FROM: Laura Huerta Migus, Senior Official Performing the Duties of the IMLS Director

SUBJECT: Federal Employee Viewpoint Survey: Assessment Statement

DATE: October 28, 2024

The Institute of Museum and Library Services (IMLS) is pleased to share the results of our agency's 2024 Federal Employee Viewpoint Survey (FEVS). The survey reveals strong positive scores, including an Engagement Index of 82%, a Leaders Lead score of 77%, a Supervisors subindex of 84%, and an Intrinsic Workplace subindex of 87%. Below is our analysis of these results and our focus areas for FY-2025. Through ongoing collaboration with our leadership team and employees, we remain committed to fostering a respectful and inclusive organizational culture that enhances employee engagement, communication, leadership development, and overall growth to better serve the American public.

Assessment of Evaluation Results:

The 2024 FEVS was administered to IMLS employees from May 21 to July 5, 2024, with a response rate of 73.2% (52 surveys completed out of 71 administered). These responses provided valuable feedback, offering insights into employees' perspectives on the IMLS workplace climate and culture. The agency's highest-scoring performance dimensions (90% and above) include:

- Employee-Focused: Employee Welfare
- Employee-Focused: Work-Life Support
- Goal-Oriented: Accountability and Goal Clarity
- Agile: Innovation
- Foundations: Customer Responsiveness

Compared to IMLS's 2023 FEVS results, several areas in workplace experience saw notable increases in positive responses, with improvements of 15% to 20% or more, including:

2024 Responses Showing 19%-24% Increases:

- "My talents are used well in the workplace."
- "My work unit commits resources to develop new ideas (e.g., budget, staff, time, expert support)."
- "How satisfied are you with the information you receive from management on what's going on in your organization?"

2024 Responses Showing 17%-19% Increases:

- "In my organization, arbitrary action, personal favoritism, and/or political coercion are not tolerated."
- "I have a high level of respect for my organization's senior leaders."
- "Management encourages innovation."

"Considering everything, how satisfied are you with your organization?"

2024 Responses Showing 15%-17% Increases:

- "I can disclose a suspected violation of any law, rule, or regulation without fear of reprisal."
- "Employees in my work unit support my need to balance my work and personal responsibilities."
- "The approval process in my organization allows timely delivery of my work."
- "My organization's senior leaders maintain high standards of honesty and integrity."
- "Considering everything, how satisfied are you with your job?"

These improvements affirm our commitment to fostering a workplace that encourages continuous improvement, diversity, and inclusivity, with highly talented employees dedicated to advancing the agency's mission.

However, the 2024 FEVS results also highlight areas requiring improvement, with performance dimensions scoring 64% or below:

• Employee-Focused: Employee Voice

Foundations: CommunicationGoal-Oriented: Recognition

Agile: AutonomyAgile: Resilience

Questions reflecting the need for improvement include:

- "Management involves employees in decisions that affect their work."
- "Information is openly shared in my organization."
- "In my work unit, differences in performance are recognized in a meaningful way."
- "The approval process in my organization allows timely delivery of my work."
- "How satisfied are you with your involvement in decisions that affect your work?"
- "I can make decisions about my work without getting permission first."
- "Management makes effective changes to address challenges facing our organization."
- "How satisfied are you with your recognition for doing a good job?"
- "I believe the results of this survey will be used to make my agency a better place to work."

Focus Areas for FY-2025

IMLS is committed to addressing these areas by focusing on the following key areas:

- Communication and Transparency
- Process Improvement
- Rewards and Recognition
- Change Management Facilitation

IMLS' Commitment to Workplace Excellence

The IMLS Leadership Team is dedicated to enhancing employees' work experience, engagement, and performance. Over the past year, the agency has invested in an independent contractor to conduct a comprehensive study analyzing employee sentiment trends over the past five years. As we progress with the FEVS study, we aim to establish a framework for implementing meaningful changes that drive transformative improvements and strengthen our agency's mission.

If you have any questions, please contact Antoine Dotson, Director of Human Resources, at adotson@imls.gov or 202-653-4728.

Sincerely,

Laura Huerta Migus

Senior Official Performing the Duties of the IMLS Director

Institute of Museum and Library Services

Institute of Museum and Library Services	
2024 FEVS AES Report	Agency Information
Field Period	May 21 - Jul 5, 2024
Sample or Census	Census
Number of Surveys Completed	52
Number of Surveys Administered	71
Response Rate	73.2%
Number of items identified as Strengths (65% positive or higher)	79
Number of items identified as Challenges (35% negative or higher)	1
2024 Engagement Index	82%
Leaders Lead Subindex	77%
Supervisors Subindex	84%
Intrinsic Work Experience Subindex	87%

Note: Number of items identified as strengths and challenges are based on items 1-90, excluding item 16.

A " $-^{nr_{\text{II}}}$ indicates that there were no responses to the item.

ltem	ltem Text	Index	Performance Dimension	Response Type	Percent Positive	Strongly Agree/ Always/ Very Good/ Very Satisfied %	Agree/ Most of the time/ Good/ Satisfied %	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied %	Disagree/ Rarely/ Poor/ Dissatisfied %	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied %	Percent Negative	Strongly Agree/ Always/ Very Good/ Very Satisfied N	Agree/ Most of the time/ Good/ Satisfied N	Neither Agree nor Disagree/ Sometimes/ Fair/ Neither Satisfied nor Dissatisfied N	Disagree/ Rarely/ Poor/ Dissatisfied N	Strongly Disagree/ Never/ Very Poor/ Very Dissatisfied N	Item Response Total** N	Do Not Know/ No Basis to Judge/ There have been no recent hires in my work unit / I do not have any accessibility needs N
	*I am given a real opportunity to improve my		Employee-Focused: Employee															
1	skills in my organization. I feel encouraged to come up with new and better	N/A Employee Engagement: Intrinsic	Development	Agree-disagree	80%	40%	40%	9%	11%	0%	11%	20	21	5	6	0	52	N/A
2	ways of doing things.	Work Experience	N/A	Agree-disagree	83%	42%	41%	13%	4%	0%	4%	23	21	6	2	0	52	N/A
	My work gives me a feeling of personal	Employee Engagement: Intrinsic																
3	accomplishment.	Work Experience	N/A	Agree-disagree	91%	60%	31%	5%	2%	2%	4%	30	17	3	1	1	52	N/A
4	I know what is expected of me on the job.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	83%	44%	40%	13%	4%	0%	4%	22	21	5	2	0	50	N/A
-	Trillow what is expected of the off the job.	Work Experience	Employee-Focused: Work-Life	Agree-uisagree	8376	4470	4070	13/0	4/0	0/0	4/0	22	21	3	2	0	30	IN/A
5	*My workload is reasonable.	N/A	Support	Agree-disagree	66%	30%	36%	7%	23%	4%	27%	14	19	4	13	2	52	N/A
		Employee Engagement: Intrinsic																
6	*My talents are used well in the workplace.	Work Experience	N/A	Agree-disagree	81%	41%	40%	3%	14%	2%	16%	21	20	2	8	1	52	N/A
7	*I know how my work relates to the agency's goals.	Employee Engagement: Intrinsic Work Experience	N/A	Agree-disagree	95%	57%	38%	2%	2%	0%	2%	27	20	1	1	0	49	N/A
	*I can disclose a suspected violation of any law,	Work Experience	N/A	Agree-disagree	3370	3770	3070	270	270	070	270	27	20	1	1	0	43	IN/A
8	rule, or regulation without fear of reprisal.	N/A	Foundations: Merit Principles	Agree-disagree	80%	42%	38%	10%	5%	5%	10%	22	19	4	3	2	50	2
			Foundations: Performance															
9	I have enough information to do my job well.	N/A	Resources	Agree-disagree	79%	30%	48%	7%	12%	2%	14%	16	26	4	5	1	52	N/A
10	I receive the training I need to do my job well.	N/A	Employee-Focused: Employee Development	Agree-disagree	74%	27%	48%	12%	12%	2%	14%	14	26	6	5	1	52	N/A
	I am held accountable for the quality of work I			1.6.00	,.				12/0	270	1470	17	20	Ŭ		-	32	1477
11	produce.	N/A	Goal-Oriented: Accountability	Agree-disagree	91%	49%	42%	5%	2%	2%	4%	26	21	3	1	1	52	N/A
12	I have a clear idea of how well to an dains well the	NI/A	Goal-Oriented: Performance	Agroo dissess	700/	220/	4.40/	1,40/	00/	00/	00/	10	24		_		F4	N1/2
12	I have a clear idea of how well I am doing my job.	IN/A	Feedback	Agree-disagree	78%	33%	44%	14%	8%	0%	8%	18	21	8	4	0	51	N/A
13	I have the autonomy to decide how I do my job.	N/A	Agile: Autonomy	Agree-disagree	71%	32%	38%	22%	5%	2%	7%	18	21	9	3	1	52	N/A
	I can make decisions about my work without																	
14	getting permission first.	N/A	Agile: Autonomy	Agree-disagree	63%	22%	40%	20%	14%	3%	17%	13	22	8	7	2	52	N/A
15	*The people I work with cooperate to get the job done.	N/A	Foundations: Cooperation	Agree-disagree	87%	55%	32%	9%	4%	0%	4%	27	18	5	2	0	52	N/A
	*In my work unit, differences in performance are	.,,,	. caautions. cooperation	. Siec alsagiec	3770	3370	J2/0	370	4/0	0/0	4/0		10	, ,			32	IV/A
17		N/A	Goal-Oriented: Recognition	Agree-disagree	54%	15%	39%	19%	17%	10%	27%	7	20	10	10	4	51	1
			- I.i. o		0.511	45-1		0-1										
18	Employees in my work unit share job knowledge. *My work unit has the job-relevant knowledge	N/A	Foundations: Cooperation Foundations: Performance	Agree-disagree	86%	45%	41%	8%	2%	4%	7%	24	22	4	1	1	52	0
19	and skills necessary to accomplish organizational	N/A	Resources	Agree-disagree	89%	51%	39%	8%	2%	0%	2%	27	19	5	1	0	52	0
	Employees in my work unit meet the needs of our						<u> </u>			-70	_,0	= -	_5					-
20	customers.	Performance Confidence	N/A	Always-never	92%	55%	37%	8%	0%	0%	0%	26	22	4	0	0	52	0

	Employees in my work unit contribute positively						I		1									
21	to my agency's performance.	Performance Confidence	N/A	Always-never	94%	68%	25%	4%	2%	0%	2%	33	15	2	1	0	51	0
	Employees in my work unit produce high-quality		,	.,.										_	_			
22	work.	Performance Confidence	N/A	Always-never	94%	63%	31%	6%	0%	0%	0%	30	19	3	0	0	52	0
	Employees in my work unit adapt to changing																	
23	priorities.	Performance Confidence	N/A	Always-never	90%	55%	35%	8%	2%	0%	2%	27	20	4	1	0	52	0
	New hires in my work unit (i.e., hired in the past		Foundations: Performance															
24	year) have the right skills to do their jobs.	N/A	Resources	Agree-disagree	88%	37%	51%	4%	9%	0%	9%	16	21	2	4	0	43	9
25	l and influence desiring in account with	N/A	Employee-Focused: Employee	A dia	770/	200/	39%	150/	F0/	20/	00/	22	40	7	2		_	21/2
25	I can influence decisions in my work unit.	N/A	Voice	Agree-disagree	77%	38%	39%	15%	5%	2%	8%	22	18	/	3	1	51	N/A
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	90%	48%	43%	6%	4%	0%	4%	25	21	3	2	0	51	N/A
	My work unit commits resources to develop new	1.47.		rigide disagree	3070	1070	.575		470	070	470	23		<u> </u>				
27	ideas (e.g., budget, staff, time, expert support).	N/A	Agile: Innovation	Agree-disagree	81%	32%	49%	2%	12%	4%	16%	18	23	1	7	2	51	0
	My work unit successfully manages disruptions to																	
28	our work.	N/A	Agile: Resilience	Agree-disagree	85%	34%	51%	10%	5%	0%	5%	18	24	5	2	0	49	2
	Employees in my work unit consistently look for															-		
29	new ways to improve how they do their work.	N/A	Agile: Innovation	Agree-disagree	85%	41%	44%	13%	2%	0%	2%	21	22	7	1	0	51	0
30	Employees in my work unit incorporate new ideas		Agile, Innevetion	Agrae disagras	010/	270/	F20/	00/	00/	00/	00/	10	26	-		0	_	0
30	into their work. Employees in my work unit approach change as	N/A	Agile: Innovation	Agree-disagree	91%	37%	53%	9%	0%	0%	0%	19	26	5	0	0	50	0
31	an opportunity.	N/A	Agile: Resilience	Agree-disagree	80%	28%	52%	15%	4%	0%	4%	14	26	8	,	0	50	0
	Employees in my work unit consider customer	1.4	Foundations: Customer	, bicc disubicc	5570	20/0	32/0	13/0	7/0	0/0	7/0	14	20	J		J	30	
32	needs a top priority.	N/A	Responsiveness	Agree-disagree	90%	69%	22%	4%	6%	0%	6%	33	13	2	3	0	51	0
	Employees in my work unit consistently look for		Foundations: Customer															
33	ways to improve customer service.	N/A	Responsiveness	Agree-disagree	86%	48%	38%	11%	3%	0%	3%	24	20	5	2	0	51	0
	Employees in my work unit support my need to		Employee-Focused: Work-Life															
34	balance my work and personal responsibilities.	N/A	Support	Agree-disagree	91%	53%	38%	6%	2%	0%	2%	26	20	3	1	0	50	1
25	Employees are recognized for providing high				700/	2.40/	450/	440/						_	_		_	_
35	quality products and services.	N/A	Goal-Oriented: Recognition	Agree-disagree	79%	34%	45%	11%	5%	5%	10%	17	22	6	3	2	50	0
36	Employees are protected from health and safety hazards on the job.	N/A	Employee-Focused: Employee Welfare	Agree-disagree	91%	51%	40%	7%	0%	2%	2%	27	19	4	0	1	51	0
30	My organization is successful at accomplishing its		Wellare	Agree disagree	31/0	31/0	4070	770	070	2/0	270	21	19	4	0	1	31	
37	mission.	N/A	Other	Agree-disagree	96%	69%	27%	2%	2%	0%	2%	33	16	1	1	0	51	0
	I have a good understanding of my organization's																	
38	priorities.	N/A	Goal-Oriented: Goal Clarity	Agree-disagree	87%	51%	37%	7%	4%	2%	6%	25	19	4	2	1	51	N/A
	My organization shares results (for example, town																	
39	halls, email, distribution of reports) from the	N/A	Other	Agree-disagree	79%	39%	40%	11%	7%	3%	10%	19	17	5	4	1	46	5
1	Information is anonly should be accorded.	N/A	Foundations: Communication	Agroo dissess	E10/	200/	210/	2.40/	100/	60/	250/	14	14	14	14	2	[0
40	Information is openly shared in my organization. The approval process in my organization allows	N/A	Foundations: Communication	Agree-disagree	51%	20%	31%	24%	19%	6%	25%	11	14	11	11	3	50	0
41	timely delivery of my work.	N/A	Other	Agree-disagree	54%	18%	36%	12%	25%	9%	35%	10	15	6	14	5	50	0
	My organization effectively adapts to changing	.4		p. cc a	3 170	20/0	3370	/-	23/0	370	3370	10	13	J			50	
42	government priorities.	N/A	Agile: Resilience	Agree-disagree	72%	29%	43%	26%	2%	0%	2%	15	19	14	1	0	49	2
	My organization has prepared me for potential		Employee-Focused: Employee															
43	physical security threats.	N/A	Welfare	Agree-disagree	83%	43%	41%	9%	8%	0%	8%	23	18	5	4	0	50	1
	My organization has prepared me for potential		Employee-Focused: Employee													-		
44	cybersecurity threats.	N/A	Welfare	Agree-disagree	96%	51%	45%	4%	0%	0%	0%	27	21	2	0	0	50	0
45	In my organization, arbitrary action, personal	NI/A	Foundations: Marit Principle	Agree dissess	760/	210/	450/	1.40/	70/	20/	00/	17		c		4	[1
45	favoritism, and/or political coercion are not *I recommend my organization as a good place to	N/A	Foundations: Merit Principles	Agree-disagree	76%	31%	45%	14%	7%	2%	9%	17	22	6	4	1	50	1
46	work.	Global Satisfaction	N/A	Agree-disagree	86%	45%	40%	10%	2%	2%	4%	22	21	6	1	1	51	N/A
	*I believe the results of this survey will be used to		1777	, spice disubice	5570	73/0	70/0	10/0	2/0	2/0	7/0			J	1	1	71	11/71
47	make my agency a better place to work.	N/A	Other	Agree-disagree	48%	19%	29%	30%	14%	8%	21%	8	14	14	7	4	47	4
	Supervisors in my work unit support employee	Employee Engagement:		1														
48	development.	Supervisors	N/A	Agree-disagree	87%	56%	30%	5%	8%	0%	8%	28	16	3	4	0	51	0

	My supervisor supports my need to balance work	Γ	Employee-Focused: Work-Life						1									
49	and other life issues.	N/A	Support	Agree-disagree	94%	67%	27%	6%	0%	0%	0%	33	15	3	0	0	51	N/A
	una dune, me issaesi	Employee Engagement:	опрост	7 igree disagree	3 170	0770	27,0	0,0	0,0	070	070	33	13				31	
50	My supervisor listens to what I have to say.	Supervisors	N/A	Agree-disagree	84%	62%	22%	14%	2%	0%	2%	31	13	6	1	0	51	N/A
	, supervisor ilstens to what must to suff	Employee Engagement:		7 igree disagree	0.70	0270	22/0	1.70	2,0	070	2/0	31	13		-		31	
51	My supervisor treats me with respect.	Supervisors	N/A	Agree-disagree	86%	66%	20%	10%	4%	0%	4%	32	12	5	2	0	51	N/A
	my supervisor creats me man respecti	Employee Engagement:	1.47.	7 igree disagree	0070		20/0	1070	470	070	470	32					- 31	
52	I have trust and confidence in my supervisor.	Supervisors	N/A	Agree-disagree	82%	64%	18%	9%	7%	2%	9%	31	10	5	4	1	51	N/A
	My supervisor holds me accountable for achieving	-		1.0.00 0.000	V				7,0	270	370	31	10		-		- 31	14//
53	results.	N/A	Goal-Oriented: Accountability	Agree-disagree	94%	64%	29%	4%	0%	2%	2%	33	15	2	0	1	51	N/A
		Employee Engagement:	,							_,-						_		,
54	by your immediate supervisor?	Supervisors	N/A	Good-poor	79%	58%	22%	12%	8%	0%	8%	29	11	7	4	0	51	N/A
	My supervisor provides me with constructive		Goal-Oriented: Performance	'														
55	suggestions to improve my job performance.	N/A	Feedback	Agree-disagree	75%	43%	32%	13%	11%	2%	12%	21	16	7	6	1	51	N/A
	My supervisor provides me with performance		Goal-Oriented: Performance															
56	feedback throughout the year.	N/A	Feedback	Agree-disagree	81%	50%	31%	5%	10%	3%	14%	25	16	3	5	2	51	0
	In my organization, senior leaders generate high	Employee Engagement: Leaders																
57	levels of motivation and commitment in the	Lead	N/A	Agree-disagree	67%	28%	39%	19%	7%	7%	14%	16	18	9	4	4	51	0
	My organization's senior leaders maintain high	Employee Engagement: Leaders																
58	standards of honesty and integrity.	Lead	N/A	Agree-disagree	79%	36%	44%	12%	3%	6%	9%	19	19	6	2	3	49	1
	*Managers communicate the goals of the	Employee Engagement: Leaders																
59	organization.	Lead	N/A	Agree-disagree	75%	36%	39%	15%	5%	6%	11%	19	19	6	3	3	50	0
	Managers promote communication among																	
60	different work units (for example, about projects,	N/A	Foundations: Communication	Agree-disagree	72%	22%	50%	9%	14%	6%	20%	12	23	5	8	3	51	0
	Overall, how good a job do you feel is being done	Employee Engagement: Leaders																
61	by the manager directly above your immediate	Lead	N/A	Good-poor	81%	53%	27%	13%	6%	0%	6%	24	14	7	3	0	48	3
	I have a high level of respect for my organization's	Employee Engagement: Leaders																
62	senior leaders.	Lead	N/A	Agree-disagree	82%	41%	41%	8%	6%	4%	10%	20	21	4	4	2	51	0
	Senior leaders demonstrate support for Work-Life		Employee-Focused: Work-Life															
63	programs.	N/A	Support	Agree-disagree	71%	45%	25%	19%	4%	6%	10%	20	13	10	2	3	48	2
64	Management encourages innovation.	N/A	Agile: Innovation	Agree-disagree	71%	25%	45%	29%	0%	0%	0%	13	20	15	0	0	48	3
	Management makes effective changes to address																	
65	challenges facing our organization.	N/A	Agile: Resilience	Agree-disagree	63%	37%	27%	19%	14%	4%	18%	17	12	10	7	2	48	3
	Management involves employees in decisions		Employee-Focused: Employee															
66	that affect their work.	N/A	Voice	Agree-disagree	48%	23%	25%	25%	15%	12%	27%	12	12	10	8	6	48	3
6-	*How satisfied are you with your involvement in	21/2	Employee-Focused: Employee	Satisfied-	F.00/	2001	2004	2221							_	_	_	
67	decisions that affect your work?	N/A	Voice	dissatisfied	58%	28%	30%	23%	11%	8%	19%	16	13	12	6	4	51	N/A
	*How satisfied are you with the information you	N1/A	Farradational Communication	Satisfied-	C00/	2007	440/	120/	4604	70/	4607	4.	22		_		[N1/6
68		N/A	Foundations: Communication	dissatisfied	69%	26%	44%	12%	11%	7%	19%	14	20	6	7	4	51	N/A
C0	*How satisfied are you with the recognition you	N/A	Coal Oriented, Bassasitica	Satisfied-	6.40/	200/	260/	210/	140/	40/	150/	10	1.	10		_	[N1 / A
69	receive for doing a good job?	IN/A	Goal-Oriented: Recognition	dissatisfied Satisfied-	64%	38%	26%	21%	11%	4%	15%	19	14	10	6	2	51	N/A
70	*Considering everything, how satisfied are you	Global Satisfaction	N/A		Q/10/	120/	120/	Ξ 0/	110/	00/	110/	20	22	2	6	_	_ _{[1}	N/A
70	with your job?	Global Satisfaction	N/A	dissatisfied	84%	42%	42%	5%	11%	0%	11%	20	22	3	6	0	51	N/A
71	Considering everything, how satisfied are you	Global Satisfaction	N/A	Satisfied-	770/	200/	38%	9%	109/	F0/	150/	10	20	_	_	,	_	NI/A
71	with your pay? *Considering everything, how satisfied are you	Global Satisfaction	N/A	dissatisfied Satisfied-	77%	39%	36%	5%	10%	5%	15%	18	20	5	5	3	51	N/A
72		Global Satisfaction	N/A	dissatisfied	81%	40%	41%	9%	6%	40/	100/	10	22	_	3	,	_ [NI/A
/2	with your organization? My organization's management practices	Giobai SalisiactiOII	N/A	uissatisiieu	0170	40%	4170	J/0	%٥	4%	10%	19	22	5	3	2	51	N/A
73		DEIA: Diversity	N/A	Agree-disagree	81%	34%	46%	13%	2%	4%	6%	19	22	7	1	2	_{[1}	0
	My supervisor demonstrates a commitment to	DLIA. DIVEISITY	N/A	Agree-uisagree	0170	3470	40%	1370	2%	4%	0%	19	22	/	1		51	U
		DEIA: Diversity	N/A	Agree-disagree	83%	51%	32%	9%	8%	0%	8%	25	15	_	4	0	49	2
/4	I have similar access to advancement	DEIG. DIVEISILY	N/A	ngi cc-uisagi cc	03/0	J1/0	32/0	3/0	070	U70	070	43	12	5	4	U U	49	
75		DEIA: Equity	N/A	Agree-disagree	75%	45%	30%	12%	7%	6%	13%	23	13	6	4	3	49	2
'	My supervisor provides opportunities fairly to all	DEN Equity		, Bicc disagree	7370	73/0	3070	12/0	1 /0	U/0	13/0	23	13	U	+	3	43	
76		DEIA: Equity	N/A	Agree-disagree	71%	41%	31%	17%	12%	0%	12%	20	14	8	6	n	48	3
_ , 0	ep.o, ces in my work and (e.g., promotions,		1.4	. Siec alsagice	, 1/0	71/0	31/0	1,70	12/0	J 70	12/0	20	74	٥			70	

	L 1 9 H 1 1 1 1 1 H																	
	In my work unit, excellent work is similarly	55.4.5.11			750/	470/	2001	470/						_		_		_
//		DEIA: Equity	N/A	Agree-disagree	75%	47%	28%	17%	8%	0%	8%	21	14	8	4	0	47	3
	Employees in my work unit make me feel I																	
78	8	DEIA: Inclusion	N/A	Agree-disagree	84%	50%	34%	8%	2%	5%	7%	25	18	5	1	1	50	0
	Employees in my work unit care about me as a																	
79		DEIA: Inclusion	N/A	Agree-disagree	87%	54%	33%	8%	5%	0%	5%	27	18	4	1	0	50	0
	I am comfortable expressing opinions that are																	
80	different from other employees in my work unit.	DEIA: Inclusion	N/A	Agree-disagree	69%	42%	27%	22%	6%	2%	9%	22	15	9	3	1	50	0
	In my work unit, people's differences are																	
81	respected.	DEIA: Inclusion	N/A	Agree-disagree	81%	45%	36%	12%	4%	2%	7%	24	18	5	2	1	50	0
	I can be successful in my organization being																	
82	myself.	DEIA: Inclusion	N/A	Agree-disagree	81%	49%	31%	11%	6%	2%	8%	26	14	6	3	1	50	0
	I can easily make a request of my organization to																	
83	meet my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	77%	46%	31%	10%	10%	3%	14%	12	10	3	3	1	29	21
	My organization responds to my accessibility																	
84	needs in a timely manner.	DEIA: Accessibility	N/A	Agree-disagree	64%	41%	23%	24%	4%	7%	11%	10	7	7	1	2	27	23
85	My organization meets my accessibility needs.	DEIA: Accessibility	N/A	Agree-disagree	82%	54%	28%	11%	4%	4%	7%	13	8	3	1	1	26	24
86	My job inspires me.	Employee Experience	N/A	Agree-disagree	79%	55%	24%	13%	6%	2%	8%	26	13	7	3	1	50	N/A
	The work I do gives me a sense of																	
87	accomplishment.	Employee Experience	N/A	Agree-disagree	86%	63%	23%	7%	4%	2%	7%	30	13	4	2	1	50	N/A
	I feel a strong personal attachment to my																	
88	organization.	Employee Experience	N/A	Agree-disagree	82%	45%	37%	11%	7%	0%	7%	23	17	7	3	0	50	N/A
89	, ,	Employee Experience	N/A	Agree-disagree	95%	71%	24%	0%	5%	0%	5%	34	14	0	2	0	50	N/A
	It is important to me that my work contribute to																	
90	the common good.	Employee Experience	N/A	Agree-disagree	98%	84%	13%	2%	0%	0%	0%	41	8	1	0	0	50	N/A
	· · · · · · · · · · · · · · · · · · ·	-																

^{*} AES prescribed items as of 2017 (5 CFR Part 250, Subpart C)
"No Basis to Judge", "There have been no recent hires in my
work unit", or "I do not have any accessibility needs.
population.

fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

Source: Institute of Museum and Library Services AES Report, 2024 Federal Employee Viewpoint Survey

Performance Dimension: Goal-Oriented: Accountability

16. In my work unit poor performers usually (select all that apply):

20. In my work and poor performers assumy (select an that approx).		_				
	2024	2024	2023	2023	2022	2022
	N	%	N	%	N	%
Remain in the work unit and improve their performance over time	11	23.9%	8	15.3%	9	23.0%
Remain in the work unit and continue to underperform	15	27.2%	16	32.1%	7	17.0%
Leave the work unit - removed or transferred	7	12.1%	2	3.6%	1	2.2%
Leave the work unit - quit	3	4.4%	3	5.5%	0	0.0%
There are no poor performers in my work unit	17	31.2%	16	33.4%	20	51.0%
Do Not Know	6	13.6%	9	19.5%	4	9.0%
						_
Total (percents will add to more than 100% because respondents could choose more than one response option)	52	N/A	49	N/A	40	N/A

Percentages are weighted to represent the Agency's population.

A " $\underline{\ \ }^{nt_{\text{II}}}$ indicates that there are no trending results available for the year.

Source: Institute of Museum and Library Services AES Report, 2024 Federal Employee Viewpoint Survey

ltem	ltem Text	Index	Performance Dimension	2021 Percent Positive	2022 Percent Positive	2023 Percent Positive	2024 Percent Positive	Difference 2024-2021	Difference 2024-2022	Difference 2024-2023	Sort for Largest Differences 2024-2021	Sort for Largest Differences 2024-2022	Sort for Largest Differences 2024-2023
	*I am given a real opportunity to improve		Employee-Focused: Employee										
		N/A	Development	90%	90%	83%	80%	-10%	-10%	-3%	36	80	83
	I feel encouraged to come up with new and better ways of doing things.	Employee Engagement: Intrinsic Work Experience	N/A	76%	79%	74%	83%	7%	4%	9%	4	27	29
	My work gives me a feeling of personal	Employee Engagement: Intrinsic	1	1 0/1	10,1		3371		.,.				
	accomplishment.	Work Experience	N/A	78%	87%	79%	91%	13%	4%	12%	1	28	19
	•	Employee Engagement: Intrinsic											
4	I know what is expected of me on the job.	Work Experience	N/A	91%	94%	80%	83%	-8%	-11%	3%	31	81	50
			Employee-Focused: Work-Life										
5	*My workload is reasonable.	N/A	Support	59%	57%	57%	66%	7%	9%	9%	5	15	32
		Employee Engagement: Intrinsic									_	_	
6	*My talents are used well in the workplace.	Work Experience	N/A	78%	67%	61%	81%	3%	14%	20%	7	6	3
_	*I know how my work relates to the	Employee Engagement: Intrinsic	01/0	93%	97%	92%	95%	2%	-2%	3%	10	FF	40
	agency's goals. *I can disclose a suspected violation of any	Work Experience	N/A	93%	97%	92%	95%	2%	-2%	3%	10	55	49
8		N/A	Foundations: Merit Principles	82%	80%	65%	80%	-2%	0%	15%	21	47	12
	I have enough information to do my job	N/A	Foundations: Performance	0270	3070	0370	3070	270	070	13/0	21	77	12
		N/A	Resources	_nt	88%	75%	79%	_nt	-9%	4%	_nt	78	47
	I receive the training I need to do my job	,	Employee-Focused: Employee									_	
	well.	N/A	Development	_nt	82%	75%	74%	_ ^{nt}	-8%	-1%	_nt	74	72
	I am held accountable for the quality of												
		N/A	Goal-Oriented: Accountability	_nt	91%	88%	91%	_ ^{nt}	0%	3%	_nt	46	52
	I have a clear idea of how well I am doing		Goal-Oriented: Performance										
		N/A	Feedback	_nt	89%	80%	78%	_nt	-11%	-2%	_nt	82	77
	I have the autonomy to decide how I do my			nt	nt			nt	_nt		nt	_nt	
		N/A	Agile: Autonomy	_nt	_ ^{nt}	68%	71%	_nt		3%	_nt		54
	I can make decisions about my work without	N1/A	Agila, Autonomy	_nt	_nt	56%	63%	_nt	_nt	7%	_nt	_nt	20
14	getting permission first. *The people I work with cooperate to get	N/A	Agile: Autonomy	_	_	50%	03%			7%	_		39
15		N/A	Foundations: Cooperation	94%	92%	85%	87%	-7%	-5%	2%	30	64	58
	*In my work unit, differences in	1.97.	r danidations: edoperation	3170	3270	0370	0770	7,70	3,0	270	30	01	
17	performance are recognized in a meaningful	N/A	Goal-Oriented: Recognition	64%	45%	53%	54%	-10%	9%	1%	34	14	65
	Employees in my work unit share job	,											
		N/A	Foundations: Cooperation	_ ^{nt}	95%	88%	86%	_ ^{nt}	-9%	-2%	_ ^{nt}	76	80
	*My work unit has the job-relevant		Foundations: Performance										
		N/A	Resources	98%	97%	91%	89%	-9%	-8%	-2%	33	73	75
	Employees in my work unit meet the needs												
		Performance Confidence	N/A	96%	92%	90%	92%	-4%	0%	2%	26	45	55
	Employees in my work unit contribute	Banfanna Gan S. I	21/2	0.537	050/	000/	0.407	224	40/	40/	22	F.4	46
		Performance Confidence	N/A	96%	95%	90%	94%	-2%	-1%	4%	22	51	46
	Employees in my work unit produce high- quality work.	Performance Confidence	N/A	98%	97%	92%	94%	-4%	-3%	2%	28	58	60
	quality work.	1 CHOITIAILCE COIIIIUEILCE	IN/A	30/0	3770	32/0	34/0	- →/0	-3/0	2/0	20	50	00

	Employees in my work unit adapt to				2=2/	/		201					
23	changing priorities.	Performance Confidence	N/A	92%	97%	89%	90%	-2%	-7%	1%	19	70	63
2.4	New hires in my work unit (i.e. hired in the		Foundations: Performance	_nt	0.407	0.40/	900/	_nt	50/	40/	_nt	60	45
24	past year) have the right skills to do their	N/A	Resources		94%	84%	88%		-6%	4%		69	45
25			Employee-Focused: Employee	_nt	750/	050/	770/	_nt	20/	00/	_nt	2.5	00
25	I can influence decisions in my work unit.	N/A	Voice	_ `	75%	85%	77%	_ '	2%	-8%	- '	36	88
26	I know what my work unit's goals are.	N/A	Goal-Oriented: Goal Clarity	_nt	95%	88%	90%	_nt	-5%	2%	_nt	62	56
	My work unit commits resources to develop			nt				nt			nt		
27		N/A	Agile: Innovation	_ ^{nt}	70%	59%	81%	_ ^{nt}	11%	22%	_ ^{nt}	10	2
	My work unit successfully manages			nt.				nt			n+		
28		N/A	Agile: Resilience	_nt	82%	74%	85%	_nt	3%	11%	_ ^{nt}	30	21
	Employees in my work unit consistently look			nt				nt			nt		
29	for new ways to improve how they do their		Agile: Innovation	_nt	87%	81%	85%	_nt	-2%	4%	_nt	54	44
	Employees in my work unit incorporate new			nt				nt			nt		
30		N/A	Agile: Innovation	_nt	84%	80%	91%	_nt	7%	11%	_ ^{nt}	20	22
	Employees in my work unit approach			nt				nt			nt		
31		N/A	Agile: Resilience	_nt	73%	67%	80%	_ ^{nt}	7%	13%	_nt	18	16
	Employees in my work unit consider		Foundations: Customer	nt				nt			nt		
32	customer needs a top priority.	N/A	Responsiveness	_nt	92%	81%	90%	_nt	-2%	9%	_ ^{nt}	53	28
	Employees in my work unit consistently look		Foundations: Customer	nt				nt			nt		
33		N/A	Responsiveness	_nt	92%	80%	86%	_nt	-6%	6%	_nt	68	41
	Employees in my work unit support my		Employee-Focused: Work-Life	nt				nt			nt		
34	need to balance my work and personal	N/A	Support	_nt	81%	75%	91%	_nt	10%	16%	_nt	11	9
	Employees are recognized for providing high												
35	quality products and services.	N/A	Goal-Oriented: Recognition	82%	69%	69%	79%	-3%	10%	10%	25	12	24
	Employees are protected from health and		Employee-Focused: Employee										
36	safety hazards on the job.	N/A	Welfare	91%	79%	83%	91%	0%	12%	8%	15	8	33
	My organization is successful at												
37		N/A	Other	98%	100%	95%	96%	-2%	-4%	1%	18	61	64
	I have a good understanding of my			nt				nt			nt		
38		N/A	Goal-Oriented: Goal Clarity	_nt	95%	81%	87%	_nt	-8%	6%	_nt	71	40
	My organization shares results (for example,			nt	nt			nt	nt		nt	nt	_
39		N/A	Other	_nt	_nt	80%	79%	_nt	_nt	-1%	_nt	_nt	74
	Information is openly shared in my			nt	nt			nt	nt		nt	nt	
40		N/A	Foundations: Communication	_nt	_nt	46%	51%	_nt	_nt	5%	_ ^{nt}	_nt	43
	The approval process in my organization	1		_nt	nt	2624	5 ,0,	nt	nt	4.637	nt	nt	1.0
41		N/A	Other		_ ^{nt}	38%	54%	_nt	_ ^{nt}	16%	_ ^{nt}	_nt	11
	My organization effectively adapts to	1	A 11 B 111	nt	0537	7.00	700/	nt	2424	221	nt		7.0
42	changing government priorities.	N/A	Agile: Resilience	_nt	93%	74%	72%	_nt	-21%	-2%	_nt	84	76
	My organization has prepared me for	101/0	Employee-Focused: Employee	_nt	500/	070/	0224	nt	2.404	401	_nt		0.1
43		N/A	Welfare		59%	87%	83%	_nt	24%	-4%		1	84
II	My organization has prepared me for	101/0	Employee-Focused: Employee	_nt	000/	40007	0604	_nt	664	401	_nt	2.4	0.5
44	potential cybersecurity threats.	N/A	Welfare		90%	100%	96%		6%	-4%		21	85
	In my organization, arbitrary action,	1		_nt	5637	5001	762/	_nt	4.007	4=0/	_nt		
45	personal favoritism and/or political coercion	N/A	Foundations: Merit Principles		58%	59%	76%		18%	17%		3	6
46	*I recommend my organization as a good	Clabal Catiofa ation	21/2	0.40/	050/	720/	0.004	201	407	1.00/	43	42	1.0
46	place to work.	Global Satisfaction	N/A	84%	85%	72%	86%	2%	1%	14%	12	43	14

	Two 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		<u></u>										
	*I believe the results of this survey will be			9.504			400/	4004	.=./	60/			
47	used to make my agency a better place to	N/A	Other	66%	63%	42%	48%	-18%	-15%	6%	39	83	42
40	Supervisors in my work unit support	Employee Engagement:	N1/A	97%	87%	78%	87%	100/	00/	9%	25	40	20
48	employee development.	Supervisors	N/A Employee-Focused: Work-Life	97%	87%	78%	87%	-10%	0%	9%	35	48	30
49	My supervisor supports my need to balance work and other life issues.	01/0	' '	84%	85%	87%	94%	10%	9%	7%	3	13	2.4
49	work and other life issues.	N/A Employee Engagement:	Support	84%	85%	8/%	94%	10%	9%	7%	5	15	34
50	My supervisor listens to what I have to say.	Supervisors	N/A	86%	80%	82%	84%	-2%	4%	2%	20	26	59
30	iviy supervisor listeris to what i have to say.	Employee Engagement:	NA	80%	8070	8270	8470	-270	470	270	20	20	39
51	My supervisor treats me with respect.	Supervisors	N/A	86%	85%	86%	86%	0%	1%	0%	14	40	68
J-	I have trust and confidence in my	Employee Engagement:		0070	0370	3070	3070	0,0	270	3 70			
52	supervisor.	Supervisors	N/A	81%	82%	79%	82%	1%	0%	3%	13	49	53
	My supervisor holds me accountable for		,					•			-		
		N/A	Goal-Oriented: Accountability	_nt	95%	94%	94%	_nt	-1%	0%	_nt	52	71
	Overall, how good a job do you feel is being	Employee Engagement:	· ·										
54	done by your immediate supervisor?	Supervisors	N/A	84%	79%	76%	79%	-5%	0%	3%	29	44	51
	My supervisor provides me with		Goal-Oriented: Performance										
55	constructive suggestions to improve my job	N/A	Feedback	_nt	73%	74%	75%	_ ^{nt}	2%	1%	_nt	35	67
	My supervisor provides me with		Goal-Oriented: Performance										
56	performance feedback throughout the year.		Feedback	_ ^{nt}	80%	70%	81%	_ ^{nt}	1%	11%	_ ^{nt}	41	20
	In my organization, senior leaders generate	Employee Engagement: Leaders											
57	high levels of motivation and commitment	Lead	N/A	81%	63%	58%	67%	-14%	4%	9%	38	29	26
	My organization's senior leaders maintain	Employee Engagement: Leaders											
58	high standards of honesty and integrity.	Lead	N/A	82%	74%	63%	79%	-3%	5%	16%	24	22	8
	*Managers communicate the goals of the	Employee Engagement: Leaders	21/2	770/	720/	620/	750/	201	201	4227	22	2.4	40
59	organization. Managers promote communication among	Lead	N/A	77%	72%	63%	75%	-2%	3%	12%	23	34	18
60	different work units (for example, about	NI/A	Foundations: Communication	59%	59%	58%	72%	13%	13%	14%	2	7	15
	1	N/A Employee Engagement: Leaders	Foundations: Communication	59%	39 %	58%	/ Z70	13%	13%	14%		,	15
	done by the manager directly above your	Lead	N/A	81%	86%	77%	81%	0%	-5%	4%	16	65	48
	I have a high level of respect for my	Employee Engagement: Leaders	IV/A	01/0	00/0	/ / /0	01/0	070	-5/0	4/0	10	0.5	40
	organization's senior leaders.	Lead	N/A	79%	77%	65%	82%	3%	5%	17%	8	24	5
- 02	Senior leaders demonstrate support for		Employee-Focused: Work-Life	7370	7770	0370	02/0	370	370	1770	Ü	27	<u> </u>
63		N/A	Support	79%	67%	59%	71%	-8%	4%	12%	32	25	17
		,	(*********	3,0	5.75	/-	. 2,0	-,-	.,,			-5	
64	Management encourages innovation.	N/A	Agile: Innovation	_nt	55%	54%	71%	_nt	16%	17%	_nt	5	7
	Management makes effective changes to												
65	address challenges facing our organization.	N/A	Agile: Resilience	_ ^{nt}	67%	49%	63%	_nt	-4%	14%	_ ^{nt}	60	13
	Management involves employees in		Employee-Focused: Employee										
66		N/A	Voice	_nt	58%	41%	48%	_ ^{nt}	-10%	7%	_nt	79	35
	*How satisfied are you with your		Employee-Focused: Employee										
67		N/A	Voice	69%	66%	56%	58%	-11%	-8%	2%	37	72	61
	*How satisfied are you with the information					.=-/							
68		N/A	Foundations: Communication	70%	53%	45%	69%	-1%	16%	24%	17	4	1
60	*How satisfied are you with the recognition	21/2	Cool Oriented Bergerities	C10/	C40/	740/	C 40/	201	20/	70/	0	24	0.7
69	you receive for doing a good job? *Considering everything, how satisfied are	N/A	Goal-Oriented: Recognition	61%	61%	71%	64%	3%	3%	-7%	9	31	87
70	<i>o</i> , <i>o</i> .	Global Satisfaction	NI/A	800/	70%	699/	9.49/	10/	E0/	160/	6	າວ	10
70	You with your job!	Gional Satisfaction	N/A	80%	79%	68%	84%	4%	5%	16%	6	23	10

	Considering everything, how satisfied are	T											
71	you with your pay?	Global Satisfaction	N/A	75%	70%	67%	77%	2%	7%	10%	11	19	25
- ' -	*Considering everything, how satisfied are	Global Satisfaction	1976	7370	7070	0770	7770	270	770	10/0	- 11	13	23
72	you with your organization?	Global Satisfaction	N/A	85%	80%	62%	81%	-4%	1%	19%	27	38	4
	My organization's management practices	0.000.000.000	.,,,,	3373	3075	<u> </u>	02/0	1,75		2575			•
73	promote diversity (e.g., outreach,	DEIA: Diversity	N/A	_nt	87%	72%	81%	_nt	-6%	9%	_nt	67	31
	My supervisor demonstrates a commitment		•										
74	to workforce diversity (e.g., recruitment,	DEIA: Diversity	N/A	_nt	92%	76%	83%	_nt	-9%	7%	_nt	77	37
	I have similar access to advancement	,	•										
75	opportunities (e.g., promotion, career	DEIA: Equity	N/A	_ ^{nt}	72%	68%	75%	_nt	3%	7%	_nt	32	36
	My supervisor provides opportunities fairly												
76	to all employees in my work unit (e.g.,	DEIA: Equity	N/A	_ ^{nt}	80%	69%	71%	_ ^{nt}	-9%	2%	_ ^{nt}	75	57
	In my work unit, excellent work is similarly												
77	recognized for all employees (e.g., awards,	DEIA: Equity	N/A	_nt	73%	74%	75%	_nt	2%	1%	_ ^{nt}	37	66
	Employees in my work unit make me feel I												
78	belong.	DEIA: Inclusion	N/A	_nt	90%	91%	84%	_nt	-6%	-7%	_nt	66	86
	Employees in my work unit care about me												
79	as a person.	DEIA: Inclusion	N/A	— ^{nt}	90%	89%	87%	_nt	-3%	-2%	_nt	57	78
	I am comfortable expressing opinions that												
80	are different from other employees in my	DEIA: Inclusion	N/A	— ^{nt}	72%	83%	69%	_ ^{nt}	-3%	-14%	_nt	59	89
	In my work unit, people's differences are												
81	respected.	DEIA: Inclusion	N/A	— ^{nt}	80%	83%	81%	_nt	1%	-2%	_ ^{nt}	39	79
	I can be successful in my organization being												
82	myself.	DEIA: Inclusion	N/A	_ ^{nt}	72%	83%	81%	_ ^{nt}	9%	-2%	_nt	16	81
	I can easily make a request of my			nt				nt			nt		
83	organization to meet my accessibility needs.	DEIA: Accessibility	N/A	_nt	65%	77%	77%	_ ^{nt}	12%	0%	_nt	9	69
	My organization responds to my			nt				_nt			_nt		
84	accessibility needs in a timely manner.	DEIA: Accessibility	N/A	_nt	56%	67%	64%	_"	8%	-3%	-	17	82
	My organization meets my accessibility			_nt		===/	2221	_nt	4.00/	100/	_nt		
85	needs.	DEIA: Accessibility	N/A	-···	64%	72%	82%		18%	10%		2	23
0.0	NA de la la de constante de la	Faralassa Farasiana	21/2	_nt	700/	720/	700/	_nt	00/	70/	_nt	50	20
86	My job inspires me. The work I do gives me a sense of	Employee Experience	N/A	_	79%	72%	79%		0%	7%		50	38
87	accomplishment.	Employee Eyperianee	NI/A	_nt	85%	87%	86%	_nt	1%	-1%	_nt	42	73
87	I feel a strong personal attachment to my	Employee Experience	N/A	-	85%	87%	86%		1%	-1%	_	42	/3
88		Employee Experience	N/A	_nt	79%	73%	82%	_nt	3%	9%	_nt	33	27
88	organization. I identify with the mission of my	Employee Experience	IV/A	_	79%	13%	02%	_	3%	370	_	55	21
89	organization.	Employee Experience	N/A	_nt	100%	94%	95%	_nt	-5%	1%	_nt	63	62
65	It is important to me that my work	Limployee Experience	IV/A	_	100%	J470	3370	_	-370	170	_	US	UZ
90	contribute to the common good.	Employee Experience	N/A	_nt	100%	98%	98%	_nt	-2%	0%	_nt	56	70
	contribute to the continion good.	Limpioyee Experience	N/ A	_	100/0	30/0	30/0	_	-2/0	0/0	_	30	70

Subpart C)
population.

A "-"t" indicates that there are no trending results are fewer than 4 responses to Questions 83, 84, or 85 and results are therefore suppressed.

the rounded differences shown in the Difference columns, then sorted by differences based on **AES Report,** 2024 Federal Employee Viewpoint

Survey

Telework/Remote Work

91. Please select the response that BEST describes your current teleworking	g schedule.			
	2024	2024	2023	2023
	N	%	N	%
I telework every work day (i.e., remote work agreement)	10	22.6%	11	23.5%
I telework 3 or 4 days per week	32	61.8%	24	50.1%
I telework 1 or 2 days per week	5	10.3%	10	20.4%
I telework, but only about 1 or 2 days per month	2	3.3%	1	1.7%
I telework very infrequently, on an unscheduled or short-term basis	1	2.0%	1	2.6%
I do not telework because I have to be physically present on the job (e.g.,				
law enforcement officers, TSA agent, border patrol agent, security				
personnel)	0	0.0%	0	0.0%
I do not telework because of technical issues (e.g., connectivity,				
inadequate equipment) that prevent me from teleworking	0	0.0%	0	0.0%
I do not telework because I did not receive approval to do so, even				
though I have the kind of job where I can telework	0	0.0%	0	0.0%
I do not telework because I choose not to telework	0	0.0%	1	1.7%
Total	50	100.0%	48	100.0%

Only those who answered "I telework every work day (i.e., remote work agreement)" to the previous question received Question 91a. 91a. What is your current remote work status?

	2024	2024	2023	2023
	N	%	N	%
I do not have an approved remote work agreement	0	0.0%	1	11.3%
I have an approved remote work agreement and live outside the local commuting area (more than 50 miles away)	6	73.6%	5	39.0%
I have an approved remote work agreement and live inside the local				
commuting area (less than 50 miles away)	2	17.7%	4	38.5%
I do not know	1	8.7%	1	11.3%
Total	9	100.0%	11	100.0%

Percentages are weighted to represent the Agency's population.

Source: Institute of Museum and Library Services AES Report, 2024 Federal Employee Viewpoint Survey

[&]quot;-nt" indicates that there are no trending results available for the year.

[&]quot;-nr" indicates that there were no responses to this item.