Federal Retirement Thrift Investment Board

Federal Employee Viewpoint Survey Results: 2024

Annual Employee Survey (AES) Summary Report

The Federal Employee Viewpoint Survey (FEVS) was administered from May 20, 2024, to July 5, 2024. During this open period, 169 FRTIB employees responded to the survey for an overall FRTIB response rate of 75%. All FRTIB FEVS-eligible employees were encouraged to share their voice and participate in the annual survey. Below is a summary of our agency's strengths, challenges, and areas of progress.

Strengths

FRTIB showed clear strengths in the areas of employee wellness, employee experience, and performance. The below questions had the highest overall positive responses:

- 97% of employees said the organization shares results (for example, town halls, email, distribution of reports) form the Federal Employee Viewpoint Survey (FEVS). (Q39)
- 94% of employees felt the organization has prepared them for potential cybersecurity threats. (Q44)
- 93% of employees said employees in their work unit meet the needs of our customers. (Q20)
- 93% of employees said it is important that their work contribute to the common good. (Q90)
- 92% of employees felt supervisors supports their need to balance work and other life issues. (Q49)

(65% positive or higher).

Challenges

While no items were identified as challenges (35% negative or higher responses), the below questions had the highest overall negative responses:

- 24% of employees did not believe management involves employees in decisions that affect their work. (Q66)
- 21% of employees did not believe the results of this survey will be used to make the agency a better place to work. (Q47)
- 21% of employees did not believe senior leaders generate high levels of motivation and commitment in the workforce. (Q57)
- 20% of employees did not believe in their work unit, differences in performance are recognized in a meaningful way. (Q17)
- 19% of employees does not have a high level of respect for their organization's senior leaders. (Q62)

Areas of Progress

There were several areas where FRTIB's results improved from the previous year. The below questions had the greatest increases in positive responses:

- 87% of employees felt the organization is successful at accomplishing its mission. (Q37) This was a 11-point increase from the previous year.
- 79% of employees felt their workload is reasonable. (Q5) This was a 7-point increase from the previous year.
- 74% of employees said they recommend the organization as a good place to work (Q46). This was a 6-point increase from the previous year.
- 64% or employees felt senior leaders maintain high standards of honesty and integrity. (Q58) This was a 6-point increase from the previous year.
- 58% of employees said the results of this survey will be used to make the agency a better place to work. (Q47) This was a 5-point increase from the previous year.

The results received from the Federal Employee Viewpoint Surveys remain an important component of the Agency's ongoing commitment to ensuring FRTIB is a great place to work and where great work gets done. The Agency will continue to analyze these results to build off our strengths and improve our challenge areas.

Core Survey Questions

Q1-15, 17-90

ltem	ltem Text	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
	*I am given a real															
	opportunity to improve my skills in	Agree-		1 '	1 '	1	1 /	'		1 '	1 '	[]	1 7		'	
1	rny organization.	disagree	80%	37%	43%	10%	8%	2%	10%	64	73	16	11	4	168	N/A
	I feel encouraged to					7										
	come up with new and better ways of	Agree-		1 '	1 /	1	1	1	/	1	1 '	[]	1 7		1	\mathbf{I}
2	doing things.	disagree	73%	36%	36%	12%	9%	7%	16%	64	62	18	14	10	168	N/A
	My work gives me a					7					<u> </u>					
	feeling of personal	Agree-		1 '	1 '	1	1 /	1		1 '	1 '	[]	1 /			
3	accomplishment.	disagree	74%	36%	38%	16%	6%	3%	10%	62	66	25	10	5	168	N/A
	I know what is expected of me on	Agree-		1 '	1 '	1	1 /	1		1 '	1 '	[]	1 /			
4	the job.	disagree	85%	42%	43%	8%	3%	5%	7%	72	72	11	4	7	166	N/A
	*My workload is	Agree-			1						<u> </u>					
5	reasonable. *My talents are	disagree	79%	33%	46%	10%	7%	4%	11%	58	75	16	12	6	167	N/A
	used well in the	Agree-		1 '	1 '	1	1 /	1		1 '	1 '	[]	1 /			
6	workplace.	disagree	71%	33%	38%	10%	11%	8%	19%	56	65	17	17	12	167	N/A
	*I know how my	1		1 '	1 '	1	1 /	1		1 '	1 '	[]	1 /		'	\mathbf{I}
7	work relates to the agency's goals.	Agree- disagree	88%	43%	46%	7%	1%	3%	5%	73	76	11	2	5	167	N/A
	*I can disclose a	disagree	0070	19.2	10.2		1,,		0.5						10.	197.
	suspected violation	1 /		1 '	1 '	1	1 /	1		1 '	1 '	[]	1 /			
	of any law, rule, or regulation without	Agree-		1 '	1 '	1 '	1 /	1		1 '	1 '	[]	1 7		'	$\mathbf{I} = \mathbf{I}$
8	fear of reprisal.	disagree	71%	39%	32%	16%	7%	6%	13%	68	53	23	12	9	165	4
	I have enough					7			1			[]				
9	information to do my job well.	Agree- disagree	81%	36%	45%	9%	6%	4%	10%	63	78	13	9	6	169	N/A
	I receive the training		5270	2272	1373	2.0	5.0		1575							,
40	I need to do my job	Agree-	0004	l '	1 '	1 /	1		1004		'	1 "	1 /		1.50	1 1
10	well.	disagree	83%	39%	44%	7%	7%	3%	10%	68	74	12	10	4	168	N/A

	I am held			4						_	т			$\overline{}$		
1 !		1 '	1	4 '	1 '	1 '	1 '	1		4 '	1 '	1 '	1	1	1 '	1
	accountable for the	1.	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
	quality of work I	Agree-	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
11	produce.	disagree	90%	47%	44%	5%	1%	3%	4%	80	74	8	2	5	169	N/A
	I have a clear idea of		7	√ '	1 '	ſ '	1 '	ſ <u></u>		√ '	· ['	1 '	<u>'</u>		Γ '	Γ
	how well I am doing	Agree-	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
12	my job.	disagree	85%	44%	41%	6%	5%	3%	9%	75	71	10	8	5	169	N/A
	I have the autonomy			$\overline{}$						$\overline{}$				1 '	<u>'</u>	
	to decide how I do	Agree-	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
13	my job.	disagree	81%	42%	39%	9%	6%	4%	10%	72	67	15	9	6	169	N/A
10		Gisagi ee ,	0170	4270	1 3570	370	070	470	1070	- ''- '	 "	- 13	 	 '	105	IN/A
	I can make decisions	1 '	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
	about my work	1. '	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
	without getting	Agree-	1 7	4 '	1 '	1 '	1 '	1 '	7	4 . '	1 '	1 '	1	1	1 '	1 . [
14	permission first.	disagree	72%	34%	39%	14%	7%	7%	14%	58	67	23	11	10	169	N/A
	*The people I work			л ,	1 '	,	ſ	′		4	<u></u>	1 '	<u> </u>	, '	ſ ,	
	with cooperate to	Agree-	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
15	get the job done.	disagree	83%	44%	39%	7%	4%	6%	9%	77	66	11	6	9	169	N/A
15		disagree	8370	4470	3970	170	470	070	970	 '	00			3	105	IN/A
	*In my work unit,	1 '	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
	differences in	1 '	1 7	1 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
	performance are	1 '	1 7	1 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
	recognized in a	Agree-	1 7	1 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
17	meaningful way.	disagree	59%	23%	37%	21%	10%	10%	20%	33	54	33	14	14	148	20
1/		disagree	3970	2370	3/70	Z170	1070	1070	20%	, 35 ·	34	1 33	14	14	140	20
	Employees in my	1 _ '	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
	work unit share job	Agree-	1 7	1 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
18	knowledge.	disagree	80%	41%	39%	10%	6%	4%	9%	71	66	17	9	5	168	1
	*My work unit has	, ,		,	, ,	,					, ·	,		<u> </u>		
1 1	the job-relevant	1	,	4 '	1 '	1	1 '	1	/	4 '	1 ,	1 '	1	,	1 '	1
1 1	knowledge and skills	1	1	4 '	1 '	1	1 '	1	′	4 '	1 ,	1 '	1	1	1 '	1
1 1	necessary to	1	1	4 '	1 '	1	1 '	1	′	4 '	1 ,	1 '	1	1	1 '	1
1 1		1	1	4 '	1 '	1 '	1 '	1 '	′	4 '	1 ,	1 '	1	1	1 '	1
	accomplish	Agree-		1!	1	1 '	1 '	1 '	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	4 '	1 '	1 '	1 _ '	1 _ '	1	1 . [
19	organizational goals.	disagree	85%	39%	46%	7%	5%	4%	9%	67	77	11	8	5	168	1
	Employees in my	1	1	4 '	1	1 '	1 '	1 '		4 '	1 '	1 '	1	1	1 '	1 1
1 1	work unit meet the	1 '	1	4 '	1 '	1 '	1 '	1 '	′	4 '	1 ,	1 '	1	1	1 '	1
1 1	needs of our	Always-	1	4 '	1 '	1 '	1 '	1 '	′	4 '	1 ,	1 '	1	1	1 '	1
20	customers.	never	93%	49%	44%	5%	1%	1%	2%	80	71	8	2	1	162	7
H-	Employees in my	11000		1		1		1			1	- '		+		
1 1	work unit contribute	1 '	1	4 '	1 '	1 '	1 '	1 '	′	4 '	1 ,	1 '	1	1	1 '	1
1 1		1 '	1	4 '	1 '	1 '	1 '	1 '	′	4 '	1 ,	1 '	1	1	1 '	1
	positively to my	1 '	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
	agency's	Always-	1 '	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
21	performance.	never	89%	56%	32%	7%	2%	1%	4%	92	53	11	4	2	162	6
	Employees in my	,	,	,	,	,		,	7	4	, —— ,	,			,	
1 !	work unit produce	Always-	1 7	1 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
22		1 ' 1	88%	51%	37%	7%	4%	1%	5%	85	60	11	6	2	164	5
22	high-quality work.	never	0070	3170	3/70	170	470	170	370	, 65 ·	100	 '	+ b		104	1 3
	Employees in my	1 '	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 1
	work unit adapt to	Always-	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 1
23	changing priorities.	never	84%	52%	32%	11%	2%	3%	5%	88	51	18	4	4	165	3
	New hires in my			$\overline{}$	$\overline{}$		$\overline{}$			$\overline{}$	 			 		
	work unit (i.e., hired	1 '	1 7	4 '	1 '	1 '	1 '	1 '	7	4 '	1 '	1 '	1	1 '	1 '	1 1
		1 '	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 1
	in the past year)	1. '	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 [
	have the right skills	Agree-	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1
24	to do their jobs.	disagree	68%	27%	41%	21%	6%	6%	11%	37	51	24	6	7	125	41
	I can influence	ſ	7	ſ <u></u>	1 '	ſ	1 '	ſ <u></u>		4	ſ <u></u>	1 '			ſ ,	ſ I
	decisions in my work	Agree-	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 1
25	unit.	disagree	78%	39%	39%	14%	5%	3%	8%	69	65	21	8	5	168	N/A
	I know what my	uisagi aa	70.0							 ′						1,4/
		1	1 7	4 '	1 '	1 '	1 '	1 '	1	4 '	1 '	1 '	1	1 '	1 '	1 1
20	work unit's goals	Agree-	070/	4 5400	1 200	1 704	1 204	1 404	504	4 00 '	1 '	1 '	1 ,	_ '	1	
26	are.	disagree	87%	51%	36%	7%	2%	4%	5%	88	61	12	3	5	169	N/A

	My work unit															
	commits resources															
	to develop new															
	ideas (e.g., budget,															
	staff, time, expert	Agree-														
27	support).	disagree	73%	35%	38%	14%	9%	4%	13%	58	63	22	14	6	163	4
	My work unit															
	successfully															
	manages disruptions	Agree-														
28	to our work.	disagree	78%	36%	42%	15%	4%	3%	7%	60	69	22	6	5	162	7
	Employees in my															
	work unit															
	consistently look for															
	new ways to	l .														
20	improve how they	Agree-	720/	2.40/	2007	470/	F0/	40/	4.007		cc	20			463	-
29	do their work.	disagree	73%	34%	39%	17%	5%	4%	10%	55	66	28	8	6	163	5
1	Employees in my work unit															
	incorporate new															
1	ideas into their	Agree-														
30	work.	disagree	76%	35%	41%	16%	4%	4%	8%	56	68	26	6	6	162	5
30	Employees in my	aisagiee	7.570	3370	7270	1070	-770	-770	070	30	50	20		<u> </u>	102	
1	work unit approach															
	change as an	Agree-														
31	opportunity.	disagree	64%	32%	32%	20%	10%	5%	16%	52	52	35	16	8	163	4
	Employees in my	Ů														
	work unit consider															
	customer needs a	Agree-														
32	top priority.	disagree	89%	50%	38%	6%	3%	2%	5%	83	63	10	5	3	164	4
	Employees in my															
	work unit															
	consistently look for															
	ways to improve	Agree-														
33	customer service.	disagree	76%	42%	34%	16%	5%	4%	9%	70	57	26	7	6	166	2
	Employees in my															
	work unit support															
	my need to balance															
1	my work and	١.														
34	personal responsibilities.	Agree-	0.40/	52%	33%	9%	4%	3%	7%	87	53	13	6	4	163	3
34		disagree	84%	32%	33%	3%	470	376	7 70	0/	55	13	υ	4	103	3
1	Employees are recognized for															
	providing high															
	quality products and	Agree-														
35	services.	disagree	75%	30%	45%	13%	6%	6%	12%	49	76	20	10	9	164	3
	Employees are	0														
	protected from															
	health and safety	Agree-														
36	hazards on the job.	disagree	90%	56%	35%	5%	2%	2%	4%	93	58	9	3	3	166	0
	My organization is															
	successful at															
	accomplishing its	Agree-														
37	mission.	disagree	87%	43%	44%	8%	2%	3%	5%	71	74	11	4	4	164	3
	I have a good															
	understanding of my	l <u>.</u>														
	organization's	Agree-	0004	4004	4007	4454	201	22.	701	70	65	4.5	_	_	467	,,,
38	priorities.	disagree	83%	42%	40%	11%	3%	3%	7%	72	68	16	6	5	167	N/A

	My organization															
	shares results (for															
	example, town halls,															
	email, distribution of															
	reports) from the															
	Federal Employee Viewpoint Survey	Agree-														
39	(FEVS).	disagree	97%	52%	44%	1%	1%	2%	3%	88	71	1	2	2	164	2
- 33	Information is	disagree	3770	3270	4470	170	170	270	370	00	,,				10-7	
	openly shared in my	Agree-														
40	organization.	disagree	67%	27%	40%	20%	10%	3%	13%	47	65	30	16	5	163	2
	The approval															
	process in my															
	organization allows															
l	timely delivery of	Agree-												_		_
41	my work.	disagree	68%	26%	42%	19%	8%	6%	14%	43	70	28	13	8	162	3
	My organization															
	effectively adapts to changing															
	government	Agree-														
42	priorities.	disagree	75%	26%	49%	17%	5%	3%	8%	42	77	27	8	4	158	5
<u> </u>	My organization has									<u> </u>	<u> </u>					- -
	prepared me for															
	potential physical	Agree-														
43	security threats.	disagree	86%	36%	50%	8%	3%	3%	6%	60	81	14	5	4	164	2
	My organization has															
	prepared me for															
	potential	١.														
1 44	cybersecurity threats.	Agree-	94%	49%	45%	3%	1%	2%	3%	83	72	4	2	2	163	0
44	In my organization,	disagree	94%	45%	43%	3%	176	270	3%	65	12	4	2	2	103	0
	arbitrary action,															
	personal favoritism,															
	and/or political															
	coercion are not	Agree-														
45	tolerated.	disagree	60%	32%	28%	23%	10%	7%	17%	51	44	33	16	9	153	12
	*I recommend my															
	organization as a	Agree-														
46	good place to work.	disagree	74%	41%	33%	15%	5%	7%	12%	69	54	24	8	10	165	N/A
	*I believe the results															
	of this survey will be															
	used to make my	A ====														
47	agency a better place to work.	Agree- disagree	58%	29%	28%	21%	9%	12%	21%	48	48	33	15	19	163	3
4/	Supervisors in my	uisagree	3070	2370	2070	2170	370	1270	2170	40	40	33	13	13	103	
	work unit support															
	employee	Agree-														
48	development.	disagree	83%	58%	25%	7%	5%	5%	10%	97	40	11	7	7	162	0
	My supervisor															
	supports my need to	1														
	balance work and	Agree-				_					_		l .			
49	other life issues.	disagree	92%	72%	19%	3%	1%	4%	5%	123	31	4	2	6	166	N/A
	My supervisor	A														
50	listens to what I have to say.	Agree- disagree	88%	66%	23%	4%	2%	6%	8%	110	36	6	2	9	163	N/A
30	My supervisor treats		3070	3070	2370	470	2.70	070	070	110	30	,		,	103	19/75
51	me with respect.	Agree- disagree	89%	70%	19%	4%	2%	5%	7%	118	31	6	2	8	165	N/A
31	I have trust and	unagree	3370	7070	1370	470	270	370	770	110	31			-	103	11/15
	confidence in my	Agree-														
			0204	620/	2001	604	l	8%	12%	405	34	40			4.50	l
52	supervisor.	disagree	82%	63%	20%	6%	4%	8%	12%	105	31	10	6	11	163	N/A

	My supervisor holds me accountable for	Agree-														
53	achieving results.	disagree	90%	64%	25%	7%	1%	3%	3%	108	41	11	1	4	165	N/A
F4	Overall, how good a job do you feel is being done by your immediate	Card area	939/	C09/	2.49/	COV.	F9/	COV.	110/	101	30	10	a	a	166	N/A
54	supervisor? My supervisor	Good-poor	83%	60%	24%	6%	5%	6%	11%	101	39	10	8	8	166	N/A
55	provides me with constructive suggestions to improve my job performance.	Agree-	81%	55%	26%	7%	5%	6%	12%	92	44	12	9	9	166	N/A
55	My supervisor	disagree	01%	33%	20%	170	3%	0%	12%	92	44	12	9	9	100	N/A
56	provides me with performance feedback throughout the year.	Agree- disagree	83%	54%	29%	6%	4%	7%	10%	88	51	11	6	10	166	0
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	Agree- disagree	54%	21%	32%	26%	10%	10%	21%	36	54	40	17	16	163	2
3,	My organization's	disagree	5470	21/0	32/0	2070	1070	10/0	21/0	30	54	40	1/	10	103	
58	senior leaders maintain high standards of honesty and integrity.	Agree- disagree	64%	30%	33%	20%	9%	7%	16%	50	53	31	13	11	158	6
59	*Managers communicate the goals of the organization.	Agree- disagree	81%	36%	46%	10%	6%	3%	8%	61	75	16	9	4	165	1
60	Managers promote communication among different work units (for example, about projects, goals, needed resources).	Agree- disagree	67%	31%	36%	20%	7%	6%	13%	52	60	31	11	10	164	2
61	Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?	Good-poor	72%	45%	26%	17%	5%	7%	12%	79	43	25	7	10	164	1
62	I have a high level of respect for my organization's senior leaders.	Agree- disagree	63%	29%	33%	18%	10%	10%	19%	49	56	28	16	15	164	2
	Senior leaders demonstrate support for Work-	Agree-														
63	Life programs.	disagree	72%	31%	41%	15%	7%	6%	14%	52	69	21	11	10	163	3
64	Management encourages innovation.	Agree- disagree	66%	30%	36%	18%	6%	10%	16%	50	61	28	10	15	164	2
		0,														

74	73	72	71	70	69	68	67	66	65
My supervisor demonstrates a commitment to workforce diversity (e.g., recruitment, promotion opportunities, development).	My organization's management practices promote diversity (e.g., outreach, recruitment, promotion opportunities).	*Considering everything, how satisfied are you with your organization?	Considering everything, how satisfied are you with your pay?	*Considering everything, how satisfied are you with your job?	*How satisfied are you with the recognition you receive for doing a good job?	*How satisfied are you with the information you receive from management on what's going on in your organization?	*How satisfied are you with your involvement in decisions that affect your work?	Management involves employees in decisions that affect their work.	Management makes effective changes to address challenges facing our organization.
Agree- disagree	Agree- disagree	Satisfied- dissatisfied	Satisfied- dissatisfied	Satisfied- dissatisfied	Satisfied- dissatisfied	Satisfied- dissatisfied	Satisfied- dissatisfied	Agree- disagree	Agree- disagree
82%	76%	71%	71%	70%	67%	62%	60%	52%	61%
52%	36%	37%	36%	32%	28%	30%	27%	21%	25%
30%	40%	34%	36%	38%	39%	32%	33%	30%	36%
11%	17%	15%	15%	17%	15%	23%	20%	24%	22%
4%	2%	8%	8%	7%	10%	11%	13%	12%	8%
3%	5%	6%	6%	5%	8%	4%	6%	12%	10%
7%	7%	14%	14%	12%	18%	15%	19%	24%	18%
84	59	62	60	55	48	50	47	37	42
46	63	56	61	64	67	55	56	50	60
16	27	24	23	27	23	35	32	38	34
6	3	13	13	11	15	17	20	19	12
5	7	9	9	8	12	6	9	18	15
157	159	164	166	165	165	163	164	162	163
7	7	N/A	N/A	N/A	N/A	N/A	N/A	4	3

	I have similar access										l					
	to advancement															
	opportunities (e.g.,															
	promotion, career															
	development,															
	training) as others in	Agree-														
75	my work unit.	disagree	73%	42%	31%	8%	10%	9%	18%	70	51	12	16	13	162	4
	My supervisor															
	provides															
	opportunities fairly															
	to all employees in															
	my work unit (e.g.,															
	promotions, work	Agree-														
76	assignments).	disagree	78%	48%	30%	10%	3%	9%	12%	80	49	15	5	14	163	3
	In my work unit,	a.sag.cc		1070	5070	2070			1275			10			100	
	excellent work is															
	similarly recognized															
1	for all employees															
		Agrees														
77	(e.g., awards,	Agree-	700/	400/	200/	1.40/	COL	100/	100/	C.F.		24	0	14	150	_
77	acknowledgements).	disagree	70%	40%	30%	14%	6%	10%	16%	65	50	21	9	14	159	5
	Employees in my															
	work unit make me	Agree-														
78	feel I belong.	disagree	85%	48%	37%	9%	3%	3%	6%	82	61	14	5	4	166	0
	Employees in my															
	work unit care about	Agree-														
79		_	86%	50%	36%	9%	3%	2%	5%	83	59	14	5	3	164	2
19	me as a person.	disagree	00%	30%	30%	370	376	Z70	3%	63	39	14	3	3	104	
	I am comfortable															
	expressing opinions															
	that are different															
	from other															
	employees in my	Agree-														
80	work unit.	disagree	81%	47%	34%	9%	4%	6%	9%	79	57	14	6	8	164	2
	In my work unit,															
	people's differences	Agree-														
81	are respected.	disagree	82%	50%	32%	12%	3%	3%	6%	84	52	19	5	4	164	2
	I can be successful in															
	my organization	Agree-														
82	being myself.	disagree	82%	47%	35%	9%	3%	5%	9%	78	58	15	5	8	164	2
	I can easily make a				-27.0			-70								
	request of my															
	organization to															
	meet my	Agros														
02		Agree-	700/	47%	31%	16%	3%	20/	C0/	55	24	15	3	2	110	E.C.
83	accessibility needs.	disagree	78%	4/%	31%	10%	3%	2%	6%	55	34	15	3	3	110	56
1	My organization															
	responds to my	l <u>.</u>														
	accessibility needs in	Agree-														
84	a timely manner.	disagree	78%	46%	31%	18%	2%	3%	5%	51	32	18	2	3	106	60
	My organization															
	meets my	Agree-														
85	accessibility needs.	disagree	79%	46%	32%	16%	2%	4%	6%	51	32	16	2	4	105	61
	-	Agree-														
86	My job inspires me.	disagree	64%	29%	36%	18%	11%	6%	18%	47	59	29	18	9	162	N/A
30	The work I do gives	alsagree	0-170	2370	3070	1370	11/0	0/0	10/0	71	33	23	10	,	102	1975
	me a sense of	Agros														
0.7		Agree-	740/	220/	400/	120/	001	F0/	420/	F.C.		10	4.4	-	165	N1/2
87	accomplishment.	disagree	74%	33%	40%	13%	9%	5%	13%	56	69	19	14	7	165	N/A
	I feel a strong															
	personal attachment	Agree-														
88	to my organization.	disagree	66%	31%	35%	20%	8%	6%	14%	52	60	32	13	8	165	N/A
											-				-	

	I identify with the															
	mission of my	Agree-														
89	organization.	disagree	84%	43%	40%	12%	2%	2%	4%	73	68	17	4	3	165	N/A
	It is important to me															
	that my work															
	contribute to the	Agree-														
90	common good.	disagree	93%	53%	40%	3%	2%	2%	3%	89	66	5	3	2	165	N/A

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

Percentages are weighted to represent the Agency's population.

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

Source: Federal Retirement Thrift Investment Board AES Report, 2024 Federal Employee Viewpoint Survey

^{**} 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.

Core Trend Survey Questions

Item	ltem Text	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023
1	*I am given a real opportunity to improve my skills in my organization.	83%	82%	80%	80%	-3%	-2%	0%
2	I feel encouraged to come up with new and better ways of doing things.	74%	73%	75%	73%	-1%	0%	-2%
3	My work gives me a feeling of personal accomplishment.	72%	72%	72%	74%	2%	2%	2%
4	I know what is expected of me on the job.	82%	79%	84%	85%	3%	6%	1%
5	*My workload is reasonable.	76%	74%	72%	79%	3%	5%	7%
6	*My talents are used well in the workplace.	71%	72%	73%	71%	0%	-1%	-2%
7	*I know how my work relates to the agency's goals.	87%	85%	85%	88%	1%	3%	3%
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	71%	71%	70%	71%	0%	0%	1%
9	I have enough information to do my job well.	_nt	72%	76%	81%	_nt	9%	5%
10	I receive the training I need to do my job well.	_nt	80%	77%	83%	_nt	3%	6%
11	I am held accountable for the quality of work I produce.	_nt	90%	89%	90%	_nt	0%	1%
12	I have a clear idea of how well I am doing my job.	_nt	82%	85%	85%	_nt	3%	0%
13	I have the autonomy to decide how I do my job.	_nt	_nt	79%	81%	_nt	_nt	2%
14	I can make decisions about my work without getting permission first.	_nt	_nt	72%	72%	_nt	_nt	0%
15	*The people I work with cooperate to get the job done.	90%	90%	88%	83%	-7%	-7%	-5%
17	*In my work unit, differences in performance are recognized in a meaningful way.	68%	55%	57%	59%	-9%	4%	2%
18	Employees in my work unit share job knowledge.	_nt	82%	87%	80%	_nt	-2%	-7%

19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	89%	82%	83%	85%	-4%	3%	2%
20	Employees in my work unit meet the needs of our customers.	92%	92%	96%	93%	1%	1%	-3%
21	Employees in my work unit contribute positively to my agency's performance.	93%	92%	95%	89%	-4%	-3%	-6%
22	Employees in my work unit produce high-quality work.	91%	88%	91%	88%	-3%	0%	-3%
23	Employees in my work unit adapt to changing priorities.	86%	85%	90%	84%	-2%	-1%	-6%
24	New hires in my work unit (i.e. hired in the past year) have the right skills to do their jobs.	_nt	74%	74%	68%	_nt	-6%	-6%
25	I can influence decisions in my work unit.	_nt	77%	82%	78%	_nt	1%	-4%
26	I know what my work unit's goals are.	_nt	86%	85%	87%	_nt	1%	2%
27	My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support).	_nt	69%	74%	73%	_nt	4%	-1%
28	My work unit successfully manages disruptions to our work.	_nt	78%	81%	78%	_nt	0%	-3%
29	Employees in my work unit consistently look for new ways to improve how they do their work.	_nt	74%	82%	73%	_nt	-1%	-9%
30	Employees in my work unit incorporate new ideas into their work.	_nt	75%	82%	76%	_nt	1%	-6%
31	Employees in my work unit approach change as an opportunity.	_nt	65%	76%	64%	_nt	-1%	-12%
32	Employees in my work unit consider customer needs a top priority.	_nt	86%	91%	89%	_nt	3%	-2%
33	Employees in my work unit consistently look for ways to improve customer service.	_nt	75%	82%	76%	_nt	1%	-6%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	_nt	85%	87%	84%	_nt	-1%	-3%
35	Employees are recognized for providing high quality products and services.	72%	66%	73%	75%	3%	9%	2%
36	Employees are protected from health and safety hazards on the job.	66%	67%	88%	90%	24%	23%	2%
37	My organization is successful at accomplishing its mission.	84%	74%	76%	87%	3%	13%	11%
38	I have a good understanding of my organization's priorities.	_nt	76%	80%	83%	_nt	7%	3%

39	My organization shares results (for example, town halls, email, distribution of reports) from the Federal Employee Viewpoint Survey (FEVS).	_nt	_nt	94%	97%	_nt	_nt	3%
40	Information is openly shared in my organization.	_nt	_nt	71%	67%	_nt	_nt	-4%
41	The approval process in my organization allows timely delivery of my work.	_nt	_nt	67%	68%	_nt	_nt	1%
42	My organization effectively adapts to changing government priorities.	_nt	65%	65%	75%	_nt	10%	10%
43	My organization has prepared me for potential physical security threats.	_nt	63%	81%	86%	_nt	23%	5%
44	My organization has prepared me for potential cybersecurity threats.	_nt	85%	91%	94%	_nt	9%	3%
45	In my organization, arbitrary action, personal favoritism and/or political coercion are not tolerated.	_nt	53%	55%	60%	_nt	7%	5%
46	*I recommend my organization as a good place to work.	65%	68%	68%	74%	9%	6%	6%
47	*I believe the results of this survey will be used to make my agency a better place to work.	51%	52%	53%	58%	7%	6%	5%
48	Supervisors in my work unit support employee development.	92%	91%	88%	83%	-9%	-8%	-5%
49	My supervisor supports my need to balance work and other life issues.	96%	93%	94%	92%	-4%	-1%	-2%
50	My supervisor listens to what I have to say.	93%	92%	90%	88%	-5%	-4%	-2%
51	My supervisor treats me with respect.	95%	94%	91%	89%	-6%	-5%	-2%
52	I have trust and confidence in my supervisor.	88%	84%	86%	82%	-6%	-2%	-4%
53	My supervisor holds me accountable for achieving results.	_nt	93%	93%	90%	_nt	-3%	-3%
54	Overall, how good a job do you feel is being done by your immediate supervisor?	90%	86%	88%	83%	-7%	-3%	-5%
55	My supervisor provides me with constructive suggestions to improve my job performance.	_nt	79%	86%	81%	_nt	2%	-5%
56	My supervisor provides me with performance feedback throughout the year.	_nt	84%	86%	83%	_nt	-1%	-3%
57	In my organization, senior leaders generate high levels of motivation and commitment in the workforce.	47%	52%	51%	54%	7%	2%	3%
58	My organization's senior leaders maintain high standards of honesty and integrity.	54%	58%	58%	64%	10%	6%	6%

59	*Managers communicate the goals of the organization.	76%	74%	79%	81%	5%	7%	2%
	Managers promote communication among different work							
	units (for example, about projects, goals, needed				c=0/	-04	-0/	-04
60	resources).	70%	63%	69%	67%	-3%	4%	-2%
	Overall, how good a job do you feel is being done by the							
61	manager directly above your immediate supervisor?	74%	73%	75%	72%	-2%	-1%	-3%
	I have a high level of respect for my organization's senior							
62	leaders.	58%	59%	63%	63%	5%	4%	0%
	Senior leaders demonstrate support for Work-Life							
63	programs.	54%	66%	68%	72%	18%	6%	4%
64	Management encourages innovation.	_nt	55%	62%	66%	_nt	11%	4%
	Management makes effective changes to address							
65	challenges facing our organization.	_nt	53%	64%	61%	_nt	8%	-3%
	Management involves employees in decisions that affect							
66	their work.	_nt	45%	50%	52%	_nt	7%	2%
	*!!							
67	*How satisfied are you with your involvement in decisions that affect your work?	61%	54%	61%	60%	-1%	6%	-1%
	*How satisfied are you with the information you receive	0170	3 170	0170	0070	170	070	170
	from management on what's going on in your							
68	organization?	63%	54%	65%	62%	-1%	8%	-3%
	*How satisfied are you with the recognition you receive							
69	for doing a good job?	69%	62%	64%	67%	-2%	5%	3%
	*Considering everything, how satisfied are you with your							
70	job?	70%	74%	74%	70%	0%	-4%	-4%
	Considering everything, how satisfied are you with your							
71	pay?	70%	71%	70%	71%	1%	0%	1%
	*Considering everything, how satisfied are you with your							
72	organization?	64%	67%	69%	71%	7%	4%	2%
	My organization's management practices promote							
7.0	diversity (e.g., outreach, recruitment, promotion	nt	500/	750/	700/	nt	70/	40/
73	opportunities). My supervisor demonstrates a commitment to workforce	_nt	69%	75%	76%	_nt	7%	1%
	diversity (e.g., recruitment, promotion opportunities,							
74	development).	_nt	78%	81%	82%	_nt	4%	1%
	I have similar access to advancement opportunities (e.g.,							
75	promotion, career development, training) as others in my	nt	700/	740/	720/	_nt	20/	20/
75	work unit. My supervisor provides opportunities fairly to all	_nt	70%	71%	73%	_110	3%	2%
	employees in my work unit (e.g., promotions, work							
76	assignments).	_nt	81%	77%	78%	_nt	-3%	1%
	In my work unit, excellent work is similarly recognized for							
77	all employees (e.g., awards, acknowledgements).	_nt	69%	67%	70%	_nt	1%	3%
78	Employees in my work unit make me feel I belong.	_nt	86%	82%	85%	_nt	-1%	3%
	. , ,							

79	Employees in my work unit care about me as a person.	_nt	81%	83%	86%	_nt	5%	3%
80	I am comfortable expressing opinions that are different from other employees in my work unit.	_nt	81%	83%	81%	_nt	0%	-2%
81	In my work unit, people's differences are respected.	_nt	84%	83%	82%	_nt	-2%	-1%
82	I can be successful in my organization being myself.	_nt	78%	79%	82%	_nt	4%	3%
83	I can easily make a request of my organization to meet my accessibility needs.	_nt	78%	82%	78%	_nt	0%	-4%
84	My organization responds to my accessibility needs in a timely manner.	_nt	72%	78%	78%	_nt	6%	0%
85	My organization meets my accessibility needs.	_nt	80%	81%	79%	_nt	-1%	-2%
86	My job inspires me.	_nt	59%	59%	64%	_nt	5%	5%
87	The work I do gives me a sense of accomplishment.	_nt	71%	71%	74%	_nt	3%	3%
88	I feel a strong personal attachment to my organization.	_nt	65%	60%	66%	_nt	1%	6%
89	I identify with the mission of my organization.	_nt	87%	84%	84%	_nt	-3%	0%
90	It is important to me that my work contribute to the common good.	_nt	89%	92%	93%	_nt	4%	1%

^{*} 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 "-s" 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: **Federal Retirement Thrift Investment Board AES Report,** 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

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

	2024	2024 %	2023 N	2023
	N		N	70
Remain in the work unit and improve their performance over time	27	16.2%	30	17.0%
Remain in the work unit and continue to underperform	45	25.4%	49	27.4%
Leave the work unit - removed or transferred	13	7.9%	7	4.3%
Leave the work unit - quit	9	5.5%	6	3.5%
There are no poor performers in my work unit	54	31.8%	57	32.2%
Do Not Know	35	20.6%	41	22.9%
Total (percents will add to more than 100% because respondents could choose more				
than one response option)	169	N/A	175	N/A

Percentages are weighted to represent the Agency's population.

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

Telework/Remote Work

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

	2024	2024	2023	2023
	N	%	N	%
I telework every work day (i.e., remote work agreement)	5	2.8%	8	4.6%
I telework 3 or 4 days per week	121	73.0%	129	73.6%
I telework 1 or 2 days per week	34	21.6%	32	20.0%
I telework, but only about 1 or 2 days per month	1	0.5%	0	0.0%
I telework very infrequently, on an unscheduled or short-term basis	1	0.5%	1	0.4%
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)	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
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	1	0.9%	1	0.5%
I do not telework because I choose not to telework	11	0.7%	11	0.9%
Total	164	100.0%	172	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	0	0.0%	1	20.5%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	3	53.1%	3	33.4%
I have an approved remote work agreement and live inside the local commuting area (less than 50 miles				
away)	2	46.9%	3	46.1%
I do not know	0	0.0%	0	0.0%
Total	5	100.0%	7	100.0%

item.

Percentages are weighted to represent the Agency's population. "_nt" indicates that there are no trending results available for the year.

[&]quot;_nr" indicates that there were no responses to this

Employment Demographics

What is your US military service status?

Where do you work?	9
Headquarters	98.79
Field	0.09
	1.39
Full-time telework (e.g., home office, telecenter) Total	100.09
Total	100.07
What is your supervisory status?	
	9
Senior Leader	7.29
Manager	10.59
Supervisor	14.59
Team Leader	3.39
Non-Supervisor	64.59
Total	100.09
What is your pay category/grade?	
Federal Wage System (for example, WB, WD, WG, WL, WM, WS, WY)	0.0%
GS 1-6	0.79
GS 7-12	11.29
GS 13-15	82.29
Senior Executive Service	5.3%
Senior Level (SL) or Scientific or Professional (ST)	0.79
Other	0.09
Total	100.09

No Prior Military Service Currently in National Guard or Reserves Retired Separated or Discharged Total Are you the spouse	75.2% 0.7% 9.8% 14.4% 100.0%
Retired Separated or Discharged Total	9.8% 14.4%
Separated or Discharged Total	14.4%
Total	
	100.0%
Are you the spouse	
Are you the spouse	
	<u>%</u>
of a current active-duty service member of the U.S. Armed Forces (to include active national guard and reserve duty).	0.0%
of a Veteran of the U.S. Armed Forces and married to them before or during their active service.	3.4%
of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	1.4%
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.	0.0%
of a service member who died (i.e., widow or widower) as a result of their service to the U.S. Armed Forces.	0.0%
None of the spouse categories listed.	95.9%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A
rotal (percents will add to more than 100% because respondents could choose more than one 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	0.0%
No	100.0%
Total	100.0%

of a Veteran who retired or separated from active duty in the U.S. Armed Forces with a disability rating of 100 percent.	2.7%
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.	0.0%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.0%
None of the child, parent, or next of kin categories listed.	97.3%
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	2.6%
1 to 3 years	3.3%
4 to 5 years	7.2%
6 to 10 years	24.2%
11 to 14 years	26.1%
15 to 20 years	15.7%
More than 20 years	20.9%
Total	100.0%
How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?	
-	<u>%</u>
Less than 1 year	6.5%
1 to 3 years	15.7%
4 to 5 years	15.0%
6 to 10 years	29.4%
11 to 14 years	22.2%
15 to 20 years	3.9%
More than 20 years	7.2%
Total	100.0%
Are you considering leaving your organization within the next year, and if so, why?	
-	<u>%</u>
No	62.3%

Yes, to take another job within the Federal Government 3.9% Yes, other 4.5% Total 100.0% If the response to the previous question on your intent to leave wors "No," this item was skipped. *** Has your work unit's telework or remote work options influenced your intent to leave? *** Yes 53.4% No 46.6% Total 100.0% I maplaning to retire: *** Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 5.2% 5 years 5.2% 6 year 5.2% 7 years 5.2% 6 years 5.2% 5 years 6.90% Total 100.0% Personal Demographics 5.2% Yes 2.7% Yes 2.7% Yes 9.3% Yes 9.3% Yes 9.3% Yes	Yes, to retire	7.8%
Yes, to take another job outside the Federal Government 4.5% Yes, other 4.5% 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 53.4% No 46.6% Total 100.0% I am planning to retire: ** Less than 1 year 3.5% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 5.2% 5 years 5.2% 6 years 5.2% 7 year 5.2% 8 years 5.2% 9 years 5.2% 10 year 6.9.0% 10 year 6.9.0% 10 year 10.0% 10 year <		
Yes, other 4.5% Total 100.0% If the response to the previous question on your intent to leave was "No," this item was skipped. ————————————————————————————————————		
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 53.4% No 46.6% Total 100.0% I am planning to retire: ** Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. **		
Yes % No 46.6% Total 100.0% Image: Imag	If the response to the previous question on your intent to leave was "No," this item was skipped.	
Yes 53.4% No 46.6% Total 100.0% I am planning to retire: *** *** *** *** *** *** *** *** *** **	Has your work unit's telework or remote work options influenced your intent to leave?	
No 46.6% Total 100.0% I pan planning to retire: Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. **		%
I am planning to retire: % Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 27.3% Total 100.0% Please select the racial category or categories with which you most closely identify. 5.0%	Yes	53.4%
I am planning to retire: % Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. 5	No	46.6%
Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Yes 2.7% No 2.7% Total 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	Total	100.0%
Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Yes 2.7% No 2.7% Total 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.		
Less than 1 year 3.9% 1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Yes 2.7% No 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	I am planning to retire:	
1 year 4.5% 2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Ye you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 2.7% Total 100.0% Please select the racial category or categories with which you most closely identify.		%
2 years 5.2% 3 years 5.2% 4 years 5.2% 5 years 69.0% More than 5 years 69.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. %	Less than 1 year	3.9%
3 years 5.2% 4 years 5.2% 5 years 7.1% More than 5 years 69.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	1 year	4.5%
4 years 5.2% 5 years 7.1% More than 5 years 69.0% Total Personal Demographics ** Yes % Yes 2.7% No 97.3% Total 100.0% **Please select the racial category or categories with which you most closely identify.	2 years	5.2%
5 years 7.1% More than 5 years 69.0% Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	3 years	5.2%
More than 5 years 69.0% Total 100.0% Personal Demographics % Yes % No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. % % % % % 97.3% % % ** ** ** %	4 years	5.2%
Total 100.0% Personal Demographics Are you of Hispanic, Latino, or Spanish origin? Yes % No 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. %	5 years	7.1%
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.	More than 5 years	69.0%
Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	Total	100.0%
Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. 8 8 97.3% 100.0%	Personal Demographics	
Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. %	Are you of Hispanic Lating or Spanish origin?	
Yes 2.7% No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify. %	Are you of mspame, Eatino, or Spainsh origin:	9/
No 97.3% Total 100.0% Please select the racial category or categories with which you most closely identify.	Vos	
Total 100.0% Please select the racial category or categories with which you most closely identify.		
Please select the racial category or categories with which you most closely identify.		· · · · · · · · · · · · · · · · · · ·
		255.6%
	Please select the racial category or categories with which you most closely identify.	
White 47.2%		%
	White	47.2%

Black or African American	34.7%
All other races	18.1%
Total	100.0%
W/L - 1	
What is your age group?	
29 years and under	
30-39 years old	_5
40-49 years old	_5
50-59 years old	_5
60 years or older	_5
Total	_5
What is the highest degree or level of education you have completed?	
	%
Less than High School/ High School Diploma/ GED	3.3%
Certification/ Some College/ Associate's Degree	12.7%
Bachelor's Degree	31.3%
Advanced Degrees (Post Bachelor's Degree)	52.7%
Total	100.0%
Are you an individual with a disability?	
	%_
Yes	11.9%
No	88.1%
Total	100.0%
What is your gender?	
	%_
Male	56.3%
Female	43.7%

Non-binary	0.0%
I use a different term	0.0%
Total	100.0%
Are you transgender?	
	%
Yes	0.0%
No	100.0%
Total	100.0%
Which one of the following best represents how you think of yourself?	
	%
Lesbian or gay	_s
Straight, that is, not lesbian or gay	_s
Bisexual	_s
I use a different term	s
Total	_s

Percentages for demographic questions are unweighted.

Note: For confidentiality purposes, a "-s" 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 " $^{-nr}$ " indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: Federal Retirement Thrift Investment Board AES Report, 2024 Federal Employee Viewpoint Survey