

## Environment and Natural Resources Division (DOJ)

Index Score: 83.5 (Ranked #1 out of varied totals)

To represent the United States in matters concerning the stewardship of the nation's natural resources and public lands.

### Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
<a href="#">Employee Skills/Mission Match</a>	85.7	3
<a href="#">Strategic Management</a>	72.4	2
<a href="#">Teamwork</a>	83.8	2
<a href="#">Effective Leadership</a>	71.5	2
<a href="#">Effective Leadership - Empowerment</a>	67.2	2
<a href="#">Effective Leadership - Fairness</a>	64.1	2
<a href="#">Effective Leadership - Leaders</a>	73.9	1
<a href="#">Effective Leadership - Supervisors</a>	76.9	5
<a href="#">Performance Based Rewards and Advancement</a>	67.3	1
<a href="#">Training and Development</a>	75.0	7
<a href="#">Support for Diversity</a>	69.3	21
<a href="#">Pay and Benefits</a>	76.1	15
<a href="#">Family Friendly Culture and Benefits</a>	41.5	152
<a href="#">Work/Life Balance</a>	78.3	4

Class	2007 Score	2005 Score	2003 Score
<a href="#">Employee Skills/Mission Match</a>	83.4	81.1	
<a href="#">Strategic Management</a>	67.4	60.2	
<a href="#">Teamwork</a>	78.8	74.1	
<a href="#">Effective Leadership</a>	61.6	58.5	
<a href="#">Performance Based Rewards and Advancement</a>	55.6	51.5	
<a href="#">Training and Development</a>	67.3	62.9	
<a href="#">Support for Diversity</a>	55.2	55.2	
<a href="#">Pay and Benefits</a>	71.1		
<a href="#">Family Friendly Culture and Benefits</a>	30.8		
<a href="#">Work/Life Balance</a>	73.8	65.1	

### Index Scores

Year	Score
2009	83.5
2007	80.0
2005	72.9
2003	

## Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
<a href="#">Female</a>	78.3	3
<a href="#">Male</a>	86.9	2
<a href="#">40 and over</a>	85.4	1
<a href="#">Under 40</a>	80.1	7
<a href="#">Asian</a>		
<a href="#">Black or African-American</a>	75.5	8
<a href="#">Hispanic or Latino</a>		
<a href="#">Multi-racial</a>		
<a href="#">White</a>	84.6	3

Scores by Demographic	2007 Score	2005 Score	2003 Score
<a href="#">Female</a>			
<a href="#">Male</a>			
<a href="#">40 and over</a>	78.5		
<a href="#">Under 40</a>	83.0		
<a href="#">Asian</a>			
<a href="#">Black or African-American</a>	72.9		
<a href="#">Hispanic or Latino</a>			
<a href="#">Multi-racial</a>			
<a href="#">White</a>	82.5		

## Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	581	577	585	562	548			

Employees joined (2008):

Percentage joined (2008):

Average joined (2004-2008):

Employees left (2008):

Percentage left (2008):

Average left (2004-2008):

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

## More About the Agency

Headquartered in Washington, D.C.

<http://www.usdoj.gov/enrd/>