U.S. DEPARTMENT OF EDUCATION FEDERAL EMPLOYEE VIEWPOINT SURVEY RESULTS - 2023

THURSDAY, DECEMBER 21, 2023 OFFICE OF HUMAN RESOURCES OFFICE OF FINANCE AND OPERATIONS

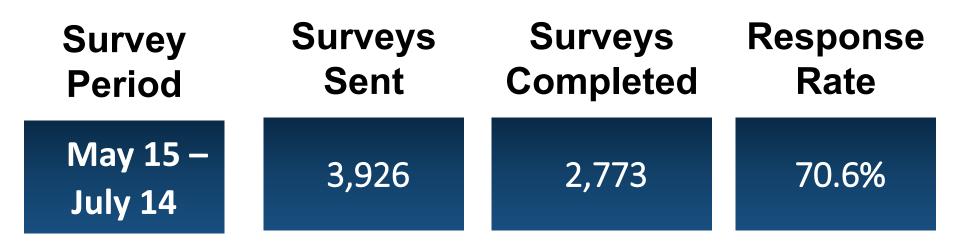


FEDERAL EMPLOYEE VIEWPOINT SURVEY TOPICS

- Survey Introduction
- Demographics Data
- Indices Summary
- Indices Details
- Top Positive and Negative Scores
- Employee Engagement Index Data
- Global Satisfaction Index Data
- Performance Confidence Index Data
- Diversity, Equity, Inclusion, and Accessibility Index Data
- National Engagement Strategy Update



SURVEY INTRODUCTION



Strengths

Number of questions identified as Strengths (65% positive or higher)

71%

Challenges

Number of questions identified as Challenges (35% negative or higher)





DEMOGRAPHICS DATA

under

old

old

old

older

GENDER	HISPANIC, LATINO, SPANISH		BLACK,	WHITE, OTHER
62.9% Female 37.1% Male	8.6% Hispanic, Latino, Spanish		91.4%	Black, White, Other
MILITARY SERVICE	RETIREMENT		PLA	N TO LEAVE
12.3% Active/Retired/ Separated	22.2% within	next five years	27.9% •	vithin the next year
Tenure at ED			Age Grou	1p
25.1%			28.1%	32.0%
17.6% 14.4% 7.1%	19.8% 12.7%		20.7%	15.8%
	15 to 20 More years than 20	3.3% 29 years and 3	0-39 years 40-49 years	50-59 years 60 years or

years

2023

INDICES SUMMARY

Employee Engagement Index (EEI)

Comprised of three indices (Leaders Lead, Supervisors, and Intrinsic Work Experience that measures conditions conducive to engagement. It is comprised of the average of positive responses to <u>15</u> FEVS questions.

EEI Score					
76%					
LEADERS LEAD	SUPERVISORS	INTRINSIC WORK EXPERIENCE			
66%	86%	77%			

Global Satisfaction Index (GSI)

Measures the extent to which employees are satisfied with their job, pay and organization, along with a willingness to recommend their organization as a good place to work. It is comprised of the average of positive responses to <u>**4**</u> FEVS questions.

GSI Score

69%

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Performance Confidence Index (PCI)

Measures the extent to which employees believe their organization has an outstanding competitive future, based on innovative, high-quality products and services that are highly regarded by the marketplace.

PCI Score

90%

Diversity, Equity, Inclusion, and Accessibility Index (DEIA)

Measures four distinct factors: diversity, equity, inclusion, and accessibility. It is comprised of <u>13</u> questions and aligns to Executive Order 14035.



76%

2023

INDICES DETAILS

Agency Level	EEI	EEI	EEI	EEI	GSI	PCI	DEIA
	Overall	Leaders Lead	Supervisors	Intrinsic Work			Overall
				Experience			
GOV-WIDE	76% +	67% +	85% +	77% +	70% +	89% +	76% +
ED	76% +	66% +	86% +	77% +	69% +	90% +	76% +
FSA	75% +	63% +	85% +	76% +	66% +	89% +	73% +
IES	78% +	67% +	89% +	77% +	69% +	91% +	80% +
OCIO	78% +	72% +	85% +	77% +	64% +	87% +	75% +
000	80% +	68% +	92% +	80% +	73% +	92% +	80% +
OCR	69% +	53% -	87% +	66% +	55% -	84% +	71% +
OCTAE	77% +	70% +	80% +	82% +	73% +	93% +	74% +
OELA	80% +	59% -	91% +	91% +	68% +	96% +	77% +
OESE	80% +	72% +	88% +	80% +	68% +	92% +	75% +
OFO	76% +	63% +	84% +	82% +	74% +	93% +	79% +
OGC	90% +	81% +	96% +	91% +	83% +	100% +	85% +
OIG	86% +	83% +	90% +	85% +	83% +	96% +	89% +
OPE	82% +	78% +	89% +	81% +	77% +	94% +	81% +
OPEPD	76% +	65% +	86% +	77% +	76% +	91% +	80% +
OS	81% +	73% +	88% +	82% +	74% +	91% +	82% +
OSERS	75% +	64% +	83% +	77% +	71% +	88% +	71% +

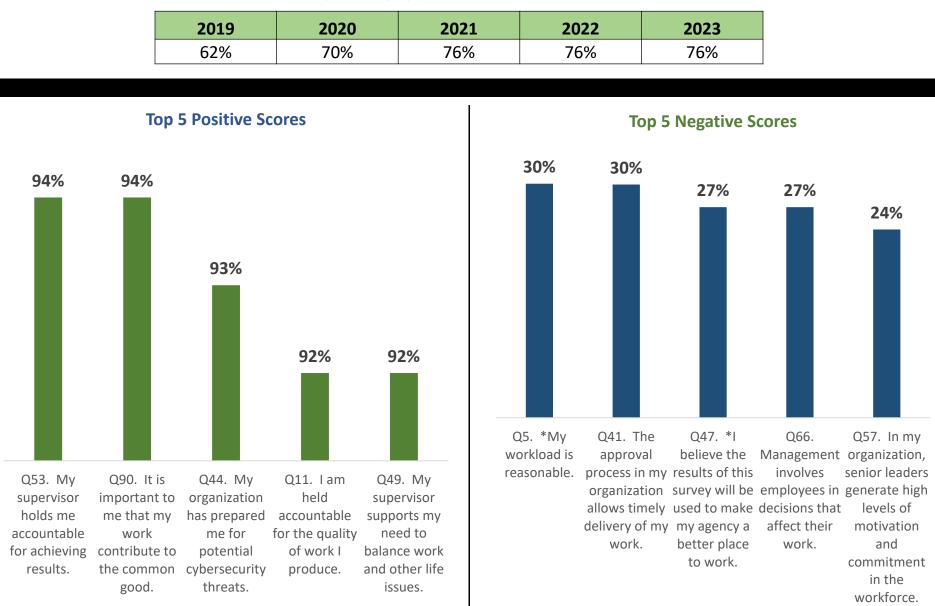
65% or Higher Positive (+)

60% - 64% Positive (+)

59% or Lower Positive (-)

2023 TOP POSITIVE AND NEGATIVE SCORES

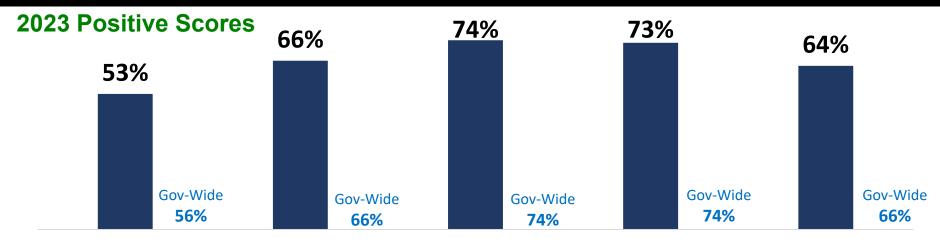
Employee Engagement Index Trends Trends





EEI: LEADERS LEAD DATA





Q57. 058. Q59. Q61. Q62. In my organization, My organization's Overall, how good a Thave a high level Managers senior leaders senior leaders communicate the job do you feel is of respect for my goals of the generate high levels maintain high being done by the organization's of motivation and standards of senior leaders. organization. manager directly commitment in the above your honesty and workforce. immediate integrity. supervisor?

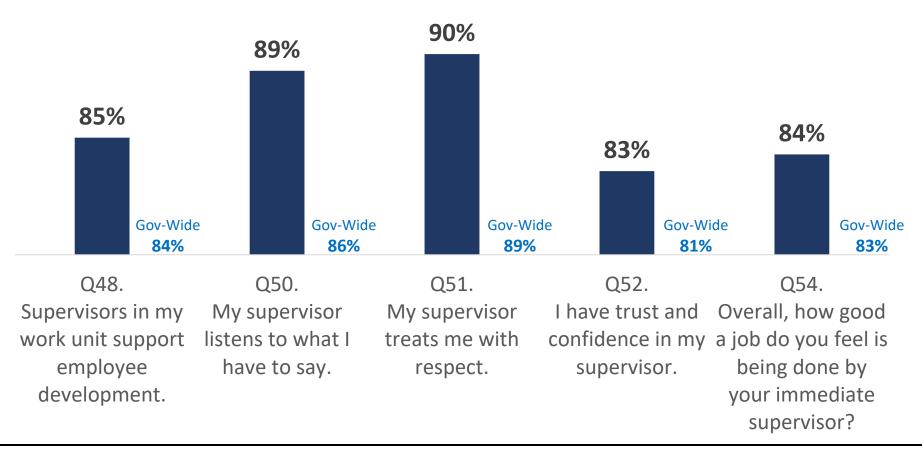
ED scores compared to Gov-Wide: Q57 (-3%); Q58 (same); Q59 (same); Q61 (-1%); and Q62 (-2%)



EEI: SUPERVISORS DATA

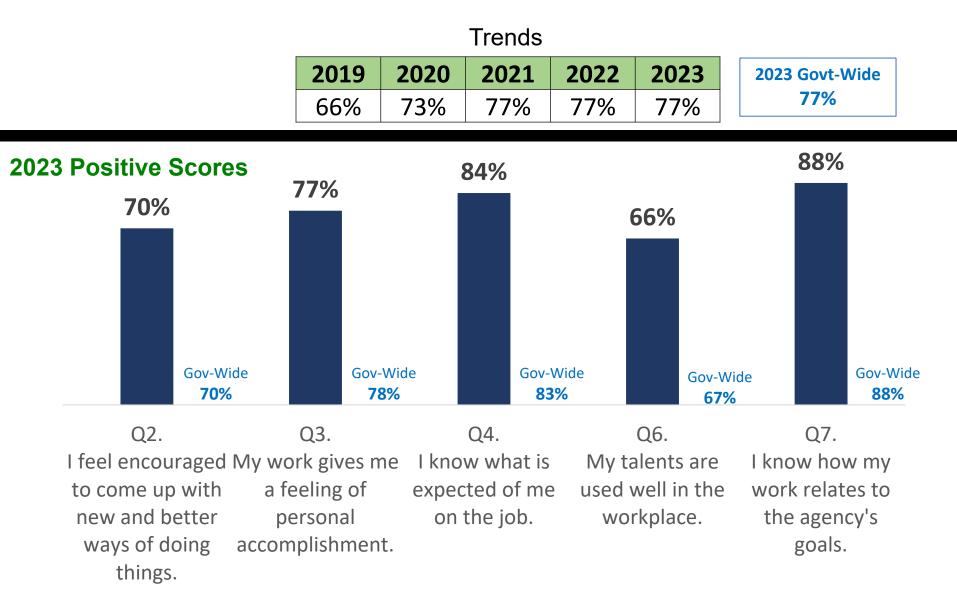
		Trends			
2019	2020	2021	2022	2023	2023 Gov-Wide
77%	82%	85%	86%	86%	85%

2023 Positive Scores

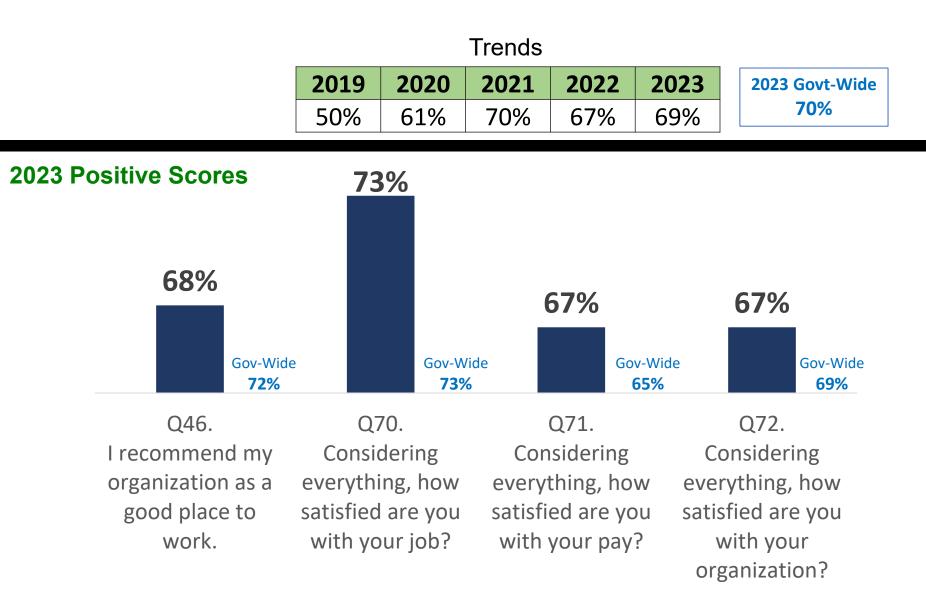


ED scores compared to Gov-Wide: Q48 (+1%); Q50 (+3%); Q51 (+1%); Q52 (+2%); and Q54 (+1%)

2023 EEI: INTRINSIC WORK EXPERIENCE

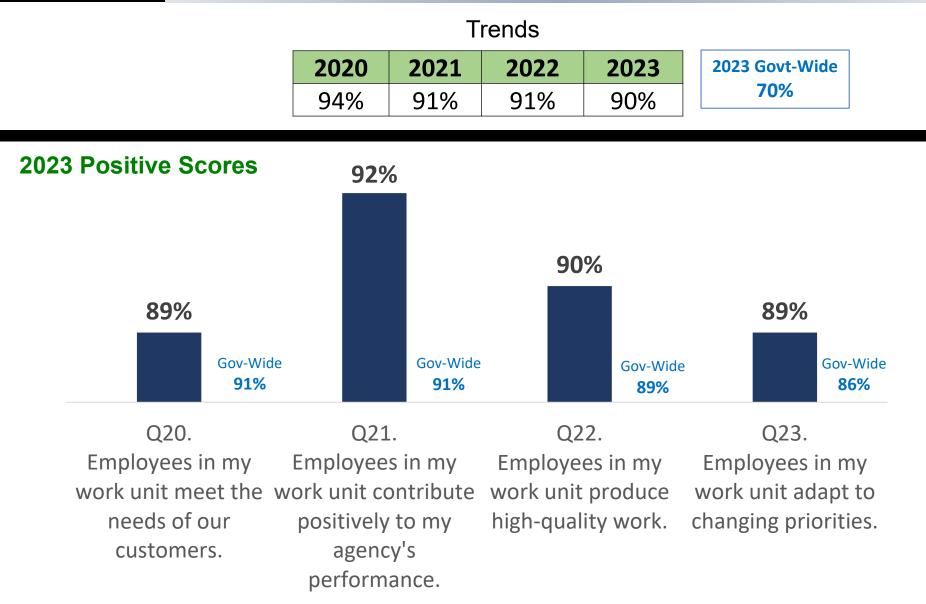


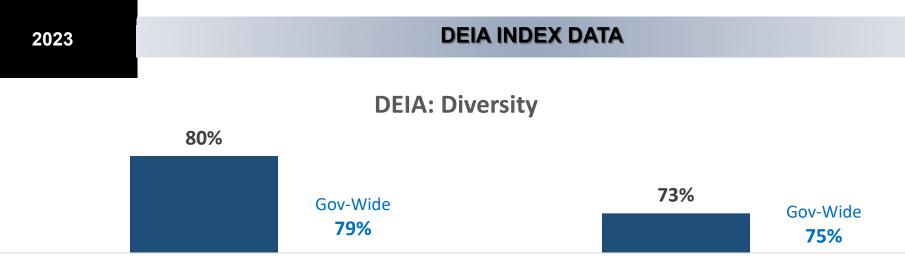
GLOBAL SATISFACTION INDEX DATA



2023

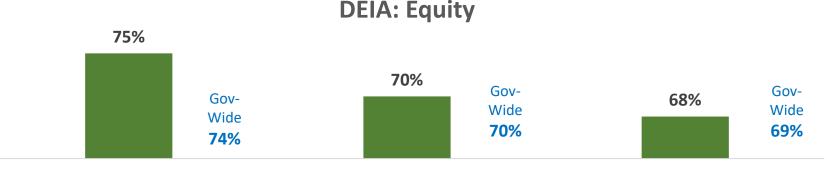
PERFORMANCE CONFIDENCE INDEX DATA





Q74. My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).

Q73. My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).



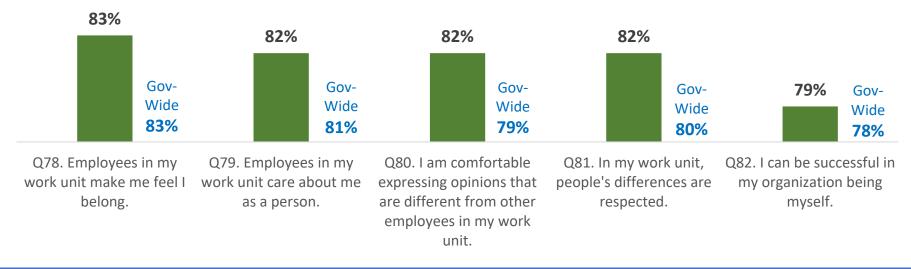
Q76. My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).

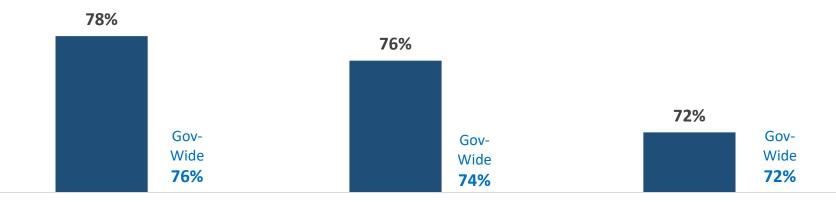
Q77. In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements). Q75. I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.



DEIA INDEX DATA CONT.







DEIA: Accessibility

Q83. I can easily make a request of my organization to meet my accessibility needs.

Q85. My organization meets my accessibility needs.

Q84. My organization responds to my accessibility needs in a timely manner.

NATIONAL ENGAGEMENT STRATEGY

Overview

- National Engagement Strategy (NES) is an enterprise-wide plan to improve engagement and reinvigorate employees' commitment to the Department
- NES period is 2023 2025 and includes three focus areas to improve: Leaders Lead, Collaborative Management, and Top 5 Highest % Negative Questions
- ED will work to increase the NES focus area scores by 2 percentage points each year
- Latest status and next steps are shown below

