



# Walking the Walk: Foss Home and Village

August 2023

Northgate | Seattle, WA

## About

Mission Statement: Foss Home and Village is a not-for-profit, mission-driven, experienced service provider that promotes excellent healthcare, quality of life, dignity, and respect for our seniors.

Foss was founded in 1929 and is a community-nourishing assisted living home in the neighbourhood. By prioritizing hiring in nearby communities, and providing housing for some employees, Foss has achieved a remarkable rate of employees walking and carpooling to work.



## The Programs

- Post-Acute Rehab
- Assisted Living
- Long-Term Care
- Memory Support



## The Property

- 10-acre property located in north Seattle's Broadview Neighborhood
- Foss owns 11 residential homes within a one block radius of the main campus
- Additional parking at residential homes available for employees

## Commute Program Highlights

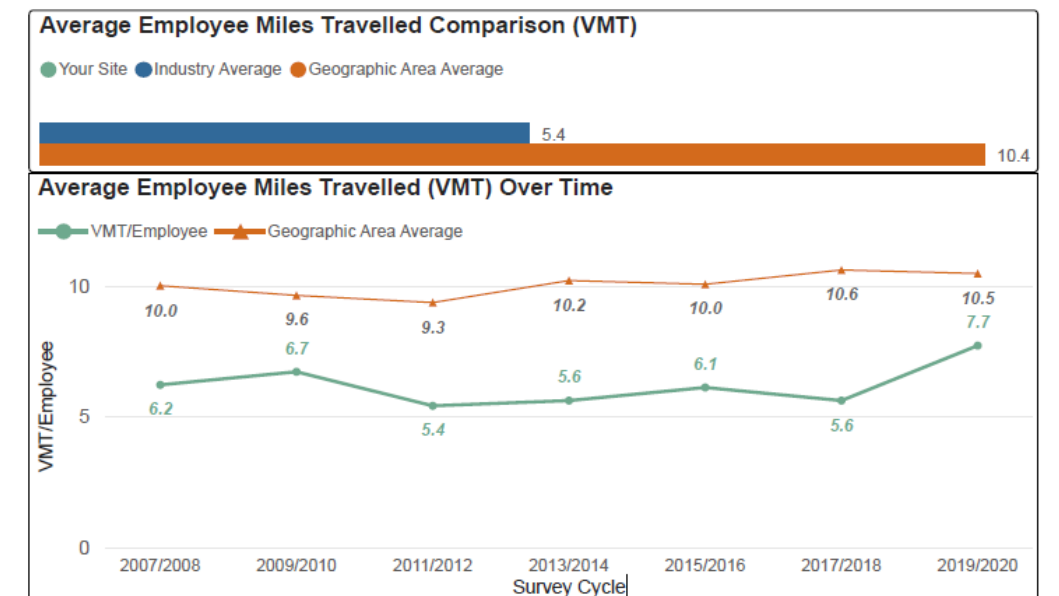
- Subsidized ORCA Pass
- Bike Racks (Covered and Uncovered)
- Showers and Lockers
- Parking
- Flexible Work Hours
- Internal Circulator

Foss employees are essential workers and do not have the luxury to telework. Close to 60% of the employees live close to the worksite (5-mile radius), and Foss highly encourages the employees to bike, walk, or actively commute to the worksite.

## Commute Trends

According to our 2022 Commute Survey, about 10% of Foss employees walk to work and 11% of employees carpool to work. Overall, about 30% of employees choose climate friendly commute modes to get to work.

Graph 1. The image shows the Average Employee's VMT for the last decade. Foss Home's VMT of an Average employee has always been lower considering the Northgate area's Average employee VMT.



LIVE MORE, DRIVE LESS



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A Focus on Community

59% of Foss employees live within a 5-mile radius.

40% of employees live in the same zipcode as their workplace.

Foss embraces **community hiring practices** actively collaborates with two nearby community colleges to recruit nurses.

Foss organizes engaging events such as community fairs and farmers markets. These events fosters a sense of community and serve as a platform for identifying **local talents**.

## Employee Transportation Coordinator Spotlight

Andrew Dolan is the HR Director of Foss Home and Village and the Employee Transportation Coordinator, overseeing the Commute Trip Reduction Program. Andrew and Foss team's effort enables the employees to take sustainable transportation options, and successfully maintaining their Drive Alone Rate under their geographic area goal. Andrew was a featured speaker at Commute Seattle's 2022 Insider Insights Event.



## Employee Spotlights

### Ms. Dena

- Ms. Dena is a Salon Specialist. She has been a Foss employee for over 20 years.
- She works 4 days a week. She walks to and from work every day (0.2 miles each way) and has never driven to work.
- Ms. Dena is 90 years young!



### Ms. Rachel

- Ms. Rachel is a Nursing Assistant. She has been a Foss employee for 12 years.
- She works 5 days a week (Saturday - Wednesday) and lives two blocks away from Foss Home and Village.

***"Foss is my second home! I love being able to walk to work and help care for our wonderful residents that grew up in this same community" - Ms. Rachel***



Want to learn more? Contact Us!

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