programs we implemented after the 2016 survey

Slide 5: FTB Employee Engagement Survey Overall Engagement Levels

A stacked bar chart displays the engagement levels across four columns: Private Sector, Government, State Government, and Franchise Tax Board

Slide 6: FTB Employee Engagement Survey Intent to Stay

A bar chart displays the intent to stay percentages across five columns: Stay, Leave to pursue a different position within FTB, Leave FTB, Leave to retire, and Prefer not to say

Slide 7: FTB Employee Engagement Survey Workplace Factor Scores

Workplace Factor	How FTB Scored	Relative Weight
My Organization's Mission	84	17
My Supervisor	83	9
My Team	81	10
My Work	78	16
Resources and Workload	77	13
Training and Development	70	15
Leadership and Managing Change	65	20

Slide 8: FTB Employee Engagement Survey Strong Connection to Mission

- 84% – FTB's mission is important to me
- 84% – My work makes a difference in the lives of Californians
- 80% – FTB is successful at accomplishing its mission

Slide 9: FTB Employee Engagement Survey Next Steps

- Update Strong Organization Strategic Goal
- Continue to refine Leadership programs
- Host 3rd annual Career Awareness & Resource Event
- Conduct focus groups for deeper understanding
 - A video plays thanking FTB employees for their survey participation

Slide 10 Questions?