


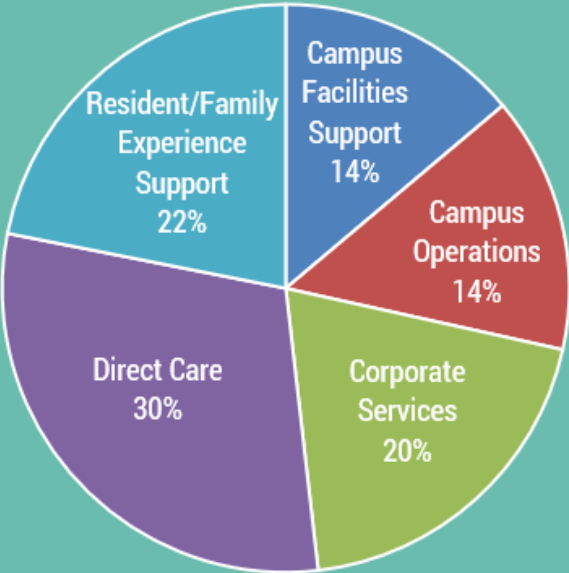


Vincentian Together Survey Results

March 2022



Employee Survey – Facts and Figures

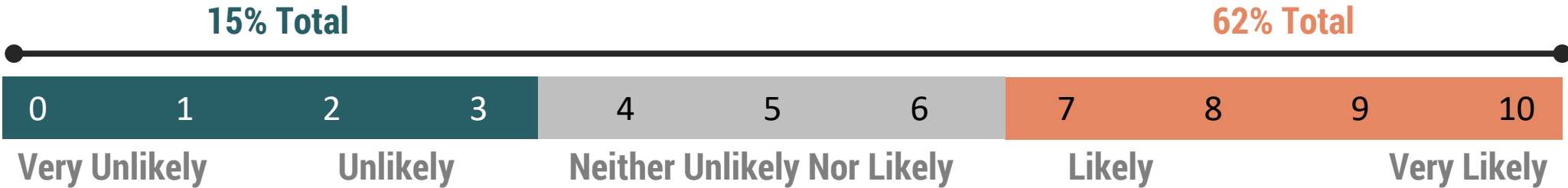


<p>SURVEY DATES</p>  <p>NOV 3 – DEC 6</p>	<p>CURRENT ROLES OF SURVEY RESPONDENTS</p> 	<p>SURVEY RESPONSES</p>  <p>137</p>	<p>SURVEY RESPONDENTS BY FACILITY</p> <ul style="list-style-type: none"> 7 Child Care 19 Corporate Office 5 Independent Living 7 Schenley Gardens 10 Vincentian de Marillac 38 Vincentian Home 6 Vincentian Home PC 20 Vincentian Marian Manor 1 Vincentian Marian Manor PC 24 Prefer Not to Answer
<p>COMMENTS PROVIDED VALUABLE FEEDBACK</p> 		<p>RESPONDENTS POSITION TYPE</p> <ul style="list-style-type: none"> 29% of Respondents Clinical 71% of Respondents Non-Clinical 42% of All Respondents self-identified as Non-Supervisory Role 	

Employee Survey – Likelihood to Recommend



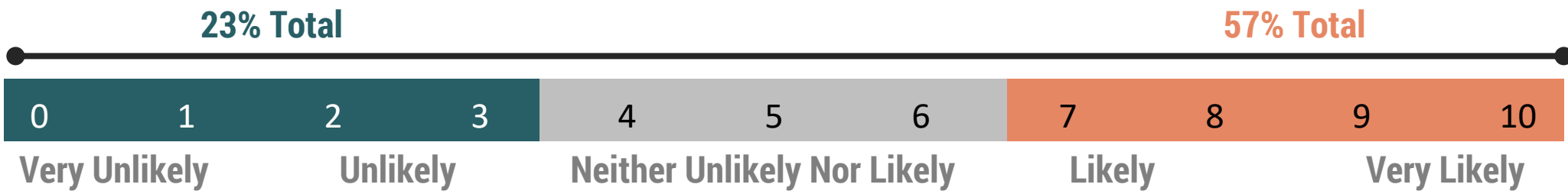
How likely would you be to recommend Vincientian's services to a friend, family member or colleague?



Employee Survey – Likelihood to Recommend



How likely would you be to recommend working at Vincentian to a friend, family member or colleague?



Employee Survey

Rank Factors for Overall Happiness at Work



2020	FACTOR	2021	FACTOR	
4.30	Feeling that my work is meaningful	4.24	Feeling that my work is meaningful	} >54% of respondents ranked one of these two factors as #1 both years
3.95	Compensation, pay, benefits	3.96	Compensation, pay, benefits	
3.56	Having work/life balance	3.94	Having work/life balance	} Work/Life balance score increased
3.39	Relationships with colleagues who value my work	3.28	↑ Flexible schedule	} Flexible schedule surpassed relationships with colleagues
3.05	Flexible schedule	3.04	↓ Relationships with colleagues who value my work	
2.75	Opportunities to advance my career	2.54	Opportunities to advance my career	

Survey respondents were asked to rank/reorder the listed factors that impact overall happiness at work in order of importance. Rankings were totaled and averaged for each factor to determine scores.

Employee Survey – Comparison 2021 vs. 2020



	2021	2020	
↑	54%	46%	Corporate communications keeps me informed with relevant Vincentian information.
↑	53%	49%	My manager (or someone in management) has shown a genuine interest in my career aspiration
–	52%	52%	I feel connected to employees throughout the organization.
↓	48%	54%	I would stay with Vincentian if offered a similar position elsewhere.
↓	50%	56%	I feel valued as an employee.
↓	52%	56%	Day-to-day decisions here demonstrate that quality and improvement are top priorities.

	2021	2020	
↑	64%	61%	I have access to the learning and development I need to do my job well.
↓	56%	64%	Working at Vincentian allows me to achieve a good work/life balance.
↓	67%	69%	I feel connected to Vincentian's mission in my daily work.
↑	85%	84%	Vincentian welcomes employees of all backgrounds, characteristics, and beliefs.
↑	91%	89%	I know what I need to do to be successful in my role.

Employee Survey – Noteworthy Improvements



BIGGEST IMPROVEMENT

“Corporate Communications keeps me informed with relevant Vincentian information.”

- 8% increase of respondents who agree/strongly agree
- In 2020 this question had the largest percentage of disagree/strongly disagree responses.
- Several targeted communications initiatives between 2020-2021 likely influenced this improvement.

BIGGEST IMPROVEMENT

“My manager (or someone in management) has shown a genuine interest in my career aspirations.”

- 4% increase of respondents who agree/ strongly agree and 3% decrease of respondents who disagree/strongly disagree.
- Opening of the Vincentian Learning and Engagement Institute in Spring 2021 has likely heightened awareness and conversations of professional development opportunities

Employee Survey

Reasons I Enjoy Working for Vincentian



Residents and Co-workers

"I feel that it is a very good organization. I enjoy the people that I work with. I feel a strong sense of purpose in being helpful to the staff and residents."

Making a Difference

"I have the opportunity to truly impact change."

Flexible Schedule

"I enjoy the flexible schedule and have always felt supported in my role."

Culture of Compassionate Care

"I genuinely believe we do Elder Care the way it is supposed to be done – fiscally responsible but also with care and compassion. Most facilities within other organizations lack compassion."

Faith and Spiritual Life

"I love working for a Catholic organization and having access to spiritual resources for the residents."

Meaningful Mission

- "Feeling that my work is meaningful and impacting others;"
- "The mission of Vincentian."



Meetings / Presence

- “More in-person presence from senior leadership on campuses.”
- “Supervisors should meet with their staff regularly.”

Communication Channels

- “Increase the text messages and emails. They’re an easy way to get info out.”
- “Utilize the Cliniconex system to its fullest potential as it goes directly to employees/families’ phones and/or emails.”

Interactions / Responsiveness

- “Provide explanations for certain decisions.”
- “Talk, listen and act on the concerns you encourage staff to bring to you. It does no good to ask what they want/need and then nothing happens.”

Content / Material

- “Email updates to all departments when there are changes in policy.”
- “Simplify the language.”
- “A manual that explains my benefits, vacation, sick time policy, pay scales and performance reviews etc.”

What would make Vincentian a better place to work?



Staffing

“Burnout is real and there are no supports in place to increase staffing or acknowledgment of critical understaffing.”

Compensation / Benefits

- “Review all “old employees” work experience history and adjust their wages accordingly.”

Appreciation

“Staff throughout want to be more appreciated and recognized.”

Accountability

“Hold management more accountable for their work on a day-to-day basis!!”

Specific Ideas

- “Have more green-types of cleaning products used for cleaning.”
- “More job-specific training and education.”

Inclusion and Communication

- “Better communication between staff, management, and departments.”
- “Be more involved with decisions that affect my job.”