



# U.S. Department of Commerce

## 2021 Federal Employee Viewpoint Survey Results

### Within This Report

This overview of the Commerce 2021 Federal Employee Viewpoint Survey (FEVS) results contains the following:

- Results At-A-Glance (page 1)
- FEVS Core Items (pages 2–6)
- Pandemic Physically Present (page 7)
- Telework Trends (page 8)
- Pandemic Response (pages 9–13)
- Demographics (pages 14–17)

### About The FEVS

Title 5, Code of Federal Regulations, Part 250 requires agencies to administer an annual employee survey. The U.S. Office of Personnel Management now administers the FEVS annually, thus meeting agencies' yearly survey commitment.

The web-based survey was completed by approximately 292,520 Federal employees. The survey was open to Commerce employees from November 8<sup>th</sup>, 2021 – December 10<sup>th</sup>, 2021.

The 2021 FEVS collected feedback on employees' work experience, work unit, agency, supervisors, leadership, and overall satisfaction. This year, employees also provided feedback on their work experience during the COVID-19 pandemic and telework accommodations, among other items. Commerce will use the 2021 results to identify the strengths of the organization and improvement areas.

### Results At-A-Glance

Overall, most employees believe the Department provides the conditions that support engagement, employee health and safety, and would recommend the Department as a good place to work. The results reflect major strengths in core questions throughout all key categories. Regarding pandemic response and support, approximately **86%** of Commerce employees believe senior leaders have demonstrated commitment to employee health and safety and **90%** believe supervisors supported their efforts to stay healthy and safe while working.

There was no change in the Employee Engagement Index overall, but we did see increases in two of the EEI sub-indices: Leaders Lead and Supervisors. The new Performance Confidence Index reflects **89%** of respondents believe their work units met the needs of their customers, contributed positively to the agency's performance, produced high-quality work, adapted to changing priorities, and achieved goals. The Global Satisfaction Index decreased three percentage points from the 2020 score.

Below are highlights based on FEVS Items 1-44 (excludes Q11):

- **33 of 43 items had positive ratings of 65% or more** (strengths)
- **0 items had neutral rating of 30% or more** (opportunities)
- **0 items had negative rating of 35% or more** (challenges)
- **19 of 43 items increased from the Department's 2020 positive score**
- **14 items decreased from the Department's 2020 positive score**
- **42 out of 43 items were above the positive Large Agencies for comparison**
  - ❖ **17 items were 5 percentage points or more above the positive Large Agencies average**
  - **1 item was below the positive Large Agencies average**
- **Highest positive scores: 92%**
  - ❖ Employees in my work unit meet the needs of our customers. (Q14)
  - ❖ Employees in my work unit contribute positively to my agency's performance (Q15)
- **Highest negative score: 24%** – My workload is reasonable (Q05)

### Indices

Commerce received the following Index scores based on the 2021 FEVS, resulting in an increase for most of the indices/sub-indices from last year:

- **76% on Employee Engagement** (76% in 2020): Conditions that lead to engaged employees
  - **85% on Supervisors** (84% in 2020) The interpersonal relationship between worker and supervisor, including trust, respect, and support
  - **78% on Intrinsic Work Experiences** (78% in 2020) Employees' feelings of motivation and competency relating to their role in the workplace
  - **67% on Leaders Lead** (65% in 2020) Perceptions of leadership integrity and behaviors, such as communication and workforce motivation
- **71% on Global Satisfaction Index** (74% in 2020): Satisfaction with the job, pay, and organization and willingness to recommend it as good place to work
- **89% on Performance Confidence Index (NEW)**

**Response Rates: 44.8% (9,568 out of 21,346)** of Commerce employees responded, which is 11 percentage points above the Government rate (33.8%). Bureau/organizational unit response rates are:

NTIS – 82%	BEA – 60%	NTIA – 50%	OS – 44%	USPTO – 36%
EDA – 80%	ITA – 59%	NIST – 45%	CENSUS – 44%	
OIG – 77%	MBDA – 58%	NOAA – 45%	BIS – 41%	

## FEVS Core Items 1-44

		POSITIVE		NEUTRAL	NEGATIVE		TOTAL Response Count	Do Not Know
		Strongly Agree/ Very Good/ Very Satisfied	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied		
<b>My Work Experience</b>								
1	*I am given a real opportunity to improve my skills in my organization.	74.7%		14.4%	10.9%		9,537	N/A
		30.9%	43.8%	14.4%	7.4%	3.5%		
		3,333	4,127	1,170	608	299		
2	I feel encouraged to come up with new and better ways of doing things.	67.2%		16.5%	16.3%		9,455	N/A
		29.4%	37.8%	16.5%	10.6%	5.6%		
		3,271	3,548	1,318	853	465		
3	My work gives me a feeling of personal accomplishment.	78.5%		12.3%	9.2%		9,494	N/A
		34.9%	43.6%	12.3%	6.1%	3.1%		
		3,563	4,034	1,075	539	283		
4	I know what is expected of me on the job.	86.3%		8.0%	5.7%		9,542	N/A
		41.0%	45.3%	8.0%	3.9%	1.8%		
		3,949	4,255	767	383	188		
5	*My workload is reasonable.	62.1%		13.8%	24.1%		9,501	13
		16.2%	45.9%	13.8%	13.9%	10.2%		
		1,602	4,259	1,300	1,355	985		
6	*My talents are used well in the workplace.	68.6%		15.5%	15.9%		9,351	22
		22.4%	46.2%	15.5%	9.6%	6.3%		
		2,292	4,318	1,321	874	546		
7	*I know how my work relates to the agency's goals.	89.6%		6.3%	4.1%		9,475	18
		41.3%	48.3%	6.3%	2.6%	1.5%		
		4,102	4,420	567	239	147		
8	*I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.	70.5%		17.4%	12.1%		9,061	456
		34.1%	36.3%	17.4%	6.1%	6.0%		
		3,354	3,260	1,406	542	499		
<b>My Work Unit</b>								
9	*The people I work with cooperate to get the job done.	86.3%		8.3%	5.5%		9,537	N/A
		46.0%	40.3%	8.3%	4.2%	1.3%		
		4,694	3,679	686	367	111		

## FEVS Core Items 1-44

10 In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.	51.2%		28.1%	20.7%		7,647	1,896
	16.4%	34.8%	28.1%	13.1%	7.6%		
	1,284	2,662	2,103	1,019	579		

11 In my work unit poor performers usually:	N	%
Remain in the work unit and improve their performance over time	1,372	21.9%
Remain in the work unit and continue to underperform	2,634	39.4%
Leave the work unit - removed or transferred	686	9.5%
Leave the work unit - quit	269	4.0%
There are no poor performers in my work unit	1,846	25.2%
Item Response Total		6,807 100.0%
Do Not Know	2,743	--
Total		9,550 100.0%

	POSITIVE		NEUTRAL	NEGATIVE		TOTAL Response Count	Do Not Know
	Strongly Agree/ Very Good/ Very Satisfied	Agree/ Good/ Satisfied	Neither Agree nor Disagree/ Fair/ Neither Satisfied nor Dissatisfied	Disagree/ Poor/ Dissatisfied	Strongly Disagree/ Very Poor/ Very Dissatisfied		
12 *In my work unit, differences in performance are recognized in a meaningful way.	58.6%		22.7%	18.7%		8,513	1,021
	16.9%	41.7%	22.7%	12.6%	6.1%		
	1,537	3,635	1,840	1,017	484		

13 *My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	85.3%		9.3%	5.4%		9,425	123
	36.2%	49.2%	9.3%	4.1%	1.3%		
	3,641	4,513	756	381	134		

### Performance Confidence

14 Employees in my work unit meet the needs of our customers.	92.0%		7.3%	0.7%		8,992	549
	42.8%	49.3%	7.3%	0.5%	0.2%		
	3,978	4,367	588	39	20		

15 Employees in my work unit contribute positively to my agency's performance.	92.0%		7.0%	1.0%		9,084	369
	51.8%	40.2%	7.0%	0.7%	0.3%		
	4,976	3,481	550	53	24		

16 Employees in my work unit produce high-quality work.	90.1%		8.9%	1.1%		9,114	386
	48.0%	42.0%	8.9%	0.7%	0.3%		
	4,620	3,680	720	69	25		

## FEVS Core Items 1-44

17 Employees in my work unit adapt to changing priorities.	83.6%		13.5%	2.9%		9,096	408
	44.1%	39.5%	13.5%	2.4%	0.5%		
	4,230	3,449	1,158	221	38		
9							
18 Employees in my work unit successfully collaborate.	79.9%		14.9%	5.3%		9,288	245
	43.4%	36.4%	14.9%	4.2%	1.1%		
	4,245	3,359	1,285	323	76		
19 Employees in my work unit achieve our goals.	89.0%		9.8%	1.2%		9,185	346
	42.4%	46.5%	9.8%	1.0%	0.3%		
	4,133	4,174	783	71	24		

### My Agency

20 Employees are recognized for providing high quality products and services.	70.8%		14.3%	14.9%		9,290	198
	27.0%	43.8%	14.3%	9.7%	5.2%		
	2,739	4,130	1,229	773	419		
21 Employees are protected from health and safety hazards on the job.	82.6%		10.3%	7.1%		9,149	336
	45.3%	37.3%	10.3%	4.4%	2.7%		
	4,561	3,299	808	289	192		
22 My agency is successful at accomplishing its mission.	87.5%		9.2%	3.2%		9,262	238
	39.1%	48.4%	9.2%	2.2%	1.0%		
	3,920	4,279	762	201	100		
23 *I recommend my organization as a good place to work.	76.8%		13.9%	9.3%		9,490	N/A
	36.1%	40.7%	13.9%	5.8%	3.5%		
	3,664	3,793	1,205	523	305		
24 *I believe the results of this survey will be used to make my agency a better place to work.	54.2%		25.1%	20.7%		8,813	690
	20.3%	33.9%	25.1%	12.0%	8.7%		
	1,820	2,979	2,221	1,061	732		

### My Supervisor

25 My supervisor supports my need to balance work and other life issues.	87.8%		6.5%	5.6%		9,408	63
	59.2%	28.6%	6.5%	3.1%	2.6%		
	5,817	2,599	522	252	218		
26 My supervisor is committed to a workforce representative of all segments of society.	84.1%		11.3%	4.7%		8,812	641
	53.4%	30.7%	11.3%	2.5%	2.2%		
	4,877	2,666	869	214	186		
27 Supervisors in my work unit support employee development.	82.3%		10.4%	7.3%		9,355	117
	50.8%	31.4%	10.4%	4.4%	3.0%		
	5,027	2,920	821	339	248		

## FEVS Core Items 1-44

28	My supervisor listens to what I have to say.	86.6%		6.9%	6.5%		9,430	N/A
		57.1%	29.5%	6.9%	4.3%	2.2%		
		5,572	2,697	589	364	208		
29	My supervisor treats me with respect.	89.1%		6.4%	4.5%		9,436	N/A
		63.5%	25.6%	6.4%	2.7%	1.8%		
		6,190	2,318	521	231	176		
30	I have trust and confidence in my supervisor.	81.6%		9.9%	8.4%		9,422	N/A
		55.2%	26.4%	9.9%	4.9%	3.5%		
		5,390	2,411	853	451	317		
31	Overall, how good a job do you feel is being done by your immediate supervisor?	83.4%		11.2%	5.4%		9,465	N/A
		57.8%	25.6%	11.2%	3.2%	2.2%		
		5,578	2,416	964	297	210		
<b>My Leadership</b>								
32	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	55.4%		22.5%	22.1%		9,172	244
		17.4%	38.0%	22.5%	13.4%	8.6%		
		1,781	3,555	1,984	1,143	709		
33	My organization's senior leaders maintain high standards of honesty and integrity.	68.6%		19.3%	12.1%		8,692	679
		27.5%	41.1%	19.3%	6.5%	5.6%		
		2,678	3,517	1,545	496	456		
34	*Managers communicate the goals of the organization.	73.0%		15.7%	11.3%		9,221	147
		24.2%	48.8%	15.7%	7.1%	4.2%		
		2,418	4,412	1,385	637	369		
35	Managers promote communication among different work units (for example, about projects, goals, needed resources).	62.7%		19.8%	17.5%		9,060	333
		21.8%	40.9%	19.8%	11.0%	6.5%		
		2,142	3,751	1,695	931	541		
36	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	72.0%		18.1%	9.9%		8,631	756
		34.7%	37.3%	18.1%	5.5%	4.4%		
		3,242	3,166	1,431	443	349		
37	I have a high level of respect for my organization's senior leaders.	64.6%		22.2%	13.3%		9,186	192
		27.6%	36.9%	22.2%	7.8%	5.4%		
		2,742	3,400	1,881	696	467		

## FEVS Core Items 1-44

38 Senior leaders demonstrate support for Work-Life programs.	71.6%		18.0%	10.4%		8,616	766
	31.6%	40.0%	18.0%	5.7%	4.7%		
	3,027	3,457	1,367	427	338		

### My Satisfaction

39 *How satisfied are you with your involvement in decisions that affect your work?	58.6%		20.7%	20.7%		9,340	N/A
	20.2%	38.4%	20.7%	14.7%	6.0%		
	2,136	3,744	1,728	1,234	498		

40 *How satisfied are you with the information you receive from management on what's going	61.6%		20.7%	17.8%		9,307	N/A
	20.4%	41.2%	20.7%	12.8%	5.0%		
	2,098	3,914	1,730	1,148	417		

41 *How satisfied are you with the recognition you receive for doing a good job?	64.0%		19.1%	16.9%		9,312	N/A
	25.3%	38.7%	19.1%	11.3%	5.5%		
	2,598	3,675	1,610	957	472		

42 *Considering everything, how satisfied are you with your job?	73.7%		13.9%	12.4%		9,294	N/A
	30.0%	43.7%	13.9%	8.8%	3.6%		
	2,967	4,097	1,177	750	303		

43 Considering everything, how satisfied are you with your pay?	63.2%		15.1%	21.7%		9,330	N/A
	23.0%	40.2%	15.1%	14.6%	7.1%		
	2,400	3,900	1,330	1,190	510		

44 *Considering everything, how satisfied are you with your organization?	70.8%		16.7%	12.5%		9,332	N/A
	25.1%	45.7%	16.7%	8.6%	3.9%		
	2,576	4,274	1,396	757	329		

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

"Do not know" responses are excluded from percentage calculations and total response counts.

Percentages are weighted to represent the Agency's population.

## Agency Pandemic Response: Physically Present

**45. Since the last OPM FEVS (September and October 2020), on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

	2021 N	2021 %	2020 N	2020 %
100% of my work time	471	5.9%	1,107	5.4%
At least 75% but less than 100%	508	5.7%	840	5.0%
At least 50% but less than 75%	300	3.2%	362	2.1%
At least 25% but less than 50%	383	3.5%	444	2.5%
Less than 25%	2,147	19.9%	3,117	16.3%
I have not been physically present at my agency worksite during the pandemic	5,522	61.9%	15,011	68.7%
<b>Total</b>	<b>9,331</b>	<b>100.0%</b>	<b>20,881</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Telework Trends

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

	2021	2021	2020	2020	2019	2019
	N	%	N	%	N	%
I telework every work day	7,216	76.1%	17,563	81.1%	4,405	22.0%
I telework 3 or 4 days per week	842	8.9%	1,382	7.7%	1,242	6.6%
I telework 1 or 2 days per week	480	5.0%	624	3.6%	5,645	28.9%
I telework, but only about 1 or 2 days per month	208	2.4%	326	2.1%	1,244	6.3%
I telework very infrequently, on an unscheduled or short-term basis	240	2.8%	292	1.8%	2,515	13.4%
I <u>do not</u> telework because I have to be physically present on the job (e.g., law enforcement officers, TSA agent, border patrol agent, security personnel)	198	2.7%	363	2.1%	1,084	6.5%
I <u>do not</u> telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	20	0.2%	86	0.5%	307	1.9%
I <u>do not</u> telework because I did not receive approval to do so, even though I have the kind of job where I can telework	38	0.6%	83	0.4%	784	4.3%
I <u>do not</u> telework because I choose not to telework	88	1.3%	145	0.8%	1,859	10.2%
Total	9,330	100.0%	20,864	100.0%	19,085	100.0%

Percentages are weighted to represent the Agency's population.

Trending for Q46 is based on the "As of now" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey



## Pandemic: Employee Supports

### 47. How has your organization supported you during the COVID-19 pandemic?

For each support listed, choose the best response from one of the 3 columns: (1) those supports you needed and have been available to you, (2) those needed but not available to you, and (3) those supports you have not currently needed.

	2021 Needed and <u>available</u> to me N	2021 Needed and available to me %	2021 Needed, but <u>not</u> <u>available</u> to me N	2021 Needed, but <u>not</u> available to me %	2021 Not needed by me now N	2021 Not needed by me now %	2020 Needed and <u>available</u> to me N	2020 Needed and available to me %	2020 Needed, but <u>not</u> <u>available</u> to me N	2020 Needed, but <u>not</u> available to me %	2020 Not needed by me now N	2020 Not needed by me now %
47A. Expanded telework	7,744	79.4%	253	3.6%	1,241	17.0%	16,368	78.7%	445	2.4%	3,954	19.0%
47B. Expanded work schedule flexibilities	7,035	73.9%	453	5.8%	1,695	20.4%	13,773	65.5%	836	4.5%	6,083	30.0%
47C. Expanded leave policies	4,940	52.9%	597	8.2%	3,622	38.9%	8,730	41.3%	1,408	7.0%	10,529	51.7%
47D. Clear guidance on COVID-19 vaccination protocols	7,540	80.1%	362	4.2%	1,276	15.7%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47E. Appropriate physical health resources (e.g., access to COVID-19 testing) at my agency worksite	2,595	27.5%	1,167	13.1%	5,443	59.4%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47F. Timely communication about possible COVID-19 exposure at my agency worksite	5,213	50.8%	594	7.3%	3,396	41.9%	9,333	45.7%	2,475	12.2%	8,980	42.1%
47G. Social distancing in my agency worksite	3,805	39.3%	248	2.8%	5,163	58.0%	7,434	38.2%	462	2.4%	12,922	59.5%
47H. Encouraged use of personal protective equipment (PPE) or other safety equipment in my agency worksite	4,401	47.4%	205	2.5%	4,622	50.1%	7,952	41.1%	556	2.8%	12,277	56.1%
47I. Cleaning and sanitizing performed regularly in my agency worksite to reduce risk of COVID-19 illness	3,769	38.4%	369	4.2%	5,100	57.5%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47J. A well-ventilated worksite	3,232	33.6%	800	7.8%	5,144	58.6%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>
47K. Clear guidance on quarantine requirements after any COVID-19 exposure	4,640	48.6%	553	6.6%	3,988	44.8%	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>	— <sup>a</sup>

Percentages are weighted to represent the Agency's population.

than 4 completed surveys.

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

Q47G has changed from the 2020 FEVS.

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Pandemic Response: Senior Leaders and Supervisors

### **48. My organization's senior leaders demonstrate commitment to employee health and safety.**

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	4,825	49.0%	11,389	55.5%
Agree	3,145	37.2%	7,017	34.5%
Neither Agree nor Disagree	658	8.6%	1,348	6.6%
Disagree	198	2.8%	374	1.9%
Strongly Disagree	181	2.4%	289	1.5%
No Basis to Judge	264	— <sup>b</sup>	507	— <sup>b</sup>
<b>Total</b>	<b>9,271</b>	<b>100.0%</b>	<b>20,924</b>	<b>100.0%</b>

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

	<b>2021</b>	<b>2021</b>	<b>2020</b>	<b>2020</b>
	<b>N</b>	<b>%</b>	<b>N</b>	<b>%</b>
Strongly Agree	4,789	48.8%	11,404	55.7%
Agree	3,175	37.9%	7,102	35.0%
Neither Agree nor Disagree	626	8.0%	1,242	6.2%
Disagree	200	2.8%	350	1.8%
Strongly Disagree	184	2.4%	257	1.3%
No Basis to Judge	263	— <sup>b</sup>	513	— <sup>b</sup>
<b>Total</b>	<b>9,237</b>	<b>100.0%</b>	<b>20,868</b>	<b>100.0%</b>

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

	<b>2021</b>	<b>2021</b>
	<b>N</b>	<b>%</b>
Strongly Agree	3,285	36.9%
Agree	2,876	35.6%
Neither Agree nor Disagree	1,269	15.2%
Disagree	721	7.7%
Strongly Disagree	407	4.5%
No Basis to Judge	660	— <sup>b</sup>
<b>Total</b>	<b>9,218</b>	<b>100.0%</b>

**51. My supervisor shows concern for my health and safety.**

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	5,819	60.1%	12,212	59.5%
Agree	2,517	29.6%	6,040	29.7%
Neither Agree nor Disagree	515	6.8%	1,547	7.6%
Disagree	135	1.9%	372	1.8%
Strongly Disagree	136	1.6%	274	1.4%
No Basis to Judge	142	— <sup>b</sup>	475	— <sup>b</sup>
<b>Total</b>	<b>9,264</b>	<b>100.0%</b>	<b>20,920</b>	<b>100.0%</b>

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

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	5,821	60.3%	12,324	60.7%
Agree	2,467	29.3%	5,912	29.4%
Neither Agree nor Disagree	551	7.2%	1,488	7.4%
Disagree	109	1.7%	266	1.4%
Strongly Disagree	122	1.4%	224	1.1%
No Basis to Judge	182	— <sup>b</sup>	652	— <sup>b</sup>
<b>Total</b>	<b>9,252</b>	<b>100.0%</b>	<b>20,866</b>	<b>100.0%</b>

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

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	5,497	57.4%	11,444	57.0%
Agree	2,414	28.7%	5,586	28.2%
Neither Agree nor Disagree	665	8.7%	2,061	10.3%
Disagree	193	2.6%	501	2.6%
Strongly Disagree	210	2.6%	366	1.9%
No Basis to Judge	266	— <sup>b</sup>	925	— <sup>b</sup>
<b>Total</b>	<b>9,245</b>	<b>100.0%</b>	<b>20,883</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

Trending for Q48, Q49, Q51-Q53 is based on the "During the COVID-19 Pandemic" responses in 2020.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

"—<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 Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Pandemic: Type of Work

54. Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?

	2021 N	2021 %	2020 N	2020 %
Yes	1,055	12.1%	1,439	9.0%
No	7,641	81.7%	17,726	84.3%
Other	575	6.3%	1,163	6.7%
Total	9,271	100.0%	20,328	100.0%

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## Pandemic Response

### 55. My agency's leadership updates employees about return to the worksite planning.

	2021 N	2021 %
Strongly Agree	2,978	32.1%
Agree	3,775	43.8%
Neither Agree nor Disagree	1,139	14.1%
Disagree	624	6.5%
Strongly Disagree	319	3.5%
Do Not Know	411	— <sup>b</sup>
<b>Total</b>	<b>9,246</b>	<b>100.0%</b>

### 56. In plans to return more employees to the worksite, my organization has made employee safety a top priority.

	2021 N	2021 %
Strongly Agree	3,741	41.8%
Agree	2,994	37.6%
Neither Agree nor Disagree	1,149	15.5%
Disagree	212	3.0%
Strongly Disagree	165	2.0%
Do Not Know	977	— <sup>b</sup>
<b>Total</b>	<b>9,238</b>	<b>100.0%</b>

### 57. Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.

	2021 N	2021 %	2020 N	2020 %
Strongly Agree	3,782	39.8%	9,054	45.1%
Agree	3,530	40.7%	7,528	38.0%
Neither Agree nor Disagree	1,022	12.1%	2,340	11.9%
Disagree	313	4.0%	601	3.2%
Strongly Disagree	291	3.4%	363	1.9%
Do Not Know	301	— <sup>b</sup>	912	— <sup>b</sup>
<b>Total</b>	<b>9,239</b>	<b>100.0%</b>	<b>20,798</b>	<b>100.0%</b>

Percentages are weighted to represent the Agency's population.

The rows above do not include results for any year when there were fewer than 4 completed surveys.

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

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

The "Do Not Know" response option for Q57 was worded as "No Basis to Judge" in 2020.

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey

## **Employment Demographics**

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

	<b>%</b>
Headquarters	38.0%
Field	25.8%
Full-time telework (e.g., home office, telecenter)	36.2%
Total	100.0%

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

	<b>%</b>
Senior Leader	3.2%
Manager	10.4%
Supervisor	19.2%
Team Leader	12.2%
Non-Supervisor	55.0%
Total	100.0%

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

	<b>%</b>
Federal Wage System	1.6%
GS 1-6	6.2%
GS 7-12	19.8%
GS 13-15	59.2%
Senior Executive Service	2.7%
Senior Level (SL) or Scientific or Professional (ST)	1.2%
Other	9.2%
Total	100.0%

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

	<b>%</b>
No Prior Military Service	87.1%
Currently in National Guard or Reserves	0.4%
Retired	3.9%
Separated or Discharged	8.6%
Total	100.0%

<b>Are you:</b>		<b>%</b>
The spouse of a current active duty service member of the U.S. Armed Forces		0.4%
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		0.8%
The widow(er) of a service member killed while on active duty in the U.S. Armed Forces		0.1%
None of the categories listed		98.8%
<b>Total</b>		<b>100.0%</b>

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

<b>Have you been hired under the Military Spouse Non-Competitive Hiring Authority?</b>		<b>%</b>
Yes		4.6%
No		95.4%
<b>Total</b>		<b>100.0%</b>

<b>How long have you been with the Federal Government (excluding military service)?</b>		<b>%</b>
Less than 1 year		1.1%
1 to 3 years		11.1%
4 to 5 years		6.6%
6 to 10 years		16.8%
11 to 14 years		16.8%
15 to 20 years		16.0%
More than 20 years		31.5%
<b>Total</b>		<b>100.0%</b>

<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		1.8%
1 to 3 years		15.8%
4 to 5 years		8.3%
6 to 10 years		18.4%
11 to 14 years		15.4%
15 to 20 years		14.3%
More than 20 years		26.0%
<b>Total</b>		<b>100.0%</b>

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

	<b>%</b>
No	75.2%
Yes, to retire	6.5%
Yes, to take another job within the Federal Government	9.8%
Yes, to take another job outside the Federal Government	4.5%
Yes, other	3.9%
Total	100.0%

***I am planning to retire:***

	<b>%</b>
Less than 1 year	3.3%
1 year	2.7%
2 years	5.0%
3 years	4.8%
4 years	3.2%
5 years	6.9%
More than 5 years	74.0%
Total	100.0%

**Personal Demographics**

***Are you of Hispanic, Latino, or Spanish origin?***

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

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

	<b>%</b>
White	74.3%
Black or African American	11.5%
All other races	14.2%
Total	100.0%

***What is your age group?***

	<b>%</b>
29 years and under	3.9%
30-39 years old	19.3%
40-49 years old	25.9%
50-59 years old	31.8%
60 years or older	19.1%
Total	100.0%



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

	<b>%</b>
Less than High School/ High School Diploma/ GED	1.8%
Certification/ Some College/ Associate's Degree	10.8%
Bachelor's Degree	30.6%
Advanced Degrees (Post Bachelor's Degree)	56.8%
Total	100.0%

**Are you an individual with a disability?**

	<b>%</b>
Yes	10.7%
No	89.3%
Total	100.0%

**Are you:**

	<b>%</b>
Male	53.9%
Female	46.1%
Total	100.0%

**Are you transgender?**

	<b>%</b>
Yes	0.3%
No	99.7%
Total	100.0%

**Which one of the following do you consider yourself to be?**

	<b>%</b>
Straight, that is not gay or lesbian	93.2%
Gay or Lesbian	3.1%
Bisexual	2.0%
Something else	1.7%
Total	100.0%

Percentages for demographic questions are unweighted.

No suppression was applied to Employment Demographics.

Note: For confidentiality purposes, "—" 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.

Source: **Department of Commerce AES Report**, 2021 OPM Federal Employee Viewpoint Survey