

Federal Aviation Administration (DOT)

Index Score: 57.6 (Ranked #200 out of varied totals)

To ensure the safety of civil aviation. The FAA encourages research and development with respect to the National Airspace System and civil aeronautics; develops and operates a common system of air traffic control and navigation for both civilian and military aircraft; develops and implements programs to control aircraft noise and other environmental effects of civilian aviation; and regulates U.S. commercial space transportation.

Scores and Rankings by Class

Class	2011 Score	Rank (out of varied totals)
Employee Skills/Mission Match	77.8	124
Strategic Management	48.9	219
Teamwork	63.6	166
Effective Leadership	48.2	214
Effective Leadership - Empowerment	40.6	213
Effective Leadership - Fairness	50.6	176
Effective Leadership - Senior Leaders	38.6	219
Effective Leadership - Supervisors	60.5	198
Performance Based Rewards and Advancement	37.2	222
Training and Development	57.4	161
Support for Diversity	52.4	207
Pay	64.5	87
Family Friendly Culture and Benefits	32.0	157
Work/Life Balance	59.3	165

Scores by Class	2010	2009	2007	2005	2003
Employee Skills/Mission Match	78.0	75.0	75.6	75.3	79.1
Strategic Management	47.5	45.3	47.4	48.3	55.0
Teamwork	63.6	68.7	66.4	70.7	70.8
Effective Leadership	47.1	41.0	42.2	45.1	46.4
Performance Based Rewards and Advancement	38.5	35.3	32.3	36.7	35.3
Training and Development	58.0	53.8	52.4	57.4	58.7
Support for Diversity	49.5	50.5	48.4	56.4	61.6
Pay	65.1	53.7	63.5		
Family Friendly Culture and Benefits	31.9				
Work/Life Balance	60.9	54.1	54.9	57.2	61.0

Index Scores

Year	Score
2011	57.6
2010	58.9
2009	49.4
2007	50.3
2005	58.8
2003	60.1

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	65.0	130
Male	57.1	204
40 and over	57.6	206
Under 40	63.0	155
Asian	73.3	35
Black or African-American	65.4	116
Hispanic or Latino	58.3	116
Multi-racial	59.5	30
White	58.7	197
American Indian or Native American	38.0	14

Scores by Demographic	2010	2009	2007	2005	2003
Female	61.0	59.7			
Male	59.4	60.7			
40 and over	58.1	58.8			
Under 40	64.8	46.6			
Asian	64.1	59.5			
Black or African-American	68.1	51.3			
Hispanic or Latino	67.0	47.4			
Multi-racial	57.1	50.7			
White	58.1	45.9			
American Indian or Native American	69.6	59.0			

Staff/Manager Alignment

Score: -5

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
	49,368	53,974	48,256	46,794	43,566	43,606	44,077	44,981	46,706	47,256

Employees joined (2009): 1,506

Percentage joined (2009): 3.20%

Average joined (2004-2009): 1,871

Employees left (2009): 2,225

Percentage left (2009): 4.70%

Average left (2004-2009): 2,925

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: Located in 9 geographical regions and 2 major centers (in Oklahoma City, OK and Atlantic City International Airport, NJ)

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