MAX Survey

DCSA Developmental ISSP Effectiveness Survey

This is a voluntary internal agency anonymous survey to collect data from the ISSP workforce on the effectiveness of the Developmental ISSP program in support of a Leadership Develop Program (LDP) Capstone project.

Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

This survey is currently not active. You will not be able to save your responses.   ×

This is a controlled survey. You need a valid token to participate!
If you have been issued a token, please enter it in the box below and click continue.

* Token: [   ]

[Continue]

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The public reporting burden for this collection of information, 0704-0553, is estimated to average 5 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or burden reduction suggestions to the Department of Defense, Washington Headquarters Services, at whs.mc-alex.esd.mbx.dd-dod-information-collections@mail.mil. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

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Welcome to the DCSA Developmental ISSP Program Effectiveness Survey. As a member of the DCSA ISSP workforce, your input is requested to support the Cohort C Capstone project of the agency's Leadership Development Program.

Specifically, the Cohort C Capstone is requesting your opinion on the effectiveness of the Developmental ISSP Program since its inception four (4) years ago. The data from this survey will be analyzed and evaluated to support recommending to the Industrial Operations (IO) Department's senior leadership the continuance or discontinuance of the Developmental ISSP program. This survey will allow DCSA to make an informed decision based on empirical data about the state of the program and its intended outcome and goals.

The survey is completely voluntary and 100 percent anonymous with absolutely no Personal Identifiable Information (PII) collected. Participant identification is fully randomized with no association given to selected answers. All responses will remain internal to the agency and only used to support the aforementioned LDP capstone project.

In other words, all survey participant responses are 100 percent non-attributable. This approach strives to solicit and collect accurate and candid data with no risk to participants so the senior leadership can make informed decisions about the Developmental ISSP program's effectiveness.

Again, thank you for your time and input on this very important project.

Let's begin...

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Load unfinished survey

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0%

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✱ **1. What region are you assigned to?**

ⓘ *Choose one of the following answers*

- ○ Headquarters
- ○ Capital
- ○ Northern
- ○ Southern
- ○ Western

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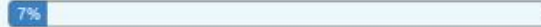
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Estimated Time Burden to Participant: 5-7 Minutes.

7%

This survey is currently not active. You will not be able to save your responses.

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* 2. How many years have you been in your current position?

ⓘ *Choose one of the following answers*

- ○ 0-2 Years
- ○ 3-5 Years
- ○ More Than 5 Years
- ○ I do not wish to divulge.

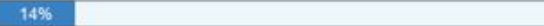← Previous   Next →

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

14%

This survey is currently not active. You will not be able to save your responses.   ✕

* 3. What is your title?

❶ *Choose one of the following answers*

○ Authorizing Official

○ ISSP Team Lead

○ ISSP / Senior ISSP (GG-13/14)

○ Developmental ISSP (GG-9/11/12)

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Estimated Time Burden to Participant: 5-7 Minutes.

21%

This survey is currently not active. You will not be able to save your responses.   ×

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*   4. What level of involvement have you had in the Developmental ISSP Program?

ⓘ *Choose one of the following answers*

○ Direct (e.g., supervised or responsible for training/working directly with Developmental ISSP in Field Office)

○ Indirect (e.g., Developmental ISSP supported my ISSP workload)

○ Developmental ISSP Trainee

○ No Direct or Indirect Involvement

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Estimated Time Burden to Participant: 5-7 Minutes.

28%

This survey is currently not active. You will not be able to save your responses.

✱ **5. Individuals entering the program possess the appropriate education, technical competencies and background, per program standards, to effectively meet the apprentice-level training and certification demands of the program.**

❶ *Choose one of the following answers*

○ Strongly Disagree
○ Disagree
○ Neutral
○ Agree
○ Strongly Agree

Please enter your comment here:

❷ **** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

35%

This survey is currently not active. You will not be able to save your responses.

* 6. The training provided per the standards of the GG-9, GG-11/12 and GG-13 grade levels of the program provide the appropriate knowledge and skills to effectively perform each level's responsibilities.

ⓘ *Choose one of the following answers*

- ⚪ Strongly Disagree
- ⚪ Disagree
- ⚪ Neutral
- ⚪ Agree
- ⚪ Strongly Agree

Please enter your comment here:

ⓘ ** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

42%

This survey is currently not active. You will not be able to save your responses.   ×

*   7. Developmental ISSP employees have been quickly and effectively integrated into the agency's field operation activities.

ⓘ *Choose one of the following answers*

- ○ Strongly Disagree
- ○ Disagree
- ○ Neutral
- ○ Agree
- ○ Strongly Agree

Please enter your comment here:

ⓘ ** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

50%

This survey is currently not active. You will not be able to save your responses.

* 8. The Developmental ISSP employee concept fits well within the organizational culture of DCSA and the Field's ISSP community.

ⓘ Choose one of the following answers

- ○ Strongly Disagree
- ○ Disagree
- ○ Neutral
- ○ Agree
- ○ Strongly Agree

Please enter your comment here:

ⓘ ** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

57%

This survey is currently not active. You will not be able to save your responses.

9. Developmental ISSP employees adequately understand and are satisfactorily performing all the responsibilities of their position in accordance with performance objectives.

❶ Choose one of the following answers

○ Strongly Disagree

○ Disagree

○ Neutral

○ Agree

○ Strongly Agree

Please enter your comment here:

❷ ** Adding comments in the comment box is optional **
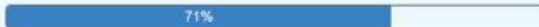
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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

64%

This survey is currently not active. You will not be able to save your responses.

* **10. Developmental ISSP employees have been properly leveraged to address lower priority activities so that fully qualified ISSPs can more effectively address higher priority mission areas.**

ⓘ *Choose one of the following answers*

○ Strongly Disagree

○ Disagree

○ Neutral

○ Agree

○ Strongly Agree

Please enter your comment here:

ⓘ ** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

71%

This survey is currently not active. You will not be able to save your responses.

* **11. There is a retention challenge inherent to the program because it attracts a new demographic of lesser experienced technical professionals to DCSA who are more likely to see the valuable training and certifications offered by the program as a means to a higher paying private sector job rather than as preparation to become a fully qualified ISSP for the public sector.**

❶ *Choose one of the following answers*

○ Strongly Disagree

○ Disagree

○ Neutral

○ Agree

○ Strongly Agree

Please enter your comment here:

❷ ** Adding comments in the comment box is optional **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

78%

This survey is currently not active. You will not be able to save your responses.

✱ 12. Please choose those aspects of the Developmental ISSP employee "career ladder" which you feel DCSA needs to improve.
(Multiple items can be selected)

ⓘ *Check all that apply*

☐ Career guidance or advice.

☐ Encouragement or support in career advancment.

☐ Professional soft skill education.

☐ Exposure to new experiences, responsiblities or challenges, which allow you to demonstrate your abilities beyond your current position.

☐ None.

☐ I have no opinion on this topic.

☐ Other: _____

ⓘ ** If selecting "Other", please include comments **

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Total Question Count: 14.

Estimated Time Burden to Participant: 5-7 Minutes.

85%

This survey is currently not active. You will not be able to save your responses.

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* 13. Please prioritize the following actions according to what you believe would be the most effective way for DCSA to improve retention of high performing Developmental ISSP employees inclined towards a career in the public sector and U.S. national security.

	1	2	3	4	5
Diminish the volume and complexity of work allocated to a Developmental ISSP employee so as to bring their wage-to-responsibility ratio more in line with market valuation.	○	○	○	○	○
Require a minimum time-of-service for Developmental ISSP employees transitioning to fully qualified ISSP positions in exchange for valuable training and certification.	○	○	○	○	○
Create and adhere to a better work-life-balance environment to include increased schedule flexibility.	○	○	○	○	○
Provide a more interesting and rewarding (non-monetary) work environment.	○	○	○	○	○
Offer better career advancement opportunities/improve the Developmental ISSP employee "career ladder".	○	○	○	○	○

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