

# 2021



## Annual Employee Survey (AES) Report

U.S. Agency for International Development

The Dashboard's percent positive and negative results only include items 1-44, excluding item 11.

|                                |                     |
|--------------------------------|---------------------|
| FIELD PERIOD                   | Nov 1 - Dec 3, 2021 |
| SAMPLE OR CENSUS               | CENSUS              |
| NUMBER OF SURVEYS COMPLETED    | 1,625               |
| NUMBER OF SURVEYS ADMINISTERED | 3,877               |
| RESPONSE RATE                  | 41.9%               |

**31** items identified as **strengths** (65% positive or higher)

**1** item identified as **challenges** (35% negative or higher)

### Engagement Index Score

|                       |             |                           |
|-----------------------|-------------|---------------------------|
| 2020 ENGAGEMENT INDEX |             |                           |
| 75%                   |             |                           |
| LEADERS LEAD          | SUPERVISORS | INTRINSIC WORK EXPERIENCE |
| 66%                   | 84%         | 74%                       |

### Highest % Positive Items

Select: Highest % Positive

|     |   |     |
|-----|---|-----|
| Q15 | Employees in my work unit contribute positively to my agency's performance. | 90% |
| Q7  | *I know how my work relates to the agency's goals.                          | 89% |
| Q14 | Employees in my work unit meet the needs of our customers.                  | 88% |
| Q29 | My supervisor treats me with respect.                                       | 88% |
| Q9  | *The people I work with cooperate to get the job done.                      | 87% |

### Lowest % Positive Items

Select: Lowest % Positive

|     |  |     |
|-----|--|-----|
| Q10 | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.         | 42% |
| Q24 | *I believe the results of this survey will be used to make my agency a better place to work.           | 47% |
| Q5  | *My workload is reasonable.  | 50% |
| Q12 | *In my work unit, differences in performance are recognized in a meaningful way.                       | 52% |
| Q32 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 55% |

# 2021



## Annual Employee Survey (AES) Report

U.S. Agency for International Development

The Dashboard's largest item increases and decreases only include items 1-44, excluding item 11.

2017 2018 2020 2021 Percentage Point Change

Select: Largest Increases since 2020 ▼

### Largest Increases in Percent Positive since 2020

15

Items Increased since 2020

| Item   | 2017 | 2018 | 2020 | 2021 | Percentage Point Change |
|--|------|------|------|------|-------------------------|
| Q33 My organization's senior leaders maintain high standards of honesty and integrity.                     | --   | --   | 53%  | 69%  | +17                     |
| Q37 I have a high level of respect for my organization's senior leaders.                                   | --   | --   | 50%  | 65%  | +15                     |
| Q8 *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.          | --   | --   | 62%  | 72%  | +10                     |
| Q32 In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | --   | --   | 46%  | 55%  | +8                      |
| Q30 I have trust and confidence in my supervisor.  | --   | --   | 78%  | 81%  | +3                      |

Select: Largest Decreases since 2020 ▼

### Largest Decreases in Percent Positive since 2020

28

Items Decreased since 2020

| Item   | 2017 | 2018 | 2020 | 2021 | Percentage Point Change |
|--|------|------|------|------|-------------------------|
| Q17 During the COVID-19 pandemic, my work unit has adapted to changing priorities.   | --   | --   | 90%  | 84%  | -6                      |
| Q18 During the COVID-19 pandemic, my work unit has successfully collaborated.        | --   | --   | 85%  | 80%  | -5                      |
| Q6 *My talents are used well in the workplace.                                       | --   | --   | 66%  | 61%  | -5                      |
| Q2 I feel encouraged to come up with new and better ways of doing things.            | --   | --   | 73%  | 69%  | -4                      |
| Q12 *In my work unit, differences in performance are recognized in a meaningful way. | --   | --   | 56%  | 52%  | -4                      |

2021

Office of Personnel Management

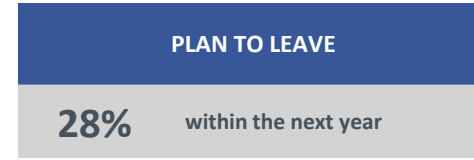
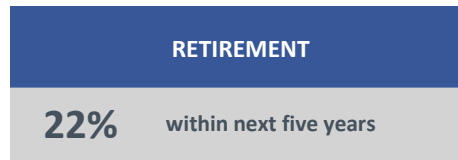
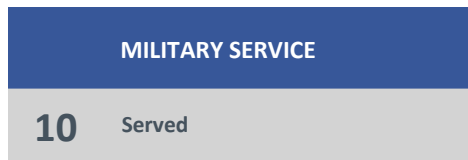
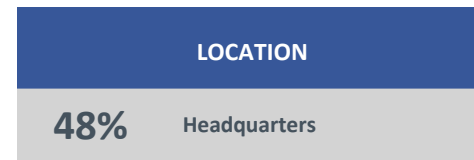
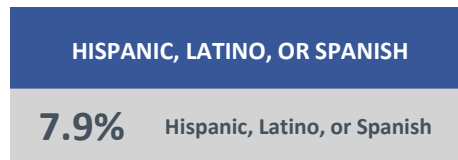
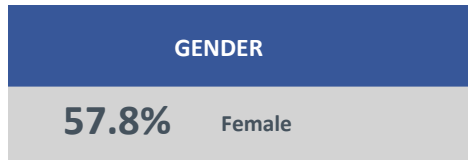
# Federal Employee Viewpoint Survey

Empowering Employees. Inspiring Change.



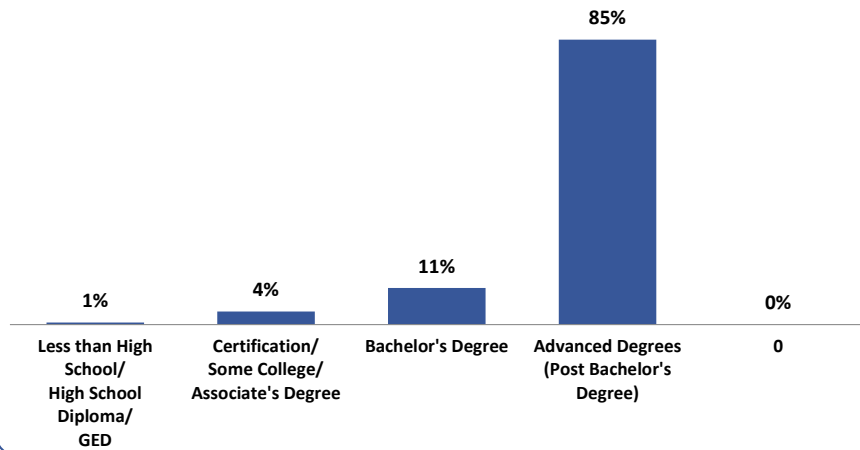
Annual Employee Survey (AES) Report

U.S. Agency for International Development



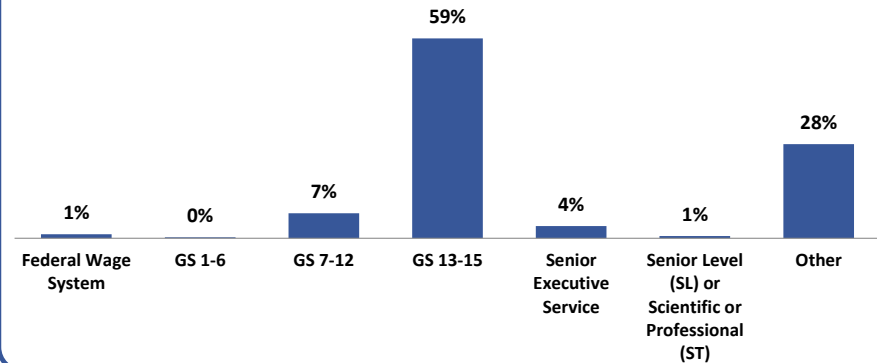
## Education

- Age Group
- Racial Category
- Education



## Pay Category/Grade

- Agency Tenure
- Federal Tenure
- Supervisory Status
- Pay Category/Grade



| Item | Item Text   | Response Type  | Percent Positive | Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied % | Percent Negative | Strongly Agree/ Very Good/ Very Satisfied N | Item Response Total** N | Do Not Know/ No Basis to Judge N |
|------|---|----------------|------------------|--|------------------|---|-------------------------|----------------------------------|
| 1    | *I am given a real opportunity to improve my skills in my organization.                               | Agree-disagree | 73.6%            | 14.3%  | 12.0%            | 437   | 1,618                   | N/A                              |
| 2    | I feel encouraged to come up with new and better ways of doing things.                                | Agree-disagree | 68.5%            | 15.6%  | 15.8%            | 442   | 1,602                   | N/A                              |
| 3    | My work gives me a feeling of personal accomplishment.  | Agree-disagree | 74.5%            | 15.3%  | 10.2%            | 489   | 1,614                   | N/A                              |
| 4    | I know what is expected of me on the job.   | Agree-disagree | 77.2%            | 13.3%  | 9.6%             | 453   | 1,618                   | N/A                              |
| 5    | *My workload is reasonable.   | Agree-disagree | 50.1%            | 12.5%  | 37.4%            | 162   | 1,618                   | 1                                |
| 6    | *My talents are used well in the workplace.   | Agree-disagree | 61.1%            | 15.0%  | 24.0%            | 252   | 1,589                   | 2                                |
| 7    | *I know how my work relates to the agency's goals.  | Agree-disagree | 88.9%            | 7.2%   | 3.9%             | 576   | 1,611                   | 1                                |
| 8    | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.        | Agree-disagree | 71.9%            | 13.9%  | 14.3%            | 504   | 1,556                   | 62                               |
| 9    | *The people I work with cooperate to get the job done.  | Agree-disagree | 87.4%            | 6.7%   | 5.9%             | 745   | 1,619                   | N/A                              |
| 10   | In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.        | Agree-disagree | 42.2%            | 29.4%  | 28.4%            | 157   | 1,358                   | 263                              |
| 12   | *In my work unit, differences in performance are recognized in a meaningful way.                      | Agree-disagree | 52.3%            | 25.0%  | 22.7%            | 192   | 1,506                   | 111                              |
| 13   | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | Agree-disagree | 83.2%            | 9.3%   | 7.5%             | 478   | 1,610                   | 12                               |
| 14   | Employees in my work unit meet the needs of our customers.  | Always-never   | 88.3%            | 10.5%  | 1.1%             | 466   | 1,591                   | 31                               |

|    |  |                |       |       |       |     |       |     |
|----|--|----------------|-------|-------|-------|-----|-------|-----|
| 15 | Employees in my work unit contribute positively to my agency's   | Always-never   | 90.0% | 8.2%  | 1.8%  | 713 | 1,592 | 16  |
| 16 | Employees in my work unit produce high-quality work.   | Always-never   | 86.6% | 11.7% | 1.7%  | 603 | 1,603 | 16  |
| 17 | Employees in my work unit adapt to changing priorities.  | Always-never   | 83.9% | 13.3% | 2.8%  | 666 | 1,594 | 19  |
| 18 | Employees in my work unit successfully collaborate.  | Always-never   | 80.1% | 15.8% | 4.1%  | 627 | 1,606 | 14  |
| 19 | Employees in my work unit achieve our goals.   | Always-never   | 85.1% | 13.0% | 1.9%  | 514 | 1,592 | 25  |
| 20 | Employees are recognized for providing high quality products and                                       | Agree-disagree | 71.6% | 15.4% | 13.1% | 388 | 1,597 | 15  |
| 21 | Employees are protected from health and safety hazards on the job.                                     | Agree-disagree | 82.4% | 10.4% | 7.2%  | 599 | 1,537 | 77  |
| 22 | My agency is successful at accomplishing its mission.  | Agree-disagree | 78.9% | 15.6% | 5.5%  | 388 | 1,595 | 18  |
| 23 | *I recommend my organization as a good place to work.  | Agree-disagree | 72.8% | 16.8% | 10.4% | 454 | 1,606 | N/A |
| 24 | *I believe the results of this survey will be used to make my agency a better place to work.           | Agree-disagree | 46.5% | 25.4% | 28.1% | 211 | 1,519 | 90  |
| 25 | My supervisor supports my need to balance work and other life issues.                                  | Agree-disagree | 84.6% | 8.0%  | 7.3%  | 780 | 1,600 | 6   |
| 26 | My supervisor is committed to a workforce representative of all segments of society.                   | Agree-disagree | 85.2% | 9.8%  | 5.0%  | 772 | 1,545 | 60  |
| 27 | Supervisors in my work unit support employee development.  | Agree-disagree | 82.9% | 10.4% | 6.7%  | 701 | 1,591 | 12  |
| 28 | My supervisor listens to what I have to say.   | Agree-disagree | 86.1% | 7.1%  | 6.8%  | 835 | 1,593 | N/A |
| 29 | My supervisor treats me with respect.  | Agree-disagree | 88.3% | 6.3%  | 5.4%  | 935 | 1,592 | N/A |
| 30 | I have trust and confidence in my supervisor.  | Agree-disagree | 81.0% | 10.3% | 8.7%  | 795 | 1,592 | N/A |
| 31 | Overall, how good a job do you feel is being done by your immediate supervisor?                        | Good-poor      | 81.8% | 12.5% | 5.7%  | 798 | 1,598 | N/A |
| 32 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | Agree-disagree | 54.8% | 23.1% | 22.1% | 278 | 1,577 | 10  |

|    |   |                        |       |       |       |     |       |     |
|----|---|------------------------|-------|-------|-------|-----|-------|-----|
| 33 | My organization's senior leaders maintain high standards of honesty and integrity.                                | Agree-disagree         | 69.1% | 19.1% | 11.7% | 394 | 1,516 | 62  |
| 34 | *Managers communicate the goals of the organization.  | Agree-disagree         | 72.4% | 16.4% | 11.3% | 327 | 1,574 | 6   |
| 35 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | Agree-disagree         | 61.8% | 20.8% | 17.4% | 288 | 1,570 | 15  |
| 36 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?        | Good-poor              | 69.5% | 21.4% | 9.1%  | 474 | 1,513 | 70  |
| 37 | I have a high level of respect for my organization's senior leaders.  | Agree-disagree         | 64.5% | 21.7% | 13.8% | 379 | 1,565 | 17  |
| 38 | Senior leaders demonstrate support for Work-Life programs.  | Agree-disagree         | 64.0% | 19.8% | 16.1% | 354 | 1,514 | 68  |
| 39 | *How satisfied are you with your involvement in decisions that affect your work?                                  | Satisfied-dissatisfied | 59.1% | 22.2% | 18.7% | 264 | 1,567 | N/A |
| 40 | *How satisfied are you with the information you receive from management on what's going on in your organization?  | Satisfied-dissatisfied | 63.8% | 20.6% | 15.5% | 284 | 1,564 | N/A |
| 41 | *How satisfied are you with the recognition you receive for doing a good job?                                     | Satisfied-dissatisfied | 58.5% | 21.9% | 19.6% | 300 | 1,570 | N/A |
| 42 | *Considering everything, how satisfied are you with your job?   | Satisfied-dissatisfied | 68.6% | 16.1% | 15.2% | 326 | 1,564 | N/A |
| 43 | Considering everything, how satisfied are you with your pay?  | Satisfied-dissatisfied | 65.4% | 15.9% | 18.7% | 310 | 1,566 | N/A |
| 44 | *Considering everything, how satisfied are you with your organization?  | Satisfied-dissatisfied | 67.4% | 18.6% | 14.1% | 308 | 1,569 | N/A |

\* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)

\*\* Unweighted count of responses excluding "Do Not Know" or "No Basis to Judge"

Percentages are weighted to represent the Agency's population.

**11. In my work unit poor performers usually:**

|   | 2021<br>N    | 2021<br>%      | 2020<br>N    | 2020<br>%      | 2019<br>N    | 2019<br>%      |
|---|--------------|----------------|--------------|----------------|--------------|----------------|
| Remain in the work unit and improve their performance over time | 221          | 17.0%          | 367          | 20.7%          | 333          | 19.2%          |
| Remain in the work unit and continue to underperform            | 616          | 46.1%          | 791          | 45.2%          | 887          | 51.9%          |
| Leave the work unit - removed or transferred                    | 141          | 10.5%          | 228          | 12.9%          | 212          | 11.9%          |
| Leave the work unit - quit                                      | 42           | 3.2%           | 46           | 2.6%           | 51           | 3.0%           |
| There are no poor performers in my work unit                    | 302          | 23.2%          | 328          | 18.6%          | 241          | 14.0%          |
| Do Not Know   | 299          | — <sup>b</sup> | 332          | — <sup>b</sup> | 217          | — <sup>b</sup> |
| <b>Total</b>  | <b>1,621</b> | <b>100.0%</b>  | <b>2,092</b> | <b>100.0%</b>  | <b>1,941</b> | <b>100.0%</b>  |

Percentages are weighted to represent the Agency's population.  
surveys.

"—<sup>a</sup>" indicates that there are no trending results available for the year.

"—<sup>b</sup>" indicates that the "Do Not Know" responses are not included in percentage calculations.

Source: **U.S. Agency for International Development AES Report, 2021 OPM Federal Employee Viewpoint Survey**

**Agency Pandemic Response: Physically Present**

**45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

|  | <b>2021</b>  | <b>2021</b>   | <b>2020</b>  | <b>2020</b>   |
|--|--------------|---------------|--------------|---------------|
|  | <b>N</b>     | <b>%</b>      | <b>N</b>     | <b>%</b>      |
| 100% of my work time   | 38           | 2.3%          | 52           | 2.6%          |
| At least 75% but less than 100%  | 105          | 6.8%          | 38           | 1.8%          |
| At least 50% but less than 75%   | 110          | 7.2%          | 46           | 2.3%          |
| At least 25% but less than 50%   | 146          | 9.3%          | 67           | 3.3%          |
| Less than 25%  | 467          | 29.8%         | 598          | 29.6%         |
| I have not been physically present at my agency worksite during the pandemic | 696          | 44.6%         | 1,245        | 60.4%         |
| <b>Total</b>   | <b>1,562</b> | <b>100.0%</b> | <b>2,046</b> | <b>100.0%</b> |

Percentages are weighted to represent the Agency's population.

surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Agency for International Development AES Report**, 2021 OPM Federal Employee Viewpoint Survey



## Telework Trends

46. Please select the response that BEST describes your current teleworking schedule.

|  | 2021<br>N    | 2021<br>%     | 2020<br>N    | 2020<br>%     | 2019<br>N    | 2019<br>%     |
|--|--------------|---------------|--------------|---------------|--------------|---------------|
| I telework every work day  | 990          | 63.3%         | 1,678        | 81.9%         | 52           | 2.8%          |
| I telework 3 or 4 days per week  | 230          | 14.8%         | 215          | 10.6%         | 30           | 1.6%          |
| I telework 1 or 2 days per week  | 173          | 11.2%         | 78           | 3.9%          | 375          | 19.7%         |
| I telework, but only about 1 or 2 days per month   | 33           | 2.1%          | 8            | 0.4%          | 172          | 8.8%          |
| I telework very infrequently, on an unscheduled or short-term basis  | 82           | 5.3%          | 39           | 1.9%          | 560          | 28.3%         |
| I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel) | 8            | 0.5%          | 8            | 0.4%          | 185          | 9.7%          |
| I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking                                 | 2            | 0.1%          | 2            | 0.1%          | 36           | 1.9%          |
| I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework                                    | 17           | 1.0%          | 8            | 0.4%          | 281          | 15.0%         |
| I <u>do not</u> telework because I choose not to telework  | 27           | 1.7%          | 10           | 0.5%          | 240          | 12.2%         |
| <b>Total</b>   | <b>1,562</b> | <b>100.0%</b> | <b>2,046</b> | <b>100.0%</b> | <b>1,931</b> | <b>100.0%</b> |

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Agency for International Development AES Report, 2021 OPM Federal Employee Viewpoint Survey**

## Pandemic Response: Senior Leaders and Supervisors

### **48. My organization's senior leaders demonstrate commitment to employee health and safety.**

|                            | 2021<br>N | 2021<br>%      | 2020<br>N | 2020<br>%      |
|----------------------------|-----------|----------------|-----------|----------------|
| Strongly Agree             | 623       | 41.2%          | 1,105     | 54.3%          |
| Agree                      | 665       | 44.1%          | 689       | 34.0%          |
| Neither Agree nor Disagree | 140       | 9.1%           | 106       | 5.4%           |
| Disagree                   | 60        | 4.0%           | 74        | 3.7%           |
| Strongly Disagree          | 25        | 1.7%           | 53        | 2.6%           |
| No Basis to Judge          | 34        | — <sup>b</sup> | 13        | — <sup>b</sup> |
| Total                      | 1,547     | 100.0%         | 2,040     | 100.0%         |

### **49. My organization's senior leaders support policies and procedures to protect employee health and safety.**

|                            | 2021<br>N | 2021<br>%      | 2020<br>N | 2020<br>%      |
|----------------------------|-----------|----------------|-----------|----------------|
| Strongly Agree             | 610       | 40.7%          | 1,079     | 53.3%          |
| Agree                      | 673       | 44.7%          | 726       | 36.1%          |
| Neither Agree nor Disagree | 145       | 9.6%           | 105       | 5.3%           |
| Disagree                   | 45        | 3.0%           | 60        | 3.0%           |
| Strongly Disagree          | 29        | 2.0%           | 46        | 2.3%           |
| No Basis to Judge          | 38        | — <sup>b</sup> | 14        | — <sup>b</sup> |
| Total                      | 1,540     | 100.0%         | 2,030     | 100.0%         |

### **50. My organization's senior leaders provide effective communications about what to expect with the return**

|                            | 2021<br>N | 2021<br>%      |
|----------------------------|-----------|----------------|
| Strongly Agree             | 388       | 26.5%          |
| Agree                      | 498       | 33.9%          |
| Neither Agree nor Disagree | 248       | 16.6%          |
| Disagree                   | 232       | 15.0%          |
| Strongly Disagree          | 120       | 8.0%           |
| No Basis to Judge          | 56        | — <sup>b</sup> |
| Total                      | 1,542     | 100.0%         |

### **51. My supervisor shows concern for my health and safety.**

|  | 2021<br>N | 2021<br>% | 2020<br>N | 2020<br>% |
|--|-----------|-----------|-----------|-----------|
|--|-----------|-----------|-----------|-----------|

|                            |              |                |              |                |
|----------------------------|--------------|----------------|--------------|----------------|
| Strongly Agree             | 853          | 55.5%          | 1,254        | 61.7%          |
| Agree                      | 540          | 35.5%          | 586          | 29.3%          |
| Neither Agree nor Disagree | 84           | 5.7%           | 101          | 5.0%           |
| Disagree                   | 28           | 1.8%           | 47           | 2.4%           |
| Strongly Disagree          | 22           | 1.5%           | 31           | 1.5%           |
| No Basis to Judge          | 18           | — <sup>b</sup> | 18           | — <sup>b</sup> |
| <b>Total</b>               | <b>1,545</b> | <b>100.0%</b>  | <b>2,037</b> | <b>100.0%</b>  |

**52. My supervisor supports my efforts to stay healthy and safe while working.**

|                            | <b>2021</b>  | <b>2021</b>    | <b>2020</b>  | <b>2020</b>    |
|----------------------------|--------------|----------------|--------------|----------------|
|                            | <b>N</b>     | <b>%</b>       | <b>N</b>     | <b>%</b>       |
| Strongly Agree             | 848          | 55.7%          | 1,266        | 63.0%          |
| Agree                      | 523          | 34.6%          | 560          | 28.2%          |
| Neither Agree nor Disagree | 99           | 6.7%           | 122          | 6.2%           |
| Disagree                   | 22           | 1.5%           | 25           | 1.3%           |
| Strongly Disagree          | 23           | 1.5%           | 25           | 1.3%           |
| No Basis to Judge          | 26           | — <sup>b</sup> | 34           | — <sup>b</sup> |
| <b>Total</b>               | <b>1,541</b> | <b>100.0%</b>  | <b>2,032</b> | <b>100.0%</b>  |

**53. My supervisor creates an environment where I can voice my concerns about staying healthy and safe.**

|                            | <b>2021</b>  | <b>2021</b>    | <b>2020</b>  | <b>2020</b>    |
|----------------------------|--------------|----------------|--------------|----------------|
|                            | <b>N</b>     | <b>%</b>       | <b>N</b>     | <b>%</b>       |
| Strongly Agree             | 827          | 54.3%          | 1,205        | 60.3%          |
| Agree                      | 475          | 31.5%          | 523          | 26.4%          |
| Neither Agree nor Disagree | 125          | 8.4%           | 169          | 8.6%           |
| Disagree                   | 49           | 3.3%           | 51           | 2.6%           |
| Strongly Disagree          | 38           | 2.6%           | 41           | 2.1%           |
| No Basis to Judge          | 31           | — <sup>b</sup> | 42           | — <sup>b</sup> |
| <b>Total</b>               | <b>1,545</b> | <b>100.0%</b>  | <b>2,031</b> | <b>100.0%</b>  |

population.

COVID-19 Pandemic" responses in 2020.

there were fewer than 4 completed surveys.

the year.

included in percentage calculations.

**AES Report, 2021 OPM Federal Employee Viewpoint Survey**

**Pandemic: Type of Work**

**54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?**

|              | <b>2021</b>  | <b>2021</b>   | <b>2020</b>  | <b>2020</b>   |
|--------------|--------------|---------------|--------------|---------------|
|              | <b>N</b>     | <b>%</b>      | <b>N</b>     | <b>%</b>      |
| Yes          | 106          | 6.9%          | 65           | 3.3%          |
| No           | 1,355        | 87.6%         | 1,828        | 91.9%         |
| Other        | 85           | 5.5%          | 94           | 4.8%          |
| <b>Total</b> | <b>1,546</b> | <b>100.0%</b> | <b>1,987</b> | <b>100.0%</b> |

Percentages are weighted to represent the Agency's population.  
completed surveys.

"—" indicates that there are no trending results available for the year.

Source: **U.S. Agency for International Development AES Report, 2021 OPM Federal Employee Viewpoint Survey**

**Pandemic Response**

**55. My agency's leadership updates employees about return to the worksite planning.**

|                            | <b>2021</b>  | <b>2021</b>    |
|----------------------------|--------------|----------------|
|                            | <b>N</b>     | <b>%</b>       |
| Strongly Agree             | 327          | 21.9%          |
| Agree                      | 677          | 44.6%          |
| Neither Agree nor Disagree | 237          | 15.4%          |
| Disagree                   | 197          | 12.6%          |
| Strongly Disagree          | 86           | 5.5%           |
| Do Not Know                | 20           | — <sup>b</sup> |
| <b>Total</b>               | <b>1,544</b> | <b>100.0%</b>  |

**56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.**

|                            | <b>2021</b>  | <b>2021</b>    |
|----------------------------|--------------|----------------|
|                            | <b>N</b>     | <b>%</b>       |
| Strongly Agree             | 386          | 28.2%          |
| Agree                      | 585          | 42.3%          |
| Neither Agree nor Disagree | 291          | 20.9%          |
| Disagree                   | 86           | 6.1%           |
| Strongly Disagree          | 34           | 2.5%           |
| Do Not Know                | 160          | — <sup>b</sup> |
| <b>Total</b>               | <b>1,542</b> | <b>100.0%</b>  |

**57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.**

|                            | <b>2021</b>  | <b>2021</b>    | <b>2020</b>  | <b>2020</b>    |
|----------------------------|--------------|----------------|--------------|----------------|
|                            | <b>N</b>     | <b>%</b>       | <b>N</b>     | <b>%</b>       |
| Strongly Agree             | 430          | 29.1%          | 734          | 36.8%          |
| Agree                      | 689          | 46.5%          | 781          | 39.5%          |
| Neither Agree nor Disagree | 244          | 16.0%          | 318          | 16.2%          |
| Disagree                   | 85           | 5.5%           | 96           | 4.9%           |
| Strongly Disagree          | 42           | 2.9%           | 52           | 2.7%           |
| Do Not Know                | 53           | — <sup>b</sup> | 36           | — <sup>b</sup> |
| <b>Total</b>               | <b>1,543</b> | <b>100.0%</b>  | <b>2,017</b> | <b>100.0%</b>  |

Percentages are weighted to represent the Agency's population. were fewer than 4 completed surveys. year. in percentage calculations.

**Employment Demographics****Where do you work?**

|  | <b>%</b> |
|--|----------|
| Headquarters                                       | 48.3%    |
| Field  | 34.2%    |
| Full-time telework (e.g., home office, telecenter) | 17.5%    |
| Total  | 100.0%   |

**What is your supervisory status?**

|                | <b>%</b> |
|----------------|----------|
| Senior Leader  | 6.2%     |
| Manager        | 20.9%    |
| Supervisor     | 21.9%    |
| Team Leader    | 13.5%    |
| Non-Supervisor | 37.6%    |
| Total          | 100.0%   |

**What is your pay category/grade?**

|  | <b>%</b> |
|--|----------|
| Federal Wage System                                  | 1.2%     |
| GS 1-6   | 0.3%     |
| GS 7-12  | 7.4%     |
| GS 13-15   | 59.1%    |
| Senior Executive Service                             | 3.6%     |
| Senior Level (SL) or Scientific or Professional (ST) | 0.7%     |
| Other  | 27.8%    |
| Total  | 100.0%   |

**What is your US military service status?**

|   | <b>%</b> |
|---|----------|
| No Prior Military Service               | 90.3%    |
| Currently in National Guard or Reserves | 0.7%     |
| Retired                                 | 2.7%     |
| Separated or Discharged                 | 6.3%     |
| Total                                   | 100.0%   |

**Are you:**

|        | <b>%</b> |
|--------|----------|
| Forces | 0.8%     |

|   |        |
|---|--------|
| The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent | 0.6%   |
| U.S. Armed Forces   | 0.0%   |
| None of the categories listed   | 98.6%  |
| <hr/>   |        |
| Total   | 100.0% |

***If the response to the previous question on if you are a military spouse was "None of the categories listed," this item was skipped.***

***Have you been hired under the Military Spouse Non-Competitive Hiring Authority?***

|       |                |
|-------|----------------|
|       | <hr/> <b>%</b> |
| Yes   | 4.5%           |
| No    | 95.5%          |
| <hr/> |                |
| Total | 100.0%         |

***How long have you been with the Federal Government (excluding military service)?***

|                    |                |
|--------------------|----------------|
|                    | <hr/> <b>%</b> |
| Less than 1 year   | 1.4%           |
| 1 to 3 years       | 9.3%           |
| 4 to 5 years       | 6.1%           |
| 6 to 10 years      | 19.9%          |
| 11 to 14 years     | 26.9%          |
| 15 to 20 years     | 20.1%          |
| More than 20 years | 16.2%          |
| <hr/>              |                |
| Total              | 100.0%         |

***Environmental Protection Agency)?***

|                    |                |
|--------------------|----------------|
|                    | <hr/> <b>%</b> |
| Less than 1 year   | 4.5%           |
| 1 to 3 years       | 16.0%          |
| 4 to 5 years       | 7.4%           |
| 6 to 10 years      | 24.1%          |
| 11 to 14 years     | 25.2%          |
| 15 to 20 years     | 13.1%          |
| More than 20 years | 9.7%           |
| <hr/>              |                |
| Total              | 100.0%         |

***Are you considering leaving your organization within the next year, and if so, why?***

|   |                |
|---|----------------|
|   | <hr/> <b>%</b> |
| No  | 72.0%          |
| Yes, to retire  | 4.2%           |
| Yes, to take another job within the Federal Government  | 11.4%          |
| Yes, to take another job outside the Federal Government | 6.8%           |
| Yes, other  | 5.6%           |

|       |        |
|-------|--------|
| Total | 100.0% |
|-------|--------|

### ***I am planning to retire:***

|                   | <b>%</b> |
|-------------------|----------|
| Less than 1 year  | 1.4%     |
| 1 year            | 1.9%     |
| 2 years           | 3.6%     |
| 3 years           | 4.3%     |
| 4 years           | 3.7%     |
| 5 years           | 7.3%     |
| More than 5 years | 77.7%    |
| Total             | 100.0%   |

## **Personal Demographics**

### ***Are you of Hispanic, Latino, or Spanish origin?***

|       | <b>%</b> |
|-------|----------|
| Yes   | 7.9%     |
| No    | 92.1%    |
| Total | 100.0%   |

### ***Please select the racial category or categories with which you most closely identify.***

|                           | <b>%</b> |
|---------------------------|----------|
| White                     | 69.7%    |
| Black or African American | 16.0%    |
| All other races           | 14.3%    |
| Total                     | 100.0%   |

### ***What is your age group?***

|                    | <b>%</b> |
|--------------------|----------|
| 29 years and under | 2.5%     |
| 30-39 years old    | 22.0%    |
| 40-49 years old    | 38.2%    |
| 50-59 years old    | 27.6%    |
| 60 years or older  | 9.7%     |
| Total              | 100.0%   |

### ***What is the highest degree or level of education you have completed?***

|   | <b>%</b> |
|---|----------|
| Less than High School/ High School Diploma/ GED | 0.6%     |
| Certification/ Some College/ Associate's Degree | 3.9%     |
| Bachelor's Degree                               | 10.9%    |
| Advanced Degrees (Post Bachelor's Degree)       | 84.7%    |



|       |        |
|-------|--------|
| Total | 100.0% |
|-------|--------|

***Are you an individual with a disability?***

|       | %      |
|-------|--------|
| Yes   | 8.7%   |
| No    | 91.3%  |
| Total | 100.0% |

***Are you:***

|        | %      |
|--------|--------|
| Male   | 42.2%  |
| Female | 57.8%  |
| Total  | 100.0% |

***Are you transgender?***

|       | %      |
|-------|--------|
| Yes   | 0.4%   |
| No    | 99.6%  |
| Total | 100.0% |

***Which one of the following do you consider yourself to be?***

|                                      | %      |
|--------------------------------------|--------|
| Straight, that is not gay or lesbian | 88.8%  |
| Gay or Lesbian                       | 6.3%   |
| Bisexual                             | 2.5%   |
| Something else                       | 2.4%   |
| Total                                | 100.0% |

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

Note: For confidentiality purposes, <sup>1</sup>indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

Source: **U.S. Agency for International Development AES Report, 2021 OPM Federal Employee Viewpoint Survey**