



U.S. Department of Commerce

2024 Federal Employee Viewpoint Survey Results

Within This Report

This is an overview of the Commerce 2024 Federal Employee Viewpoint Survey (FEVS) results

Click [here](#) to download the full Annual Employee Survey Results. (Excel Format)

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 674,207 Federal employees, 23,882 of these were DOC employees. The survey was open to Commerce employees from May 20th, 2024 – July 5th, 2024.

The 2024 FEVS collected feedback on employees' work experience, work unit, organization, supervisors, leadership, overall satisfaction, and employee experience. Commerce will use the 2024 results to identify the strengths of the organization and improvement areas going forward.

Results At-A-Glance

Overall, in 2024, most Department employees reported positive perceptions regarding their experiences at the Department. These findings indicate that the Department provides the conditions that support general satisfaction, employee engagement, employee health and safety, and other FEVS areas covered. Most of the item and index scores increased from 2023, indicating a positive trend amongst employee perceptions. Further, the Department outsourced Government-wide averages on most of the 2024 FEVS core items.

Below are callouts from the 2024 FEVS:

- **69 of 90 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)
- **57 of 69 items increased from the Department's 2023 positive score**
- **5 items decreased from the Department's 2023 positive score**
- **81 out of 90 items were above the positive Government-wide average for comparison**
- **34 items were 5 percentage points or more above the positive Government-wide average**
- **4 items were below the positive Government-wide average**
- **Highest positive score: 92%** – It is important to me that my work contribute to the common good.
- **Highest negative score: 29%** – Management involves employees in decisions that affect their work.

Indices: Commerce received the following Index scores based on the 2024 FEVS, indicating an increase for most of the indices and sub-indices from last year:

- **77% on Employee Engagement Overall** (76% in 2023): Conditions that lead to engaged employees.
 - **86% on Supervisors** (85% in 2023): The interpersonal relationship between workers and supervisors, including trust, respect, and support.
 - **77% on Intrinsic Work Experiences** (77% in 2023): Employees' feelings of motivation and competency relating to their role in the workplace.
 - **67% on Leaders Lead** (66% in 2023): Perceptions of leadership integrity and behaviors, such as communication and workforce motivation.
- **69% on Global Satisfaction** (68% in 2023): Satisfaction with the job, pay, and organization and willingness to recommend an organization as a good place to work.
- **89% on Performance Confidence** (89% in 2023): Employees' view that their work unit can achieve goals and produce work at a high level.
- **77% on Diversity, Equity, Inclusion and Accessibility (DEIA) Overall** (76% in 2023): Perceptions of agency practices related to DEIA.
 - **80% on Diversity** (78% in 2023): The practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of the American people.
 - **75% on Equity** (73% in 2023): The consistent and systematic fair, just, and impartial treatment of all individuals.
 - **79% on Inclusion** (79% in 2023): The recognition, appreciation, and use of the talents and skills of employees of all backgrounds.
 - **74% on Accessibility** (74% in 2023): The design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people can fully and independently use them.
- **76% on Employee Experience** (76% in 2023): The extent to which employees are engaged by their work and their organization.

Response Rates: 54% (23,802 out of 44,280) of Commerce employees took the survey, compared to the Governmentwide response rate of 41%. Bureau/organizational unit response rate percentages are:

BEA – 60%	NTIA – 58%	NTIS – 57%	NOAA – 47%	NIST – 38%
EDA – 66%	USPTO – 60%	BIS – 62%	ITA – 62%	
OIG – 54%	CENSUS – 58%	MBDA – 24%	OS – 44%	