

Good morning everyone. As you may know, the State of Iowa partners with Drake University to offer a program called the Certified Public Manager Program. This program brings together individuals from State, County, City and private agencies to learn how to become better managers and leaders. As part of this program, students are broken into project teams to work on various topics identified by the team. A current Cohort Team is working on a project and has asked DAS staff to consider participating in a survey to assist them. Participation in this survey is completely voluntary. If you have any questions, please feel free to contact me.

The following is a note from the project team and the link to the survey:

DAS Staff,

Please take a moment to fill out the following survey regarding promotional opportunities for young employees within the public sector: <http://www.surveymonkey.com/s/2Z3WF78>.

This survey will assist Drake University's Certified Public Manager program in collecting data for a group project. Your feedback is appreciated and please note that all answers will remain anonymous. The survey will take approximately 10 minutes to complete.

Thank you in advance for your participation.

State employee survey



***1. Please indicate your age group.**

- 18-24
- 25-32
- >32

***2. Please indicate the highest level of education attained.**

- High School/GED
- 2-year Associates/Technical Degree
- Bachelor's Degree
- Graduate Degree
- N/A

***3. Please indicate your gender.**

- Male
- Female
- No response

Prev

Next

Powered by **SurveyMonkey**
Create your own free online survey now!

State employee survey

Background Information



***4. Select the hourly status that best describes your position, (based on a 40-hour week).**

- Part-time state employee
- Full-time state employee
- Non-state contracted employee

***5. Select the category that best describes your position.**

- Entry-level
- Mid-level/non-management
- Management

***6. Please indicate your total years of experience with the State.**

- <1
- 1-4
- 5-9
- 10-15
- >15

Prev

Next

Powered by **SurveyMonkey**
Create your own free online survey now!

State employee survey

Opportunities



***7. During your years of service, have there been promotional opportunities in your organization for you and others in your age group?**

- No promotional opportunities have ever been available.
- Yes, opportunities occur on an occasional basis
- Yes, opportunities occur on a regular basis.

Comment

***8. Please answer the following questions about promotional opportunities within your organization.**

	Yes	No
Have you applied for a promotion within your organization?	<input type="radio"/>	<input type="radio"/>
Have you received a promotion within your organization?	<input type="radio"/>	<input type="radio"/>
Would you likely accept a promotion if afforded the opportunity?	<input type="radio"/>	<input type="radio"/>

Comment

***9. In your opinion, does your organization:**

	Yes	No
Prepare you for promotional opportunities?	<input type="radio"/>	<input type="radio"/>
Encourage you to apply for promotional opportunities?	<input type="radio"/>	<input type="radio"/>

If no, what could be done better? If yes, what does your agency specifically do?

- Personal/professional development
- Promotional opportunities
- Retirement/pay/benefits

*** 13. How many times have you explored a promotional opportunity, but discovered that you were not qualified based solely on the "years of experience" requirement?**

- 0
- 1
- 2
- 3 or more

Comment

*** 14. What are your suggestions for recruiting and retaining well-qualified young professionals in the Iowa State government workforce? (Generation Y: persons 18-32)**

Prev

Done

Powered by **SurveyMonkey**
Create your own free [online survey](#) now!

State employee survey

Insight



*** 10. How long do you envision staying (in number of years):**

	<1	1-4	5-9	10-15	>15
In your current position?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In your current agency?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employed in state government?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 11. What first attracted you to state employment? (Please give each answer option a ranking, with 7 being the most important factor and 1 being the least important, each number may only be used once).**

	1	2	3	4	5	6	7
Civic duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours/flex time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal/professional development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotional opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement/pay/benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

*** 12. What is the primary factor today that attracts you to remain in state employment? Please give each answer option a ranking, with 7 being the most important factor and 1 being the least important, each number may only be used once).**

	1	2	3	4	5	6	7
Civic duty	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hours/flex time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job availability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job stability	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***13. How many times have you explored a promotional opportunity, but discovered that you were not qualified based solely on the "years of experience" requirement?**

- 0
- 1
- 2
- 3 or more

Comment

***14. What are your suggestions for recruiting and retaining well-qualified young professionals in the Iowa State government workforce? (Generation Y: persons 18-32)**