



Millennials

Finding Opportunity In Federal Service

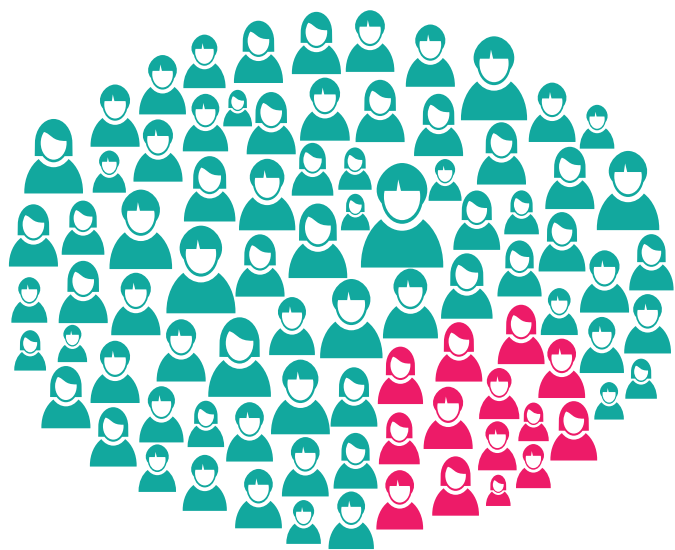
Federal Employee Viewpoint Survey Results
Employees Influencing Change

United States Office of Personnel Management

more than
336,000 in
government

Federal employees born after 1980

OVERVIEW



Millennials represent **16%**
of the total Federal workforce

The 2014 Federal Employee Viewpoint Survey (FEVS) provides valuable insights into how employees feel about their jobs, and what their managers and agency leaders can do to make them feel more engaged, more appreciated, and more productive.

As nearly half the Federal workforce nears retirement age, the survey also offers important clues into recruitment and retention strategies for millennials, defined as people born after 1980. More than 336,000 people under the age of 33 currently work in the Federal government. Although they make up just 16 percent of the total workforce today, the impact of millennials will grow exponentially as more of them finish their education, enter public service, and move up the career ladder.

The 2014 FEVS reveals a picture of millennial employees who strongly believe the work they do is important, who believe they are given real opportunities to improve their skills, and who are satisfied with their jobs. That bodes well for government managers hoping to attract more of them to government service.

But Federal millennials also see room for improvement. They would like greater ability to employ creativity and innovation in the work that they do, and they say they would like more opportunities to develop and progress in their careers.

they feel
listened to
and respected


THE FEVS RESULTS

Overall, millennials like their jobs.

The survey found that nearly two thirds—61 percent—are satisfied with their jobs and 62 percent would recommend their organization as a good place to work.

Cultivating an environment where Federal employees are engaged, and especially one in which they feel listened to and respected by their managers, is a priority for OPM Director Katherine Archuleta as well as a major plank of the President's Management Agenda. Research indicates that engaged employees provide their agency with the drive, enthusiasm and ingenuity needed to achieve their organization's goals.

 **62%**
would recommend
their organization as a
good place to work

 **78%** of
participants said
they were satisfied
with teleworking

 nearly **2/3**
are satisfied
with their jobs

over two-thirds say they have trust and confidence in their managers

66% say their supervisors support employee development



83% say their supervisors treat them with respect

The 2014 results show that millennials rate their managers high on indicators like listening and treating subordinates with respect. When asked if their supervisors treat them with respect, 83 percent said yes, a slightly higher rate than the government-wide 80 percent. Seventy-seven percent of millennials indicated their supervisors listen to what they have to say, and more than two-thirds say they have trust and confidence in their managers and believe that their immediate supervisors are doing a good job.

Sixty-six percent of millennials said their supervisors support employee development, three percentage points higher than the government-wide score of 63 percent. And 66 percent also report that their supervisors provide them with opportunities to demonstrate their leadership skills.

77% say their supervisors listen to what they have to say



millennials believe in the promise of government

According to the 2014 Deloitte Millennial Survey*, which surveyed the age group at large, millennials want to have a sense of mission and purpose when it comes to their work lives. They want what they do to matter and to make a difference.

Millennials also believe in the promise of government. The Deloitte survey showed that about three-quarters of that generation believes government has the potential to address societal challenges, such as lack of educational opportunities, the need for job skills and training, and protecting the environment.

The millennials who responded to the FEVS can see that their work is making a difference. Eighty-six percent said that the work they do is important, and 80 percent said they can see how their work relates to their agency's goals and priorities.



86% say the work they do is important



80% say they can see how their work relates to their agency's goals and priorities

*The Millennial Survey 2014, January 2014, Deloitte

The FEVS results also show areas where the Federal government, as an employer, could do better.

Millennials want to work for organizations that support creativity and innovation. Only 1 in 3 Federal millennials said that creativity and innovation are rewarded in their organizations; and only 34 percent were satisfied with the opportunities they have for career advancement.

Encouraging employees to look at problems differently, to find creative solutions, and to innovate is a crucial part of Director Archuleta's engagement efforts. This year, OPM partnered with select agencies to pilot a program called GovConnect, which allows employees to take a few hours each week to pursue a project that they are interested in and that demonstrates promise but that is not part of their everyday work assignments.

For example, GovConnect helped a team at the Department of Housing and Urban Development to come up with an innovative mobile app to help low income people find affordable housing. At the Environmental Protection Agency, a water quality expert is being given time to work on a coordinated response to climate change.



under construction

10% of millennials in government are Hispanic

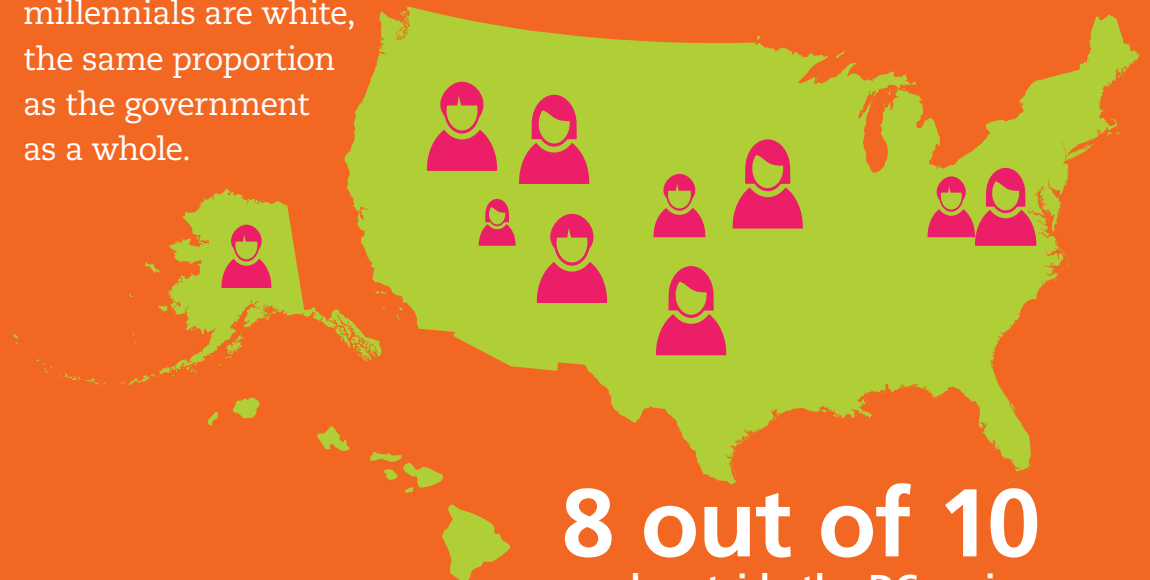
WHO ARE THE MILLENNIALS?

The 336,609 Federal workers who are 33 or younger represent 16 percent of the Federal workforce. As the baby boom generation retires, knowledge transfer becomes more critical for the government. More than 43 percent of current Federal employees are eligible to retire in the next five years.

Nearly half of millennials in the Federal workforce—48 percent—have a bachelor's degree or higher, and the median salary for their cohort is \$54,570 a year.



Like the majority of Federal employees, the vast majority of millennials—8 of 10—work outside of the Washington, DC region. When compared to the total Federal workforce, more millennials are Hispanic—10 percent compared with 8.2 percent in the total workforce. And fewer are African American—15 percent compared with 18 percent in the total Federal workforce. Six percent of millennials are Asian Americans and 1.5 percent are Native Americans, about the same as their government-wide percentages. About two-thirds of millennials are white, the same proportion as the government as a whole.



8 out of 10
work outside the DC region

who
what
where

INTERESTING FACTOIDS

States with the greatest proportion of Federal millennials



What are millennials doing in those states?

In all three, significant numbers are working in the health industry and in the biological sciences.


23.9%
of Idaho's total
Federal workforce


22.5%
of Wyoming's total
Federal workforce

22.7%
of Minnesota's
total Federal
workforce



Government-wide, the top 10 occupations for millennials include employees involved in inspection activities. Other millennials are nurses, forestry technicians, air traffic controllers, program analysts and contracting officers.

Series Number	Occupation (Series Name)	Count	Percent
1802	Compliance Inspection and Support	17,145	5%
0301	Misc. Administration and Program	9,536	3%
0303	Misc. Clerk and Assistant	8,743	3%
0462	Forestry Technician 	8,697	3%
0343	Management and Program Analysis	8,635	3%
0610	Nurse	8,569	3%
1896	Border Patrol Enforcement Series 	7,926	2%
2210	Information Technology Management	7,657	2%
1102	Contracting	7,378	2%
2152	Air Traffic Control 	6,933	2%

  almost **40,000** Millennial Feds work in STEM occupations  

Nationwide, millennials represent 15 percent—almost 40,000—of the Federal workers who work in the Science, Technology, Engineering and Math (STEM) occupations. **Closing critical skills gaps, particularly in the STEM fields, is a priority for the President and for Director Archuleta.** The Presidential Management Fellows Program has a new STEM track, and many of the Director’s travels this year included college campuses with strong STEM programs.

median
employee
tenure is
3.8 years

RECRUITING FOR THE FUTURE

The 2014 FEVS results for millennials in the Federal government are one indicator that will help guide OPM as the agency refines and creates new tools to make sure that Americans are served by a world-class Federal workforce.

Throughout her first year as OPM Director, Archuleta has traveled the country to encourage Americans, including millennials, to consider Federal service and to establish strong partnerships between OPM and colleges and universities. During these trips, she has met with college students, many of them at minority-serving schools, to discuss opportunities in public service and establish stronger partnerships to help the Federal government's recruitment efforts.

“One of the best ways to ensure that the Federal workforce better reflects the people it serves is for us to transform the way the government recruits and attracts the next generation of Federal employees.”

—Katherine Archuleta, Director, OPM

**“We know we can’t offer
all the perks that the
private sector does.**

**But we can offer you the chance
to develop, to lead, and to make
a difference in people’s lives.”**

—Katherine Archuleta, Director, OPM

In addition, OPM is developing a strategic plan for the Federal government called REDI, which stands for recruitment, engagement, diversity, and inclusion. Through this initiative, OPM officials have identified several ways to better attract and help job-seekers, including millennials, navigate the path to Federal service, including enhancements to the Pathways programs, which provide internships to students in school and to recent college graduates. OPM is also encouraging job seekers to take advantage of the Presidential Management Fellows program, which provides leadership opportunities to people who have recently earned advanced degrees.

Federal recruitment efforts include a greater emphasis on social media sites like LinkedIn, Twitter and Facebook—in other words, reaching millennials in diverse communities using the platforms and tools that they use to search for jobs.

Critically important to these efforts is a review of USAJOBS.gov, the main portal for Federal government job-seekers. OPM is currently conducting user reviews and focus groups to identify potential improvements to the site, such as making the search tool easier to use and providing a more seamless interface with social media.

We're listening.

@USOPM
@OPMDirector



As OPM moves forward in its efforts to build the model workforce for the 21st century, the lessons learned from the responses of our growing segment of millennial employees will help guide that work. The 2014 FEVS tells Federal leaders that there is a crop of young people who believe in public service and are excited about having a role in it. That is a strong foundation on which to continue to build the Federal government's future.