



# NPS Work Environment Risk Report | Welcome and How to

## OVERVIEW

The Work Environment Risk Report is a component of the [RISE Initiative](#) (Respectful, Inclusive, Safe, Engaged) [Vision Action Plan](#). Objective 2 of the Assessment and Measurement section of the Plan is to develop assessment tools to evaluate the health of NPS work environment. The Work Environment Risk Report provides aggregated workforce data and metrics at the park, region, and national levels to assist leaders at all levels with understanding and assessing the health of their workforce.

## REPORT NAVIGATION

The "Park View" tab allows you to select and compare park units, regions, and/or nationwide data across years and all measured metrics. the "Summary View" tab displays the same information for a single FY in a table format that can be sorted by metric.

## SELECTING REGIONS AND PARKS/OFFICES

The toolbar at the top of every page contains a dropdown box that is used to select regions and parks/offices. If no selections are made, the data is consolidated for every park/office that has data for the various measures. The parks and offices currently included in this Work Environment Risk Report vary by data source. As an example, reported Federal Employee Viewpoint Survey (FEVS) results vary by year depending on the number of respondents within each NPS Organization Code, and responses are aggregated to the next level up if there are fewer than 10 respondents for an org code, park, or office.

Park units are those that have a line item in the Greenbook, and that are included in the [NPS Scorecard](#) and [NPS Risk Report](#). For a typical user wishing to view a specific park, the first step is selecting a region from the Region dropdown, which auto-filters the list of parks in the park dropdown. The next step is selecting a park from the park dropdown. Be careful when reviewing data after selecting multiple parks; some of the measures included in the Workforce Report rely on assumptions that only a single park will be viewed - such as attrition - and other measures have data series with missing information in certain years such as FEVS (Federal Employee Viewpoint Survey).

## EXPORTING DATA

The data and tables displayed in this dashboard can be exported to Adobe PDF and Microsoft Powerpoint. The underlying data can also be exported to Microsoft Excel for further analysis. When you hover over a table with your mouse, three dots ("...") appear near the top right corner. Click the dots for a list of options, and then choose the "Export" option to export the data to Microsoft Excel.



# NPS Work Environment Risk Report | Risk Factors - Park View

Select Region

Select Park(s)

To select more than one Region or Park, hold the CTRL key and make selections. In the Select Park(s) search bar, you may also use park alpha codes to search for specific units.

## ATTRITION FOR PERMANENT EMPLOYEES

	2018	2019	2020	2021	2022
Average Number of Permanent Employees	11,109	11,240	11,437	11,545	11,347
Separations	947	1,078	1,032	1,078	1,306
Transfers to Other Parks	972	1,464	1,413	1,447	1,834
Attrition Rate	17%	23%	21%	22%	28%

## FEDERAL EMPLOYEE VIEWPOINT SURVEY

Data and columns will disappear if park(s) do not have disaggregated FEVS data for the given year(s). FEVS 2021 was conducted as a sample survey and only has national level data.

	2018	2019	2020	2021	2022
FEVS Employee Engagement Index	61%	63%	64%	68%	64%
FEVS Global Satisfaction Index	57%	59%	59%	60%	52%
FEVS Performance Confidence Index				82%	79%
FEVS DEIA Index					64%
"My workload is reasonable."	36%	37%	52%	45%	44%
"I can disclose a suspected violation of any law, rule or regulation without fear of reprisal"	60%	61%	61%	63%	65%

## HARASSING CONDUCT

	2018	2019	2020	2021	2022
Harassing Conduct, Total Cases Alleged	260	292	175	246	206
Harassing Conduct, Case Concluded with Findings of Harassment	33	41	41	51	18

## OTHER FACTORS

	2018	2019	2020	2021	2022
Percentage of Housing Units with Good or Excellent Interior Condition	64%	64%	64%	48%	51%
Recordable Employee Injuries per 100 FTE	7.3	7.3	5.3	5.9	4.8
DART Lost Time Cases per 100 FTE	3.1	3.4	2.1	2.3	2.7

## NOTES

1) **Attrition** measured here is the percentage of a park's permanent workforce that left during the fiscal year. Attrition is calculated as Separations plus Transfers, divided by the Average Number of Employees. Separations are separations from the NPS. Transfers to other parks are the number of employees that left a park unit for another park or office, where the definition of a park unit is the four-letter alpha code. In certain cases with grouped parks, an employee transferring from one four letter alpha code within the group to another within the group will still be counted as a transfer. Average number of employees is the average number of active employees across each pay period in the fiscal year.

2) The Federal Employee Viewpoint Survey measures included on this dashboard are only the high level indices. Percentages represent the percentage of positive sentiment (e.g., Agree and Strongly Agree) from survey responses. The Performance Confidence Index and the DEIA Index were added in the FY22 FEVS. For more information about FEVS, see the InsideNPS FEVS site: [Federal Employee Viewpoint Survey \(sharepoint.com\)](https://www.nps.gov/inside/employee-viewpoint-survey). FEVS results will disappear if there are fewer than 10 FEVS respondents for an org code, park, or office.

3) The Harassing Conduct metrics include a high-level summary of alleged cases and cases that have concluded with findings of harassment. Some alleged cases may still be open or under review.

4) This dashboard is still under construction. The next major steps to be included are adding trails, affiliated areas, regional offices, and WASO offices.



# NPS Work Environment Risk Report | Risk Factors - Summary View

Region

All

Select Park(s)

All

Select Fiscal Year

2022

To select more than one Region or Park, hold the CTRL key and make selections.

In the Select Park(s) search bar, you may also use park alpha codes to search for specific units.

Items are highlighted in **Red** based on the relative performance by a park within that measure. For example, parks with higher attrition rates will be indicated by a darker shaded red cell. Parks with lower FEVS scores will be indicated a darker shaded red cell.

Park	Average Number of Employees	Separations	Transfers to Other Parks	Attrition Rate	FEVS Employee Engagement Index	FEVS Global Satisfaction Index	FEVS Performance Confidence Index	FEVS DEIA Index	Harassing Conduct, Total Cases Alleged	Harassing Conduct, Case Concluded with Findings of Harassment	Percentage of Housing Units with Good or Excellent Interior Condition	Recordable Employee Injuries per 100 FTE	DART Lost Time Cases per 100 FTE
YOSE	413	48	44	22%	60%	39%	79%	62%	4	0	11%	6.3	3.6
GRCA	350	44	49	27%	67%	53%	82%	61%	9	1	72%	6.3	1.5
YELL	396	38	56	24%	66%	51%	79%	56%	2	0	41%	6.0	3.4
NAMA	222	30	22	23%	59%	47%	72%	60%	4	0		11.2	9.3
GOGA	232	29	24	23%	70%	63%	83%	70%	5	0	37%	6.7	6.7
GATE	148	27	16	29%	67%	54%	81%	67%	7	1	54%	3.0	1.3
EVER	195	26	35	31%	75%	63%	92%	74%	3	0	46%	3.4	1.9
INDE	181	26	16	23%	59%	51%	80%	54%	1	0	70%	6.9	4.6
SEKI	184	24	34	32%	55%	32%	76%	58%	2	0	24%	4.3	3.2
GRSM	211	23	27	24%	54%	42%	74%	59%	4	0	57%	3.2	0.8
GLCA	119	20	23	36%	54%	46%	75%	56%	4	0	11%	2.2	2.2
JEFF	118	20	12	27%	65%	60%	75%	61%	9	0		1.6	0.8
ROMO	155	20	26	30%	57%	36%	73%	53%	3	0	30%	7.9	1.2
LAKE	175	19	20	22%	51%	35%	74%	53%	5	0	36%	4.8	2.7
SHEN	114	18	21	34%	51%	37%	83%	63%	4	1	0%	4.6	0.6
ZION	129	18	26	34%	70%	47%	82%	75%	2	0	77%	1.2	0.0
GLAC	136	16	37	39%	65%	49%	77%	68%	1	0	76%	5.0	3.1
CLIVA	82	14	9	28%	58%	48%	81%	54%	1	0	100%	2.0	2.0