

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

Below High School	8,262
High School or Equivalency	55,330
Between HS & Bachelors	45,465
Bachelors	49,029
Masters	15,132
Doctorate	1,892
Other	8,120

*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

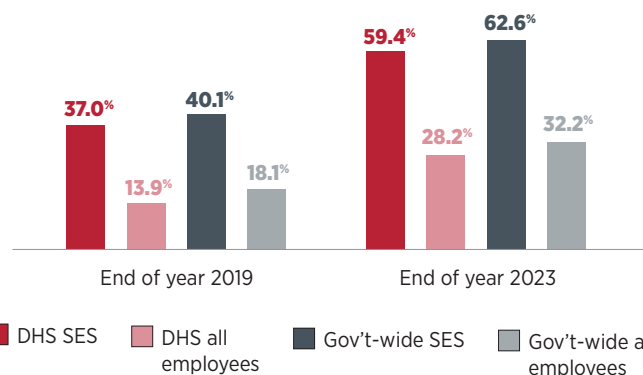
DHS	9.4%
Government-wide	6.8%
U.S. Labor Force	19.7%

ATTRITION RATES (FY 2019)

DHS	5.4%
Government-wide	6.1%

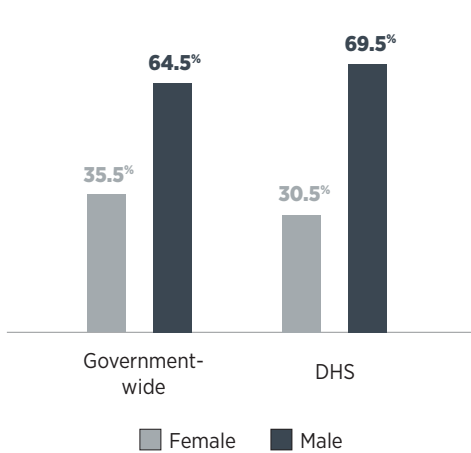
Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

EMPLOYEES ELIGIBLE FOR RETIREMENT

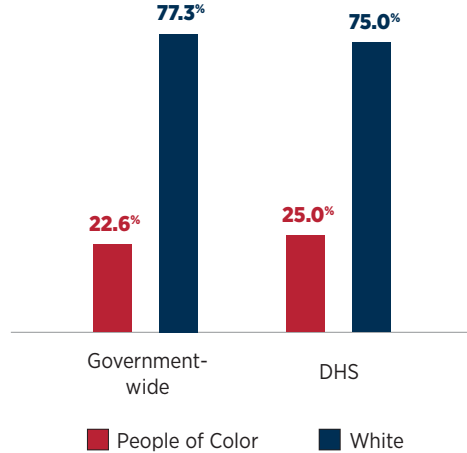


DIVERSITY OF LEADERSHIP

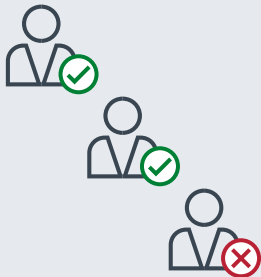
CAREER SENIOR EXECUTIVE SERVICE BY SEX



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

FACEBOOK FOLLOWERS

 **884,789**
facebook.com/homelandsecurity

INSTAGRAM FOLLOWERS

 **107,115**
instagram.com/dhsgov

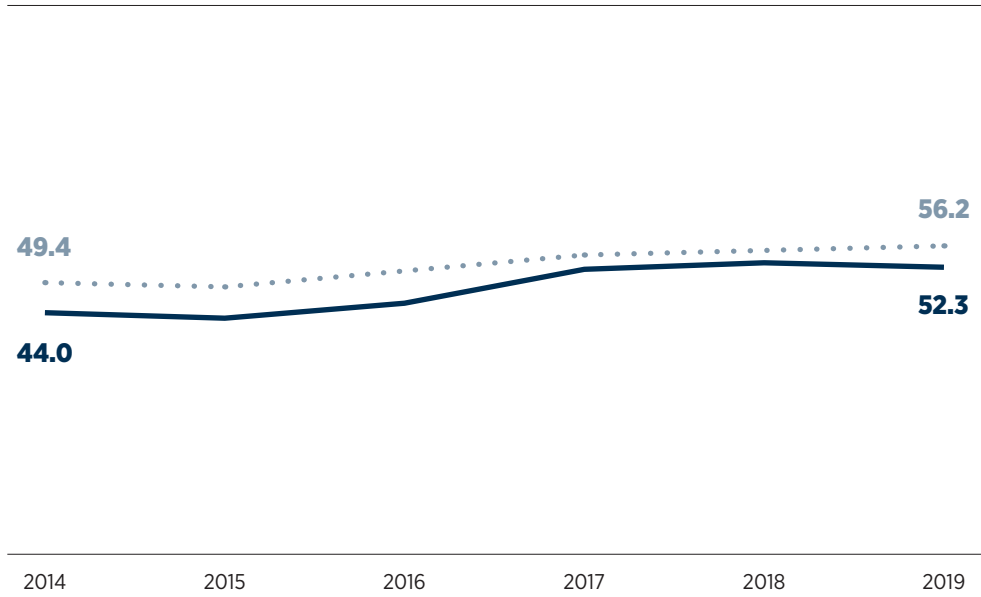
LINKEDIN FOLLOWERS

 **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)



17

out of 17 large agencies
(2019 rankings)

DHS BPTW Engagement Score

2019 Government-wide BPTW
Engagement Score: **61.7**

DHS Innovation Category Score

2019 Government-wide Innovation
Category Score: **64.4**

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

See: Best Places to Work in the Federal Government® (bestplacetowork.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®

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](https://www.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

See: GAO-19-ISP, Priority Open Recommendations, Department of Homeland Security ([gao.gov/assets/700/698725.pdf](https://www.gao.gov/assets/700/698725.pdf))

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.

See: House Committee on Oversight and Reform Biannual Scorecard - December 2020. (oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%2011.pdf)

TOP MANAGEMENT CHALLENGES



See: Major Management and Performance Challenges Facing the Department of Homeland Security, November 10, 2020 (oversight.gov/sites/default/files/oig-reports/OIG-21-07-Nov20.pdf)

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.

See: Expired and Expiring Authorizations of Appropriations for Fiscal Year 2021—Information for Legislation Enacted Through December 23, 2020 ([cbo.gov/publication/56959](https://www.cbo.gov/publication/56959))