

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

**Agency Information**

**Field Period**

**May 16 - Jul 14, 2023**

Sample or Census	Census
Number of Surveys Completed	91,700
Number of Surveys Administered	209,823
Response Rate	43.7%
Number of items identified as Strengths (65% positive or higher)	41
Number of items identified as Challenges (35% negative or higher)	2
2023 Engagement Index	67%
Leaders Lead Subindex	55%
Supervisors Subindex	77%
Intrinsic Work Experience Subindex	68%

Notes: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

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

Item	Item Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	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.	N/A	Employee-Focused: Employee Development	Agree-disagree	64%	23%	41%	17%	12%	7%	20%	22,427	37,990	14,770	10,459	5,439	91,085	N/A
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	55%	22%	33%	19%	16%	10%	26%	21,645	31,115	16,445	13,086	7,874	90,165	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	66%	27%	39%	16%	9%	8%	17%	26,094	36,333	14,041	7,662	5,876	90,006	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	81%	34%	47%	10%	5%	4%	9%	31,930	42,327	8,577	4,473	2,856	90,163	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	64%	21%	43%	15%	12%	9%	21%	19,291	39,354	13,397	11,257	7,586	90,885	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	57%	20%	37%	19%	14%	11%	25%	19,294	33,795	16,517	11,913	8,424	89,943	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	80%	35%	45%	10%	4%	5%	9%	33,705	41,606	8,696	3,449	3,409	90,865	N/A
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	64%	30%	34%	17%	10%	10%	19%	27,464	29,787	14,568	8,159	7,919	87,897	3,252
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	72%	22%	50%	14%	10%	4%	13%	20,745	46,565	12,558	8,416	3,043	91,327	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	66%	21%	45%	17%	12%	5%	17%	19,920	40,960	15,245	10,214	4,255	90,594	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	Agree-disagree	81%	32%	50%	11%	5%	3%	8%	30,555	45,547	8,941	3,511	2,195	90,749	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	73%	27%	47%	15%	8%	4%	12%	25,462	42,676	12,838	6,573	3,188	90,737	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	64%	23%	41%	18%	11%	8%	19%	21,973	37,493	16,023	9,634	6,106	91,229	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	56%	18%	38%	21%	14%	9%	23%	17,533	35,507	18,788	12,095	7,428	91,351	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	78%	34%	44%	12%	7%	3%	10%	33,085	39,901	10,257	5,693	2,544	91,480	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	Agree-disagree	39%	11%	29%	27%	19%	15%	34%	9,627	25,824	22,763	15,596	11,052	84,862	6,657
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	80%	31%	48%	11%	6%	3%	9%	29,663	43,687	9,842	4,988	2,715	90,895	646
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	78%	28%	50%	13%	6%	3%	9%	26,131	45,618	11,578	4,758	2,566	90,651	917
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	82%	37%	46%	14%	3%	1%	4%	32,759	40,116	10,967	1,838	635	86,315	4,728
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	79%	40%	39%	16%	4%	1%	5%	36,742	34,419	12,840	2,751	899	87,651	2,399
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	76%	37%	39%	18%	4%	1%	5%	34,212	35,201	15,054	3,124	821	88,412	2,509
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	76%	41%	35%	18%	5%	2%	6%	37,500	31,639	14,548	3,667	1,105	88,459	2,169
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	Agree-disagree	55%	15%	40%	25%	12%	8%	20%	12,752	33,205	20,166	9,403	5,712	81,238	9,693
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	63%	21%	42%	21%	11%	5%	16%	20,698	38,669	18,422	9,163	4,075	91,027	N/A
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	82%	32%	49%	11%	5%	3%	8%	30,852	44,824	9,167	4,180	2,038	91,061	N/A
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	48%	16%	32%	25%	16%	11%	27%	15,199	28,581	21,905	13,004	8,378	87,067	3,950
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	66%	22%	44%	19%	9%	6%	15%	20,431	39,882	16,502	7,299	4,742	88,856	2,205
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	58%	20%	38%	24%	13%	6%	18%	18,433	34,912	20,308	10,319	4,229	88,201	2,253
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	57%	19%	39%	24%	13%	6%	18%	17,559	34,843	20,564	10,147	4,096	87,209	2,318
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	51%	17%	34%	28%	15%	7%	22%	15,442	30,918	23,550	12,199	4,930	87,039	2,382
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	63%	26%	37%	23%	9%	5%	14%	24,619	33,105	18,142	6,814	3,848	86,528	3,092
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	55%	21%	34%	28%	11%	6%	17%	19,811	30,646	22,740	8,800	4,466	86,463	3,634
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	63%	27%	37%	19%	8%	9%	18%	25,461	33,253	16,311	6,854	7,262	89,141	1,256
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	Agree-disagree	53%	16%	37%	20%	15%	12%	27%	15,389	34,280	17,210	12,716	8,811	88,406	1,707
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	66%	25%	41%	16%	10%	8%	18%	24,712	37,468	13,002	7,358	5,763	88,303	1,857
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	73%	27%	46%	15%	6%	7%	12%	25,490	42,634	12,169	4,474	4,315	89,082	1,089
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	Agree-disagree	76%	31%	45%	12%	7%	5%	12%	29,326	41,331	10,440	5,769	3,299	90,165	N/A
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	Agree-disagree	69%	26%	43%	17%	8%	6%	15%	24,401	37,077	12,753	6,039	4,241	84,511	4,959
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	52%	16%	35%	22%	16%	11%	27%	15,382	31,950	18,312	12,981	7,689	86,314	1,217
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	53%	15%	38%	25%	13%	9%	22%	13,487	33,325	21,120	11,189	6,883	86,004	2,408
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	63%	19%	44%	21%	9%	7%	16%	17,886	39,103	17,813	7,070	4,707	86,579	1,769
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	68%	22%	47%	17%	8%	6%	15%	20,656	41,832	14,606	6,538	4,740	88,372	1,011
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	73%	23%	50%	16%	6%	5%	11%	21,182	44,630	13,578	4,720	3,316	87,426	1,021
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	43%	16%	27%	22%	15%	20%	35%	15,043	24,493	19,073	12,183	15,157	85,949	3,178
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	62%	24%	38%	21%	10%	7%	17%	23,064	34,974	17,853	7,974	5,791	89,656	N/A
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	Agree-disagree	47%	19%	28%	23%	13%	18%	31%	17,265	24,701	19,516	10,639	13,138	85,259	4,476
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	72%	35%	38%	14%	7%	6%	13%	32,226	32,975	11,782	5,563	4,769	87,315	641
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	78%	46%	32%	12%	5%	5%	10%	42,936	28,388	9,957	4,475	3,575	89,331	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	79%	44%	35%	11%	5%	4%	10%	41,499	30,556	9,170	4,392	3,357	88,974	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	85%	49%	35%	9%	3%	3%	7%	46,112	30,215	7,457	2,756	2,761	89,301	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	74%	44%	31%	14%	6%	6%	12%	40,781	26,755	11,522	5,242	4,783	89,083	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	Agree-disagree	83%	46%	38%	11%	3%	2%	5%	43,121	33,223	9,077	2,065	1,622	89,108	N/A
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	Good-poor	76%	47%	30%	15%	5%	4%	9%	43,186	26,263	12,750	3,962	3,123	89,284	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	70%	36%	34%	18%	8%	5%	12%	33,575	30,536	14,963	6,509	3,756	89,339	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	Agree-disagree	74%	37%	37%	14%	7%	5%	12%	34,885	32,569	11,771	5,318	4,097	88,640	725
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	44%	16%	28%	22%	15%	19%	34%	15,040	26,134	19,253	12,611	14,367	87,405	1,444
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	54%	21%	33%	22%	9%	15%	24%	19,290	28,931	17,997	7,109	10,876	84,203	4,079
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	60%	20%	40%	19%	10%	11%	21%	19,225	36,593	15,656	7,902	8,304	87,680	902
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	53%	19%	34%	21%	12%	14%	26%	17,672	31,012	17,502	9,987	10,075	86,248	2,030
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	Good-poor	61%	30%	31%	21%	8%	10%	18%	27,055	27,054	17,085	6,343	7,542	85,079	3,612
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	57%	24%	33%	20%	10%	13%	22%	22,931	30,017	17,698	7,890	9,430	87,966	840
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	54%	22%	32%	23%	10%	13%	23%	20,263	28,114	18,830	7,979	9,050	84,236	4,259

69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	Satisfied-dissatisfied	50%	17%	32%	24%	16%	11%	27%	16,531	29,365	20,250	13,184	8,718	88,048	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	64%	23%	41%	18%	10%	7%	18%	21,746	36,493	15,560	8,552	5,427	87,778	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	57%	20%	38%	18%	15%	9%	24%	18,020	33,558	15,894	13,056	7,670	88,198	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	57%	19%	38%	21%	13%	9%	22%	17,888	35,135	18,144	10,328	6,718	88,213	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	64%	25%	39%	22%	7%	7%	14%	22,310	32,600	16,890	5,271	4,910	81,981	6,371
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	68%	30%	38%	22%	5%	5%	10%	26,711	31,096	16,733	3,650	3,750	81,940	6,465
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	Agree-disagree	61%	23%	38%	18%	10%	11%	21%	21,187	33,400	14,654	8,250	8,516	86,007	2,139
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	65%	27%	38%	18%	8%	9%	17%	24,854	32,424	14,746	6,499	6,436	84,959	3,044
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	56%	23%	33%	20%	12%	12%	24%	20,807	28,567	16,320	9,953	9,244	84,891	3,278
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	75%	30%	45%	17%	4%	4%	8%	27,102	39,044	13,727	3,576	2,988	86,437	1,238
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	73%	29%	43%	19%	4%	4%	8%	26,325	36,673	15,609	3,489	3,026	85,122	2,189
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	72%	28%	44%	15%	7%	6%	13%	25,690	37,424	12,795	5,873	4,818	86,600	1,034
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	72%	28%	44%	17%	6%	5%	11%	25,439	37,534	14,192	4,843	3,849	85,857	1,650
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	71%	28%	42%	16%	6%	6%	13%	25,795	36,586	13,871	5,260	5,089	86,601	954
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	64%	25%	39%	23%	7%	6%	13%	15,850	23,152	12,775	3,870	3,358	59,005	11,416
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	60%	24%	36%	27%	7%	7%	14%	14,276	20,416	14,635	3,779	3,452	56,558	13,524
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	62%	25%	38%	26%	6%	6%	11%	14,924	21,590	14,409	3,003	2,902	56,828	12,902
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	57%	22%	35%	22%	12%	9%	21%	20,363	31,820	19,256	9,788	6,452	87,679	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	69%	28%	41%	15%	8%	7%	15%	26,071	36,708	13,020	6,474	5,257	87,530	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	57%	24%	33%	23%	11%	9%	20%	22,647	29,524	19,845	9,083	6,648	87,747	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	76%	32%	44%	15%	4%	5%	9%	30,142	38,621	12,045	3,209	3,579	87,596	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	89%	48%	42%	7%	1%	2%	3%	43,399	36,181	5,979	899	1,345	87,803	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.

For confidentiality purposes, a "--" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: Department of Homeland Security AES Report, 2023 OPM Federal Employee Viewpoint Survey

**Performance Dimension: Goal Oriented: Accountability**

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

	<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Remain in the work unit and improve their performance over time	18,429	19.1%	12,847	16.9%
Remain in the work unit and continue to underperform	43,103	49.9%	34,324	50.7%
Leave the work unit - removed or transferred	9,428	9.9%	7,458	9.8%
Leave the work unit - quit	6,257	6.5%	5,297	7.2%
There are no poor performers in my work unit	14,794	15.5%	12,518	16.1%
Do Not Know	15,874	16.5%	13,266	17.1%
<b>Total (percents will add to more than 100% because respondents could choose more than one response option)</b>	<b>91,483</b>	<b>N/A</b>	<b>72,909</b>	<b>N/A</b>

Percentages are weighted to represent the Agency's population.

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

Source: **Department of Homeland Security AES Report**, 2023 OPM Federal Employee Viewpoint Survey

Item	Item Text	Index	Performance Dimension	2020 Percent Positive	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	Difference 2023-2020	Difference 2023-2021	Difference 2023-2022	Sort for Largest Differences 2023-2020	Sort for Largest Differences 2023-2021	Sort for Largest Differences 2023-2022
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused: Employee Development	61%	60%	59%	64%	3%	4%	5%	3	6	9
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	54%	53%	52%	55%	1%	2%	3%	11	14	34
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	67%	63%	63%	66%	-1%	3%	3%	25	8	35
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	84%	80%	80%	81%	-3%	1%	1%	31	18	66
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	70%	63%	60%	64%	-6%	1%	4%	38	21	22
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	57%	55%	53%	57%	0%	2%	4%	23	16	25
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	84%	80%	79%	80%	-4%	0%	1%	34	28	65
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	63%	62%	63%	64%	1%	2%	1%	14	15	74
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	— <sup>a</sup>	— <sup>a</sup>	72%	72%	— <sup>a</sup>	— <sup>a</sup>	0%	— <sup>a</sup>	— <sup>a</sup>	82
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	— <sup>a</sup>	— <sup>a</sup>	63%	66%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	43
11	I am held accountable for the quality of work I produce.	N/A	Goal Oriented: Accountability	— <sup>a</sup>	— <sup>a</sup>	81%	81%	— <sup>a</sup>	— <sup>a</sup>	0%	— <sup>a</sup>	— <sup>a</sup>	83
12	I have a clear idea of how well I am doing my job.	N/A	Goal Oriented: Performance Feedback	— <sup>a</sup>	— <sup>a</sup>	70%	73%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	36
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	80%	81%	76%	78%	-2%	-3%	2%	29	38	60
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal Oriented: Recognition	44%	44%	36%	39%	-5%	-5%	3%	36	39	27
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	— <sup>a</sup>	— <sup>a</sup>	78%	80%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	64
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	79%	77%	76%	78%	-1%	1%	2%	27	25	56
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	83%	85%	82%	82%	-1%	-3%	0%	26	37	84
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	83%	81%	78%	79%	-4%	-2%	1%	35	35	73
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	82%	78%	76%	76%	-6%	-2%	0%	37	36	81
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	82%	78%	75%	76%	-6%	-2%	1%	39	34	77
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	N/A	Foundations: Performance Resources	— <sup>a</sup>	— <sup>a</sup>	53%	55%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	63
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	— <sup>a</sup>	— <sup>a</sup>	57%	63%	— <sup>a</sup>	— <sup>a</sup>	6%	— <sup>a</sup>	— <sup>a</sup>	3
26	I know what my work unit's goals are.	N/A	Goal Oriented: Goal Clarity	— <sup>a</sup>	— <sup>a</sup>	79%	82%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	44
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	— <sup>a</sup>	— <sup>a</sup>	42%	48%	— <sup>a</sup>	— <sup>a</sup>	6%	— <sup>a</sup>	— <sup>a</sup>	6
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	— <sup>a</sup>	— <sup>a</sup>	62%	66%	— <sup>a</sup>	— <sup>a</sup>	4%	— <sup>a</sup>	— <sup>a</sup>	20
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	— <sup>a</sup>	— <sup>a</sup>	56%	58%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	52
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	— <sup>a</sup>	— <sup>a</sup>	55%	57%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	50
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	— <sup>a</sup>	— <sup>a</sup>	47%	51%	— <sup>a</sup>	— <sup>a</sup>	4%	— <sup>a</sup>	— <sup>a</sup>	21
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	— <sup>a</sup>	— <sup>a</sup>	61%	63%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	57
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	— <sup>a</sup>	— <sup>a</sup>	52%	55%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	41
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-Life Support	— <sup>a</sup>	— <sup>a</sup>	60%	63%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	31
35	Employees are recognized for providing high quality products and services.	N/A	Goal Oriented: Recognition	53%	54%	50%	53%	0%	-1%	3%	19	32	37
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	63%	64%	62%	66%	3%	2%	4%	2	10	13
37	My organization is successful at accomplishing its mission.	N/A	Other	75%	72%	71%	73%	-2%	1%	2%	30	22	58
38	I have a good understanding of my organization's priorities.	N/A	Goal Oriented: Goal Clarity	— <sup>a</sup>	— <sup>a</sup>	74%	76%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	61
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	— <sup>a</sup>	— <sup>a</sup>	62%	63%	— <sup>a</sup>	— <sup>a</sup>	1%	— <sup>a</sup>	— <sup>a</sup>	72
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	— <sup>a</sup>	— <sup>a</sup>	66%	68%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	51
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	— <sup>a</sup>	— <sup>a</sup>	72%	73%	— <sup>a</sup>	— <sup>a</sup>	1%	— <sup>a</sup>	— <sup>a</sup>	76
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	— <sup>a</sup>	— <sup>a</sup>	40%	43%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	40
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	62%	57%	55%	62%	0%	5%	7%	16	3	2
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	41%	39%	41%	47%	6%	8%	6%	1	1	4
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	70%	71%	70%	72%	2%	1%	2%	6	20	53
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	78%	78%	77%	78%	0%	0%	1%	22	30	67
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	80%	79%	79%	79%	-1%	0%	0%	24	29	78
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	85%	84%	84%	85%	0%	1%	1%	20	26	75
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	73%	73%	73%	74%	1%	1%	1%	10	19	71
53	My supervisor holds me accountable for achieving results.	N/A	Goal Oriented: Accountability	— <sup>a</sup>	— <sup>a</sup>	83%	83%	— <sup>a</sup>	— <sup>a</sup>	0%	— <sup>a</sup>	— <sup>a</sup>	79
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement: Supervisors	N/A	75%	75%	75%	76%	1%	1%	1%	13	24	70
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal Oriented: Performance Feedback	— <sup>a</sup>	— <sup>a</sup>	67%	70%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	45
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal Oriented: Performance Feedback	— <sup>a</sup>	— <sup>a</sup>	72%	74%	— <sup>a</sup>	— <sup>a</sup>	2%	— <sup>a</sup>	— <sup>a</sup>	55
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	42%	42%	40%	44%	2%	2%	4%	7	12	16
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	53%	51%	51%	54%	1%	3%	3%	8	7	28
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	59%	58%	57%	60%	1%	2%	3%	9	11	29
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	51%	51%	50%	53%	2%	2%	3%	4	9	30
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement: Leaders Lead	N/A	60%	60%	57%	61%	1%	1%	4%	12	23	19
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	55%	52%	53%	57%	2%	5%	4%	5	2	15
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	54%	52%	50%	54%	0%	2%	4%	21	13	17
64	Management encourages innovation.	N/A	Agile: Innovation	— <sup>a</sup>	— <sup>a</sup>	46%	50%	— <sup>a</sup>	— <sup>a</sup>	4%	— <sup>a</sup>	— <sup>a</sup>	18
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	— <sup>a</sup>	— <sup>a</sup>	45%	49%	— <sup>a</sup>	— <sup>a</sup>	4%	— <sup>a</sup>	— <sup>a</sup>	10
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	— <sup>a</sup>	— <sup>a</sup>	36%	40%	— <sup>a</sup>	— <sup>a</sup>	4%	— <sup>a</sup>	— <sup>a</sup>	11
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	49%	47%	41%	46%	-3%	-1%	5%	33	33	8
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	49%	49%	46%	50%	1%	1%	4%	15	17	14
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal Oriented: Recognition	50%	50%	46%	50%	0%	0%	4%	18	31	23
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	65%	60%	59%	64%	-1%	4%	5%	28	5	7
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	60%	57%	50%	57%	-3%	0%	7%	32	27	1
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	57%	53%	51%	57%	0%	4%	6%	17	4	5
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	— <sup>a</sup>	— <sup>a</sup>	63%	64%	— <sup>a</sup>	— <sup>a</sup>	3%	— <sup>a</sup>	— <sup>a</sup>	—

75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work unit.	DEIA: Equity	N/A	- <sup>a</sup>	- <sup>a</sup>	59%	61%	- <sup>a</sup>	- <sup>a</sup>	2%	- <sup>a</sup>	- <sup>a</sup>	49
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	- <sup>a</sup>	- <sup>a</sup>	63%	65%	- <sup>a</sup>	- <sup>a</sup>	2%	- <sup>a</sup>	- <sup>a</sup>	62
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	- <sup>a</sup>	- <sup>a</sup>	53%	56%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	46
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	74%	75%	- <sup>a</sup>	- <sup>a</sup>	1%	- <sup>a</sup>	- <sup>a</sup>	68
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	70%	73%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	48
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	70%	72%	- <sup>a</sup>	- <sup>a</sup>	2%	- <sup>a</sup>	- <sup>a</sup>	59
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	69%	72%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	38
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	- <sup>a</sup>	- <sup>a</sup>	67%	71%	- <sup>a</sup>	- <sup>a</sup>	4%	- <sup>a</sup>	- <sup>a</sup>	24
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	61%	64%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	42
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	56%	60%	- <sup>a</sup>	- <sup>a</sup>	4%	- <sup>a</sup>	- <sup>a</sup>	26
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	- <sup>a</sup>	- <sup>a</sup>	59%	62%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	35
86	My job inspires me.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	53%	57%	- <sup>a</sup>	- <sup>a</sup>	4%	- <sup>a</sup>	- <sup>a</sup>	12
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	66%	69%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	32
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	54%	57%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	33
89	I identify with the mission of my organization.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	73%	76%	- <sup>a</sup>	- <sup>a</sup>	3%	- <sup>a</sup>	- <sup>a</sup>	47
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	- <sup>a</sup>	- <sup>a</sup>	89%	89%	- <sup>a</sup>	- <sup>a</sup>	0%	- <sup>a</sup>	- <sup>a</sup>	80

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

Percentages are weighted to represent the Agency's population.

Only items 1-12, 15, 17-38, 42-90 that carried over from the 2022 OPM FEVS are included on this tab.

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

For confidentiality purposes, a "<sup>a</sup>" indicates that there are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

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, 2023 OPM Federal Employee Viewpoint Survey**

## Telework/Remote Work

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

	2023 N	2023 %	2022 N	2022 %	2021 N	2021 %
I telework every work day (i.e., remote work agreement)	12,260	10.8%	N/A	N/A	9,066	25.8%
I have an approved remote work agreement (I am not expected to perform work at an agency worksite)	N/A	N/A	9,253	9.5%	N/A	N/A
I telework 3 or 4 days per week	15,964	15.6%	N/A	N/A	2,773	8.7%
I telework 3 or more days per week	N/A	N/A	15,245	17.9%	N/A	N/A
I telework 1 or 2 days per week	9,748	10.2%	9,021	11.8%	2,397	8.4%
I telework, but only about 1 or 2 days per month	2,947	3.1%	1,983	2.6%	767	2.7%
I telework very infrequently, on an unscheduled or short-term basis	4,787	5.1%	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)	35,068	46.8%	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	306	0.3%	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	3,353	4.2%	2,683	4.4%	644	3.3%
I do not telework because I choose not to telework	3,400	3.9%	2,502	3.7%	640	2.6%
<b>Total</b>	<b>87,833</b>	<b>100.0%</b>	<b>69,218</b>	<b>100.0%</b>	<b>24,716</b>	<b>100.0%</b>

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

91a. What is your current remote work status?

	2023 N	2023 %	2022 N	2022 %
I do not have an approved remote work agreement	670	6.1%	N/A	N/A
I have an approved remote work agreement and live <b>outside</b> the local commuting area (more than 50 miles away)	4,048	33.0%	3,151	35.5%
I have an approved remote work agreement and live <b>inside</b> the local commuting area (less than 50 miles away)	6,955	56.9%	5,994	64.5%
I do not know	435	4.0%	N/A	N/A
<b>Total</b>	<b>12,108</b>	<b>100.0%</b>	<b>9,145</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

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

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

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

Source: Department of Homeland Security AES Report, 2023 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

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

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

- Yes
- No
- 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?**

Lesbian or gay

Straight, that is not lesbian or gay

Bisexual

I use a different term

Total

Percentages for demographic questions are unweighted.

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

Note: For confidentiality purposes, a "<sup>c</sup>" indicates that there are either fewer than 4 responses to a single personal demographic category or fewer than 4 responses in multiple personal demographic categories, and results are therefore suppressed.

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

No suppression was applied to Employment Demographics.

Source: **Department of Homeland Security AES Report, 2023 OPM Federal Employee Viewpoint Survey**

## Agency Specific Item

***I am provided opportunities beyond this survey to provide ideas and feedback to my organization.***

	N	%
Strongly Agree	15,804	16.3%
Agree	32,864	35.7%
Neither Agree nor Disagree	20,841	24.5%
Disagree	11,550	14.4%
Strongly Disagree	6,787	9.1%
<b>Total</b>	<b>87,846</b>	<b>100.0%</b>

***My organization takes meaningful action on the ideas and feedback they receive from employees.***

	N	%
Strongly Agree	11,878	12.3%
Agree	24,001	25.8%
Neither Agree nor Disagree	29,110	33.0%
Disagree	13,659	16.7%
Strongly Disagree	9,189	12.2%
<b>Total</b>	<b>87,837</b>	<b>100.0%</b>

***My organization provides me with the resources I need to do my job well.***

	N	%
Strongly Agree	16,583	17.6%
Agree	39,600	44.0%
Neither Agree nor Disagree	16,632	19.5%
Disagree	9,466	11.5%
Strongly Disagree	5,577	7.4%
<b>Total</b>	<b>87,858</b>	<b>100.0%</b>

***Do you feel that you have access to the resources/support you need to maintain your personal wellness at work?***

	N	%
Always	23,292	24.9%
Often	25,421	28.4%
Sometimes	25,701	30.0%
Rarely	9,334	11.5%
Never	4,005	5.2%
<b>Total</b>	<b>87,753</b>	<b>100.0%</b>

**Which changes would you like to see in the workplace to support employees' wellness? (Choose top three):**

	<b>N</b>	<b>%</b>
More opportunities for flexible work arrangements	50,339	61.5%
Increased access to mental health resources/support services	16,090	18.8%
Improved communications/transparency from component leadership about mental health resources and policies	19,563	23.7%
Better training/education for employees about mental health	13,619	15.7%
Better training/education for employees about overall wellness	27,848	33.2%
Time off to engage in fitness activities during the workday	43,193	52.3%
Better access to fitness facilities	31,979	39.4%
<b>Total</b>	<b>83,697</b>	<b>N/A</b>

**How frequently do you experience feelings of burnout or exhaustion in your work?**

	<b>N</b>	<b>%</b>
Always	10,959	13.3%
Often	24,430	28.4%
Sometimes	33,131	37.2%
Rarely	15,261	16.9%
Never	3,773	4.1%
<b>Total</b>	<b>87,554</b>	<b>100.0%</b>

**I have access to developmental opportunities to grow in my career.**

	<b>N</b>	<b>%</b>
Strongly Agree	12,926	13.6%
Agree	34,234	37.9%
Neither Agree nor Disagree	22,436	26.1%
Disagree	10,875	13.2%
Strongly Disagree	7,097	9.2%
<b>Total</b>	<b>87,568</b>	<b>100.0%</b>

**What would make your current job better for you? (choose top 3)**

	<b>N</b>	<b>%</b>
Reliable work equipment/technology	36,300	43.0%
More manageable workload	23,397	25.9%
Clear organizational priorities	20,215	23.7%
More interesting work	11,840	13.9%
Feeling more connected to my colleagues	8,697	9.4%
Pay raise	50,921	60.4%
More supportive leadership	28,535	34.7%

Additional staff	40,361	47.8%
Total	85,996	N/A

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

	N	%
DHS Secretary or Deputy Secretary	7,271	10.2%
Component Head (e.g., TSA Administrator, CBP Commissioner, USCIS Director)	10,440	11.3%
Sub-Component Head (e.g., ICE/ERO Director, CISA/CSD Executive Assistant Director)	8,123	9.0%
A Senior Leader within your Component/Sub-Component	50,178	56.2%
Other	11,059	13.4%
Total	87,071	100.0%

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

	N	%
DHS overall	12,889	15.6%
The component level (e.g., USSS, USCG, MGMT, FLETC, etc.)	15,689	15.9%
The sub-component level (e.g., CBP/OFO, ICE/HSI, etc.)	28,847	36.8%
A regional or local office	24,064	25.4%
Other	5,680	6.2%
Total	87,169	100.0%

## Demographic-Employment

**CORE OR RESERVIST (FEMA Only)**

	N	Unweighted %
CORE	6,099	70.8%
RSV	2,511	29.2%
Total	8,610	100.0%

**For all tables on this worksheet:**

Percentages are weighted to represent the Agency’s population, unless otherwise noted.

Source: **Department of Homeland Security AES Report, 2023 OPM**

Federal Employee Viewpoint Survey