

2021 FEVS Results

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FRTIB Federal Employee Viewpoint Survey (FEVS)

- About the FEVS
 - Released annually across the federal government by the Office of Personnel Management (OPM) to measure employees' perceptions of their organization, workplace, and work content
 - FEVS data are subsequently analyzed by the Partnership for Public Service (PPS) to determine the "Best Places to Work in the Federal Government"
- FEVS 2021 Timeframe
 - Administered November 9 – December 10, 2021
- FRITB 2021 Response Rate
 - 65.5% response rate for FRTIB (175 responded)

Employees' Perceptions Expressed Through Indicators

- OPM – FEVS Indicators
 - Intrinsic Work Experience
 - Global Satisfaction
 - Employee Engagement
- Partnership and Public Service – “Best Places to Work” Indicators
 - Effective Leadership (Supervisors, Senior Leaders, Fairness, Empowerment)
 - Performance

Employees' Perceptions Expressed Through Indicators (cont'd)

- COVID-19 Pandemic – Updated
 - Telework
 - COVID-19 Pandemic: Employee Supports
 - COVID-19 Pandemic: Senior Leaders and Supervisors
 - COVID-19 Pandemic: Type of Work
 - COVID-19 Pandemic: Response
- Agency Core Values Survey

2021 FEVS – FRTIB Employee Profile

65.5%

Response rate



49%

Female



52%

Federal tenure more than 10 years

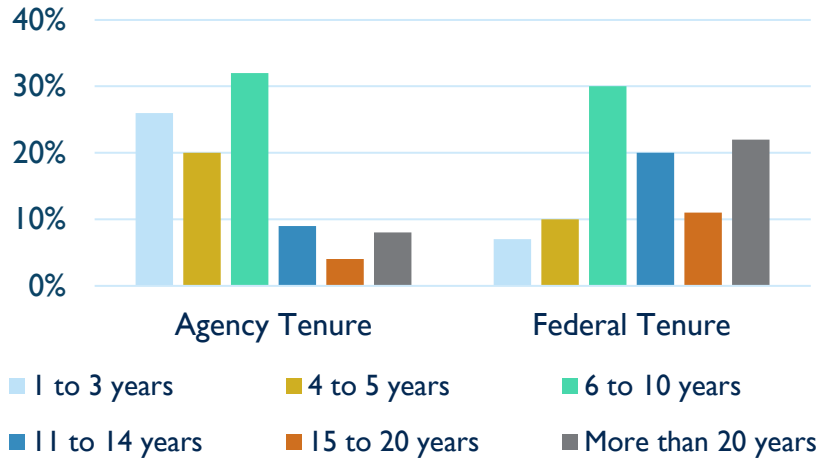


28%

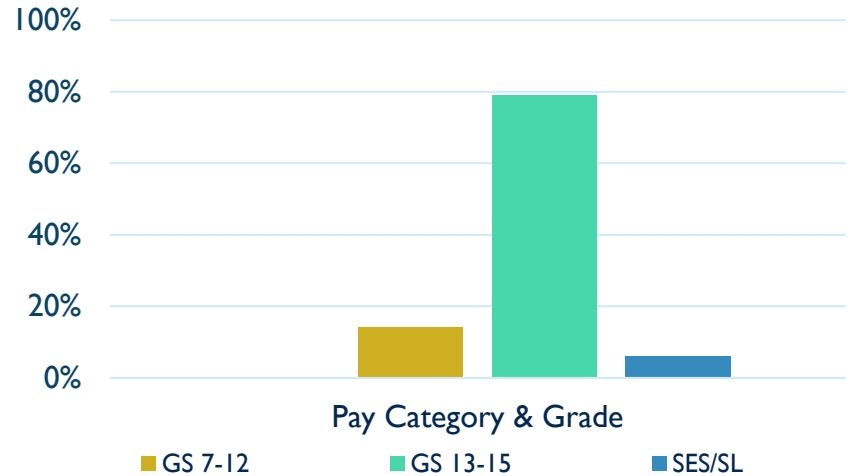
Military Service



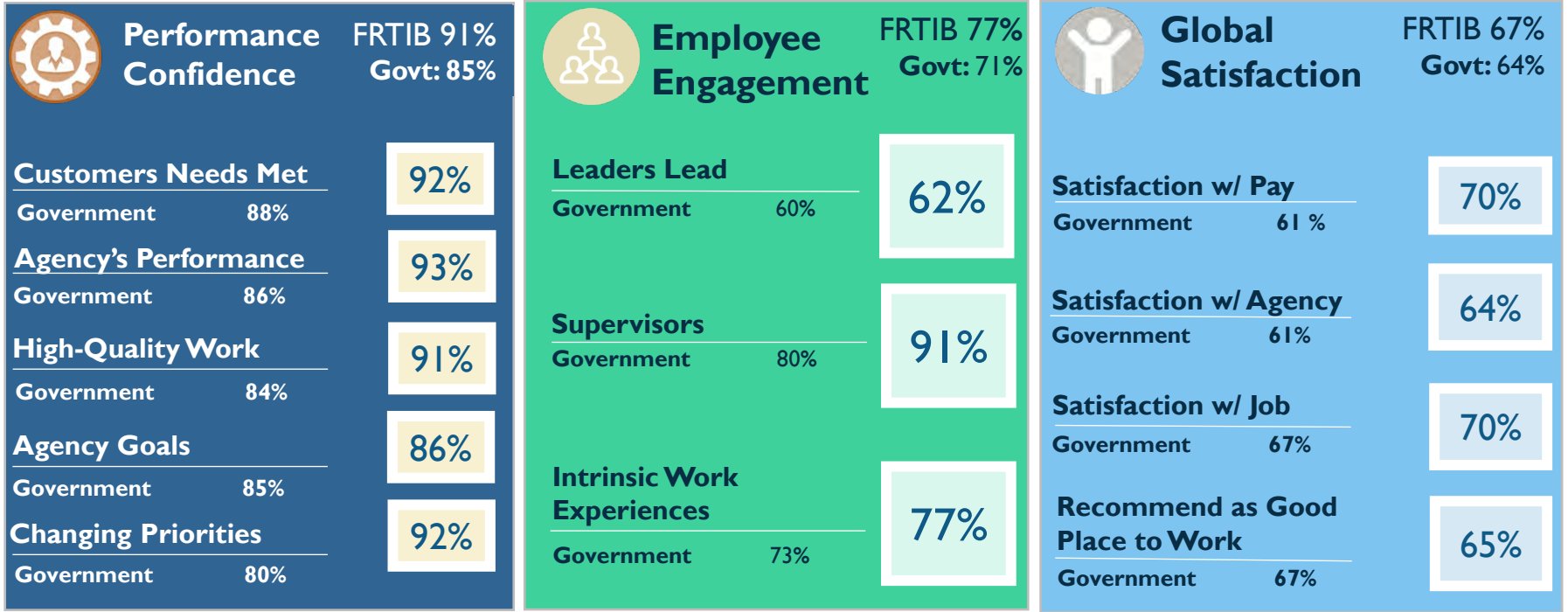
Employment



Pay Category & Grade



2021 FEVS Indicators



Engagement Index 2021



2020



2019

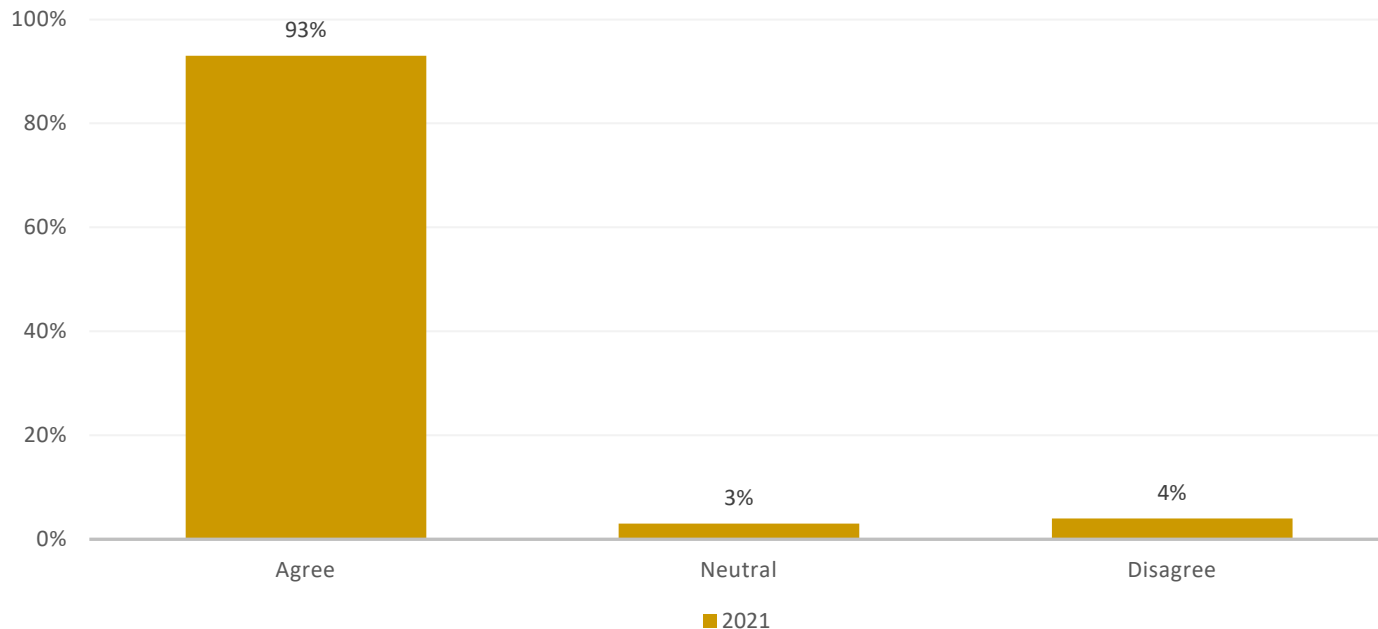


Leaders Lead (% positive)	2019	2020	2021	Govt
Generates high levels of motivation/commitment	40%	54%	47%	49%
Maintains high standards of honesty/integrity	49%	62%	54%	60%
Communicates agency goals/priorities	73%	83%	76%	66%
How good a job do you feel is being done by the manager directly above your supervisor	67%	78%	75%	66%
I have high level of respect for my Agency's senior leaders	55%	61%	58%	60%
Supervisors (% positive)	2019	2020	2021	Govt
Supports employee development	80%	88%	92%	77%
Listens to what I have to say	81%	87%	93%	82%
Treats me with respect	86%	88%	95%	86%
I have trust and confidence in my supervisor	73%	79%	88%	76%
Overall, how good a job do you feel is being done by your immediate supervisor	75%	82%	90%	78%
Intrinsic Work Experiences (% positive)	2019	2020	2021	Govt
Feel encouraged to come up with new and better ways to do things	66%	71%	74%	64%
Work gives me a feeling of personal accomplishment	74%	77%	72%	71%
I know what is expected of me on the job	79%	83%	82%	81%
My talents are used well in the workplace	60%	67%	71%	64%
I know how my work relates to the Agency's goals	87%	90%	87%	85%

COVID-19 Responses

COVID-19 Responses

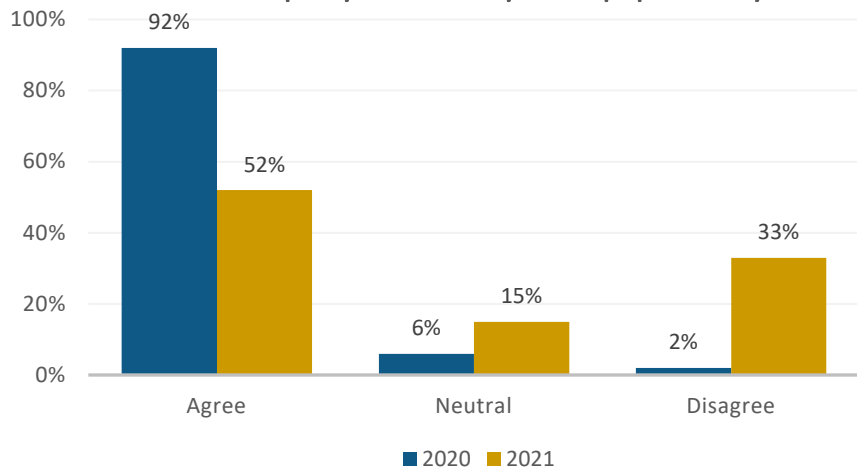
My agency's leadership updates employees about return to the worksite planning.



Governmentwide Positive Response: 65%

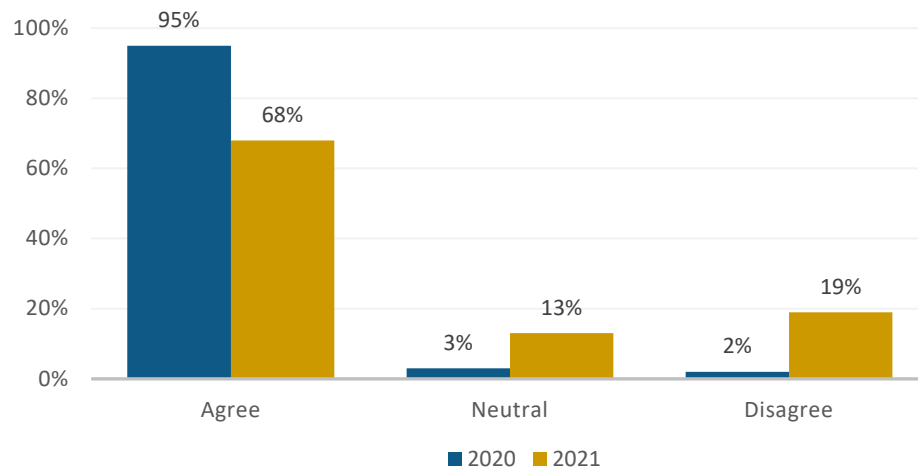
COVID-19 Responses

In plans to return more employees to the worksite, my organization has made employee safety a top priority.



Governmentwide Positive Response: 62%

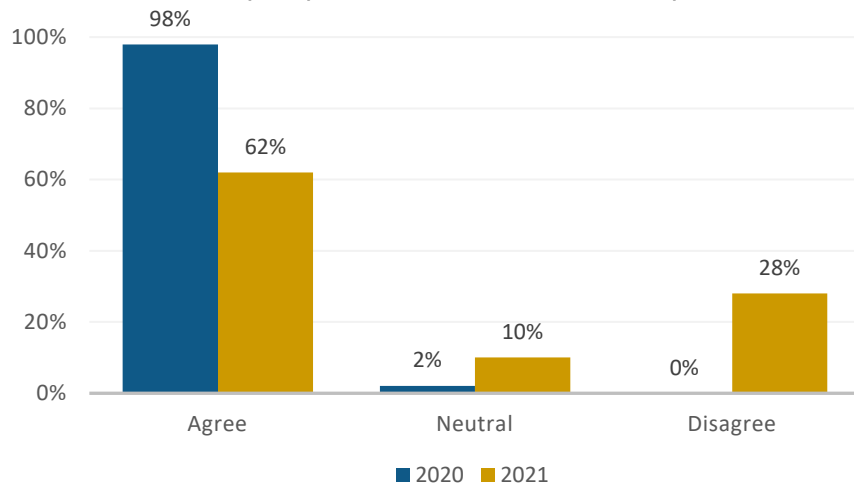
Based on my organization's handling of the pandemic, I believe my organization will respond effectively to future emergencies.



Governmentwide Positive Response: 65%

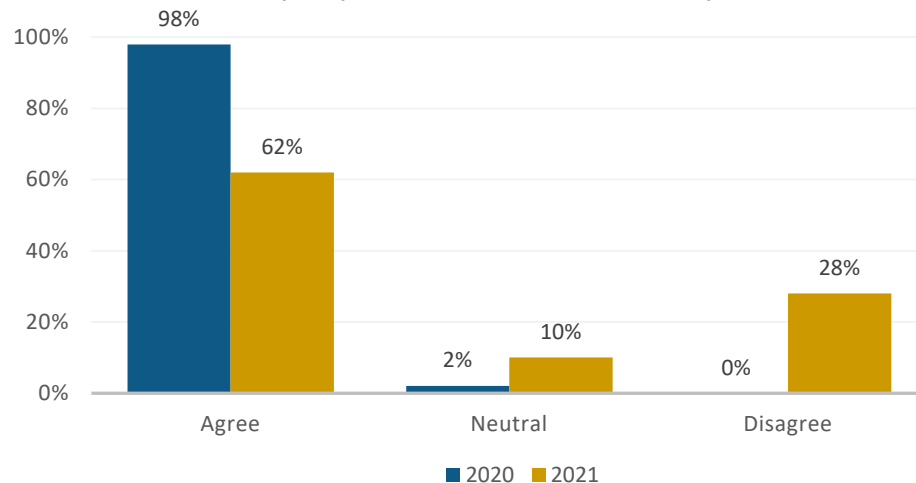
COVID-19 Responses

My organization's senior leaders demonstrate commitment to employee health and safety.



Governmentwide Positive Response: 74%

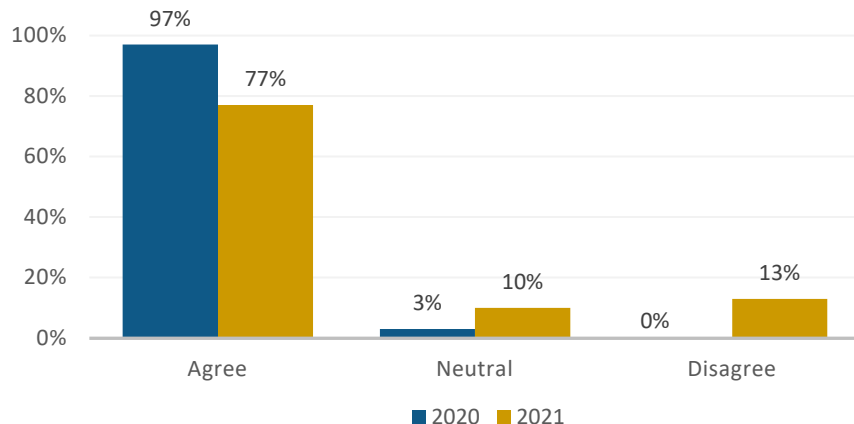
My organization's senior leaders support policies and procedures to protect employee health and safety.



Governmentwide Positive Response: 75%

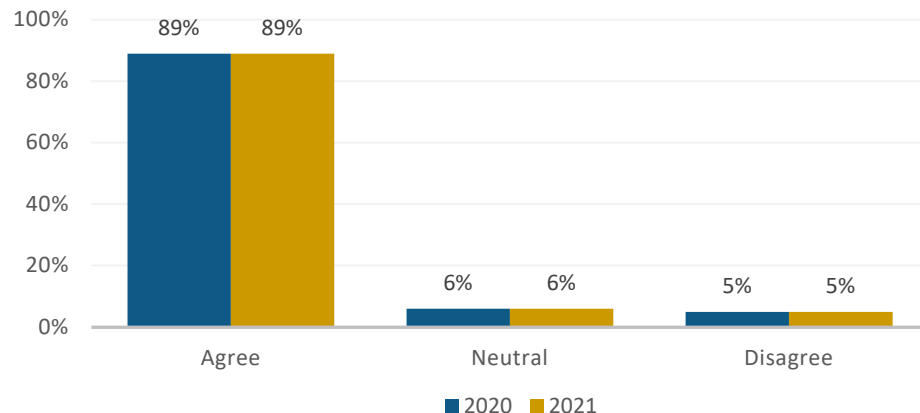
COVID-19 Responses

My organization's senior leaders provide effective communications about what to expect with the return to the physical worksite.



Governmentwide Positive Response: 62%

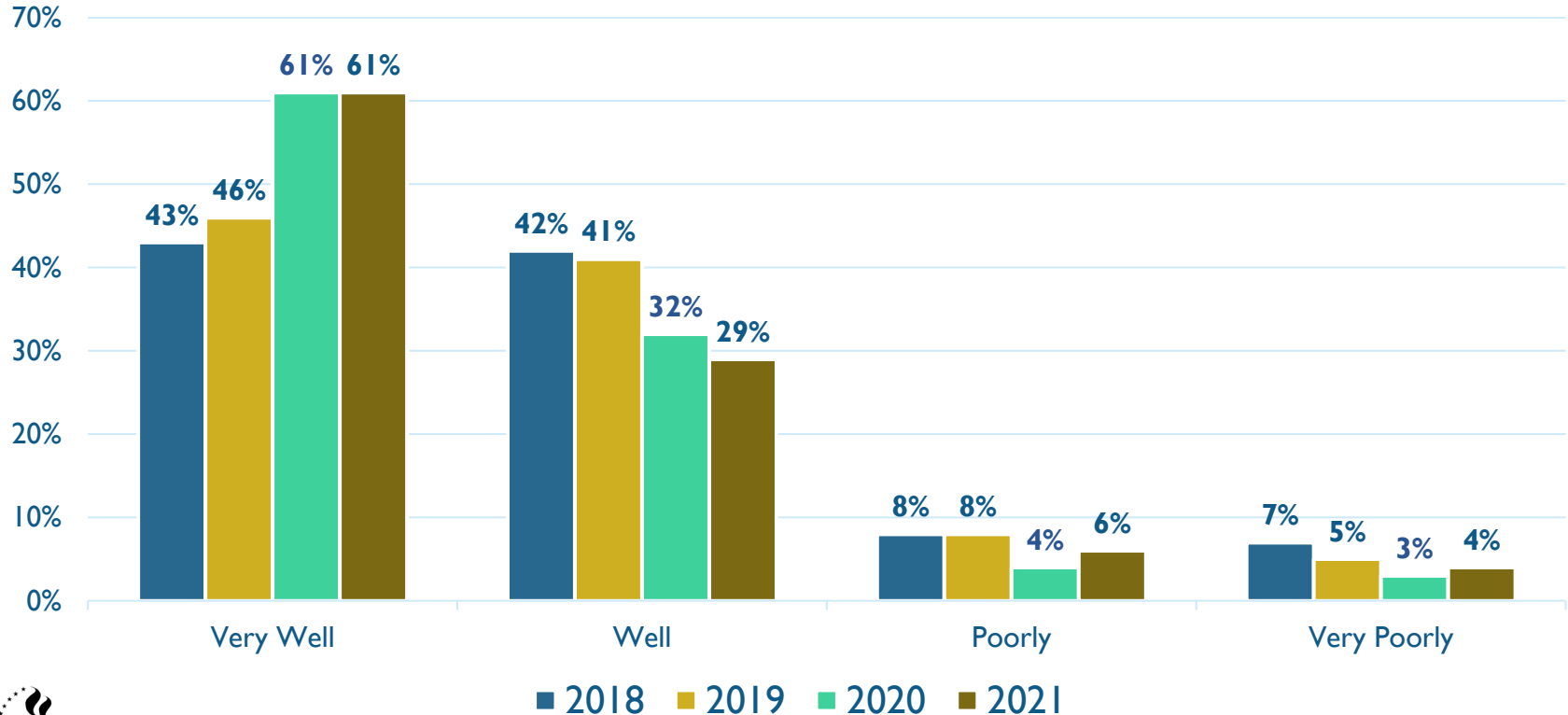
My supervisor creates an environment where I can voice my concerns about staying healthy and safe.



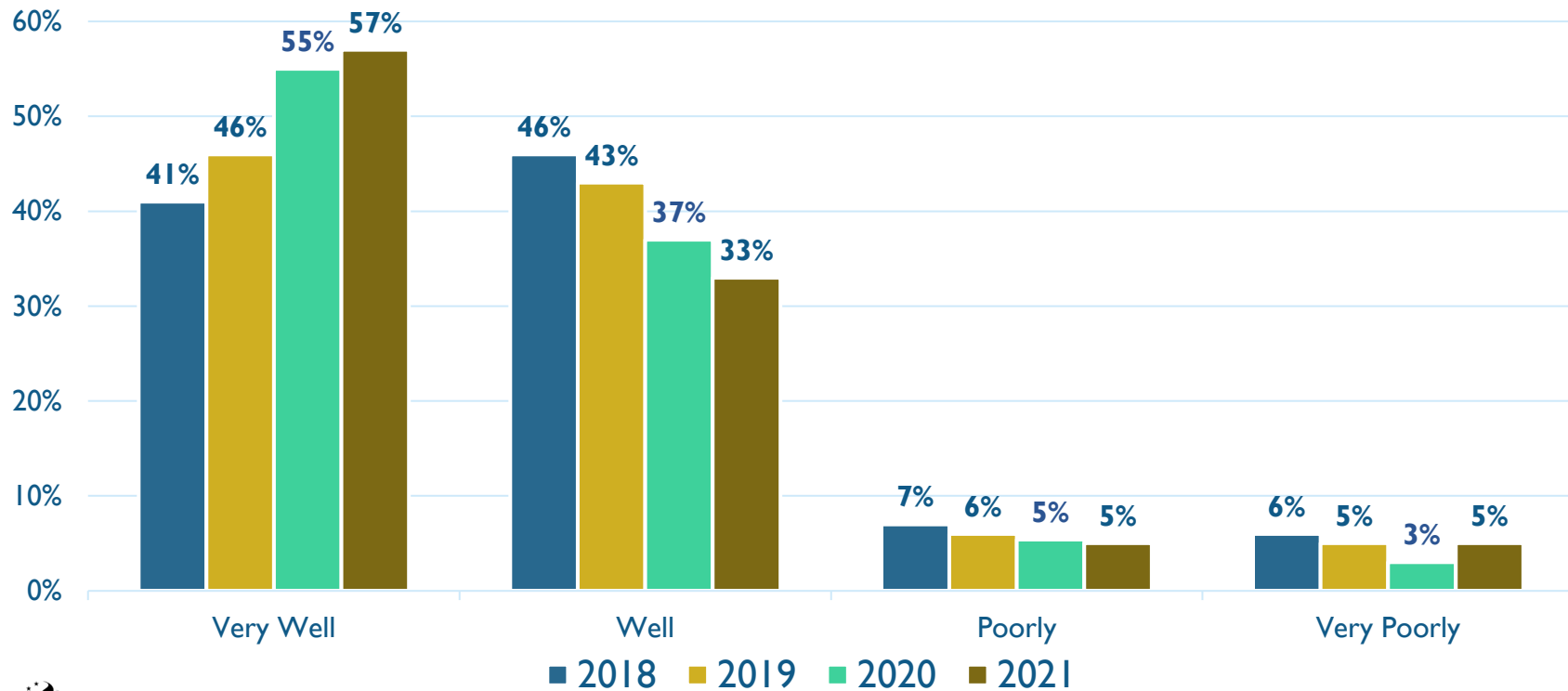
Governmentwide Positive Response: 79%

Core Values Survey Results

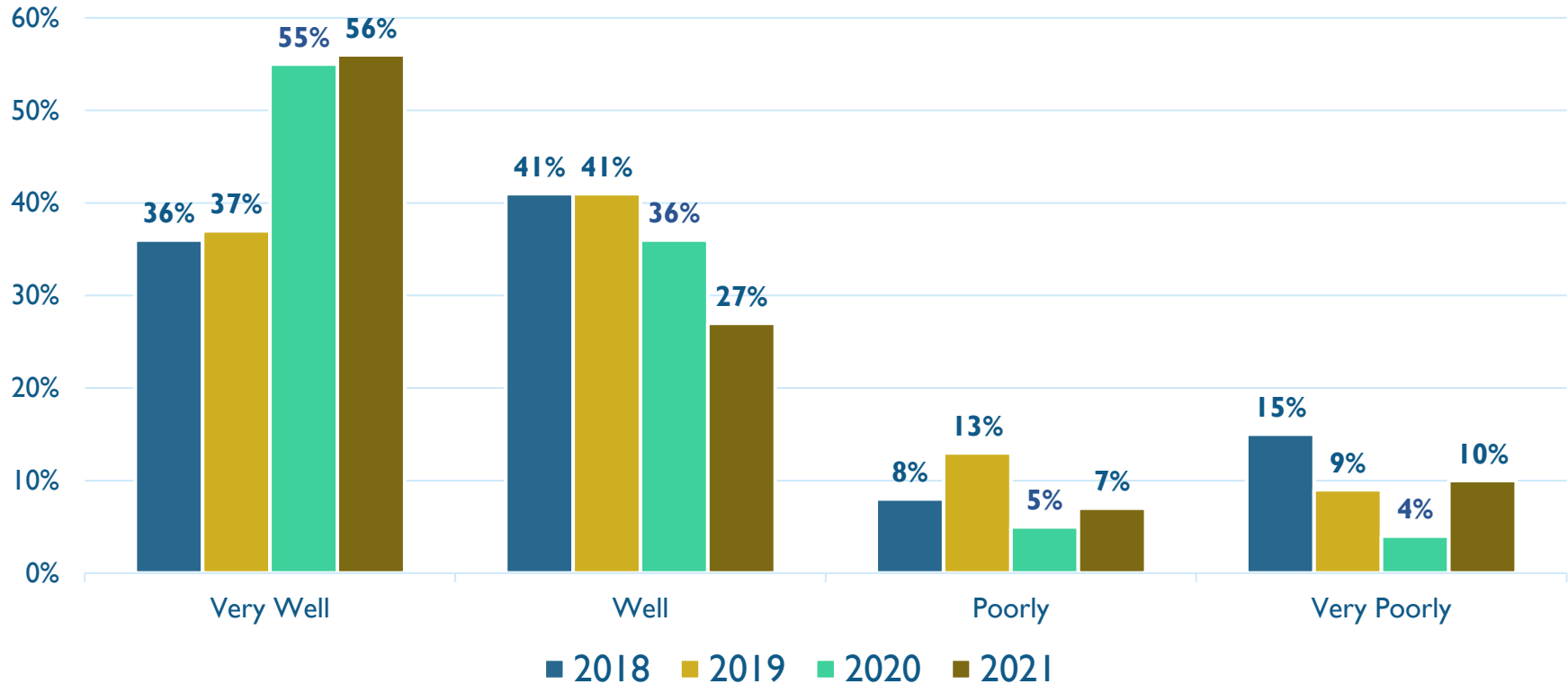
How well does FRTIB demonstrate that it is passionate about delivering services that improve financial outcomes for participants?



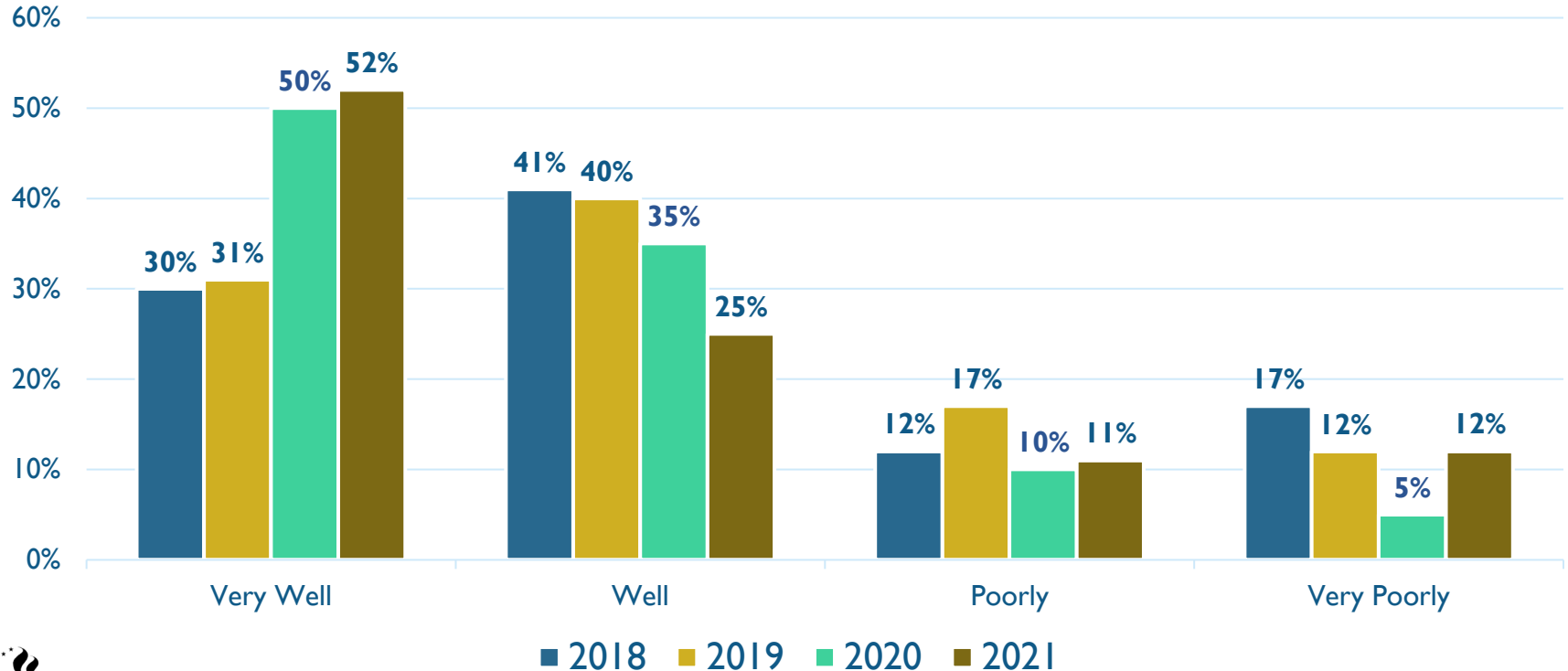
How well does FRTIB listen to, respect, and carefully consider the needs of participants?



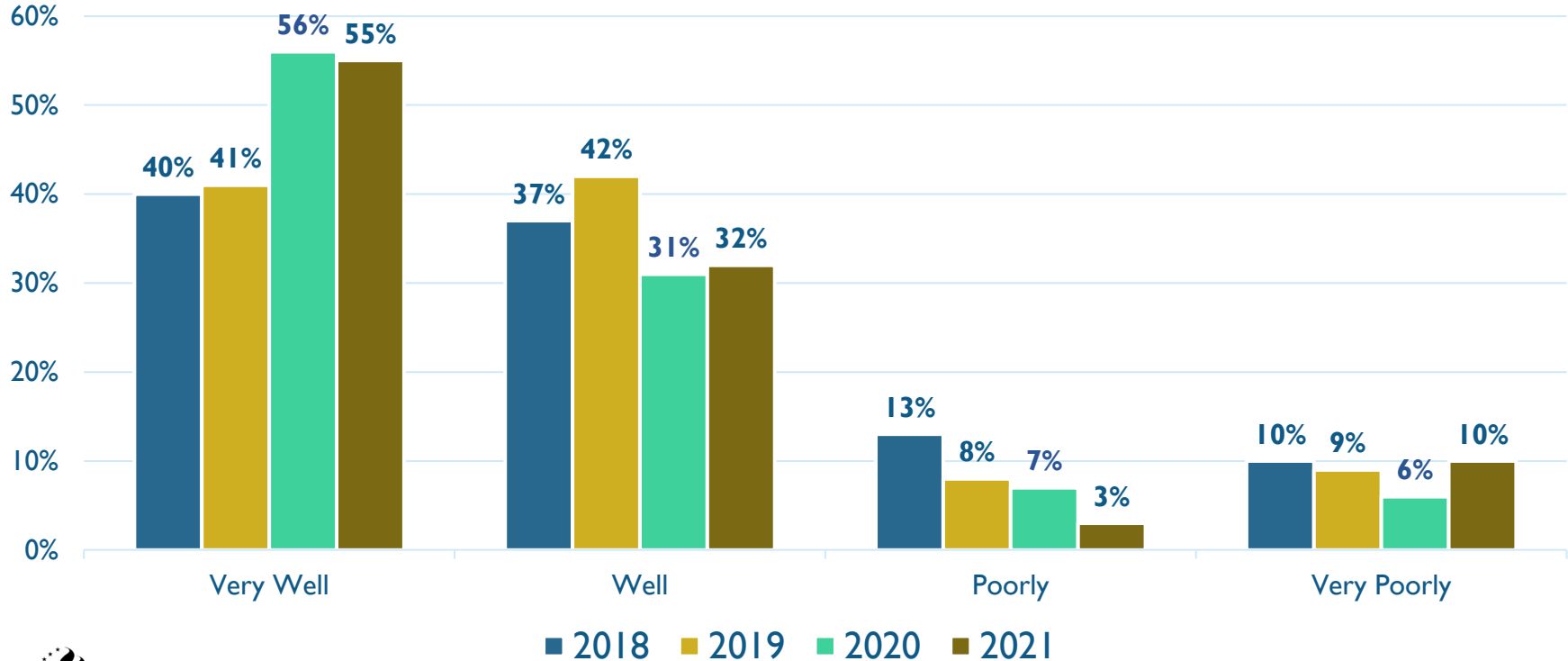
How well does FRTIB demonstrate that it is trustworthy?



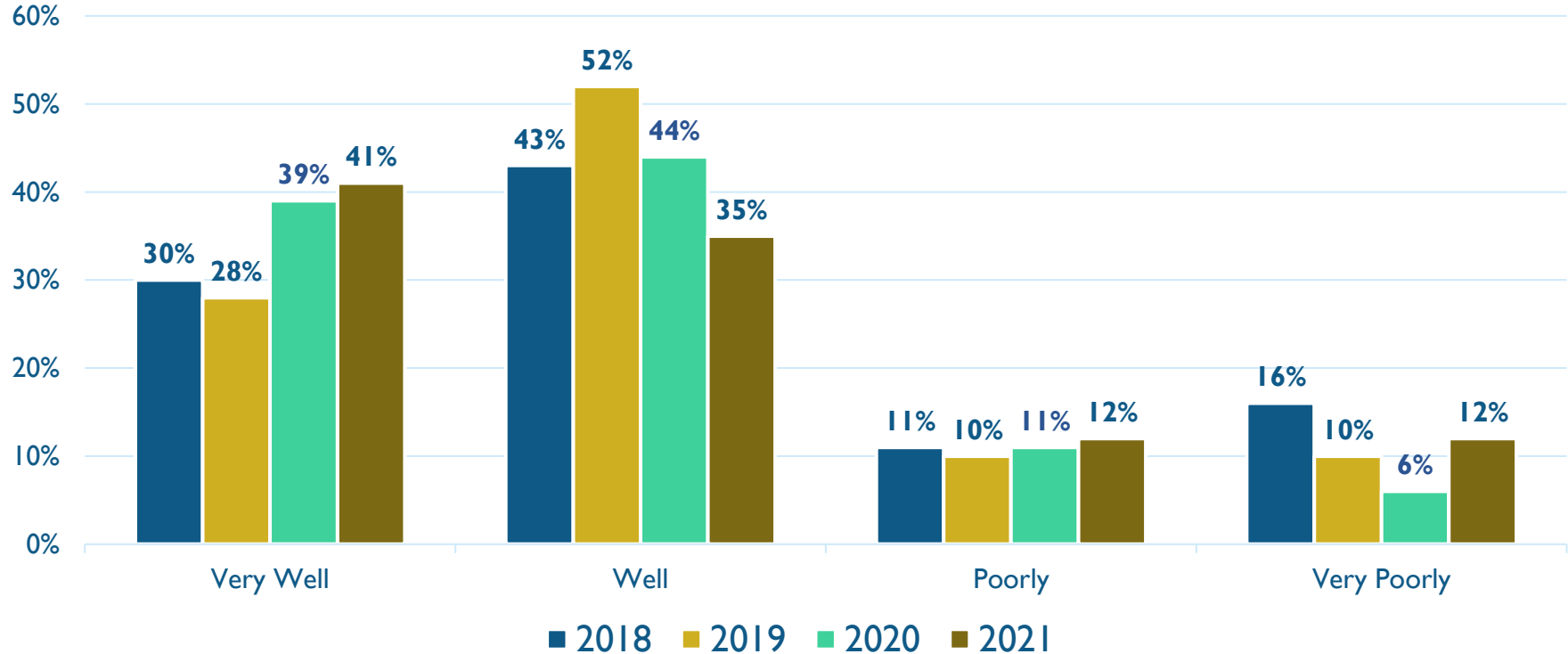
How well does FRTIB demonstrate that it values individual and organizational honesty, consistency, and credibility?



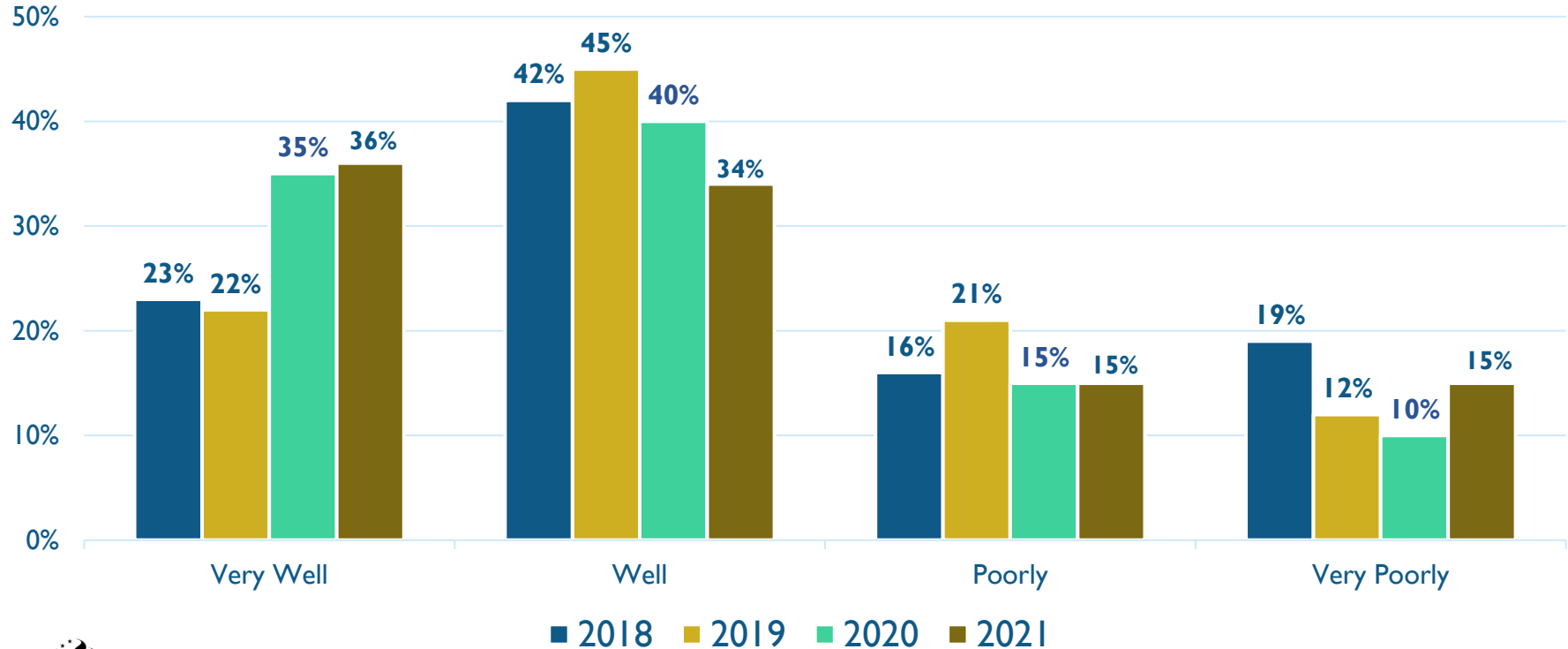
How well does FRTIB operate with independence and act ethically to carry out its fiduciary responsibility?



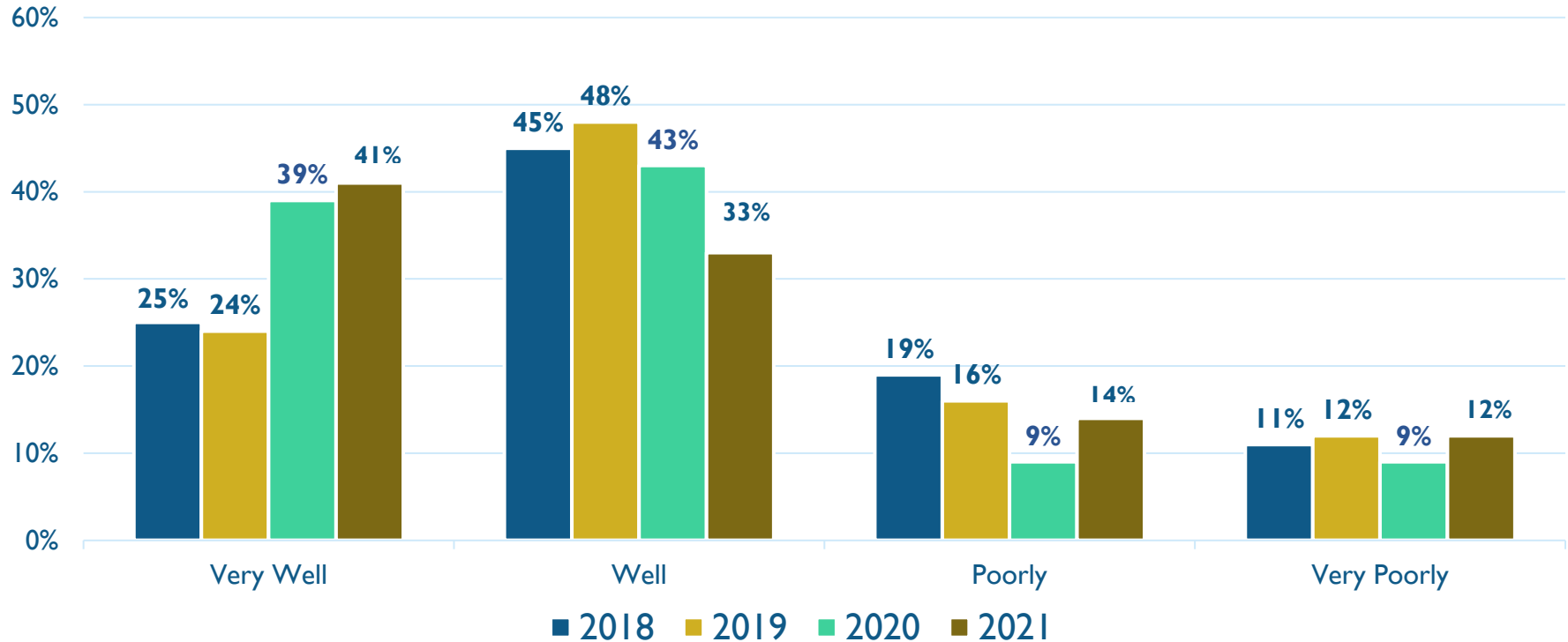
How well does FRTIB value diversity and ensure everyone's ideas and contributions are respected?



How well does FRTIB encourage open, candid dialogue and foster relationships based on trust and shared objectives?



How well does FRTIB build partnerships to achieve greater outcomes?



FRTIB FEVS Next Steps

- OPM released Government wide results April 28th
- Office directors received office-level results April 28th to brief staff, develop action plans as necessary
- Summary FEVS analysis briefing for FRTIB employees conducted May 4th
- 2021 FEVS results and analysis posted to FRTIB.gov May 30th
- OPM 2022 FEVS June 2 – July 22, 2022

Questions?

Thank-you