Department of Energy

Mission Statement: “To ensure America’s security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions.” (Source: energy.gov)

DEPARTMENTAL FACTS

EMPLOYEES

14,131

TOP 5 EMPLOYEE LOCATIONS

1. D.C.: 3,910
2. Washington: 1,947
3. Oregon: 1,192
4. New Mexico: 856
5. Maryland: 816

BUDGET INFORMATION

USAspending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding. For DOE profile: usaspending.gov/#/agency/930
For FY 2020 spending by agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th>Below High School</th>
<th>14</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or Equivalency</td>
<td>1,630</td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>2,020</td>
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<tr>
<td>Bachelors</td>
<td>4,180</td>
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<tr>
<td>Masters</td>
<td>4,068</td>
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<tr>
<td>Doctorate</td>
<td>735</td>
</tr>
<tr>
<td>Other</td>
<td>1,484</td>
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EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

| DOE | 3.4% |
| Government-wide | 6.8% |
| U.S. Labor Force | 19.7% |

ATTRITION RATES (FY 2019)

| DOE | 6.0% |
| 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

End of year 2019

- DOE SES: 37.0%
- DOE all employees: 22.0%
- Gov’t-wide SES: 18.1%
- Gov’t-wide all employees: 37.7%

End of year 2023

- DOE SES: 32.2%
- DOE all employees: 32.2%
- Gov’t-wide SES: 62.6%
- Gov’t-wide all employees: 62.6%

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

**CAREER SENIOR EXECUTIVE SERVICE BY SEX**

<table>
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<th></th>
<th>Female</th>
<th>Male</th>
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<tbody>
<tr>
<td>Government-wide</td>
<td>35.5%</td>
<td>64.5%</td>
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<tr>
<td>DOE</td>
<td>24.1%</td>
<td>75.9%</td>
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<table>
<thead>
<tr>
<th></th>
<th>People of Color</th>
<th>White</th>
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<tbody>
<tr>
<td>Government-wide</td>
<td>22.6%</td>
<td>77.3%</td>
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<tr>
<td>DOE</td>
<td>17.0%</td>
<td>83.0%</td>
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**SOCIAL MEDIA PRESENCE**

**TWITTER FOLLOWERS**

786,831

twitter.com/ENERGY

**FACEBOOK FOLLOWERS**

145,814

facebook.com/energygov

**INSTAGRAM FOLLOWERS**

103,501

instagram.com/energy

**LINKEDIN FOLLOWERS**

108,131

linkedin.com/company/u-s--department-of-energy

Numbers are current as of March 3, 2021.

**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/)
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®

PERFORMANCE INDICATORS

2021 HIGH RISK AREAS

- U.S. government environmental liability (multiple agencies; DOE has largest share of liability).*
- DOE’s contract management for the National Nuclear Security Administration and Office of Environmental Management.*
- Improving federal management of programs that serve tribes and their members.*

*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

See: Priority Open Recommendations, Department of Energy (gao.gov/assets/700/698600.pdf)

IT MODERNIZATION

C+

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

4


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.