

Farm Credit Administration

Index Score: 77.5 (Ranked #5 out of varied totals)

To ensure a safe, sound, and dependable source of credit and related services for agriculture and rural America.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match		
Strategic Management		
Teamwork		
Effective Leadership		
Effective Leadership - Empowerment		
Effective Leadership - Fairness		
Effective Leadership - Senior Leaders		
Effective Leadership - Supervisors		
Performance Based Rewards and Advancement		
Training and Development		
Support for Diversity		
Pay		
Family Friendly Culture and Benefits		
Work/Life Balance		

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match			72.4	73.5	
Strategic Management			55.3	61.2	
Teamwork			75.8	72.2	
Effective Leadership			55.4	51.9	
Performance Based Rewards and Advancement			51.6	40.9	
Training and Development			71.3	72.7	
Support for Diversity			62.1	69.9	
Pay			65.0		
Family Friendly Culture and Benefits					
Work/Life Balance			68.8	74.5	

Index Scores

Year	Score
2011	77.5
2010	
2009	
2007	60.5
2005	67.7
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female		
Male		
40 and over		
Under 40		
Asian		
Black or African-American		
Hispanic or Latino		
Multi-racial		
White		
American Indian or Native American		

Scores by Demographic	2010	2009	2007	2005	2003
Female					
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40 and over					
Under 40					
Asian					
Black or African-American					
Hispanic or Latino					
Multi-racial					
White					
American Indian or Native American					

Staff/Manager Alignment

Score: 0

Less Aligned / More Satisfied:

Agencies in this group have *Best Places* Index scores that exceed government-wide norms, but less-than-normal alignment between staff and managers on key workforce issues. Despite good scores on the *Best Places* index, agencies in this group should therefore examine the areas of high disconnect between staff and managers.

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
	254	252	259	268	248	245	243	251	261	273

Employees joined (2009): 30

Percentage joined (2009): 11.00%

Average joined (2004-2009): 22

Employees left (2009): 19

Percentage left (2009): 7.00%

Average left (2004-2009): 18

Rookie ratio (percentage of workforce with less than three years of service): 21.20%

More About the Agency

Headquartered in McLean, VA

<http://www.fca.gov/index.html>