

**Department of Homeland Security**  
**OPM FEVS AES Report**

**Agency Information**

Field Period	Jun 6 - Jul 22, 2022
Sample or Census	Census
Number of Surveys Completed	73,070
Number of Surveys Administered	203,370
Response Rate	35.9%
Number of items identified as Strengths (65% positive or higher)	37
Number of items identified as challenges (35% negative or higher)	5
2022 Engagement Index	64%
Leaders Lead Subindex	52%
Supervisors Subindex	76%
Intrinsic Work Experience Subindex	65%

Notes: Number of items identified as strengths and challenges are based on items 1-89, excluding items 12, 15, and 34. Items 12 and 34 are negatively worded and while the results for these items are shown in the Core Q1-14, 16-89 tab, they should be interpreted with caution as these items have been flagged for review for 2023.

A "—" indicates that there were no responses to the item.

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	59.4%	20.3%	39.1%	17.6%	14.3%	8.6%	22.9%	16,223	29,228	12,228	9,516	5,299	72,494	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Agree-disagree	51.8%	19.8%	32.0%	18.9%	17.0%	12.3%	29.3%	15,972	24,189	12,969	11,175	7,457	71,762	N/A
3	My work gives me a feeling of personal accomplishment.	Agree-disagree	63.2%	25.0%	38.1%	16.3%	10.6%	9.9%	20.5%	19,592	28,208	11,138	6,941	5,707	71,586	N/A
4	I know what is expected of me on the job.	Agree-disagree	79.7%	32.1%	47.6%	10.4%	5.7%	4.2%	9.9%	23,629	34,262	7,253	4,032	2,631	71,807	N/A
5	*My workload is reasonable.	Agree-disagree	60.3%	18.5%	41.8%	15.5%	13.3%	10.9%	24.2%	13,843	30,476	10,911	9,762	7,434	72,426	N/A
6	*My talents are used well in the workplace.	Agree-disagree	53.4%	18.1%	35.4%	19.0%	14.9%	12.6%	27.5%	13,891	26,340	13,187	10,220	7,847	71,485	N/A
7	*I know how my work relates to the agency's goals.	Agree-disagree	78.5%	32.6%	45.9%	10.7%	4.7%	6.0%	10.7%	25,265	33,556	7,135	2,970	3,347	72,273	N/A
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	Agree-disagree	62.7%	28.0%	34.7%	16.5%	10.6%	10.2%	20.7%	21,026	24,457	11,213	6,985	6,545	70,226	2,664
9	I have enough information to do my job well.	Agree-disagree	71.9%	22.0%	49.9%	14.7%	9.6%	3.7%	13.3%	16,546	36,968	10,334	6,682	2,380	72,910	N/A
10	I receive the training I need to do my job well.	Agree-disagree	62.6%	19.4%	43.2%	19.0%	12.5%	5.9%	18.4%	14,831	32,144	13,523	8,667	3,759	72,924	N/A
11	I am held accountable for the quality of work I produce.	Agree-disagree	81.3%	32.7%	48.6%	11.2%	4.8%	2.7%	7.5%	25,399	35,809	7,201	2,903	1,503	72,815	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	30.9%	18.8%	24.7%	25.7%	23.7%	7.1%	43.5%	12,918	17,503	18,307	17,671	5,160	71,559	1,317
13	I have a clear idea of how well I am doing my job.	Agree-disagree	70.0%	22.6%	47.4%	16.8%	8.8%	4.4%	13.2%	17,193	35,168	11,621	6,110	2,807	72,899	N/A
14	*The people I work with cooperate to get the job done.	Agree-disagree	76.0%	33.3%	42.7%	12.3%	7.7%	3.9%	11.7%	25,995	31,064	8,304	5,075	2,466	72,904	N/A

16	*In my work unit, differences in performance are recognized in a meaningful way.	Agree-disagree	35.5%	8.8%	26.8%	26.8%	20.9%	16.8%	37.7%	6,430	19,302	17,939	13,362	9,896	66,929	5,979
17	Employees in my work unit share job knowledge.	Agree-disagree	77.9%	28.7%	49.2%	11.9%	6.5%	3.7%	10.2%	22,194	35,295	8,160	4,455	2,380	72,484	460
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	Agree-disagree	75.6%	25.1%	50.5%	14.2%	6.6%	3.7%	10.3%	19,128	36,641	9,631	4,521	2,285	72,206	754
19	Employees in my work unit meet the needs of our customers.	Always-never	82.3%	36.5%	45.9%	13.9%	2.6%	1.1%	3.7%	25,824	31,572	8,397	1,431	562	67,786	4,462
20	Employees in my work unit contribute positively to my agency's performance.	Always-never	77.9%	39.0%	38.9%	16.6%	4.0%	1.6%	5.5%	28,804	26,945	10,032	2,222	814	68,817	2,317
21	Employees in my work unit produce high-quality work.	Always-never	75.6%	35.8%	39.9%	18.7%	4.2%	1.4%	5.6%	26,422	28,262	11,806	2,429	713	69,632	2,446
22	Employees in my work unit adapt to changing priorities.	Always-never	75.4%	39.4%	36.0%	18.0%	4.9%	1.7%	6.6%	29,203	25,503	11,496	2,847	869	69,918	2,164
23	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	Agree-disagree	53.0%	12.8%	40.1%	26.1%	12.9%	8.1%	21.0%	8,582	25,816	16,295	7,678	4,436	62,807	10,110
24	I can influence decisions in my work unit.	Agree-disagree	56.9%	17.6%	39.4%	22.4%	13.2%	7.5%	20.7%	14,000	29,258	15,823	9,026	4,782	72,889	N/A
25	I know what my work unit's goals are.	Agree-disagree	78.7%	28.5%	50.2%	12.0%	5.8%	3.5%	9.2%	22,016	36,661	8,187	3,912	2,081	72,857	N/A
26	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	Agree-disagree	42.5%	12.8%	29.7%	25.8%	17.9%	13.9%	31.8%	9,683	21,767	17,537	11,541	8,240	68,768	4,109
27	My work unit successfully manages disruptions to our work.	Agree-disagree	62.3%	18.3%	44.0%	20.6%	9.8%	7.3%	17.1%	13,900	31,893	13,938	6,525	4,444	70,700	2,208
28	Employees in my work unit consistently look for new ways to improve how they do their work.	Agree-disagree	55.6%	17.9%	37.7%	24.0%	14.0%	6.3%	20.3%	13,619	27,621	16,085	8,832	3,636	69,793	2,450
29	Employees in my work unit incorporate new ideas into their work.	Agree-disagree	54.6%	17.0%	37.6%	24.7%	14.4%	6.4%	20.7%	12,948	27,313	16,229	8,841	3,596	68,927	2,484
30	Employees in my work unit approach change as an opportunity.	Agree-disagree	46.8%	14.7%	32.1%	28.6%	16.8%	7.8%	24.6%	11,052	23,416	19,175	10,555	4,446	68,644	2,607
31	Employees in my work unit consider customer needs a top priority.	Agree-disagree	60.8%	24.5%	36.3%	23.3%	9.7%	6.1%	15.9%	18,831	26,054	14,246	5,802	3,333	68,266	3,109
32	Employees in my work unit consistently look for ways to improve customer service.	Agree-disagree	51.8%	19.1%	32.7%	28.9%	12.2%	7.1%	19.3%	14,641	23,769	18,423	7,426	3,899	68,158	3,587
33	Employees in my work unit support my need to balance my work and personal responsibilities.	Agree-disagree	59.6%	23.2%	36.5%	19.9%	9.7%	10.8%	20.5%	18,044	26,292	13,108	6,146	6,363	69,953	1,410
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	38.5%	12.1%	19.2%	30.2%	28.6%	9.9%	31.3%	8,155	13,182	20,398	20,467	7,025	69,227	2,506
35	Employees are recognized for providing high quality products and services.	Agree-disagree	49.9%	13.6%	36.3%	19.3%	17.2%	13.6%	30.8%	10,645	27,109	13,199	11,267	8,134	70,354	1,504
36	Employees are protected from health and safety hazards on the job.	Agree-disagree	61.7%	21.7%	40.0%	15.3%	11.3%	11.6%	23.0%	17,814	29,339	10,083	6,901	6,392	70,529	1,352
37	My organization is successful at accomplishing its mission.	Agree-disagree	70.8%	23.5%	47.2%	15.2%	6.3%	7.8%	14.1%	18,060	34,503	10,044	3,996	4,090	70,693	1,145
38	I have a good understanding of my organization's priorities.	Agree-disagree	74.0%	26.9%	47.0%	12.6%	8.2%	5.3%	13.5%	20,436	34,320	8,614	5,454	3,018	71,842	N/A
39	My organization effectively adapts to changing government priorities.	Agree-disagree	62.0%	19.6%	42.4%	20.5%	9.6%	8.0%	17.5%	15,030	30,938	13,750	6,092	4,476	70,286	1,594

40	My organization has prepared me for potential physical security threats.	Agree-disagree	66.0%	19.5%	46.5%	16.5%	10.1%	7.4%	17.5%	14,904	33,675	11,307	6,522	4,226	70,634	818
41	My organization has prepared me for potential cybersecurity threats.	Agree-disagree	72.4%	20.4%	52.0%	15.9%	6.8%	4.8%	11.6%	15,843	37,452	10,306	4,272	2,730	70,603	892
42	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	Agree-disagree	40.1%	13.8%	26.3%	22.4%	16.6%	20.9%	37.5%	10,274	18,972	15,258	10,918	12,583	68,005	3,471
43	*I recommend my organization as a good place to work.	Agree-disagree	55.4%	19.9%	35.5%	22.9%	11.5%	10.2%	21.7%	15,716	26,135	15,755	7,598	6,260	71,464	N/A
44	*I believe the results of this survey will be used to make my agency a better place to work.	Agree-disagree	40.5%	15.0%	25.6%	22.8%	14.1%	22.6%	36.6%	10,838	18,350	15,671	9,239	13,213	67,311	4,226
45	My supervisor is committed to a workforce representative of all segments of society.	Agree-disagree	73.5%	35.0%	38.5%	17.3%	4.3%	4.8%	9.2%	25,411	25,829	10,615	2,604	2,764	67,223	4,076
46	Supervisors in my work unit support employee development.	Agree-disagree	70.0%	33.5%	36.6%	15.4%	7.5%	7.2%	14.6%	25,550	25,885	9,885	4,789	4,249	70,358	997
47	My supervisor supports my need to balance work and other life issues.	Agree-disagree	76.5%	43.4%	33.1%	12.6%	5.8%	5.1%	10.9%	33,013	23,165	8,113	3,649	2,971	70,911	N/A
48	My supervisor listens to what I have to say.	Agree-disagree	78.6%	42.7%	35.9%	11.1%	5.6%	4.6%	10.3%	32,013	24,579	7,195	3,722	2,830	70,339	N/A
49	My supervisor treats me with respect.	Agree-disagree	84.0%	48.3%	35.7%	9.1%	3.4%	3.5%	6.9%	36,044	24,113	5,979	2,363	2,241	70,740	N/A
50	I have trust and confidence in my supervisor.	Agree-disagree	73.0%	42.1%	31.0%	14.1%	6.6%	6.3%	12.8%	31,481	21,270	9,346	4,353	3,949	70,399	N/A
51	My supervisor holds me accountable for achieving results.	Agree-disagree	82.7%	43.5%	39.2%	12.1%	2.9%	2.3%	5.2%	32,888	27,383	7,485	1,707	1,254	70,717	N/A
52	Overall, how good a job do you feel is being done by your immediate supervisor?	Good-poor	75.1%	46.2%	28.9%	15.3%	5.3%	4.3%	9.6%	34,633	20,084	10,135	3,505	2,760	71,117	N/A
53	My supervisor provides me with constructive suggestions to improve my job performance.	Agree-disagree	67.4%	32.9%	34.5%	18.6%	8.7%	5.3%	14.0%	24,665	24,739	12,559	5,837	3,337	71,137	N/A
54	My supervisor provides me with performance feedback throughout the year.	Agree-disagree	71.7%	34.2%	37.5%	15.1%	7.4%	5.8%	13.2%	25,564	26,487	9,943	4,879	3,582	70,455	713
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree-disagree	40.0%	13.6%	26.4%	21.3%	16.0%	22.8%	38.7%	10,313	19,854	14,956	10,808	13,501	69,432	1,303
56	My organization's senior leaders maintain high standards of honesty and integrity.	Agree-disagree	50.6%	19.1%	31.5%	22.0%	9.7%	17.7%	27.4%	13,803	22,120	14,502	6,092	10,015	66,532	3,730
57	*Managers communicate the goals of the organization.	Agree-disagree	56.7%	17.9%	38.8%	19.0%	10.8%	13.5%	24.3%	13,628	28,472	12,658	6,971	7,834	69,563	840
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree-disagree	49.8%	16.9%	32.9%	20.7%	13.2%	16.4%	29.6%	12,562	23,810	13,887	8,602	9,567	68,428	1,810
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	57.0%	27.0%	30.0%	21.4%	9.1%	12.4%	21.5%	19,768	21,146	13,907	5,722	7,200	67,743	3,091
60	I have a high level of respect for my organization's senior leaders.	Agree-disagree	53.1%	21.7%	31.4%	21.0%	10.7%	15.2%	25.9%	16,258	23,010	14,448	7,162	8,949	69,827	693
61	Senior leaders demonstrate support for Work-Life programs.	Agree-disagree	50.1%	19.6%	30.5%	23.3%	11.1%	15.5%	26.6%	14,667	21,690	14,908	6,814	8,521	66,600	3,556
62	Management encourages innovation.	Agree-disagree	45.7%	16.9%	28.8%	24.8%	13.9%	15.6%	29.5%	12,924	21,179	16,469	8,853	8,835	68,260	2,015
63	Management makes effective changes to address challenges facing our organization.	Agree-disagree	44.7%	15.7%	29.0%	23.8%	14.5%	17.0%	31.5%	11,728	21,074	16,135	9,436	9,734	68,107	2,105

64	Management involves employees in decisions that affect their work.	Agree-disagree	35.7%	12.8%	22.8%	22.8%	17.8%	23.8%	41.6%	9,529	16,622	15,755	12,085	14,225	68,216	1,994
65	*How satisfied are you with your involvement in decisions that affect your work?	Satisfied-dissatisfied	41.5%	12.7%	28.8%	26.8%	20.3%	11.5%	31.8%	9,724	21,289	18,355	13,636	6,914	69,918	N/A
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	Satisfied-dissatisfied	45.8%	13.6%	32.2%	23.7%	19.2%	11.3%	30.5%	10,511	23,894	16,070	12,572	6,695	69,742	N/A
67	*How satisfied are you with the recognition you receive for doing a good job?	Satisfied-dissatisfied	46.0%	15.4%	30.6%	24.3%	16.7%	13.0%	29.7%	11,884	22,531	16,431	10,948	7,942	69,736	N/A
68	*Considering everything, how satisfied are you with your job?	Satisfied-dissatisfied	59.0%	20.8%	38.2%	18.6%	12.8%	9.5%	22.3%	15,716	27,428	12,442	8,319	5,617	69,522	N/A
69	Considering everything, how satisfied are you with your pay?	Satisfied-dissatisfied	50.4%	16.7%	33.7%	16.1%	17.0%	16.5%	33.5%	12,347	24,200	11,055	11,678	10,564	69,844	N/A
70	*Considering everything, how satisfied are you with your organization?	Satisfied-dissatisfied	51.5%	16.0%	35.5%	21.4%	14.8%	12.3%	27.1%	12,363	26,168	14,545	9,685	7,152	69,913	N/A
71	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	Agree-disagree	62.2%	23.6%	38.6%	22.4%	7.6%	7.7%	15.3%	16,772	25,529	13,377	4,605	4,354	64,637	5,522
72	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	Agree-disagree	66.7%	29.4%	37.3%	22.2%	5.2%	5.8%	11.0%	20,679	24,400	13,159	3,091	3,196	64,525	5,676
73	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	Agree-disagree	58.5%	20.7%	37.8%	18.3%	10.9%	12.3%	23.2%	15,391	26,129	11,928	7,133	7,590	68,171	1,833
74	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	Agree-disagree	63.3%	25.5%	37.8%	18.7%	8.5%	9.4%	18.0%	18,600	25,577	11,881	5,405	5,572	67,035	2,810
75	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	Agree-disagree	53.3%	20.8%	32.5%	20.2%	12.8%	13.8%	26.5%	15,263	22,546	12,915	8,147	8,107	66,978	2,982
76	Employees in my work unit treat me as a valued member of the team.	Agree-disagree	76.9%	32.6%	44.3%	14.0%	4.6%	4.5%	9.1%	24,017	30,532	8,897	2,929	2,768	69,143	797
77	Employees in my work unit make me feel I belong.	Agree-disagree	73.9%	31.7%	42.2%	16.2%	4.9%	5.0%	9.9%	23,211	29,021	10,462	3,235	3,061	68,990	866
78	Employees in my work unit care about me as a person.	Agree-disagree	70.4%	30.8%	39.7%	18.8%	4.9%	5.8%	10.7%	22,305	27,133	12,213	3,102	3,399	68,152	1,725
79	I am comfortable expressing opinions that are different from other employees in my work unit.	Agree-disagree	69.9%	26.8%	43.1%	14.5%	8.3%	7.3%	15.6%	19,129	29,694	9,566	5,645	4,621	68,655	826
80	In my work unit, people's differences are respected.	Agree-disagree	68.7%	25.5%	43.2%	18.1%	7.2%	6.0%	13.2%	18,411	29,697	11,611	4,621	3,673	68,013	1,418
81	I can be successful in my organization being myself.	Agree-disagree	67.3%	25.8%	41.5%	17.2%	7.7%	7.8%	15.5%	18,637	28,705	11,377	5,163	4,830	68,712	736
82	I can easily make a request of my organization to meet my accessibility needs.	Agree-disagree	61.1%	23.3%	37.8%	23.3%	7.9%	7.7%	15.6%	11,368	17,261	9,763	3,266	2,994	44,652	24,686
83	My organization responds to my accessibility needs in a timely manner.	Agree-disagree	56.4%	21.8%	34.6%	27.0%	8.2%	8.4%	16.6%	10,150	15,067	11,039	3,229	3,160	42,645	26,617
84	My organization meets my accessibility needs.	Agree-disagree	59.0%	22.7%	36.3%	27.1%	6.6%	7.3%	13.9%	10,584	15,909	11,012	2,649	2,727	42,881	26,345
85	My job inspires me.	Agree-disagree	52.6%	19.2%	33.4%	22.5%	14.0%	10.9%	24.9%	14,514	24,206	15,361	9,100	6,339	69,520	N/A
86	The work I do gives me a sense of accomplishment.	Agree-disagree	65.5%	25.4%	40.1%	15.9%	9.6%	9.0%	18.6%	19,100	28,499	10,511	6,088	5,051	69,249	N/A

87	I feel a strong personal attachment to my organization.	Agree-disagree	53.7%	21.8%	31.9%	22.6%	12.8%	10.9%	23.7%	16,361	23,000	15,507	8,256	6,371	69,495	N/A
88	I identify with the mission of my organization.	Agree-disagree	73.4%	29.7%	43.7%	15.1%	4.9%	6.6%	11.5%	22,237	30,794	9,787	2,931	3,518	69,267	N/A
89	It is important to me that my work contribute to the common good.	Agree-disagree	88.6%	46.1%	42.5%	7.5%	1.4%	2.5%	3.9%	33,566	29,112	4,756	780	1,280	69,494	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 "<sup>c</sup>" indicates that there are fewer than 4 responses to Questions 82, 83, or 84 and results are therefore suppressed.

Source: **Department of Homeland Security AES Report, 2022 OPM Federal Employee Viewpoint Survey**

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

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	12,847	16.9%
Remain in the work unit and continue to underperform	34,324	50.7%
Leave the work unit - removed or transferred	7,458	9.8%
Leave the work unit - quit	5,297	7.2%
There are no poor performers in my work unit	12,518	16.1%
Do Not Know	13,266	17.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	72,909	N/A

Percentages are weighted to represent the Agency's population.

Source: **Department of Homeland Security 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.	58%	61%	60%	59%	1%	-2%	-1%	24	13	11
2	I feel encouraged to come up with new and better ways of doing things.	50%	54%	53%	52%	2%	-2%	-1%	21	17	20
3	My work gives me a feeling of personal accomplishment.	63%	67%	63%	63%	0%	-4%	0%	29	23	6
4	I know what is expected of me on the job.	79%	84%	80%	80%	1%	-4%	0%	28	26	5
5	*My workload is reasonable.	55%	70%	63%	60%	5%	-10%	-3%	5	40	30
6	*My talents are used well in the workplace.	52%	57%	55%	53%	1%	-4%	-2%	25	25	22
7	*I know how my work relates to the agency's goals.	80%	84%	80%	79%	-1%	-5%	-1%	34	31	15
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	60%	63%	62%	63%	3%	0%	1%	14	1	2
14	*The people I work with cooperate to get the job done.	72%	80%	81%	76%	4%	-4%	-5%	7	27	37
16	*In my work unit, differences in performance are recognized in a meaningful way.	33%	44%	44%	36%	3%	-8%	-8%	13	38	40
18	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	77%	79%	77%	76%	-1%	-3%	-1%	32	20	21
19	Employees in my work unit meet the needs of our customers.	— <sup>a</sup>	83%	85%	82%	— <sup>a</sup>	-1%	-3%	— <sup>a</sup>	7	32
20	Employees in my work unit contribute positively to my agency's performance.	— <sup>a</sup>	83%	81%	78%	— <sup>a</sup>	-5%	-3%	— <sup>a</sup>	30	34
21	Employees in my work unit produce high-quality work.	— <sup>a</sup>	82%	78%	76%	— <sup>a</sup>	-6%	-2%	— <sup>a</sup>	33	28
22	Employees in my work unit adapt to changing priorities.	— <sup>a</sup>	82%	78%	75%	— <sup>a</sup>	-7%	-3%	— <sup>a</sup>	36	29
35	Employees are recognized for providing high quality products and services.	43%	53%	54%	50%	7%	-3%	-4%	3	21	36
36	Employees are protected from health and safety hazards on the job.	61%	63%	64%	62%	1%	-1%	-2%	27	11	27
37	My organization is successful at accomplishing its mission.	69%	75%	72%	71%	2%	-4%	-1%	19	28	13
43	*I recommend my organization as a good place to work.	56%	62%	57%	55%	-1%	-7%	-2%	31	35	26
44	*I believe the results of this survey will be used to make my agency a better place to work.	40%	41%	39%	41%	1%	0%	2%	26	6	1
45	My supervisor is committed to a workforce representative of all segments of society.	66%	74%	75%	74%	8%	0%	-1%	1	3	17
46	Supervisors in my work unit support employee development.	63%	70%	71%	70%	7%	0%	-1%	2	4	14
47	My supervisor supports my need to balance work and other life issues.	73%	78%	78%	77%	4%	-1%	-1%	10	12	19
48	My supervisor listens to what I have to say.	75%	80%	79%	79%	4%	-1%	0%	11	9	9
49	My supervisor treats me with respect.	82%	85%	84%	84%	2%	-1%	0%	18	8	8
50	I have trust and confidence in my supervisor.	68%	73%	73%	73%	5%	0%	0%	4	2	4
52	Overall, how good a job do you feel is being done by your immediate supervisor?	70%	75%	75%	75%	5%	0%	0%	6	5	7
55	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	36%	42%	42%	40%	4%	-2%	-2%	8	16	24
56	My organization's senior leaders maintain high standards of honesty and integrity.	48%	53%	51%	51%	3%	-2%	0%	15	15	10
57	*Managers communicate the goals of the organization.	55%	59%	58%	57%	2%	-2%	-1%	20	18	18
58	Managers promote communication among different work units (for example, about projects, goals, needed resources).	47%	51%	51%	50%	3%	-1%	-1%	16	10	12
59	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	55%	60%	60%	57%	2%	-3%	-3%	17	19	33
60	I have a high level of respect for my organization's senior leaders.	49%	55%	52%	53%	4%	-2%	1%	9	14	3
61	Senior leaders demonstrate support for Work-Life programs.	47%	54%	52%	50%	3%	-4%	-2%	12	29	25
65	*How satisfied are you with your involvement in decisions that affect your work?	46%	49%	47%	41%	-5%	-8%	-6%	35	37	38
66	*How satisfied are you with the information you receive from management on what's going on in your organization?	44%	49%	49%	46%	2%	-3%	-3%	23	22	31
67	*How satisfied are you with the recognition you receive for doing a good job?	44%	50%	50%	46%	2%	-4%	-4%	22	24	35
68	*Considering everything, how satisfied are you with your job?	60%	65%	60%	59%	-1%	-6%	-1%	33	34	16
69	Considering everything, how satisfied are you with your pay?	56%	60%	57%	50%	-6%	-10%	-7%	36	39	39
70	*Considering everything, how satisfied are you with your organization?	51%	57%	53%	51%	0%	-6%	-2%	30	32	23



\* 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: **Department of Homeland Security 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.)?**

	<b>2022 N</b>	<b>2022 %</b>
100% of my work time	30,690	53.1%
At least 75% but less than 100%	7,968	11.2%
At least 50% but less than 75%	4,367	6.2%
At least 25% but less than 50%	6,432	7.9%
Less than 25%	10,990	12.1%
I am not currently required to be physically present at my agency worksite	9,342	9.5%
<b>Total</b>	<b>69,789</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

Source: **Department of Homeland Security 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)	9,253	9.5%	N/A	N/A
I telework 3 or more days per week	15,245	17.9%	N/A	N/A
I telework 1 or 2 days per week	9,021	11.8%	2,397	8.4%
I telework, but only about 1 or 2 days per month	1,983	2.6%	767	2.7%
I telework very infrequently, on an unscheduled or short-term basis	3,969	5.4%	1,529	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)	24,325	44.4%	6,805	42.9%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	237	0.3%	95	0.4%
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	2,683	4.4%	644	3.3%
I do not telework because I choose not to telework	2,502	3.7%	640	2.6%
<b>Total</b>	<b>69,218</b>	<b>100.0%</b>	<b>N/A</b>	<b>N/A</b>

**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?**

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
I have an approved remote work agreement and live <u>outside</u> the local commuting area (more than 50 miles away)	3,151	35.5%
I have an approved remote work agreement and live <u>within</u> the local commuting area (less than 50 miles away)	5,994	64.5%
<b>Total</b>	<b>9,145</b>	<b>100.0%</b>

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

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
Yes	13,863	18.2%
No	55,220	81.8%
<b>Total</b>	<b>69,083</b>	<b>100.0%</b>

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

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
No	50,657	73.1%
Yes, to retire	3,330	4.8%
Yes, to take another job within my Agency	2,080	2.6%
Yes, to take another job within the Federal Government	7,691	11.7%
Yes, to take another job outside the Federal Government	1,680	2.7%
Yes, other	3,342	5.1%
<b>Total</b>	<b>68,780</b>	<b>100.0%</b>

***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.**

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
Strongly Agree	10,354	17.7%
Agree	16,958	31.0%
Neither Agree nor Disagree	15,450	31.7%
Disagree	4,821	9.4%
Strongly Disagree	4,798	10.2%
Not Applicable	16,786	— <sup>b</sup>
Total	69,167	100.0%

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

	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>
All employees in my work unit are physically present on the worksite	25,953	46.1%
Some employees are physically present on the worksite and others telework or work remotely	35,610	45.0%
No employees in my work unit are physically present on the worksite, we all work remotely	4,031	4.1%
Other	3,593	4.8%
Total	69,187	100.0%

Percentages are weighted to represent the Agency's population.

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

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

"—<sup>d</sup>" 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: **Department of Homeland Security 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.**

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	18,414	24.3%	8,277	28.8%	29,892	34.0%
Agree	27,470	39.5%	8,808	36.1%	30,426	37.7%
Neither Agree nor Disagree	10,377	16.8%	3,239	15.6%	9,989	13.4%
Disagree	5,067	8.5%	1,478	7.6%	5,456	7.5%
Strongly Disagree	5,790	10.8%	2,029	11.9%	5,201	7.4%
No Basis to Judge	2,188	— <sup>b</sup>	507	— <sup>b</sup>	906	— <sup>b</sup>
<b>Total</b>	<b>69,306</b>	<b>100.0%</b>	<b>24,338</b>	<b>100.0%</b>	<b>81,870</b>	<b>100.0%</b>

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

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	15,956	23.0%	6,615	24.8%
Agree	25,329	39.2%	7,413	32.3%
Neither Agree nor Disagree	11,137	19.7%	4,226	19.9%
Disagree	5,037	8.6%	2,369	10.6%
Strongly Disagree	4,899	9.6%	2,300	12.4%
No Basis to Judge	5,585	— <sup>b</sup>	1,371	— <sup>b</sup>
<b>Total</b>	<b>67,943</b>	<b>100.0%</b>	<b>24,294</b>	<b>100.0%</b>

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

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	27,754	37.0%	12,071	43.8%	36,408	41.9%

Agree	27,609	41.2%	7,780	34.3%	28,262	35.6%
Neither Agree nor Disagree	7,399	12.2%	2,439	12.2%	9,240	12.3%
Disagree	2,452	4.2%	749	4.0%	3,558	4.9%
Strongly Disagree	2,897	5.4%	996	5.8%	3,675	5.2%
No Basis to Judge	1,153	— <sup>b</sup>	350	— <sup>b</sup>	767	— <sup>b</sup>
<b>Total</b>	<b>69,264</b>	<b>100.0%</b>	<b>24,385</b>	<b>100.0%</b>	<b>81,910</b>	<b>100.0%</b>

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

	<b>2022</b>	<b>2022</b>	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	26,030	35.1%	11,539	42.1%	34,106	39.3%
Agree	25,618	38.3%	7,116	30.9%	25,168	31.6%
Neither Agree nor Disagree	8,664	14.3%	2,766	13.6%	11,527	15.2%
Disagree	3,305	5.6%	1,147	5.8%	5,063	6.9%
Strongly Disagree	3,734	6.8%	1,412	7.7%	4,961	7.0%
No Basis to Judge	1,504	— <sup>b</sup>	401	— <sup>b</sup>	1,045	— <sup>b</sup>
<b>Total</b>	<b>68,855</b>	<b>100.0%</b>	<b>24,381</b>	<b>100.0%</b>	<b>81,870</b>	<b>100.0%</b>

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.

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

"—<sup>b</sup>" indicates that the "No Basis to Judge" responses are not included in percentage calculations.

Source: **Department of Homeland Security AES Report**, 2022 OPM Federal Employee Viewpoint Survey



## **Employment Demographics**

### ***Where do you work?***

	<b>%</b>
Headquarters	19.1%
Field	66.7%
Full-time telework (e.g., home office, telecenter)	14.3%
Total	100.0%

### ***What is your supervisory status?***

	<b>%</b>
Senior Leader	1.4%
Manager	7.5%
Supervisor	15.8%
Team Leader	11.3%
Non-Supervisor	63.9%
Total	100.0%

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

	<b>%</b>
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	4.2%
GS 1-6	2.4%
GS 7-12	33.0%
GS 13-15	38.3%
Senior Executive Service	0.8%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	21.2%
Total	100.0%

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

	<b>%</b>
No Prior Military Service	71.3%

Currently in National Guard or Reserves	1.6%
Retired	10.1%
Separated or Discharged	17.0%
Total	100.0%

***Are you:***

	<u>%</u>
The spouse of a current active duty service member of the U.S. Armed Forces	0.8%
The spouse of a service member who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent	1.5%
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	97.7%
Total	100.0%

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

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

	<u>%</u>
Yes	6.0%
No	94.0%
Total	100.0%

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

	<u>%</u>
Less than 1 year	2.4%
1 to 3 years	12.9%
4 to 5 years	11.1%
6 to 10 years	15.9%
11 to 14 years	17.5%
15 to 20 years	22.7%
More than 20 years	17.3%
Total	100.0%

<b>How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?</b>	
	<b>%</b>
Less than 1 year	3.5%
1 to 3 years	18.2%
4 to 5 years	13.7%
6 to 10 years	16.8%
11 to 14 years	16.4%
15 to 20 years	20.8%
More than 20 years	10.6%
<b>Total</b>	<b>100.0%</b>

<b>Are you considering leaving your organization within the next year, and if so, why?</b>	
	<b>%</b>
No	63.5%
Yes, to retire	6.1%
Yes, to take another job within the Federal Government	19.6%
Yes, to take another job outside the Federal Government	4.2%
Yes, other	6.6%
<b>Total</b>	<b>100.0%</b>

<b>I am planning to retire:</b>	
	<b>%</b>
Less than 1 year	3.1%
1 year	2.5%
2 years	4.9%
3 years	5.1%
4 years	3.4%
5 years	8.0%
More than 5 years	73.0%
<b>Total</b>	<b>100.0%</b>

**Personal Demographics**

<b><i>Are you of Hispanic, Latino, or Spanish origin?</i></b>	
	<b>%</b>
Yes	19.9%
No	80.1%
Total	100.0%

<b><i>Please select the racial category or categories with which you most closely identify.</i></b>	
	<b>%</b>
White	70.2%
Black or African American	16.6%
All other races	13.2%
Total	100.0%

<b><i>What is your age group?</i></b>	
	<b>%</b>
29 years and under	6.4%
30-39 years old	21.7%
40-49 years old	29.4%
50-59 years old	28.6%
60 years or older	13.9%
Total	100.0%

<b><i>What is the highest degree or level of education you have completed?</i></b>	
	<b>%</b>
Less than High School/ High School Diploma/ GED Certification/ Some College/ Associate's Degree	6.2%
Bachelor's Degree	30.7%
Advanced Degrees (Post Bachelor's Degree)	36.4%
Total	26.7%
	100.0%

<b><i>Are you an individual with a disability?</i></b>	
	<b>%</b>
Yes	14.6%

No	85.4%
Total	100.0%

***Are you:***

	<u>%</u>
Male	58.8%
Female	41.2%
Total	100.0%

***Are you transgender?***

	<u>%</u>
Yes	0.4%
No	99.6%
Total	100.0%

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

	<u>%</u>
Straight, that is not gay or lesbian	92.0%
Gay or Lesbian	3.1%
Bisexual	1.9%
I use a different term	3.1%
Total	100.0%

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 "—<sup>c</sup>" indicated that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

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

No suppression was applied to Employment Demographics.

Source: **Department of Homeland Security AES Report**, 2022 OPM Federal Employee Viewpoint Survey

## Agency-Specific Questions

### **1. My supervisor cares about me.**

	<b>N</b>	<b>%</b>
Strongly Agree	24,494	33.2%
Agree	26,022	38.3%
Neither Agree nor Disagree	10,907	17.2%
Disagree	3,782	6.2%
Strongly Disagree	3,027	5.1%
Total	68,232	100.0%

### **2. My work environment gives me opportunities to connect with my colleagues.**

	<b>N</b>	<b>%</b>
Strongly Agree	16,913	23.5%
Agree	32,633	48.2%
Neither Agree nor Disagree	10,884	16.7%
Disagree	4,808	7.4%
Strongly Disagree	2,444	4.1%
Total	67,682	100.0%

### **3. I am provided opportunities beyond this survey to provide ideas and feedback to my leaders.**

	<b>N</b>	<b>%</b>
Strongly Agree	14,275	18.9%
Agree	24,354	34.2%
Neither Agree nor Disagree	14,235	21.8%
Disagree	9,266	14.9%
Strongly Disagree	5,949	10.2%
Total	68,079	100.0%

**4. My feedback is valued by my leaders.**

	<b>N</b>	<b>%</b>
Strongly Agree	12,770	17.0%
Agree	20,248	28.4%
Neither Agree nor Disagree	17,365	25.9%
Disagree	9,844	15.6%
Strongly Disagree	7,749	13.1%
Total	67,976	100.0%

**5. In my work unit, I trust my teammates.**

	<b>N</b>	<b>%</b>
Strongly Agree	19,630	27.2%
Agree	30,338	44.6%
Neither Agree nor Disagree	11,937	18.2%
Disagree	4,192	6.4%
Strongly Disagree	2,200	3.6%
Total	68,297	100.0%

**6. I believe different perspectives are valued at work.**

	<b>N</b>	<b>%</b>
Strongly Agree	16,556	22.5%
Agree	26,925	38.9%
Neither Agree nor Disagree	13,529	21.0%
Disagree	6,884	10.8%
Strongly Disagree	4,088	6.9%
Total	67,982	100.0%

**7. We are all held to the same standards of exhibiting Department values (vigilance, integrity, respect) and conduct regardless of our performance or seniority.**

	<b>N</b>	<b>%</b>
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Strongly Agree	16,370	22.5%
Agree	24,019	34.3%
Neither Agree nor Disagree	11,076	16.3%
Disagree	9,191	14.1%
Strongly Disagree	7,698	12.9%
Total	68,354	100.0%

**8. DHS is invested in my physical wellbeing.**

	N	%
Strongly Agree	11,767	15.7%
Agree	22,569	31.4%
Neither Agree nor Disagree	19,268	28.2%
Disagree	7,854	12.6%
Strongly Disagree	6,829	12.2%
Total	68,287	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: **Department of Homeland Security AES Report, 2022 OPM Federal Employee Viewpoint Survey**