

## **Farm Credit Administration 2020 Federal Employee Viewpoint Survey**

Each year, the Office of Personnel Management (OPM) conducts the Federal Employee Viewpoint Survey (FEVS) in which the Farm Credit Administration (FCA) participates. This report provides a brief summary of the results, followed by tables showing the survey responses by measure.

The 2020 survey was conducted online from Sept. 24 to Nov. 5, 2020. An email link to the survey was sent to all 277 eligible agency employees. This was a census survey, and 226 FCA employees responded, reflecting an 82% response rate. FCA's engagement index score increased by five percentage points this year — from 79% to 84%.

### **The results**

The 2020 FEVS had 38 core questions (versus 71 on previous surveys). The rest of the survey consisted of 30 new questions related to the COVID-19 pandemic.

Employees provided a strongly favorable assessment of the agency's response to the pandemic: 99% of employees agreed their senior leaders were committed to their health and safety, and 95% said senior leaders communicated effectively. First-level supervisors also received high marks. More than 95% of employees agreed that their supervisors had supported their health and safety and had created a safe environment.

We saw the most dramatic improvement in the responses to the following questions:

- In my work unit, difference in performance are recognized in a meaningful way.
- In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.
- Senior leaders demonstrate support for work-life programs.

The percentage of employees who agreed with the first two statements increased by 15 percentage points, and the percentage who agreed with the third question increased by 14 percentage points.

Overall, the highest positive scores were in response to the following questions:

- 97% felt they are protected from health and safety hazards on the job.
- 97% felt their supervisors support their need to balance work and other life issues.
- 96% feel their agency is successful at accomplishing its mission.

The survey also indicated that most FCA employees (95% or higher) agreed with the following statements:

- The people they work with cooperate to get the job done.
- They know how their work relates to the agency's goals.
- They feel their supervisors treat them with respect.

While overall the agency scores improved, employees are feeling slightly less positively about reprisal and pay. Eighty percent of employees felt they could disclose a suspected violation of any law, rule, or regulation without fear of reprisal, down from 81% in 2019.

Eighty-three percent of employees indicated they were satisfied with their pay, down from 85% in 2019.

See the tables below for a breakdown of the responses.

### Core questions 1 to 10 and 12 to 38

Question	Positive	Neutral	Negative
<b>I am given a real opportunity to improve my skills in my organization.</b>	91%	4%	4%
<b>I feel encouraged to come up with new and better ways of doing things.</b>	72%	16%	11%
<b>My work gives me a feeling of personal accomplishment.</b>	81%	12%	6%
<b>I know what is expected of me on the job.</b>	93%	3%	3%
<b>My workload is reasonable.</b>	85%	7%	7%
<b>My talents are used well in the workplace.</b>	76%	13%	11%
<b>I know how my work relates to the agency's goals.</b>	96%	2%	2%
<b>I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.</b>	80%	10%	10%
<b>The people I work with cooperate to get the job done.</b>	96%	2%	2%
<b>In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.</b>	61%	24%	16%
<b>In my work unit, differences in performance are recognized in a meaningful way.</b>	66%	22%	12%
<b>My work unit has the job-relevant knowledge and skills necessary to accomplish organizational goals.</b>	94%	4%	2%
<b>Employees are recognized for providing high quality products and services.</b>	84%	10%	6%
<b>Employees are protected from health and safety hazards on the job.</b>	97%	2%	1%
<b>My agency is successful at accomplishing its mission.</b>	96%	3%	1%
<b>I recommend my organization as a good place to work.</b>	89%	7%	4%
<b>I believe the results of this survey will be used to make my agency a better place to work.</b>	67%	18%	15%
<b>My supervisor supports my need to balance work and other life issues.</b>	97%	3%	1%
<b>My supervisor is committed to a workforce representative of all segments of society.</b>	89%	9%	2%
<b>Supervisors in my work unit support employee development.</b>	95%	3%	2%
<b>My supervisor listens to what I have to say.</b>	94%	4%	3%
<b>My supervisor treats me with respect.</b>	95%	3%	2%
<b>I have trust and confidence in my supervisor.</b>	90%	6%	3%
<b>Overall, how good a job do you feel is being done by your immediate supervisor?</b>	91%	7%	2%

<b>In my organization, senior leaders generate high levels of motivation and commitment in the workforce.</b>	63%	25%	12%
<b>My organization's senior leaders maintain high standards of honesty and integrity.</b>	79%	12%	9%
<b>Managers communicate the goals of the organization.</b>	81%	10%	9%
<b>Managers promote communication among different work units (for example, about projects, goals, needed resources).</b>	76%	11%	13%
<b>Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?</b>	83%	11%	6%
<b>I have a high level of respect for my organization's senior leaders.</b>	78%	14%	8%
<b>Senior leaders demonstrate support for work-life programs.</b>	91%	6%	3%
<b>How satisfied are you with your involvement in decisions that affect your work?</b>	77%	12%	11%
<b>How satisfied are you with the information you receive from management on what's going on in your organization?</b>	83%	10%	7%
<b>How satisfied are you with the recognition you receive for doing a good job?</b>	80%	11%	9%
<b>Considering everything, how satisfied are you with your job?</b>	85%	10%	6%
<b>Considering everything, how satisfied are you with your pay?</b>	83%	12%	5%
<b>Considering everything, how satisfied are you with your organization?</b>	84%	10%	6%

**Question 11: In my work unit poor performers usually:**

<b>Remain in work unit and improve over time</b>	21%
<b>Remain in work unit and continue to underperform</b>	34%
<b>Leave work unit – Removed or transferred</b>	6%
<b>Leave work unit – Quit</b>	2%
<b>No poor performers in work unit</b>	36%
<b>Do not know (expressed as a number of respondents)</b>	48

**Question 39: During the COVID-19 pandemic, on average what percentage of your work time have you been physically present at your agency worksite (including headquarters, bureau, field offices, etc.)?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>100%</b>	17%	6%	<b>3%</b>
<b>75-99%</b>	14%	3%	<b>1%</b>
<b>50-74%</b>	8%	2%	<b>0%</b>
<b>25-49%</b>	7%	4%	<b>1%</b>
<b>1-24%</b>	24%	23%	<b>37%</b>
<b>Have not been physically present</b>	30%	61%	<b>58%</b>

**Question 40: Please select the response that BEST describes your teleworking schedule.**

	<b>BEFORE the COVID-19 pandemic</b>			<b>DURING the PEAK of the pandemic</b>			<b>AS OF the date you responded to this survey</b>		
	<b>Gov't-wide</b>	<b>Small agencies</b>	<b>FCA</b>	<b>Gov't-wide</b>	<b>Small agencies</b>	<b>FCA</b>	<b>Gov't-wide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Telework every workday</b>	3%	6%	<b>4%</b>	59%	87%	<b>98%</b>	47%	81%	<b>95%</b>
<b>Telework 3-4 days per week</b>	5%	3%	<b>1%</b>	10%	4%	<b>1%</b>	12%	8%	<b>3%</b>
<b>Telework 1-2 days per week</b>	15%	39%	<b>43%</b>	5%	2%	<b>1%</b>	8%	3%	<b>2%</b>
<b>Telework only 1-2 days per month</b>	5%	8%	<b>8%</b>	1%	0%	<b>0%</b>	2%	0%	<b>0%</b>
<b>Telework very infrequently</b>	13%	16%	<b>23%</b>	3%	1%	<b>0%</b>	4%	1%	<b>0%</b>
<b>Do not telework—must be physically present</b>	24%	7%	<b>0%</b>	16%	4%	<b>0%</b>	18%	5%	<b>0%</b>
<b>Do not telework—technical issues</b>	3%	1%	<b>0%</b>	2%	0%	<b>0%</b>	2%	0%	<b>0%</b>
<b>Do not telework—not approved</b>	19%	8%	<b>8%</b>	2%	1%	<b>0%</b>	4%	1%	<b>0%</b>
<b>Do not telework—chose not to</b>	12%	12%	<b>13%</b>	2%	1%	<b>0%</b>	4%	1%	<b>0%</b>

**Question 41: What type(s) of leave have you used because of the pandemic?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Leave under the Emergency Paid Sick Leave Act (part of the Families First Coronavirus Response Act)</b>	3%	3%	<b>7%</b>
<b>Annual leave</b>	37%	39%	<b>43%</b>
<b>Sick leave</b>	30%	29%	<b>34%</b>
<b>Weather and safety leave</b>	10%	6%	<b>66%</b>
<b>Administrative leave</b>	9%	13%	<b>14%</b>
<b>Other paid leave</b>	10%	12%	<b>12%</b>
<b>Unpaid leave</b>	1%	1%	<b>1%</b>
<b>Not used</b>	49%	50%	<b>23%</b>

**Question 41a: During the COVID-19 pandemic, what percentage of your *total* work time have you used leave because of the pandemic?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>100%</b>	3%	2%	<b>0%</b>
<b>75-99%</b>	3%	2%	<b>1%</b>
<b>50-74%</b>	4%	3%	<b>1%</b>
<b>25-49%</b>	8%	6%	<b>3%</b>
<b>1-24%</b>	82%	86%	<b>95%</b>

**Question 42: How have you changed your participation in alternative work schedules (AWS) because of the COVID-19 pandemic? Examples of AWS include compressed work and flexible work schedule.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Began AWS</b>	11%	10%	<b>10%</b>
<b>Ended AWS</b>	3%	3%	<b>2%</b>
<b>No change</b>	86%	87%	<b>88%</b>

**Question 43: How has your organization supported your well-being needs during the COVID-19 pandemic?**

<b>FCA responses</b>	<b>Expanded telework</b>	<b>Expanded work schedule flexibilities</b>	<b>Expanded leave policies</b>	<b>More information on leave policies</b>	<b>Expanded mental health resources</b>	<b>Expanded physical health resources</b>	<b>Timely communication about COVID-19 illness at worksite</b>
<b>Needed and available to me</b>	94%	76%	78%	76%	36%	56%	64%
<b>Needed, but not available to me</b>	1%	2%	1%	2%	2%	3%	8%
<b>Not needed by me now</b>	5%	22%	20%	23%	62%	41%	28%
<b>FCA responses</b>	<b>Protection of employees from exposure</b>	<b>Limited access to worksite</b>	<b>Social distancing at worksite</b>	<b>Rearranged workspaces</b>	<b>Encouraged use of PPE</b>	<b>Cleaning and sanitizing supplies</b>	<b>Training on health &amp; safety protocols</b>
<b>Needed and available to me</b>	57%	79%	65%	32%	72%	74%	65%
<b>Needed, but not available to me</b>	3%	0%	1%	2%	1%	0%	7%
<b>Not needed by me now</b>	40%	21%	34%	66%	27%	26%	28%

**Question 44: During the COVID-19 pandemic my organization's senior leaders have...demonstrated commitment to employee health and safety.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	46%	62%	<b>84%</b>
<b>Agree</b>	35%	25%	<b>14%</b>
<b>Neither agree nor disagree</b>	10%	6%	<b>1%</b>
<b>Disagree</b>	5%	4%	<b>0%</b>
<b>Strongly disagree</b>	4%	4%	<b>0%</b>

**Question 45: During the COVID-19 pandemic my organization's senior leaders have...supported policies and procedures to protect employee health and safety.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	46%	62%	<b>84%</b>
<b>Agree</b>	36%	26%	<b>15%</b>
<b>Neither agree nor disagree</b>	9%	6%	<b>1%</b>
<b>Disagree</b>	5%	3%	<b>0%</b>
<b>Strongly disagree</b>	4%	3%	<b>0%</b>

**Question 46: During the COVID-19 pandemic my organization's senior leaders have...provided effective communications about the pandemic.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	41%	52%	<b>71%</b>
<b>Agree</b>	35%	29%	<b>24%</b>
<b>Neither agree nor disagree</b>	12%	9%	<b>2%</b>
<b>Disagree</b>	7%	5%	<b>1%</b>
<b>Strongly disagree</b>	5%	5%	<b>1%</b>

**Question 47: During the COVID-19 pandemic my supervisor has...shown concern for my health and safety.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	52%	66%	<b>80%</b>
<b>Agree</b>	32%	24%	<b>18%</b>
<b>Neither agree nor disagree</b>	9%	6%	<b>2%</b>
<b>Disagree</b>	4%	2%	<b>0%</b>
<b>Strongly disagree</b>	3%	2%	<b>0%</b>

**Question 48: During the COVID-19 pandemic my supervisor has...supported my efforts to stay healthy and safe while working.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	53%	67%	<b>82%</b>
<b>Agree</b>	32%	24%	<b>17%</b>
<b>Neither agree nor disagree</b>	9%	6%	<b>1%</b>
<b>Disagree</b>	3%	2%	<b>0%</b>
<b>Strongly disagree</b>	3%	2%	<b>0%</b>

**Question 49: During the COVID-19 pandemic my supervisor has...created an environment where I can voice my concerns about staying healthy and safe.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	50%	63%	<b>80%</b>
<b>Agree</b>	30%	23%	<b>17%</b>
<b>Neither agree nor disagree</b>	11%	9%	<b>2%</b>
<b>Disagree</b>	5%	2%	<b>0%</b>
<b>Strongly disagree</b>	4%	2%	<b>0%</b>

**Question 50: How has your organization supported your work during the COVID-19 pandemic? FCA responses**

	<b>Consistent communication</b>	<b>Training for new/changed work or processes</b>	<b>Reallocation of resources</b>	<b>Help with commuting issues</b>	<b>Options for business travel</b>	<b>Information on remote work policies</b>
<b>Needed and available to me</b>	93%	48%	59%	13%	27%	82%
<b>Needed, but not available to me</b>	4%	6%	4%	1%	2%	1%
<b>Not needed by me now</b>	3%	46%	36%	86%	71%	16%

	<b>Training on how to work remotely</b>	<b>Equipment and technology</b>	<b>Expanded collaboration tools</b>	<b>Expanded training on remote work tools</b>	<b>Expanded IT support</b>	<b>Information about data security</b>
<b>Needed and available to me</b>	52%	91%	95%	69%	78%	83%
<b>Needed, but not available to me</b>	3%	2%	0%	5%	7%	2%
<b>Not needed by me now</b>	45%	7%	5%	26%	15%	14%



**Question 51: Does the type of work you do require you to be physically present at a worksite (e.g., border patrol agent, TSA agent, meat inspector)?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Yes</b>	27%	9%	<b>1%</b>
<b>No</b>	62%	85%	<b>97%</b>
<b>Other</b>	10%	6%	<b>2%</b>

**Question 52: How disruptive has the COVID-19 pandemic been to your ability to do your work?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Extremely</b>	9%	6%	<b>2%</b>
<b>Very</b>	14%	11%	<b>3%</b>
<b>Somewhat</b>	30%	25%	<b>27%</b>
<b>Slightly</b>	22%	27%	<b>38%</b>
<b>Not at all</b>	25%	32%	<b>30%</b>

**Question 53: How have your work demands changed because of the COVID-19 pandemic?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Greatly increased</b>	18%	19%	<b>9%</b>
<b>Somewhat increased</b>	30%	33%	<b>34%</b>
<b>About the same</b>	42%	42%	<b>49%</b>
<b>Somewhat decreased</b>	7%	4%	<b>8%</b>
<b>Greatly decreased</b>	2%	1%	<b>1%</b>

**Question 54/55: Prior to the COVID-19 pandemic, my work unit...**

	<b>Met needs of customers</b>	<b>Contributed positively to agency's performance</b>	<b>Produced high-quality work</b>	<b>Adapted to changing priorities</b>	<b>Successfully collaborated</b>	<b>Achieved goals</b>
<b>Always</b>	62%	74%	68%	68%	66%	65%
<b>Most of the time</b>	36%	25%	29%	27%	30%	33%
<b>Sometimes</b>	2%	1%	3%	4%	4%	2%
<b>Rarely</b>	0%	0%	0%	0%	1%	0%
<b>Never</b>	0%	0%	0%	0%	0%	0%
	<b>Has met needs of customers</b>	<b>Has contributed positively to agency's performance</b>	<b>Has produced high-quality work</b>	<b>Has adapted to changing priorities</b>	<b>Has successfully collaborated</b>	<b>Has achieved goals</b>
<b>Always</b>	64%	74%	68%	73%	69%	67%
<b>Most of the time</b>	33%	24%	28%	23%	26%	29%
<b>Sometimes</b>	2%	2%	3%	4%	5%	3%
<b>Rarely</b>	0%	0%	0%	0%	0%	0%
<b>Never</b>	0%	0%	0%	0%	0%	0%

**Question 56: In the phased return of employees to the agency worksite (i.e., opening up government), my organization has made employee safety a top priority.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	40%	55%	<b>75%</b>
<b>Agree</b>	34%	25%	<b>22%</b>
<b>Neither agree nor disagree</b>	14%	9%	<b>2%</b>
<b>Disagree</b>	7%	5%	<b>0%</b>
<b>Strongly disagree</b>	5%	5%	<b>0%</b>

**Question 57: Based on my organization's handling of the COVID-19 pandemic, I believe my organization will respond effectively to future emergencies.**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Strongly agree</b>	36%	48%	<b>64%</b>
<b>Agree</b>	37%	33%	<b>30%</b>
<b>Neither agree nor disagree</b>	15%	10%	<b>5%</b>
<b>Disagree</b>	6%	4%	<b>0%</b>
<b>Strongly disagree</b>	5%	4%	<b>1%</b>

**Question 58: How satisfied are you with the telework program in your agency?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	78%	84%	<b>89%</b>
<b>Neutral</b>	11%	8%	<b>5%</b>
<b>Negative</b>	10%	7%	<b>5%</b>
<b>Number of employees who responded:</b>			<b>0</b>
... chose not to participate			
... program is not available to me			<b>1</b>
... are unaware of programs			<b>0</b>

**Question 59: Which of the following work-life programs have your participated in or used at your agency with the last 12 months?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Alternative work schedules</b>	49%	52%	<b>82%</b>
<b>Health and wellness programs</b>	19%	28%	<b>35%</b>
<b>Employee Assistance Program</b>	6%	7%	<b>6%</b>
<b>Child care programs</b>	3%	4%	<b>5%</b>
<b>Elder care programs</b>	1%	1%	<b>0%</b>
<b>None listed above</b>	42%	35%	<b>12%</b>

**Question 60: How satisfied are you with the following work-life programs in your agency? Alternative work schedules (for example, compressed work schedule, flexible work schedule)**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	82%	86%	<b>95%</b>
<b>Neutral</b>	12%	10%	<b>3%</b>
<b>Negative</b>	5%	4%	<b>2%</b>
<b>Number of employees who responded:</b>			<b>8</b>
... chose not to participate			
... program is not available to me			<b>2</b>
... are unaware of programs			<b>1</b>

**Question 61: How satisfied are you with the following work-life programs in your agency? Health and wellness programs (for example, on-site exercise, flu vaccination, medical screening, CPR training, health and wellness fair)**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	64%	74%	<b>83%</b>
<b>Neutral</b>	27%	19%	<b>13%</b>
<b>Negative</b>	9%	6%	<b>4%</b>
<b>Number of employees who responded:</b>			<b>39</b>
... chose not to participate			
... program is not available to me			<b>10</b>
... are unaware of programs			<b>4</b>

**Question 62: How satisfied are you with the following work-life programs in your agency? Employee Assistance Program – EAP (for example, short-term counseling, referral services, legal services, education services)**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	51%	57%	<b>67%</b>
<b>Neutral</b>	43%	37%	<b>28%</b>
<b>Negative</b>	6%	6%	<b>5%</b>
<b>Number of employees who responded:</b>			<b>114</b>
... chose not to participate			
... program is not available to me			<b>3</b>
... are unaware of programs			<b>10</b>

**Question 63: How satisfied are you with the following work-life programs in your agency? Child care programs (for example, child care center, parenting classes and support groups, back-up care, subsidy, flexible spending account)**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	37%	43%	<b>63%</b>
<b>Neutral</b>	56%	47%	<b>33%</b>
<b>Negative</b>	8%	10%	<b>4%</b>
<b>Number of employees who responded:</b>			<b>113</b>
... chose not to participate			
... program is not available to me			<b>20</b>
... are unaware of programs			<b>16</b>

**Question 64: How satisfied are you with the following work-life programs in your agency? Elder care programs (for example, elder/adult care, support groups, resources)**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>Positive</b>	29%	32%	<b>44%</b>
<b>Neutral</b>	66%	60%	<b>52%</b>
<b>Negative</b>	5%	7%	<b>5%</b>
<b>Number of employees who responded:</b>			<b>116</b>
<b>... chose not to participate</b>			
<b>... program is not available to me</b>			<b>18</b>
<b>... are unaware of programs</b>			<b>43</b>

**Question 65: Which of the following paid and unpaid child care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic?**

**I do not have any child care responsibilities.**

Governmentwide	Small agencies	FCA
61%	61%	66%

**No arrangements needed to manage child care responsibilities (e.g., older children)**

Governmentwide	Small agencies	FCA
11%	12%	12%

**Child care in my own home (e.g., another parent, relative, nanny, au pair)**

Governmentwide	Small agencies	FCA
17%	17%	15%

**Alternative work arrangements (e.g., telework, flexible work schedule)**

Governmentwide	Small agencies	FCA
12%	15%	14%

**Child care center**

Governmentwide	Small agencies	FCA
4%	4%	3%

**Paid leave**

Governmentwide	Small agencies	FCA
11%	13%	14%

**Unpaid leave**

Governmentwide	Small agencies	FCA
1%	1%	1%

**Child care in someone else's home (e.g., relative or neighbor, professional child care provider)**

Governmentwide	Small agencies	FCA
5%	4%	5%

**Respite care (temporary care of a sick or disabled child, providing relief for their usual caregiver)**

Governmentwide	Small agencies	FCA
0%	0%	0%

**Agency emergency back-up care program**

Governmentwide	Small agencies	FCA
0%	1%	0%

**Resource and referral services**

Governmentwide	Small agencies	FCA
0%	0%	0%

**Other services/arrangements**

Governmentwide	Small agencies	FCA
3%	3%	1%

**Question 66: Which of the following paid and unpaid elder/adult care arrangements have you used to perform your work responsibilities during the COVID-19 pandemic?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>No elder/adult care responsibilities</b>	82%	79%	<b>83%</b>
<b>No arrangements needed</b>	9%	9%	<b>5%</b>
<b>Alternative work arrangement</b>	4%	5%	<b>8%</b>
<b>Elder/adult day care center</b>	0%	0%	<b>0%</b>
<b>Paid leave</b>	5%	6%	<b>7%</b>
<b>Unpaid leave</b>	0%	0%	<b>0%</b>
<b>Long-term insurance</b>	0%	0%	<b>1%</b>
<b>Respite care</b>	1%	1%	<b>1%</b>
<b>Other services/arrangements</b>	3%	3%	<b>2%</b>

**Question 67: During the COVID-19 pandemic, how disruptive have school closures/changes been to your ability to do your work?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>No school-aged children responsibility</b>	47%	51%	<b>62%</b>
<b>Extremely</b>	23%	22%	<b>10%</b>
<b>Very</b>	15%	15%	<b>16%</b>
<b>Somewhat</b>	26%	27%	<b>37%</b>
<b>Slightly</b>	17%	20%	<b>25%</b>
<b>Not at all</b>	19%	16%	<b>12%</b>
<b>Does not apply</b>	10%	9%	<b>7%</b>

**Question 68: During the COVID-19 pandemic, how disruptive have changes to your children's day care been to your ability to do your work?**

	<b>Governmentwide</b>	<b>Small agencies</b>	<b>FCA</b>
<b>No day care children responsibility</b>	55%	59%	<b>67%</b>
<b>Extremely</b>	27%	30%	<b>9%</b>
<b>Very</b>	16%	17%	<b>25%</b>
<b>Somewhat</b>	23%	23%	<b>43%</b>
<b>Slightly</b>	14%	13%	<b>14%</b>
<b>Not at all</b>	20%	17%	<b>9%</b>
<b>Does not apply</b>	28%	23%	<b>17%</b>