



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

October 13, 2021

Memorandum for Heads of Executive Departments and Agencies

From: Kiran A. Ahuja
Director

Subject: 2021 Office of Personnel Management Federal Employee Viewpoint Survey

After detailed consideration of the needs of our many stakeholders, the 2021 OPM Federal Employee Viewpoint Survey (OPM FEVS) will be administered this fall, beginning the first week of November 2021. The survey was developed to be responsive to both feedback from agencies and the need for data to support oversight and policy-shaping for other stakeholders. A major consideration in planning for the 2021 survey was the expressed interest of most agencies in returning to a spring administration of the OPM FEVS in 2022. Plans for the 2021 OPM FEVS have been developed to ease the administrative burden of conducting two surveys in quick succession.

In terms of content, the core set of items included in 2021 are identical to the 38 retained for the 2020 survey, representing just over half of the core items on the OPM FEVS prior to the pandemic. Agency participation in the survey will continue to satisfy statutory requirements through inclusion of the Annual Employee Survey Items in regulation. Core survey content also includes measures widely used for strategic workforce development, the Employee Engagement and Global Satisfaction indices. Retained core content will allow comparison of survey results between 2021 and prior surveys on key questions, particularly important during a period marked by an ongoing pandemic and to discussions regarding the future of work and re-entry to agency worksites.

With the pandemic ongoing, some of the items used to address the COVID-19 pandemic have been retained in their entirety or modified for the 2021 OPM FEVS. Questions allow identification of ways in which employees continue to achieve missions while responding to a pandemic. The 2021 survey provides employees an opportunity to participate in data collection with the potential to shape future policies and interagency learning regarding human capital management in the face of an emergency.

The OPM FEVS continues to be one of the most powerful platforms for Federal employees to share their opinions and perceptions regarding work experiences influencing productivity, enabling leadership to identify improvements necessary to realize greater workplace effectiveness and efficiencies. When used, survey results support and drive mission achievement and service to the public across the Federal Government.

As for what to expect next, administration of the 2021 OPM FEVS will follow prior practice with invitations to employees sent in two waves; wave 1 begins the week of November 1 and wave 2 begins the week of November 8. Each agency's survey will be open for approximately five weeks. Changes to the 2021 survey administration will include:

- expanded eligibility for employees in the EHRI database to groups previously not considered eligible, including employees classified as non-permanent, seasonal, and not full- or part-time.
- a streamlined sample to support necessary efficiencies and reduce employee burden.
- organizational breakouts and reporting limited to level 1 to support preparations for 2022.
- high-level reporting with response rate reports, the All Items/Level 1 report, the Annual Employee Survey (AES) report, and Demographic Comparison reports. A report rollout schedule will be provided during the fall to indicate the timeline for report release.

Employees are more likely to participate in a survey when they hear from leadership that their feedback is valued and used to make a difference in their agency. The quality of the information your leadership team receives is improved when you support employee participation in the survey.

As we near the 2021 OPM FEVS, please show your employees your support for the survey. If you have not done so yet, a good place to begin is by sharing results of the 2020 survey. Tell employees about steps taken based on the findings within your agencies and what the outcomes of those efforts have been. In addition to sharing information, providing official time to complete the survey can help increase participation rates. These steps together send a powerful message that leadership values employee opinions.

If you are interested in seeing results from the 2020 OPM FEVS, and supplementary reports using the survey data, you can click on the following link: <https://www.opm.gov/fevs>.

Thank you for your assistance in helping to make the 2021 OPM FEVS a success. If you have any questions about the upcoming survey, please contact Dr. Kim Wells, Survey Manager, at Kimberly.Wells@opm.gov or evs.internet@opm.gov.