



YES Team!

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Yolo Encourages Success through Talent Engagement, Assistance & Motivation

EMPLOYEE ENGAGEMENT FUND PROPOSAL

Background

It is widely agreed that a solid strategy for increasing employee engagement involves providing employees with opportunities and resources for career development and mobility within the larger organization. Positive career experiences encourage employees to develop the skills and competencies that the organization needs, giving employees a sense of progress and the experience necessary to fill more advanced and diverse positions within the organization.

The YES Team, established in May 2014, is a multi-disciplinary group of Yolo County employees who are focused on seeking best practices and developing programs, resources and opportunities to promote continuous learning and the development of the County workforce.

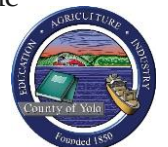
The Yolo County leadership team, which includes representatives from the CAO's office and the Department Heads and Assistant Department Heads from each department, discussed and acknowledged their commitment to employee engagement and the talent development of the Yolo County workforce. As a result, it was agreed that a Talent Development Initiative would commence including representatives from various departments. The Talent Development Initiative workgroup later renamed themselves the YES Team. Yolo Encourages Success – Talent, Engagement, Assistance, and Motivation. The team will develop and prioritize objectives that are in alignment with the Yolo County Strategic Plan.

The YES Team in coordination with Human Resources and the CAO's Office initiated an Employee Engagement survey. The goal is to release the survey annually or semi-annually to assess countywide and department employee engagement. Data from the survey will be used to focus future initiatives and improve outcomes.

Employee Engagement Fund

The YES Team is recommending that the Yolo County Board of Supervisors and CAO start an employee engagement fund. Ideally, the fund would be seeded with \$20,000 per year. Grants would be made available to Departments in \$5,000 increments, however if funds permit and the application is warranted, grants may exceed or be less than this amount. Departments who participated in the County Employee Engagement Survey are eligible to apply to the [YES Team](#) for funds to address an employee engagement issue identified in or supported by the employee engagement survey results.

A Yolo County sponsored, employee based initiative.



03/15/17

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Employee Engagement Fund Proposal

The expectation is that a staff team from the Department will analyze the survey results, craft a recommendation, and present it to a panel comprised of YES members, CAO office and other members of leadership. The panel will make an official recommendation to the CAO's office. An analyst from the CAO's Office will be assigned to each approved project to support the selected Department(s) to ensure proper documentation is captured and that outcomes are tied to survey results.

Funds would become available to apply for each year during a pre-designated time period, ideally in January after the results of the survey are made available. A link to apply as well as additional information about the Employee Engagement Fund will be included on the YES Team Employee Engagement website page. Results for the funded initiatives by the Department receiving the funds and a report will be provided to the CAO's office and the YES Team by the end of March with the results shared with other departments and potentially posted on the team web pages. The purpose of sharing the results and outcomes is to identify best practices and lessons learned in the employee engagement/talent development arena. An archive will be created to share best practices for other departments to replicate, when applicable.

The application for funds will model a grant application. The Department would need to clearly define the issue, the scope of the intervention, and defined outcomes – using Results Based Accountability model (the County's identified performance measurement model).

Timeline

- In 2017, the application period will commence in April.
- Applications will be due by June 30th.
- Award announcements will be made in July, accompanied by the release of funds.
- The application will describe the duration of the project, which would normally be one year but may extend to two years. Project results/progress report will be due August of the following year.