

HCA facilities use and modern work environment efforts

Robin Vazquez, Director of Employee Resources

Most of HCA's work can be performed from anywhere

HCA was exploring expansion of telework for staff prior to the pandemic, in alignment with **Executive Order 16-07, Building a Modern Work Environment**

- ▶ HCA headcount: 1568 (as of 2/28/23)
 - ▶ 98.6 percent of HCA staff are eligible to telework
 - ▶ 86 percent of staff work remotely +3 days per week
 - ▶ 14 percent of staff work remotely 0-2 days per week

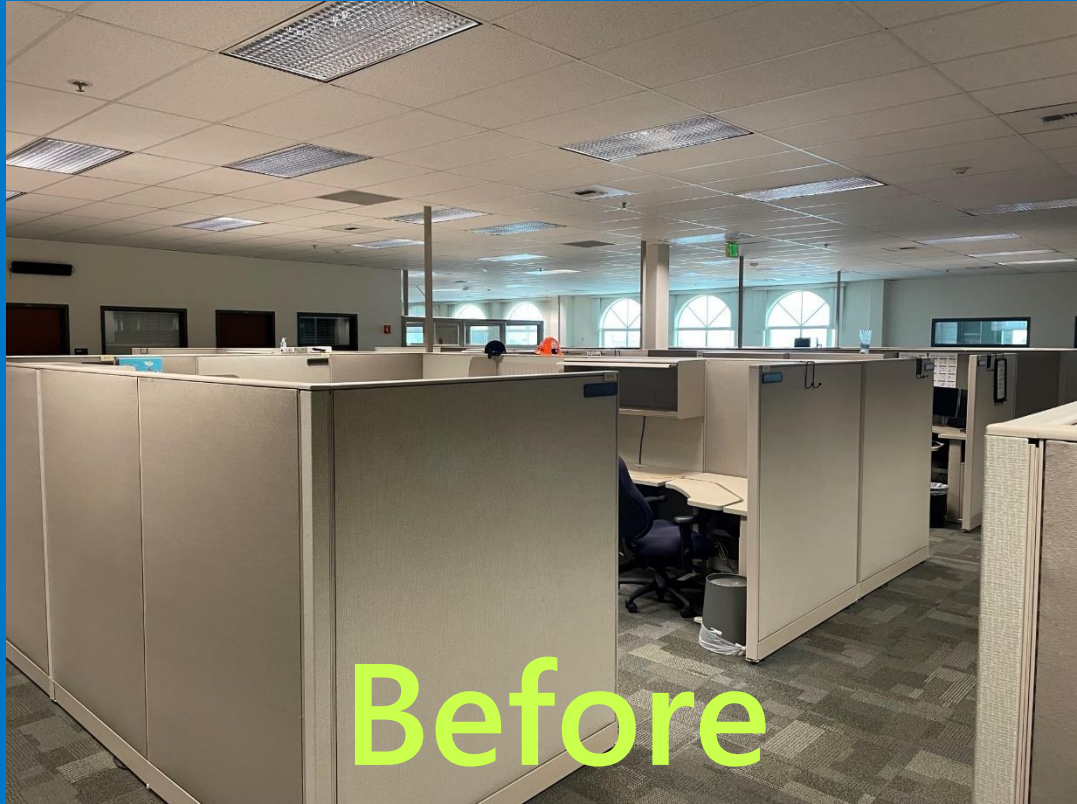
High telework participation equals lower building occupancy

- ▶ HCA sees between 100 and 180 people in its buildings on a given day
- ▶ Fridays are typically light – Tuesday/Wednesday/Thursday are fuller
 - ▶ Onboarding days with new staff and in-person team meeting dates are more lively
- ▶ HCA is looking at consolidating, condensing and transforming to create purpose-driven spaces for employees



Trading Cube Farms for Collaboration Spaces

HCA facilities staff have
been thinking creatively
about how to build
inviting, functional
spaces



Before



After



Before



After



Other opportunities

- ▶ The shift to a more mobile workforce has presented challenges for HCA, but it has also yielded some benefits.
- ▶ We will continue to look for ways to put our space to best use and create inviting offices for our staff.
- ▶ We are sharing our Seattle office space with Dept. of Health and are interested in more collocating
- ▶ We are sharing our parking resources with OSPI
- ▶ We are reducing our leased buildings and square footage
- ▶ We are saving over \$100k per year in non-durable products and facilities related services
- ▶ Our employees love our flexible and supportive approach
 - ▶ Employee Engagement Survey Score: Mobility – **93 percent positive** (statewide score is 77 percent positive)



Questions

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