Best Places to Work in the Federal Government®

The *Best Places to Work* rankings — the most comprehensive and authoritative rating of employee satisfaction and commitment in the federal government — are produced by the Partnership for Public Service.

2012 Agency Report
Department of Transportation

Mission: To ensure a fast, safe, efficient, accessible and convenient transportation system that meets our vital national interests and enhances the quality of life of the American people, today and into the future. The Department of Transportation's duties include setting national transportation policy, planning and funding the construction of highways and mass transit systems and regulating aviation, maritime and railroad operations.

Scores and Rankings

	Score	Rank (out of varied totals)
Index Score	**63.6**	**9**

Category	Score	Rank (out of varied totals)
Effective Leadership	52.6	14
Effective Leadership - Empowerment	46.7	12
Effective Leadership - Fairness	54.5	9
Effective Leadership - Senior Leaders	43.4	16
Effective Leadership - Supervisors	63.6	10
Employee Skills/Mission Match	79.2	3
Pay	63.3	4
Strategic Management	52.3	16
Teamwork	66.7	9
Training and Development	61.0	8
Work/Life Balance	63.2	5
Support for Diversity	53.8	16
Performance Based Rewards and Advancement	41.1	17
Alternative Work and Employee Support Programs	76.5	8

Demographic	Score	Rank (out of varied totals)
Female	64.3	11
Male	66.0	10
40 and over	63.2	14
Under 40	71.9	5
American Indian or Native American	56.2	14
Asian	69.5	10
Black or African-American	65.6	11
Hispanic or Latino	70.8	5
Multi-racial	64.3	2
Native Hawaiian or Other Pacific Islander	73.7	2
White	65.2	11
Employees with Disabilities	59.4	10
Veterans	65.1	8
Senior Executive Service (SES)	85.7	6

Previous Years

	2011	2010	2009	2007	2005	2003
Index Score	**59.5**	**60.4**	**52.2**	**52.9**	**59.8**	**60.9**

Scores by Category	2011	2010	2009	2007	2005	2003
Effective Leadership	50.3	49.1	43.5	43.1	46.7	47.7
Effective Leadership - Empowerment	43.0	44.4	40.0	42.5	43.8	47.7
Effective Leadership - Fairness	51.6	49.8	44.3	40.7	48.4	45.6
Effective Leadership - Senior Leaders	41.6	40.0	34.6	32.8	35.8	39.9
Effective Leadership - Supervisors	61.9	60.1	53.8	54.9	58.2	56.5
Employee Skills/Mission Match	78.1	78.2	75.6	76.1	75.8	78.9
Pay	64.4	65.7	55.7	63.9		
Strategic Management	51.1	49.6	47.8	49.3	50.2	56.1
Teamwork	64.6	64.3	69.4	67.4	69.4	70.2
Training and Development	58.2	58.7	55.2	53.9	58.5	58.8
Work/Life Balance	60.2	61.5	55.8	56.2	58.4	62.4
Support for Diversity	53.9	51.5	52.9	50.5	57.4	61.6
Performance Based Rewards and Advancement	39.6	40.6	37.9	35.2	38.9	38.0
Alternative Work and Employee Support Programs	77.7					

Scores by Demographic	2011	2010	2009	2007	2005	2003
Female	65.4	62.4	59.2			
Male	59.3	61.0	49.9			
40 and over	59.3	59.8	53.0			
Under 40	65.2	65.9	50.2			
American Indian or Native American	40.6	68.9	58.7			
Asian	72.9	65.0	61.9			
Black or African-American	65.8	67.2	59.3			
Hispanic or Latino	61.6	68.4	61.1			
Multi-racial	59.5	58.3	52.7			
Native Hawaiian or Other Pacific Islander						
White	60.5	59.8	50.5			
Employees with Disabilities						
Veterans						
Senior Executive Service (SES)						

Workforce Size and Trends

Number of Employees by Year
2011: 56,092
2010: 56,204
2009: 55,492
2008: 53,607
2007: 52,592
2006: 52,273
2005: 52,339
2004: 55,760
2003: 57,196
2002: 100,086
2001: 63,625

Employees joined (2011): 1,798
Percentage joined (2011): 3.20%
Average joined (2004-2011): 2,469
Employees left (2011): 3,039
Percentage left (2011): 5.40%
Average left (2004-2011): 3,217
Rookie ratio (percentage of workforce with less than three years of service): 11.80%

More About the Agency

Headquartered in Washington, D.C.
Other Locations: FAA and FHWA offices nationwide

http://www.dot.gov/

Agency Subcomponents

Federal Aviation Administration (DOT) - Score: 64.5
Federal Highway Administration (DOT) - Score: 78.0
Federal Motor Carrier Safety Administration (DOT) - Score: 70.6
Federal Railroad Administration (DOT) - Score: 76.9
Federal Transit Administration (DOT) - Score: 66.2
Maritime Administration (DOT) - Score: 59.8
National Highway Traffic Safety Administration (DOT) - Score: 63.3
Office of the Inspector General (DOT) - Score: 70.0
Office of the Secretary (DOT) - Score: 63.2
Pipeline and Hazardous Materials Safety Administration (DOT) - Score: 53.4
Research and Innovative Technology Administration (DOT) - Score: 67.2