

## **U.S. Agency International Development 2023 Annual Employee Survey (AES) Results**

Attached are the U.S. Agency International Development's (USAID) 2023 Annual Employee Survey (AES) results from the 2023 Federal Employee Viewpoint Survey (FEVS) for the direct hire<sup>1</sup> workforce. This year's 46.7% participation rate was a 4.2% increase from the previous year. A total of 1,983 respondents was a 12.1% increase over the previous number, in part through an increase in the size of the direct hire workforce at USAID, and in part due to the increased overall participation rate. USAID exhibited strength in 59 of the 90 core "strength" items, with positive response rates of 65% or higher. The remaining 31 areas were identified for improvement, with only three items considered challenging, scoring more than 35% in the negative. These challenges pertain to workload issues, timely work delivery, and employee involvement in decision-making. The survey also revealed a decline in workforce engagement, including a 4% decrease in the Employee Engagement Index, a 2% decrease in the Performance Confidence Index, and a 2% decrease in the Global Satisfaction Index. USAID values the feedback received and is committed to addressing these challenges while building on its strengths to enhance overall workforce satisfaction and engagement.

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<sup>1</sup> OPM also conducts a FEVS for USAID's non direct hire workforce, but the results are not yet available.

# 2023

OFFICE OF PERSONNEL MANAGEMENT

## Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



### Annual Employee Survey (AES) Dashboard

U.S. Agency for International Development

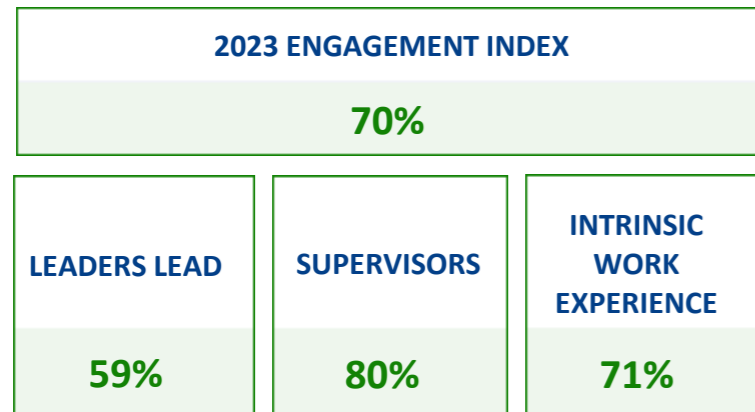
The Dashboard's percent positive and negative results only include items 1-90, excluding item 16.

FIELD PERIOD	May 8 - Jul 7, 2023
SAMPLE OR CENSUS	CENSUS
NUMBER OF SURVEYS COMPLETED	1,983
NUMBER OF SURVEYS	4,250
RESPONSE RATE	46.7%

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

**3** items identified as **challenges** (35% negative or higher)

### Engagement Index Score



### Highest % Positive Items

Item	Index/Dimension	Select: Highest % Positive
Q90 It is important to me that my work contribute to the common good.	Employee Experience Index	96%
Q21 Employees in my work unit contribute positively to my agency's performance.	Performance Confidence Index	87%
Q89 I identify with the mission of my organization.	Employee Experience Index	87%
Q51 My supervisor treats me with respect.	Employee Engagement Index: Supervisors	86%
Q44 My organization has prepared me for potential cybersecurity threats.	Employee-Focused Performance Dimension: Employee Welfare	86%

### Highest % Negative Items

Item	Index/Dimension	Select: Highest % Negative
Q41 The approval process in my organization allows timely delivery of my work.	Other	46%
Q5 My workload is reasonable.	Employee-Focused Performance Dimension: Work-Life Support	38%
Q66 Management involves employees in decisions that affect their work.	Employee-Focused Performance Dimension: Employee Voice	36%
Q57 In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement Index: Leaders Lead	33%
Q65 Management makes effective changes to address challenges facing our organization.	Agile Performance Dimension: Resilience	31%

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The Dashboard's trending results only include items 1-12, 15, 17-38, and 42-90.

Select: Largest Increases since 2022

### Largest Increases in Percent Positive since 2022

6

items increased since 2022

Index/Dimension	2020	2021	2022	2023	Percentage Point Change
<b>Q36</b> Employees are protected from health and safety hazards on the job. Employee-Focused Performance Dimension: Employee Welfare	82%	82%	75%	79%	+4
<b>Q43</b> My organization has prepared me for potential physical security threats. Employee-Focused Performance Dimension: Employee Welfare	--	--	76%	80%	+4
<b>Q17</b> In my work unit, differences in performance are recognized in a meaningful way. Goal Oriented Performance Dimension: Recognition	56%	52%	42%	43%	+1
<b>Q27</b> My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). Agile Performance Dimension: Innovation	--	--	58%	59%	+1
<b>Q71</b> Considering everything, how satisfied are you with your pay? Global Satisfaction Index	68%	65%	60%	61%	+1

Select: Largest Decreases since 2022

### Largest Decreases in Percent Positive since 2022

73

items decreased since 2022

Index/Dimension	2020	2021	2022	2023	Percentage Point Change
<b>Q63</b> Senior leaders demonstrate support for Work-Life programs. Employee-Focused Performance Dimension: Work-Life Support	65%	64%	63%	52%	-11
<b>Q42</b> My organization effectively adapts to changing government priorities. Agile Performance Dimension: Resilience	--	--	73%	62%	-11
<b>Q57</b> In my organization, senior leaders generate high levels of motivation and commitment in the workforce. Employee Engagement Index: Leaders Lead	46%	55%	54%	45%	-9
<b>Q68</b> How satisfied are you with the information you receive from management on what's going on in your organization? Foundations Performance Dimension: Communication	64%	64%	61%	54%	-7
<b>Q67</b> How satisfied are you with your involvement in decisions that affect your work? Employee-Focused Performance Dimension: Employee Voice	62%	59%	54%	48%	-6

2023

OFFICE OF PERSONNEL MANAGEMENT

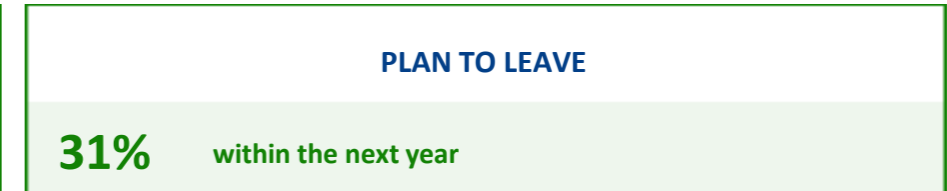
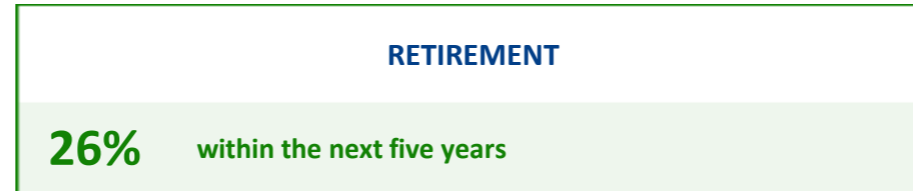
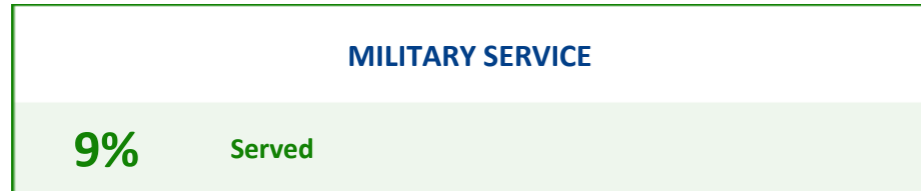
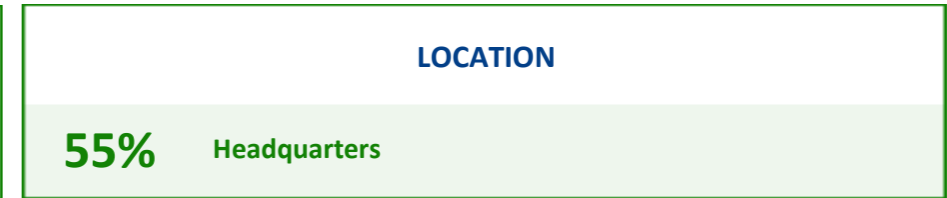
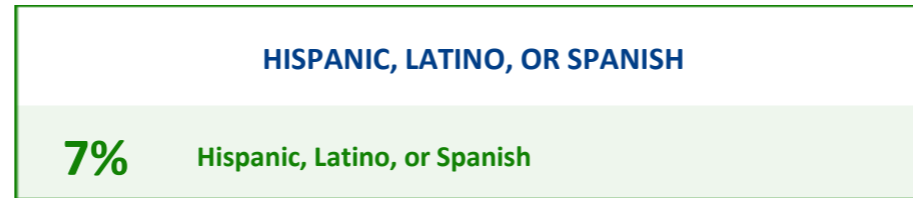
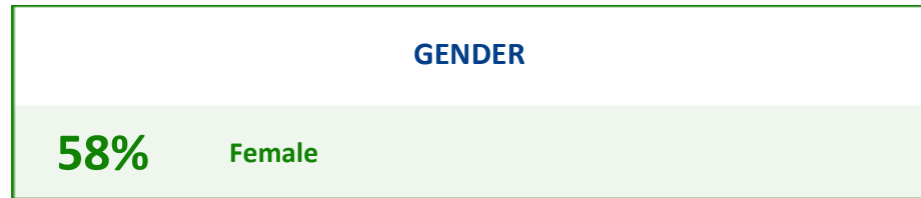
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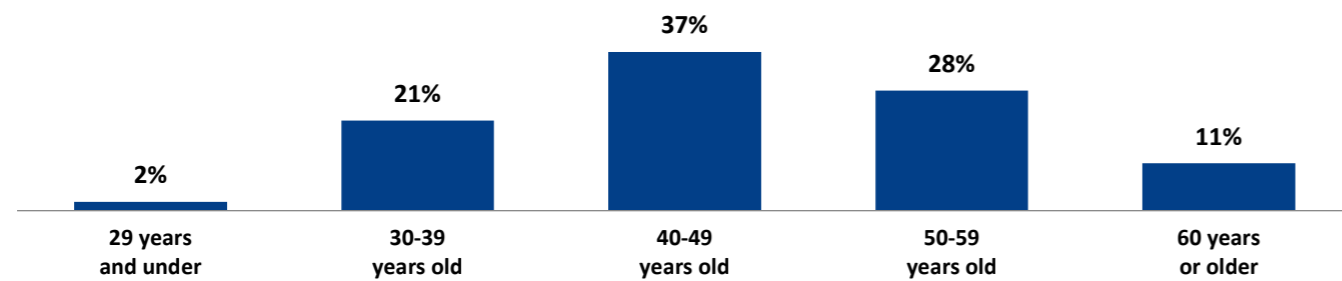
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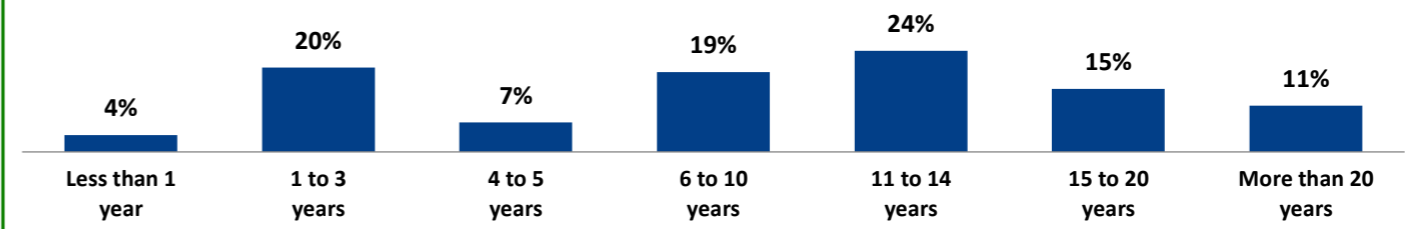
## Age Group

- Age Group
- Racial Category
- Education



## Agency Tenure

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



Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee	Agree-disagree	71%	26%	45%	14%	11%	4%	15%
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work	N/A	Agree-disagree	65%	25%	40%	16%	14%	5%	19%
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work	N/A	Agree-disagree	72%	31%	42%	15%	9%	4%	13%
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work	N/A	Agree-disagree	73%	26%	47%	14%	9%	4%	12%
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	46%	11%	35%	16%	22%	16%	38%
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work	N/A	Agree-disagree	57%	19%	38%	18%	17%	8%	25%
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work	N/A	Agree-disagree	86%	37%	48%	8%	4%	2%	6%
8	*I can disclose a suspected violation of any law, rule, or regulation without fear	N/A	Foundations: Merit Principles	Agree-disagree	71%	34%	37%	14%	9%	6%	15%
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	68%	16%	52%	15%	14%	3%	17%
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee	Agree-disagree	60%	16%	44%	21%	15%	4%	19%
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	81%	28%	53%	12%	6%	1%	7%
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	70%	23%	47%	17%	10%	4%	14%
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	70%	24%	46%	14%	11%	5%	16%
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	58%	18%	40%	20%	16%	6%	22%
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	84%	40%	43%	9%	6%	2%	8%
17	*In my work unit, differences in performance are recognized in a	N/A	Goal Oriented: Recognition	Agree-disagree	43%	8%	35%	26%	20%	10%	30%
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	82%	32%	50%	9%	6%	3%	8%
19	*My work unit has the job-relevant knowledge and skills necessary to	N/A	Foundations: Performance Resources	Agree-disagree	79%	27%	52%	12%	6%	2%	9%
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	85%	30%	55%	13%	2%	0%	2%
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	87%	42%	45%	11%	2%	0%	2%

22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	83%	37%	46%	15%	2%	0%	2%
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	81%	40%	41%	15%	3%	1%	4%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do	N/A	Foundations: Performance Resources	Agree-disagree	70%	20%	50%	19%	8%	3%	11%
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	76%	31%	44%	13%	8%	3%	11%
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	79%	33%	46%	11%	8%	2%	11%
27	My work unit commits resources to develop new ideas (e.g., budget, staff,	N/A	Agile: Innovation	Agree-disagree	59%	19%	40%	19%	15%	7%	22%
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	68%	22%	46%	18%	9%	5%	14%
29	Employees in my work unit consistently look for new ways to improve how they	N/A	Agile: Innovation	Agree-disagree	67%	22%	45%	20%	10%	3%	13%
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	70%	22%	48%	19%	9%	2%	11%
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	60%	18%	42%	25%	12%	3%	15%
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	77%	31%	46%	15%	6%	2%	8%
33	Employees in my work unit consistently look for ways to improve customer	N/A	Foundations: Customer Responsiveness	Agree-disagree	66%	24%	42%	22%	9%	3%	12%
34	Employees in my work unit support my need to balance my work and	N/A	Employee-Focused: Work-Life Support	Agree-disagree	72%	29%	43%	14%	8%	6%	14%
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	61%	16%	44%	19%	13%	7%	20%
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	79%	34%	45%	12%	6%	3%	9%
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	74%	21%	53%	16%	7%	3%	9%
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	77%	31%	46%	11%	9%	3%	12%
39	My organization shares results (for example, town halls, email, distribution of	N/A	Other	Agree-disagree	76%	26%	50%	13%	8%	3%	11%
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	58%	15%	42%	20%	17%	6%	23%
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	35%	8%	27%	19%	28%	18%	46%
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	62%	15%	47%	23%	10%	5%	15%
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	80%	27%	53%	13%	5%	2%	7%
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	86%	29%	57%	10%	3%	2%	4%
45	In my organization, arbitrary action, personal favoritism and/or political	N/A	Foundations: Merit Principles	Agree-disagree	48%	16%	32%	24%	16%	13%	29%
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	66%	24%	42%	19%	10%	5%	15%

47	*I believe the results of this survey will be used to make my agency a better	N/A	Other	Agree-disagree	45%	12%	33%	24%	18%	13%	31%
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	80%	40%	40%	10%	6%	4%	10%
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	83%	49%	34%	9%	5%	3%	9%
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	82%	50%	33%	8%	6%	4%	9%
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	86%	56%	30%	7%	4%	3%	7%
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	75%	47%	29%	11%	7%	6%	13%
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	85%	45%	40%	10%	3%	2%	5%
54	Overall, how good a job do you feel is being done by your immediate	Employee Engagement: Supervisors	N/A	Good-poor	75%	45%	30%	16%	5%	4%	9%
55	My supervisor provides me with constructive suggestions to improve my	N/A	Goal Oriented: Performance Feedback	Agree-disagree	68%	33%	34%	17%	11%	5%	16%
56	My supervisor provides me with performance feedback throughout the	N/A	Goal Oriented: Performance Feedback	Agree-disagree	69%	32%	37%	16%	9%	6%	15%
57	In my organization, senior leaders generate high levels of motivation and	Employee Engagement: Leaders Lead	N/A	Agree-disagree	45%	13%	32%	22%	19%	14%	33%
58	My organization's senior leaders maintain high standards of honesty and	Employee Engagement: Leaders Lead	N/A	Agree-disagree	63%	21%	42%	21%	9%	8%	17%
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	66%	18%	48%	17%	10%	7%	17%
60	Managers promote communication among different work units (for	N/A	Foundations: Communication	Agree-disagree	57%	16%	40%	22%	12%	9%	21%
61	Overall, how good a job do you feel is being done by the manager directly above	Employee Engagement: Leaders Lead	N/A	Good-poor	65%	27%	38%	20%	9%	7%	15%
62	I have a high level of respect for my organization's senior	Employee Engagement: Leaders Lead	N/A	Agree-disagree	58%	21%	37%	20%	14%	8%	22%
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	52%	17%	35%	21%	15%	12%	27%
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	56%	16%	40%	23%	13%	7%	21%
65	Management makes effective changes to address challenges facing	N/A	Agile: Resilience	Agree-disagree	44%	13%	31%	25%	21%	11%	31%
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	41%	12%	29%	24%	20%	16%	36%
67	*How satisfied are you with your involvement in decisions that affect your	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	48%	13%	35%	23%	22%	7%	30%
68	*How satisfied are you with the information you receive from management	N/A	Foundations: Communication	Satisfied-dissatisfied	54%	13%	41%	22%	18%	6%	24%
69	*How satisfied are you with the recognition you receive for doing a good	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	51%	15%	36%	24%	16%	8%	25%
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	63%	19%	43%	19%	13%	6%	19%
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	17%	44%	17%	15%	7%	22%

72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	60%	17%	42%	21%	14%	6%	20%
73	My organization's management practices promote diversity (e.g.,	DEIA: Diversity	N/A	Agree-disagree	70%	26%	44%	15%	9%	6%	15%
74	My supervisor demonstrates a commitment to workforce	DEIA: Diversity	N/A	Agree-disagree	78%	39%	39%	13%	4%	4%	9%
75	I have similar access to advancement opportunities (e.g.,	DEIA: Equity	N/A	Agree-disagree	61%	23%	38%	15%	14%	10%	24%
76	My supervisor provides opportunities fairly to all employees in my work unit	DEIA: Equity	N/A	Agree-disagree	69%	29%	40%	15%	10%	6%	15%
77	In my work unit, excellent work is similarly recognized for all	DEIA: Equity	N/A	Agree-disagree	61%	24%	37%	19%	13%	7%	20%
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	78%	34%	45%	13%	5%	4%	9%
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	79%	35%	44%	14%	4%	3%	7%
80	I am comfortable expressing opinions that are different from other	DEIA: Inclusion	N/A	Agree-disagree	76%	31%	46%	11%	7%	6%	13%
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	78%	30%	47%	13%	5%	4%	9%
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	69%	28%	42%	16%	9%	6%	15%
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	76%	31%	45%	15%	5%	4%	9%
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	70%	29%	42%	19%	5%	6%	11%
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	72%	31%	41%	20%	4%	4%	8%
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	65%	26%	39%	19%	11%	5%	16%
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	71%	29%	42%	16%	8%	4%	13%
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	64%	27%	37%	20%	11%	6%	16%
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	87%	44%	44%	9%	2%	2%	4%
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	96%	63%	33%	3%	1%	1%	1%

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

\*\* Unweighted count of responses excluding "Do Not Know", "No Basis to Judge", "There have been no recent hires in my work unit", or "I do not have any". Percentages are weighted to represent the Agency's population. For confidentiality purposes, a "-" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: U.S. Agency for International Development AES Report, 2023 OPM Federal Employee Viewpoint Survey



**Performance Dimension: Goal Oriented: Accountability**

**16. In my work unit poor performers usually (select all that apply):**

	2023	2023	2022	2022
	N	%	N	%
Remain in the work unit and improve their performance over time	395	20.2%	327	18.3%
Remain in the work unit and continue to underperform	873	44.5%	754	43.0%
Leave the work unit - removed or transferred	226	11.5%	200	11.1%
Leave the work unit - quit	149	7.6%	137	7.4%
There are no poor performers in my work unit	375	18.7%	362	20.3%
Do Not Know	303	15.2%	297	17.1%
<b>Total (percents will add to more than 100% because respondents could choose more than one response option)</b>	<b>1,979</b>	<b>N/A</b>	<b>1,766</b>	<b>N/A</b>

Percentages are weighted to represent the Agency's population.

A "-<sup>an</sup>" indicates that there are no trending results available for the year.

Source: **U.S. Agency for International Development AES Report**, 2023 OPM Federal Employee Viewpoint Survey

**Telework/Remote Work**

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	350	18.2%	N/A	N/A	990	63.3%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	327	19.3%	N/A	N/A
I telework 3 or 4 days per week	686	35.2%	N/A	N/A	230	14.8%
I telework 3 or more days per week	N/A	N/A	678	38.6%	N/A	N/A
I telework 1 or 2 days per week	215	11.4%	236	14.3%	173	11.2%
I telework, but only about 1 or 2 days per month	52	3.0%	49	3.0%	33	2.1%
I telework very infrequently, on an unscheduled or short-term basis	319	18.5%	234	14.8%	82	5.3%
I do not telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	70	4.1%	41	2.7%	8	0.5%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	1	0.1%	1	0.1%	2	0.1%
I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework	112	6.8%	80	5.4%	17	1.0%
I do not telework because I choose not to telework	47	2.7%	33	1.9%	27	1.7%
<b>Total</b>	<b>1,852</b>	<b>100.0%</b>	<b>1,679</b>	<b>100.0%</b>	<b>1,562</b>	<b>100.0%</b>

**Only those who answered “I telework every work day” in 2023 or “I have an approved remote work agreement” in 2022 to the previous question received Question 91a.**

**91a. What is your current remote work status?**

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	19	5.8%	N/A	N/A
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	144	40.8%	105	32.5%
I have an approved remote work agreement and live <b>inside</b> the local commuting area (less than 50 miles away)	173	51.0%	218	67.5%
I do not know	9	2.4%	N/A	N/A
<b>Total</b>	<b>345</b>	<b>100.0%</b>	<b>323</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

“<sup>-3a</sup>” indicates that there are no trending results available for the year.

“<sup>-d</sup>” indicates that there were no responses to this item.

In 2023, the response options for Q91 and Q91a were slightly different than in previous years. To facilitate trending, all possible response options are shown and an N/A is shown when the response option is not relevant for that given year.

## Employment Demographics

### Where do you work?

	<u>%</u>
Headquarters	55.2%
Field	31.3%
Full-time telework (e.g., home office, telecenter)	13.4%
Total	100.0%

### What is your supervisory status?

	<u>%</u>
Senior Leader	5.4%
Manager	18.5%
Supervisor	20.7%
Team Leader	12.7%
Non-Supervisor	42.7%
Total	100.0%

### What is your pay category/grade?

	<u>%</u>
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	1.5%
GS 1-6	0.5%
GS 7-12	8.6%
GS 13-15	57.0%
Senior Executive Service	3.3%
Senior Level (SL) or Scientific or Professional (ST)	0.7%
Other	28.5%
Total	100.0%

### What is your US military service status?

	<u>%</u>
No Prior Military Service	91.1%
Currently in National Guard or Reserves	0.8%
Retired	2.5%
Separated or Discharged	5.6%
Total	100.0%

### Are you:

	<u>%</u>
The spouse of a current active duty service member of the U.S. Armed Forces	0.7%
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	1.0%

## Agency Specific Item

***My office/center/hub has taken actions in response to prior years' survey results to bring about positive change to the workplace.***

	<b>N</b>	<b>%</b>
Yes	886	49.7%
No	889	50.3%
Total	1,775	100.0%

***If you feel that your workload is not reasonable, what is the primary reason?***

	<b>N</b>	<b>%</b>
Competing work assignments/too many tasks	510	27.6%
Not enough staff	474	25.6%
Insufficient work processes	101	5.5%
Unequal distribution of tasks	110	6.2%
Too many meetings	139	7.7%
N/A - My workload is reasonable	504	27.4%
Total	1,838	100.0%

***Agency leadership demonstrates commitment to fostering a respectful, inclusive, and safe environment in USAID's workplace and programs, including preventing and addressing sexual misconduct.***

	<b>N</b>	<b>%</b>
Strongly agree	586	32.0%
Agree	858	46.6%
Neither agree nor disagree	248	13.5%
Disagree	90	5.0%
Strongly disagree	55	3.0%
Total	1,837	100.0%

***My supervisor prioritizes diversity, equity, inclusion, and accessibility in our work environment.***

	<b>N</b>	<b>%</b>
Strongly agree	641	34.8%
Agree	767	41.6%
Neither agree nor disagree	299	16.4%
Disagree	79	4.4%
Strongly disagree	48	2.7%
Total	1,834	100.0%

***USAID is actively striving to foster a workplace culture where individuals from all backgrounds can thrive.***

	<b>N</b>	<b>%</b>
Strongly agree	534	29.1%
Agree	804	43.9%
Neither agree nor disagree	302	16.6%
Disagree	125	6.8%
Strongly disagree	65	3.6%
<b>Total</b>	<b>1,830</b>	<b>100.0%</b>

***I understand the Agency's telework and remote work policies.***

	<b>N</b>	<b>%</b>
Strongly agree	540	29.6%
Agree	801	44.2%
Neither agree nor disagree	196	11.0%
Disagree	176	9.4%
Strongly disagree	110	5.7%
<b>Total</b>	<b>1,823</b>	<b>100.0%</b>

***I have all the tools and technology to work successfully in a hybrid and remote work environment.***

	<b>N</b>	<b>%</b>
Strongly agree	709	38.6%
Agree	713	39.6%
Neither agree nor disagree	172	9.4%
Disagree	170	8.9%
Strongly disagree	71	3.6%
<b>Total</b>	<b>1,835</b>	<b>100.0%</b>

***My Bureau/Independent Office/Mission leadership supports equity for all employees, regardless of whether they are civil service, foreign service hires, personal support contractors, institutional support contractors, foreign service national or another staffing mechanism.***

	<b>N</b>	<b>%</b>
Strongly agree	444	24.4%
Agree	610	33.6%
Neither agree nor disagree	377	20.7%
Disagree	245	13.1%
Strongly disagree	157	8.1%
<b>Total</b>	<b>1,833</b>	<b>100.0%</b>

***When answering the survey questions about your senior leaders, who were you primarily thinking of?***

	<b>N</b>	<b>%</b>
Agency Administrator and Deputy Administrators	642	34.6%

Bureau AA, Assistant to Administrators, or DA Administrators; Independent OD	689	36.7%
Mission Directors and Deputy Mission Directors, Senior Development Advisors	289	17.8%
Office/Center/Hub Directors	201	10.9%
<b>Total</b>	<b>1,821</b>	<b>100.0%</b>

***When answering the survey questions about your organization, which organization were you primarily thinking of?***

	<b>N</b>	<b>%</b>
Overall Agency (USAID)	942	52.0%
My Bureau or Independent office	504	26.7%
My Mission	204	12.5%
My office/center/hub	169	8.8%
<b>Total</b>	<b>1,819</b>	<b>100.0%</b>

**For all tables on this worksheet:**

Percentages are weighted to represent the Agency’s population.

Source: **U.S. Agency for International Development AES Report, 2023 OPM Federal Employee Viewpoint Survey**

The widow(er) of a service member killed while on active duty in the U.S. Armed Forces	0.0%
None of the categories listed	98.3%
<b>Total</b>	<b>100.0%</b>

*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?**

	<b>%</b>
Yes	3.2%
No	96.8%
<b>Total</b>	<b>100.0%</b>

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

	<b>%</b>
Less than 1 year	1.9%
1 to 3 years	11.1%
4 to 5 years	6.9%
6 to 10 years	17.7%
11 to 14 years	23.0%
15 to 20 years	20.4%
More than 20 years	19.0%
<b>Total</b>	<b>100.0%</b>

**How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?**

	<b>%</b>
Less than 1 year	3.7%
1 to 3 years	20.4%
4 to 5 years	7.0%
6 to 10 years	19.4%
11 to 14 years	24.1%
15 to 20 years	14.7%
More than 20 years	10.6%
<b>Total</b>	<b>100.0%</b>

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

	<b>%</b>
No	69.3%
Yes, to retire	4.8%
Yes, to take another job within the Federal Government	12.6%
Yes, to take another job outside the Federal Government	6.6%
Yes, other	6.7%
<b>Total</b>	<b>100.0%</b>

*If the response to the previous question on your intent to leave was "No," this item was skipped.*

**Has your work unit's telework or remote work options influenced your intent to leave?**

	<u>%</u>
Yes	56.7%
No	43.3%
Total	100.0%

**I am planning to retire:**

	<u>%</u>
Less than 1 year	2.4%
1 year	1.9%
2 years	4.4%
3 years	4.6%
4 years	4.2%
5 years	7.9%
More than 5 years	74.5%
Total	100.0%

**Personal Demographics**

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

	<u>%</u>
Yes	6.9%
No	93.1%
Total	100.0%

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

	<u>%</u>
White	68.8%
Black or African American	17.1%
All other races	14.2%
Total	100.0%

**What is your age group?**

	<u>%</u>
29 years and under	2.2%
30-39 years old	21.1%
40-49 years old	37.4%
50-59 years old	28.0%
60 years or older	11.3%
Total	100.0%

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

%



Less than High School/ High School Diploma/ GED	0.4%
Certification/ Some College/ Associate's Degree	3.5%
Bachelor's Degree	11.4%
Advanced Degrees (Post Bachelor's Degree)	84.7%
<b>Total</b>	<b>100.0%</b>

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

	<b>%</b>
Yes	11.6%
No	88.4%
<b>Total</b>	<b>100.0%</b>

**Are you:**

	<b>%</b>
Male	42.0%
Female	58.0%
<b>Total</b>	<b>100.0%</b>

**Are you transgender?**

	<b>%</b>
Yes	0.3%
No	99.7%
<b>Total</b>	<b>100.0%</b>

**Which one of the following best represents how you think of yourself?**

	<b>%</b>
Lesbian or gay	5.8%
Straight, that is not lesbian or gay	88.3%
Bisexual	2.9%
I use a different term	3.0%
<b>Total</b>	<b>100.0%</b>

Percentages for demographic questions are unweighted.

The first two response options "Lesbian or gay" and "Straight, that is not lesbian or gay" for the sexual orientation item were re-worded and re-ordered from the 2022 survey.  
 Note: For confidentiality purposes, a "-" indicates 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.

A "-"<sup>d</sup> indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.