



2018 FEVS Results Briefing



BOAC

December 2018



Bottom Line Up Front

- NSF continues to make positive gains across the FEVS
 - Index scores demonstrate improvement for over 5 years
- Among medium-sized agencies NSF ranks:
 - 4th on Global Satisfaction
 - 5th on both the Employee Engagement index and the New IQ index
- Across the entire federal government NSF ranks
 - 7th on Employee Engagement and Global Satisfaction
 - 9th on the NEW IQ index
- Workload index scores continue to improve, but remain low (Index score 59)
 - I have sufficient resources (for example, people, materials, budget) to get my job done (Item 9)
 - 2017 (57%) and 2018 (61%)
 - My workload is reasonable (Item 10)
 - 2017 (53%) and 2018 (56%)
- Supplemental FEVS
 - Scores on the supplemental FEVS are higher than scores from the main FEVS

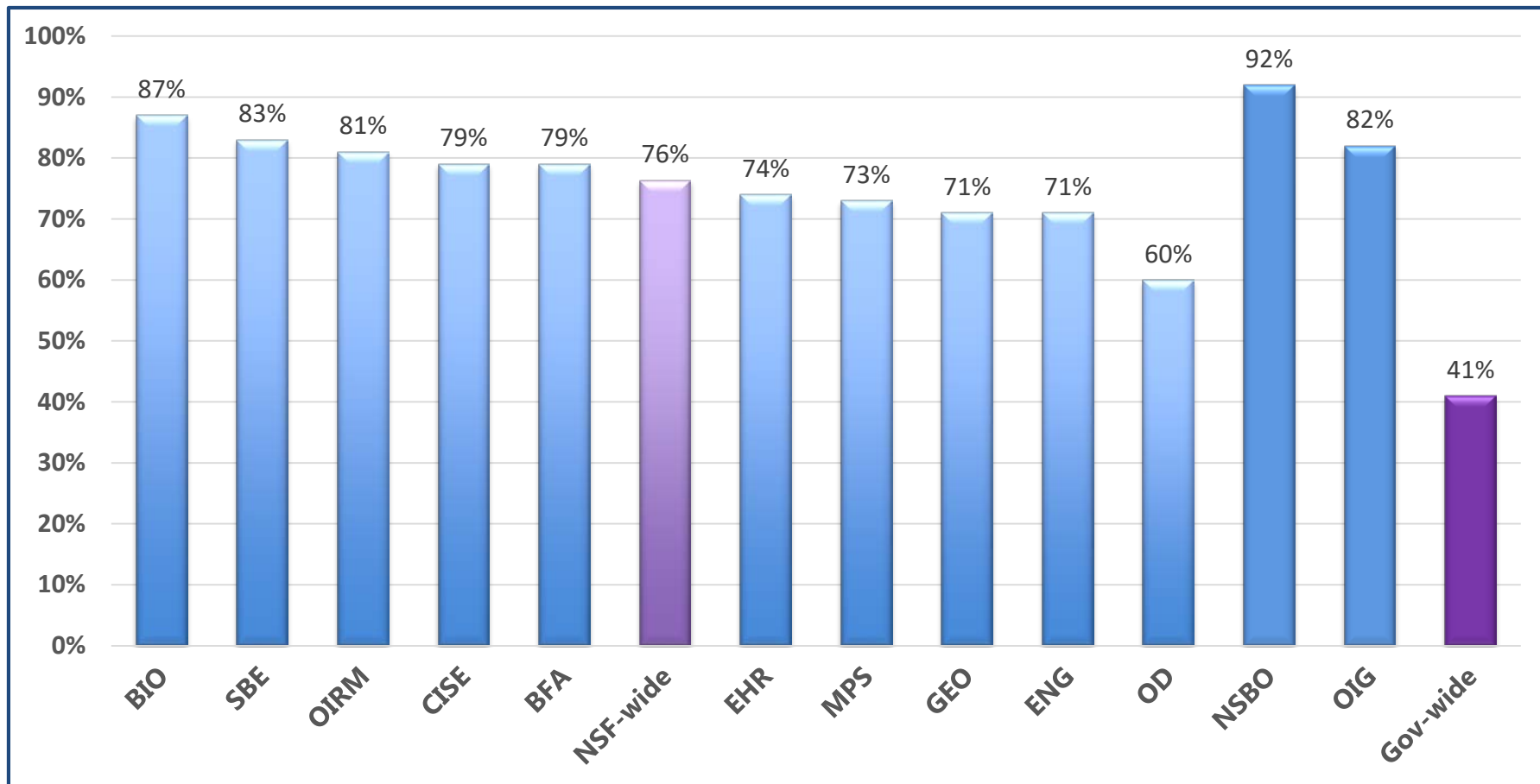


Bottom Line (continued)

- Item Level Results
 - NSF is higher than the government-wide average on all but two items in 2018
 - My workload is reasonable.
 - NSF 56% and Gov-wide Avg. 59% (Q10)
 - My organization has prepared employees for potential security threats.
 - NSF 76% and Gov-wide Avg. 80% (Q36)
- NSF's response rate remains high at 76% (76% 2017)
 - Highest response rate in BIO at 87%
 - Lowest response rate in the OD at 60%
 - Government-wide rate dropped in 2018 to 41% (down from 46% in 2017)

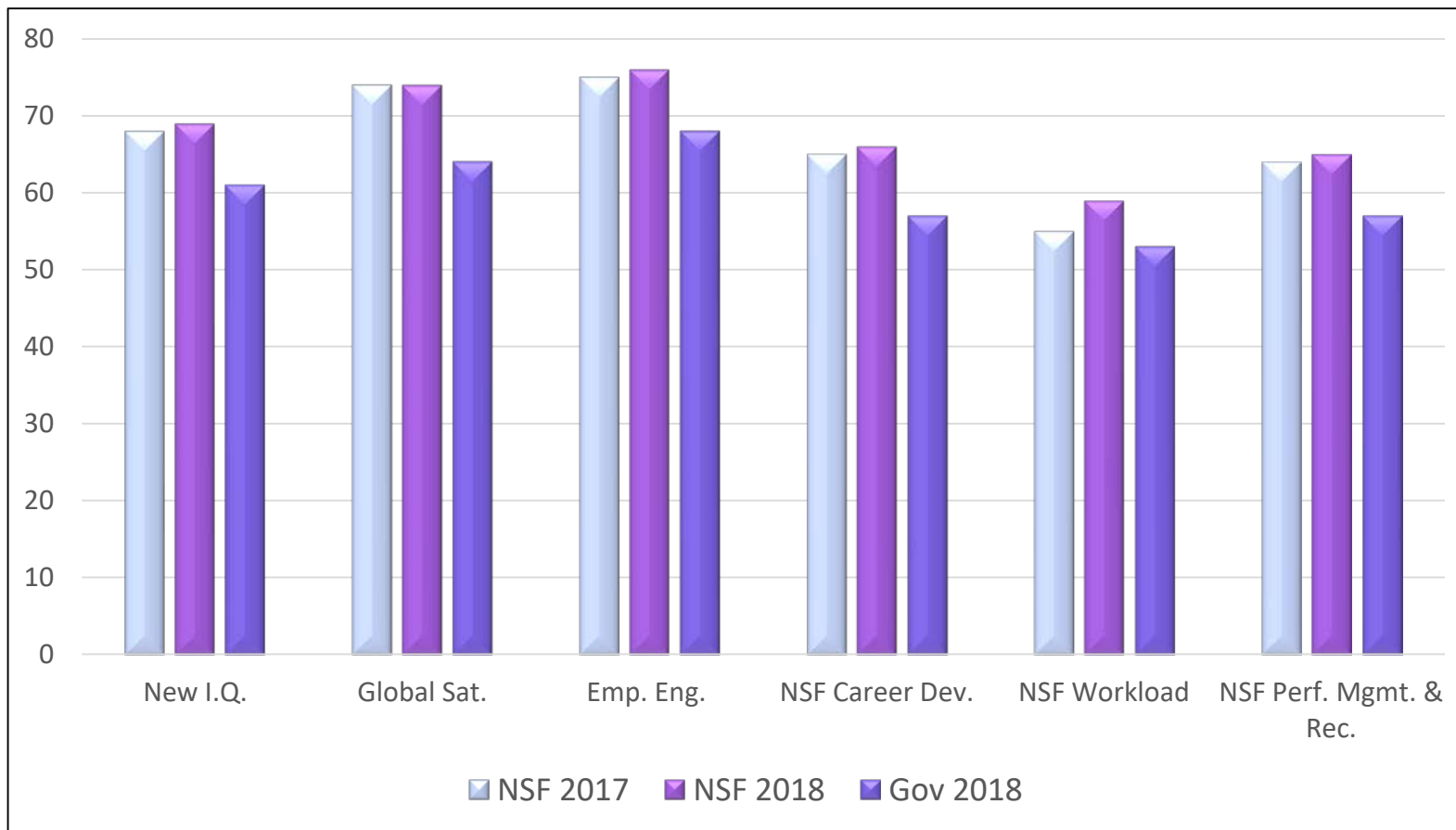


NSF 2018 FEVS Final, Adjusted Response Rates



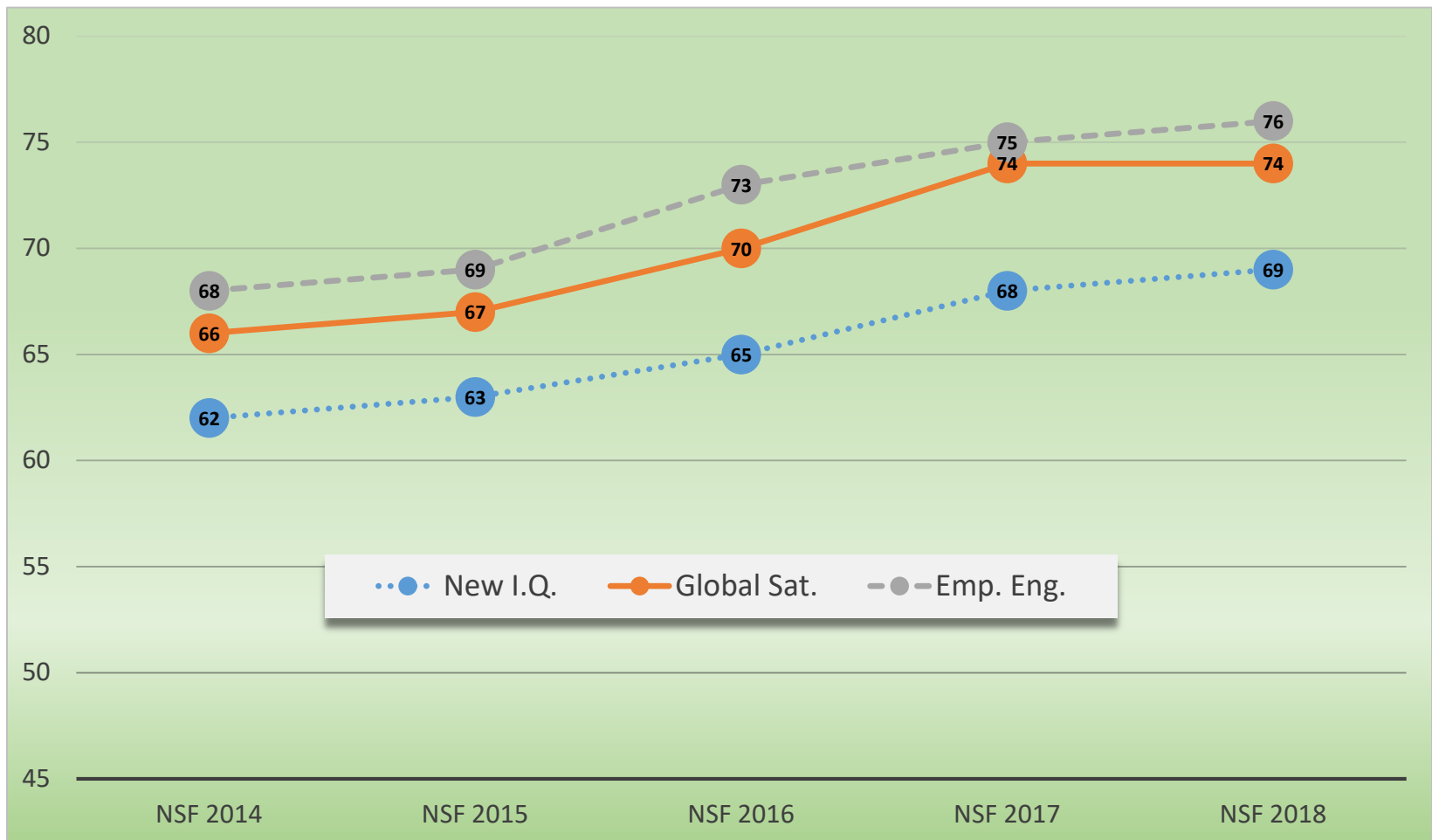


FEVS Index Scores for NSF Compared to Gov-wide



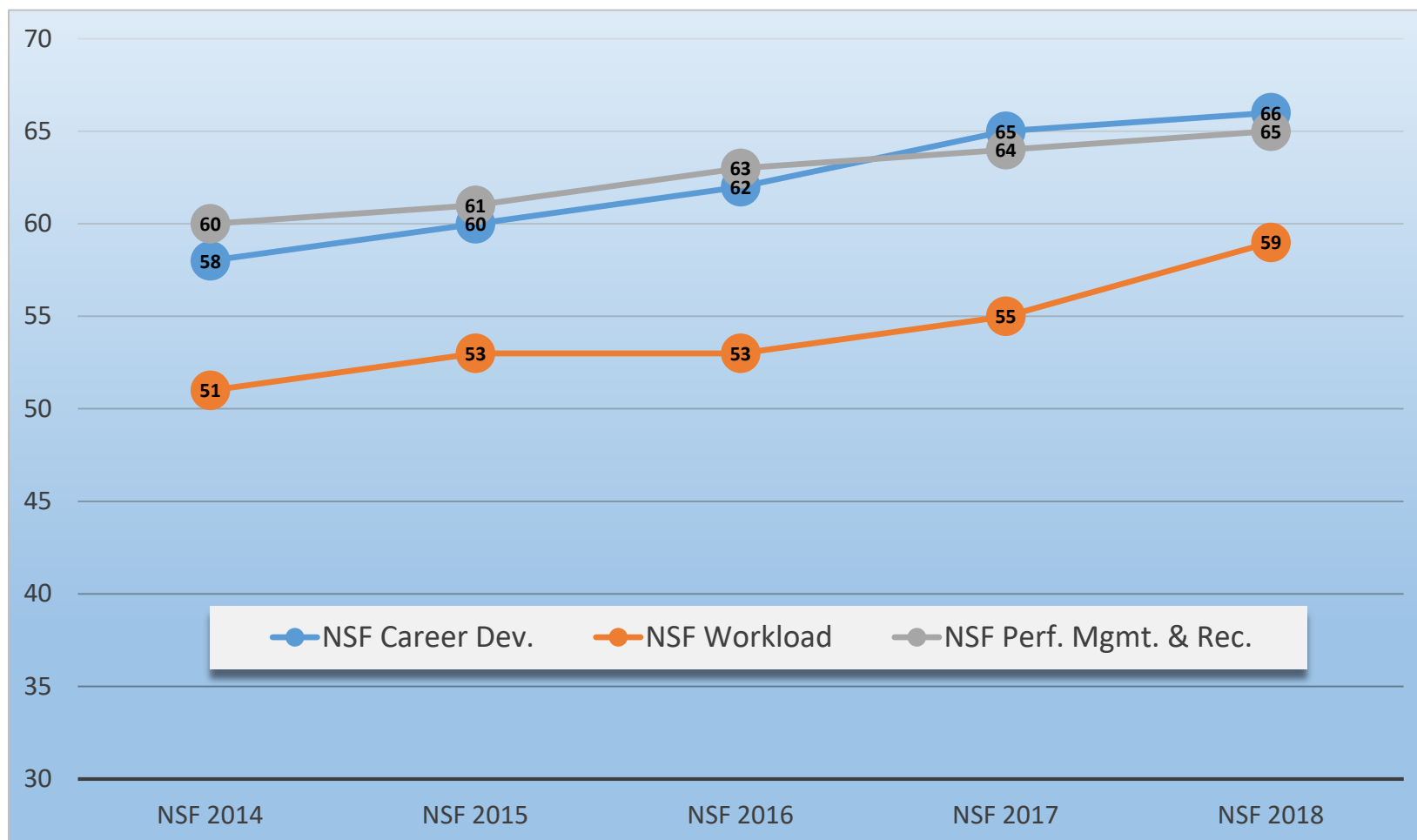


NSF Scores on OPM's Indices by Year





NSF Scores on NSF's Indices by Year





2018 FEVS Sections Results

Section	NSF 2018	GOV 2018	BIO 2018	CISE 2018	EHR 2018	ENG 2018	GEO 2018	MPS 2018	SBE 2018	BFA 2018	OD 2018	OIRM 2018
My Work Experience	78.8%	72.3%	79.2%	78.5%	80.6%	80.6%	74.8%	76.8%	77.4%	77.6%	79.1%	79.7%
My Work Unit	62.0%	54.2%	68.9%	64.4%	58.8%	59.3%	52.6%	60.8%	59.9%	58.3%	65.4%	64.6%
My Agency	69.2%	59.7%	72.5%	67.7%	67.1%	70.0%	61.6%	70.9%	63.7%	65.5%	75.1%	71.2%
My Supervisor/Team Leader	80.5%	73.8%	84.5%	82.9%	80.3%	80.5%	74.7%	81.7%	76.4%	80.3%	75.8%	82.5%
Leadership	68.3%	58.7%	71.9%	77.2%	65.6%	70.7%	55.8%	68.9%	58.1%	66.8%	71.5%	69.4%
My Satisfaction	63.9%	54.3%	64.2%	63.0%	67.0%	67.1%	56.3%	62.3%	57.4%	61.0%	64.8%	65.6%

Section	NSF 2014	NSF 2015	NSF 2016	NSF 2017	NSF 2018	Δ 2014-2018	Δ 2017-2018	GOV 2014	GOV 2015	GOV 2016	GOV 2017	GOV 2018	Δ 2014-2018	Δ 2017-2018
My Work Experience	73.7%	75.7%	76.3%	77.5%	78.8%	↑ 5.1	→ 1.3	69.6%	70.4%	71.0%	72.1%	72.3%	→ 2.7	→ 0.2
My Work Unit	56.6%	57.0%	59.4%	61.3%	62.0%	↑ 5.4	→ 0.7	49.7%	50.6%	51.7%	53.0%	54.2%	↑ 4.5	→ 1.2
My Agency	61.6%	63.6%	65.0%	68.4%	69.2%	↑ 7.6	→ 0.8	54.3%	55.1%	56.4%	58.2%	59.7%	↑ 5.4	→ 1.5
My Supervisor/Team Leader	75.0%	75.8%	78.0%	80.0%	80.5%	↑ 5.5	→ 0.5	69.1%	69.9%	70.6%	72.3%	73.8%	↑ 4.7	→ 1.5
Leadership	59.6%	60.9%	63.6%	68.3%	68.3%	↑ 8.7	→ 0.0	52.8%	53.7%	55.1%	57.7%	58.7%	↑ 5.9	→ 1.0
My Satisfaction	55.6%	56.8%	60.7%	64.1%	63.9%	↑ 8.3	→ -0.2	48.4%	49.8%	50.9%	53.1%	54.3%	↑ 5.9	→ 1.2



2018 Index Results by Directorate/Office

Index	NSF 2018	GOV 2018	BIO 2018	CISE 2018	EHR 2018	ENG 2018	GEO 2018	MPS 2018	SBE 2018	BFA 2018	OD 2018	OIRM 2018	GOV 2018	NSF 2018	NSF Δ 2014-2018	NSF Δ 2017-2018
OPM New Inclusion Quotient ("New IQ")	69	61	72	72	68	70	61	69	64	68	72	70	61	69	+ 7	+ 1
OPM Global Satisfaction Index	74	64	76	72	78	74	68	76	72	70	76	73	64	74	+ 8	0
OPM Employee Engagement Index	76	68	80	78	76	77	67	78	71	74	75	76	68	76	+ 8	+ 1
NSF Career Development Index	66	57	68	68	69	62	58	62	59	65	65	70	57	66	+ 8	+ 1
NSF Workload Index	59	53	63	58	59	56	56	47	61	59	57	65	53	59	+ 8	+ 4
NSF Performance Management & Recognition Index	65	57	67	68	63	64	56	63	63	63	67	67	57	65	+ 5	+ 1

Index	NSF 2014	NSF 2015	NSF 2016	NSF 2017	NSF 2018	Δ 2014-2018	Δ 2017-2018	GOV 2014	GOV 2015	GOV 2016	GOV 2017	GOV 2018	Δ 2014-2018	Δ 2017-2018
OPM New Inclusion Quotient ("New IQ")	62	63	65	68	69	↑ 7	→ 1	56	57	58	60	61	↑ 5	→ 1
OPM Global Satisfaction Index	66	67	70	74	74	↑ 8	→ 0	59	60	61	64	64	↑ 5	→ 0
OPM Employee Engagement Index	68	69	73	75	76	↑ 8	→ 1	62	63	65	67	68	↑ 6	→ 1
NSF Career Development Index	58	60	62	65	66	↑ 8	→ 1	52	53	55	56	57	↑ 5	→ 1
NSF Workload Index	51	53	53	55	59	↑ 8	↑ 4	51	52	52	53	53	→ 2	→ 0
NSF Performance Management & Recognition Index	60	61	63	64	65	↑ 5	→ 1	53	54	55	56	57	↑ 4	→ 1



2018 Supplemental FEVS Index & Section Scores

	Index	NSF Supplemental 2018	NSF Supplemental 2017	NSF -Sup Δ 2017-2018	NSF Perm 2018	GOV 2018
Indices	OPM New Inclusion Quotient (“New IQ”)	82	78	4	69	61
	OPM Global Satisfaction Index	89	89	0	74	64
	OPM Employee Engagement Index	88	86	2	76	68
	NSF Career Development Index	75	72	3	66	57
	NSF Workload Index	72	65	7	59	53
	NSF Performance Management & Recognition Index	73	71	2	65	57

	Section	NSF Supplemental 2018	NSF Supplemental 2017	NSF -Sup Δ 2017-2018	NSF Perm 2018	GOV 2018
Sections	My Work Experience	86.5%	83.2%	3.3	78.8%	72.3%
	My Work Unit	71.4%	70.5%	0.9	62.0%	54.2%
	My Agency	82.5%	80.7%	1.8	69.2%	59.7%
	My Supervisor/Team Leader	88.0%	87.9%	0.1	80.5%	73.8%
	Leadership	85.6%	81.5%	4.1	68.3%	58.7%
	My Satisfaction	77.9%	74.3%	3.6	63.9%	54.3%
	Worklife	76.3%	66.1%	10.2	67.0%	52.7%



2018 FEVS Item-Level Results Overview

Greatest Increases 2014-2018	<p>Tie: (29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (56) Managers communicate the goals and priorities of the organization."</p>	<p>#29 in 2018: 88 #56 in 2018: 73 (Both up almost 12 pts.)</p>
Greatest Decrease 2014-2018	<p><i>(14) Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.</i></p>	<p>-2 <i>In 2018: 77</i></p>
Greatest Increases 2017-2018	<p>(29) The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (9) I have sufficient resources to get my job done.</p>	<p>+6 (from 82 to 88) +4 (from 57 to 61)</p>
Greatest Decrease 2017-2018	<p>(36) My organization has prepared employees for potential security threats.</p>	<p>-4 (from 80 to 76)</p>



Action Planning

Start FY19 Employee Engagement Cycle



Customized Support (options range from hands-on advising to self-directed guidance/tools)

November



Release 2018 FEVS results to all NSF staff and brief senior leaders.

December



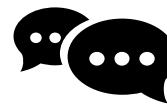
- Schedule Action Planning advising meetings
- Assess results achieved under current action plan
- Define support needs to assist action planning

January



- Assess progress, diagnose challenges, and update FY17-19 Action Plans
 - Conduct advising meetings
- Updated Action plans due 1/31/18

April-Sept



Promising practices series

October-December



Conduct check-in meetings based on 2017 FEVS



Helping Build Engagement



Engagement Site
Tools
Resources
Action plans



FEVS Center
Annual results



Maximizing Employee Engagement (online, 30 min)
Motivating and Engaging Employees (online, 105 min)