

U.S. Agency International Development 2022 Annual Employee Survey (AES) Results

Attached are the U.S. Agency International Development Annual Employee Survey (AES) results for our direct hire workforce from the 2022 Federal Employee Viewpoint Survey (FEVS), administered by the Office of Personnel Management (OPM). The 2022 results showed a decline in employees' views of workforce engagement. The Employee Engagement Index decreased by 0.9 percentage points to 73.8%. The Performance Confidence Index fell by 1.2 percentage points to 86.1%. The Global Satisfaction Index decreased by 4 percentage points to 65%. Despite these declines, USAID had 64 "strength" items (of 88 core total items), with a positive response rate of 65% or higher. Of the remaining 24 opportunities for improvement, only one is considered as a challenge scoring more than a 35% negative score. That one item relates to workload issues.

The 2022 FEVS included new items. For the newly introduced Diversity, Equity, Inclusion, and Accessibility index, employees report a high positive perception of agency practices related to DEIA. The new questions on **Innovation** and to what extent leadership encourages and supports new ideas and innovative approaches show **65%** of employees noting that their work unit incorporates new ideas into their work, **64%** of employees reporting that their work unit consistently looks for new ways to improve how they do their work, **56%** of employees stating that management encourages innovation, and **51%** of employees mentioning that their work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).

Finally, the results show that employees continue to rate positively their experience with their organization senior leaders and supervisor's support.

2022

OFFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



Annual Employee Survey (AES) Dashboard

U.S. Agency for International Development

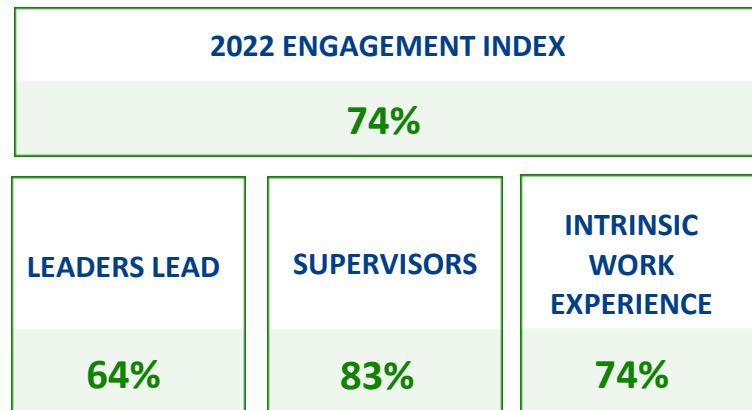
The Dashboard's percent positive and negative results only include items 1-89, excluding items 12, 15, and 34.

| | |
|-----------------------------|-----------------------|
| FIELD PERIOD | May 31 - Jul 15, 2022 |
| SAMPLE OR CENSUS | CENSUS |
| NUMBER OF SURVEYS COMPLETED | 1,769 |
| NUMBER OF SURVEYS | 4,165 |
| RESPONSE RATE | 42.5% |

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

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

Engagement Index Score



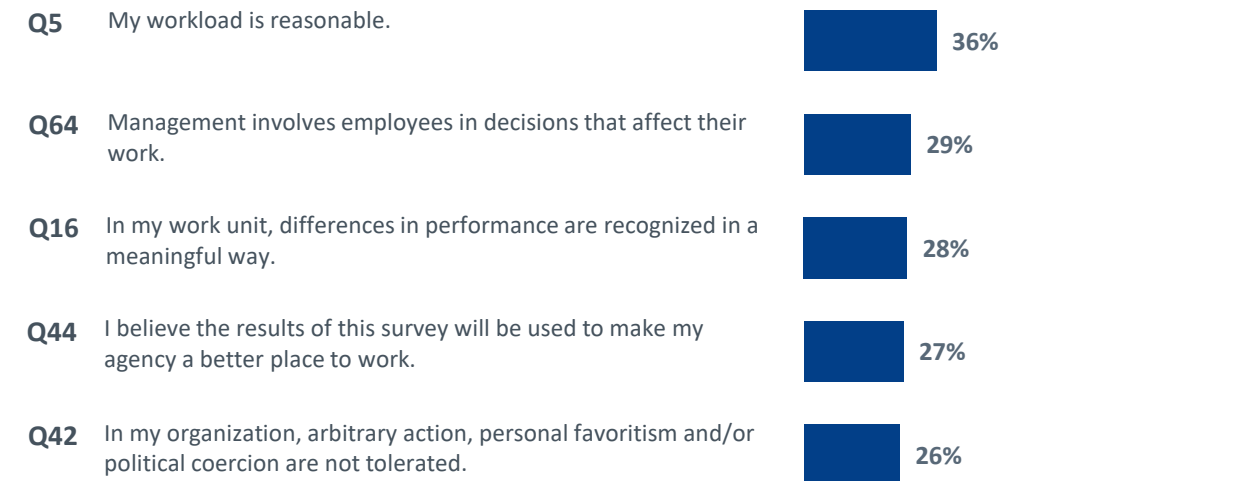
Highest % Positive Items

Select: Highest % Positive



Highest % Negative Items

Select: Highest % Negative



2022

OFFICE OF PERSONNEL MANAGEMENT

Federal Employee Viewpoint Survey

Empowering employees. Inspiring change.



Annual Employee Survey (AES) Dashboard

U.S. Agency for International Development

GENDER

58% Female

HISPANIC, LATINO, OR SPANISH

7% Hispanic, Latino, or Spanish

LOCATION

54% Headquarters

MILITARY SERVICE

9% Served

RETIREMENT

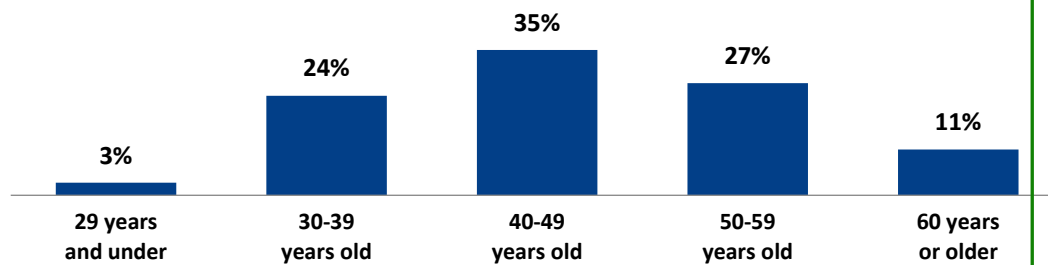
23% within next five years

PLAN TO LEAVE

29% within the next year

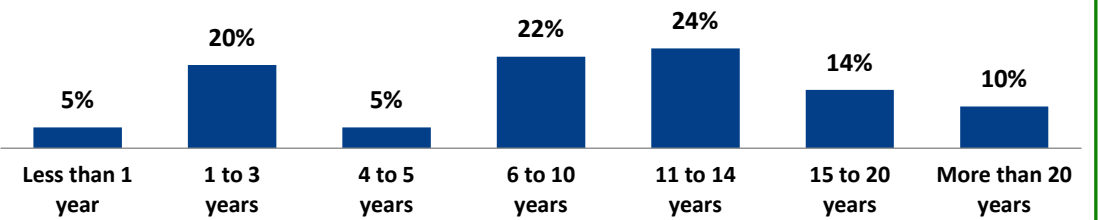
Age Group

- Age Group
- Racial Category
- Education



Agency Tenure

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



2022

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 trending results only include items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70.

Select: Largest Increases since 2021

Largest Increases in Percent Positive since 2021

7

items increased since 2021

| | 2019 | 2020 | 2021 | 2022 | Percentage Point Change |
|--|------|------|------|------|-------------------------|
| Q8 I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 70% | 62% | 72% | 75% | +3 |
| Q44 I believe the results of this survey will be used to make my agency a better place to work. | 47% | 49% | 47% | 49% | +2 |
| Q47 My supervisor supports my need to balance work and other life issues. | 84% | 85% | 85% | 86% | +1 |
| Q1 I am given a real opportunity to improve my skills in my organization. | 74% | 76% | 74% | 75% | +1 |
| Q3 My work gives me a feeling of personal accomplishment. | 77% | 78% | 74% | 75% | +1 |

Select: Largest Decreases since 2021

Largest Decreases in Percent Positive since 2021

28

items decreased since 2021

| | 2019 | 2020 | 2021 | 2022 | Percentage Point Change |
|---|------|------|------|------|-------------------------|
| Q16 In my work unit, differences in performance are recognized in a meaningful way. | 42% | 56% | 52% | 42% | -10 |
| Q35 Employees are recognized for providing high quality products and services. | 60% | 72% | 72% | 64% | -8 |
| Q36 Employees are protected from health and safety hazards on the job. | 79% | 82% | 82% | 75% | -7 |
| Q69 Considering everything, how satisfied are you with your pay? | 63% | 68% | 65% | 60% | -5 |
| Q65 How satisfied are you with your involvement in decisions that affect your work? | 56% | 62% | 59% | 54% | -5 |

| Item | Item Text | 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 | Strongly Agree/ Always/ Very Good/ Very Satisfied N | Agree/ Most of the time/ Good/ Satisfied N | Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N | Disagree/ Rarely/ Poor/ Dissatisfied N | Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N | Item Response Total** N | Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N |
|------|---|-----------------------------------|------------------|---|--|---|--|--|------------------|---|--|---|--|--|-------------------------|---|
| 1 | *I am given a real opportunity to improve my skills in my organization. | Agree-disagree | 74.7% | 27.4% | 47.3% | 13.7% | 8.5% | 3.1% | 11.6% | 484 | 830 | 240 | 149 | 56 | 1,759 | N/A |
| 2 | I feel encouraged to come up with new and better ways of doing things. | Agree-disagree | 68.9% | 26.0% | 42.9% | 15.1% | 11.3% | 4.7% | 15.9% | 459 | 750 | 265 | 197 | 82 | 1,753 | N/A |
| 3 | My work gives me a feeling of personal accomplishment. | Agree-disagree | 75.2% | 30.2% | 45.1% | 13.8% | 7.5% | 3.5% | 11.0% | 529 | 793 | 243 | 132 | 61 | 1,758 | N/A |
| 4 | I know what is expected of me on the job. | Agree-disagree | 77.2% | 25.6% | 51.6% | 12.6% | 7.3% | 2.9% | 10.2% | 444 | 904 | 220 | 128 | 52 | 1,748 | N/A |
| 5 | *My workload is reasonable. | Agree-disagree | 47.1% | 10.5% | 36.6% | 17.1% | 21.0% | 14.8% | 35.8% | 184 | 646 | 303 | 367 | 262 | 1,762 | N/A |
| 6 | *My talents are used well in the workplace. | Agree-disagree | 61.7% | 17.6% | 44.1% | 16.4% | 14.8% | 7.0% | 21.9% | 307 | 766 | 278 | 261 | 123 | 1,735 | N/A |
| 7 | *I know how my work relates to the agency's goals. | Agree-disagree | 88.1% | 37.5% | 50.6% | 8.2% | 2.3% | 1.4% | 3.7% | 661 | 890 | 140 | 42 | 27 | 1,760 | N/A |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | Agree-disagree | 74.8% | 34.8% | 40.0% | 11.7% | 8.6% | 4.9% | 13.5% | 586 | 679 | 194 | 145 | 81 | 1,685 | 82 |
| 9 | I have enough information to do my job well. | Agree-disagree | 73.6% | 17.6% | 56.0% | 14.5% | 10.0% | 1.9% | 11.9% | 312 | 979 | 256 | 182 | 34 | 1,763 | N/A |
| 10 | I receive the training I need to do my job well. | Agree-disagree | 64.3% | 16.6% | 47.7% | 22.0% | 11.0% | 2.7% | 13.7% | 294 | 837 | 391 | 198 | 49 | 1,769 | N/A |
| 11 | I am held accountable for the quality of work I produce. | Agree-disagree | 85.1% | 30.6% | 54.5% | 10.6% | 3.7% | 0.6% | 4.3% | 533 | 970 | 187 | 65 | 10 | 1,765 | N/A |
| 12 | Continually changing work priorities make it hard for me to produce high quality work. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean that continually changing work priorities do not make it hard for employees to produce high quality work.) | Agree-disagree, negatively worded | 24.2% | 21.0% | 32.2% | 22.5% | 20.5% | 3.8% | 53.3% | 368 | 556 | 387 | 361 | 67 | 1,739 | 27 |
| 13 | I have a clear idea of how well I am doing my job. | Agree-disagree | 72.2% | 18.7% | 53.5% | 15.5% | 9.0% | 3.3% | 12.3% | 331 | 944 | 272 | 161 | 60 | 1,768 | N/A |
| 14 | *The people I work with cooperate to get the job done. | Agree-disagree | 84.5% | 41.8% | 42.7% | 7.5% | 6.2% | 1.8% | 8.0% | 744 | 749 | 128 | 109 | 30 | 1,760 | N/A |
| 16 | *In my work unit, differences in performance are recognized in a meaningful way. | Agree-disagree | 41.5% | 7.5% | 34.0% | 30.7% | 18.6% | 9.2% | 27.8% | 120 | 544 | 495 | 300 | 146 | 1,605 | 161 |
| 17 | Employees in my work unit share job knowledge. | Agree-disagree | 84.1% | 33.4% | 50.7% | 8.8% | 5.0% | 2.1% | 7.1% | 597 | 890 | 150 | 88 | 36 | 1,761 | 6 |
| 18 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | Agree-disagree | 79.5% | 27.5% | 52.0% | 11.4% | 6.8% | 2.2% | 9.0% | 487 | 905 | 198 | 120 | 39 | 1,749 | 18 |
| 19 | Employees in my work unit meet the needs of our customers. | Always-never | 87.2% | 31.4% | 55.9% | 11.7% | 1.1% | 0.0% | 1.1% | 535 | 962 | 194 | 19 | 0 | 1,710 | 46 |
| 20 | Employees in my work unit contribute positively to my agency's performance. | Always-never | 88.8% | 44.8% | 44.1% | 9.8% | 1.2% | 0.1% | 1.3% | 769 | 754 | 163 | 21 | 2 | 1,709 | 28 |
| 21 | Employees in my work unit produce high-quality work. | Always-never | 84.2% | 38.0% | 46.2% | 14.0% | 1.8% | 0.0% | 1.8% | 658 | 802 | 232 | 30 | 0 | 1,722 | 25 |
| 22 | Employees in my work unit adapt to changing priorities. | Always-never | 84.0% | 41.7% | 42.3% | 13.2% | 2.6% | 0.3% | 2.8% | 726 | 727 | 223 | 45 | 4 | 1,725 | 27 |
| 23 | New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs. | Agree-disagree | 72.1% | 19.3% | 52.8% | 18.9% | 6.9% | 2.1% | 9.0% | 306 | 835 | 295 | 107 | 35 | 1,578 | 187 |
| 24 | I can influence decisions in my work unit. | Agree-disagree | 75.3% | 28.8% | 46.5% | 14.7% | 7.0% | 3.0% | 10.0% | 508 | 826 | 254 | 125 | 54 | 1,767 | N/A |
| 25 | I know what my work unit's goals are. | Agree-disagree | 80.9% | 32.0% | 48.9% | 10.3% | 6.6% | 2.2% | 8.8% | 565 | 863 | 180 | 118 | 39 | 1,765 | N/A |
| 26 | My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support). | Agree-disagree | 57.6% | 15.7% | 41.9% | 22.1% | 13.3% | 7.0% | 20.3% | 270 | 720 | 379 | 234 | 122 | 1,725 | 42 |
| 27 | My work unit successfully manages disruptions to our work. | Agree-disagree | 70.5% | 21.8% | 48.7% | 17.3% | 8.5% | 3.7% | 12.2% | 382 | 846 | 293 | 146 | 63 | 1,730 | 38 |
| 28 | Employees in my work unit consistently look for new ways to improve how they do their work. | Agree-disagree | 67.1% | 21.3% | 45.8% | 20.4% | 9.9% | 2.6% | 12.5% | 368 | 792 | 347 | 164 | 44 | 1,715 | 35 |
| 29 | Employees in my work unit incorporate new ideas into their work. | Agree-disagree | 72.3% | 22.4% | 50.0% | 17.1% | 8.2% | 2.3% | 10.5% | 385 | 849 | 287 | 138 | 37 | 1,696 | 35 |
| 30 | Employees in my work unit approach change as an opportunity. | Agree-disagree | 61.5% | 18.7% | 42.8% | 24.6% | 11.0% | 2.8% | 13.9% | 318 | 730 | 410 | 189 | 46 | 1,693 | 41 |
| 31 | Employees in my work unit consider customer needs a top priority. | Agree-disagree | 78.9% | 31.1% | 47.8% | 13.9% | 5.7% | 1.6% | 7.3% | 531 | 811 | 227 | 91 | 26 | 1,686 | 47 |
| 32 | Employees in my work unit consistently look for ways to improve customer service. | Agree-disagree | 66.9% | 24.5% | 42.4% | 22.8% | 8.4% | 2.0% | 10.3% | 418 | 725 | 380 | 138 | 32 | 1,693 | 49 |
| 33 | Employees in my work unit support my need to balance my work and personal responsibilities. | Agree-disagree | 72.8% | 28.2% | 44.6% | 14.0% | 8.1% | 5.1% | 13.2% | 492 | 765 | 232 | 139 | 86 | 1,714 | 15 |
| 34 | Employees in my work unit are typically under too much pressure to meet work goals. (Note: This item is negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Percent positive scores mean employees are typically not pressured to meet work goals.) | Agree-disagree, negatively worded | 31.4% | 14.5% | 26.6% | 27.4% | 27.0% | 4.4% | 41.2% | 247 | 449 | 465 | 470 | 76 | 1,707 | 37 |
| 35 | Employees are recognized for providing high quality products and services. | Agree-disagree | 64.3% | 14.8% | 49.5% | 16.8% | 12.8% | 6.1% | 18.9% | 254 | 834 | 285 | 221 | 105 | 1,699 | 34 |
| 36 | Employees are protected from health and safety hazards on the job. | Agree-disagree | 75.1% | 32.1% | 43.0% | 12.4% | 8.5% | 4.0% | 12.5% | 530 | 700 | 208 | 146 | 68 | 1,652 | 76 |
| 37 | My organization is successful at accomplishing its mission. | Agree-disagree | 77.1% | 21.0% | 56.1% | 15.8% | 5.3% | 1.7% | 7.1% | 363 | 947 | 265 | 91 | 30 | 1,696 | 36 |
| 38 | I have a good understanding of my organization's priorities. | Agree-disagree | 77.5% | 27.8% | 49.6% | 11.7% | 8.9% | 2.0% | 10.9% | 481 | 863 | 198 | 154 | 35 | 1,731 | N/A |
| 39 | My organization effectively adapts to changing government priorities. | Agree-disagree | 73.3% | 21.0% | 52.3% | 16.6% | 8.1% | 2.0% | 10.1% | 355 | 890 | 281 | 139 | 33 | 1,698 | 32 |
| 40 | My organization has prepared me for potential physical security threats. | Agree-disagree | 75.8% | 26.4% | 49.5% | 15.1% | 6.5% | 2.5% | 9.0% | 437 | 827 | 257 | 113 | 43 | 1,677 | 45 |
| 41 | My organization has prepared me for potential cybersecurity threats. | Agree-disagree | 87.9% | 29.8% | 58.1% | 8.8% | 2.4% | 0.9% | 3.3% | 510 | 985 | 150 | 44 | 16 | 1,705 | 19 |
| 42 | In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated. | Agree-disagree | 52.2% | 14.8% | 37.4% | 21.8% | 15.1% | 11.0% | 26.0% | 244 | 603 | 358 | 255 | 178 | 1,638 | 84 |
| 43 | *I recommend my organization as a good place to work. | Agree-disagree | 68.3% | 24.8% | 43.5% | 19.7% | 8.0% | 4.0% | 12.0% | 428 | 743 | 340 | 138 | 69 | 1,718 | N/A |
| 44 | *I believe the results of this survey will be used to make my agency a better place to work. | Agree-disagree | 49.5% | 14.1% | 35.3% | 23.1% | 15.3% | 12.1% | 27.5% | 230 | 573 | 373 | 254 | 197 | 1,627 | 95 |
| 45 | My supervisor is committed to a workforce representative of all segments of society. | Agree-disagree | 85.2% | 48.1% | 37.1% | 9.0% | 3.3% | 2.5% | 5.9% | 797 | 610 | 144 | 55 | 39 | 1,645 | 70 |
| 46 | Supervisors in my work unit support employee development. | Agree-disagree | 82.5% | 43.8% | 38.6% | 9.5% | 5.3% | 2.8% | 8.1% | 743 | 656 | 158 | 90 | 47 | 1,694 | 22 |
| 47 | My supervisor supports my need to balance work and other life issues. | Agree-disagree | 86.2% | 52.8% | 33.4% | 6.9% | 4.3% | 2.7% | 7.0% | 904 | 568 | 117 | 75 | 42 | 1,706 | N/A |

| | | | | | | | | | | | | | | | | |
|----|---|------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-----|-----|-----|-----|-------|-----|
| 48 | My supervisor listens to what I have to say. | Agree-disagree | 84.9% | 52.8% | 32.1% | 7.4% | 5.2% | 2.6% | 7.7% | 899 | 546 | 124 | 89 | 41 | 1,699 | N/A |
| 49 | My supervisor treats me with respect. | Agree-disagree | 88.5% | 59.0% | 29.5% | 5.4% | 3.4% | 2.7% | 6.1% | 1,010 | 507 | 91 | 57 | 44 | 1,709 | N/A |
| 50 | I have trust and confidence in my supervisor. | Agree-disagree | 79.0% | 51.2% | 27.8% | 10.5% | 5.9% | 4.7% | 10.5% | 870 | 468 | 176 | 101 | 76 | 1,691 | N/A |
| 51 | My supervisor holds me accountable for achieving results. | Agree-disagree | 87.7% | 49.1% | 38.7% | 9.1% | 2.4% | 0.8% | 3.2% | 837 | 659 | 154 | 44 | 13 | 1,707 | N/A |
| 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | Good-poor | 79.6% | 51.2% | 28.5% | 12.3% | 5.1% | 3.0% | 8.1% | 880 | 487 | 208 | 87 | 50 | 1,712 | N/A |
| 53 | My supervisor provides me with constructive suggestions to improve my job performance. | Agree-disagree | 69.0% | 31.5% | 37.5% | 17.3% | 9.2% | 4.4% | 13.7% | 541 | 638 | 297 | 162 | 74 | 1,712 | N/A |
| 54 | My supervisor provides me with performance feedback throughout the year. | Agree-disagree | 70.5% | 31.3% | 39.2% | 15.5% | 10.0% | 4.0% | 14.0% | 533 | 650 | 262 | 170 | 69 | 1,684 | 28 |
| 55 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | Agree-disagree | 54.0% | 15.9% | 38.1% | 20.3% | 15.9% | 9.8% | 25.7% | 270 | 631 | 344 | 274 | 161 | 1,680 | 26 |
| 56 | My organization's senior leaders maintain high standards of honesty and integrity. | Agree-disagree | 67.3% | 24.6% | 42.7% | 18.3% | 8.5% | 5.9% | 14.4% | 393 | 687 | 291 | 138 | 92 | 1,601 | 97 |
| 57 | *Managers communicate the goals of the organization. | Agree-disagree | 69.9% | 20.5% | 49.4% | 15.6% | 9.5% | 5.0% | 14.5% | 348 | 840 | 264 | 161 | 84 | 1,697 | 7 |
| 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | Agree-disagree | 62.1% | 18.4% | 43.7% | 18.1% | 13.1% | 6.6% | 19.8% | 304 | 730 | 303 | 220 | 110 | 1,667 | 20 |
| 59 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | Good-poor | 66.7% | 28.9% | 37.8% | 20.3% | 7.2% | 5.7% | 13.0% | 474 | 621 | 335 | 122 | 92 | 1,644 | 64 |
| 60 | I have a high level of respect for my organization's senior leaders. | Agree-disagree | 64.0% | 24.5% | 39.5% | 20.5% | 10.3% | 5.2% | 15.5% | 414 | 670 | 343 | 176 | 87 | 1,690 | 10 |
| 61 | Senior leaders demonstrate support for Work-Life programs. | Agree-disagree | 63.0% | 20.8% | 42.2% | 19.7% | 10.8% | 6.5% | 17.3% | 339 | 684 | 317 | 174 | 104 | 1,618 | 68 |
| 62 | Management encourages innovation. | Agree-disagree | 57.0% | 17.1% | 39.9% | 25.5% | 12.4% | 5.1% | 17.5% | 286 | 657 | 416 | 207 | 86 | 1,652 | 36 |
| 63 | Management makes effective changes to address challenges facing our organization. | Agree-disagree | 47.8% | 14.5% | 33.3% | 27.4% | 16.7% | 8.1% | 24.8% | 235 | 548 | 441 | 281 | 135 | 1,640 | 47 |
| 64 | Management involves employees in decisions that affect their work. | Agree-disagree | 46.0% | 13.3% | 32.7% | 24.8% | 18.0% | 11.2% | 29.2% | 218 | 536 | 410 | 304 | 189 | 1,657 | 38 |
| 65 | *How satisfied are you with your involvement in decisions that affect your work? | Satisfied-dissatisfied | 54.3% | 13.1% | 41.3% | 23.5% | 16.7% | 5.5% | 22.2% | 221 | 689 | 398 | 286 | 95 | 1,689 | N/A |
| 66 | *How satisfied are you with the information you receive from management on what's going on in your organization? | Satisfied-dissatisfied | 61.1% | 14.9% | 46.2% | 19.4% | 14.7% | 4.8% | 19.5% | 251 | 769 | 327 | 250 | 84 | 1,681 | N/A |
| 67 | *How satisfied are you with the recognition you receive for doing a good job? | Satisfied-dissatisfied | 54.1% | 13.5% | 40.5% | 21.7% | 16.5% | 7.6% | 24.2% | 232 | 686 | 365 | 277 | 129 | 1,689 | N/A |
| 68 | *Considering everything, how satisfied are you with your job? | Satisfied-dissatisfied | 65.4% | 20.6% | 44.8% | 18.7% | 11.3% | 4.6% | 15.9% | 346 | 753 | 314 | 193 | 80 | 1,686 | N/A |
| 69 | Considering everything, how satisfied are you with your pay? | Satisfied-dissatisfied | 60.4% | 16.0% | 44.4% | 16.7% | 15.8% | 7.2% | 22.9% | 275 | 758 | 271 | 265 | 117 | 1,686 | N/A |
| 70 | *Considering everything, how satisfied are you with your organization? | Satisfied-dissatisfied | 64.5% | 18.0% | 46.4% | 19.8% | 11.4% | 4.3% | 15.7% | 309 | 776 | 335 | 190 | 74 | 1,684 | N/A |
| 71 | My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities). | Agree-disagree | 69.5% | 26.5% | 43.1% | 14.2% | 11.5% | 4.9% | 16.3% | 440 | 701 | 225 | 181 | 75 | 1,622 | 76 |
| 72 | My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development). | Agree-disagree | 80.2% | 40.8% | 39.5% | 11.8% | 4.6% | 3.4% | 8.0% | 669 | 634 | 188 | 71 | 51 | 1,613 | 86 |
| 73 | I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit. | Agree-disagree | 63.7% | 22.6% | 41.1% | 15.5% | 12.0% | 8.8% | 20.9% | 377 | 673 | 247 | 196 | 141 | 1,634 | 60 |
| 74 | My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments). | Agree-disagree | 72.8% | 29.3% | 43.5% | 14.4% | 7.3% | 5.6% | 12.8% | 476 | 697 | 229 | 114 | 87 | 1,603 | 92 |
| 75 | In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). | Agree-disagree | 65.8% | 24.5% | 41.3% | 16.1% | 11.0% | 7.1% | 18.1% | 395 | 659 | 257 | 172 | 113 | 1,596 | 99 |
| 76 | Employees in my work unit treat me as a valued member of the team. | Agree-disagree | 86.7% | 41.7% | 45.0% | 7.9% | 3.3% | 2.2% | 5.5% | 708 | 759 | 130 | 55 | 36 | 1,688 | 5 |
| 77 | Employees in my work unit make me feel I belong. | Agree-disagree | 82.3% | 39.5% | 42.8% | 12.0% | 3.2% | 2.5% | 5.7% | 670 | 714 | 197 | 55 | 42 | 1,678 | 11 |
| 78 | Employees in my work unit care about me as a person. | Agree-disagree | 82.3% | 39.7% | 42.6% | 12.3% | 3.2% | 2.2% | 5.4% | 667 | 707 | 203 | 53 | 35 | 1,665 | 24 |
| 79 | I am comfortable expressing opinions that are different from other employees in my work unit. | Agree-disagree | 76.0% | 28.9% | 47.2% | 12.1% | 7.1% | 4.8% | 11.8% | 483 | 787 | 202 | 119 | 77 | 1,668 | 15 |
| 80 | In my work unit, people's differences are respected. | Agree-disagree | 79.2% | 29.2% | 50.0% | 12.3% | 5.3% | 3.1% | 8.4% | 486 | 833 | 202 | 85 | 51 | 1,657 | 24 |
| 81 | I can be successful in my organization being myself. | Agree-disagree | 71.6% | 26.4% | 45.1% | 15.7% | 7.9% | 4.8% | 12.7% | 446 | 755 | 257 | 132 | 79 | 1,669 | 14 |
| 82 | I can easily make a request of my organization to meet my accessibility needs. | Agree-disagree | 77.1% | 31.8% | 45.3% | 13.9% | 5.0% | 4.0% | 9.0% | 263 | 370 | 113 | 43 | 33 | 822 | 858 |
| 83 | My organization responds to my accessibility needs in a timely manner. | Agree-disagree | 71.6% | 28.3% | 43.3% | 17.2% | 7.1% | 4.1% | 11.2% | 205 | 310 | 120 | 52 | 29 | 716 | 961 |
| 84 | My organization meets my accessibility needs. | Agree-disagree | 74.9% | 29.5% | 45.4% | 15.8% | 5.8% | 3.5% | 9.3% | 222 | 335 | 115 | 44 | 26 | 742 | 934 |
| 85 | My job inspires me. | Agree-disagree | 65.7% | 25.7% | 40.0% | 18.7% | 11.3% | 4.3% | 15.6% | 432 | 670 | 314 | 193 | 70 | 1,679 | N/A |
| 86 | The work I do gives me a sense of accomplishment. | Agree-disagree | 72.5% | 28.8% | 43.7% | 14.7% | 8.7% | 4.1% | 12.9% | 480 | 733 | 246 | 147 | 70 | 1,676 | N/A |
| 87 | I feel a strong personal attachment to my organization. | Agree-disagree | 68.9% | 27.4% | 41.5% | 16.8% | 9.9% | 4.4% | 14.3% | 465 | 695 | 280 | 166 | 74 | 1,680 | N/A |
| 88 | I identify with the mission of my organization. | Agree-disagree | 88.3% | 42.6% | 45.6% | 8.1% | 2.2% | 1.4% | 3.6% | 722 | 763 | 135 | 36 | 23 | 1,679 | N/A |
| 89 | It is important to me that my work contribute to the common good. | Agree-disagree | 96.3% | 62.2% | 34.1% | 2.8% | 0.6% | 0.2% | 0.8% | 1,051 | 567 | 47 | 10 | 4 | 1,679 | N/A |

* 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 accessibility needs."

Percentages are weighted to represent the Agency's population.

Q12 and Q34 are negatively worded, so percent positive scores include "Strongly Disagree" or "Disagree" responses and percent negative scores include "Strongly Agree" or "Agree" responses. Results for these items should be interpreted with caution as these items have been flagged for review for 2023.

For confidentiality purposes, a "—" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: U.S. Agency for International Development AES Report, 2022 OPM Federal Employee Viewpoint Survey

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

| | 2022 N | 2022 % |
|---|-------------------|-------------------|
| Remain in the work unit and improve their performance over time | 327 | 18.3% |
| Remain in the work unit and continue to underperform | 754 | 43.0% |
| Leave the work unit - removed or transferred | 200 | 11.1% |
| Leave the work unit - quit | 137 | 7.4% |
| There are no poor performers in my work unit | 362 | 20.3% |
| Do Not Know | 297 | 17.1% |
| Total (percents will add to more than 100% because respondents could choose more than one response option) | 1,766 | N/A |

Percentages are weighted to represent the Agency's population.

Source: **U.S. Agency for International Development AES Report, 2022 OPM Federal Employee Viewpoint Survey**

| Item | Item Text | 2019 Percent Positive | 2020 Percent Positive | 2021 Percent Positive | 2022 Percent Positive | Difference 2022-2019 | Difference 2022-2020 | Difference 2022-2021 | Sort for Largest Differences 2022-2019 | Sort for Largest Differences 2022-2020 | Sort for Largest Differences 2022-2021 |
|------|---|-----------------------|-----------------------|-----------------------|-----------------------|----------------------|----------------------|----------------------|--|--|--|
| 1 | *I am given a real opportunity to improve my skills in my organization. | 74% | 76% | 74% | 75% | 1% | -1% | 1% | 24 | 15 | 4 |
| 2 | I feel encouraged to come up with new and better ways of doing things. | 67% | 73% | 69% | 69% | 2% | -4% | 0% | 20 | 29 | 8 |
| 3 | My work gives me a feeling of personal accomplishment. | 77% | 78% | 74% | 75% | -2% | -3% | 1% | 29 | 21 | 5 |
| 4 | I know what is expected of me on the job. | 77% | 81% | 77% | 77% | 0% | -4% | 0% | 26 | 26 | 11 |
| 5 | *My workload is reasonable. | 45% | 51% | 50% | 47% | 2% | -4% | -3% | 16 | 30 | 31 |
| 6 | *My talents are used well in the workplace. | 58% | 66% | 61% | 62% | 4% | -4% | 1% | 8 | 27 | 6 |
| 7 | *I know how my work relates to the agency's goals. | 87% | 90% | 89% | 88% | 1% | -2% | -1% | 22 | 16 | 16 |
| 8 | *I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. | 70% | 62% | 72% | 75% | 5% | 13% | 3% | 6 | 3 | 1 |
| 14 | *The people I work with cooperate to get the job done. | 83% | 89% | 87% | 85% | 2% | -4% | -2% | 18 | 28 | 26 |
| 16 | *In my work unit, differences in performance are recognized in a meaningful way. | 42% | 56% | 52% | 42% | 0% | -14% | -10% | 27 | 40 | 40 |
| 18 | *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals. | 81% | 84% | 83% | 80% | -1% | -4% | -3% | 28 | 31 | 32 |
| 19 | Employees in my work unit meet the needs of our customers. | — ^a | 87% | 88% | 87% | — ^a | 0% | -1% | — ^a | 10 | 18 |
| 20 | Employees in my work unit contribute positively to my agency's performance. | — ^a | 91% | 90% | 89% | — ^a | -2% | -1% | — ^a | 19 | 20 |
| 21 | Employees in my work unit produce high-quality work. | — ^a | 89% | 87% | 84% | — ^a | -5% | -3% | — ^a | 33 | 27 |
| 22 | Employees in my work unit adapt to changing priorities. | — ^a | 90% | 84% | 84% | — ^a | -6% | 0% | — ^a | 35 | 10 |
| 35 | Employees are recognized for providing high quality products and services. | 60% | 72% | 72% | 64% | 4% | -8% | -8% | 7 | 39 | 39 |
| 36 | Employees are protected from health and safety hazards on the job. | 79% | 82% | 82% | 75% | -4% | -7% | -7% | 36 | 36 | 38 |
| 37 | My organization is successful at accomplishing its mission. | 79% | 79% | 79% | 77% | -2% | -2% | -2% | 31 | 17 | 21 |
| 43 | *I recommend my organization as a good place to work. | 71% | 74% | 73% | 68% | -3% | -6% | -5% | 35 | 34 | 35 |
| 44 | *I believe the results of this survey will be used to make my agency a better place to work. | 47% | 49% | 47% | 49% | 2% | 0% | 2% | 15 | 9 | 2 |
| 45 | My supervisor is committed to a workforce representative of all segments of society. | 77% | 83% | 85% | 85% | 8% | 2% | 0% | 3 | 5 | 12 |
| 46 | Supervisors in my work unit support employee development. | 76% | 83% | 83% | 82% | 6% | -1% | -1% | 5 | 13 | 13 |
| 47 | My supervisor supports my need to balance work and other life issues. | 84% | 85% | 85% | 86% | 2% | 1% | 1% | 19 | 7 | 3 |
| 48 | My supervisor listens to what I have to say. | 82% | 86% | 86% | 85% | 3% | -1% | -1% | 13 | 14 | 19 |
| 49 | My supervisor treats me with respect. | 86% | 88% | 88% | 89% | 3% | 1% | 1% | 14 | 8 | 7 |
| 50 | I have trust and confidence in my supervisor. | 75% | 78% | 81% | 79% | 4% | 1% | -2% | 10 | 6 | 23 |
| 52 | Overall, how good a job do you feel is being done by your immediate supervisor? | 76% | 80% | 82% | 80% | 4% | 0% | -2% | 9 | 12 | 24 |
| 55 | In my organization, senior leaders generate high levels of motivation and commitment in the workforce. | 47% | 46% | 55% | 54% | 7% | 8% | -1% | 4 | 4 | 15 |
| 56 | My organization's senior leaders maintain high standards of honesty and integrity. | 59% | 53% | 69% | 67% | 8% | 14% | -2% | 1 | 1 | 22 |
| 57 | *Managers communicate the goals of the organization. | 72% | 73% | 72% | 70% | -2% | -3% | -2% | 33 | 22 | 25 |
| 58 | Managers promote communication among different work units (for example, about projects, goals, needed resources). | 61% | 66% | 62% | 62% | 1% | -4% | 0% | 21 | 25 | 9 |
| 59 | Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor? | 66% | 69% | 70% | 67% | 1% | -2% | -3% | 23 | 18 | 29 |
| 60 | I have a high level of respect for my organization's senior leaders. | 56% | 50% | 65% | 64% | 8% | 14% | -1% | 2 | 2 | 14 |
| 61 | Senior leaders demonstrate support for Work-Life programs. | 59% | 65% | 64% | 63% | 4% | -2% | -1% | 11 | 20 | 17 |
| 65 | *How satisfied are you with your involvement in decisions that affect your work? | 56% | 62% | 59% | 54% | -2% | -8% | -5% | 30 | 38 | 36 |
| 66 | *How satisfied are you with the information you receive from management on what's going on in your organization? | 58% | 64% | 64% | 61% | 3% | -3% | -3% | 12 | 23 | 28 |
| 67 | *How satisfied are you with the recognition you receive for doing a good job? | 52% | 59% | 58% | 54% | 2% | -5% | -4% | 17 | 32 | 34 |
| 68 | *Considering everything, how satisfied are you with your job? | 67% | 69% | 69% | 65% | -2% | -4% | -4% | 32 | 24 | 33 |
| 69 | Considering everything, how satisfied are you with your pay? | 63% | 68% | 65% | 60% | -3% | -8% | -5% | 34 | 37 | 37 |
| 70 | *Considering everything, how satisfied are you with your organization? | 64% | 64% | 67% | 64% | 0% | 0% | -3% | 25 | 11 | 30 |

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

Percentages are weighted to represent the Agency's population.

Only items 1-8, 14, 16, 18-22, 35-37, 43-50, 52, 55-61, 65-70 that carried over from the 2021 OPM FEVS are included on this tab.

Q19-Q22 were not included in the 2019 OPM FEVS.

Item text for Q37 has changed from "My agency" to "My organization" in the 2022 OPM FEVS.

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

The "Sort for Largest Differences" columns are based on the rounded differences shown in the Difference columns, then sorted by differences based on unrounded percentages (not shown), and then by item order.

Source: U.S. Agency for International Development AES Report, 2022 OPM Federal Employee Viewpoint Survey

Pandemic, Transition to the Worksite, Workplace Flexibilities

90. What percentage of your work time are you currently required to be physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?

| | 2022 N | 2022 % |
|--|-------------------|-------------------|
| 100% of my work time | 301 | 19.2% |
| At least 75% but less than 100% | 183 | 11.3% |
| At least 50% but less than 75% | 98 | 5.9% |
| At least 25% but less than 50% | 202 | 11.6% |
| Less than 25% | 487 | 27.7% |
| I am not currently required to be physically present at my agency worksite | 418 | 24.2% |
| Total | 1,689 | 100.0% |

Percentages are weighted to represent the Agency's population.

Source: **U.S. Agency for International Development AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Telework/Remote Work

Telework : a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work. In practice, telework is a work arrangement that allows employees to have regularly scheduled days on which they telework and regularly scheduled days when they work in their agency worksite.

Remote work : an arrangement in which an employee, under a written remote work agreement, is scheduled to perform their work at an alternative worksite and is not expected to perform work at an agency worksite on a regular and recurring basis. A remote worker's official worksite may be within or outside the local commuting area of an agency worksite.

91. Please select the response that BEST describes your current remote work or teleworking schedule.

| | 2022 N | 2022 % | 2021 N | 2021 % |
|---|--------------|---------------|------------|------------|
| I have an approved remote work agreement (I am not expected to perform work at an agency worksite) | 327 | 19.3% | N/A | N/A |
| I telework 3 or more days per week | 678 | 38.6% | N/A | N/A |
| I telework 1 or 2 days per week | 236 | 14.3% | 173 | 11.2% |
| I telework, but only about 1 or 2 days per month | 49 | 3.0% | 33 | 2.1% |
| I telework very infrequently, on an unscheduled or short-term basis | 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) | 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% | 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 | 80 | 5.4% | 17 | 1.0% |
| I do not telework because I choose not to telework | 33 | 1.9% | 27 | 1.7% |
| Total | 1,679 | 100.0% | N/A | N/A |

Only those who answered "I have an approved remote work agreement" to the previous question received Question 91a.

91a. What is your current remote work status?

| | 2022 N | 2022 % |
|---|------------|---------------|
| I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away) | 105 | 32.5% |
| I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away) | 218 | 67.5% |
| Total | 323 | 100.0% |

92. Did you have an approved remote work agreement before the 2020 COVID-19 pandemic?

| | 2022 N | 2022 % |
|--------------|--------------|---------------|
| Yes | 519 | 31.9% |
| No | 1,156 | 68.1% |
| Total | 1,675 | 100.0% |

93. Based on your work unit's current telework or remote work options, are you considering leaving your organization, and if so, why?

| | 2022 N | 2022 % |
|---|-------------------|-------------------|
| No | 1,303 | 78.1% |
| Yes, to retire | 58 | 3.5% |
| Yes, to take another job within my Agency | 60 | 3.6% |
| Yes, to take another job within the Federal Government | 90 | 5.3% |
| Yes, to take another job outside the Federal Government | 80 | 4.6% |
| Yes, other | 81 | 4.9% |
| Total | 1,672 | 100.0% |

Re-entry" is a term used to describe the transition from the work environment that has existed during the pandemic to the agency's new work environment.

94. My agency's re-entry arrangements are fair in accounting for employees' diverse needs and situations.

| | 2022 N | 2022 % |
|----------------------------|-------------------|-------------------|
| Strongly Agree | 286 | 18.1% |
| Agree | 559 | 34.9% |
| Neither Agree nor Disagree | 360 | 22.9% |
| Disagree | 230 | 14.7% |
| Strongly Disagree | 153 | 9.5% |
| Not Applicable | 96 | — ^b |
| Total | 1,684 | 100.0% |

95. Please select the response that BEST describes how employees in your work unit currently report to work:

| | 2022 N | 2022 % |
|--|-------------------|-------------------|
| All employees in my work unit are physically present on the worksite | 219 | 14.0% |
| Some employees are physically present on the worksite and others telework or work remotely | 1,231 | 72.0% |
| No employees in my work unit are physically present on the worksite, we all work remotely | 167 | 9.8% |
| Other | 67 | 4.1% |
| Total | 1,684 | 100.0% |

Percentages are weighted to represent the Agency's population.

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

"—^b" indicates that the "Not Applicable" responses are not included in percentage calculations.

"—^d" indicates that there were no responses to this item.

In 2022, the first two response options to Question 91 (Telework) changed from how it was provided in 2021. To facilitate trending, only results for the 2021 response options that were the same in 2022 are provided.

Questions 92-95 in the remote work/telework section are new for 2022. Therefore, trending is not possible for this year.

Source: **U.S. Agency for International Development AES Report**, 2022 OPM Federal Employee Viewpoint Survey

Senior Leaders and Support

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

| | 2022 N | 2022 % | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Strongly Agree | 436 | 26.6% | 610 | 40.7% | 1,079 | 53.3% |
| Agree | 752 | 46.5% | 673 | 44.7% | 726 | 36.1% |
| Neither Agree nor Disagree | 234 | 14.5% | 145 | 9.6% | 105 | 5.3% |
| Disagree | 133 | 7.9% | 45 | 3.0% | 60 | 3.0% |
| Strongly Disagree | 75 | 4.5% | 29 | 2.0% | 46 | 2.3% |
| No Basis to Judge | 44 | — ^b | 38 | — ^b | 14 | — ^b |
| Total | 1,674 | 100.0% | 1,540 | 100.0% | 2,030 | 100.0% |

97. My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.

| | 2022 N | 2022 % | 2021 N | 2021 % |
|----------------------------|-----------|----------------|-----------|----------------|
| Strongly Agree | 423 | 25.9% | 388 | 26.5% |
| Agree | 757 | 47.4% | 498 | 33.9% |
| Neither Agree nor Disagree | 206 | 12.5% | 248 | 16.6% |
| Disagree | 149 | 8.8% | 232 | 15.0% |
| Strongly Disagree | 86 | 5.4% | 120 | 8.0% |
| No Basis to Judge | 35 | — ^b | 56 | — ^b |
| Total | 1,656 | 100.0% | 1,542 | 100.0% |

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

| | 2022 N | 2022 % | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Strongly Agree | 815 | 49.2% | 848 | 55.7% | 1,266 | 63.0% |
| Agree | 654 | 39.6% | 523 | 34.6% | 560 | 28.2% |
| Neither Agree nor Disagree | 119 | 7.3% | 99 | 6.7% | 122 | 6.2% |
| Disagree | 39 | 2.3% | 22 | 1.5% | 25 | 1.3% |
| Strongly Disagree | 25 | 1.7% | 23 | 1.5% | 25 | 1.3% |
| No Basis to Judge | 27 | — ^b | 26 | — ^b | 34 | — ^b |
| Total | 1,679 | 100.0% | 1,541 | 100.0% | 2,032 | 100.0% |

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

| | 2022 N | 2022 % | 2021 N | 2021 % | 2020 N | 2020 % |
|----------------------------|-----------|----------------|-----------|----------------|-----------|----------------|
| Strongly Agree | 801 | 48.8% | 827 | 54.3% | 1,205 | 60.3% |
| Agree | 618 | 37.7% | 475 | 31.5% | 523 | 26.4% |
| Neither Agree nor Disagree | 124 | 7.4% | 125 | 8.4% | 169 | 8.6% |
| Disagree | 56 | 3.5% | 49 | 3.3% | 51 | 2.6% |
| Strongly Disagree | 39 | 2.5% | 38 | 2.6% | 41 | 2.1% |
| No Basis to Judge | 28 | — ^b | 31 | — ^b | 42 | — ^b |
| Total | 1,666 | 100.0% | 1,545 | 100.0% | 2,031 | 100.0% |

Percentages are weighted to represent the Agency's population.

Note: Trending for Q96, Q98-Q99 are based on the "During the COVID-19 Pandemic" responses in 2020.

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

"—^b" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: U.S. Agency for International Development AES Report, 2022 OPM Federal Employee Viewpoint Survey

Employment Demographics

Where do you work?

- Headquarters
 - Field
 - Full-time telework (e.g., home office, telecenter)
-
- Total

What is your supervisory status?

- Senior Leader
 - Manager
 - Supervisor
 - Team Leader
 - Non-Supervisor
-
- Total

What is your pay category/grade?

- Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)
 - GS 1-6
 - GS 7-12
 - GS 13-15
 - Senior Executive Service
 - Senior Level (SL) or Scientific or Professional (ST)
 - Other
-
- Total

What is your US military service status?

- No Prior Military Service
 - Currently in National Guard or Reserves
 - Retired
 - Separated or Discharged
-
- Total

Are you:

- The spouse of a current active duty service member of the U.S. Armed Forces
 - 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
 - The widow(er) of a service member killed while on active duty in the U.S. Armed Forces
 - None of the categories listed
-
- Total

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?

Yes

No

Total

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

Less than 1 year

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

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

Less than 1 year

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

Total

I am planning to retire:

Less than 1 year

1 year

2 years

3 years

4 years

5 years

More than 5 years

Total

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

Yes

No

Total

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

White

Black or African American

All other races

Total

What is your age group?

29 years and under

30-39 years old

40-49 years old

50-59 years old

60 years or older

Total

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

Less than High School/ High School Diploma/ GED

Certification/ Some College/ Associate's Degree

Bachelor's Degree

Advanced Degrees (Post Bachelor's Degree)

Total

Are you an individual with a disability?

Yes

No

Total

Are you:

Male

Female

Total

Are you transgender?

Yes

No

Total

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

Straight, that is not gay or lesbian

Gay or Lesbian

Bisexual

I use a different term

Total

Percentages for demographic questions are unweighted.

The "I use a different term" response option for the sexual orientation item was worded as "Something else" in 2021.

Note: For confidentiality purposes, a "—^c" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple demographic categories, and results are therefore suppressed.

A "—^d" 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**, 2022 OPM Federal Employee Viewpoint Survey

Agency-Specific Questions

1. My manager/supervisor encourages me to participate in employee engagement activities (Surveys (FEVS and pulse), mentoring/coaching, recognition).

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 617 | 36.4% |
| Agree | 736 | 44.3% |
| Neither agree nor disagree | 201 | 12.0% |
| Disagree | 99 | 6.0% |
| Strongly disagree | 21 | 1.3% |
| Total | 1,674 | 100.0% |

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

| | N | % |
|---------------------------------|----------|----------|
| Competing work assignment | 91 | 5.3% |
| Not enough staff | 478 | 28.2% |
| Insufficient work processes | 82 | 5.0% |
| Too many tasks | 303 | 18.2% |
| Unequal distribution of tasks | 92 | 5.7% |
| Too many meetings | 132 | 7.9% |
| N/A - My workload is reasonable | 497 | 29.7% |
| Total | 1,675 | 100.0% |

3. 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 | 570 | 33.6% |
| Agree | 800 | 48.4% |
| Neither agree nor disagree | 192 | 11.9% |
| Disagree | 65 | 4.0% |
| Strongly disagree | 35 | 2.1% |
| Total | 1,662 | 100.0% |

4. I believe that my supervisor prioritizes diversity, equity, inclusion, and accessibility in our work environment.

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 645 | 38.1% |
| Agree | 731 | 44.0% |
| Neither agree nor disagree | 194 | 11.7% |
| Disagree | 66 | 4.1% |

| | | |
|-------------------|-------|--------|
| Strongly disagree | 32 | 2.1% |
| Total | 1,668 | 100.0% |

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

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 555 | 32.8% |
| Agree | 756 | 45.5% |
| Neither agree nor disagree | 216 | 13.1% |
| Disagree | 96 | 6.0% |
| Strongly disagree | 41 | 2.5% |
| Total | 1,664 | 100.0% |

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

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 544 | 32.8% |
| Agree | 804 | 49.1% |
| Neither agree nor disagree | 152 | 9.2% |
| Disagree | 102 | 6.0% |
| Strongly disagree | 46 | 2.9% |
| Total | 1,648 | 100.0% |

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

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 588 | 35.6% |
| Agree | 700 | 42.2% |
| Neither agree nor disagree | 153 | 9.0% |
| Disagree | 183 | 10.4% |
| Strongly disagree | 48 | 2.7% |
| Total | 1,672 | 100.0% |

8. My Bureau/Independent Office/Mission leadership supports equity in treatment for all hiring mechanisms.

| | N | % |
|----------------------------|----------|----------|
| Strongly agree | 444 | 26.5% |
| Agree | 607 | 36.6% |
| Neither agree nor disagree | 353 | 21.2% |
| Disagree | 161 | 9.8% |
| Strongly disagree | 100 | 5.9% |
| Total | 1,665 | 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, 2022 OPM
Federal Employee Viewpoint Survey**