



2024 FEDERAL EMPLOYEE VIEWPOINT SURVEY

Empowering Employees. Inspiring Change.

FAQS FOR COMMERCE EMPLOYEES

CONTENTS:	<u>Q.1. Why is this survey being conducted?</u>
	<u>Q.2. When and by whom will the survey be administered?</u>
	<u>Q.3. How will the survey be administered?</u>
	<u>Q.4. Who will be able to respond to the survey?</u>
	<u>Q.5. How long does it take to complete the survey?</u>
	<u>Q.6. May I pass/forward the survey on to someone else to take?</u>
	<u>Q.7. When will results be available?</u>
	<u>Q.8. When will the survey be administered again?</u>
	<u>Q.9. What actions have been taken based upon previous FEVS survey results?</u>
	<u>Q.10. How can I be assured that my responses are confidential?</u>
	<u>Q.11. How is the demographic information presented and used?</u>
	<u>Q.12. What do I do if I encounter technical difficulties?</u>
	<u>Q.13. Whom may I contact for more information?</u>

Q.1. Why is this survey being conducted?

Public Law 108-136, The National Defense Authorization Act for Fiscal Year 2004, Section 1128, codified in Title 5, Code of Federal Regulations, Part 250, Subpart C, Employee Survey, requires all Federal Government agencies to conduct annual surveys of employees to assess their satisfaction with leadership policies and practices. From 2002 to 2009, the survey requirement was fulfilled through OPM's Federal Human Capital Survey (FHCS) and the Commerce Annual Employee Survey (AES). In 2010, both the FHCS and AES were replaced by the annual Federal Employee Viewpoint Survey (FEVS).

Q.2. When and by whom will the survey be administered?

The U.S. Office of Personnel Management (OPM) will administer the 2024 FEVS to eligible Federal employees. The survey will be open to Commerce employees for approximately six weeks beginning the week of May 20, 2024.

Q.3. How will the survey be administered?

The FEVS is a web-based survey. Over 48,000 eligible employees will receive an e-mail invitation from EVCM@opm.gov with a unique link to access the survey. OPM will send three e-mail reminders throughout the six week survey administration if eligible employees have not completed the survey.

Q.4. Who will be able to respond to the survey?

Data from the National Finance Center (NFC) and the Enterprise Human Resources Integration (EHRI) personnel database was used by OPM to identify all Commerce employees that came on board on or before November 30, 2023, are not political appointees, and have an email address on file. Those employees will receive individual email messages from OPM with a unique link to access the web-based survey.

Q.5. How long does it take to complete the survey?

You should be able to complete the survey in approximately 30 minutes.

Q.6. May I pass/forward the survey on to someone else to take?

No, each link to the survey is unique and can only be used once. Please do not forward your link to any individuals or groups because after the survey is completed, the link will no longer allow you to access the survey again.

Q.7. When will results be available?

The Department-wide results will be available online a few months after the survey closes.

Q.8. When will the survey be administered again?

OPM administers the FEVS annually. The 2025 FEVS administration dates have not yet been identified.

Q.9. What actions have been taken based upon previous FEVS survey results?

A sample of actions taken at the Department in response to feedback from employees on the FEVS along with other FEVS information can be found on the Commerce FEVS website at:

<https://www.commerce.gov/hr/practitioners/human-capital/fevs>.

Q.10. How can I be assured that my responses are confidential?

OPM is responsible for administering the FEVS and does not provide raw data to any participating Federal agencies. Therefore, no Department of Commerce units will have access to any individual's responses. All reports provided to the Department from OPM will only present calculated aggregate percentages or counts. OPM has set respondent thresholds that organizational units must meet in order for aggregate results to be provided for that unit.

Q.11. How is the demographic information presented and used?

Demographic information is voluntarily provided by survey respondents and the information is used to enhance understanding of workforce diversity in Federal Government. No individual answers to survey questions are ever provided to participating agencies, including responses to demographic questions. The Department uses demographic data to compare the composition of the respondents to the composition of our workforce, as one of our validity measures. Please see the previous Commerce FEVS results at the following link to view how demographic data is presented:

<https://www.commerce.gov/hr/practitioners/human-capital/fevs>

Q.12. What do I do if I encounter technical difficulties?

Invitations to complete the survey will come from EVCN@opm.gov. If the survey link that comes to your email address does not take you directly to the survey; copy and paste the link into the address bar of your web browser or manually type in the link. If you still are unable to access the survey, you may respond back to the invitation/reminder received, or email EVCN@opm.gov.

Q.13. Whom may I contact for more information?

More information on the FEVS administration methodology and results is available at OPM's website at <https://www.opm.gov/fevs/> and on the Department's FEVS website at <https://www.commerce.gov/hr/practitioners/human-capital/fevs>. Additionally, you may direct inquiries regarding survey eligibility to EVCN@opm.gov.