

# Department of the Interior

**Mission Statement:** “To conserve and manage the Nation’s natural resources and cultural heritage for the benefit and enjoyment of the American people, and provide scientific and other information about natural resources and natural hazards to address societal challenges and create opportunities for the American people, and honor the Nation’s trust responsibilities or special commitments to American Indians, Alaska Natives, and affiliated island communities to help them prosper.” (Source: [doi.gov](https://www.doi.gov))

## DEPARTMENTAL FACTS

### EMPLOYEES

**48,834**

### TOP 5 EMPLOYEE LOCATIONS



- 1. Colorado:** 5,531
- 2. California:** 4,357
- 3. Virginia:** 3,015
- 4. U.S. Suppressed:** 2,349
- 5. New Mexico:** 2,283

**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 Interior profile: [usaspending.gov/#/agency/209](https://usaspending.gov/#/agency/209)

For FY 2020 spending by agency: [usaspending.gov/#/explorer/agency](https://usaspending.gov/#/explorer/agency)

### EDUCATIONAL BACKGROUND

Below High School	153
High School or Equivalency	9,589
Between HS & Bachelors	8,034
Bachelors	16,998
Masters	8,982
Doctorate	2,114
Other	2,964

## EMPLOYEE DEMOGRAPHICS

### EMPLOYEES AGES 20 TO 29

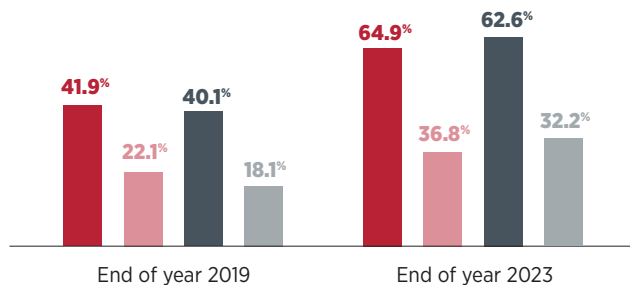
<b>Interior</b>	<b>5.1%</b>
Government-wide	6.8%
U.S. Labor Force	19.7%

### ATTRITION RATES (FY 2019)

<b>Interior</b>	<b>6.3%</b>
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.

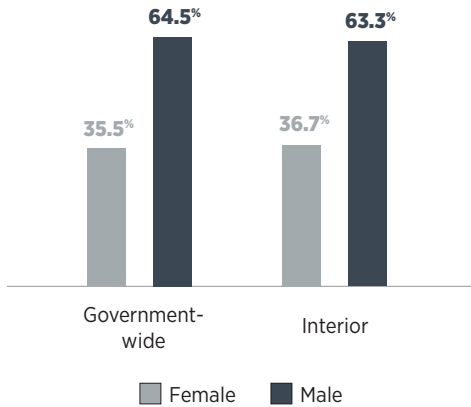
### EMPLOYEES ELIGIBLE FOR RETIREMENT



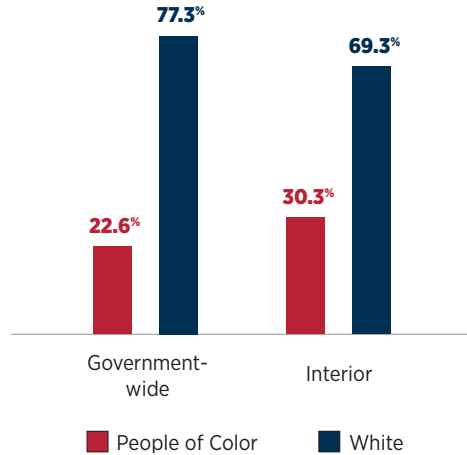
Interior SES Interior all employees Gov't-wide SES Gov't-wide all employees

## DIVERSITY OF LEADERSHIP

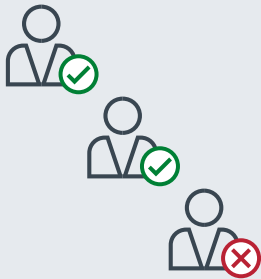
CAREER SENIOR EXECUTIVE SERVICE  
BY SEX



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/](https://ourpublicservice.org/political-appointee-tracker/))

## SOCIAL MEDIA PRESENCE

TWITTER FOLLOWERS

 **4,957,489**  
[twitter.com/Interior](https://twitter.com/Interior)

FACEBOOK FOLLOWERS

 **804,389**  
[facebook.com/USInterior](https://facebook.com/USInterior)

INSTAGRAM FOLLOWERS

 **2,220,719**  
[instagram.com/usinterior](https://instagram.com/usinterior)

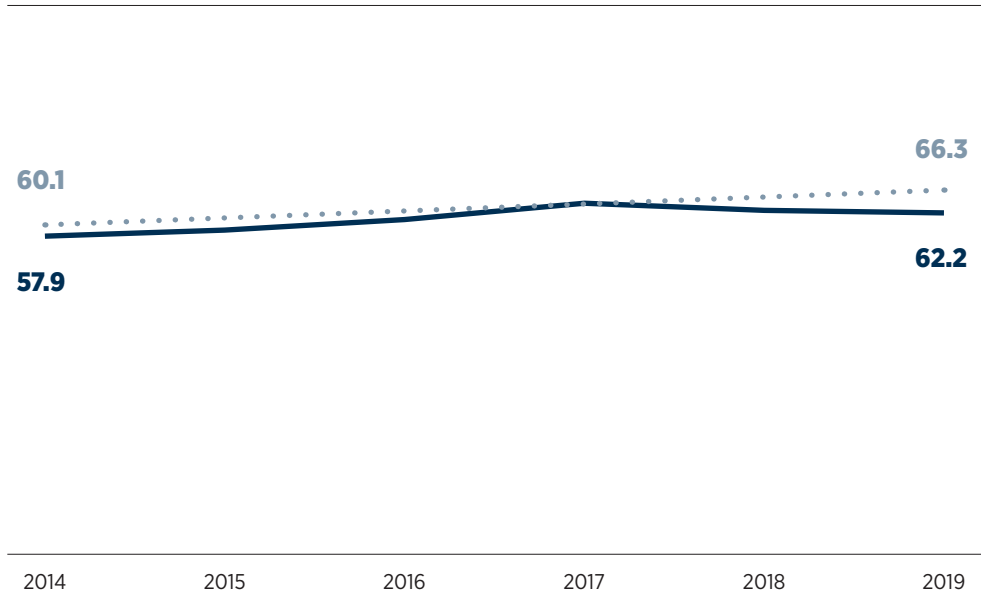
LINKEDIN FOLLOWERS

 **90,146**  
[linkedin.com/company/department-of-the-interior](https://linkedin.com/company/department-of-the-interior)

Numbers are current as of March 3, 2021.

## EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



10

out of 17 large agencies  
(2019 rankings)

### Interior BPTW Engagement Score

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

### Interior 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](http://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

- Management of federal oil and gas resources.\*
- Improving federal management of programs that serve tribes and their members.\*
- 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:** Priority Open Recommendations, Department of the Interior ([gao.gov/assets/700/698635.pdf](https://www.gao.gov/assets/700/698635.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](https://oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%2011.pdf))

## TOP MANAGEMENT CHALLENGES



**See:** Inspector General’s Statement Summarizing the Major Management and Performance Challenges Facing the U.S. Department of the Interior, FY 2020, November 2020 ([doioig.gov/sites/doioig.gov/files/FinalReport\\_TMC2020\\_111220.pdf](https://www.doioig.gov/sites/doioig.gov/files/FinalReport_TMC2020_111220.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))