

Uplift Oregon 2021-2022 Annual Report



UpliftOregon.org

Who is Uplift Oregon

Uplift Oregon is a program of RISE Partnership that provides workshops and training, rooted in equity, so that all state employees contribute to, and benefit from, a healthy, inclusive, and empowering workplace. As a first-of-its-kind labor-management partnership, the founding partners — the State of Oregon, SEIU 503, and AFSCME Council 75 — sought to address key issues facing the state workforce and charged the program with providing training and education in benefits, wellness, and equity.

Because new employees were missing out on benefits, choosing health plans that did not fit their needs, and were not fully understanding the financial value of their benefits package, Uplift Oregon Trustees directed the program to primarily focus on benefits education. In partnership with the Public Employees' Benefits Board (PEBB) and the Public Employees Retirement System (PERS), Uplift Your Benefits, Uplift Oregon's benefits workshop, has become a critical part of the onboarding process for new employees at agencies across the state.

Our work over the past year has gone a long way to address the challenges facing state employees. This annual report summarizes that work from July 2021 - June 2022.

A message from Uplift Oregon's leadership

Over the last few years, the people of Oregon have seen the resiliency and importance of state employees, as they diligently battled the pandemic and kept Oregon working through these difficult times. **Whether it was seasonal employees battling wildfires, employees caring for our state parks and green spaces, transportation workers keeping our roads safe, or the thousands of employees battling the pandemic head on, state employees have demonstrated yet again why they are so critical to the well-being of all Oregonians.**

In the last year, Uplift Oregon has become a vital partner to each state agency as we have offered trainings on benefits and wellness, rooted in equity and inclusion, to thousands of state employees.

On behalf of the Uplift Oregon Board of Trustees, it has been an honor to serve the employees of the State of Oregon. We are proud of our accomplishments and excited about the work we will continue to do in the years to come.

Kelley Weigel, Director of Uplift Oregon

Molly Malone, Uplift Oregon Board Chair and Public Services Director, SEIU 503

Berri Leslie, Vice Chair Uplift Oregon Board and Deputy Chief of Staff, Governor's Office

Uplift Your Benefits

Salaries are just part of the total compensation earned by state employees. The benefits they have available can add tens of thousands of dollars a year to their compensation. Uplift Oregon is proud to offer Uplift Your Benefits, a two-hour workshop to help new state employees make the most of those benefits.

Uplift Oregon is currently training more than 100 new, permanent employees at four ongoing workshops every week. Additionally, Uplift Oregon has offered dozens of workshops and webinars for summer seasonal employees.

On July 6, 2021, Uplift Your Benefits became mandatory for new state employees who are represented by SEIU or AFSCME, per the collective bargaining agreement. On April 1, 2022, the workshop became required in Workday for these represented employees.

Once this happened, Uplift Oregon organized three trainings for state agency leaders to provide an overview of the workshop and tips on how to incorporate it into their onboarding process. More than 150 agency staff attended and left with action kits that included fact sheets, email templates, and flyers to promote Uplift Your Benefits.

Our 2022 goal was to provide benefits education to 60% of new state employees within 30 days of their hire date by the month of June. We exceeded that goal in April. Our next goal is to get to 85% of new state employees taking Uplift Your Benefits by December 2022.

Uplift Your Benefits (UYB) By the Numbers

3,214

The total number of state employees that have attended a UYB since July 1, 2021.

4.5/5 Stars

The average rating attendees gave the workshop since April 1, 2022.

75%

The percentage of new, represented employees hired in May 2022 that attended UYB.

82%

The percentage of attendees whose benefits knowledge increased after taking the workshop.

57%

The percentage of agencies that hired staff in May 2022, that sent all of their new, represented employees to a UYB.

OED - 100%
OHA - 90%
ODOT - 76%
ODHS - 69%
DOC - 38%

The percentage of new, represented employees who attended UYB in May 2022 from the 5 largest agencies.

Equity

Uplift Oregon centers racial equity in all our programming, with the goal of countering many forms of exclusion and oppression based on identity. We share the vision of the state's Office of Cultural Change: to create an environment where every state employee feels included in the workplace. As Uplift Oregon offers workshops, we strive to learn from participant experience, and create meaningful places of learning, exchange, and growth.

Wellness

At Uplift Oregon, wellness encompasses healthy habits in areas like physical, mental, financial, and community health. We believe that workplaces are more effective — and employees are better off — when wellness, rooted in equity and inclusion, is a priority. We have partnered with Kaiser Permanente to offer Wellness trainings on a range of issues including a whole foods diet, healthy sleep habits, exercising tips for the workplace, mental health, and much more.

By the Numbers
Since July 1, 2021

12 Wellness Workshops

719 Attendees

In the fall of 2022, Uplift Oregon will host a six-part workshop series for BIPOC state employees. In this pilot program, we will provide education related to physical, emotional, and spiritual health, utilizing trauma-informed and anti-racist lenses. Attendees will leave the workshop with better techniques and knowledge for their own wellness, and a larger community of support.

Looking Forward

Uplift Oregon plans to build on these programs in 2023 by:

1. Shortening the time between an employee's start date and their attendance at Uplift Your Benefits to ensure all state employees can utilize the workshop to make the best benefit choices for themselves and their families.
2. Coordinating and promoting wellness programming from healthcare providers and the Employee Assistance Program (EAP) to create better access and use for state employees.
3. Providing tools and training to state employees on equity that complements current Uplift Oregon programming.