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)

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

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

EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th>Below High School</th>
<th>153</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School or Equivalency</td>
<td>9,589</td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>8,034</td>
</tr>
<tr>
<td>Bachelors</td>
<td>16,998</td>
</tr>
<tr>
<td>Masters</td>
<td>8,982</td>
</tr>
<tr>
<td>Doctorate</td>
<td>2,114</td>
</tr>
<tr>
<td>Other</td>
<td>2,964</td>
</tr>
</tbody>
</table>

EMPLOYEE DEMOGRAPHICS

EMPLOYEES AGES 20 TO 29

<table>
<thead>
<tr>
<th>Interior</th>
<th>5.1%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>6.8%</td>
</tr>
<tr>
<td>U.S. Labor Force</td>
<td>19.7%</td>
</tr>
</tbody>
</table>

ATTRITION RATES (FY 2019)

<table>
<thead>
<tr>
<th>Interior</th>
<th>6.3%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>6.1%</td>
</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.

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**

![Bar chart showing female and male percentages for government-wide and Interior.]

**CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY**

![Bar chart showing percentages of people of color and white for government-wide and Interior.]

**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**

4,957,489
twitter.com/Interior

**FACEBOOK FOLLOWERS**

804,389
facebook.com/USInterior

**INSTAGRAM FOLLOWERS**

2,220,719
instagram.com/usinterior

**LINKEDIN FOLLOWERS**

90,146
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)

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

- 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)
PERFORMANCE INDICATORS
(CONTINUED)

GAO PRIORITY OPEN RECOMMENDATION IMPLEMENTATION RATE*

<table>
<thead>
<tr>
<th>Interior</th>
<th>78%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government-wide</td>
<td>77%</td>
</tr>
</tbody>
</table>

*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)

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.

See: House Committee on Oversight and Reform Biannual Scorecard - December 2020 (oversight.house.gov/sites/democrats.oversight.house.gov/files/FITARA%20Scorecard%202021.pdf)

TOP MANAGEMENT CHALLENGES

9


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.