

Forest Service (USDA)

Index Score: 58.1 (Ranked #194 out of varied totals)

To protect and manage national forests and grasslands. The Forest Service also provides technical and financial assistance to state and private forest landowners, cities, and urban communities, and develops and provides scientific and technical knowledge.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	79.0	94
Strategic Management	47.8	224
Teamwork	63.1	177
Effective Leadership	50.3	198
Effective Leadership - Empowerment	43.1	196
Effective Leadership - Fairness	52.4	152
Effective Leadership - Senior Leaders	39.6	218
Effective Leadership - Supervisors	63.6	151
Performance Based Rewards and Advancement	41.7	200
Training and Development	60.2	117
Support for Diversity	56.9	149
Pay	55.8	193
Family Friendly Culture and Benefits	40.3	92
Work/Life Balance	51.6	221

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	75.1	75.2	79.0	78.2	79.9
Strategic Management	47.3	47.6	51.3	50.5	53.4
Teamwork	63.3	70.0	72.7	69.0	68.7
Effective Leadership	49.3	47.8	52.8	50.2	50.9
Performance Based Rewards and Advancement	42.7	40.0	43.0	39.5	40.2
Training and Development	59.0	59.5	64.8	65.6	65.8
Support for Diversity	58.7	62.2	64.0	60.6	65.0
Pay	63.2	59.1	63.4		
Family Friendly Culture and Benefits	44.6				
Work/Life Balance	53.9	52.5	54.6	58.8	60.6

Index Scores

Year	Score
2011	58.1
2010	56.3
2009	53.3
2007	59.9
2005	57.9
2003	60.6

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	60.1	175
Male	62.0	178
40 and over	60.6	185
Under 40	62.1	162
Asian		
Black or African-American	66.0	109
Hispanic or Latino	62.6	107
Multi-racial	54.5	37
White	61.2	185
American Indian or Native American	58.3	10

Scores by Demographic	2010	2009	2007	2005	2003
Female	58.7	52.4			
Male	56.8				
40 and over	56.8	54.2			
Under 40	60.9	52.6			
Asian		49.1			
Black or African-American	63.0	51.8			
Hispanic or Latino	53.4	52.1			
Multi-racial		53.9			
White	57.8	50.8			
American Indian or Native American	64.8	67.2			

Staff/Manager Alignment

Score: 14

More Aligned / Less Satisfied:

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, but greater-than-normal alignment between managers and staff on key workforce issues. Despite weaker *Best Places* index scores, managers who recognize staff concerns may be more apt to support agency changes and drive related improvements.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	29,552	30,811	31,250	31,353	30,159	29,317	28,839	28,894	29,500	30,502

Employees joined (2009): 2,520

Percentage joined (2009): 8.30%

Average joined (2004-2009): 1,684

Employees left (2009): 1,926

Percentage left (2009): 6.30%

Average left (2004-2009): 2,170

Rookie ratio (percentage of workforce with less than three years of service): 14.80%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Nine regional offices across the United States

<http://www.fs.fed.us/>