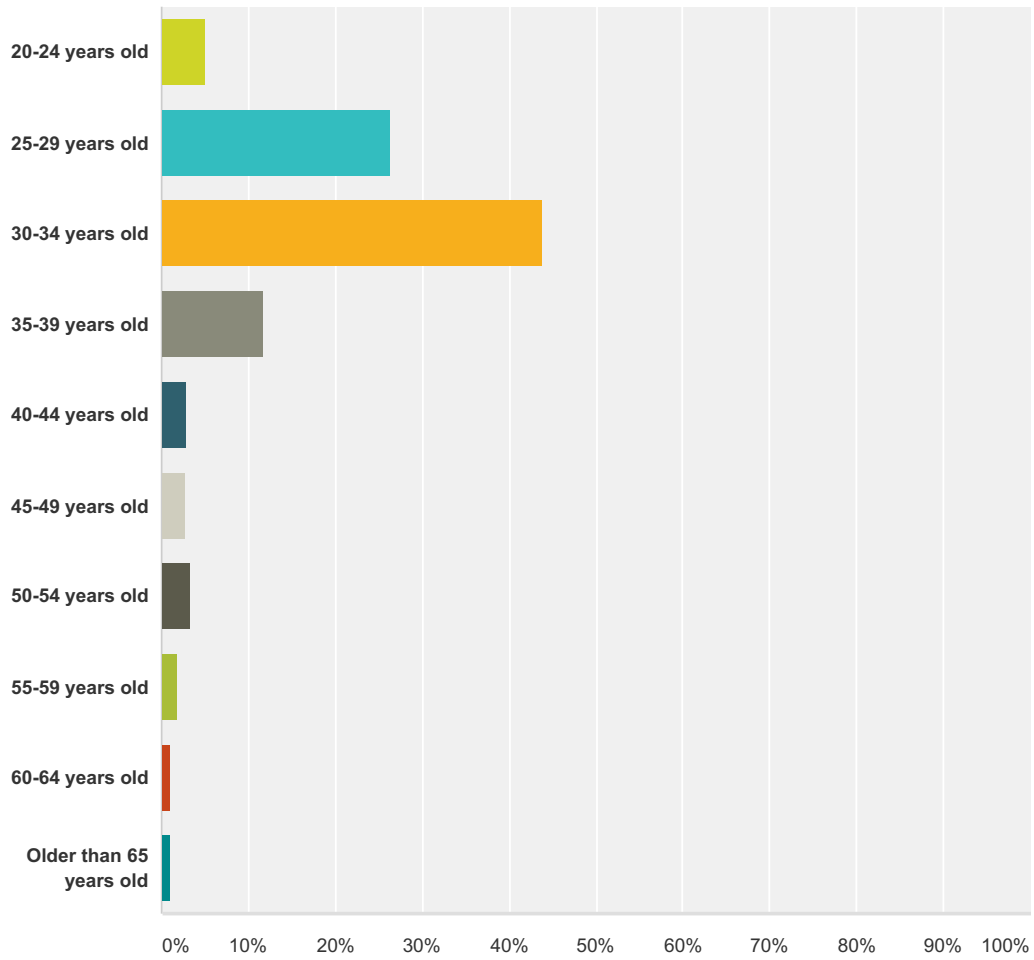


### Q1 What is your age?

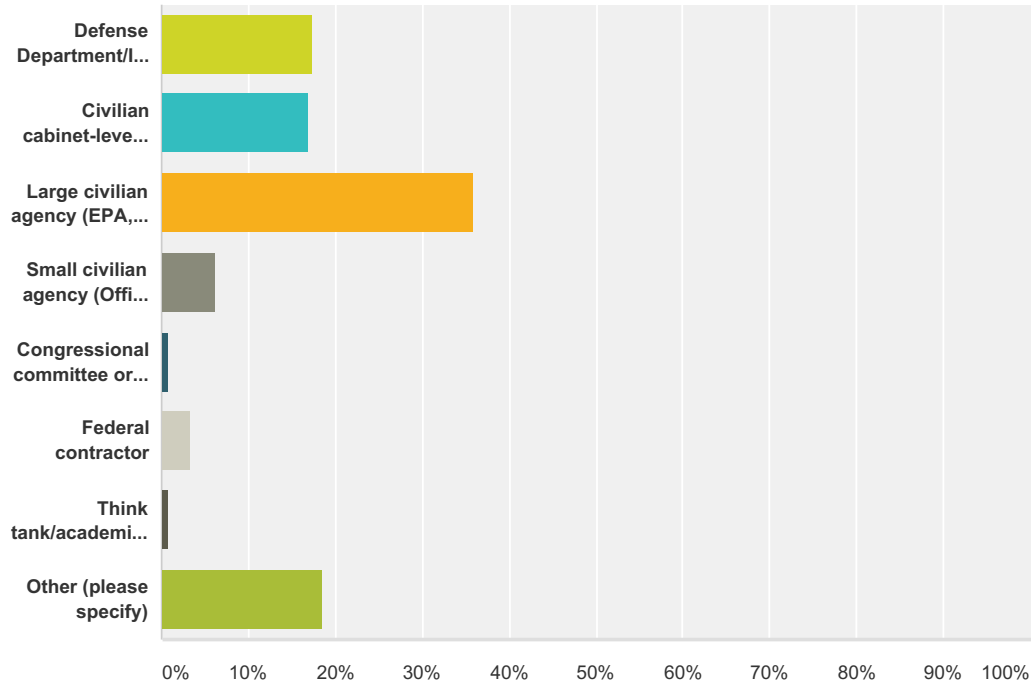
Answered: 994 Skipped: 0



Answer Choices	Responses	
20-24 years old	4.93%	49
25-29 years old	26.36%	262
30-34 years old	43.86%	436
35-39 years old	11.77%	117
40-44 years old	3.02%	30
45-49 years old	2.72%	27
50-54 years old	3.32%	33
55-59 years old	1.91%	19
60-64 years old	1.01%	10
Older than 65 years old	1.11%	11
<b>Total</b>		<b>994</b>

### Q2 I work for:

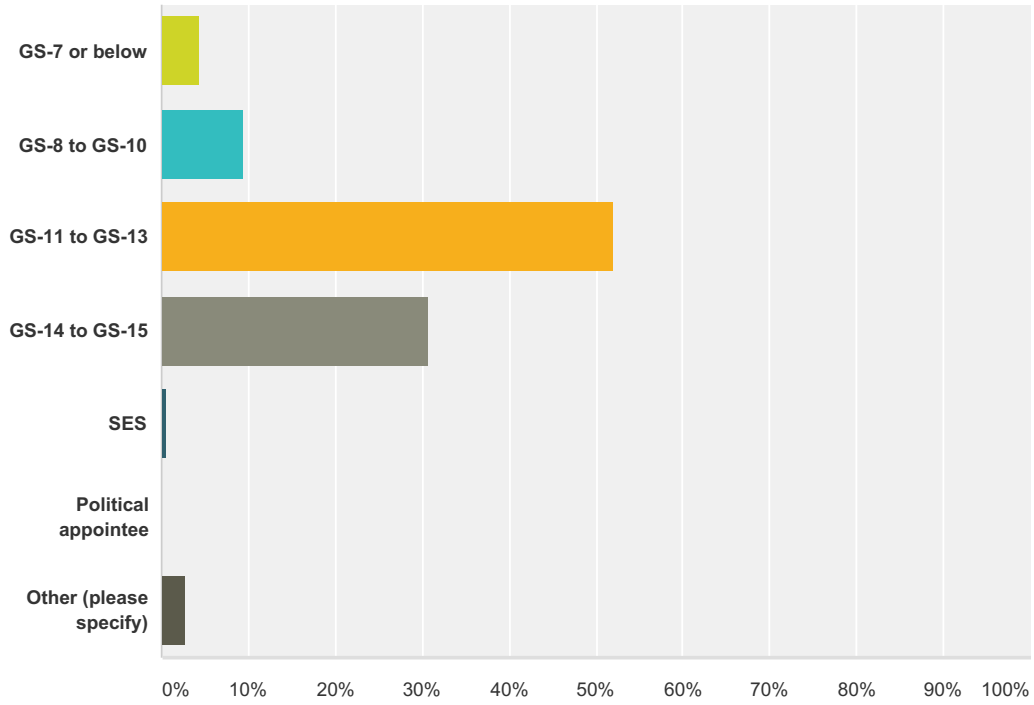
Answered: 237 Skipped: 757



Answer Choices	Responses
Defense Department/Intelligence Community	17.30% 41
Civilian cabinet-level agency	16.88% 40
Large civilian agency (EPA, etc.)	35.86% 85
Small civilian agency (Office of Special Counsel, etc.)	6.33% 15
Congressional committee or lawmaker	0.84% 2
Federal contractor	3.38% 8
Think tank/academic institution	0.84% 2
Other (please specify)	18.57% 44
<b>Total</b>	<b>237</b>

### Q3 What is your grade or equivalent?

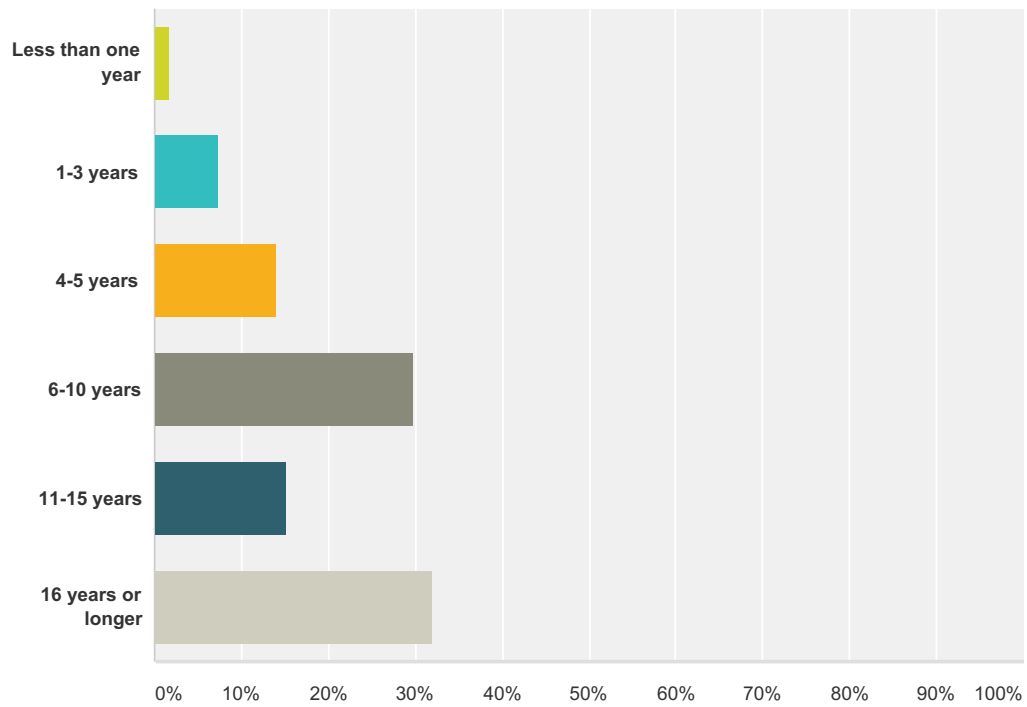
Answered: 179 Skipped: 815



Answer Choices	Responses
GS-7 or below	4.47% 8
GS-8 to GS-10	9.50% 17
GS-11 to GS-13	51.96% 93
GS-14 to GS-15	30.73% 55
SES	0.56% 1
Political appointee	0.00% 0
Other (please specify)	2.79% 5
<b>Total</b>	<b>179</b>

### Q4 How long have you worked in federal government?

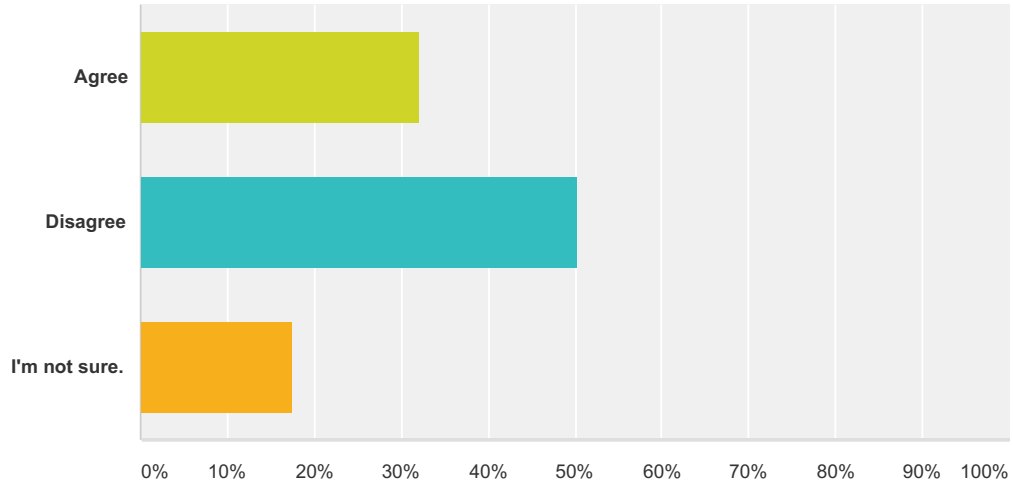
Answered: 178 Skipped: 816



Answer Choices	Responses
Less than one year	1.69% 3
1-3 years	7.30% 13
4-5 years	14.04% 25
6-10 years	29.78% 53
11-15 years	15.17% 27
16 years or longer	32.02% 57
<b>Total</b>	<b>178</b>

**Q5 My agency is recruiting and hiring the new, young talent it needs to carry out its mission.**

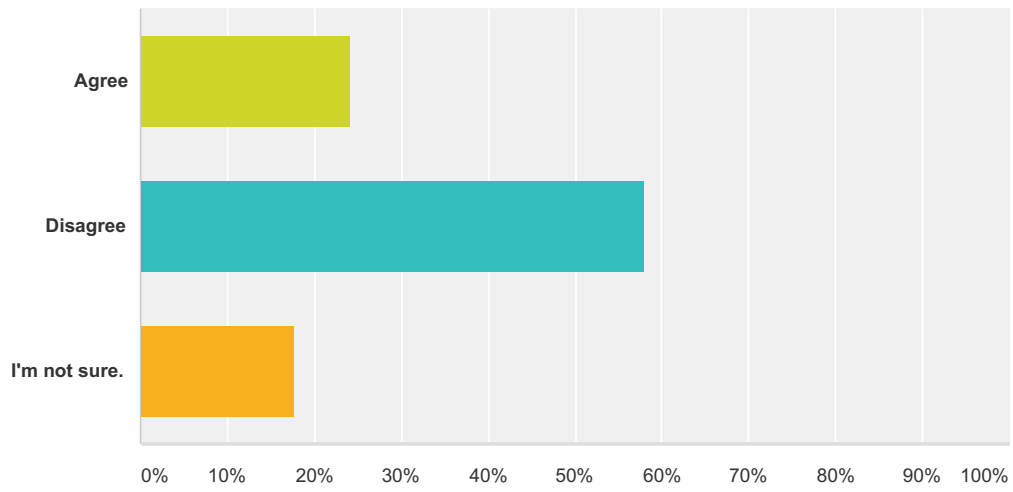
Answered: 171 Skipped: 823



Answer Choices	Responses
Agree	32.16% 55
Disagree	50.29% 86
I'm not sure.	17.54% 30
<b>Total</b>	<b>171</b>

### Q6 My agency is making an effort to retain new, young talent.

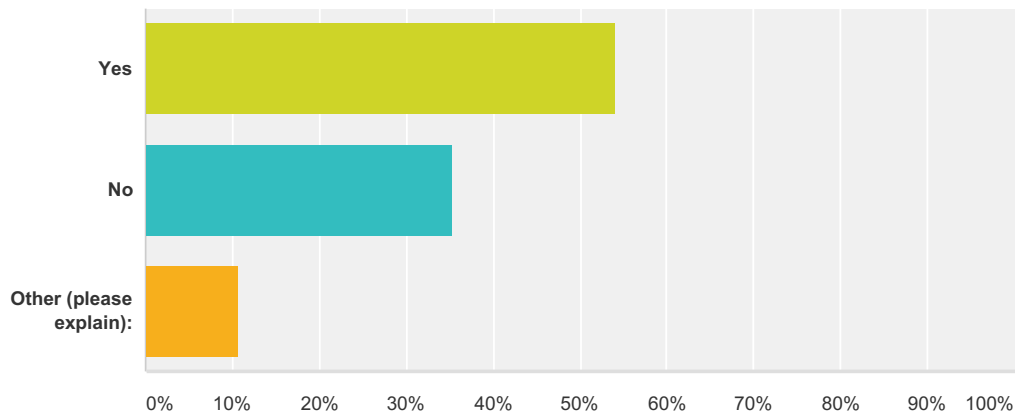
Answered: 169 Skipped: 825



Answer Choices	Responses
Agree	24.26% 41
Disagree	57.99% 98
I'm not sure.	17.75% 30
<b>Total</b>	<b>169</b>

### Q7 Have you helped train or mentor a young colleague at your agency?

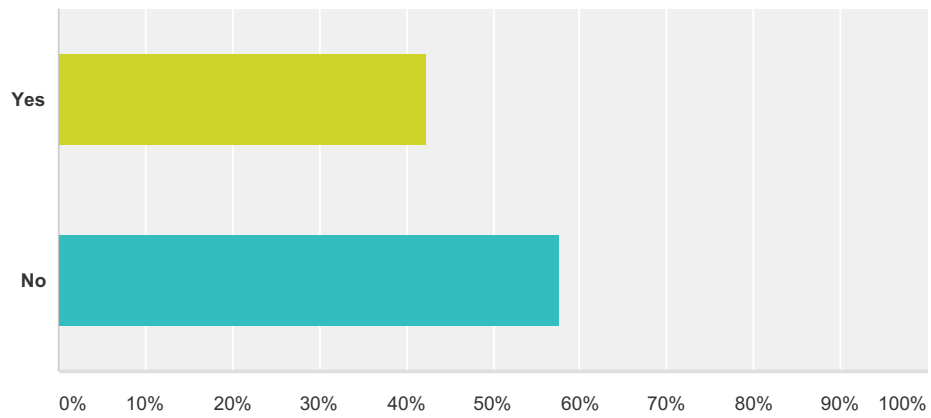
Answered: 170 Skipped: 824



Answer Choices	Responses	
Yes	54.12%	92
No	35.29%	60
Other (please explain):	10.59%	18
<b>Total</b>		<b>170</b>

### Q8 Have you ever worked for federal government in the past?

Answered: 172 Skipped: 822

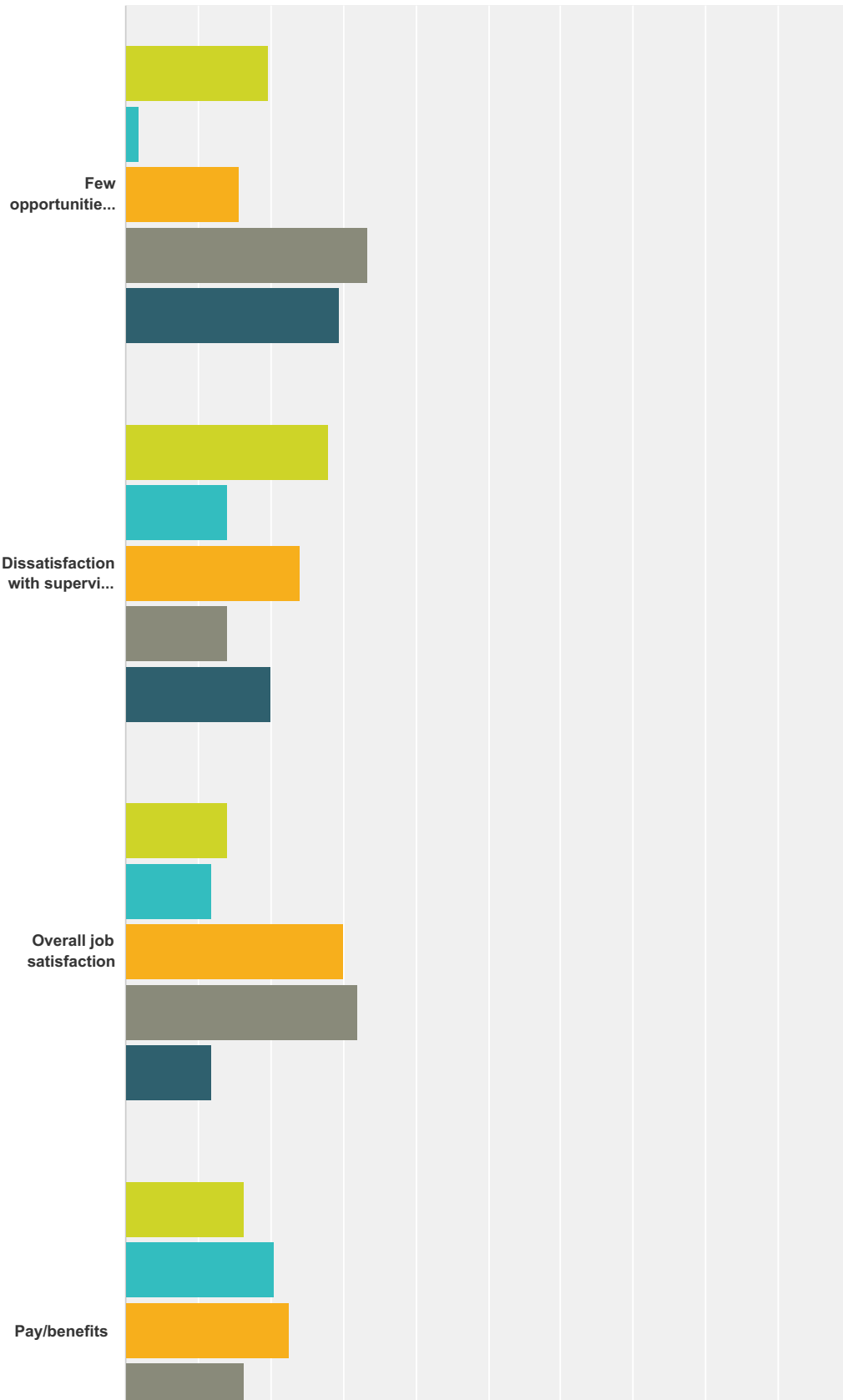


Answer Choices	Responses
Yes	42.44% 73
No	57.56% 99
<b>Total</b>	<b>172</b>

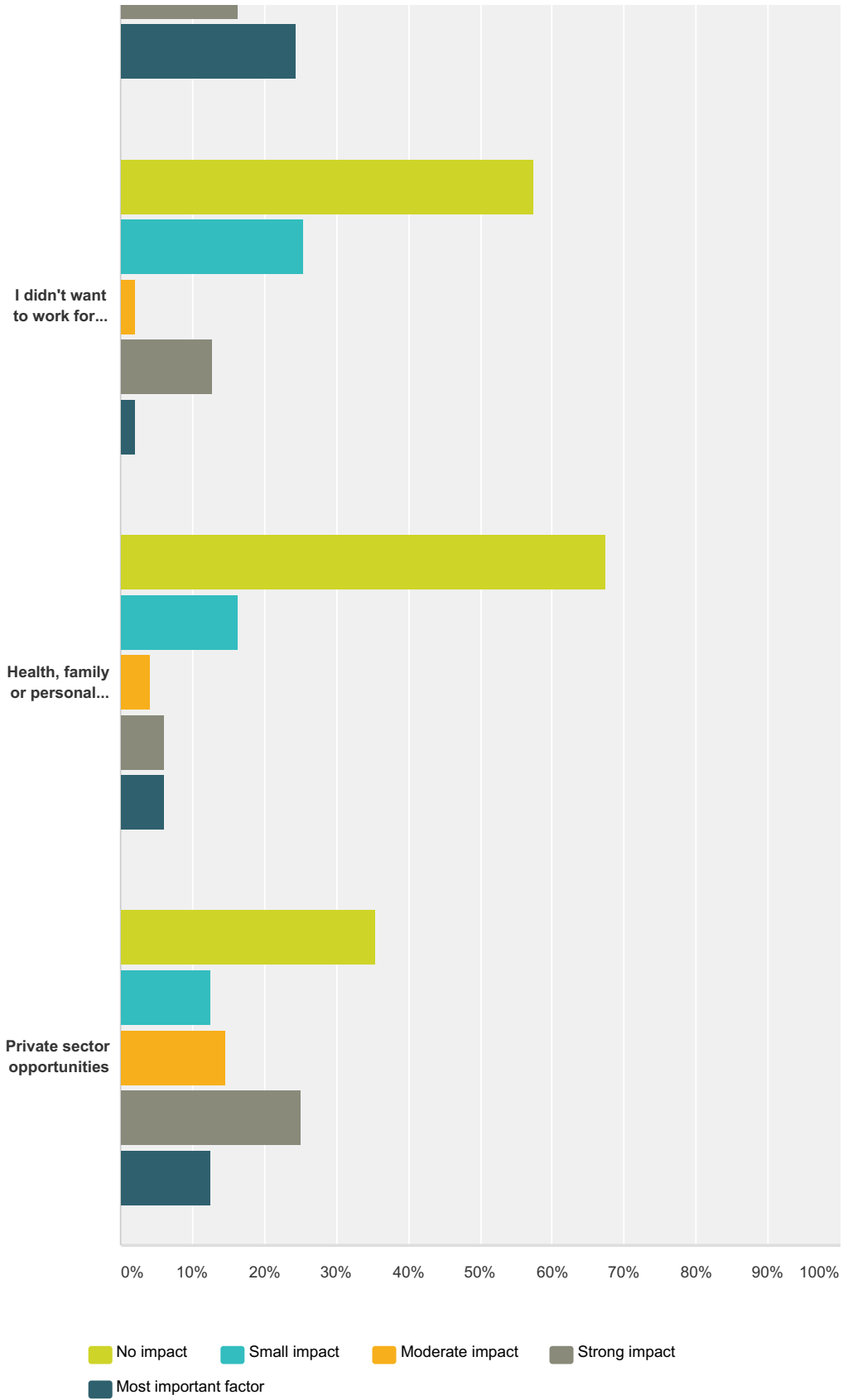


### Q9 What factors impacted your decision to leave government?

Answered: 52 Skipped: 942



## The Millennial Perspective in the Federal Government



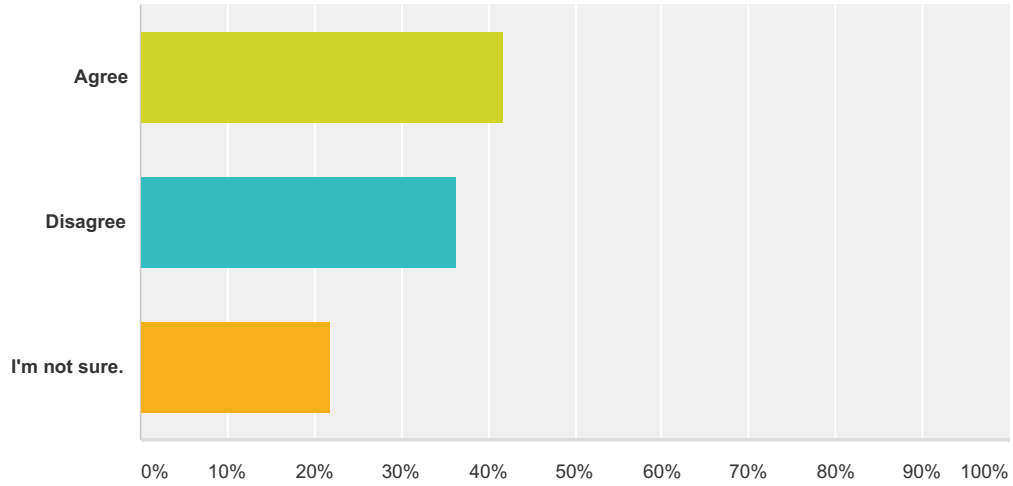
	No impact	Small impact	Moderate impact	Strong impact	Most important factor	Total
Few opportunities for promotion/upward mobility	19.61% 10	1.96% 1	15.69% 8	33.33% 17	29.41% 15	51

## The Millennial Perspective in the Federal Government

Dissatisfaction with supervisor or manager	<b>28.00%</b> 14	<b>14.00%</b> 7	<b>24.00%</b> 12	<b>14.00%</b> 7	<b>20.00%</b> 10	50
Overall job satisfaction	<b>14.00%</b> 7	<b>12.00%</b> 6	<b>30.00%</b> 15	<b>32.00%</b> 16	<b>12.00%</b> 6	50
Pay/benefits	<b>16.33%</b> 8	<b>20.41%</b> 10	<b>22.45%</b> 11	<b>16.33%</b> 8	<b>24.49%</b> 12	49
I didn't want to work for government anymore	<b>57.45%</b> 27	<b>25.53%</b> 12	<b>2.13%</b> 1	<b>12.77%</b> 6	<b>2.13%</b> 1	47
Health, family or personal reasons	<b>67.35%</b> 33	<b>16.33%</b> 8	<b>4.08%</b> 2	<b>6.12%</b> 3	<b>6.12%</b> 3	49
Private sector opportunities	<b>35.42%</b> 17	<b>12.50%</b> 6	<b>14.58%</b> 7	<b>25.00%</b> 12	<b>12.50%</b> 6	48

**Q10 My company is actively recruiting and hiring the new, young talent it needs to carry out its mission.**

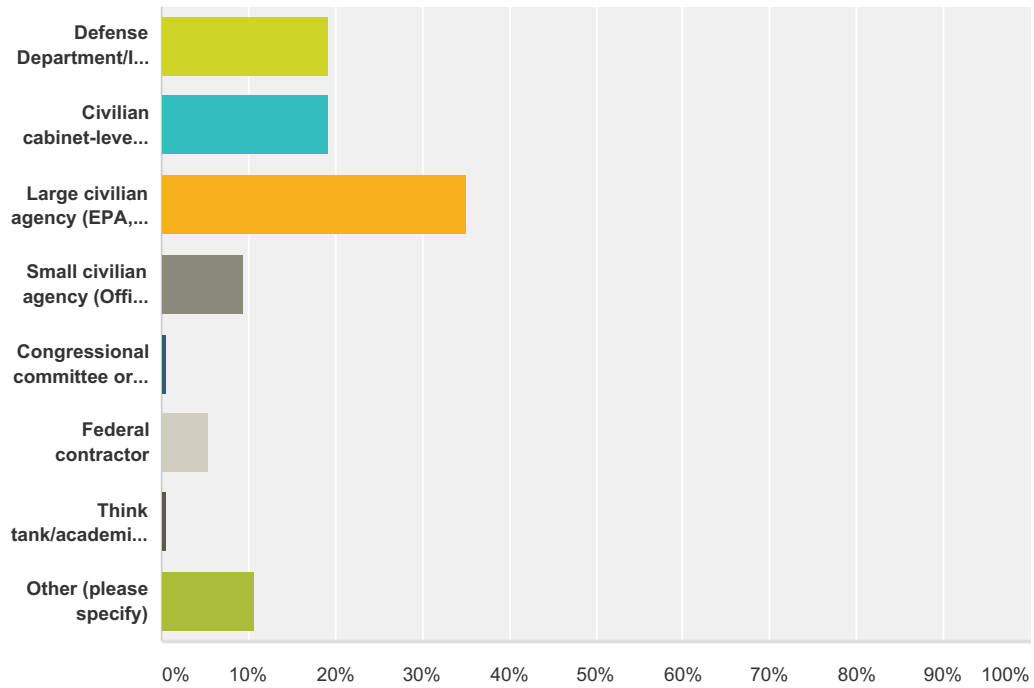
Answered: 55 Skipped: 939



Answer Choices	Responses
Agree	41.82% 23
Disagree	36.36% 20
I'm not sure.	21.82% 12
<b>Total</b>	<b>55</b>

### Q11 I work for:

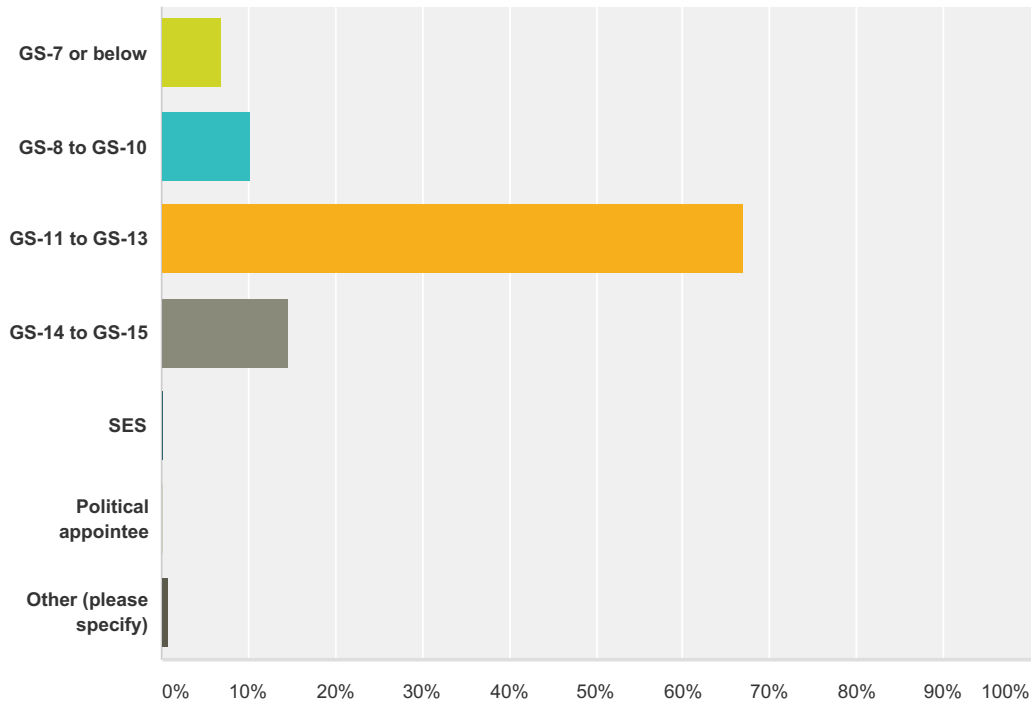
Answered: 717 Skipped: 277



Answer Choices	Responses
Defense Department/Intelligence Community	19.11% 137
Civilian cabinet-level agency	19.25% 138
Large civilian agency (EPA, etc.)	35.01% 251
Small civilian agency (Office of Special Counsel, etc.)	9.34% 67
Congressional committee or lawmaker	0.70% 5
Federal contractor	5.44% 39
Think tank/academic institution	0.56% 4
Other (please specify)	10.60% 76
<b>Total</b>	<b>717</b>

### Q12 What is your grade or equivalent?

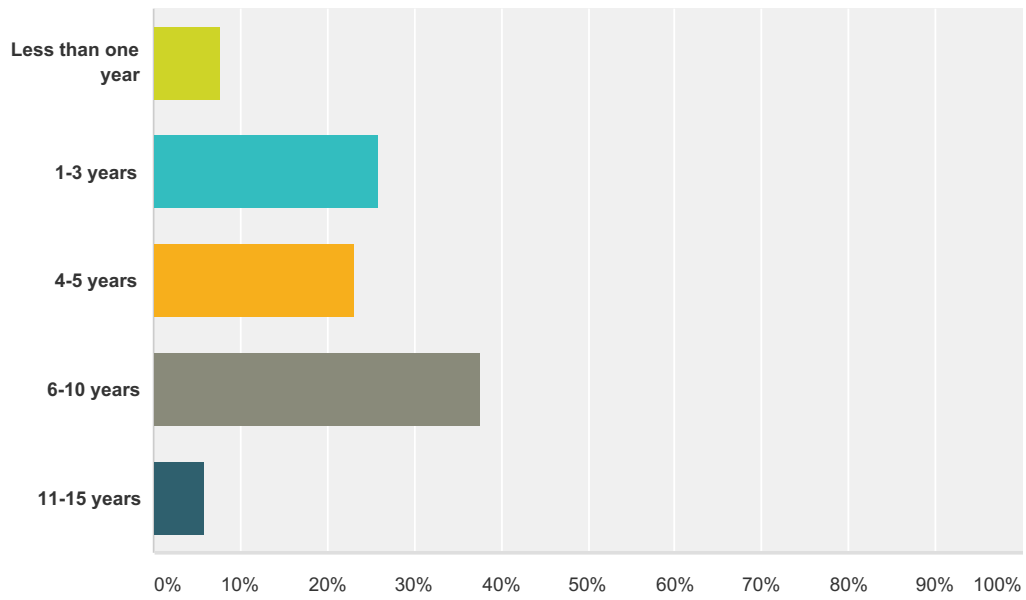
Answered: 590 Skipped: 404



Answer Choices	Responses	Count
GS-7 or below	6.95%	41
GS-8 to GS-10	10.17%	60
GS-11 to GS-13	67.12%	396
GS-14 to GS-15	14.58%	86
SES	0.17%	1
Political appointee	0.17%	1
Other (please specify)	0.85%	5
<b>Total</b>		<b>590</b>

### Q13 How long have you worked in federal government?

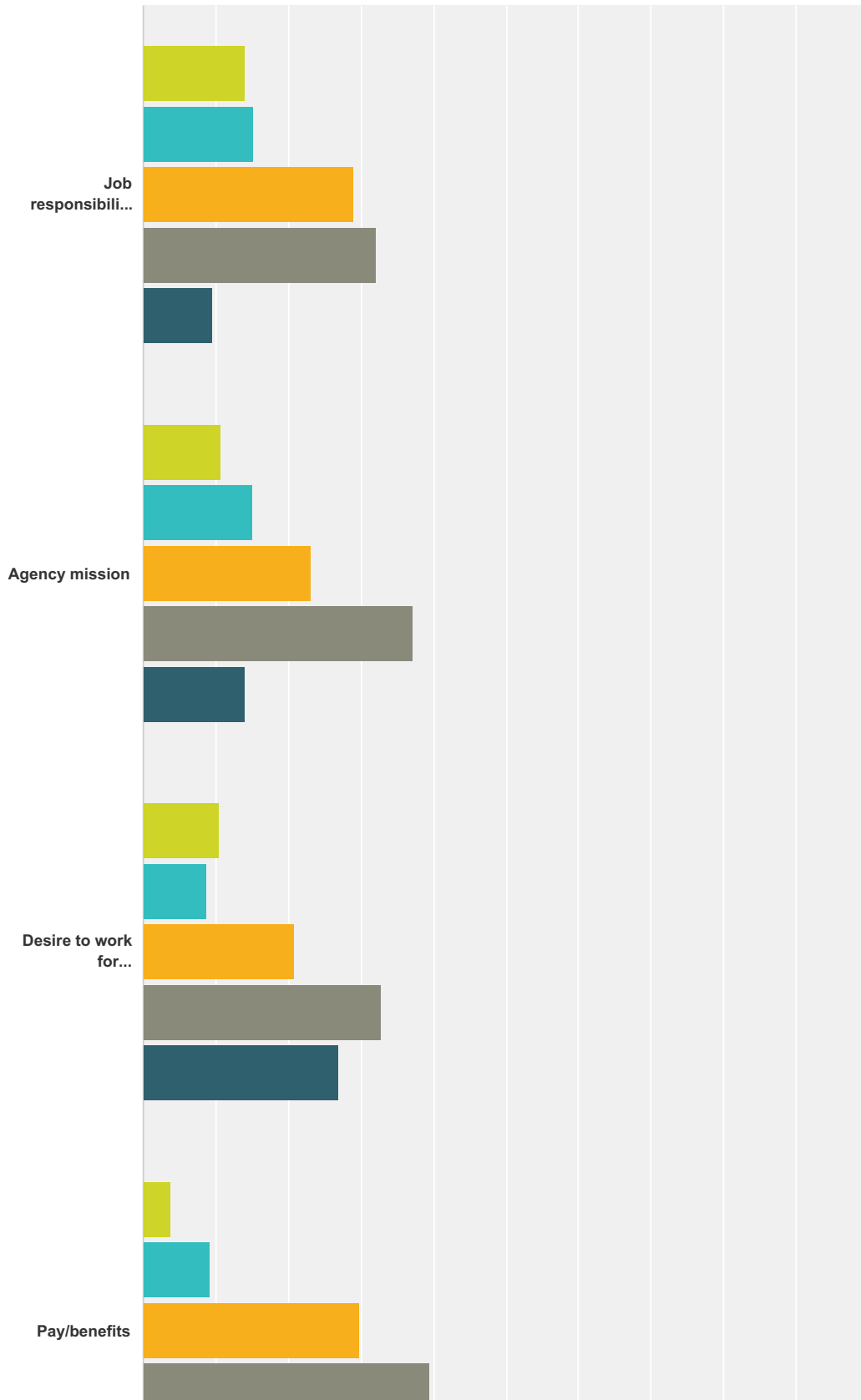
Answered: 589 Skipped: 405



Answer Choices	Responses	Count
Less than one year	7.81%	46
1-3 years	25.81%	152
4-5 years	23.09%	136
6-10 years	37.52%	221
11-15 years	5.77%	34
<b>Total</b>		<b>589</b>

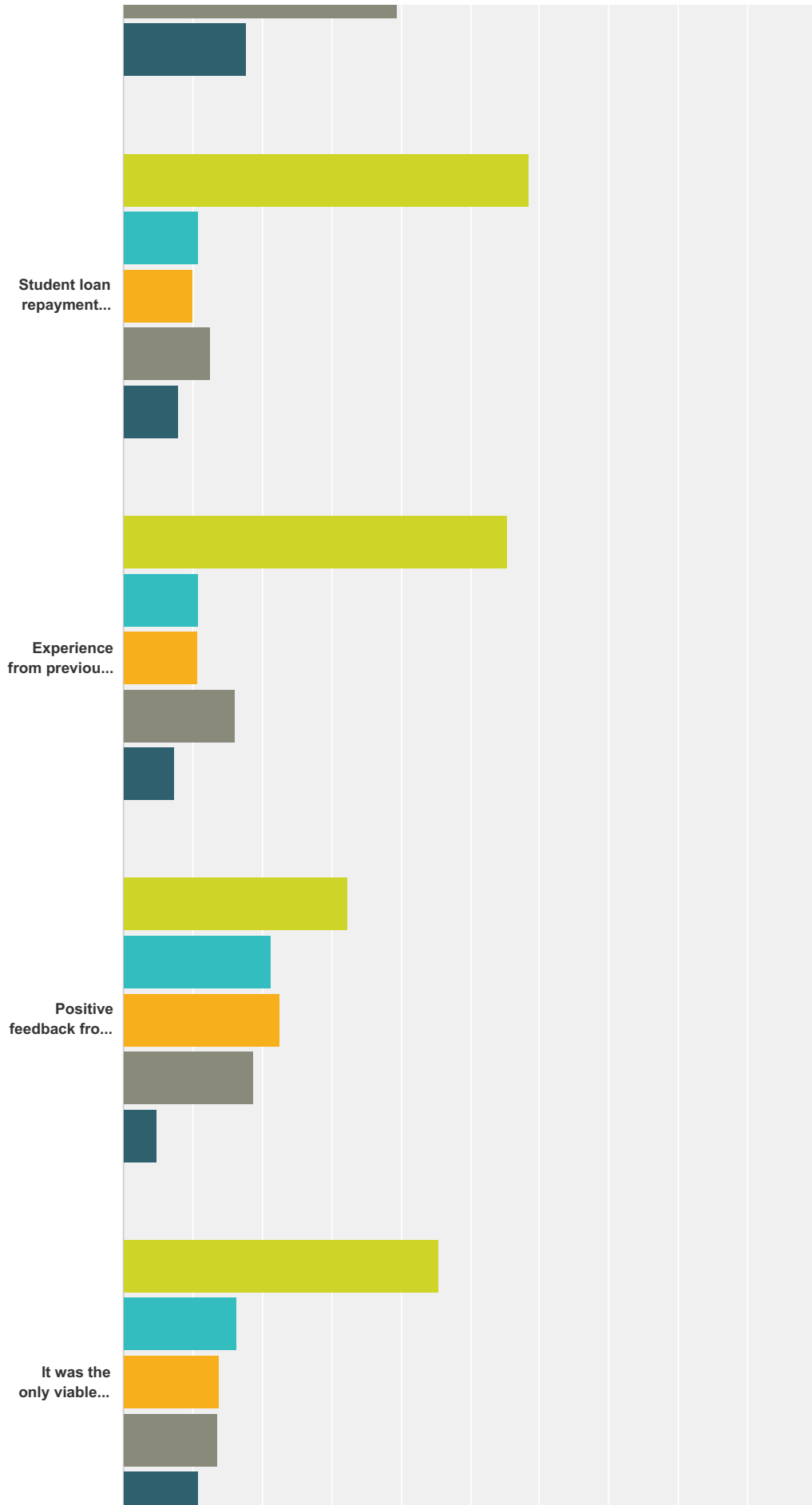
### Q14 What factors impacted your decision to accept a job in the federal government?

Answered: 558 Skipped: 436

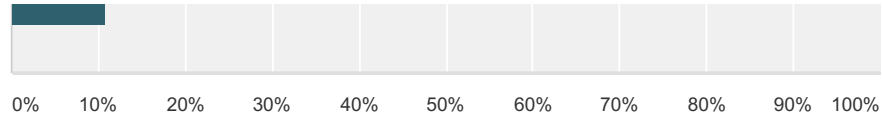




# The Millennial Perspective in the Federal Government



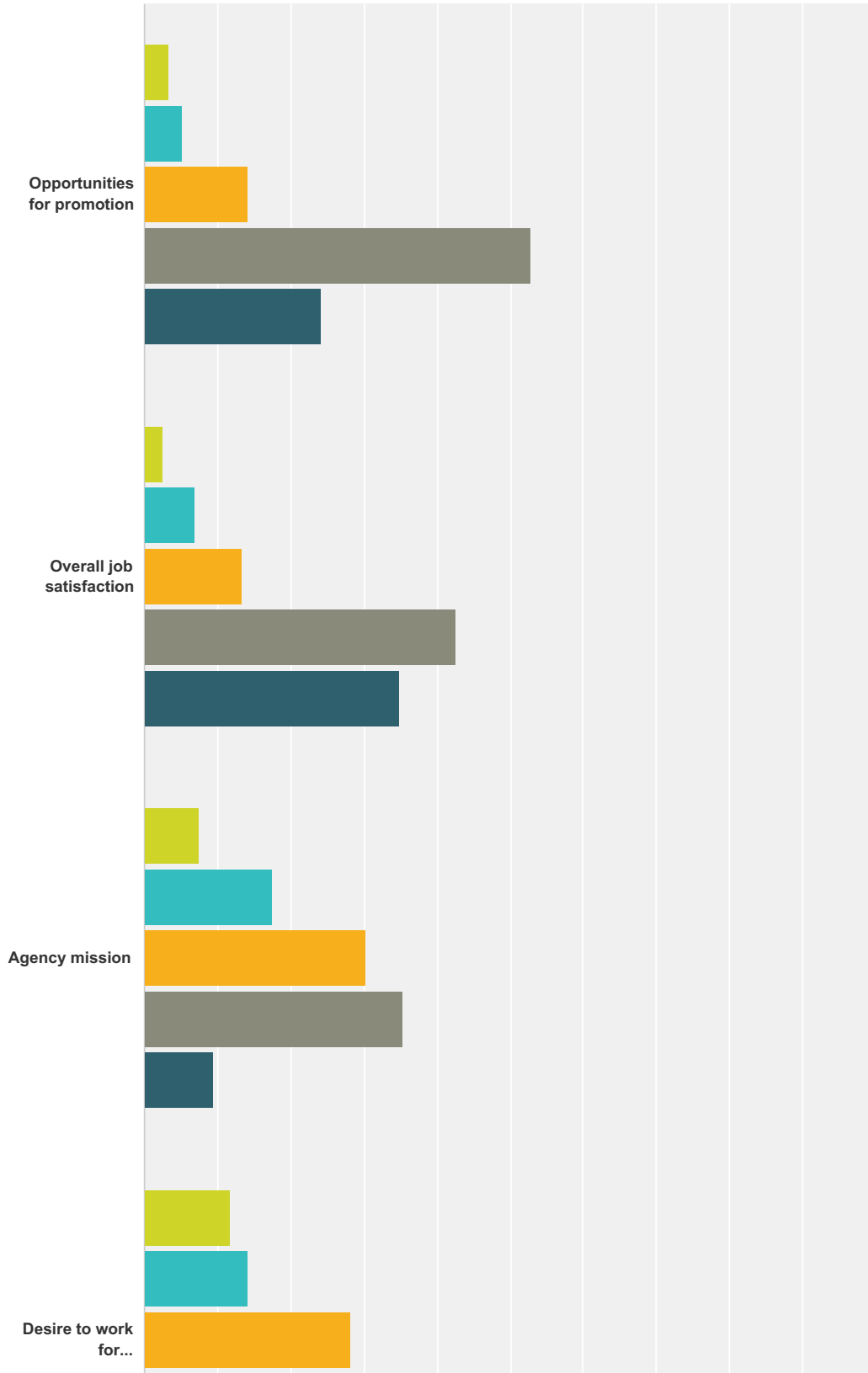
## The Millennial Perspective in the Federal Government



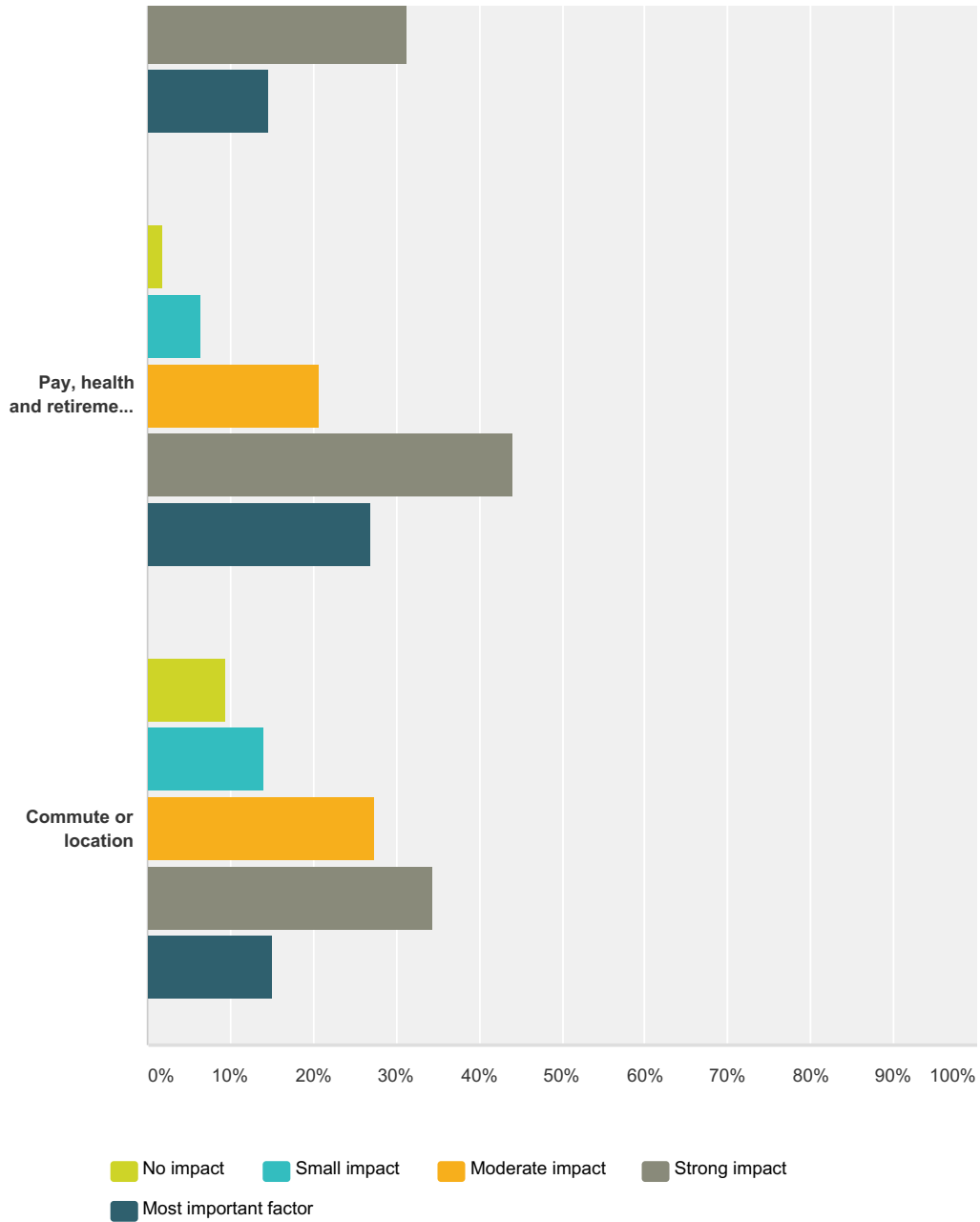
	No impact	Small impact	Moderate impact	Strong impact	Most important factor	Total
Job responsibilities or title	13.98% 78	15.23% 85	29.03% 162	32.08% 179	9.68% 54	558
Agency mission	10.63% 59	14.95% 83	23.24% 129	37.12% 206	14.05% 78	555
Desire to work for government/public service	10.49% 58	8.86% 49	20.98% 116	32.73% 181	26.94% 149	553
Pay/benefits	3.78% 21	9.19% 51	29.91% 166	39.46% 219	17.66% 98	555
Student loan repayment program or similar incentives	58.53% 326	10.95% 61	10.05% 56	12.57% 70	7.90% 44	557
Experience from previous government internship/fellowship program	55.32% 307	10.81% 60	10.63% 59	16.04% 89	7.21% 40	555
Positive feedback from friends, family, other colleagues	32.32% 180	21.36% 119	22.62% 126	18.85% 105	4.85% 27	557
It was the only viable option at the time	45.57% 252	16.27% 90	13.74% 76	13.56% 75	10.85% 60	553

### Q15 What factors have or will contribute to your decision to stay in the federal government?

Answered: 556 Skipped: 438



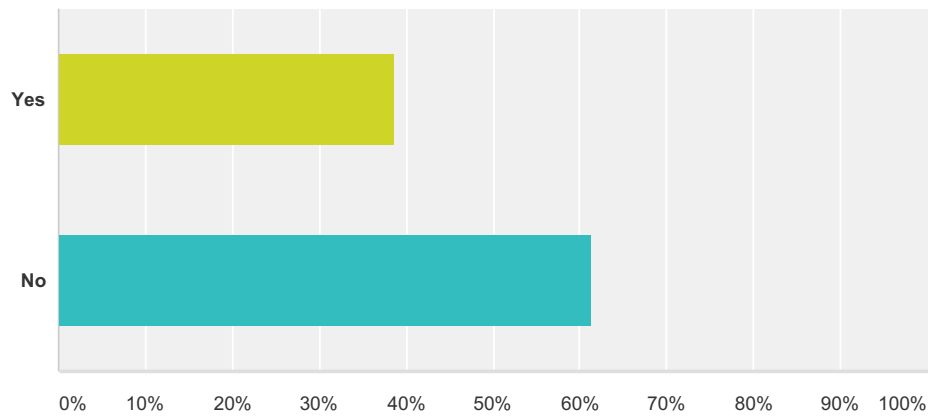
## The Millennial Perspective in the Federal Government



	No impact	Small impact	Moderate impact	Strong impact	Most important factor	Total
Opportunities for promotion	3.42% 19	5.22% 29	14.21% 79	52.88% 294	24.28% 135	556
Overall job satisfaction	2.52% 14	6.85% 38	13.33% 74	42.52% 236	34.77% 193	555
Agency mission	7.45% 41	17.64% 97	30.18% 166	35.27% 194	9.45% 52	550
Desire to work for government/public service	11.73% 65	14.26% 79	28.16% 156	31.23% 173	14.62% 81	554
Pay, health and retirement or other benefits	1.81% 10	6.51% 36	20.61% 114	44.12% 244	26.94% 149	553
Commute or location	9.40% 52	13.92% 77	27.31% 151	34.36% 190	15.01% 83	553

### Q16 Do you anticipate leaving the federal government?

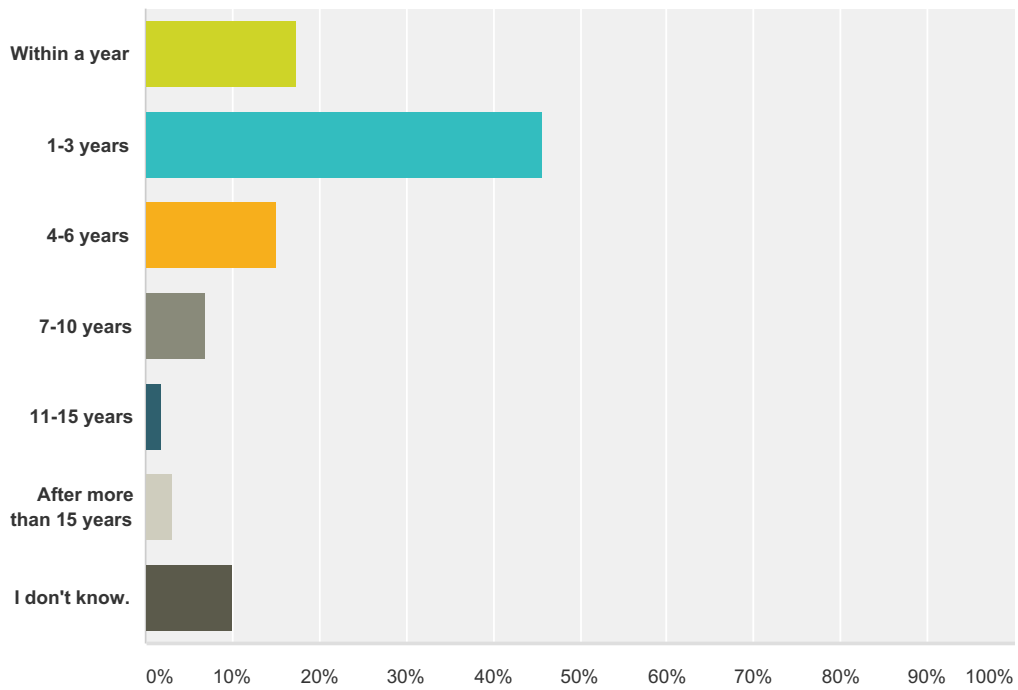
Answered: 554 Skipped: 440



Answer Choices	Responses
Yes	38.63% 214
No	61.37% 340
<b>Total</b>	<b>554</b>

### Q17 If you anticipate leaving government, when?

Answered: 219 Skipped: 775



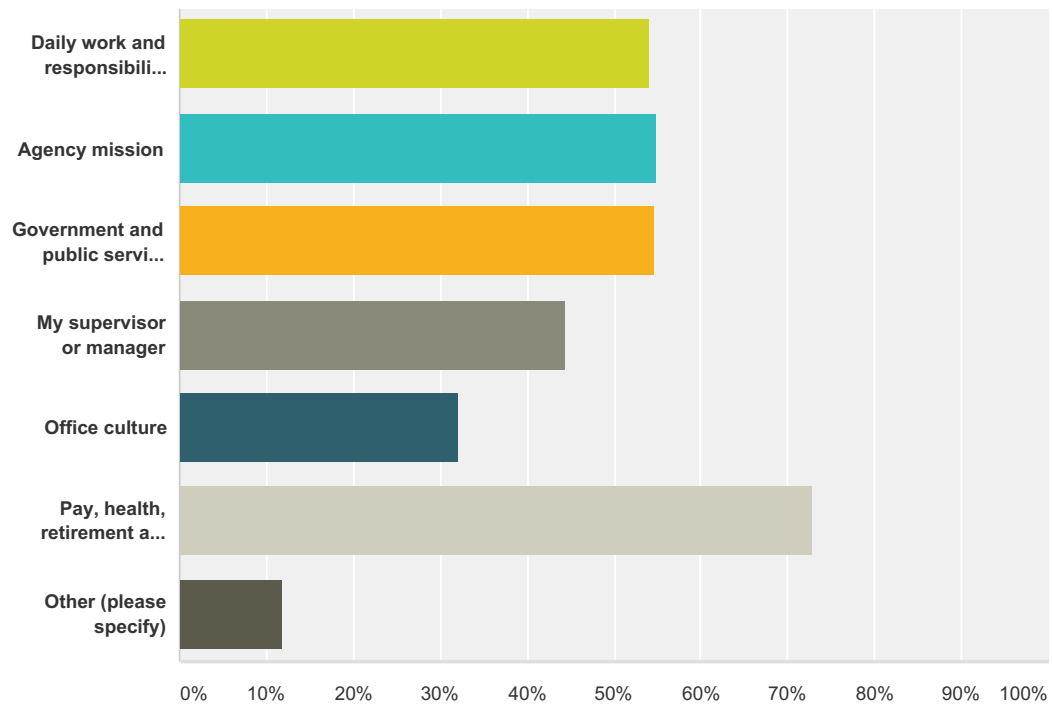
Answer Choices	Responses
Within a year	17.35% 38
1-3 years	45.66% 100
4-6 years	15.07% 33
7-10 years	6.85% 15
11-15 years	1.83% 4
After more than 15 years	3.20% 7
I don't know.	10.05% 22
<b>Total</b>	<b>219</b>

**Q18 If you don't anticipate leaving government, why not?**

Answered: 294 Skipped: 700

### Q19 What do you like about your current job in government?

Answered: 540 Skipped: 454

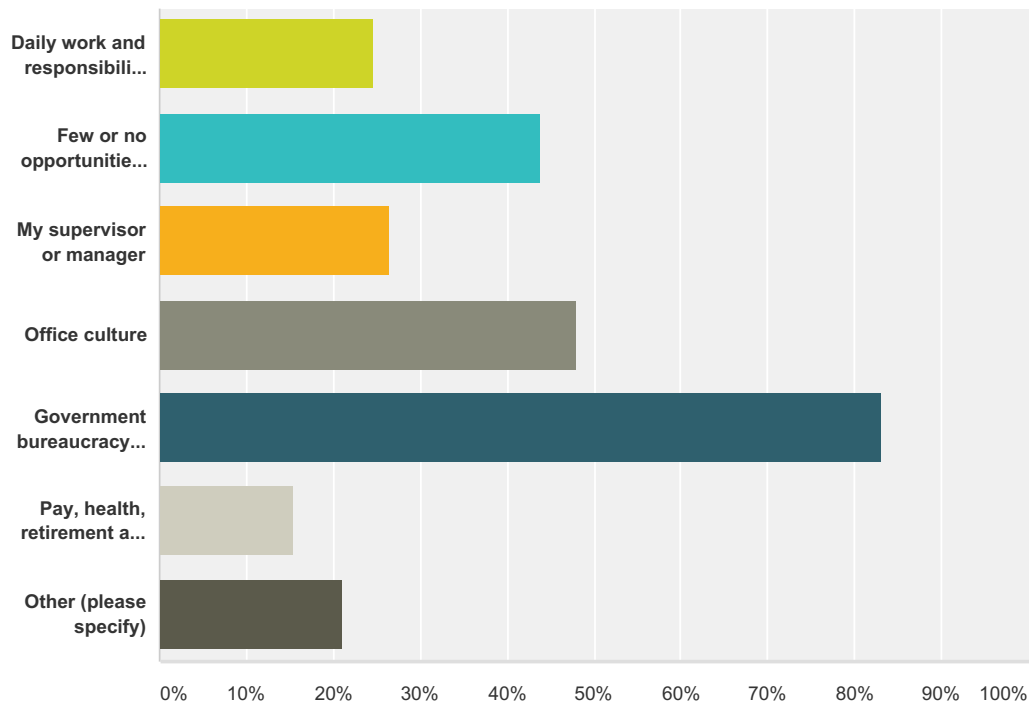


Answer Choices	Responses
Daily work and responsibilities	54.07% 292
Agency mission	55.00% 297
Government and public service mission	54.63% 295
My supervisor or manager	44.44% 240
Office culture	32.22% 174
Pay, health, retirement and other benefits	72.78% 393
Other (please specify)	11.85% 64
<b>Total Respondents: 540</b>	



## Q20 What do you dislike about your current job in government?

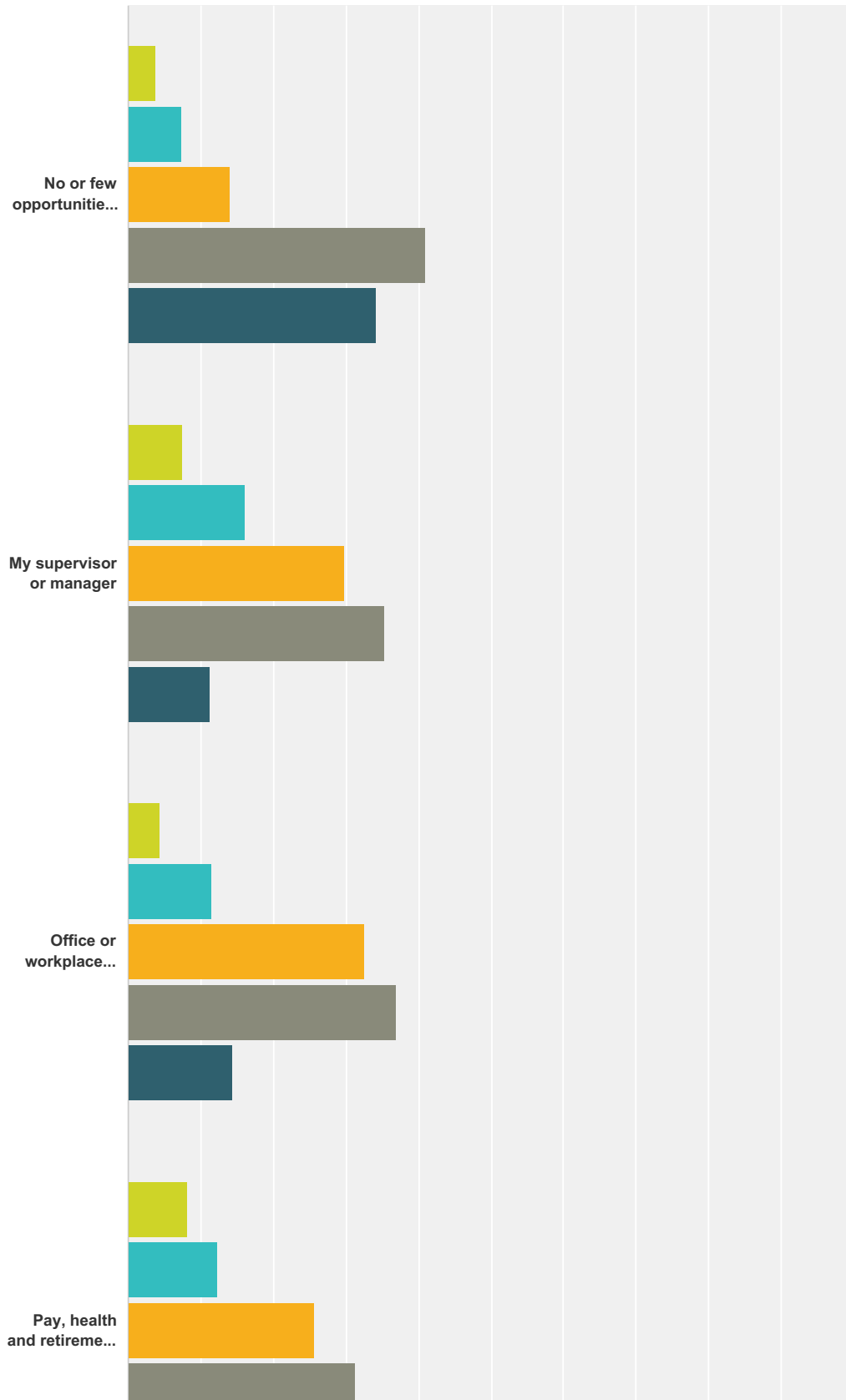
Answered: 534 Skipped: 460



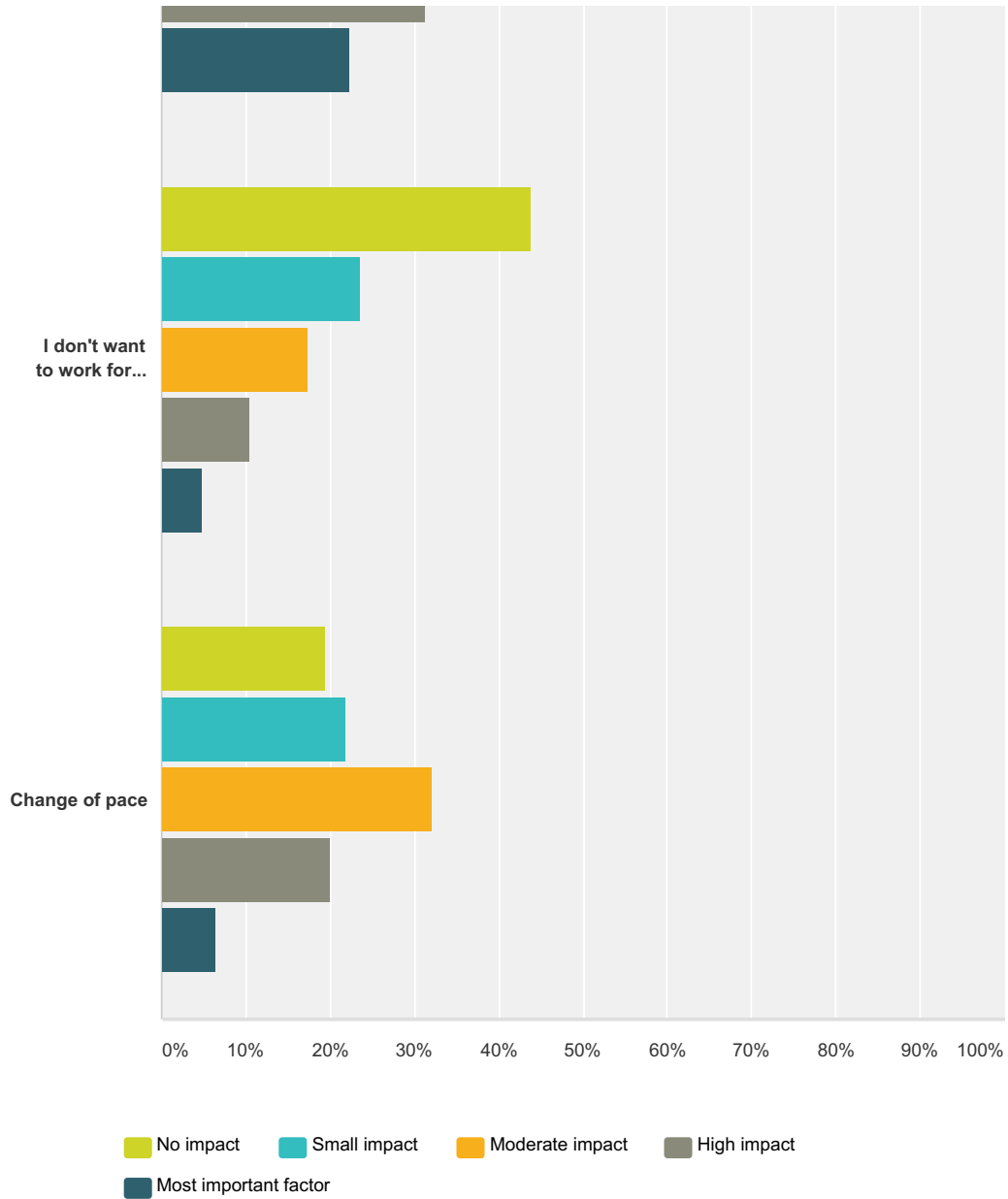
Answer Choices	Responses	
Daily work and responsibilities	24.53%	131
Few or no opportunities for promotion or upward mobility	43.82%	234
My supervisor or manager	26.59%	142
Office culture	47.94%	256
Government bureaucracy (budget related challenges, political climate, federal regulations/rules, etc.)	83.15%	444
Pay, health, retirement and other benefits	15.36%	82
Other (please specify)	21.16%	113
<b>Total Respondents: 534</b>		

### Q21 What factors would impact your decision to leave government?

Answered: 542 Skipped: 452



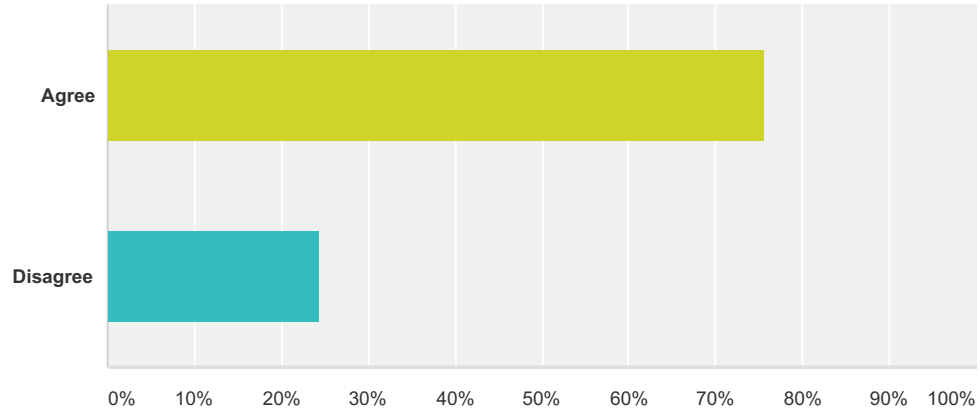
## The Millennial Perspective in the Federal Government



	No impact	Small impact	Moderate impact	High impact	Most important factor	Total
No or few opportunities for promotion	3.72% 20	7.25% 39	13.94% 75	40.89% 220	34.20% 184	538
My supervisor or manager	7.45% 40	16.01% 86	29.80% 160	35.38% 190	11.36% 61	537
Office or workplace culture	4.48% 24	11.57% 62	32.65% 175	36.94% 198	14.37% 77	536
Pay, health and retirement or other benefits	8.08% 43	12.41% 66	25.75% 137	31.39% 167	22.37% 119	532
I don't want to work for government anymore	43.79% 229	23.52% 123	17.40% 91	10.52% 55	4.78% 25	523
Change of pace	19.47% 103	21.93% 116	32.14% 170	20.04% 106	6.43% 34	529

**Q22 There are opportunities for me to develop my skills and career in the federal government.**

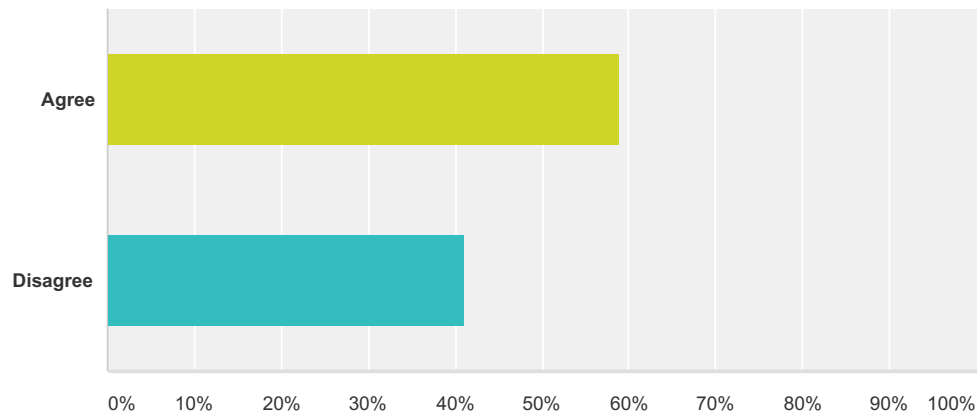
Answered: 536 Skipped: 458



Answer Choices	Responses
Agree	75.56% 405
Disagree	24.44% 131
<b>Total</b>	<b>536</b>

### Q23 My agency provides or helps me find sufficient training opportunities.

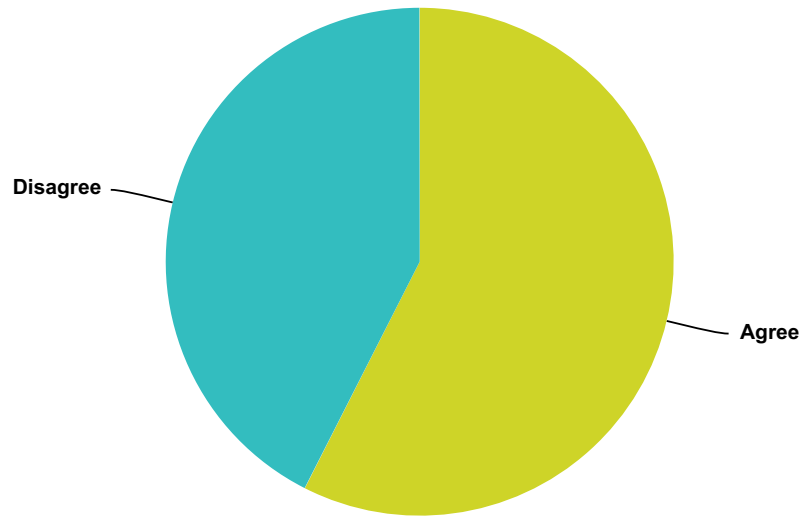
Answered: 534 Skipped: 460



Answer Choices	Responses
Agree	58.80% 314
Disagree	41.20% 220
<b>Total</b>	<b>534</b>

### Q24 I envision a future career for myself at my agency.

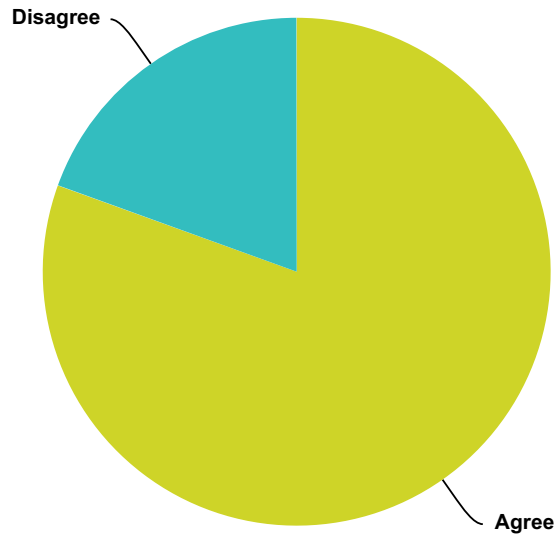
Answered: 534 Skipped: 460



Answer Choices	Responses	
Agree	57.49%	307
Disagree	42.51%	227
<b>Total</b>		<b>534</b>

### Q25 I envision a future career for myself in the federal government.

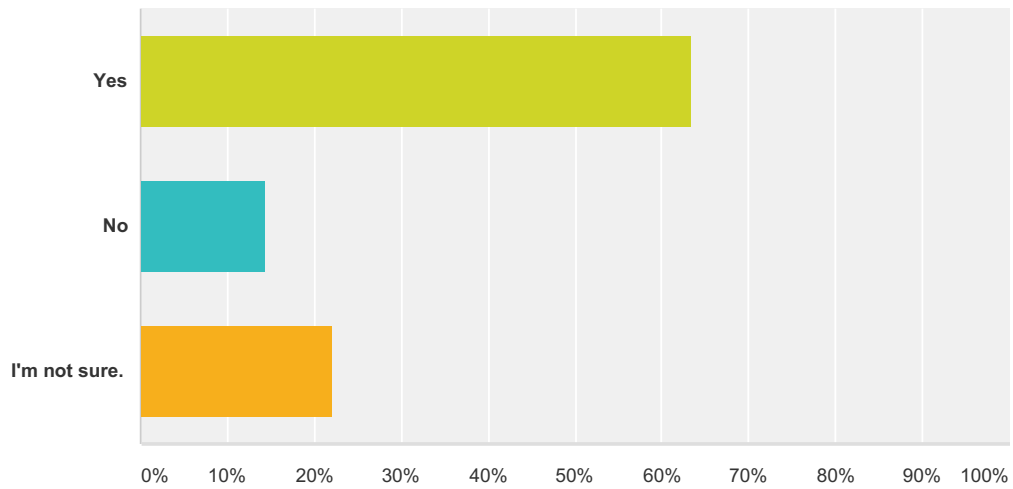
Answered: 529 Skipped: 465



Answer Choices	Responses	
Agree	80.53%	426
Disagree	19.47%	103
<b>Total</b>		<b>529</b>

### Q26 Are you perceived differently in the federal workplace because of your age?

Answered: 536 Skipped: 458



Answer Choices	Responses
Yes	63.43% 340
No	14.37% 77
I'm not sure.	22.20% 119
<b>Total</b>	<b>536</b>



**Q27 Please leave any additional thoughts about your experience as a young federal employee or any comments about working with a younger generation in the workplace.**

Answered: 321 Skipped: 673

**Q28 If you would to share more about your experience, please include your contact information.**

Answered: 131 Skipped: 863

Answer Choices	Responses	
First name	100.00%	131
Email address	96.18%	126
Phone number	70.23%	92