

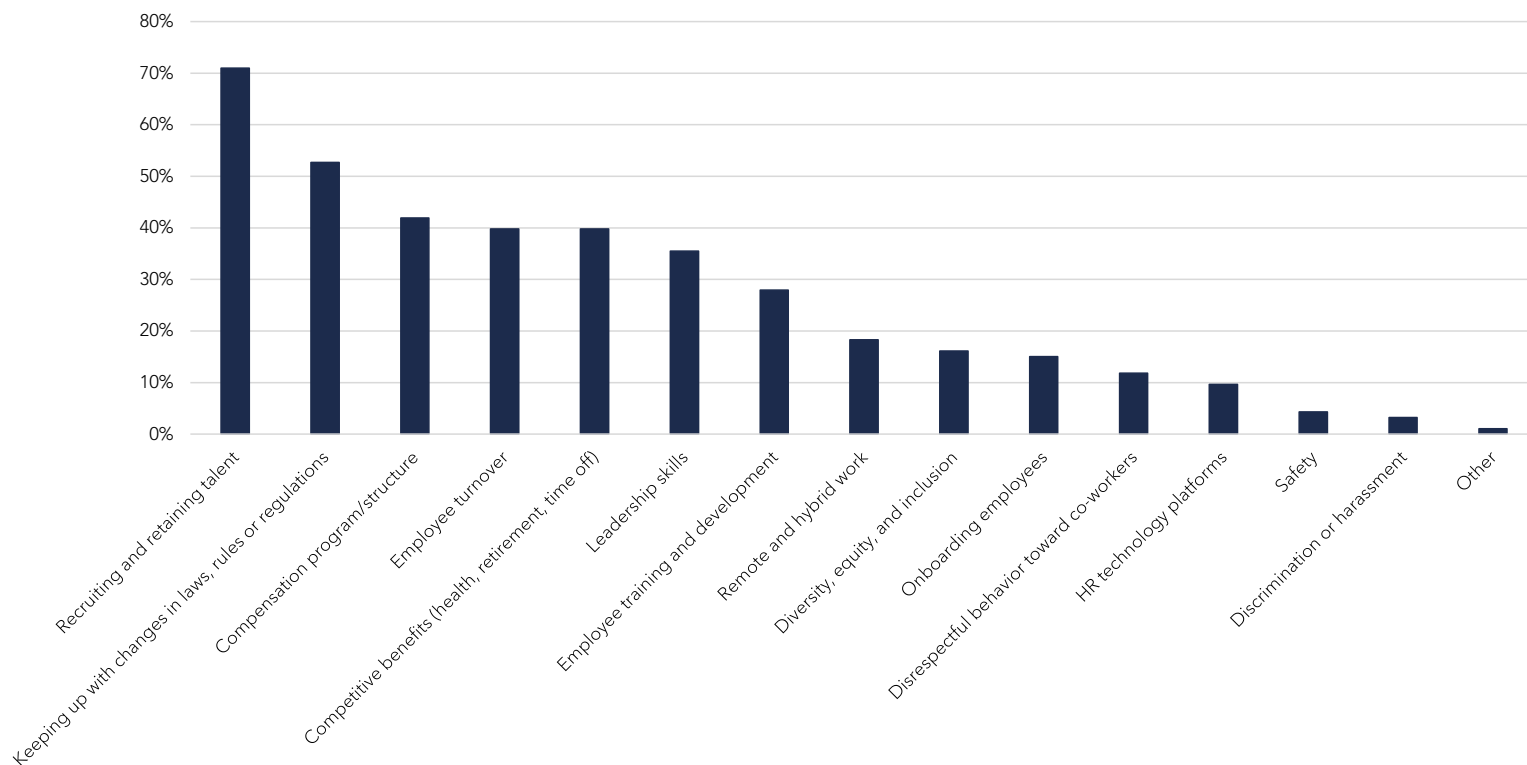


Cascade Employers Association

Quarterly HR Trends Survey

August 2022

Please rank your top workplace challenges:



Survey Open:
8/1/22 to 8/19/2022

Total Participants: 93

cascadeemployers.com
surveys@cascadeemployers.com
503.585.4320

Coming Soon

Historical
Data



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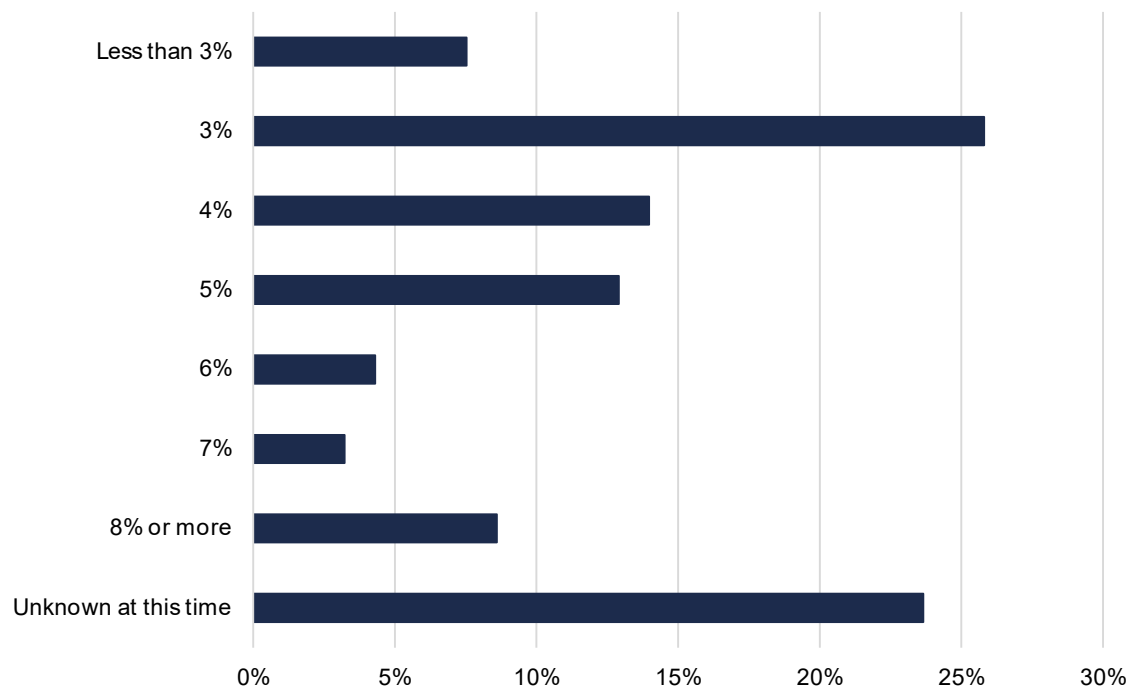
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What percentage of increase in wage/salaries are you forecasting for employees in the next 12 months?

Please round to the nearest percent.

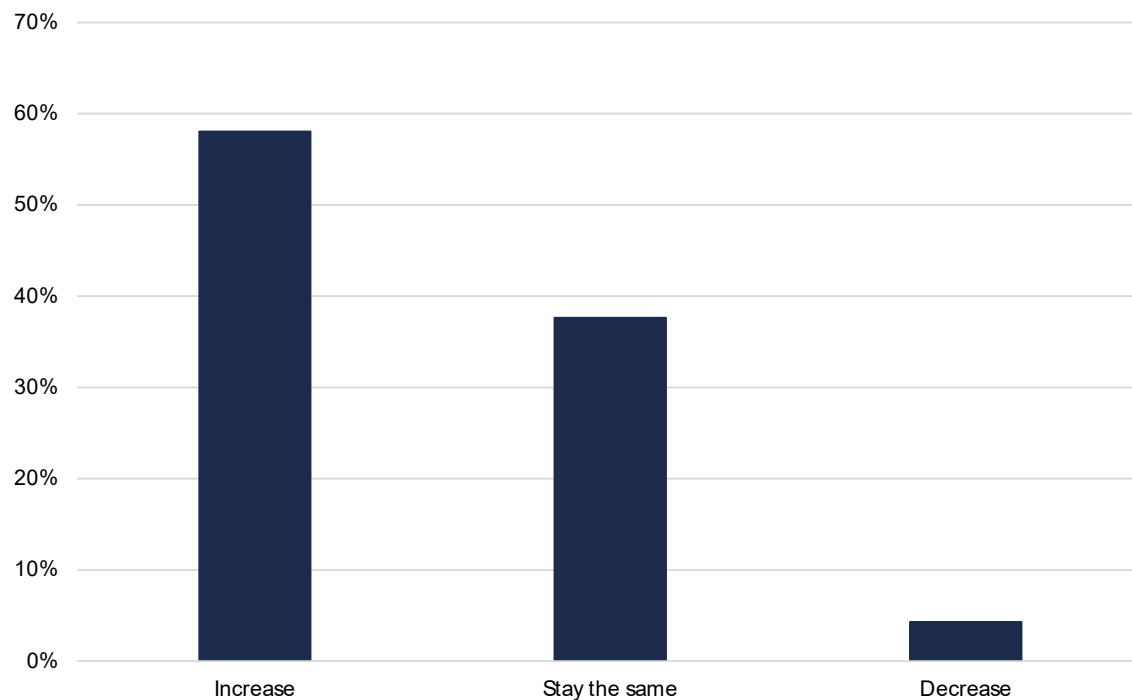


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In the next six months, do you anticipate your total employee headcount to:



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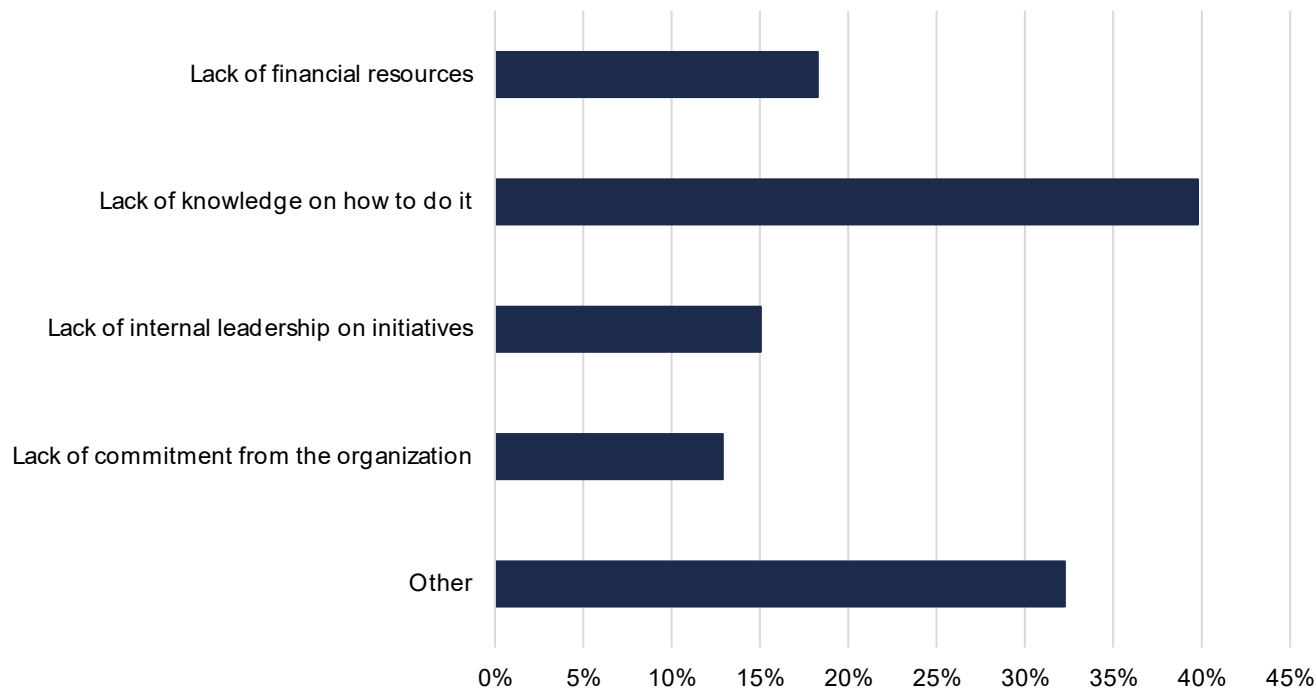
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What are your biggest barriers to implementing effective DEI initiatives?

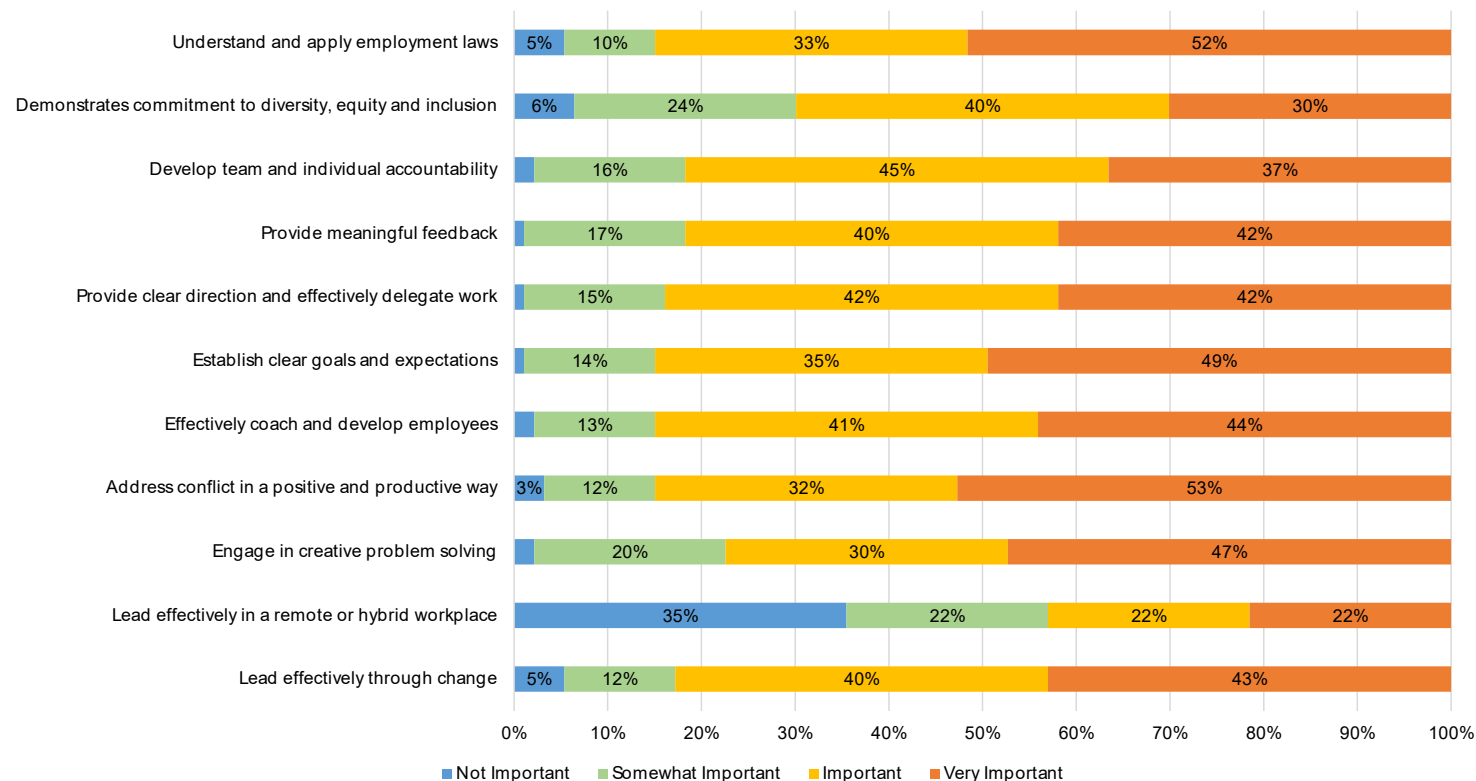


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Please rank the level of importance your organization places on the below leadership skills within your work teams today:



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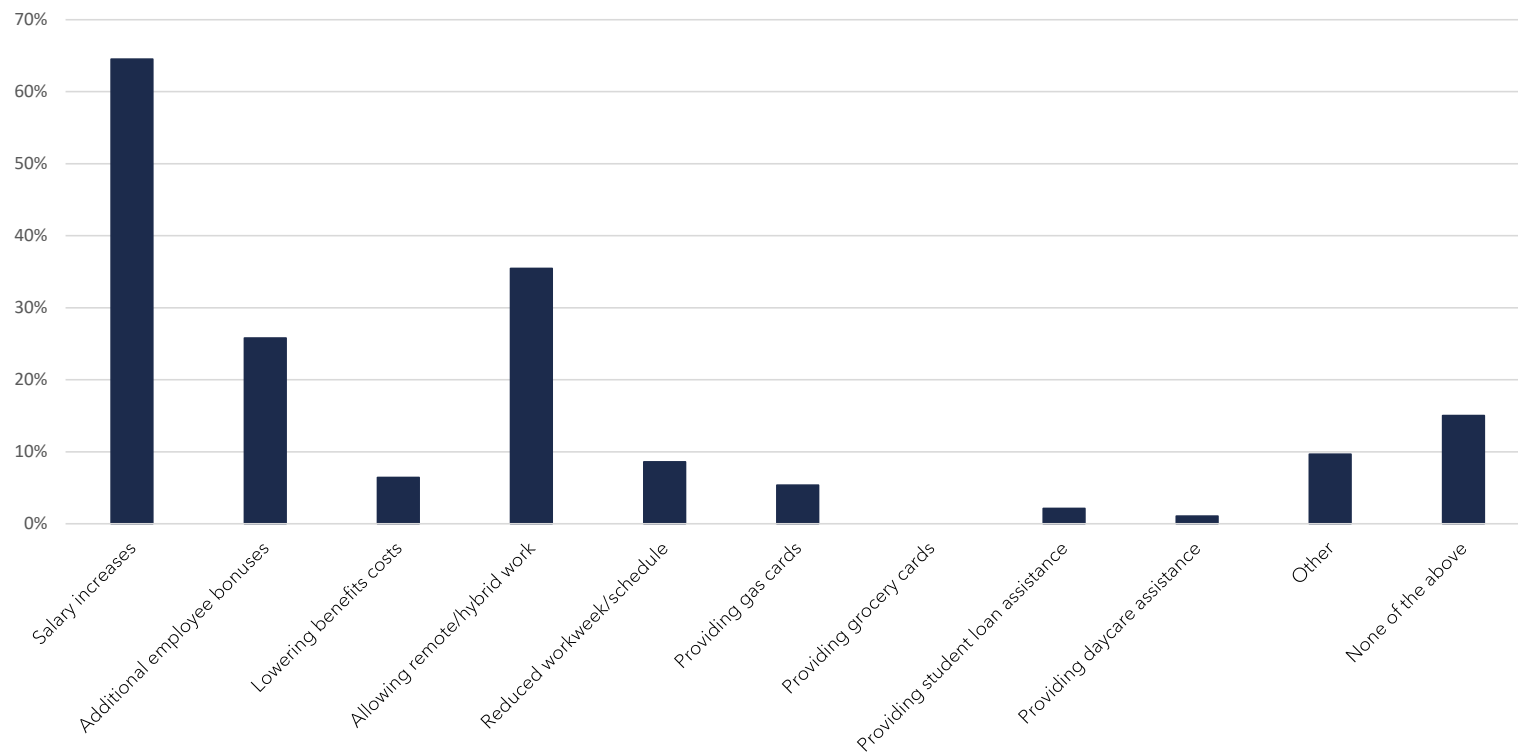
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How are you addressing inflation with your employees?



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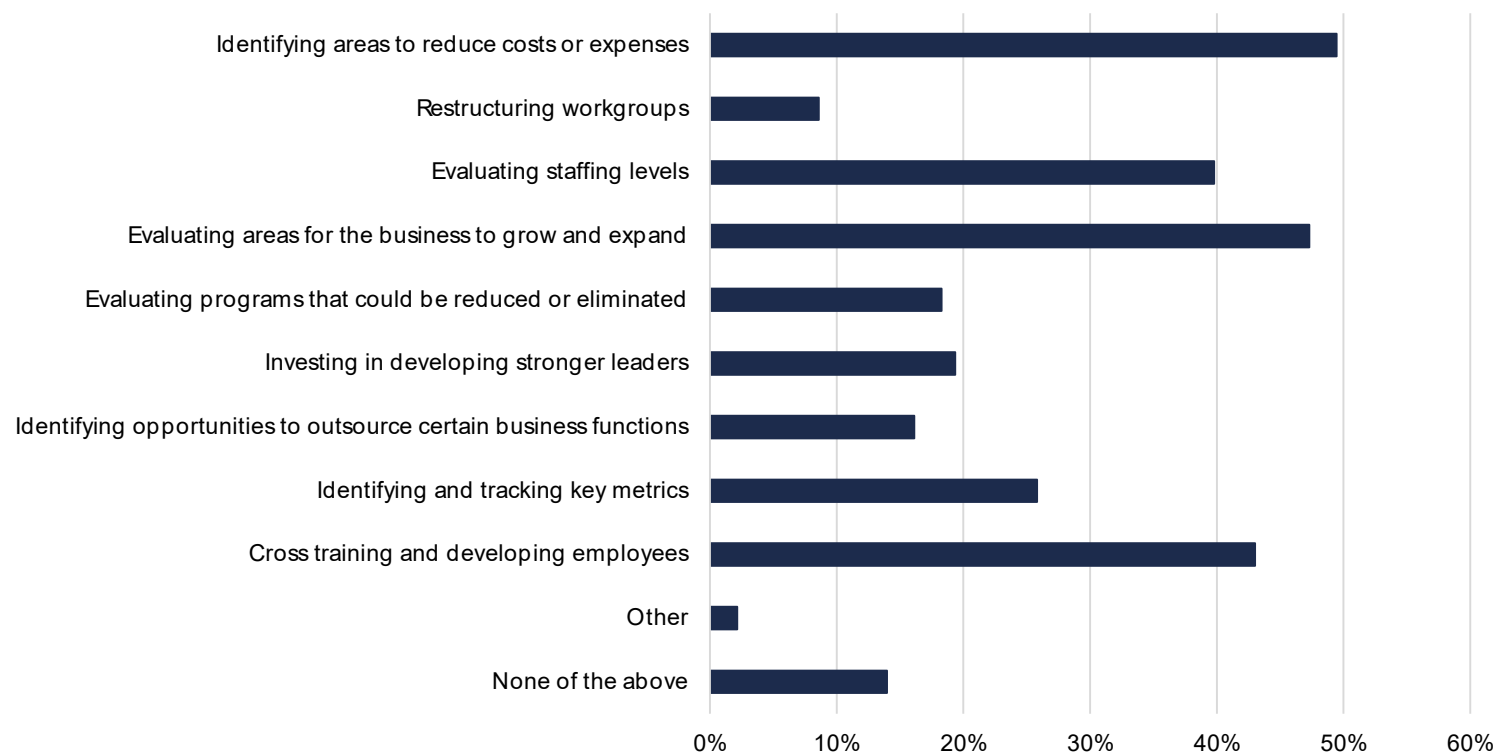
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What steps is your organization taking to prepare for a potential recession?





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"Please Explain" and "Other" Responses

"Other" top workplace challenges

- Mid-level managers who are too gentle in their coaching of under-performing staff, until something tips the scales and they want to move to corrective action however the foundation has not been sufficiently laid. Also, keeping all the Policies & Procedures up to date as laws, rules, etc. change.

"Other" barriers to implementing DEI initiatives

- Aligning corporate strategy with current demands
- DEI is not a concern at this time.
- Finding a qualified candidate to lead program
- Finding candidates
- I don't see barriers
- I keep seeing DEI, but I don't understand WHAT it is
- Just starting this and using Cascade's DEI consultancy.
- Lack of interest
- Lack of qualified candidates in the area.
- Lack of time
- Lack of time and capacity.
- No barriers
- None
- Not an issue in our organization
- Not enough staff. Too many competing projects.
- Not everyone is at the same level of receptivity. Approach for DEI is slow and steady.
- time to do it
- We are a small professional services firm. 24-25 employees. We are, as yet not really affected you might say. We have yet to have any subject groups apply here.
- We are not in a financial position to hire someone who would lead and take on coordination of initiatives, and the rest of us don't have the capacity to take on more. I would say we have the will, but not the way so stymied on making it a priority.
- We are not trying to implement DEI initiatives

"Other" barriers to implementing DEI initiatives

- There is not a lot of turnover in our company and when we do have an opening, not a lot of diversity amongst applicants. Our company only has 6 employees total, all white, 1 male and 5 females. When we filled our most recently open position in April of 2022, the individuals who made it through to the interview stage were two white females. One applicant, who may have been a minority, did not follow up with us when we reached out to set up an interview, perhaps a reflection of the high competition for employees at that time. We were hoping to fill this position with a minority, but that did not happen. We will try again when we have a new job opening. We have had all members of our team take diversity and equity training through your organization and have had team discussions about what we learned in those trainings. Our company works in the health-care field in supporting Pediatric clinics in the Portland area with their health plan contracting, population health management and in improving quality of care at our member clinics. In an effort to do our part in addressing the inequities in healthcare, we work to make healthcare more equitable through assisting pediatric clinics in implementing language access assistance to patients, assessing and addressing social determinants of health of patients and encouraging diversity and equity training in their practices. All of our member practices are working on moving toward more equitable care and also in having more diversity amongst staff and providers; they recognize the importance of having their offices be a reflection of the diversity in our community. We have recommended resources to our member practices on diversity and equity training and hold meetings on the changing rules in Oregon that address inequity in healthcare. Our member practices also share these resources with one another on trainings and workflows that have benefitted them in reaching their goals.

"Other" barriers to implementing DEI initiatives

- We are small. We hire based on skills and personality.
- We aren't experiencing any barriers at this time.
- We don't have obvious DEI issues within our workplace. We do need to use our time and financial resources on other people related initiatives, so growing and formalizing DEI initiatives is not a high priority.
- We have a plan in place to implement DEI initiatives.
- We have established initiatives and are committed but it is a slow and delicate process when it comes to recruiting staff and volunteers who represent diversity.
- We have had 6 classes in DEI training and are looking at other DEI training through HFHI.
- We're trying to do some really progressive anti-racist work and there are not a lot of successful models to follow, so there is a lot of uncharted territory and uncertainty, and a lot of change management with staff.

"Other" ways to address inflation

- Extra time off
- Looking at implementing gas/food gift cards
- Nothing at this time.
- Offering bus passes.
- Staff may use company vehicles instead of their own (gas, insurance, ect is covered). Staff food pantries.
- We added a supplemental insurance benefit this year for employees. Our company pays a set amount every month towards the employee's choice of supplemental insurance. If the employee chooses to add to that benefit themselves, they are able to do so, but there there is substantial benefit from the company's payment alone. We also added 2 more paid holidays a year, to provide an additional benefit for employees and we had employees vote on which holidays they would like to add.





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"Please Explain" and "Other" Responses

"Other" ways to address inflation

- We are considering a four-day work week. Also daycare subsidies. We do allow remote/hybrid work however given the nature of our business (behavioral health therapy for children and families), it is far more effective in person than through telehealth.
- We have very limited positions that can be remote/hybrid, but those who can we have allowed them more flexibility in scheduling so that they can reduce driving days into work.
- Work from home and cell phone stipends. Possible increase in those stipends. Flextime and comp time.

"Other" steps to address a recession

- Nearly 100% of our clients are on OHP and the referral list remains very long. I'm not suggesting we are entirely recession proof but we have financial buffers that other businesses may not.
- We are assessing expanding our donor development department and strategies.

Thank you to all organizations that participated!

Please participate in this survey again when the next edition comes out in October.

