The Federal Employee Viewpoint Survey:

Recent & Future Developments

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History of the Survey

The 2015 FEVS marks the **tenth time** OPM administered the survey; prior to 2010 the survey was administered biennially and annually thereafter.

2002

- 1st Federal Human Capital Survey administered

2006

- Section 1128 of the National Defense Authorization Act for Fiscal Year 2004 - requires agencies to conduct an annual survey of their employees

2010

- Name change: Federal Employee Viewpoint Survey
- OPM annual administration
- Employee Engagement Index developed

2012

- 1st ever census, 1.6M employees
- Part-time employees
- LGBT, Veterans, & Disability questions added
- FEVS Online Reporting & Analysis Tool

2013

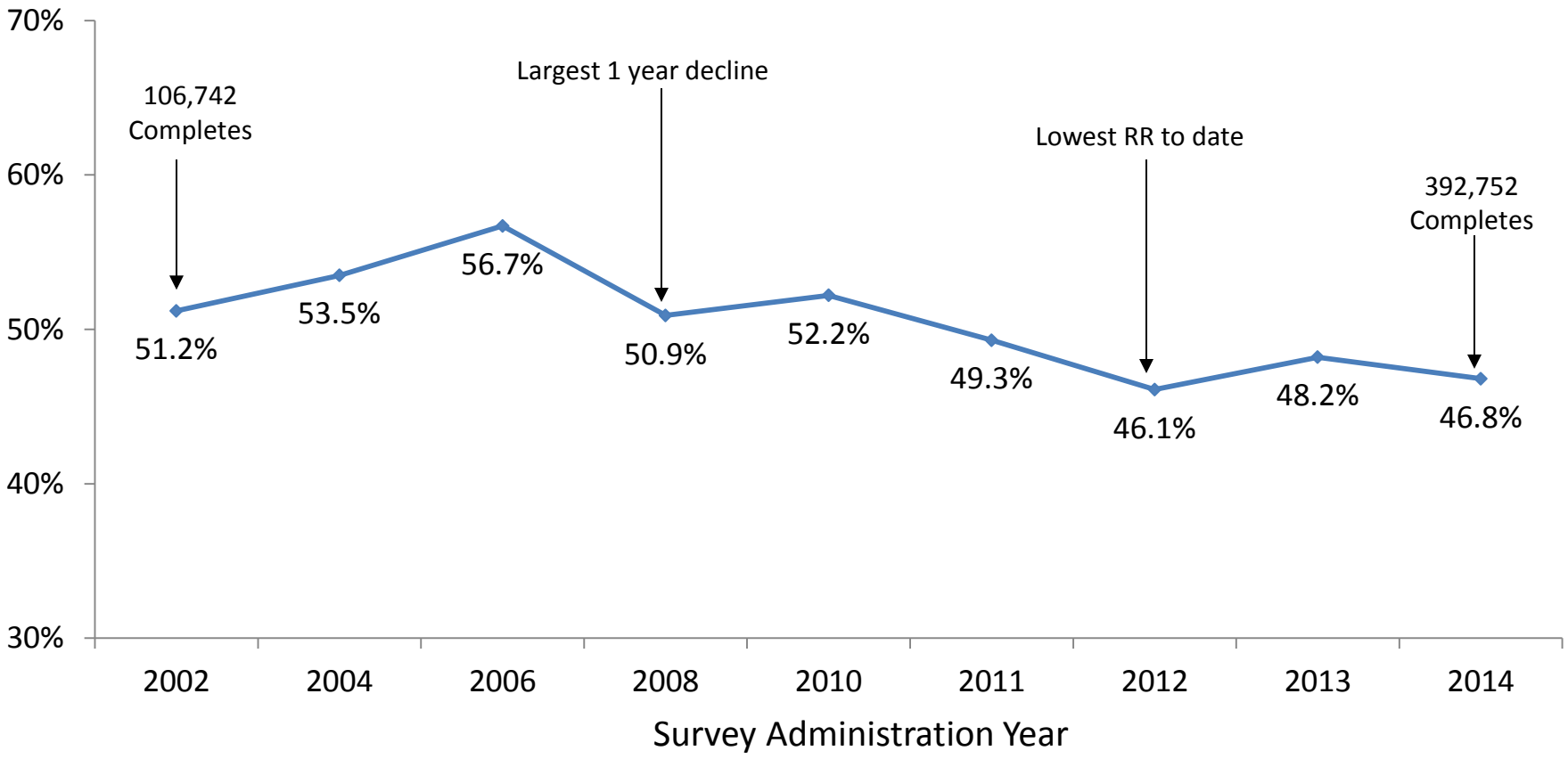
- Disseminated results to more than 13,000 agency components and offices

2014

- Included educational attainment question
- UnlockTalent.gov Dashboard

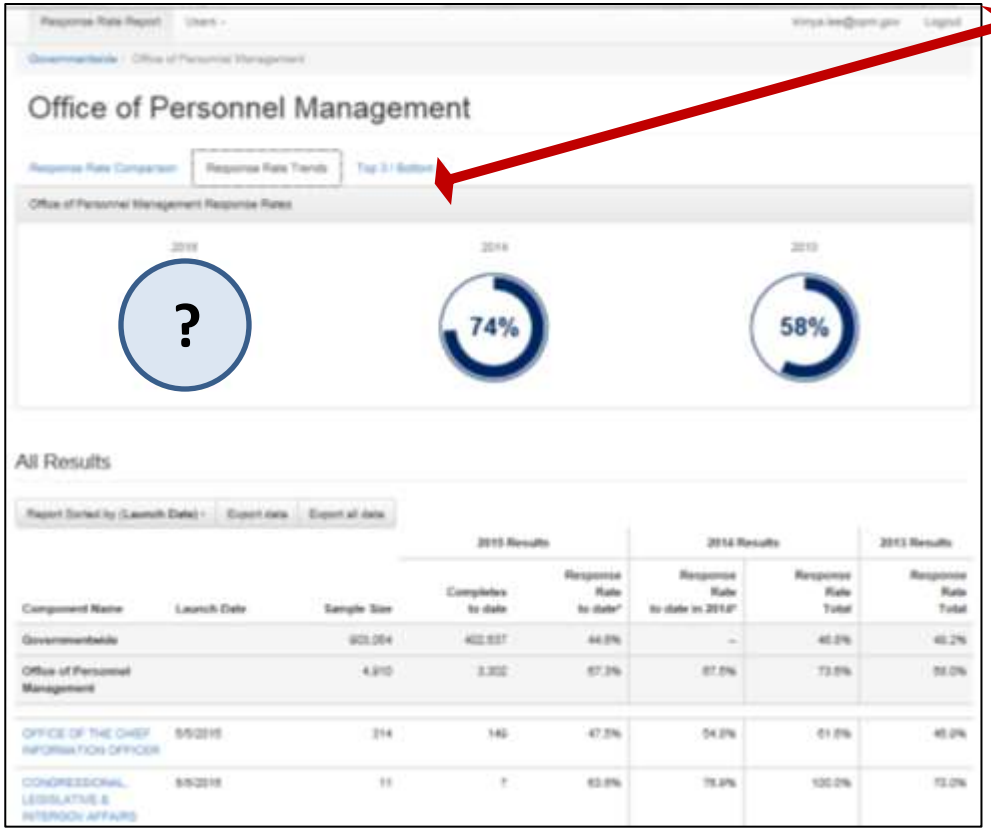
Response Rates Trends

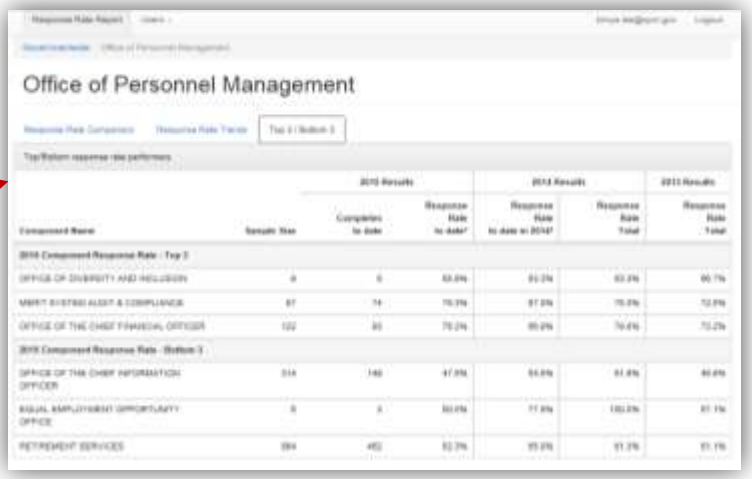
Like many other survey efforts in the U.S. and abroad, we are dealing with declining response rates



2015 Response Rate Sneak Preview

Promising preliminary evidence of increase Government-wide response rates





1. Real-time **RR website**
2. Weekly **CHCO council RR reports**.
3. More **timely** administrative data we use to identify nonrespondents who were ineligible for the survey.
4. Embedded an **experiment testing** whether we could use response patterns observed during the field period to optimize impact of reminders.

Sampling Strategy

- Graduated Proportional Sampling (GPS) method
  - **Why:** In the process of updating the sampling strategy to meet the modern needs of the FEVS, it became clear that lower-level reporting capabilities were just as high of a priority as statistical precision targets.
  - **Goal:** maximize the number of reports to be generated while minimizing the size of the workforce being surveyed. This allows the FEVS to maintain the reporting breadth achieved by the 2012 FEVS census, but with a reduced burden in terms of the time and financial costs a census would incur.

Sampling Strategy

Previous method

- Survey administrations prior to 2012 employed a single-stage stratified sample design.
- Sample sizes were determined by solving for a margin of error (±5%) on a 95% confidence interval while assuming a conservative 40% response rate.

Component Population Size*	Treatment	Sample Size
< 50	Census	1 to 50
51 to 75	75% Sample	38 to 56
76 to 150	50% Sample	38 to 75
> 151	25% Sample	37+

*Excluding SES employees

GPS method

- Stratify individuals based on the lowest work unit
- Identify strata with less than 10 individuals and roll these up into the next-highest stratum.
- Place individuals in executive-type positions (e.g., SES) into a separate (certainty) stratum
- Once the final stratification boundaries are set, the sampling proportion is based on the size of the stratum and the goal of attaining at least ten respondents assuming a conservative 30% response rate.
- After the sample is drawn, examine the agency's ratio of sampled employees to its population. If 75% or more of the workforce would be sampled, conduct a census instead.

Building the FEVS Sampling Frame

Source:

- Rich personnel database maintained by OPM (goes by acronym EHRI-SDM http://www.fedscope.opm.gov/datadefn/aehri_sdm.asp)
- Contains plethora of demographic information and personnel actions

Federal Employee Viewpoint Survey Eligibility:

- All permanent, non-seasonal, full- and part-time employees
- On-board as of October 31st of prior calendar year

Additional Information Received from Agencies:

- Email address
- Organizational code

Increased Use of Administrative Data

Benefits of Pre-populated Organization Code Information:

- No need to build a complex, branching question asking employees to identify their work-unit
- More accurate, since not all employees are fully aware of where their work-unit falls within the larger organization
- Grants us ability to report response rates at lower levels

We must still remain cognizant of employees concerns for data confidentiality, and properly inform them upfront in a Privacy Act statement that their responses may be linked to other data sources.

Benefits of Pre-populated Demographic Information:

- Adds analytic breadth without additional respondent burden, as there is no need to lengthen the demographic section of the survey instrument.
- Stopped explicitly asking for a respondent's age in FEVS 2014; instead, we use DOB information to create the traditional age brackets as well as a generational cohort variable (e.g., Gen X, Gen Y, Millennial)
- We append information available regarding the employee's occupation (e.g., Actuary, Budget Analyst, Patent Examiner) to our online analysis tool

Reports & Products

Governmentwide Management Report
An overview of the governmentwide results with special topic and area-of-interest sections. The report includes Index scores, trends of results, and information on who responded to the survey.
Intended Audience: general public, press, Federal agencies

Agency Management Report (AMR)
Highlights agency results, trends, comparisons to other agencies' and governmentwide results.
Intended Audience: Departments and large agencies

Trend Reports
Agency and first-level results for current and previous survey administrations, and indicates whether the year-over-year differences were statistically significant or not.
Intended audience: Agency and subagency leadership

Subagency Comparison Report
A report for components with at least two subcomponents underneath it. Provides the lists all of the subcomponents and their results together to allow for easy comparison.
Intended audience: Agency and subagency leadership

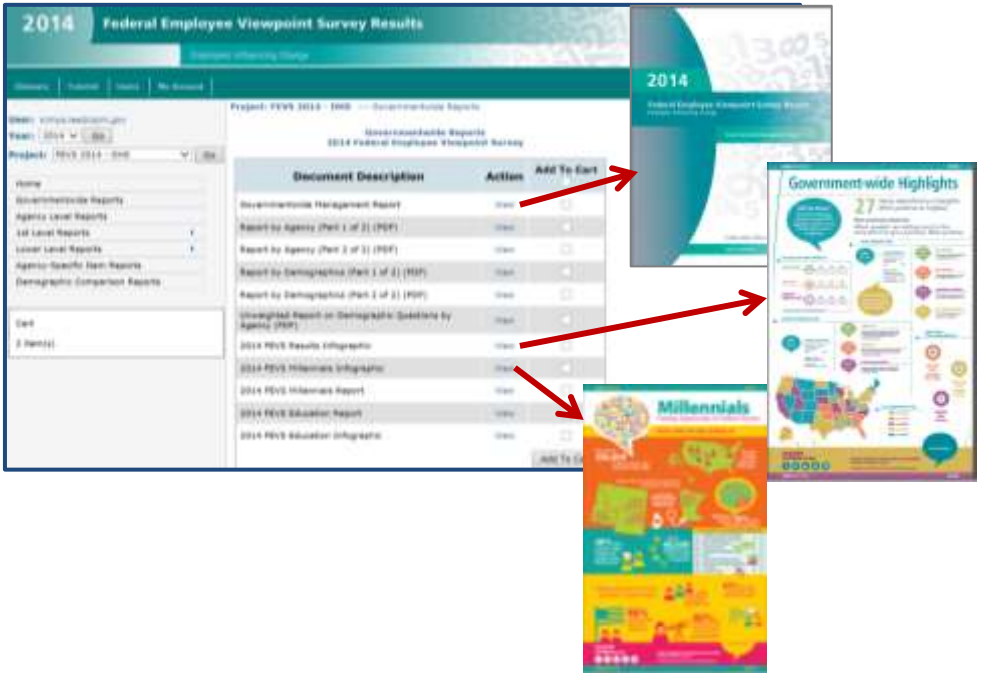
Subagency Breakout Reports
Displays results for an individual component and the components it reports to.
Intended audience: Subagency managers/supervisors

Annual Employee Survey (AES) Report
AES regulations (5 CFR Part 250; Subpart C-Employee Surveys) require that each agency make the AES results available to the public by posting results on the agency website no later than 120 days after the agency completes survey administration. This report contains most of the information required; however each agency must also write a paragraph evaluating their survey results and post this on their website along with the report. The AES report is only available in Excel.
Intended audience: Agency leadership

Tools Designed for Agencies

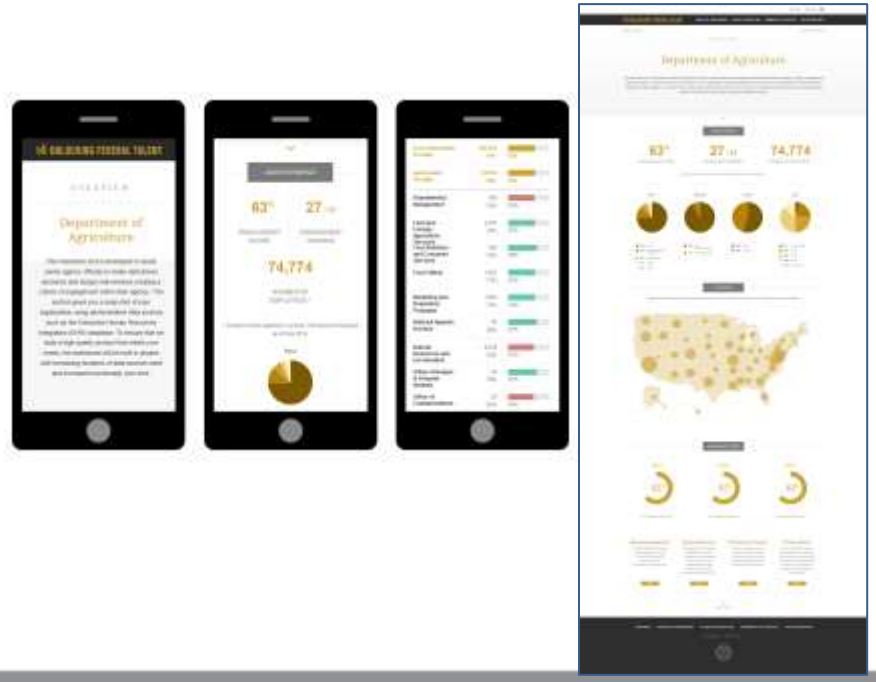
FEVS Online Reporting & Analysis Tool

— Web-based capability developed to enable agencies to run online analyses and display various types of reports in real time from a standard web browser.

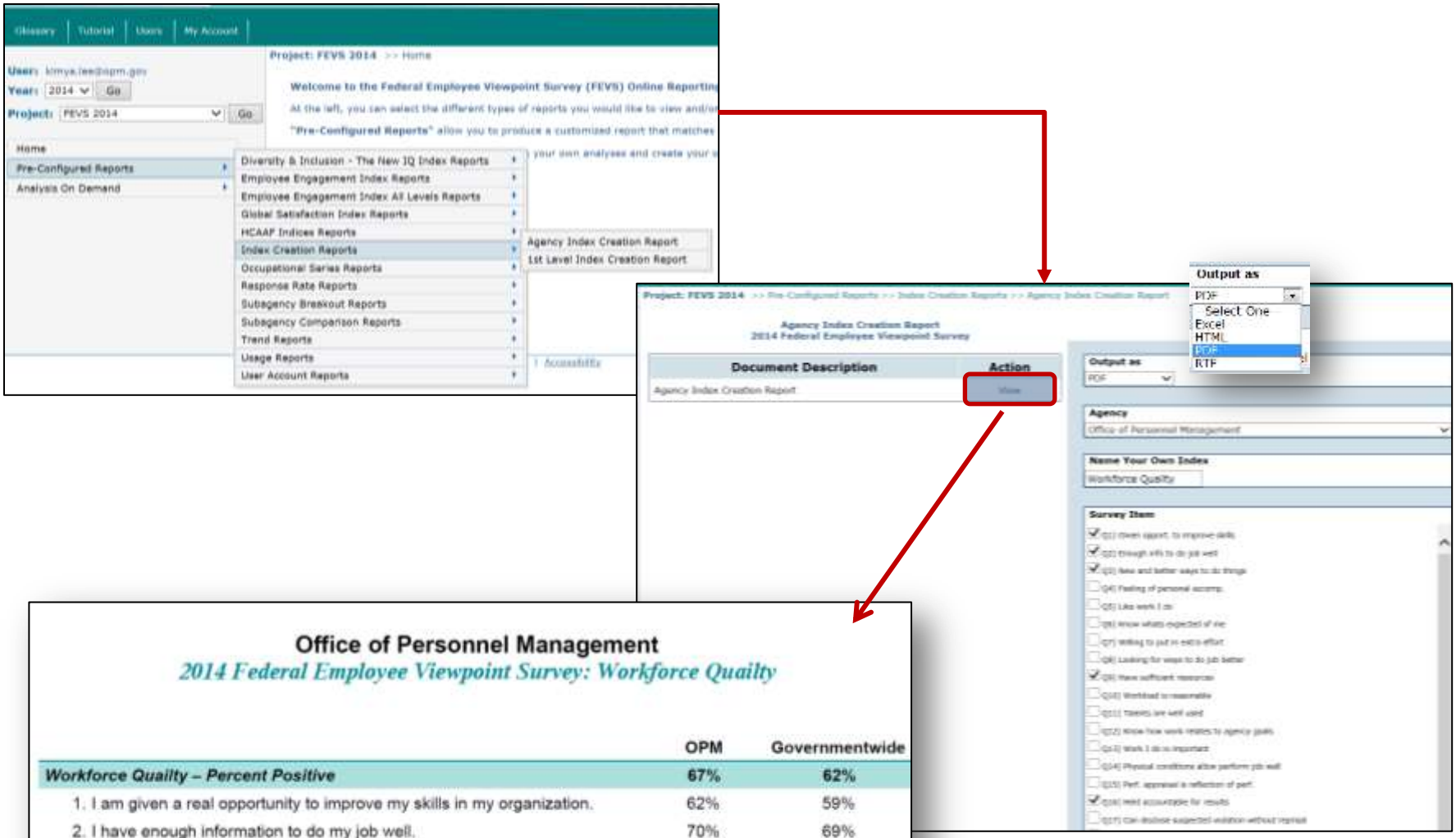


Unlocktalent.gov

— Comprehensive data visualization dashboard to help leadership make data-driven decisions and design initiatives to increase employee engagement.



Online Reporting & Analysis Tool

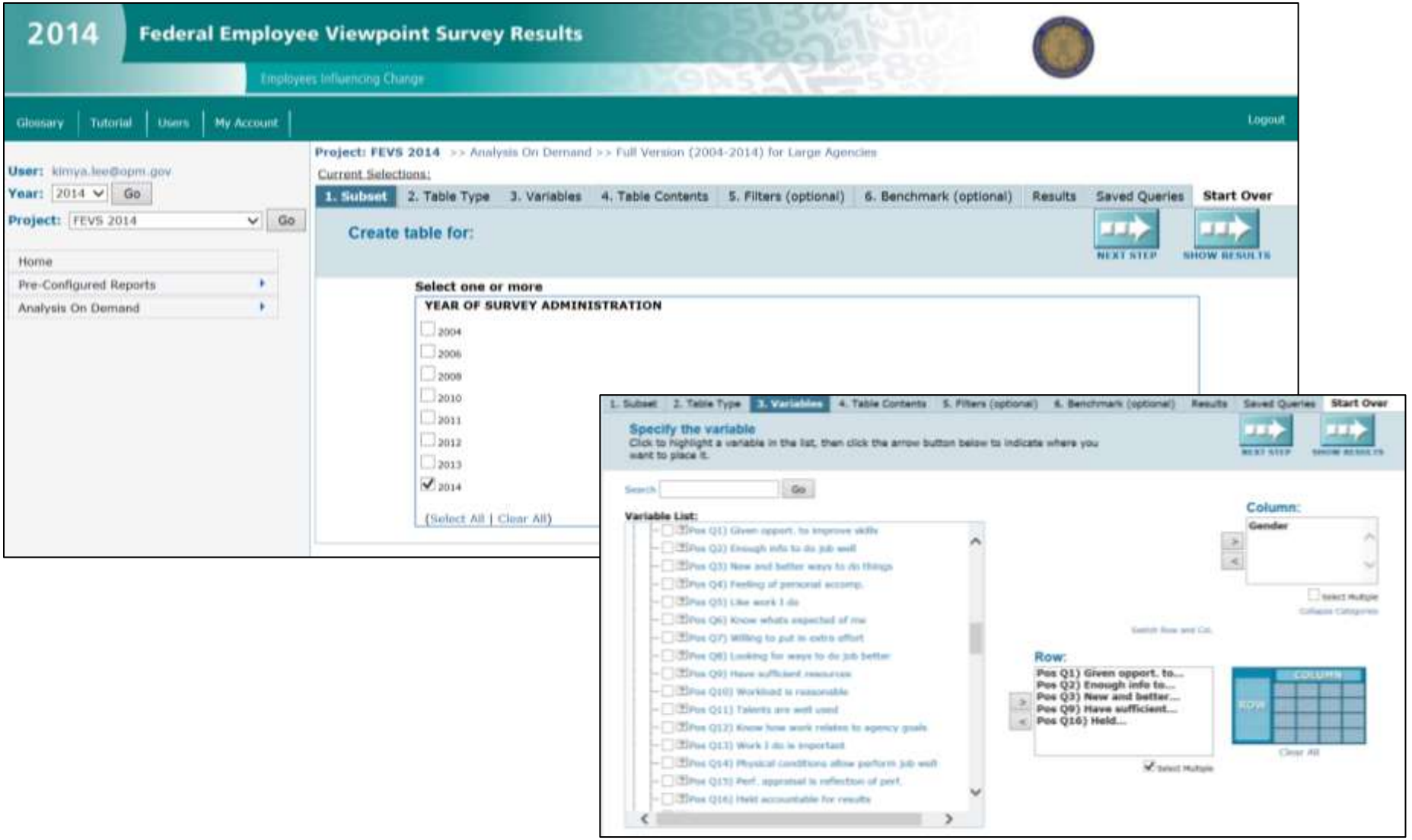


Office of Personnel Management

2014 Federal Employee Viewpoint Survey: Workforce Quality

	OPM	Governmentwide
Workforce Quality – Percent Positive	**67%**	**62%**
1. I am given a real opportunity to improve my skills in my organization.	62%	59%
2. I have enough information to do my job well.	70%	69%
3. I feel encouraged to come up with new and better ways of doing things.	60%	55%
9. I have sufficient resources (for example, people, materials, budget) to get my job done.	54%	45%
16. I am held accountable for achieving results.	90%	81%

Online Reporting & Analysis Tool



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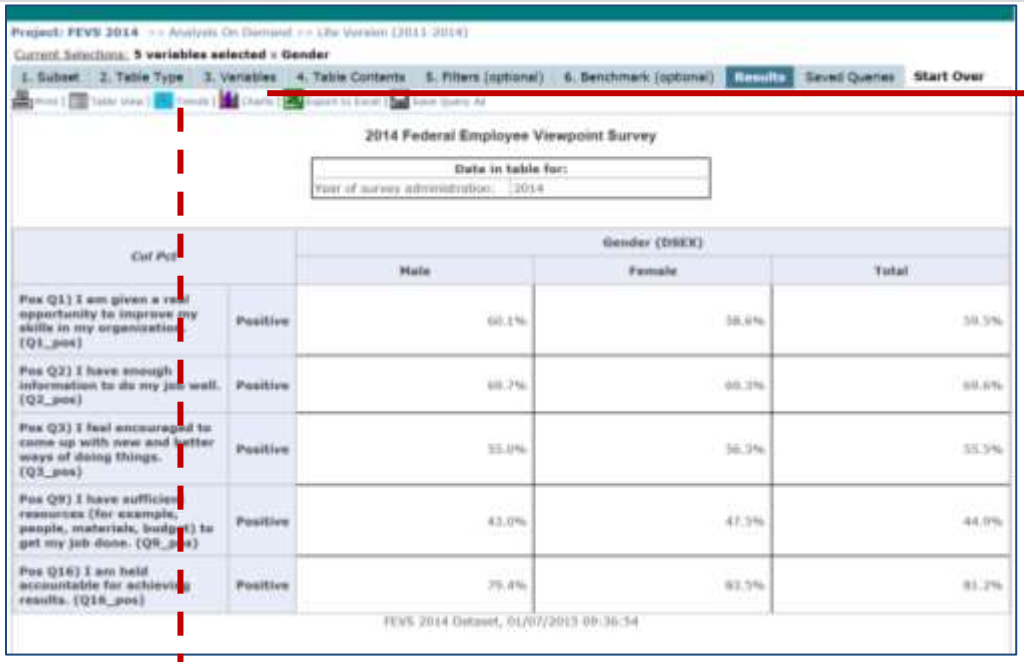

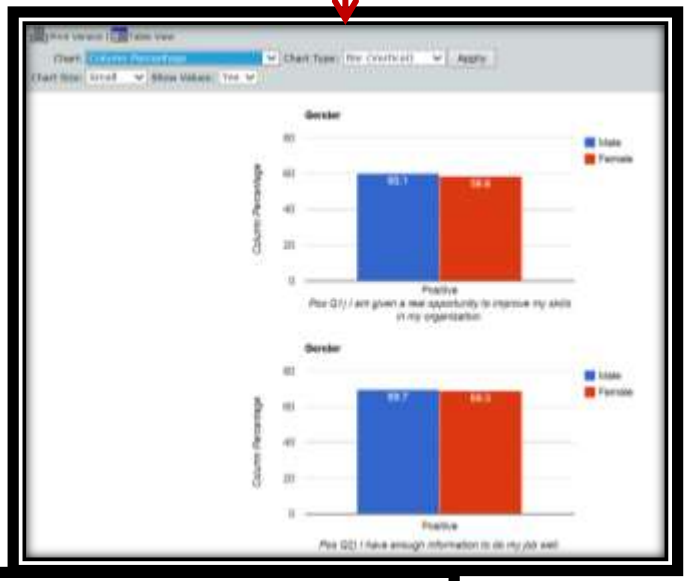

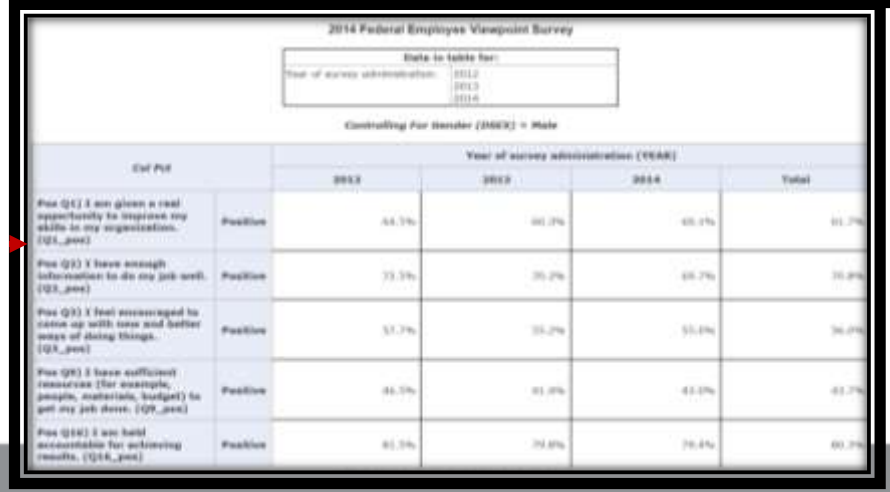

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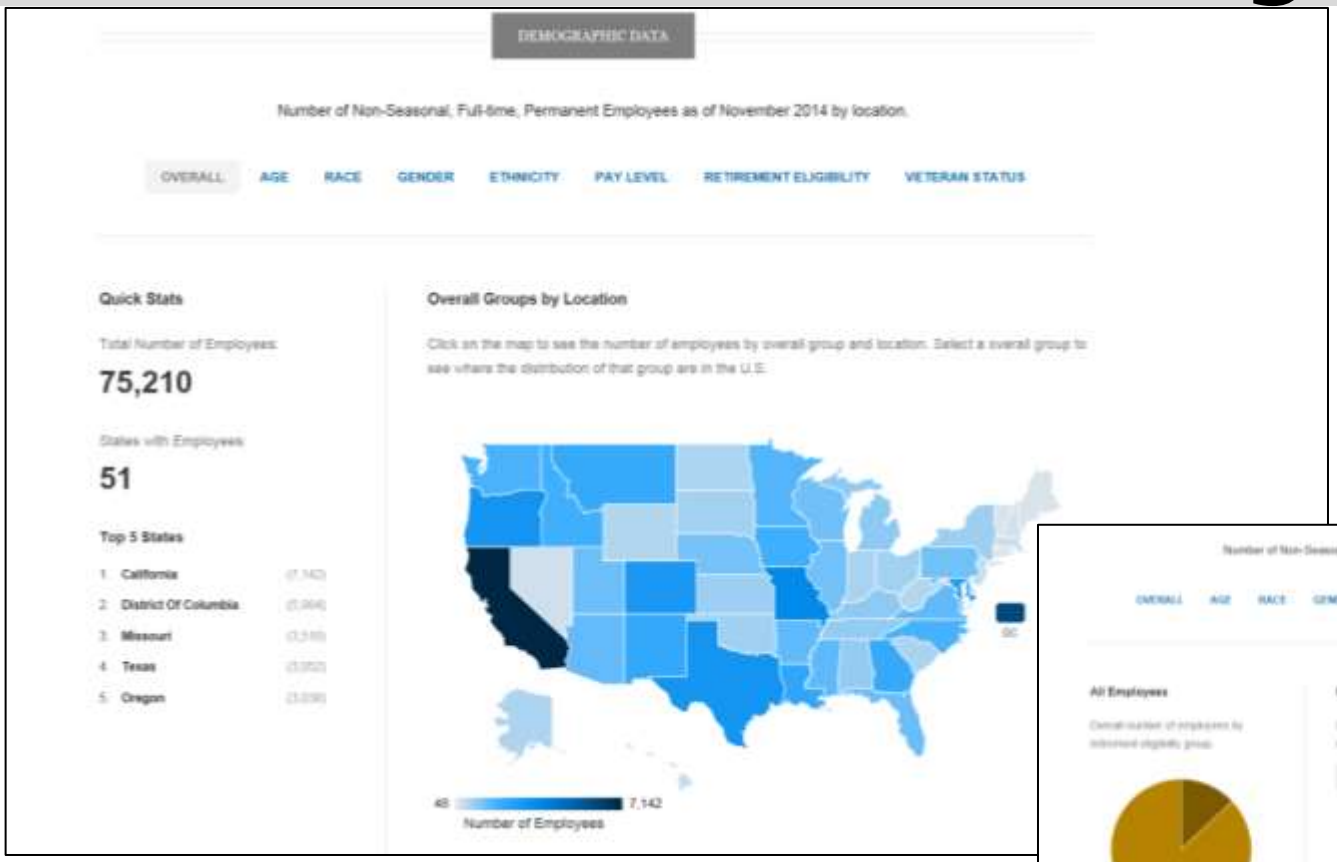

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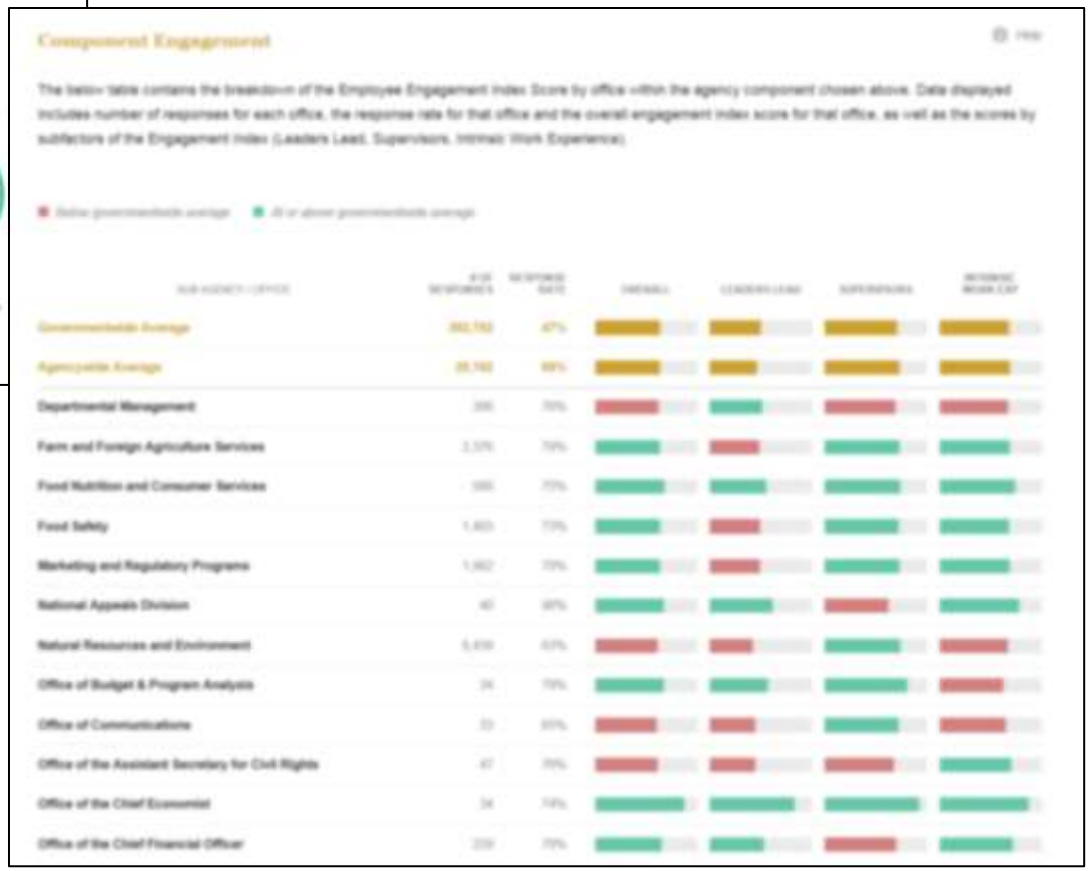

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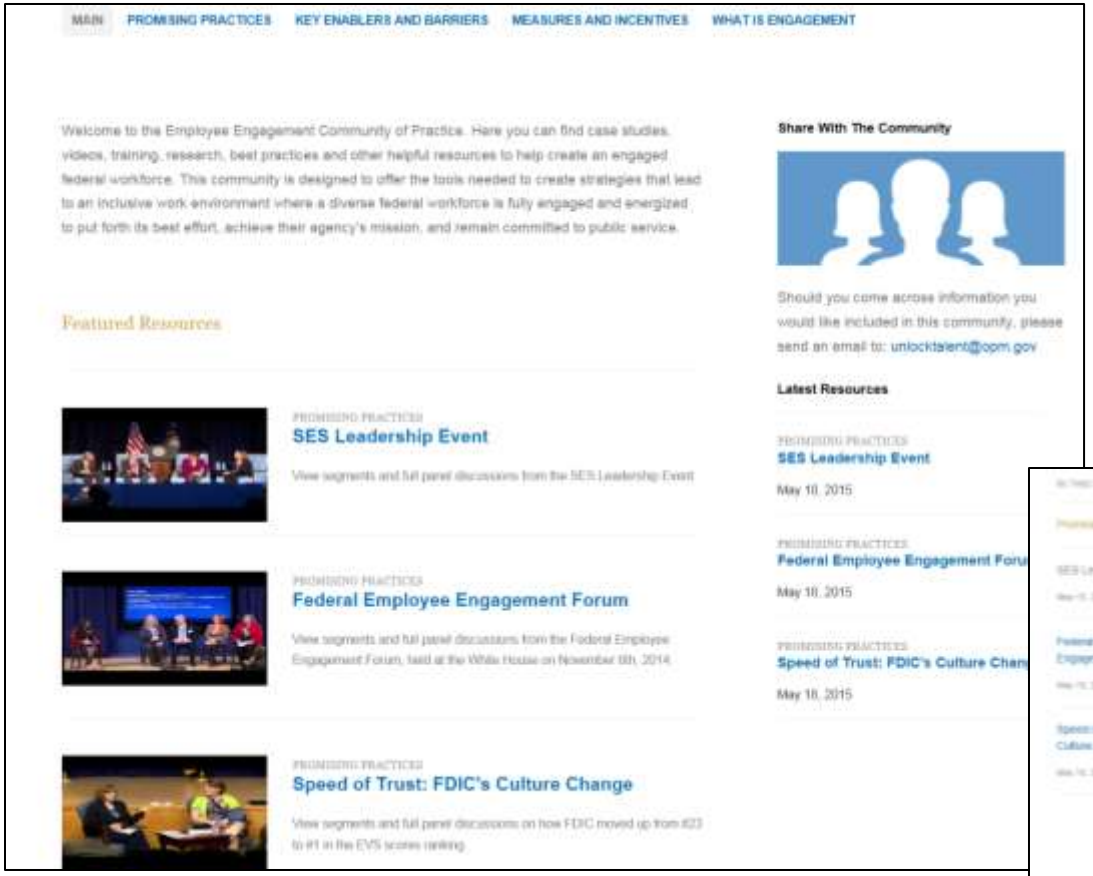

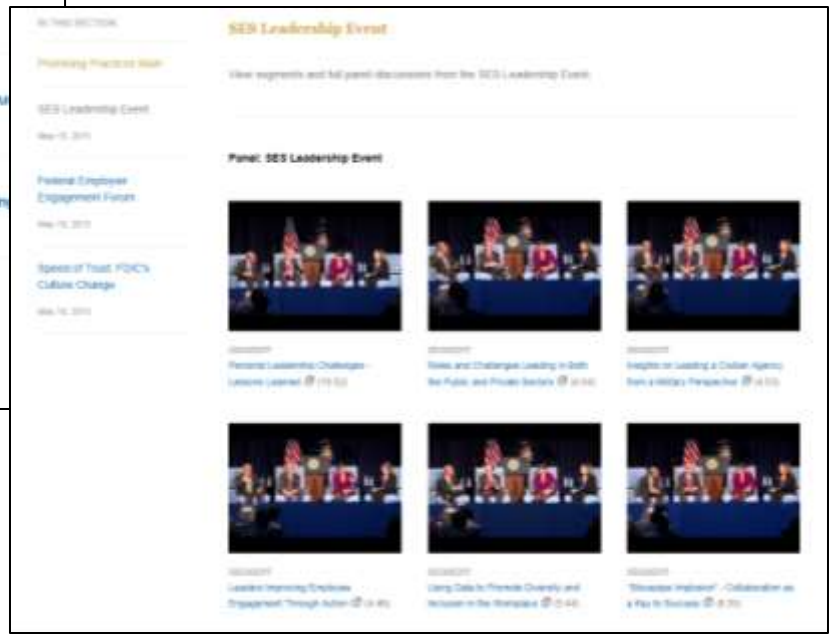

Future Developments

Partnering with Academic Researchers:

- We are developing research partnership with a number of universities

Posting Comprehensive Bibliography:

- Fernandez and colleagues identified over 40 peer-reviewed journal articles featuring FEVS data
- Ongoing initiative in our office to enumerate all peer-reviewed works inclusive of other literatures such as industrial/organizational psychology and survey methodology.
- We plan to post this list to our public page, with an automated mechanism for webpage visitors to notify the FEVS team of additional qualifying works.

Panel data set:

- Intriguing idea presented in the paper is the call for OPM to release a panel data set amenable to longitudinal data analyses.
- We recently released a consolidated public use file containing responses all the way back to 2004 coded forward to 2014 (see http://www.fedview.opm.gov/2014/EVSDATA/), but the same respondent is not uniquely identified across years.
- Perhaps a more efficient method would be to retroactively compile such a data set. This would be challenging since not all agencies are a census and it is unlikely the same sets of individuals respond year in and year out.

Synthetic data

- Methods pioneered by Dr. Jerome Reiter and colleagues from Duke University could be a fruitful avenue to creatively accomplish this task while protecting the confidentiality of survey respondents.

Just The Numbers

392,752 employees

48,774 offices

87 agencies

454 variables

76,788,944 data points*

Resources

- General Inquiries
  EVS@opm.gov
- FEVS Public Website
  http://www.fedview.opm.gov/
- Direct link to request Public Release Data Files
  http://www.fedview.opm.gov/2014/EVSDATA/
- Unlocking Federal Talent Dashboard Press Release
  http://www.opm.gov/news/releases/2014/07/opm-releases-unlocktalentgov-dashboard/