
Department of State

Index Score: 69.1 (Ranked #5 out of varied totals)

To conduct the nation's foreign affairs and diplomatic initiatives. To oversee embassies and consulates, issue passports, monitor U.S. interests abroad and represent the U.S. before international organizations. The Department of State also works to create a more secure, democratic and prosperous world for the benefit of the American people and the international community.

Scores and Rankings by Class

Class	2009 Score	Rank (out of varied totals)
Employee Skills/Mission Match	80.2	7
Strategic Management	62.3	3
Teamwork	77.0	3
Effective Leadership	59.4	3
Effective Leadership - Empowerment	56.9	3
Effective Leadership - Fairness	53.3	3
Effective Leadership - Leaders	53.4	3
Effective Leadership - Supervisors	71.4	3
Performance Based Rewards and Advancement	52.8	3
Training and Development	63.2	6
Support for Diversity	65.3	3
Pay and Benefits	65.5	17
Family Friendly Culture and Benefits	38.9	26
Work/Life Balance	62.2	17

Class	2007 Score	2005 Score	2003 Score
Employee Skills/Mission Match	78.9	76.8	76.1
Strategic Management	59.0	60.6	57.8
Teamwork	74.3	74.6	67.6
Effective Leadership	56.0	57.1	48.9
Performance Based Rewards and Advancement	51.2	48.8	43.1
Training and Development	60.9	61.5	48.9
Support for Diversity	64.7	64.7	62.9
Pay and Benefits	67.9		
Family Friendly Culture and Benefits	37.1		
Work/Life Balance	61.4	65.7	61.9

Index Scores

Year	Score
2009	69.1
2007	67.9
2005	66.6
2003	59.0

Scores and Rankings by Demographic

Demographic	Score	Rank (out of varied totals)
Female	67.1	8
Male	70.6	4
40 and over	69.1	4
Under 40	69.2	7
Asian	65.1	22
Black or African-American	68.3	4
Hispanic or Latino	67.1	13
Multi-racial	60.7	3
White	70.2	4

Scores by Demographic	2007 Score	2005 Score	2003 Score
Female			
Male			
40 and over	68.6		
Under 40	66.1		
Asian	66.1		
Black or African-American	70.1		
Hispanic or Latino			
Multi-racial	56.5		
White	67.9		

Workforce Size and Trends

Number of Employees in:	2001	2002	2003	2004	2005	2006	2007	2008
	13,046	13,558	17,329	17,965	18,466	7,480	8,015	8,434

Employees joined (2008): 792

Percentage joined (2008): 9.67%

Average joined (2004-2008): 767

Employees left (2008): 665

Percentage left (2008): 10.95%

Average left (2004-2008): 687

Rookie ratio (percentage of workforce with less than three years of service): 16.90%

More About the Agency

Headquartered in Washington, D.C.

Other Locations: Administrative offices nationwide and 250 post locations internationally

<http://www.state.gov/>