

Federal Aviation Administration, Federal Highway Administration, All Other Components

Index Score: 59.5 (Ranked #26 out of varied totals)

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 by Class

| Class | 2011 Score | Rank (out of varied totals) |
|---|------------|-----------------------------|
| Employee Skills/Mission Match | 78.1 | 17 |
| Strategic Management | 51.1 | 27 |
| Teamwork | 64.6 | 20 |
| Effective Leadership | 50.3 | 26 |
| Effective Leadership - Empowerment | 43.0 | 25 |
| Effective Leadership - Fairness | 51.6 | 21 |
| Effective Leadership - Senior Leaders | 41.6 | 28 |
| Effective Leadership - Supervisors | 61.9 | 25 |
| Performance Based Rewards and Advancement | 39.6 | 28 |
| Training and Development | 58.2 | 20 |
| Support for Diversity | 53.9 | 27 |
| Pay | 64.4 | 10 |
| Family Friendly Culture and Benefits | 34.9 | 20 |
| Work/Life Balance | 60.2 | 18 |

| Scores by Class | 2010 | 2009 | 2007 | 2005 | 2003 |
|---|------|------|------|------|------|
| Employee Skills/Mission Match | 78.2 | 75.6 | 76.1 | 75.8 | 78.9 |
| Strategic Management | 49.6 | 47.8 | 49.3 | 50.2 | 56.1 |
| Teamwork | 64.3 | 69.4 | 67.4 | 69.4 | 70.2 |
| Effective Leadership | 49.1 | 43.5 | 43.1 | 46.7 | 47.7 |
| Performance Based Rewards and Advancement | 40.6 | 37.9 | 35.2 | 38.9 | 38.0 |
| Training and Development | 58.7 | 55.2 | 53.9 | 58.5 | 58.8 |
| Support for Diversity | 51.5 | 52.9 | 50.5 | 57.4 | 61.6 |
| Pay | 65.7 | 55.7 | 63.9 | | |
| Family Friendly Culture and Benefits | 35.3 | | | | |
| Work/Life Balance | 61.5 | 55.8 | 56.2 | 58.4 | 62.4 |

Index Scores

| Year | Score |
|------|-------|
| 2011 | 59.5 |
| 2010 | 60.4 |
| 2009 | 52.2 |
| 2007 | 52.9 |
| 2005 | 59.8 |
| 2003 | 60.9 |

Scores and Rankings by Demographic

| Demographic | Score | Rank (out of varied totals) |
|--|-------|-----------------------------|
| Female | 65.4 | 16 |
| Male | 59.3 | 27 |
| 40 and over | 59.3 | 26 |
| Under 40 | 65.2 | 20 |
| Asian | 72.9 | 13 |
| Black or African-American | 65.8 | 18 |
| Hispanic or Latino | 61.6 | 25 |
| Multi-racial | 59.5 | 13 |
| White | 60.5 | 25 |
| American Indian or Native American | 40.6 | 19 |

| Scores by Demographic | 2010 | 2009 | 2007 | 2005 | 2003 |
|--|------|------|------|------|------|
| Female | 62.4 | 58.7 | | | |
| Male | 61.0 | 61.9 | | | |
| 40 and over | 59.8 | 59.2 | | | |
| Under 40 | 65.9 | 49.9 | | | |
| Asian | 65.0 | 61.1 | | | |
| Black or African-American | 67.2 | 52.7 | | | |
| Hispanic or Latino | 68.4 | 50.5 | | | |
| Multi-racial | 58.3 | 53.0 | | | |
| White | 59.8 | 50.2 | | | |
| American Indian or Native American | 68.9 | 59.3 | | | |

Staff/Manager Alignment

Score: -4

Less Aligned / Less Satisfied:

Agencies in this group have *Best Places* Index scores that fall short of government-wide norms, as well as less-than-normal alignment between staff and managers on key workforce issues. These agencies should examine and understand the areas of high disconnect between staff and managers to ensure that managers understand staff issues and are prepared to support related agency changes efforts.

Workforce Size and Trends

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

Employees joined (2009): 2,203

Percentage joined (2009): 3.90%

Average joined (2004-2009): 2,575

Employees left (2009): 2,822

Percentage left (2009): 5.00%

Average left (2004-2009): 3,625

Rookie ratio (percentage of workforce with less than three years of service): 13.20%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: FAA and FHWA offices nationwide

<http://www.dot.gov/>

Agency Subcomponents

[All Other Components \(DOT\)](#) - Score: 66.3

[Federal Aviation Administration \(DOT\)](#) - Score: 57.6

[Federal Highway Administration \(DOT\)](#) - Score: 76.1