

EXECUTIVE SUMMARY



Culture & Engagement Insights

Gateway Technical College, November 27, 2023

Kenosha County EMS

The November 2023 employee survey conducted at Gateway Technical College had a response rate of 74.0%.

601 employees were invited and 445 responded (74.0%).

This is a lot higher than the average response rate of 61% that we see from colleges and universities similar to yours.

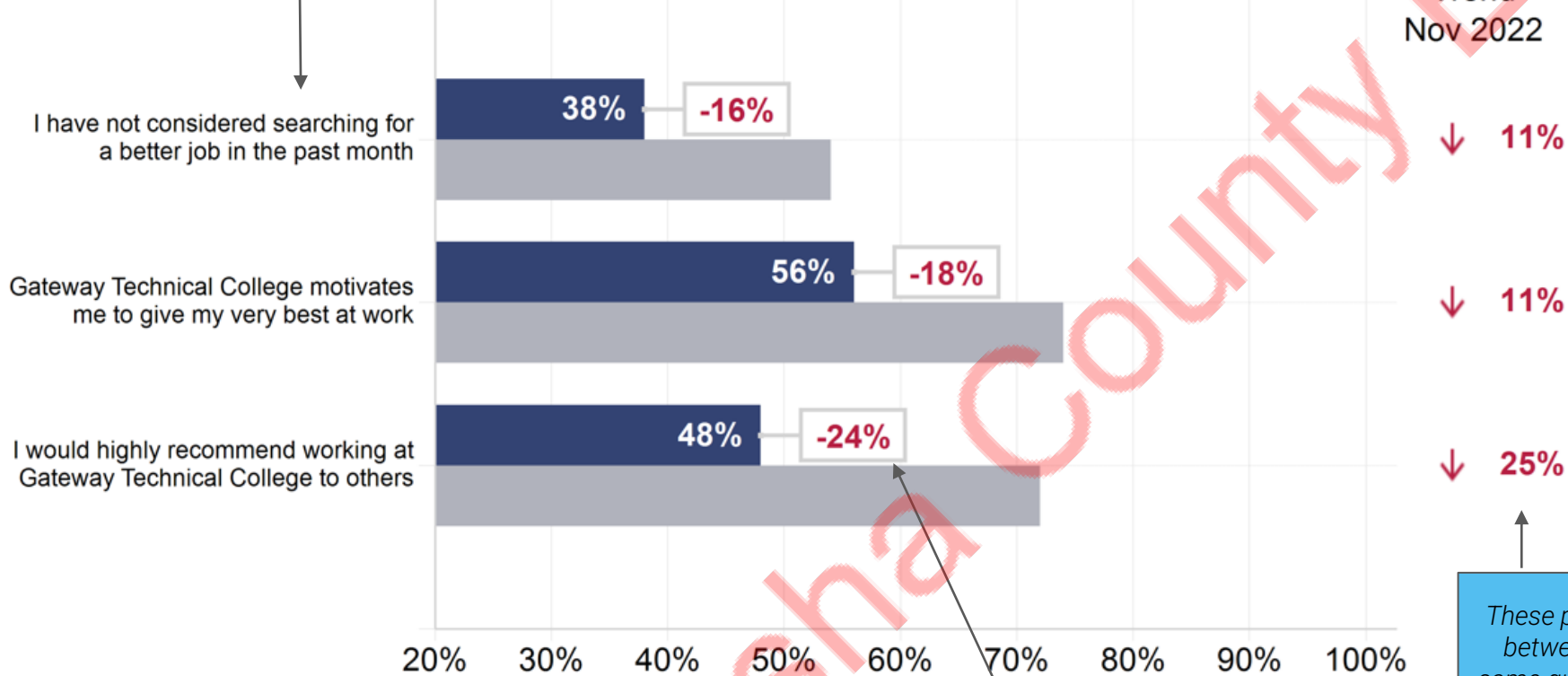
What is Engagement?

The percentage of employees who are:

- **Highly Motivated** - This company motivates me to give my very best at work
- **Committed to staying** - I have not considered searching for a better job in the past month
- **Willing to recruit others** - I would highly recommend working at this company to others



The 38% figure reflects people who have not considered looking for a better job. This means that almost half (47%) of respondents have considered looking for a better job. 15% were neutral.



Engaged - Percent who responded favorably by statement - November 2023

This chart shows how the employees at Gateway Technical College (dark blue bar) compared against the "Colleges and Universities - 2023" benchmark (gray bar). That benchmark includes similar colleges and universities who also completed this survey.

Trend
Nov 2022

↓ 11%
↓ 11%
↓ 25%

These percentages on the right side show the difference between 2022 and 2023 Gateway responses to these same questions. In other words, Gateway scores declined for each item compared last year's survey.

Difference between Gateway's score (dark blue bar) and similar colleges and universities. (gray bar)



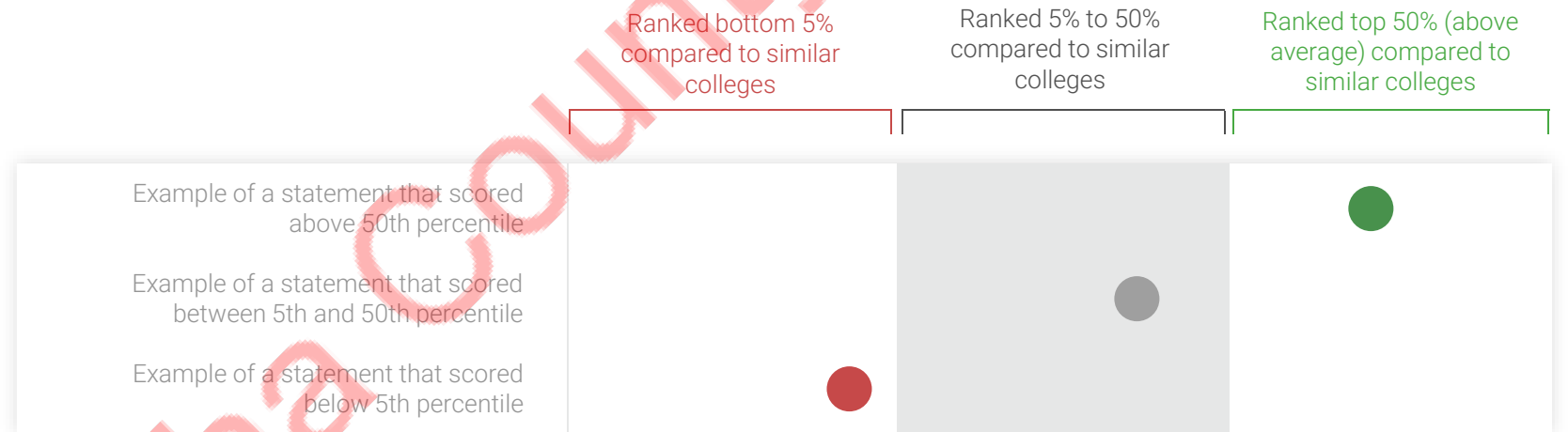
UNDERSTANDING YOUR RESULTS

Response scores to individual statements are represented by dots placed horizontally.

Scores are calculated in percentiles based on overall scores of other colleges and universities similar to yours.

Scores that fall below the 5th percentile are emphasized in **red**, and those above the 50th percentile are emphasized in **green**.

Those that fall between the 5th and 50th percentile are grey.

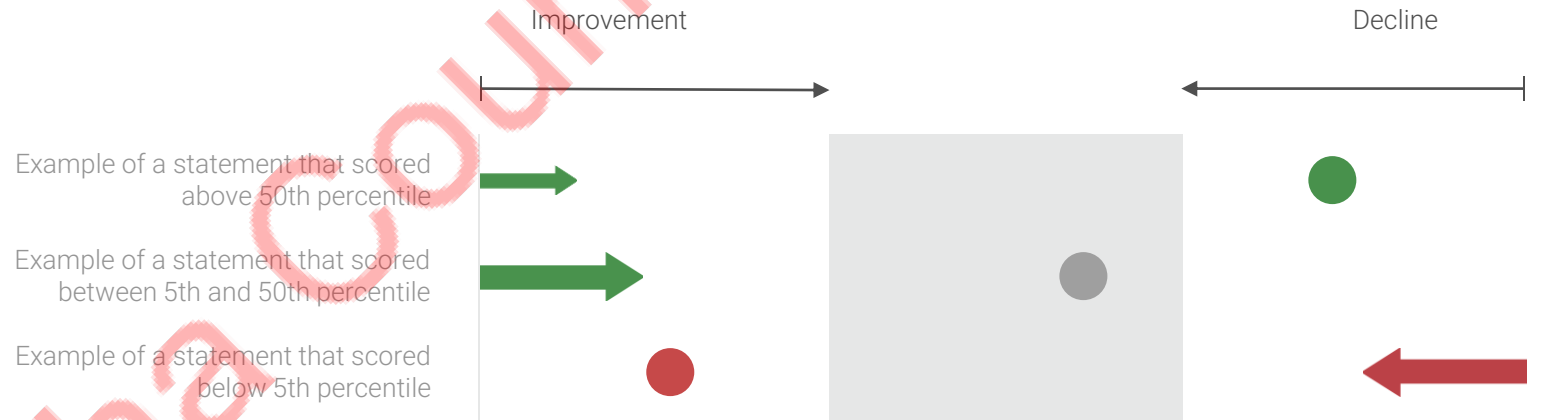


UNDERSTANDING YOUR RESULTS

A change in score from your previous survey is represented by an arrow.

Arrows that point to the right indicate an area of **improvement** for that statement. Arrows that point to the left indicate a **decline**. The larger the arrow, the more impactful the change.

The most significant increases are colored **green**, while the most significant declines are colored **red**.



UNDERSTANDING YOUR RESULTS

The size of a dot has different meanings, depending on the chart you are viewing.

When looking at overall scores for **statements**, dot size represents a statement's impact on employee engagement. When viewing **group scores**, the size of the dot corresponds to the number of people who responded.

Statements Larger dots represent the importance of this statement as it relates to employee engagement.

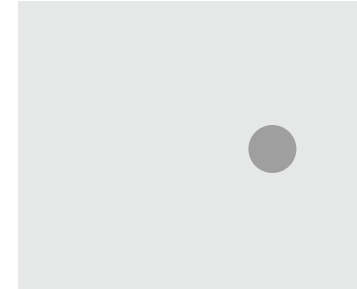
Example of a statement that scored above 50th percentile



Example of a statement that scored between 5th and 50th percentile



Example of a statement that scored below 5th percentile



Group Scores Large dot represents a group that had a higher number of responders

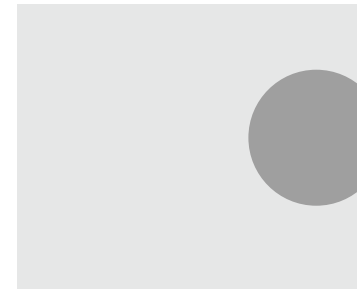
Department A



Department B



Department C



SURVEY STATEMENTS

These are Gateway Technical College's collegewide results for the survey.

Scores are sorted vertically from **positive to negative**, starting from the top of the chart.

Helpful Hints

Green circles represent scores above average compared to similar colleges.

Red circles represent scores in the bottom five percent compared to similar colleges.

Arrows (if present) represent Gateway's change from previous survey

Dot size represents degree of impact on engagement scores



Scores declined in every area compared to last year.



DIVISIONS

These are Gateway Technical College's division scores.

Scores are sorted vertically from positive to negative. **Group scores** are calculated from individual scores within a given group's response to culture driver statements.

Helpful Hints

Green circles represent scores above average compared to similar colleges.

Red circles represent scores in the bottom five percent compared to similar colleges.

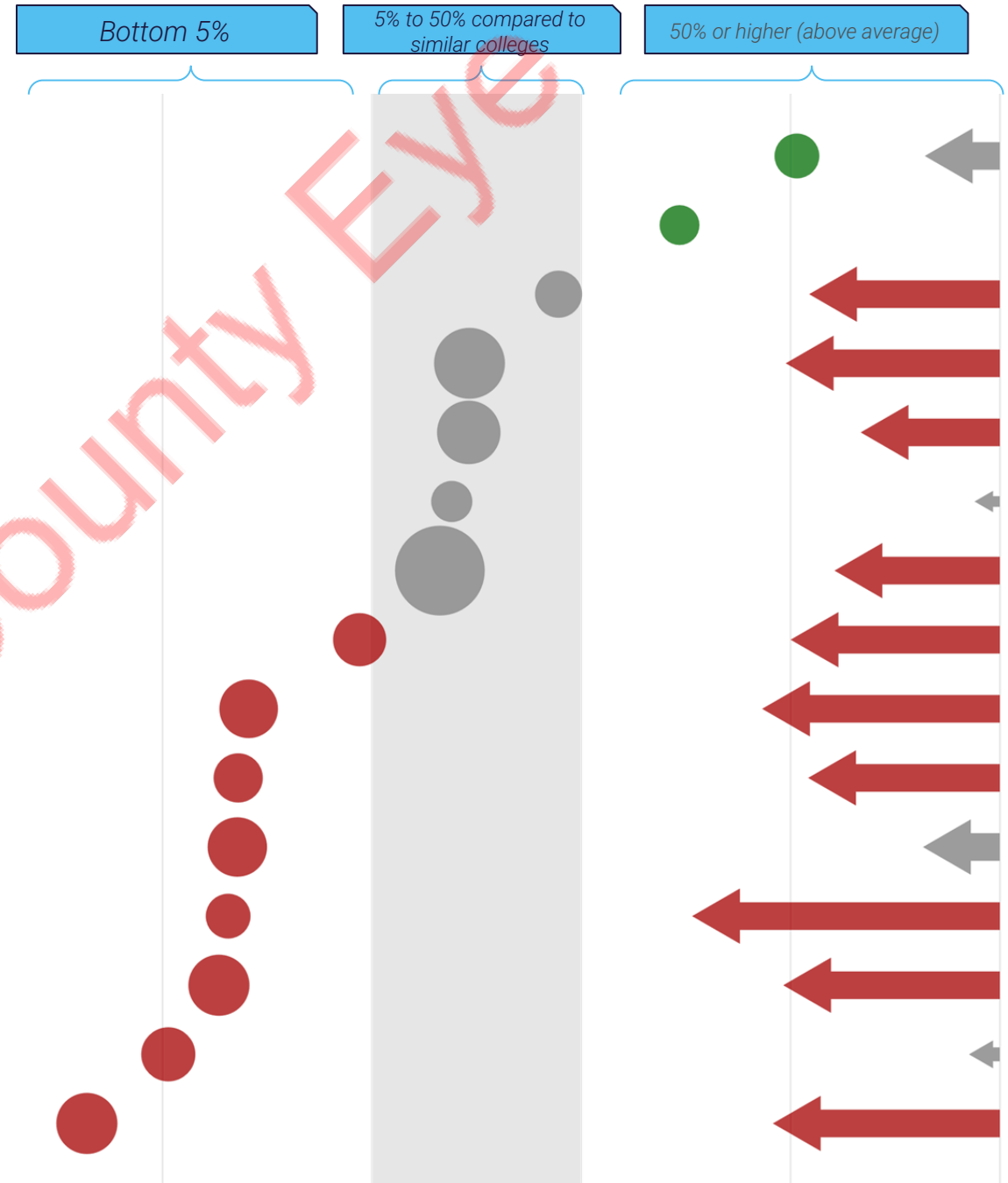
Arrows (if present) represent Gateway's change from previous survey

Dot size represents number of responders by division



Scores varied by division.

- School of Pre-College and Momentum Programs
- Talent and Culture
- Community and Government Relations
- School of Health
- Learning Innovation Division (LID)
- Business and Workforce Solutions (BWS)
- Student Affairs
- Academic Affairs
- School of Mfg, Eng, and IT
- Business Office
- Facilities
- Office of Diversity, Equity, and Inclusion (DEI)
- School of Protective and Human Services
- School of Business and Transportation
- School of Liberal Arts and Science



TENURE

This chart shows tenures sorted from highest tenure to lowest tenure.

Scores are calculated from individual scores within a given group's response to culture driver statements.

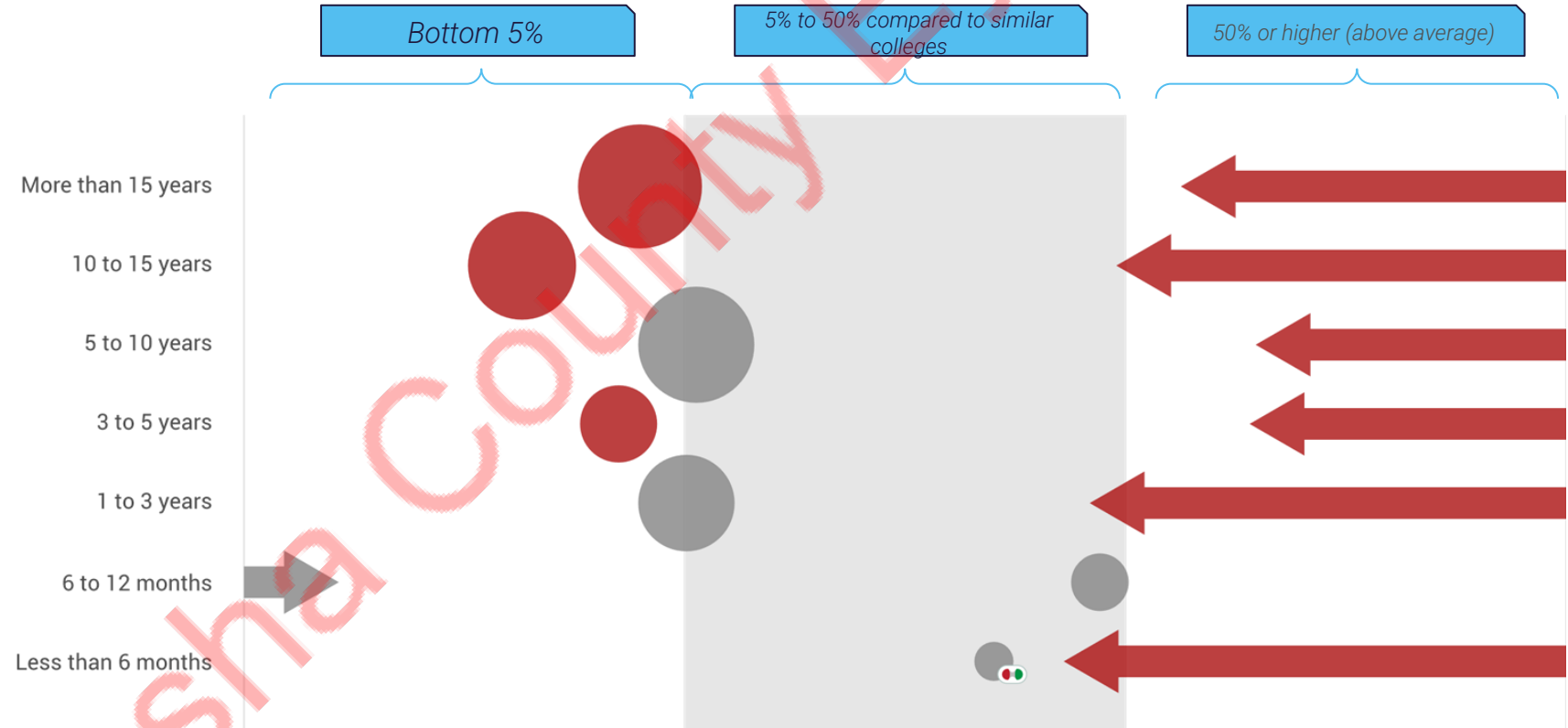
Helpful Hints

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Red circles represent scores in the bottom five percent compared to similar colleges.

Arrows (if present) represent Gateway's change from previous survey

Dot size represents number of responders by group

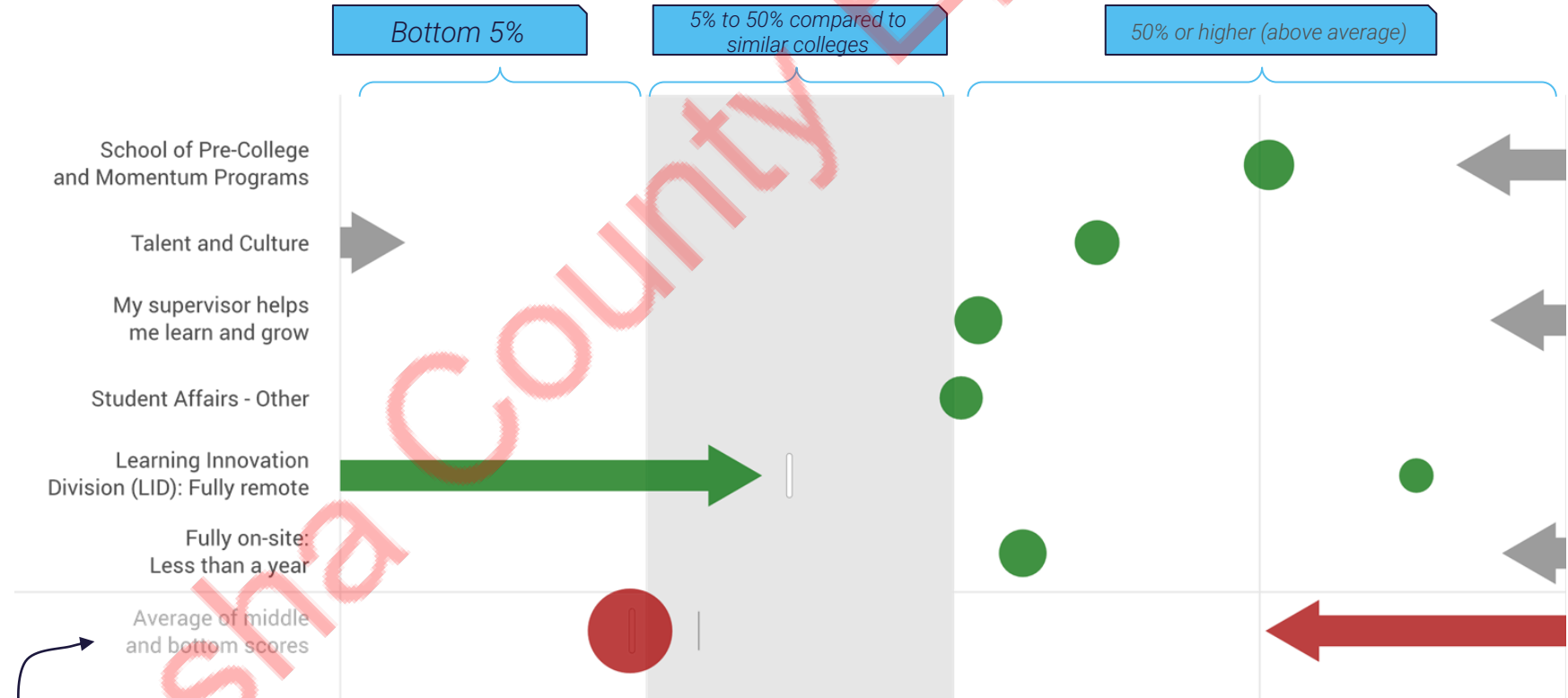


STRENGTHS

These 6 areas stood out as the top areas of success that Gateway Technical College should celebrate.

We calculate **strengths** according to how a given statement's score, importance and change may be impacting your organization.

Scores are calculated from individual scores within a given group's response to culture driver statements.



This is included for comparison purposes, showing how the successes compare to the average Gateway score for other survey questions.

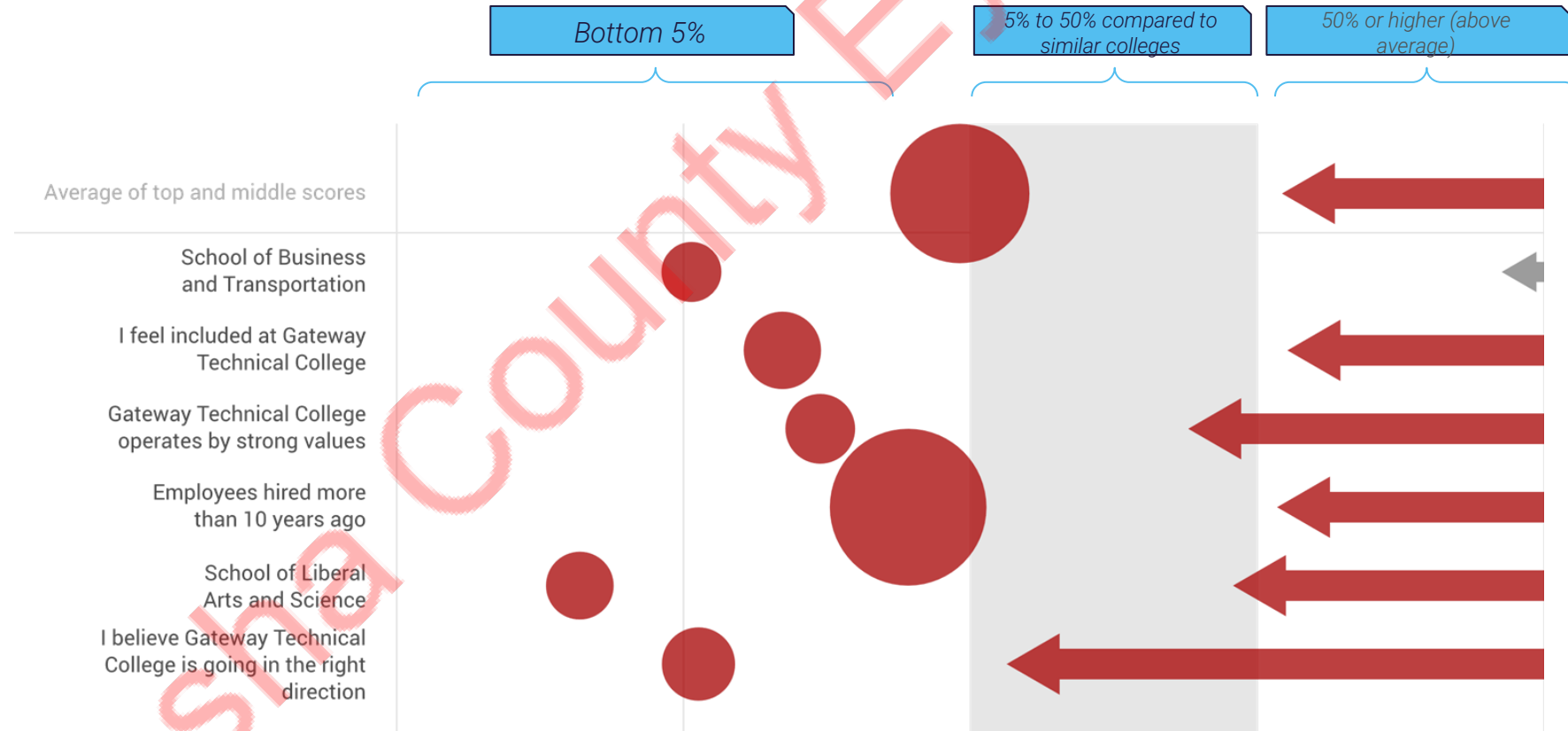
FOCUS AREAS

Analysis of the survey data indicates you should focus your efforts on these 6 areas.

Scores are calculated from individual scores within a given group's response to culture driver statements.

We make recommendations according to how a given statement's score, importance and change may be impacting your organization.

The next page will show you a level deeper on each of these focus areas.



Kenosha County Eye

MORE ABOUT YOUR FOCUS AREAS

These are the areas contributing to Gateway Technical College's focus areas.

Not believing in Gateway Technical College's direction

Low scores are widespread and not isolated to a few groups

School of Liberal Arts and Science

- Not feeling included
- Not operating by strong values
- Not believing in Gateway Technical College's direction

More than 10 years

- School of Liberal Arts and Science employees
- Not believing in Gateway Technical College's direction
- Not feeling included

Not operating by strong values

Low scores are widespread and not isolated to a few groups

Not feeling included

Low scores are widespread and not isolated to a few groups

School of Business and Transportation

- Not operating by strong values
- Not feeling included
- Executive leaders not understanding what's really happening

The bulleted items under each headline are the top opportunities that emerged as **Focus Areas** for Gateway Technical College.



Kenosha County EMS

ABOUT THIS REPORT

This report uses the most advanced employee survey analytics available.

Our patented analytics system studies your results to find out what really matters – and where you can make the most impact. This report is designed to start impactful conversations, making it easier to accomplish your organization's goals, mission and purpose.

What is individualized benchmarking?

Individualized benchmarking is when employee responses from one organization are compared individually to those of another. This comparison between allows us to accurately determine if the response is notable.

For example, a newly hired part-time employee may slightly agree that they believe their organization is going in the right direction. Her interpretation of “slightly agree” might be very different from a long-tenured executive also slightly agreeing.

Energage uses individualized benchmarking to capture nuances between similar types of employees in comparable organizations.



14 years of culture research

8 patents granted

**60,000
organizations
surveyed**

**20,000,000
employee
voices**

450,000,000 data points

ABOUT ENERGAGE

Making the world a better place to work together.

Our passion and purpose is to make the world a better place to work together. Founded in 2006, EnergyGage™ is the fastest growing major employee survey company in the country. This year alone, more than three million employees in over 8,000 organizations will participate in the Top Workplaces™ campaign – a program we conduct in partnership with more than 50 prestigious media partners across the United States.

This report was generated using a survey insight reporting system and method covered by U.S. patent #10,055,701 as well as one or more pending U.S. and global patent applications.



EnergyGage is a founding B Corporation member, a coalition of organizations that are leading a global movement to redefine success in business by offering a positive vision of a better way to do business.