Department of Homeland Security

Mission Statement: “With honor and integrity, we will safeguard the American people, our homeland, and our values.” (Source: dhs.gov)

DEPARTMENTAL FACTS

EMPLOYEES* 183,230

TOP 5 EMPLOYEE LOCATIONS

1. U.S. Suppressed: 144,586
2. D.C.: 14,127
3. Virginia: 6,392
4. Maryland: 3,223
5. California: 1,658

Note: For security purposes, FedScope does not provide location information for certain law enforcement employees.

BUDGET INFORMATION

USASpending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding.

For DHS profile: usaspending.gov/#/agency/766
For FY 2020 spending by agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th></th>
<th>DHS</th>
<th>Government-wide</th>
<th>U.S. Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below High School</td>
<td>8,262</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School or Equivalency</td>
<td>55,330</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>45,465</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelors</td>
<td>49,029</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masters</td>
<td>15,132</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctorate</td>
<td>1,892</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>8,120</td>
<td></td>
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</tbody>
</table>

Note: Employment numbers at the Department of Homeland Security exclude uniformed members of the Coast Guard. Find more information at dmdc.osd.mil/appj/dwp/dwp_reports.jsp

Unless otherwise noted, all data are for full-time, nonseasonal, permanent employees as of December 2020. (fedscope.opm.gov)

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

<table>
<thead>
<tr>
<th></th>
<th>DHS</th>
<th>Government-wide</th>
<th>U.S. Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>DHS</td>
<td>9.4%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government-wide</td>
<td>6.8%</td>
<td></td>
<td></td>
</tr>
<tr>
<td>U.S. Labor Force</td>
<td>19.7%</td>
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</table>

ATTRITION RATES (FY 2019)

<table>
<thead>
<tr>
<th></th>
<th>DHS</th>
<th>Government-wide</th>
</tr>
</thead>
<tbody>
<tr>
<td>DHS</td>
<td>5.4%</td>
<td></td>
</tr>
<tr>
<td>Government-wide</td>
<td>6.1%</td>
<td></td>
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</table>

Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

EMPLOYEES ELIGIBLE FOR RETIREMENT

<table>
<thead>
<tr>
<th></th>
<th>End of year 2019</th>
<th>End of year 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>DHS SES</td>
<td>37.0%</td>
<td>59.4%</td>
</tr>
<tr>
<td>DHS all employees</td>
<td>13.9%</td>
<td>28.2%</td>
</tr>
<tr>
<td>Government-wide SES</td>
<td>18.1%</td>
<td>32.2%</td>
</tr>
<tr>
<td>Gov’t-wide SES</td>
<td>18.1%</td>
<td>32.2%</td>
</tr>
<tr>
<td>Gov’t-wide all employees</td>
<td>18.1%</td>
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</tr>
</tbody>
</table>

Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.
DIVERSITY OF LEADERSHIP

CAREER SENIOR EXECUTIVE SERVICE BY SEX

CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY

KEY LEADERSHIP VACANCIES

Key leadership positions include presidential appointments such as Cabinet secretaries, deputy and assistant secretaries, and other full-time critical leadership positions needing Senate confirmation.

See: Partnership for Public Service and Washington Post Political Appointee Tracker (ourpublicservice.org/political-appointee-tracker/)

SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS

2,190,461

twitter.com/DHSgov

INSTAGRAM FOLLOWERS

107,115

instagram.com/dhsgov

FACEBOOK FOLLOWERS

884,789

facebook.com/homelandsecurity

LINKEDIN FOLLOWERS

409,025

linkedin.com/company/us-department-of-homeland-security

Numbers are current as of March 3, 2021.
EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)

Employee engagement is defined as employee satisfaction, commitment, and willingness to put in discretionary effort.

See: Best Places to Work in the Federal Government® (bestplacestowork.org)

EMPLOYEE CONFIDENCE IN WHISTLEBLOWER PROTECTIONS

Percentage of respondents who agreed or strongly agreed that “I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.”

See: Best Places to Work in the Federal Government® (bestplacestowork.org)

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- Strengthening the Department of Homeland Security management functions.*
- National Flood Insurance Program.
- Ensuring the cybersecurity of the nation (multiple agencies).*
- Ensuring the effective protection of technologies critical to U.S. national security interests (multiple agencies).
- Improving federal oversight of food safety (multiple agencies).
- Limiting the federal government’s fiscal exposure by better managing climate change risks (multiple agencies).
- Managing federal real property (multiple agencies).
- National efforts to prevent, respond to, and recover from drug misuse (multiple agencies).

*High risk areas as related to skills gaps caused by insufficient number of staff, inadequate workforce planning, and a lack of training in critical skills.

See: Government Accountability Office 2021 High Risk List (gao.gov/highrisk/overview)
PERFORMANCE INDICATORS (CONTINUED)

GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE*

*Defined as the percentage of GAO's recommendations from 2014 that the agency has implemented as of November 2018


IT MODERNIZATION

The House Committee on Oversight and Reform issues report cards that grade each agency's compliance with the Federal Information Technology Acquisition Reform Act.


TOP MANAGEMENT CHALLENGES


AUTHORIZING LEGISLATION NEEDED

Some programs lack reauthorization and continue to receive funding. Operating on a long-term basis without a reauthorization bill means that agencies lose an opportunity to obtain legislative changes addressing policy and programmatic challenges or to make adjustment to operate more effectively.