Survey for Departing Employees

Overview
Statistics Canada is committed to finding ways to make our workplace better. One important way is to ask for feedback from departing employees.

Purpose
The purpose of this voluntary survey is to establish why employees leave Statistics Canada. We would like to know the factors contributing to your departure, your next career destination and what you liked and disliked about working for Statistics Canada.

Your feedback will provide valuable information on the strengths and weaknesses of our organization. Results will help us to improve our workplace.

Confidentiality
Client Services Division is conducting this survey on behalf of Resourcing and Corporate Assignments Division and will ensure individual responses remain anonymous and protected pursuant to the *Privacy Act*.

How long will it take to complete?
This voluntary survey should take approximately **7 minutes** to complete.

Where can I get assistance?
For assistance in completing the survey, please call us.

Thank you in advance for your participation.

Please enter your password: _____ | **Start** |

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1. What is your <u>main</u> reason for leaving Statistics Canada?	
○	Retirement **Go to Q5**
○	Family obligations **Go to Q5**
○	Return to school **Go to Q5**
○	To pursue other employment opportunities
○	Health (burnout, disability, etc.) **Go to Q5**
○	End of contract or term of employment **Go to Q5**
○	Other, please specify _____ **Go to Q5**

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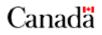Statistics   Statistique
Canada   Canada

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2. Please indicate how each of the reasons below factored into your decision to leave Statistics Canada. **Mark all that apply.**			
	Not at all	**Somewhat**	**Considerably**
Reasons for leaving			
To make better use of my training and skills	○	○	○
Level of pay	○	○	○
Opportunity for advancement	○	○	○
More challenging/interesting work	○	○	○
Other, please specify_____	○	○	○

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3. What is your next career destination?	
○	Another federal government department or agency. **Please specify:** _____
○	Provincial/territorial/municipal government. **Please specify:** _____
○	Private sector
○	Self-employment
○	Other, please specify_____

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4. How will your new salary compare to the salary you received at Statistics Canada?	
○	Higher
○	About the same
○	Lower
○	Unknown at this time

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5. What three things did you like best about working at Statistics Canada? Mark up to three (3).

○	Development programs: recruit, middle and senior management
○	Training
○	Career opportunities
○	Interesting and challenging work
○	Professionalism of colleagues
○	High quality products and services
○	Corporate culture: Statistics Canada's values and norms
○	Arm's length relationship from political process: non-partisan analysis
○	Workplace wellness programs (seminars, fitness centre, on-site day-care, education outreach, clubs, etc.)
○	Other, please specify _____

6. What did you like the least about working at Statistics Canada?

7. Any comments and suggestions for improvements?

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An important element in sustaining program operations and supporting succession planning is transferring knowledge to others before employees leave.

8. Prior to your departure, did you transfer knowledge related to your job function, roles and responsibilities by participating in any of the following activities? Mark all that apply.

	Yes	No
Knowledge Transfer Activities	O	O
Conducted job bridging/shadowing with your replacement	O	O
Coached/mentored your replacement	O	O
Acted as a knowledge sharing contact	O	O
Held project debriefing(s)	O	O
Conducted presentation(s) (brownbag, workshops/seminars)	O	O
Archived your e-mail and electronic documents	O	O
Documented/coded/updated divisional information (manuals, working papers, standardized tools, large scale projects, videos or resource packages)	O	O

Other, please specify:

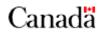| **9. If you did not participate at all in these activities or to the degree that you would have liked, please explain why.** |
|---|
| |

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10. In total, how long have you been employed at <u>Statistics Canada</u>?

○	Less than 2 years
○	2-3 years
○	4-5 years
○	6-10 years
○	11-20 years
○	More than 20 years

11. In total, how long have you been employed in the <u>Public Service</u>?

○	Less than 2 years
○	2-3 years
○	4-5 years
○	6-10 years
○	11-20 years
○	More than 20 years

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12. What is your occupational group?

O	AC	O	FI	O	PC	O	WP
O	AG	O	FO	O	PE	O	
O	AI	O	FR	O	PG	O	
O	AO	O	FS	O	PH	O	
O	AR	O	GA	O	PI	O	
O	AS	O	GL	O	PM	O	
O	AU	O	GS	O	PR	O	
O	BI	O	GT	O	PS	O	
O	CA	O	GX	O	PY	O	
O	CH	O	HP	O	RE	O	
O	CM	O	HR	O	RO	O	
O	CO	O	HS	O	SC	O	
O	CR	O	IS	O	SE	O	
O	CS	O	LA	O	SG	O	
O	CX	O	LI	O	SI	O	
O	DA	O	LS	O	SO	O	
O	DD	O	MA	O	SSO	O	
O	DE	O	MD	O	SR	O	
O	DS	O	MM	O	ST	O	
O	ED	O	MT	O	SW	O	
O	EG	O	ND	O	TE	O	
O	EL	O	NU	O	TI	O	
O	EN	O	OE	O	TR	O	
O	ES	O	OM	O	UT	O	
O	EU	O	OP	O	VM	O	
O	EX						

13. What is your level?

O	1
O	2
O	3
O	4
O	5
O	6
O	7
O	8

14. What will be your occupational group in your new job?

○	**Not applicable**	○	FR	○	PH
○	AG	○	FS	○	PI
○	AI	○	GA	○	PM
○	AO	○	GL	○	PR
○	AR	○	GS	○	PS
○	AS	○	GT	○	PY
○	AU	○	GX	○	RE
○	BI	○	HP	○	RO
○	CA	○	HR	○	SC
○	CH	○	HS	○	SE
○	CM	○	IS	○	SG
○	CO	○	LA	○	SI
○	CR	○	LI	○	SO
○	CS	○	LS	○	SSO
○	CX	○	MA	○	SR
○	DA	○	MD	○	ST
○	DD	○	MM	○	SW
○	DE	○	MT	○	TE
○	DS	○	ND	○	TI
○	ED	○	NU	○	TR
○	EG	○	OE	○	UT
○	EL	○	OM	○	VM
○	EN	○	OP	○	WP
○	ES	○	PC		
○	EU	○	PE		
○	EX	○	PG		

15. What will be your level in your new job?

○	**Not applicable**
○	1
○	2
○	3
○	4
○	5
○	6
○	7
○	8

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16. What is your employment status at Statistics Canada?

○	Indeterminate (with no specified end date)
○	Term (with a specified date)
○	Other, please specify:_____
○	Don't know

17. Are you a member of any of the following designated groups? Mark all that apply.

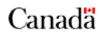|	
○	Aboriginal peoples
○	Persons with disabilities
○	Visible minorities
○	No, I am not a member of any of the above designated groups.

18. What is your gender?

○	Male
○	Female

19. What is your age group?

○	Less than 25 years
○	25-29 years
○	30-42 years
○	43-58 years
○	59 years and over

20. What language(s) do you use most often at work?

○	English
○	French
○	Both
○	Other, please specify: _____

21. What is the highest degree, certificate or diploma that you have obtained?

○	High school/secondary school
○	Trade/vocational diploma/certificate
○	College/CEGEP diploma
○	University certificate (diploma below Bachelor level)
○	Bachelor/undergraduate degree
○	University professional accreditation (Medical Doctor, Law, Architect, Engineer, Education, etc.)
○	University graduate degree (Masters, Doctorate)
○	Other, please specify _____

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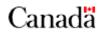Canada

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Client Services Division is collecting this survey information on behalf of Resourcing and Corporate Assignments Division (RCAD). RCAD has requested access to the microdata file in order to conduct in-depth statistical analysis. All information that could identify a respondent would be suppressed before the file is transmitted to RCAD.

22. Do you allow Client Services Division to include your answers in a microdata file to be delivered to Resourcing and Corporate Assignments Division, once respondent identification data has been suppressed?	
○	Yes
○	No

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Thank you for your participation in this survey.

As mentioned earlier, your responses will remain anonymous and protected pursuant to the *Privacy Act*. Your results will help us to improve our workplace.