
Department of Homeland Security

Index Score: 56.2 (Ranked #28 out of varied totals)

To lead the united effort to secure the country, prevent and deter terrorist attacks, and protect against and respond to threats and hazards to the nation. The Department of Homeland Security analyzes threats and intelligence, guards the nation's borders and airports, protects critical national infrastructure and coordinates the nation's emergency response.

Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
Employee Skills/Mission Match	74.8	28
Strategic Management	50.8	26
Teamwork	67.0	26
Effective Leadership	45.8	26
Effective Leadership - Empowerment	40.4	27
Effective Leadership - Fairness	39.6	26
Effective Leadership - Leaders	42.7	21
Effective Leadership - Supervisors	56.2	26
Performance Based Rewards and Advancement	37.9	27
Training and Development	56.2	23
Support for Diversity	55.7	25
Pay and Benefits	60.0	27
Family Friendly Culture and Benefits	34.1	28
Work/Life Balance	57.8	24

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match	71.0	70.9	
Strategic Management	47.8	46.3	
Teamwork	63.4	65.5	
Effective Leadership	40.2	39.3	
Performance Based Rewards and Advancement	32.7	30.9	
Training and Development	51.0	50.9	
Support for Diversity	49.5	51.1	
Pay and Benefits	55.2		
Family Friendly Culture and Benefits	30.4		
Work/Life Balance	51.8	53.1	

Index Scores

Year	Score
2009	56.2
2007	49.8
2005	49.1
2003	

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	56.3	27
Male	56.2	27
40 and over	56.0	27
Under 40	56.5	26
Asian	55.1	27
Black or African-American	59.3	22
Hispanic or Latino	63.7	19
Multi-racial	47.5	24
White	56.4	27

Scores by Demographic	2007 Score	2005 Score	2003 Score
Female			
Male			
40 and over	49.2		
Under 40	51.0		
Asian	47.4		
Black or African-American	52.5		
Hispanic or Latino			
Multi-racial	38.3		
White	49.8		

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
			108,176	126,276	127,969	128,791	134,925	147,585

Employees joined (2008): 17,141

Percentage joined (2008): 7.13%

Average joined (2004-2008): 11,290

Employees left (2008): 11,278

Percentage left (2008): 9.04%

Average left (2004-2008): 11,470

Rookie ratio (percentage of workforce with less than three years of service): 18.10%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Offices nationwide and overseas

<http://www.dhs.gov>