

Department of State

Mission Statement: “The U.S. Department of State leads America’s foreign policy through diplomacy, advocacy, and assistance by advancing the interests of the American people, their safety and economic prosperity.”
(Source: state.gov)

DEPARTMENTAL FACTS

EMPLOYEES*

9,988

TOP 5 EMPLOYEE LOCATIONS



1. **D.C.:** 7,080
2. **South Carolina:** 594
3. **U.S. Suppressed:** 429
4. **New Hampshire:** 398
5. **Texas:** 181

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 State profile: usaspending.gov/#/agency/315

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

EDUCATIONAL BACKGROUND

Below High School	89
High School or Equivalency	2,322
Between HS & Bachelors	941
Bachelors	3,241
Masters	2,732
Doctorate	360
Other	303

*Employment numbers at the State Department exclude Foreign Service Officers and Locally Employed Staff, as these employees are not included in data collected by the Office of Personnel Management. According to State Department data, in December 2020 the agency employed 13,516 Foreign Service Officers and 50,451 Locally Employed Staff. Find more information at state.gov/wp-content/uploads/2021/01/GTM_Factsheet1220-1.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

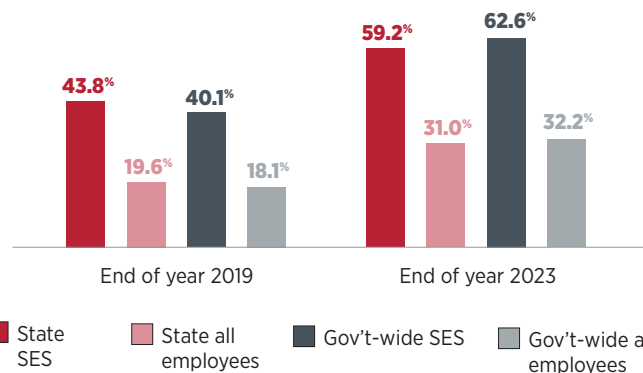
State	5.1%
Government-wide	6.8%
U.S. Labor Force	19.7%

ATTRITION RATES (FY 2019)

State	5.3%
Government-wide	6.1%

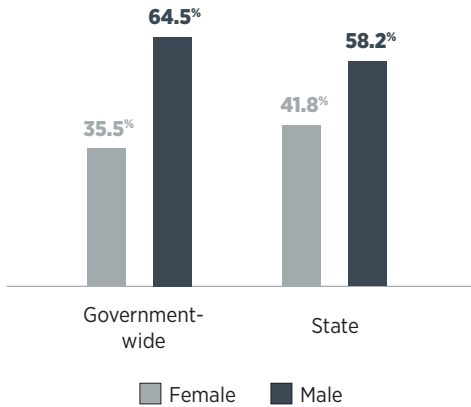
Note: Attrition is defined as the number of voluntary separations from federal civil service in fiscal 2019 as a share of the total employees onboard at the beginning of the fiscal year.

EMPLOYEES ELIGIBLE FOR RETIREMENT

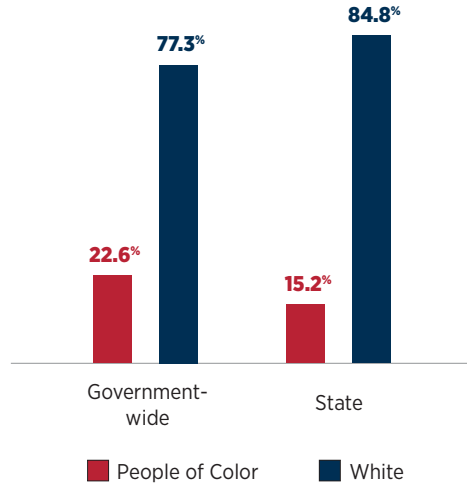


DIVERSITY OF LEADERSHIP

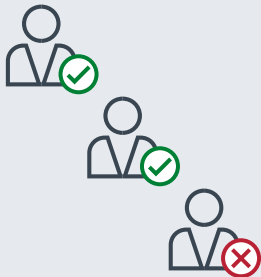
CAREER SENIOR EXECUTIVE SERVICE BY SEX



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

 **6,114,440**
twitter.com/StateDept

FACEBOOK FOLLOWERS

 **2,304,604**
facebook.com/statedept

INSTAGRAM FOLLOWERS

 **600,892**
instagram.com/statedept

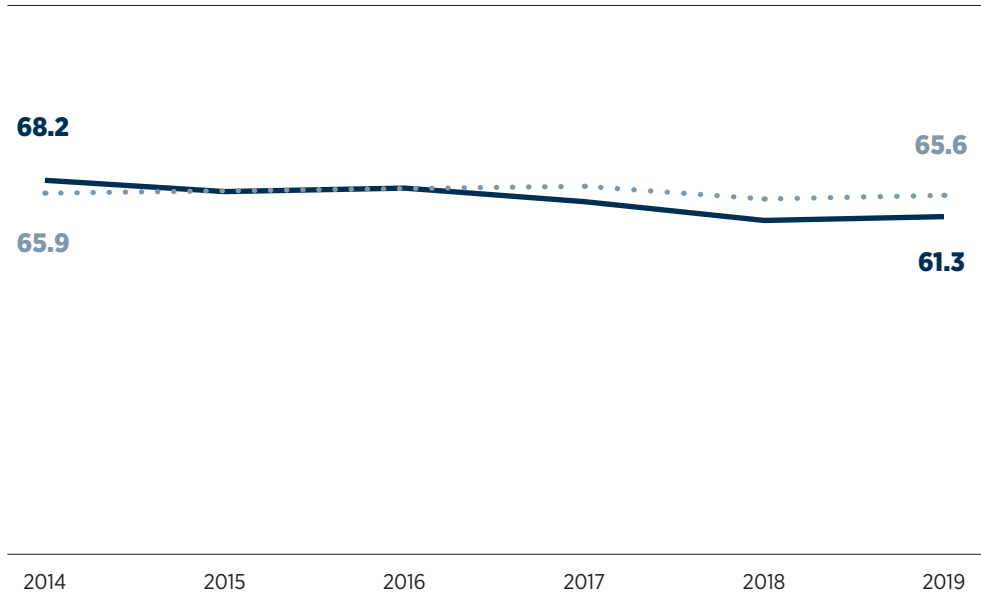
LINKEDIN FOLLOWERS

 **471,951**
linkedin.com/company/doscareers

Numbers are current as of March 3, 2021.

EMPLOYEE PERSPECTIVE

BEST PLACES TO WORK SCORES (OUT OF 100)



13

out of 17 large agencies
(2019 rankings)

State BPTW Engagement Score

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

State 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® ([bestplacetowork.org](https://www.bestplacetowork.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

- Ensuring the effective protection of technologies critical to U.S. national security interests (multiple agencies).
- National efforts to prevent, respond to, and recover from drug misuse (multiple agencies).

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 State ([gao.gov/assets/700/698495.pdf](https://www.gao.gov/assets/700/698495.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: Inspector General Statement on the Department of State’s Major Management and Performance Challenges, Fiscal Year 2020 (oversight.house.gov/sites/default/files/oig-reports/FY%202020%20IG%20Letter%20on%20Department%20Management%20Challenges_FINAL.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))