Department of Health and Human Services

Mission Statement: “To enhance the health and well-being of all Americans.” (Source: hhs.gov)

DEPARTMENTAL FACTS

EMPLOYEES*

64,473

TOP 5 EMPLOYEE LOCATIONS

1. Maryland: 30,670
2. Georgia: 7,444
3. Arizona: 3,885
4. D.C.: 3,207
5. New Mexico: 3,013

BUDGET INFORMATION

USAspending.gov is an official website of the U.S. government that provides an interactive way to explore federal funding.

For HHS profile: usaspending.gov/#/agency/806
For FY 2020 spending by agency: usaspending.gov/#/explorer/agency

EDUCATIONAL BACKGROUND

<table>
<thead>
<tr>
<th>Educational Level</th>
<th>HHS</th>
<th>Government-wide</th>
<th>U.S. Labor Force</th>
</tr>
</thead>
<tbody>
<tr>
<td>Below High School</td>
<td>613</td>
<td></td>
<td></td>
</tr>
<tr>
<td>High School or Equivalency</td>
<td>6,053</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Between HS &amp; Bachelors</td>
<td>10,215</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bachelors</td>
<td>14,728</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masters</td>
<td>13,465</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctorate</td>
<td>7,347</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other</td>
<td>12,052</td>
<td></td>
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</tbody>
</table>

*Employment numbers at the Department of Health and Human Services exclude uniformed members of the U.S. Public Health Service Commissioned Corps. Find more information at usphs.gov/media/gjwha2tw/about-us-factsheet.pdf

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

<table>
<thead>
<tr>
<th>Category</th>
<th>HHS 5.0%</th>
<th>Government-wide 6.8%</th>
<th>U.S. Labor Force 19.7%</th>
</tr>
</thead>
</table>

ATTRITION RATES (FY 2019)

<table>
<thead>
<tr>
<th>Category</th>
<th>HHS 5.7%</th>
<th>Government-wide 6.1%</th>
</tr>
</thead>
</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.

EMPLOYEES ELIGIBLE FOR RETIREMENT

End of year 2019

- HHS SES: 29.6%
- HHS all employees: 40.1%
- Gov’t-wide SES: 53.8%
- Gov’t-wide all employees: 62.6%

End of year 2023

- HHS SES: 32.6%
- HHS all employees: 32.2%
- Gov’t-wide SES: 32.6%
- Gov’t-wide all employees: 32.2%
DIVERSITY OF LEADERSHIP

CAREER SENIOR EXECUTIVE SERVICE BY SEX

<table>
<thead>
<tr>
<th></th>
<th>Government-wide</th>
<th>HHS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>35.5%</td>
<td>56.6%</td>
</tr>
<tr>
<td>Male</td>
<td>64.5%</td>
<td>43.4%</td>
</tr>
</tbody>
</table>

CAREER SENIOR EXECUTIVE SERVICE BY RACE AND ETHNICITY

<table>
<thead>
<tr>
<th></th>
<th>Government-wide</th>
<th>HHS</th>
</tr>
</thead>
<tbody>
<tr>
<td>People of Color</td>
<td>22.6%</td>
<td>29.3%</td>
</tr>
<tr>
<td>White</td>
<td>77.3%</td>
<td>70.7%</td>
</tr>
</tbody>
</table>

SOCIAL MEDIA PRESENCE

**TWITTER FOLLOWERS**

1,066,696

[link to twitter](twitter.com/HHSgov)

**FACEBOOK FOLLOWERS**

319,194

[link to facebook](facebook.com/HHS)

**INSTAGRAM FOLLOWERS**

58,596

[link to instagram](instagram.com/hhsgov)

**LINKEDIN FOLLOWERS**

277,851

[link to linkedin](linkedin.com/company/us-department-of-health-and-human-services)

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/](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

- Improving Federal Oversight of Food Safety (multiple agencies).
- Protecting Public Health through Enhanced Oversight of Medical Products.*
- Medicare Program & Improper Payments.
- Strengthening Medicaid Program Integrity.
- Improving Federal Management of Programs that Serve Tribes and their Members (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)
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 Health and Human Services (gao.gov/assets/700/698322.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/demo-crats.oversight.house.gov/files/FITARA%20Scorecard%202021.pdf)

TOP MANAGEMENT CHALLENGES


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.