

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](https://www.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

Below High School	14
High School or Equivalency	1,630
Between HS & Bachelors	2,020
Bachelors	4,180
Masters	4,068
Doctorate	735
Other	1,484

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

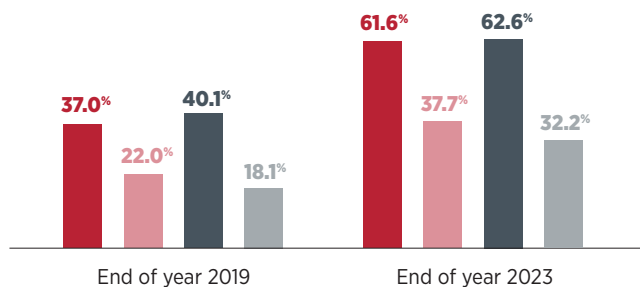
DOE	3.4%
Government-wide	6.8%
U.S. Labor Force	19.7%

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.

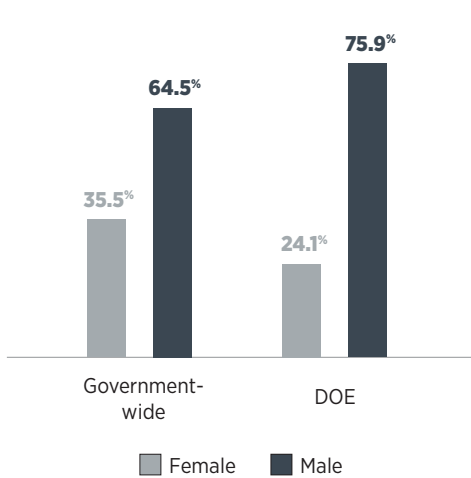
EMPLOYEES ELIGIBLE FOR RETIREMENT



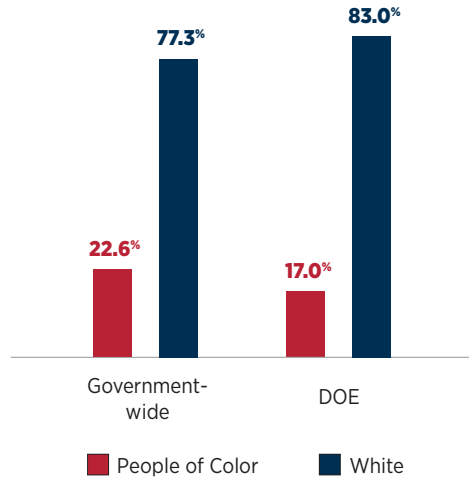
■ DOE SES
 ■ DOE all employees
 ■ Gov't-wide SES
 ■ Gov't-wide all employees

DIVERSITY OF LEADERSHIP

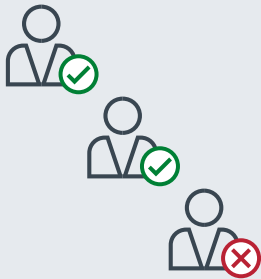
CAREER SENIOR EXECUTIVE SERVICE
BY SEX



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



FACEBOOK FOLLOWERS



INSTAGRAM FOLLOWERS



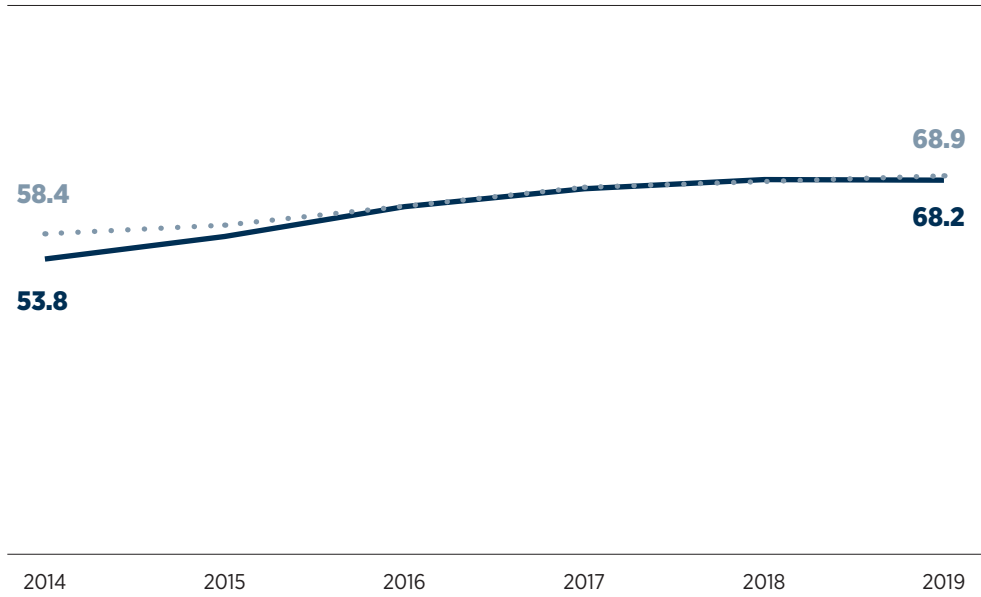
LINKEDIN FOLLOWERS



Numbers are current as of March 3, 2021.

EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



11

out of 25 midsize agencies
(2019 rankings)

DOE BPTW Engagement Score

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

DOE 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® (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](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: Priority Open Recommendations, Department of Energy (gao.gov/assets/700/698600.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: Management Challenges at the Department of Energy - Fiscal Year 2021, November 2020 (energy.gov/sites/prod/files/2020/11/f81/DOE-OIG-21-04.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)