

2024 Federal Employee Viewpoint Survey

Department of Homeland Security

ANNUAL EMPLOYEE SURVEY RESULTS

**Department of Homeland Security
2024 FEVS AES Report**

Agency Information

Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	94,177
Number of Surveys Administered	211,371
Response Rate	44.6%
Number of items identified as Strengths (65% positive or higher)	53
Number of items identified as Challenges (35% negative or higher)	0
2024 Engagement Index	69%
Leaders Lead Subindex	58%
Supervisors Subindex	79%
Intrinsic Work Experience Subindex	70%

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

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

CORE SURVEY ITEM RESULTS Q1-15, 17-90

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	66%	25%	41%	17%	11%	6%	17%	24,921	38,786	15,059	9,799	5,084	93,649	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	57%	24%	33%	19%	15%	9%	24%	23,682	31,526	16,928	12,928	7,537	92,601	N/A
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	69%	29%	40%	16%	9%	6%	15%	28,555	37,064	14,165	7,480	5,252	92,516	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	83%	36%	46%	10%	5%	3%	8%	34,218	42,667	8,637	4,384	2,644	92,550	N/A
5	*My workload is reasonable.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	65%	22%	43%	15%	12%	8%	20%	21,093	39,881	13,955	11,260	7,199	93,388	N/A
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	59%	22%	37%	19%	13%	9%	22%	21,243	34,916	16,911	11,449	7,926	92,445	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	83%	37%	45%	10%	4%	4%	8%	36,271	42,324	8,512	3,258	3,017	93,382	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	66%	32%	34%	16%	9%	8%	17%	29,988	30,716	14,538	7,838	7,265	90,345	3,188
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	Agree-disagree	74%	23%	51%	14%	9%	3%	12%	22,452	47,812	12,609	8,144	2,834	93,851	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	67%	23%	45%	17%	11%	5%	16%	21,701	42,017	15,427	9,926	4,078	93,149	N/A
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	83%	34%	49%	11%	4%	3%	7%	32,634	45,884	9,178	3,488	2,030	93,214	N/A
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	75%	28%	47%	15%	7%	4%	11%	27,265	43,504	13,135	6,285	3,030	93,219	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	66%	25%	41%	18%	10%	7%	17%	23,954	38,365	16,234	9,240	5,909	93,702	N/A
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	Agree-disagree	58%	20%	38%	21%	13%	8%	21%	19,101	36,385	19,035	12,080	7,229	93,830	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	78%	36%	43%	12%	7%	3%	10%	34,774	40,127	10,537	5,963	2,588	93,989	N/A
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	Agree-disagree	42%	12%	30%	27%	18%	13%	31%	10,765	26,928	23,401	15,508	10,589	87,191	6,828
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	Agree-disagree	80%	33%	47%	11%	5%	3%	9%	31,872	43,710	10,205	4,842	2,699	93,328	721
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	Agree-disagree	79%	29%	50%	13%	5%	3%	8%	27,709	46,295	11,758	4,852	2,455	93,069	976
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	Always-never	83%	38%	45%	14%	2%	1%	3%	34,312	40,576	11,429	1,825	633	88,775	4,844
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	Always-never	80%	41%	39%	16%	3%	1%	5%	38,455	34,811	13,122	2,731	909	90,028	2,488
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	Always-never	77%	38%	39%	18%	4%	1%	5%	35,679	35,579	15,490	3,243	828	90,819	2,600
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	Always-never	76%	41%	35%	18%	5%	2%	6%	38,612	31,904	15,174	3,977	1,192	90,859	2,272
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	56%	16%	40%	25%	12%	7%	19%	13,790	34,258	20,859	9,394	5,696	83,997	9,468
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	Agree-disagree	64%	22%	42%	21%	10%	5%	15%	22,027	39,329	19,071	9,185	3,947	93,559	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	83%	34%	49%	10%	4%	2%	7%	32,831	45,584	9,334	3,925	1,927	93,601	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	50%	18%	32%	25%	15%	10%	25%	16,551	29,478	22,392	12,888	8,182	89,491	4,083
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	Agree-disagree	67%	23%	44%	19%	8%	5%	14%	21,972	40,624	17,005	7,186	4,612	91,399	2,193
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	60%	21%	38%	23%	12%	5%	17%	20,268	35,540	20,401	10,297	4,194	90,700	2,324
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	Agree-disagree	59%	21%	39%	24%	12%	5%	17%	19,513	35,222	20,544	10,237	4,075	89,591	2,409
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	Agree-disagree	53%	18%	34%	27%	14%	6%	20%	17,353	31,444	23,929	11,844	4,875	89,445	2,470

CORE SURVEY ITEM RESULTS Q1-15, 17-90

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32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer Responsiveness	Agree-disagree	65%	28%	37%	22%	8%	5%	13%	26,429	33,580	18,333	6,807	3,782	88,931	3,210
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer Responsiveness	Agree-disagree	57%	23%	34%	27%	10%	6%	16%	21,716	31,050	22,910	8,664	4,470	88,810	3,808
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	65%	29%	36%	19%	8%	8%	16%	27,803	33,588	16,281	6,906	6,978	91,556	1,333
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	56%	18%	38%	20%	14%	10%	24%	17,184	35,659	17,417	12,401	8,219	90,880	1,740
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	68%	27%	41%	16%	9%	7%	16%	26,378	37,648	13,367	7,471	5,568	90,432	2,218
37	My organization is successful at accomplishing its mission.	N/A	Other	Agree-disagree	76%	28%	47%	14%	5%	5%	10%	27,310	43,946	12,162	4,348	3,709	91,475	1,188
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	78%	33%	46%	12%	6%	4%	10%	31,375	42,394	10,512	5,479	2,929	92,689	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	71%	29%	42%	16%	7%	6%	13%	27,172	37,328	12,694	5,815	4,254	87,263	4,786
40	Information is openly shared in my organization.	N/A	Foundations: Communication	Agree-disagree	54%	18%	36%	21%	15%	9%	24%	17,327	32,846	18,567	12,721	7,473	88,934	1,197
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	Agree-disagree	55%	16%	38%	25%	13%	8%	21%	15,115	34,470	21,103	11,000	6,797	88,485	2,375
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	Agree-disagree	65%	21%	44%	21%	8%	6%	14%	19,402	40,165	18,267	6,669	4,302	88,805	2,024
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	70%	24%	47%	17%	7%	6%	13%	22,726	42,617	14,690	6,296	4,381	90,710	1,146
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	74%	24%	50%	16%	6%	4%	10%	22,980	45,119	13,844	4,710	3,218	89,871	1,059
45	In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	Agree-disagree	46%	18%	28%	22%	14%	18%	32%	16,977	25,502	19,124	12,004	14,929	88,536	3,211
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	Agree-disagree	66%	27%	39%	19%	8%	6%	14%	26,228	36,557	17,254	7,198	4,939	92,176	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	50%	22%	29%	22%	12%	15%	27%	19,856	26,096	19,610	10,121	12,210	87,893	4,333
48	Supervisors in my work unit support employee development.	Employee Engagement: Supervisors	N/A	Agree-disagree	74%	37%	37%	14%	7%	5%	12%	34,725	33,133	11,945	5,552	4,423	89,778	664
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	79%	48%	32%	12%	5%	4%	9%	45,558	28,553	10,078	4,290	3,412	91,891	N/A
50	My supervisor listens to what I have to say.	Employee Engagement: Supervisors	N/A	Agree-disagree	80%	46%	34%	11%	5%	4%	9%	44,115	30,407	9,445	4,238	3,248	91,453	N/A
51	My supervisor treats me with respect.	Employee Engagement: Supervisors	N/A	Agree-disagree	85%	52%	34%	9%	3%	3%	6%	48,874	30,025	7,477	2,714	2,724	91,814	N/A
52	I have trust and confidence in my supervisor.	Employee Engagement: Supervisors	N/A	Agree-disagree	76%	46%	30%	13%	6%	5%	11%	43,438	26,866	11,674	5,017	4,572	91,567	N/A
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	Agree-disagree	84%	48%	37%	11%	3%	2%	4%	45,564	33,147	9,445	2,003	1,570	91,729	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	78%	49%	29%	15%	4%	3%	8%	45,741	26,543	12,797	3,732	3,010	91,823	N/A
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	72%	38%	33%	17%	7%	4%	11%	36,415	30,637	14,879	6,380	3,575	91,886	N/A
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance Feedback	Agree-disagree	75%	40%	36%	14%	6%	5%	11%	37,628	32,427	12,092	5,047	3,916	91,110	796
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	47%	18%	29%	22%	15%	17%	31%	16,975	27,102	19,548	12,668	13,629	89,922	1,548
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	56%	23%	33%	21%	9%	13%	22%	21,201	29,640	18,398	7,252	10,481	86,972	3,953
59	*Managers communicate the goals of the organization.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	62%	22%	40%	18%	9%	10%	19%	21,200	37,126	16,010	8,041	7,917	90,294	921
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	Agree-disagree	56%	21%	35%	21%	12%	12%	24%	19,507	31,688	17,846	9,990	9,825	88,856	1,944
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	62%	32%	31%	20%	8%	9%	17%	28,838	27,403	17,258	6,471	7,433	87,403	3,755

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62	I have a high level of respect for my organization's senior leaders.	Employee Engagement: Leaders Lead	N/A	Agree-disagree	60%	27%	33%	20%	9%	11%	20%	25,251	30,869	17,952	7,776	8,689	90,537	843
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-Life Support	Agree-disagree	57%	25%	32%	23%	10%	11%	21%	22,523	28,855	19,041	7,832	8,717	86,968	4,063
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	52%	21%	31%	24%	12%	11%	23%	20,181	28,457	21,213	9,971	9,002	88,824	2,324
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	51%	20%	31%	24%	12%	12%	25%	18,775	28,503	20,944	10,482	9,694	88,398	2,550
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused: Employee Voice	Agree-disagree	43%	17%	25%	23%	16%	18%	34%	16,079	23,335	20,402	14,099	14,766	88,681	2,454
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused: Employee Voice	Satisfied-dissatisfied	49%	17%	32%	26%	17%	8%	25%	15,954	29,853	23,498	14,761	6,669	90,735	N/A
68	*How satisfied are you with the information you receive from management on what's going on in your organization?	N/A	Foundations: Communication	Satisfied-dissatisfied	53%	17%	35%	24%	16%	8%	23%	16,590	32,904	21,098	13,643	6,143	90,378	N/A
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	Satisfied-dissatisfied	52%	19%	33%	24%	15%	10%	25%	18,292	30,196	20,758	12,892	8,399	90,537	N/A
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	Satisfied-dissatisfied	67%	26%	41%	18%	9%	6%	15%	24,420	37,628	15,431	8,006	4,780	90,265	N/A
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	Satisfied-dissatisfied	63%	23%	40%	17%	13%	7%	20%	21,238	36,698	15,458	11,322	5,979	90,695	N/A
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	Satisfied-dissatisfied	61%	21%	40%	21%	11%	7%	18%	20,454	36,955	18,125	9,343	5,788	90,665	N/A
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	Agree-disagree	67%	28%	40%	21%	6%	6%	12%	24,598	33,641	16,909	4,786	4,525	84,459	6,515
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	DEIA: Diversity	N/A	Agree-disagree	70%	32%	37%	22%	4%	5%	9%	28,816	31,423	17,245	3,395	3,490	84,369	6,647
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	63%	25%	38%	17%	9%	10%	19%	23,246	34,096	14,959	8,172	8,081	88,554	2,176
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	Agree-disagree	67%	30%	38%	18%	7%	8%	15%	27,120	32,998	14,937	6,179	6,223	87,457	3,077
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	Agree-disagree	58%	25%	33%	20%	11%	11%	22%	22,867	29,346	16,680	9,577	8,985	87,455	3,296
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	Agree-disagree	76%	32%	44%	16%	4%	4%	8%	29,400	39,254	13,882	3,483	2,938	88,957	1,229
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	Agree-disagree	74%	31%	43%	18%	4%	4%	8%	28,500	37,081	15,762	3,367	2,957	87,667	2,096
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	73%	30%	43%	15%	7%	5%	12%	27,641	37,791	13,036	5,843	4,700	89,011	1,130
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	Agree-disagree	73%	30%	43%	17%	5%	5%	10%	27,547	38,047	14,372	4,546	3,802	88,314	1,659
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	Agree-disagree	73%	31%	42%	16%	6%	6%	12%	28,123	37,360	13,697	5,077	4,804	89,061	990
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	66%	28%	39%	22%	6%	6%	12%	17,715	23,773	12,886	3,770	3,225	61,369	29,247
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	62%	26%	36%	26%	7%	6%	13%	15,986	21,163	14,720	3,773	3,335	58,977	31,553
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	65%	27%	38%	25%	5%	5%	10%	16,682	22,343	14,473	2,984	2,812	59,294	31,212
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	60%	24%	36%	22%	11%	7%	18%	22,954	33,148	19,324	9,124	5,735	90,285	N/A
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	Agree-disagree	72%	31%	41%	15%	7%	6%	13%	28,694	37,509	13,167	6,145	4,598	90,113	N/A
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	Agree-disagree	60%	26%	34%	22%	10%	7%	18%	25,102	30,773	19,839	8,744	5,893	90,351	N/A
89	I identify with the mission of my organization.	Employee Experience	N/A	Agree-disagree	78%	35%	44%	14%	4%	4%	8%	32,935	39,466	11,827	2,924	3,001	90,153	N/A
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	Agree-disagree	90%	49%	41%	7%	1%	2%	3%	45,858	36,384	6,095	816	1,241	90,394	N/A

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

CORE SURVEY ITEM RESULTS Q1-15, 17-90

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
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** 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 "-5n" 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, 2024 Federal Employee Viewpoint Survey**

CORE PERFORMANCE - Performance Dimension: Goal-Oriented: Accountability

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

	2024	2024	2023	2023	2022	2022
	N	%	N	%	N	%
Remain in the work unit and improve their performance over time	18,987	19.5%	18,429	19.1%	12,847	16.9%
Remain in the work unit and continue to underperform	43,375	48.2%	43,103	49.9%	34,324	50.7%
Leave the work unit - removed or transferred	9,495	9.8%	9,428	9.9%	7,458	9.8%
Leave the work unit - quit	6,229	6.5%	6,257	6.5%	5,297	7.2%
There are no poor performers in my work unit	15,578	16.0%	14,794	15.5%	12,518	16.1%
Do Not Know	17,010	17.5%	15,874	16.5%	13,266	17.1%
Total (percents will add to more than 100% because respondents could choose more than one response option)	93,976	N/A	91,483	N/A	72,909	N/A

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, 2024 Federal Employee Viewpoint Survey**

CORE TREND ITEMS

Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	N/A	Employee-Focused:	60%	59%	64%	66%	6%	7%	2%	7	14	29
2	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work	N/A	53%	52%	55%	57%	4%	5%	2%	17	34	36
3	My work gives me a feeling of personal accomplishment.	Employee Engagement: Intrinsic Work	N/A	63%	63%	66%	69%	6%	6%	3%	8	24	13
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work	N/A	80%	80%	81%	83%	3%	3%	2%	22	65	63
5	*My workload is reasonable.	N/A	Employee-Focused: Work-	63%	60%	64%	65%	2%	5%	1%	26	44	74
6	*My talents are used well in the workplace.	Employee Engagement: Intrinsic Work	N/A	55%	53%	57%	59%	4%	6%	2%	14	25	27
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work	N/A	80%	79%	80%	83%	3%	4%	3%	21	55	20
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	62%	63%	64%	66%	4%	3%	2%	13	61	26
9	I have enough information to do my job well.	N/A	Foundations: Performance Resources	_nt	72%	72%	74%	_nt	2%	2%	_nt	74	54
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee	_nt	63%	66%	67%	_nt	4%	1%	_nt	47	65
11	I am held accountable for the quality of work I produce.	N/A	Goal-Oriented: Accountability	_nt	81%	81%	83%	_nt	2%	2%	_nt	77	64
12	I have a clear idea of how well I am doing my job.	N/A	Goal-Oriented: Performance Feedback	_nt	70%	73%	75%	_nt	5%	2%	_nt	43	59
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	_nt	_nt	64%	66%	_nt	_nt	2%	_nt	_nt	44
14	I can make decisions about my work without getting permission first.	N/A	Agile: Autonomy	_nt	_nt	56%	58%	_nt	_nt	2%	_nt	_nt	43
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	81%	76%	78%	78%	-3%	2%	0%	39	71	88
17	*In my work unit, differences in performance are recognized in a meaningful way.	N/A	Goal-Oriented: Recognition	44%	36%	39%	42%	-2%	6%	3%	38	22	21
18	Employees in my work unit share job knowledge.	N/A	Foundations: Cooperation	_nt	78%	80%	80%	_nt	2%	0%	_nt	73	87
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	N/A	Foundations: Performance Resources	77%	76%	78%	79%	2%	3%	1%	30	64	82
20	Employees in my work unit meet the needs of our customers.	Performance Confidence	N/A	85%	82%	82%	83%	-2%	1%	1%	37	83	85
21	Employees in my work unit contribute positively to my agency's performance.	Performance Confidence	N/A	81%	78%	79%	80%	-1%	2%	1%	34	75	80
22	Employees in my work unit produce high-quality work.	Performance Confidence	N/A	78%	76%	76%	77%	-1%	1%	1%	35	82	84
23	Employees in my work unit adapt to changing priorities.	Performance Confidence	N/A	78%	75%	76%	76%	-2%	1%	0%	36	84	89
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	_nt	53%	55%	56%	_nt	3%	1%	_nt	66	77
25	I can influence decisions in my work unit.	N/A	Employee-Focused: Employee Voice	_nt	57%	63%	64%	_nt	7%	1%	_nt	9	73
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	_nt	79%	82%	83%	_nt	4%	1%	_nt	53	70
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	_nt	42%	48%	50%	_nt	8%	2%	_nt	7	49
28	My work unit successfully manages disruptions to our work.	N/A	Agile: Resilience	_nt	62%	66%	67%	_nt	5%	1%	_nt	42	72
29	Employees in my work unit consistently look for new ways to improve how they do their work.	N/A	Agile: Innovation	_nt	56%	58%	60%	_nt	4%	2%	_nt	54	55
30	Employees in my work unit incorporate new ideas into their work.	N/A	Agile: Innovation	_nt	55%	57%	59%	_nt	4%	2%	_nt	50	53
31	Employees in my work unit approach change as an opportunity.	N/A	Agile: Resilience	_nt	47%	51%	53%	_nt	6%	2%	_nt	28	39
32	Employees in my work unit consider customer needs a top priority.	N/A	Foundations: Customer	_nt	61%	63%	65%	_nt	4%	2%	_nt	57	56
33	Employees in my work unit consistently look for ways to improve customer service.	N/A	Foundations: Customer	_nt	52%	55%	57%	_nt	5%	2%	_nt	39	45
34	Employees in my work unit support my need to balance my work and personal responsibilities.	N/A	Employee-Focused: Work-	_nt	60%	63%	65%	_nt	5%	2%	_nt	35	48
35	Employees are recognized for providing high quality products and services.	N/A	Goal-Oriented: Recognition	54%	50%	53%	56%	2%	6%	3%	27	21	9
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused:	64%	62%	66%	68%	4%	6%	2%	18	20	57
37	My organization is successful at accomplishing its mission.	N/A	Other	72%	71%	73%	76%	4%	5%	3%	19	40	12
38	I have a good understanding of my organization's priorities.	N/A	Goal-Oriented: Goal Clarity	_nt	74%	76%	78%	_nt	4%	2%	_nt	52	37
39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	N/A	Other	_nt	_nt	69%	71%	_nt	_nt	2%	_nt	_nt	32
40	Information is openly shared in my organization.	N/A	Foundations: Communication	_nt	_nt	52%	54%	_nt	_nt	2%	_nt	_nt	28

CORE TREND ITEMS

Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
41	The approval process in my organization allows timely delivery of my work.	N/A	Other	— ^{nt}	— ^{nt}	53%	55%	— ^{nt}	— ^{nt}	2%	— ^{nt}	— ^{nt}	34
42	My organization effectively adapts to changing government priorities.	N/A	Agile: Resilience	— ^{nt}	62%	63%	65%	— ^{nt}	3%	2%	— ^{nt}	62	35
43	My organization has prepared me for potential physical security threats.	N/A	Employee-Focused: Employee	— ^{nt}	66%	68%	70%	— ^{nt}	4%	2%	— ^{nt}	51	46
44	My organization has prepared me for potential cybersecurity threats.	N/A	Employee-Focused: Employee	— ^{nt}	72%	73%	74%	— ^{nt}	2%	1%	— ^{nt}	76	76
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	N/A	Foundations: Merit Principles	— ^{nt}	40%	43%	46%	— ^{nt}	6%	3%	— ^{nt}	23	11
46	*I recommend my organization as a good place to work.	Global Satisfaction	N/A	57%	55%	62%	66%	9%	11%	4%	2	2	3
47	*I believe the results of this survey will be used to make my agency a better place to work.	N/A	Other	39%	41%	47%	50%	11%	9%	3%	1	4	4
48	Supervisors in my work unit support employee development.	Employee Engagement:	N/A	71%	70%	72%	74%	3%	4%	2%	23	58	60
49	My supervisor supports my need to balance work and other life issues.	N/A	Employee-Focused: Work-	78%	77%	78%	79%	1%	2%	1%	31	70	69
50	My supervisor listens to what I have to say.	Employee Engagement:	N/A	79%	79%	79%	80%	1%	1%	1%	32	78	75
51	My supervisor treats me with respect.	Employee Engagement:	N/A	84%	84%	85%	85%	1%	1%	0%	33	81	86
52	I have trust and confidence in my supervisor.	Employee Engagement:	N/A	73%	73%	74%	76%	3%	3%	2%	20	68	61
53	My supervisor holds me accountable for achieving results.	N/A	Goal-Oriented: Accountability	— ^{nt}	83%	83%	84%	— ^{nt}	1%	1%	— ^{nt}	79	81
54	Overall, how good a job do you feel is being done by your immediate supervisor?	Employee Engagement:	N/A	75%	75%	76%	78%	3%	3%	2%	24	69	62
55	My supervisor provides me with constructive suggestions to improve my job performance.	N/A	Goal-Oriented: Performance	— ^{nt}	67%	70%	72%	— ^{nt}	5%	2%	— ^{nt}	46	51
56	My supervisor provides me with performance feedback throughout the year.	N/A	Goal-Oriented: Performance	— ^{nt}	72%	74%	75%	— ^{nt}	3%	1%	— ^{nt}	60	66
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Employee Engagement:	N/A	42%	40%	44%	47%	5%	7%	3%	9	13	8
58	My organization's senior leaders maintain high standards of honesty and integrity.	Employee Engagement:	N/A	51%	51%	54%	56%	5%	5%	2%	10	32	41
59	*Managers communicate the goals of the organization.	Employee Engagement:	N/A	58%	57%	60%	62%	4%	5%	2%	16	33	50
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	N/A	Foundations: Communication	51%	50%	53%	56%	5%	6%	3%	11	26	22
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Employee Engagement:	N/A	60%	57%	61%	62%	2%	5%	1%	25	36	67
62	I have a high level of respect for my organization's senior leaders.	Employee Engagement:	N/A	52%	53%	57%	60%	8%	7%	3%	4	11	10
63	Senior leaders demonstrate support for Work-Life programs.	N/A	Employee-Focused: Work-	52%	50%	54%	57%	5%	7%	3%	12	15	14
64	Management encourages innovation.	N/A	Agile: Innovation	— ^{nt}	46%	50%	52%	— ^{nt}	6%	2%	— ^{nt}	17	24
65	Management makes effective changes to address challenges facing our organization.	N/A	Agile: Resilience	— ^{nt}	45%	49%	51%	— ^{nt}	6%	2%	— ^{nt}	16	42
66	Management involves employees in decisions that affect their work.	N/A	Employee-Focused:	— ^{nt}	36%	40%	43%	— ^{nt}	7%	3%	— ^{nt}	10	19
67	*How satisfied are you with your involvement in decisions that affect your work?	N/A	Employee-Focused:	47%	41%	46%	49%	2%	8%	3%	29	6	18
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%	46%	50%	53%	4%	7%	3%	15	12	17
69	*How satisfied are you with the recognition you receive for doing a good job?	N/A	Goal-Oriented: Recognition	50%	46%	50%	52%	2%	6%	2%	28	27	33
70	*Considering everything, how satisfied are you with your job?	Global Satisfaction	N/A	60%	59%	64%	67%	7%	8%	3%	5	5	6
71	Considering everything, how satisfied are you with your pay?	Global Satisfaction	N/A	57%	50%	57%	63%	6%	13%	6%	6	1	1
72	*Considering everything, how satisfied are you with your organization?	Global Satisfaction	N/A	53%	51%	57%	61%	8%	10%	4%	3	3	2
73	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	DEIA: Diversity	N/A	— ^{nt}	62%	64%	67%	— ^{nt}	5%	3%	— ^{nt}	41	16
74	My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities,	DEIA: Diversity	N/A	— ^{nt}	67%	68%	70%	— ^{nt}	3%	2%	— ^{nt}	67	58
75	I have similar access to advancement opportunities (e.g., promotion, career development, training) as others in my work	DEIA: Equity	N/A	— ^{nt}	59%	61%	63%	— ^{nt}	4%	2%	— ^{nt}	48	52
76	My supervisor provides opportunities fairly to all employees in my work unit (e.g., promotions, work assignments).	DEIA: Equity	N/A	— ^{nt}	63%	65%	67%	— ^{nt}	4%	2%	— ^{nt}	56	38
77	In my work unit, excellent work is similarly recognized for all employees (e.g., awards, acknowledgements).	DEIA: Equity	N/A	— ^{nt}	53%	56%	58%	— ^{nt}	5%	2%	— ^{nt}	45	30
78	Employees in my work unit make me feel I belong.	DEIA: Inclusion	N/A	— ^{nt}	74%	75%	76%	— ^{nt}	2%	1%	— ^{nt}	72	78
79	Employees in my work unit care about me as a person.	DEIA: Inclusion	N/A	— ^{nt}	70%	73%	74%	— ^{nt}	4%	1%	— ^{nt}	59	71
80	I am comfortable expressing opinions that are different from other employees in my work unit.	DEIA: Inclusion	N/A	— ^{nt}	70%	72%	73%	— ^{nt}	3%	1%	— ^{nt}	63	79
81	In my work unit, people's differences are respected.	DEIA: Inclusion	N/A	— ^{nt}	69%	72%	73%	— ^{nt}	4%	1%	— ^{nt}	49	68
82	I can be successful in my organization being myself.	DEIA: Inclusion	N/A	— ^{nt}	67%	71%	73%	— ^{nt}	6%	2%	— ^{nt}	31	47
83	I can easily make a request of my organization to meet my accessibility needs.	DEIA: Accessibility	N/A	— ^{nt}	61%	64%	66%	— ^{nt}	5%	2%	— ^{nt}	37	40
84	My organization responds to my accessibility needs in a timely manner.	DEIA: Accessibility	N/A	— ^{nt}	56%	60%	62%	— ^{nt}	6%	2%	— ^{nt}	30	31

CORE TREND ITEMS

Item	Item Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	- ^{nt}	59%	62%	65%	- ^{nt}	6%	3%	- ^{nt}	29	23
86	My job inspires me.	Employee Experience	N/A	- ^{nt}	53%	57%	60%	- ^{nt}	7%	3%	- ^{nt}	8	5
87	The work I do gives me a sense of accomplishment.	Employee Experience	N/A	- ^{nt}	66%	69%	72%	- ^{nt}	6%	3%	- ^{nt}	19	15
88	I feel a strong personal attachment to my organization.	Employee Experience	N/A	- ^{nt}	54%	57%	60%	- ^{nt}	6%	3%	- ^{nt}	18	7
89	I identify with the mission of my organization.	Employee Experience	N/A	- ^{nt}	73%	76%	78%	- ^{nt}	5%	2%	- ^{nt}	38	25
90	It is important to me that my work contribute to the common good.	Employee Experience	N/A	- ^{nt}	89%	89%	90%	- ^{nt}	1%	1%	- ^{nt}	80	83

* AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
 Percentages are weighted to represent the Agency's population.
 A "^{nt}" indicates that there are no trending results available for the year.
 For confidentiality purposes, a "⁵ⁿ" 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, 2024 Federal Employee Viewpoint Survey**

TELEWORK/REMOTE WORK QUESTIONS (91-91A)

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

	2024 N	2024 %	2023 N	2023 %
I telework every work day (i.e., remote work agreement)	12,744	11.4%	12,260	10.8%
I telework 3 or 4 days per week	14,647	14.5%	15,964	15.6%
I telework 1 or 2 days per week	10,432	10.6%	9,748	10.2%
I telework, but only about 1 or 2 days per month	2,851	2.9%	2,947	3.1%
I telework very infrequently, on an unscheduled or short-term basis	5,081	5.4%	4,787	5.1%
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)	37,389	46.8%	35,068	46.8%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	329	0.4%	306	0.3%
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	3,416	4.1%	3,353	4.2%
I do not telework because I choose not to telework	3,533	3.9%	3,400	3.9%
Total	90,422	100.0%	87,833	100.0%

Only those who answered “I telework every work day (i.e., remote work agreement)” to the previous question received Question 91a.

91a. What is your current remote work status?

	2024 N	2024 %	2023 N	2023 %
I do not have an approved remote work agreement	496	4.1%	670	6.1%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	5,154	40.4%	4,048	33.0%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles away)	6,528	51.9%	6,955	56.9%
I do not know	409	3.6%	435	4.0%
Total	12,587	100.0%	12,108	100.0%

Percentages are weighted to represent the Agency's population.

“_nt” indicates that there are no trending results available for the year.

“_nr” indicates that there were no responses to this item.

Source: **Department of Homeland Security AES Report**, 2024 Federal Employee Viewpoint Survey

EMPLOYMENT DEMOGRAPHICS

Where do you work?

	%
Headquarters	16.8%
Field	70.3%
Full-time telework (e.g., home office, telecenter)	12.9%
Total	100.0%

What is your supervisory status?

	%
Senior Leader	1.2%
Manager	6.9%
Supervisor	14.8%
Team Leader	10.2%
Non-Supervisor	66.8%
Total	100.0%

What is your pay category/grade?

	%
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	4.6%
GS 1-6	4.4%
GS 7-12	37.7%
GS 13-15	36.8%
Senior Executive Service	0.7%
Senior Level (SL) or Scientific or Professional (ST)	0.1%
Other	15.6%
Total	100.0%

What is your US military service status?

	%
No Prior Military Service	73.4%
Currently in National Guard or Reserves	1.8%
Retired	9.0%
Separated or Discharged	15.7%
Total	100.0%

Are you the spouse...

	%
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	1.0%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.5%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1.5%

EMPLOYMENT DEMOGRAPHICS

who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.3%
Forces.	0.1%
None of the spouse categories listed.	94.2%
response option)	N/A

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	4.9%
No	95.1%
Total	100.0%

Are you the child, parent, or next of kin (excluding spouse)...

	%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	4.7%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious injury or illness.	0.7%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.7%
None of the child, parent, or next of kin categories listed.	94.3%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

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

	%
Less than 1 year	2.7%
1 to 3 years	15.4%
4 to 5 years	10.4%
6 to 10 years	18.6%
11 to 14 years	12.1%
15 to 20 years	19.4%
More than 20 years	21.4%
Total	100.0%

Agency)?

	%
Less than 1 year	4.2%
1 to 3 years	20.5%
4 to 5 years	12.4%
6 to 10 years	19.7%
11 to 14 years	10.8%
15 to 20 years	17.0%

EMPLOYMENT DEMOGRAPHICS

More than 20 years	15.5%
Total	100.0%

Are you considering leaving your organization within the next year, and if so, why?

	%
No	66.1%
Yes, to retire	5.4%
Yes, to take another job within the Federal Government	19.9%
Yes, to take another job outside the Federal Government	2.9%
Yes, other	5.9%
Total	100.0%

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

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

	%
Yes	33.1%
No	66.9%
Total	100.0%

I am planning to retire:

	%
Less than 1 year	2.3%
1 year	2.5%
2 years	4.7%
3 years	5.1%
4 years	4.6%
5 years	7.3%
More than 5 years	73.6%
Total	100.0%

Personal Demographics

Are you of Hispanic, Latino, or Spanish origin?

	%
Yes	24.0%
No	76.0%
Total	100.0%

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

	%
White	68.3%
Black or African American	17.4%
All other races	14.3%
Total	100.0%

EMPLOYMENT DEMOGRAPHICS

What is your age group?

	%
29 years and under	8.3%
30-39 years old	22.7%
40-49 years old	29.8%
50-59 years old	26.2%
60 years or older	13.1%
Total	100.0%

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

	%
Less than High School/ High School Diploma/ GED	7.4%
Certification/ Some College/ Associate's Degree	31.6%
Bachelor's Degree	35.9%
Advanced Degrees (Post Bachelor's Degree)	25.2%
Total	100.0%

Are you an individual with a disability?

	%
Yes	15.1%
No	84.9%
Total	100.0%

What is your gender?

	%
Male	58.1%
Female	40.5%
Non-binary	0.4%
I use a different term	1.0%
Total	100.0%

Are you transgender?

	%
Yes	0.4%
No	99.6%
Total	100.0%

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

	%
Lesbian or gay	3.1%
Straight, that is, not lesbian or gay	91.9%
Bisexual	2.0%
I use a different term	3.0%

EMPLOYMENT DEMOGRAPHICS

Total	100.0%
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Percentages for demographic questions are unweighted.

Note: For confidentiality purposes, a "-5" 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 "-n" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: **Department of Homeland Security AES Report**, 2024 Federal Employee Viewpoint Survey

AGENCY SPECIFIC ITEMS

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

	<u>N</u>	<u>%</u>
Strongly Agree	17,899	18.6%
Agree	33,701	36.1%
Neither Agree nor Disagree	20,933	24.0%
Disagree	11,265	13.3%
Strongly Disagree	6,541	8.1%
Total	90,339	100.0%

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

	<u>N</u>	<u>%</u>
Strongly Agree	13,425	14.0%
Agree	25,531	27.1%
Neither Agree nor Disagree	29,022	32.3%
Disagree	13,441	15.6%
Strongly Disagree	8,919	10.9%
Total	90,338	100.0%

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

	<u>N</u>	<u>%</u>
Strongly Agree	17,279	18.1%
Agree	39,514	42.9%
Neither Agree nor Disagree	15,582	17.9%
Disagree	12,525	14.4%
Strongly Disagree	5,509	6.7%
Total	90,409	100.0%

4. If you answered "agree" or "strongly agree" to question #3, which of these areas would you rate positively (select all that apply)

	<u>N</u>	<u>%</u>
Computer equipment	37,306	65.4%
Technology tools/systems	31,930	56.7%
Other equipment (not computer/IT)	15,291	28.2%
Facilities	21,610	39.2%
Training	34,878	62.0%
Career development	22,177	38.5%
Staffing	11,545	20.1%
Budget	8,453	14.9%
Clear performance goals and objectives	26,928	46.6%
Time off for physical/mental wellness	28,481	49.9%
Other	3,116	5.8%

AGENCY SPECIFIC ITEMS

N/A	1,655	3.2%
Total	55,951	N/A

5. If you answered "disagree" or "strongly disagree" to question #3, which of these areas would you rate negatively? (select all that apply)

	N	%
Computer equipment	8,239	48.2%
Technology tools/systems	9,287	52.8%
Other equipment (not computer/IT)	6,437	39.1%
Facilities	6,497	39.6%
Training	9,180	52.9%
Career development	8,451	49.0%
Staffing	12,077	68.9%
Budget	8,411	49.1%
Clear performance goals and objectives	6,875	40.1%
Time off for physical/mental wellness	7,515	44.6%
Other	3,183	18.2%
N/A	445	2.6%
Total	17,794	N/A

6. Which of the following statements is accurate regarding how information you need to do your job well is communicated (select all that apply):

	N	%
I receive the information I need to do my job well.	48,385	53.9%
Senior leaders do not always provide adequate/complete information.	24,872	28.8%
My second-level supervisor does not always provide adequate/complete information.	14,603	17.1%
My supervisor does not always provide adequate/complete information.	12,487	14.5%
Information shared by the different levels of leadership is sometimes contradictory.	28,598	33.3%
Information is not effectively shared between work units in my organization	25,283	29.5%
Total	88,118	N/A

7. My organization effectively retains high performing employees.

	N	%
Strongly Agree	11,792	12.5%
Agree	26,651	28.7%
Neither Agree nor Disagree	26,277	29.7%
Disagree	15,353	17.7%
Strongly Disagree	9,345	11.5%
Total	89,418	100.0%

AGENCY SPECIFIC ITEMS

8. If you are considering leaving your organization within the next year, please indicate your main reason(s) for leaving (select all that apply)

	N	%
No - I am not considering leaving in the next year	45,630	52.2%
Benefits (other than pay)	2,823	3.5%
Pay	14,634	17.1%
Better career opportunities	15,744	18.8%
Inadequate telework/remote work opportunities	7,660	8.8%
Work schedule	8,428	10.8%
Work location	5,738	7.4%
Commute	5,687	6.7%
Overwork	8,643	10.4%
Stress	12,977	15.3%
My supervisor	5,638	6.6%
Lack of growth potential	13,538	16.1%
Micromanagement	10,222	12.5%
The organization's leadership	12,037	14.7%
Insufficient recognition	9,765	11.8%
Lack of performance awards	7,268	8.9%
Feeling of exclusion based on personal demographics	3,871	4.7%
Unit climate/morale/coworkers	9,395	11.4%
Retirement	5,992	6.8%
The work itself	5,089	6.3%
Other	4,584	5.4%
Total	86,615	N/A

9. When answering the survey questions about your "senior leaders," who were you primarily thinking of?

	N	%
DHS Secretary or Deputy Secretary	5,835	7.5%
Component Head (e.g., TSA Administrator, CBP Commissioner, USCIS Director)	7,990	8.6%
Sub-Component Head (e.g., ICE/ERO Director, CISA/CSD Executive Assistant Director)	8,041	8.8%
A Senior Leader within your Component/Sub-Component	37,628	42.0%
Your most immediate senior leader	28,974	33.1%
Total	88,468	100.0%

10. When answering the survey questions about your "organization," which organization were you primarily thinking of?

	N	%
DHS overall	10,133	11.9%
The component level (e.g., USSS, USCG, MGMT, FLETC, etc.)	13,586	13.8%
The sub-component level (e.g., CBP/OFO, ICE/HSI, etc.)	25,875	31.3%

AGENCY SPECIFIC ITEMS

A regional or local office	16,300	17.5%
My immediate work unit	21,514	23.5%
Other	1,721	2.0%
<hr/>		
Total	89,129	100.0%

Demographic-Employment

CORE or RSV Employee (FEMA Only)

	<u>N</u>	<u>Unweighted %</u>
CORE	6,006	70.9%
RSV	2,467	29.1%
<hr/>		
Total	8,473	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, 2024 Federal Employee Viewpoint Survey**