
Department of Commerce

Index Score: 66.5 (Ranked #10 out of varied totals)

To promote economic growth and security in the United States through the development of technology, promotion of exports and gathering of economic information and analysis. The Department of Commerce creates conditions for economic growth and opportunity by promoting innovation, entrepreneurship, competitiveness and stewardship in the areas of manufacturing, transportation, communications and measurement.

Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
Employee Skills/Mission Match	78.6	14
Strategic Management	62.3	3
Teamwork	73.2	6
Effective Leadership	55.2	5
Effective Leadership - Empowerment	51.8	9
Effective Leadership - Fairness	47.7	9
Effective Leadership - Leaders	50.0	10
Effective Leadership - Supervisors	67.7	4
Performance Based Rewards and Advancement	52.4	4
Training and Development	62.6	9
Support for Diversity	63.1	7
Pay and Benefits	70.0	9
Family Friendly Culture and Benefits	52.2	8
Work/Life Balance	64.5	10

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match	77.4	78.1	77.8
Strategic Management	60.0	59.9	62.6
Teamwork	71.2	71.2	68.4
Effective Leadership	52.0	50.8	49.7
Performance Based Rewards and Advancement	50.5	51.5	49.0
Training and Development	61.3	62.0	60.2
Support for Diversity	60.7	61.3	65.0
Pay and Benefits	66.6		
Family Friendly Culture and Benefits	49.1		
Work/Life Balance	63.0	63.4	66.6

Index Scores

Year	Score
2009	66.5
2007	63.5
2005	64.0
2003	62.4

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	64.7	10
Male	67.7	7
40 and over	65.9	9
Under 40	67.8	10
Asian	64.8	23
Black or African-American	65.2	12
Hispanic or Latino	69.3	9
Multi-racial	59.2	4
White	68.2	9

Scores by Demographic	2007 Score	2005 Score	2003 Score
Female			
Male			
40 and over	63.0		
Under 40	64.7		
Asian	68.4		
Black or African-American	57.1		
Hispanic or Latino			
Multi-racial	50.3		
White	64.9		

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	30,044	30,872	30,844	30,230	30,927	31,764	32,444	33,256

Employees joined (2008): 3,092

Percentage joined (2008): 9.07%

Average joined (2004-2008): 2,569

Employees left (2008): 2,359

Percentage left (2008): 7.51%

Average left (2004-2008): 2,319

Rookie ratio (percentage of workforce with less than three years of service): 16.00%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: NOAA, Census and ITA offices nationwide

<http://www.commerce.gov>