

A few example measurements of agency health

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Measuring the Health of the Federal Statistical System
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Goal: suggest some ways to measure health

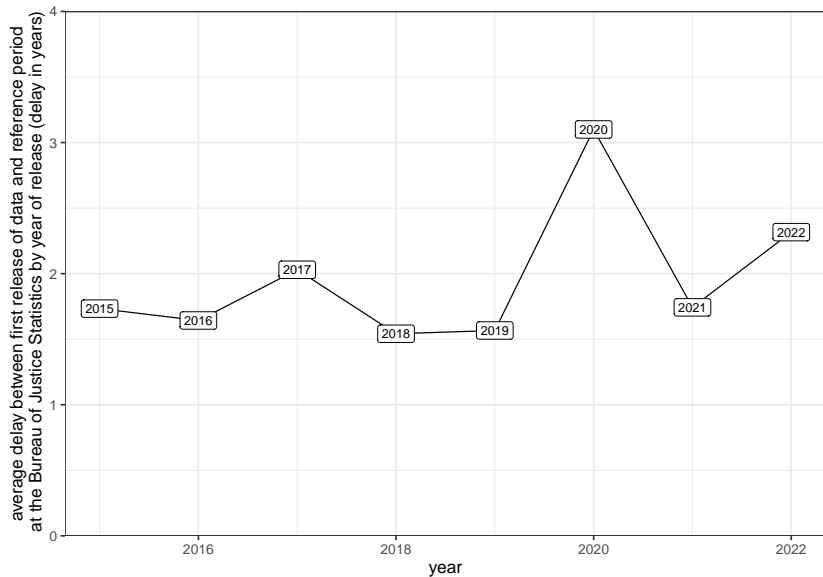
▶ Three examples:

1. Measure the timeliness of data produced by BJS. (Source: BJS website)
2. Measure the retention of employees working at ERS. (Source: OPM FedScope)
3. Measure whether employees at various agencies are able to do their jobs. (Source: OPM FEVS)

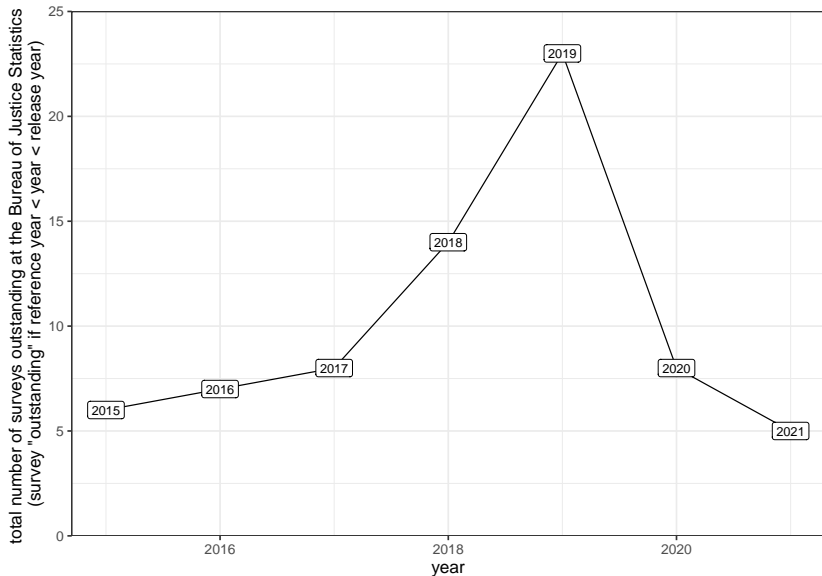
▶ Main challenges:

- ▷ Not always clear what a healthy agency should look like, and whether an agency appears healthy is sensitive to how health is measured.
- ▷ Not all data are available publicly for all agencies, and data are not always consistent across agencies or over time.

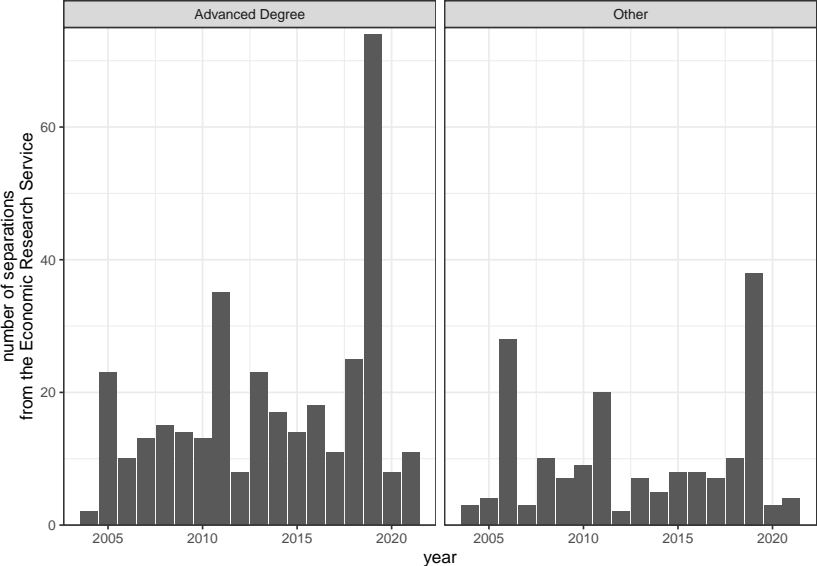
In 2020, data released by BJS took >3 years on average to process—nearly 2x the 2015-2019 average



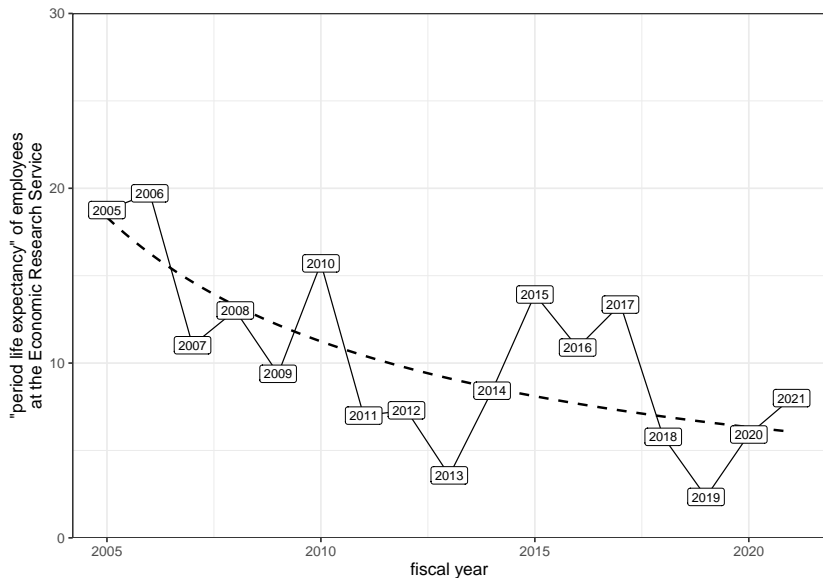
But the spike in lateness was due to a 2018-2019 backlog—which is not easily monitored in real time



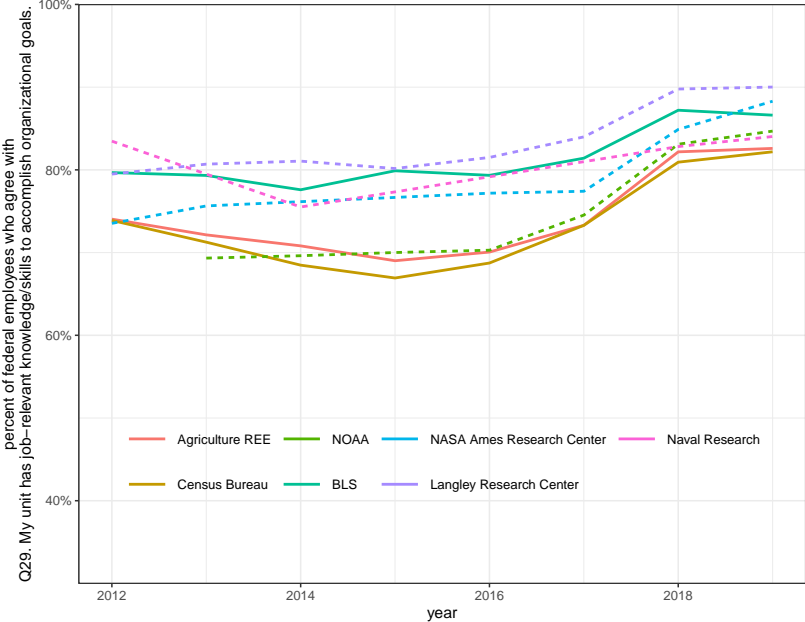
112 employees left ERS (i.e. “separated”) in 2019—more than 4x the 2009-2018 average



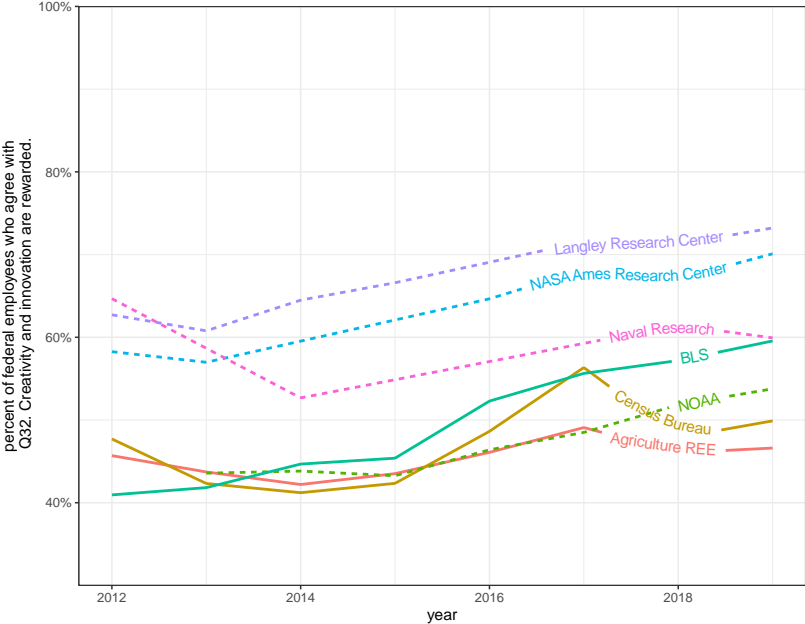
But ERS tenure was already declining—low tenure years correspond with low budget support years



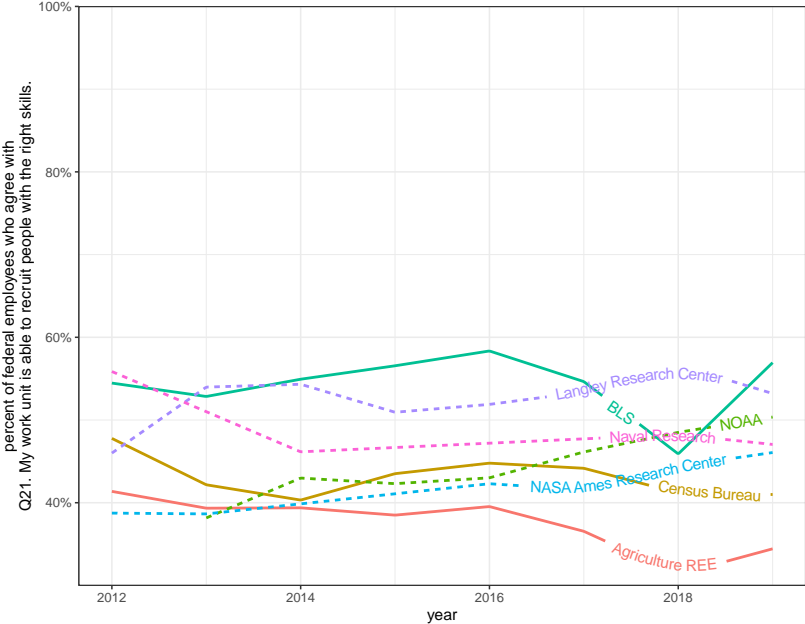
Majority of employees believe they can do their job



But only half believe innovation is rewarded



And fewer believe new recruits have the right skills



FEVS provides unique insight into data production

- ▶ The main benefit of FEVS is that employees provide their viewpoint on abstract topics that cannot be measured directly.
 - ▷ One drawback is that the data are only available publicly at the “subagency” level.
- ▶ Another drawback is that FEVS only represents the viewpoint of the federal employees who choose to respond.
 - ▷ We propose the viewpoint of federal data users also be solicited.
- ▶ Main challenges:
 - ▷ Not always clear what a healthy agency should look like, and whether an agency appears healthy is sensitive to how health is measured.
 - ▷ Not all data are available publicly for all agencies, and data are not always consistent across agencies or over time.

Appendix: Can FEVS be used to measure autonomy?

