

Results At-A-Glance: 2024 Federal Employee Viewpoint Survey Results

The Federal Trade Commission (FTC) participates in the annual Federal Employee Viewpoint Survey (FEVS), a confidential online survey, administered by the Office of Personnel Management (OPM). The FEVS contains questions designed to measure employees' perceptions in key areas such as leadership, management/supervision, work experience, performance culture, training and development, pay, awar(e)-1 (lt)1 (u)1 (re)-1 (,)1FTC Jep



		69%	65%	70%	+3%	-1%
46	I recommend my organization as a good place to work.	81%	69%	72%	+12%	+9%
70	Considering everything, how satisfied are you with your job?	79%	69%	73%	+9%	+6%
71	Considering everything, how satisfied are you with your pay?	41%	59%	65%	-18%	-24%
72	Considering everything, how satisfied are you with your organization?	73%	64%	69%	+10%	+5%

In 2024 the FTC saw improved scores in overall Employee Engagement and Global Satisfaction indices but decreased two percentage points in the Diversity, Equity, Inclusion, and Accessibility (DEIA) index. The FTC's DEIA index still exceeds the government wide and sized agencies score by a wide margin. In addition to the established 1 (u)1 index ends siyey

Item	Item Text	Percent Positive	Percent Neutral	Percent Negative
1	*I am given a real opportunity to improve my skills in my organization.	84%	9%	6%
2	I feel encouraged to come up with new and better ways of doing things.	78%	12%	10%
3	My work gives me a feeling of personal accomplishment.	87%	7%	6%
4	I know what is expected of me on the job.	87%	7%	6%
5	*My workload is reasonable.	66%	12%	22%
6	*My talents are used well in the workplace.	79%	11%	10%
7	*I know how my work relates to the agency's goals.	90%	5%	5%
8	*I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal.	85%	7%	8%
9	I have enough information to do my job well.	81%	10%	8%
10	I receive the training I need to do my job well.	75%	16%	9%
11	I am held accountable for the quality of work I produce.	92%	6%	2%
12	I have a clear idea of how well I am doing my job.	87%	8%	5%
13	I have the autonomy to decide how I do my job.	73%	13%	13%
14	I can make decisions about my work without getting permission first.	63%	18%	19%
15	*The people I work with cooperate to get the job done.	94%	4%	2%
17	*In my work unit, differences in performance are recognized in a meaningful way.	62%	24%	14%
18	Employees in my work unit share job knowledge.	93%	4%	3%
19	*My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.	94%	3%	3%
20	Employees in my work unit meet the needs of our customers.	97%	3%	1%
21	Employees in my work unit contribute positively to my agency's performance.	96%	3%	1%
22	Employees in my work unit produce high-quality work.	96%	3%	1%
23	Employees in my work unit adapt to changing priorities.	93%	6%	1%
24	New hires in my work unit (i.e., hired in the past year) have the right skills to do jobs.	87%	9%	3%
25	I can influence decisions in my work unit.	83%	9%	8%
26	I know what my work unit's goals are.			

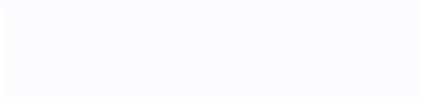
Item	Item Text	Percent Positive	Percent Neutral	Percent Negative
28	My work unit successfully manages disruptions to our work.	88%	8%	4%
29	Employees in my work unit consistently look for new ways to improve how they their work.	85%	11%	4%
30	Employees in my work unit incorporate new ideas into their work.	86%	10%	4%
31	Employees in my work unit approach change as an opportunity.	77%	17%	6%
32	Employees in my work unit consider customer needs a top priority.	88%	10%	2%
33	Employees in my work unit consistently look for ways to improve customer service.	80%	17%	3%
34	Employees in my work unit support my need to balance my work and personal responsibilities.	89%	6%	5%
35	Employees are recognized for providing high quality products and services.	79%	11%	10%
36	Employees are protected from health and safety hazards on the job.	92%	6%	2%
37	My organization is successful at accomplishing its mission.	85%	9%	6%
38	I have a good understanding of my organization's priorities.	80%	9%	11%
39	My organization shares results (for example, town halls, email, distribution of			

Item	Item Text	Percent
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	2024	2024	2023	2023	2022	2022
	N	%	N	%	N	%
Remain in the work unit and improve their performance over time	176	19.7%	156	19.2%	146	18.5%
Remain in the work unit and continue to underperform	244	27.4%	217	26.0%	224	28.3%
Leave the work unit - removed or transferred	84	9.3%	69	8.4%	65	8.2%
Leave the work unit - quit	66	7.4%	72	8.7%	70	8.6%
There are no poor performers in my work unit	208	24.0%	196	24.2%	184	24.7%
Do Not Know	215	24.9%	227	27.1%	201	25.8%

Total (percents will add to more than 100% because respondents could select more than one option)



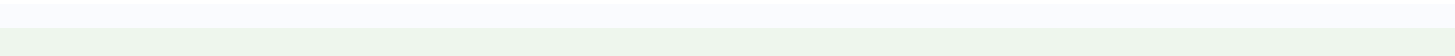
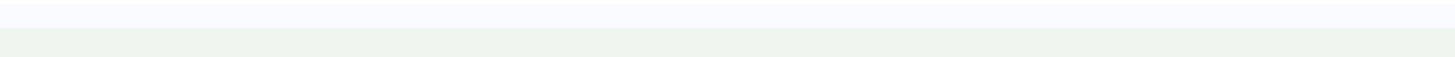
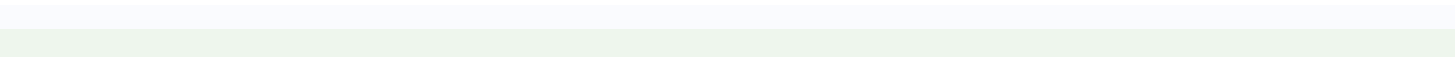
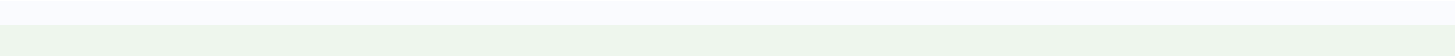
Telework/Remote Work

	2024	2024	2023	2023
	N	%	N	%
I telework every work day (i.e., remote work agreement)	88	10.8%	71	8.8%
I telework 3 or 4 days per week	624	73.6%	639	78.7%
I telework 1 or 2 days per week	111	13.6%	80	9.9%
I telework, but only about 1 or 2 days per month	6	0.7%	7	0.8%

Employment Demographics

Headquarters
Field

%
70.5%
18.3%



	%
Yes	12.5%
No	87.5%
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.	0.9%
who is also the primary caregiver for a Veteran of the U.S. Armed Forces undergoing medical treatment or therapy for a serious illness.	0.5%
of a service member who died as a result of their service to the U.S. Armed Forces.	0.3%
None of the child, parent, or next of kin categories listed.	98.5%
Total (percents will add to more than 100% because respondents could choose more than one response option)	N/A

	%
Less than 1 year	3.2%
1 to 3 years	19.5%
4 to 5 years	10.6%
6 to 10 years	15.5%
11 to 14 years	15.4%
15 to 20 years	14.2%
More than 20 years	21.6%
Total	100.0%

	%
Less than 1 year	4.1%
1 to 3 years	27.0%
4 to 5 years	11.7%
6 to 10 years	17.3%
11 to 14 years	13.2%
15 to 20 years	12.0%
More than 20 years	14.7%
Total	100.0%

	%
No	75.6%
Yes, to retire	3.2%
Yes, to take another job within the Federal Government	7.6%
Yes, to take another job outside the Federal Government	8.0%
Yes, other	5.6%
Total	100.0%

	%
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Are you transgender?

	%
Yes	— ^s
No	— ^s
Total	— ^s

Which one of the following best represents how you think of yourself?

	%
Lesbian or gay	5.7%
Straight, that is, not lesbian or gay	88.3%
Bisexual	3.5%
I use a different term	2.5%
Total	100.0%

Percentages for demographic questions are unweighted.

Note: For confidentiality purposes, a "sm" 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 "^{nm}" indicates that there were no responses to this item.

No suppression was applied to Employment Demographics.

Source: Federal Trade Commission AES Report, 2024 Federal Employee Viewpoint Survey

Generic Item

1. When answering the survey questions about your "senior leaders," who were you primarily thinking of?

	N	%
Chair/ Commissioners	511	61.4%
Bureau or Office Director/Leaders	194	22.4%
All executives at or above the GS-15 grade level	138	16.2%
Total	843	100.0%

2. When answering the survey questions about your "bureau or office," which were you primarily thinking of?

	N	%
The overall agency	97	11.6%
The Office	293	33.9%
The Bureau	445	54.5%
Total	835	100.0%

3. When answering the survey questions about your "supervisors," who were you primarily thinking of?

	N	%
Assistant Directors	273	33.8%
Deputy Assistant Directors	75	9.6%
Regional Directors/Assistant Regional Directors	104	11.1%
Division Directors	36	4.2%
Associate Directors	64	7.4%
Immediate Supervisor	285	33.8%
Total	837	100.0%

4. When answering the survey questions about your "managers," who were you primarily thinking of?

	N	%
Directors	386	46.6%
Deputy Directors	158	20.2%
Second Level Supervisors	283	33.2%
Total	827	100.0%

For all tables on this worksheet:

Percentages are weighted to represent the Agency's population.

Source: Federal Trade Commission AES Report 2024 Federal Employee
Viewpoint Survey