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 hire¹ 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.

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

2023

FFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.

Employee-Focused Performance Dimension:

Employee Welfare



86%

U.S. Agency for International Development

Annual Employee Survey (AES) Dashboard

Q44 My organization has prepared me for potential cybersecurity threats.

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%

items identified as strengths (65% positive or higher)

items identified as challenges (35% negative or higher)

Engagement Index Score 2023 ENGAGEMENT INDEX

70%

SUPERVISORS 80%

INTRINSIC WORK EXPERIENCE

71%





2023		
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Federal Employee Viewpoint Survey

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annual Employee Survey (AES) Dashb	oard					U.S. Age	ency for International Developme
ne Dashboard's trending results only include item	s 1-12, 15, 17-38, and 42-90.	Index/Dimension	2020	2021	2022	2023	Percentage Point Change
elect: Largest Increases since 2022	Q36 Employees are protected from health and safety hazards on the job.	Employee-Focused Performance Dimension: Employee Welfare	82%	82%	75%	79 %	+4
Largest Increases in	Q43 My organization has prepared me for potential physical security threats.	Employee-Focused Performance Dimension: Employee Welfare			76%	80%	+4
Percent Positive since 2022 items increased since 2022	Q17 In my work unit, differences in performance are recognized in a meaningful way.	Goal Oriented Performance Dimension: Recognition	56%	52%	42%	43%	+1
	Q27 My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agile Performance Dimension: Innovation			58%	59%	+1
	Q71 Considering everything, how satisfied are you with your pay?	Global Satisfaction Index	68%	65%	60%	61%	+1
			2020	2021		2023	Percentage Point Change
Select: Largest Decreases since 2022	Q63 Senior leaders demonstrate support for Work-Life programs.	Employee-Focused Performance Dimension:	2020				a constant of the constant of
	cos semon reducis demonstrate support for twork line programs.	Work-Life Support	65%	64%	63%	52%	-11
Largest Decreases in	Q42 My organization effectively adapts to changing government		65%	64%	63% 73%	52% 62%	-11
Largest Decreases in Percent Positive since 2022	Q42 My organization effectively adapts to changing government	Work-Life Support	65% 46%	55%			
Percent Positive	Q42 My organization effectively adapts to changing government priorities. Q57 In my organization, senior leaders generate high levels of motivation	Work-Life Support Agile Performance Dimension: Resilience			73%	62%	-11

office of Personnel Management Federal Employee Viewpoint Survey



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Annual Employee Survey (AES) Dashboard

U.S. Agency for International Development



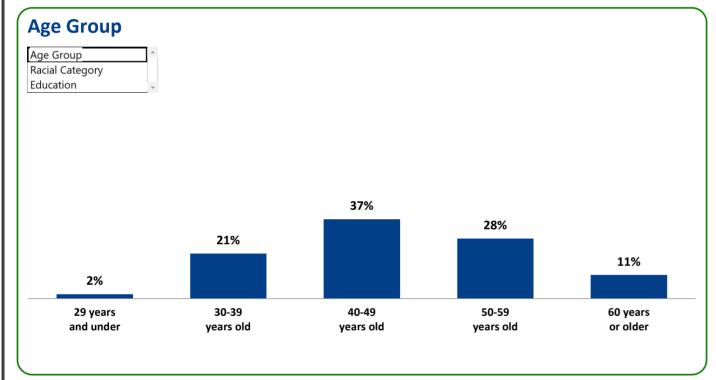


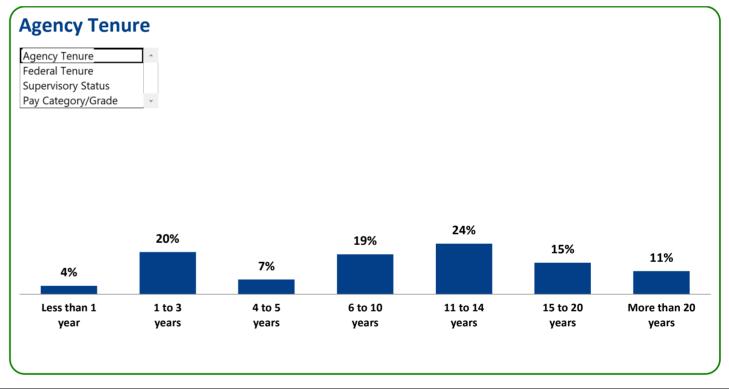
		LOCATION
55%	Headquarters	

	MILITARY SERVICE
9%	Served









ltem	ltem 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
	*I am given a real		Employee-								
	opportunity to improve my	l .	Focused:								
1	skills in my organization.	N/A	Employee	Agree-disagree	71%	26%	45%	14%	11%	4%	15%
	I feel encouraged to come	Employee									
_	up with new and better	Engagement:									
2	ways of doing things.	Intrinsic Work	N/A	Agree-disagree	65%	25%	40%	16%	14%	5%	19%
	My work gives me a feeling										
٦	of personal	Engagement:	N/A	Agroo dies	720/	240/	420/	450/	00/	40/	120/
3	accomplishment.	Intrinsic Work	N/A	Agree-disagree	72%	31%	42%	15%	9%	4%	13%
	I know what is avecated at	Employee									
4	I know what is expected of		N/A	Agroo dias	720/	260/	470/	1.40/	00/	40/	130/
4	me on the job.	Intrinsic Work	N/A Employee	Agree-disagree	73%	26%	47%	14%	9%	4%	12%
	*My workload is		Employee-								
-	*My workload is	NI/A	Focused: Work-	Agroo dissers	460/	110/	250/	160/	220/	160/	200/
5	reasonable.	N/A	Life Support	Agree-disagree	46%	11%	35%	16%	22%	16%	38%
	***	Employee									
		Engagement:			===:	400/	2001	400/			
6	in the workplace.	Intrinsic Work	N/A	Agree-disagree	57%	19%	38%	18%	17%	8%	25%
	*I know how my work	Employee									
_	relates to the agency's	Engagement:			0.507	2701	****	201			
7	goals.	Intrinsic Work	N/A	Agree-disagree	86%	37%	48%	8%	4%	2%	6%
	*I can disclose a suspected		F								
	violation of any law, rule,		Foundations: Merit		=407	2.00					
8	or regulation without fear	N/A	Principles	Agree-disagree	71%	34%	37%	14%	9%	6%	15%
			Foundations:								
	I have enough information		Performance		600/	4.50/	F20/	450/	4.407	201	4.004
9	to do my job well.	N/A	Resources	Agree-disagree	68%	16%	52%	15%	14%	3%	17%
			Employee-								
	I receive the training I need		Focused:								
10	to do my job well.	N/A	Employee	Agree-disagree	60%	16%	44%	21%	15%	4%	19%
	I am held accountable for										
	the quality of work I	l .	Goal Oriented:								
11	produce.	N/A	Accountability	Agree-disagree	81%	28%	53%	12%	6%	1%	7%
			Goal Oriented:								
	I have a clear idea of how	l .	Performance								
12	well I am doing my job.	N/A	Feedback	Agree-disagree	70%	23%	47%	17%	10%	4%	14%
	I have the autonomy to	.									
13	decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	70%	24%	46%	14%	11%	5%	16%
	I can make decisions about										
1.4	my work without getting	NI/A	Agilo: Autor	Agroo dias	F00/	100/	400/	300/	4607	50/	220/
14	permission first.	N/A	Agile: Autonomy	Agree-disagree	58%	18%	40%	20%	16%	6%	22%
	*The people I work with		Foundations								
4.5	cooperate to get the job	N1/A	Foundations:	Agroo di-	0.407	400/	430/	00/		201	201
15		N/A	Cooperation	Agree-disagree	84%	40%	43%	9%	6%	2%	8%
	*In my work unit,		Goal Orienta di								
17	differences in performance		Goal Oriented:	Agroo dias	420/	00/	250/	360/	300/	400/	200/
17	are recognized in a	N/A	Recognition	Agree-disagree	43%	8%	35%	26%	20%	10%	30%
	Employees in married to		Foundations								
10	Employees in my work unit	NI/A	Foundations:	Agroo dissers	020/	220/	E00/	00/	60/	20/	90/
18	share job knowledge. *My work unit has the job-	N/A	Cooperation	Agree-disagree	82%	32%	50%	9%	6%	3%	8%
			Foundations:								
10	relevant knowledge and	N1/A	Performance	Agroo di-	700/	270/	F30/	430/	607	20/	00/
19	skills necessary to	N/A	Resources	Agree-disagree	79%	27%	52%	12%	6%	2%	9%
	Employees in my work unit	Doufor									
20	meet the needs of our	Performance	1,1/4	A l	OFA:	200/	F501	420/		201	201
20	customers.	Confidence	N/A	Always-never	85%	30%	55%	13%	2%	0%	2%
	Employees in my work unit	Df									
3.	contribute positively to my		N/A	Abusas:	0701	430/	450/	440/	201	201	20/
21	agency's performance.	Confidence	N/A	Always-never	87%	42%	45%	11%	2%	0%	2%

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22 Device high-reading Conflictions N/A Alterprinces SPA 37% 40% 12% 2½ 2½ 2½ 2½ 2½ 2½ 2½												
Solitor to Compare Performance Perform		Employees in my work unit										
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No. Internal to pay year) No. Internal to pay year Internal to	23	priorities.	Confidence	N/A	Always-never	81%	40%	41%	15%	3%	1%	4%
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Exemplate decisions Focused Fo	24	nave the right skills to do	N/A		Agree-disagree	70%	20%	50%	19%	8%	3%	11%
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25 26	25	my work unit.	N/A	Employee Voice	Agree-disagree	76%	31%	44%	13%	8%	3%	11%
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28		My work unit successfully										
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Considerative for the way and considerative for the way of a support may not unit considerative for the way.		- '	N/A	Agile: Resilience	Agree-disagree	68%	22%	46%	18%	9%	5%	14%
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30 Inter work N/A Agile: Innovation Agree-disagree 70% 22% 48% 19% 9% 2% 11%				<u> </u>								
Employees in my work unit approach change as an opportunity.		incorporate new ideas into]							
Employees in my work unit approach change as an opportunity.	30	their work.	N/A	Agile: Innovation	Agree-disagree	70%	22%	48%	19%	9%	2%	11%
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My organization has prepared me for potential 44 cybersecurity threats. N/A Employee Welfare Agree-disagree 86% 29% 57% 10% 3% 2% 4% In my organization, arbitrary action, personal 45 favoritism and/or political N/A Principles Agree-disagree 48% 16% 32% 24% 16% 13% 29% *I recommend my organization as a good Global			N/A		Agree-disagree	80%	27%	53%	13%	5%	2%	7%
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44 cybersecurity threats. N/A Employee Welfare Agree-disagree 86% 29% 57% 10% 3% 2% 4% In my organization, arbitrary action, personal 45 favoritism and/or political *I recommend my organization as a good Global Remployee Welfare Agree-disagree 86% 29% 57% 10% 3% 2% 4% Foundations: Merit Agree-disagree 48% 16% 32% 24% 16% 13% 29%]							
In my organization, arbitrary action, personal 45 favoritism and/or political *I recommend my organization as a good Global Foundations: Merit Agree-disagree 48% 16% 32% 24% 16% 13% 29%					I I	0.007	222/					
arbitrary action, personal 45 favoritism and/or political N/A Principles Agree-disagree 48% 16% 32% 24% 16% 13% 29% *I recommend my organization as a good Global			N/A	Employee Welfare	Agree-disagree	86%	29%	5/%	10%	3%	2%	4%
45 favoritism and/or political N/A Principles Agree-disagree 48% 16% 32% 24% 16% 13% 29% *I recommend my organization as a good Global]							
*I recommend my organization as a good Global		arbitrary action, personal		Foundations: Merit								
*I recommend my organization as a good Global	45	favoritism and/or political	N/A	Principles	Agree-disagree	48%	16%	32%	24%	16%	13%	29%
organization as a good Global												
		·	Global									
10 page to 110 2000/1000001 1/1/1 1/8/100 unagree 00/0 24/0 12/0 12/0 10/0 2/0 10/0		-		N/A	Agree-disagree	66%	24%	47%	19%	10%	5%	15%
	+0	place to work.	Jatistaction	17/5	A STOC GISAGICE	00/0	Z-7/0	74/0	13/0	1070	J/0	13/0

	*I believe the results of										
	this survey will be used to										
47	make my agency a better	N/A	Other	Agree-disagree	45%	12%	33%	24%	18%	13%	31%
	Supervisors in my work	Employee		Î							
	unit support employee	Engagement:									
48	development.	Supervisors	N/A	Agree-disagree	80%	40%	40%	10%	6%	4%	10%
	My supervisor supports my		Employee-								
	need to balance work and		Focused: Work-								
49	other life issues.	N/A	Life Support	Agree-disagree	83%	49%	34%	9%	5%	3%	9%
		Employee									
	My supervisor listens to	Engagement:									
50		Supervisors	N/A	Agree-disagree	82%	50%	33%	8%	6%	4%	9%
	,	Employee	,	0 0						.,,-	
	My supervisor treats me	Engagement:									
51	with respect.	Supervisors	N/A	Agree-disagree	86%	56%	30%	7%	4%	3%	7%
- 31	with respect.	Employee	14,71	Agree disagree	0070	3070	3070	7,0	470	370	770
	I have trust and confidence										
52		Supervisors	N/A	Agree-disagree	75%	47%	29%	11%	7%	6%	13%
- 52	My supervisor holds me	Super visors	14,71	Agree disagree	7370	4770	2370	11/0	770	070	1370
	accountable for achieving		Goal Oriented:								
53	results.	N/A	Accountability	Agree-disagree	85%	45%	40%	10%	3%	2%	5%
- 33	Overall, how good a job do		Accountability	Agree disagree	0370	4370	4070	10/0	370	270	370
	you feel is being done by	Engagement:	1	[
54	your immediate	Supervisors	N/A	Good-poor	75%	45%	30%	16%	5%	4%	9%
	My supervisor provides me	Juper visurs	Goal Oriented:	- σουα-μουι	1370	4370	3070	10/0	370	470	370
	with constructive		Performance	[
		NI/A		Agree disagras	600/	220/	2/10/	170/	110/	F0/	160/
55	suggestions to improve my	IV/A	Feedback	Agree-disagree	68%	33%	34%	17%	11%	5%	16%
	My supervisor provides me		Goal Oriented:	j							
	with performance	A1 / A	Performance	A d:	6004	2201	270/	4.50/	001	ca.	4507
56		N/A	Feedback	Agree-disagree	69%	32%	37%	16%	9%	6%	15%
		Employee									
	leaders generate high	Engagement:									
57	levels of motivation and	Leaders Lead	N/A	Agree-disagree	45%	13%	32%	22%	19%	14%	33%
	My organization's senior	Employee									
	leaders maintain high	Engagement:									
58	standards of honesty and	Leaders Lead	N/A	Agree-disagree	63%	21%	42%	21%	9%	8%	17%
	*Managers communicate	Employee									
	the goals of the	Engagement:									
59	organization.	Leaders Lead	N/A	Agree-disagree	66%	18%	48%	17%	10%	7%	17%
	Managers promote										
	communication among		Foundations:								
60	different work units (for	N/A	Communication	Agree-disagree	57%	16%	40%	22%	12%	9%	21%
	Overall, how good a job do	Employee									
	you feel is being done by	Engagement:									
61	the manager directly above	Leaders Lead	N/A	Good-poor	65%	27%	38%	20%	9%	7%	15%
	I have a high level of	Employee									
	respect for my	Engagement:									
62	organization's senior	Leaders Lead	N/A	Agree-disagree	58%	21%	37%	20%	14%	8%	22%
	Senior leaders		Employee-								
	demonstrate support for		Focused: Work-								
63		N/A	Life Support	Agree-disagree	52%	17%	35%	21%	15%	12%	27%
	F -0	•	PP - *	3 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2			•	* *			
	Management encourages]							
64	0	N/A	Agile: Innovation	Agree-disagree	56%	16%	40%	23%	13%	7%	21%
	Management makes	•		3 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2							
	effective changes to]							
65		N/A	Agile: Resilience	Agree-disagree	44%	13%	31%	25%	21%	11%	31%
	Management involves		Employee-	3. 22 2.008.00	, •		/-		22/0	22/0	32/0
	employees in decisions		Focused:	[
66		N/A	Employee Voice	Agree-disagree	41%	12%	29%	24%	20%	16%	36%
- 55	*How satisfied are you		Employee-	. Bicc disagice	-11/0	14/0	23/0	47/0	20/0	10/0	30/0
	with your involvement in		Focused:	Satisfied-							
67		N/A	Employee Voice	dissatisfied	48%	13%	35%	23%	220/	70/	200/
0/	*How satisfied are you	11/15	Employee voice	นเวรสแรกเซน	4070	1370	3370	Z370	22%	7%	30%
	·		Foundations	Satisfied-							
60	with the information you	NI/A	Foundations:		E 40/	120/	/110/	220/	4.00/	C0/	3.40/
68	*How satisfied are you	IN/A	Communication	dissatisfied	54%	13%	41%	22%	18%	6%	24%
	*How satisfied are you		Goal Orienta	Catiofical							
	with the recognition you	A1 / A	Goal Oriented:	Satisfied-	E40/	450/	2007	240/		201	0=0/
69		N/A	Recognition	dissatisfied	51%	15%	36%	24%	16%	8%	25%
	*Considering everything,	Clabal	1	C-ri-fi							
	· ·	Global	l	Satisfied-							
70		Satisfaction	N/A	dissatisfied	63%	19%	43%	19%	13%	6%	19%
	Considering everything,		<u> </u>	L							
	· ·	Global	l .	Satisfied-							
71	your pay?	Satisfaction	N/A	dissatisfied	61%	17%	44%	17%	15%	7%	22%

	L*Considering even thing										
	*Considering everything,	Clahal		Catisfied							
72	how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied- dissatisfied	60%	17%	42%	21%	1.40/	60/	200/
/2	My organization's	Satisfaction	N/A	uissatisiieu	00%	1770	4270	21/0	14%	6%	20%
	management practices										
73	promote diversity (e.g.,	DEIA: Diversity	N/A	Agree-disagree	70%	26%	44%	15%	9%	6%	15%
/3	My supervisor	DEI/ (. Diversity	1477	Agree disagree	7070	2070	4470	1370	370	070	1570
	demonstrates a										
74	commitment to workforce	DEIA: Diversity	N/A	Agree-disagree	78%	39%	39%	13%	4%	4%	9%
	I have similar access to	,	<u>'</u>	0 0					1,72		
	advancement										
75	opportunities (e.g.,	DEIA: Equity	N/A	Agree-disagree	61%	23%	38%	15%	14%	10%	24%
	My supervisor provides										
	opportunities fairly to all										
76	employees in my work unit	DEIA: Equity	N/A	Agree-disagree	69%	29%	40%	15%	10%	6%	15%
	In my work unit, excellent										
	work is similarly										
77	recognized for all	DEIA: Equity	N/A	Agree-disagree	61%	24%	37%	19%	13%	7%	20%
	Employees in my work unit										
78	make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	78%	34%	45%	13%	5%	4%	9%
	Employees in my work unit										
79	care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	79%	35%	44%	14%	4%	3%	7%
	I am comfortable										
	expressing opinions that										
80	are different from other	DEIA: Inclusion	N/A	Agree-disagree	76%	31%	46%	11%	7%	6%	13%
	In my work unit, people's										
81	differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	78%	30%	47%	13%	5%	4%	9%
	I can be successful in my	DEIA: la alcaia a	N1 / A	A1:	C00/	200/	420/	1.00/	00/	504	450/
82	organization being myself. I can easily make a request	DEIA: Inclusion	N/A	Agree-disagree	69%	28%	42%	16%	9%	6%	15%
	of my organization to meet	DEIA:									
83	my accessibility needs.	Accessibility	N/A	Agree-disagree	76%	31%	45%	15%	F0/	40/	00/
- 63	My organization responds	Accessibility	N/A	Agree-uisagree	7070	31/6	4370	13/0	5%	4%	9%
	to my accessibility needs in	DFIA:									
84	a timely manner.	Accessibility	N/A	Agree-disagree	70%	29%	42%	19%	5%	6%	11%
J .	a timely manner	riccessionicy	.,,,,	rigi ee albagi ee	7070	2370	1270	2570	370	070	11/0
	My organization meets my	DEIA:									
85	accessibility needs.	Accessibility	N/A	Agree-disagree	72%	31%	41%	20%	4%	4%	8%
	,	,	,	3					.,,	.,,	
		Employee		[
86	My job inspires me.	Experience	N/A	Agree-disagree	65%	26%	39%	19%	11%	5%	16%
	The work I do gives me a	Employee	1	[
87	sense of accomplishment.	Experience	N/A	Agree-disagree	71%	29%	42%	16%	8%	4%	13%
	I feel a strong personal										
	attachment to my	Employee	1	[
88	organization.	Experience	N/A	Agree-disagree	64%	27%	37%	20%	11%	6%	16%
	I identify with the mission	Employee	1	[
89	of my organization.	Experience	N/A	Agree-disagree	87%	44%	44%	9%	2%	2%	4%
	It is important to me that										
	my work contribute to the		1.	[
90	common good.	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%
Total (percents will add to more than 100% because respondents could choose more than one				
response option)	1,979	N/A	1,766	N/A

Percentages are weighted to represent the Agency's population.

A " $_^{a_{\text{II}}}$ 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

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%
Total	1,852	100.0%	1,679	100.0%	1,562	100.0%

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 outside the local commuting area (more than 50 miles away)	144	40.8%	105	32.5%
I have an approved remote work agreement and live inside 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
Total	345	100.0%	323	100.0%

Percentages are weighted to represent the Agency's population.

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.

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

 $^{^{\}prime\prime}-^{d}\!^{\prime\prime}$ indicates that there were no responses to this item.

Employment Demographics

Where do you work?	
	%
Headquarters	55.2%
Field	31.3%
Full-time telework (e.g., home office, telecenter)	13.4%
Total	100.0%
What is your supervisory status?	
·	%
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?	
what is your pay category, grade.	%
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?	
·	%
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:	
Ale you.	%
The spouse of a current active duty service member of the U.S. Armed Forces	0.7%
	3.770
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.

	N	%
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?

	N	%
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.

	N	%
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.

	N	%
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.

	N	%
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%
Total	1,830	100.0%
I understand the Agency's telework and remote work policies.		
Tunderstand the Agency's telework and remote work policies.	N	%
Strongly agree	540	29.6%
Agree	801	44.2%
	196	11.0%
Neither agree nor disagree	176	9.4%
Disagree Changle disagree		
Strongly disagree	110	5.7%
Total	1,823	100.0%
I have all the tools and technology to work successfully in a hybrid and remo	ote work environment.	
	N	%
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%
Total	1,835	100.0%
My Bureau/Independent Office/Mission leadership supports equity for all eservice, foreign service hires, personal support contractors, institutional supstaffing mechanism.		
	N	%
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%
Total	1,833	100.0%
When answering the survey questions about your senior leaders, who were	you primarily thinking of?	
5 , ,	N	%
Agona, Administrator and Danuty Administrators		24.60/

642

34.6%

Agency Administrator and Deputy Administrators

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%
Total	1,821	100.0%

When answering the survey	u awastians about vaur	arganization which	h araanization wara :	vou primarily thinking of?
i vviieli aliswelilla lile sulvei	v auestions about vour	oraanization, willer	ı oruurlizulibli were i	vou brittiuriiv tiiliikiriu or:

	N	%
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%
Total	1.819	100.0%

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%
Total	100.0%
if the response to the previous question on if you are a military spouse was "None of the catego item was skipped.	ries listed," this
Have you been hired under the Military Spouse Non-Competitive Hiring Authority?	
	%
'es	3.2%
No	96.8%
Fotal	100.0%
How long have you been with the Federal Government (excluding military service)?	
	%
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%
L5 to 20 years	20.4%
More than 20 years	19.0%
Total	100.0%
How long have you been with your current agency (for example, Department of Justice, Environ Agency)?	mental Protection
Less than 1 year	3.7%
cos than I year	3.7 /0
I to 3 years	20.4%
	20.4%
4 to 5 years	7.0%
to 5 years 5 to 10 years	7.0% 19.4%
4 to 5 years 6 to 10 years 11 to 14 years	7.0% 19.4% 24.1%
4 to 5 years 5 to 10 years 11 to 14 years 15 to 20 years	7.0% 19.4% 24.1% 14.7%
4 to 5 years 6 to 10 years 11 to 14 years 15 to 20 years More than 20 years	7.0% 19.4% 24.1%
4 to 5 years 5 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total	7.0% 19.4% 24.1% 14.7% 10.6%
1 to 5 years 5 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total	7.0% 19.4% 24.1% 14.7% 10.6%
At to 5 years 5 to 10 years L1 to 14 years L5 to 20 years More than 20 years Total Are you considering leaving your organization within the next year, and if so, why?	7.0% 19.4% 24.1% 14.7% 10.6%
4 to 5 years 5 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total Are you considering leaving your organization within the next year, and if so, why?	7.0% 19.4% 24.1% 14.7% 10.6%
4 to 5 years 5 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total Are you considering leaving your organization within the next year, and if so, why? No Yes, to retire	7.0% 19.4% 24.1% 14.7% 10.6% 100.0%
4 to 5 years 6 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total Are you considering leaving your organization within the next year, and if so, why? No Yes, to retire Yes, to take another job within the Federal Government	7.0% 19.4% 24.1% 14.7% 10.6% 100.0%
1 to 3 years 4 to 5 years 6 to 10 years 11 to 14 years 15 to 20 years More than 20 years Total Are you considering leaving your organization within the next year, and if so, why? No Yes, to retire Yes, to take another job within the Federal Government Yes, to take another job outside the Federal Government Yes, other	7.0% 19.4% 24.1% 14.7% 10.6% 100.0%

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?	
	%
Yes	56.7%
No	43.3%
Total	100.0%
I am planning to retire:	
	%
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?	0.4
Yes	6.9%
No	93.1%
Total	100.0%
Please select the racial category or categories with which you most closely identify.	
	%
White	68.8%
Black or African American	17.1%
All other races	14.2%
Total	100.0%
What is your age group?	
	%
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?	
	%

, , , ,	
Certification/ Some College/ Associate's Degree	3.5%
Bachelor's Degree	11.4%
Advanced Degrees (Post Bachelor's Degree)	84.7%
Total	100.0%
Are you an individual with a disability?	
	%
Yes	11.6%
No	88.4%
Total	100.0%
Are you:	-1
	%
Male	42.0%
Female	58.0%
Total	100.0%
Are you transgender?	
	%
Yes	0.3%
No	99.7%
Total	100.0%
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	5.8%
Straight, that is not lesbian or gay	88.3%
Bisexual	2.9%
I use a different term	3.0%
Total	100.0%
Total	100.0%

0.4%

Percentages for demographic questions are unweighted.

Less than High School/ High School Diploma/ GED

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 rewer than 4 responses to a single personal demographic categories, and results are therefore suppressed.

A " $-^{d_{11}}$ indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

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