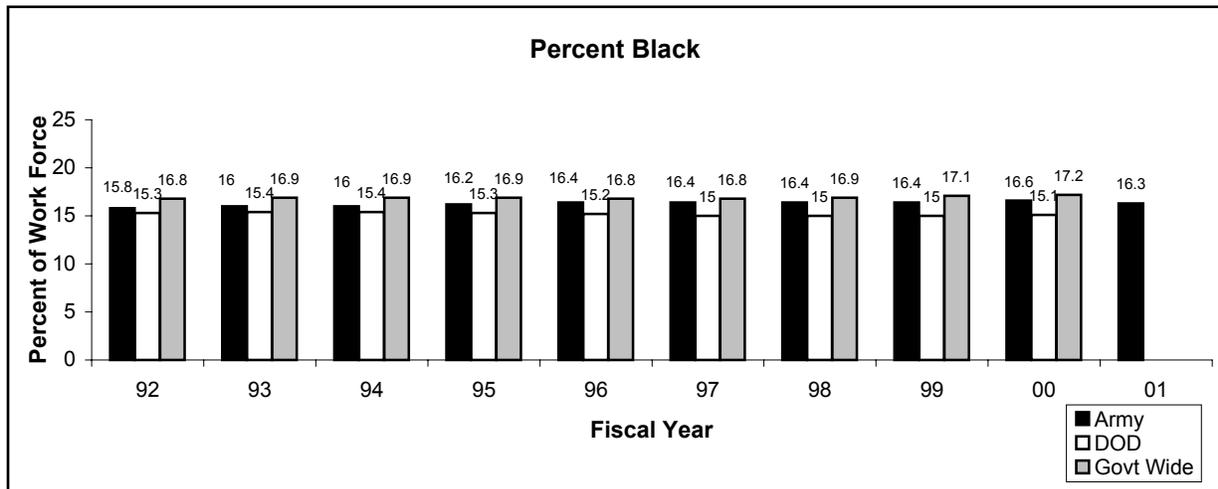
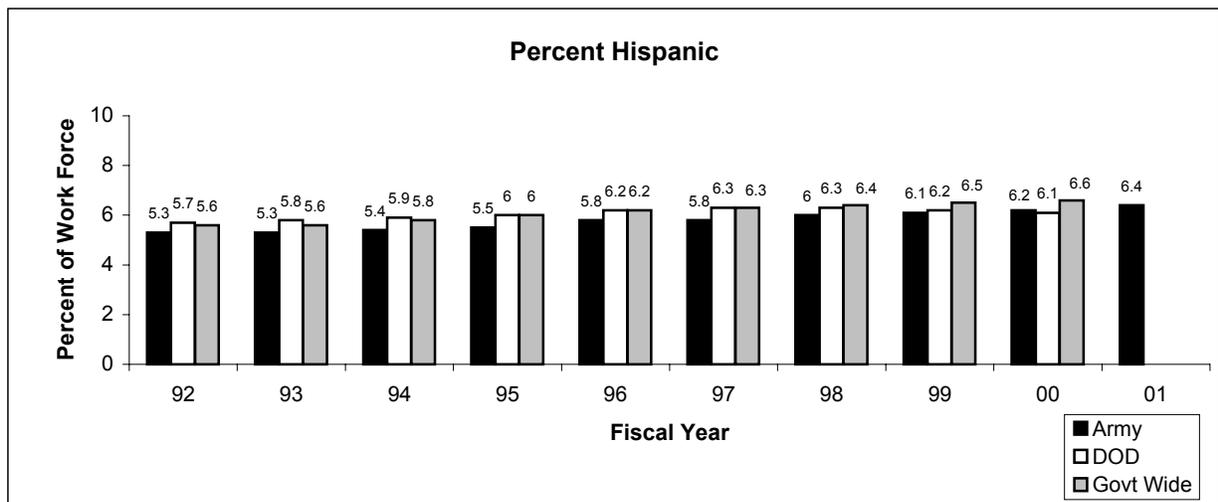


6-1. RNO Breakout of Work Force

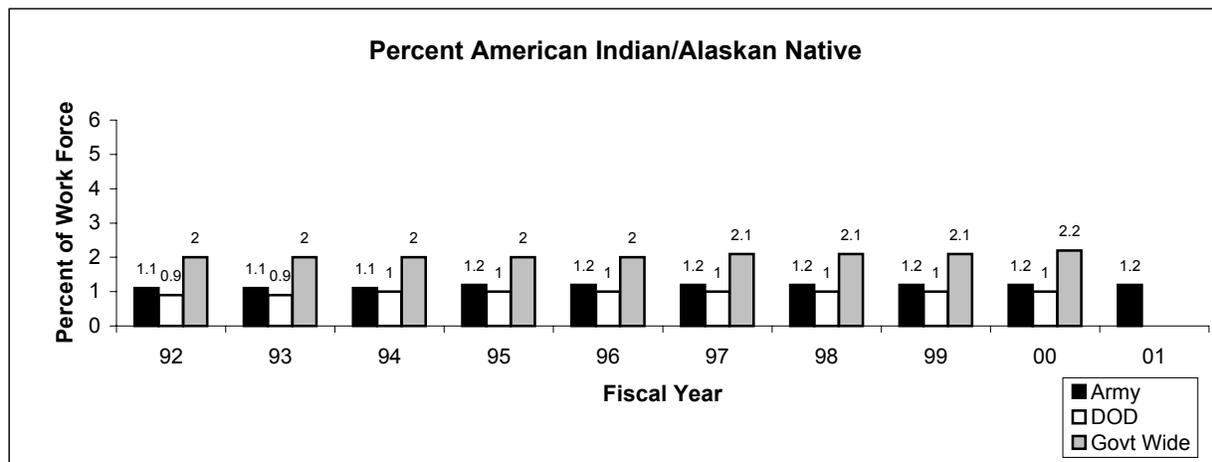
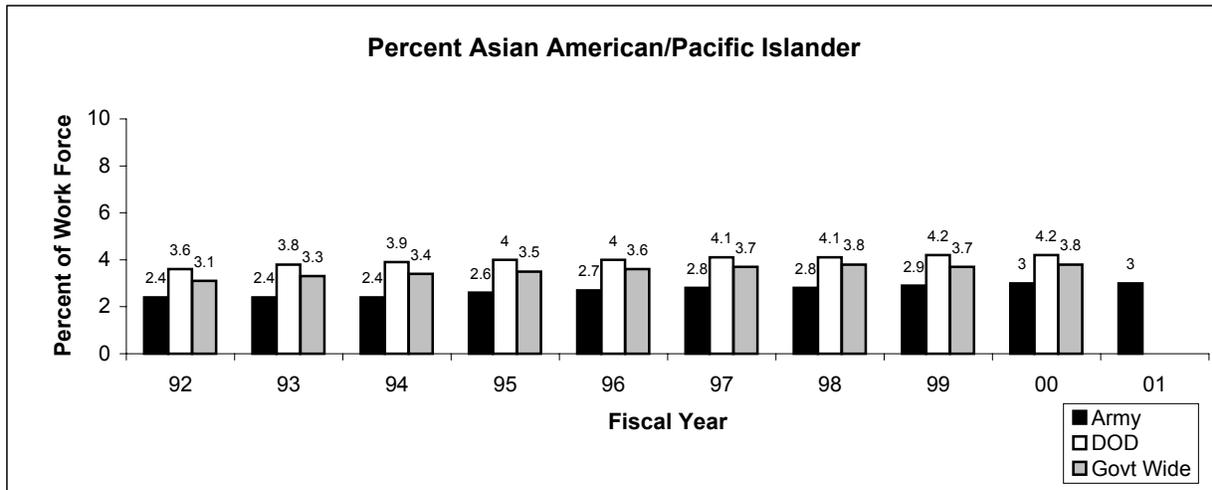
Objective: None Established



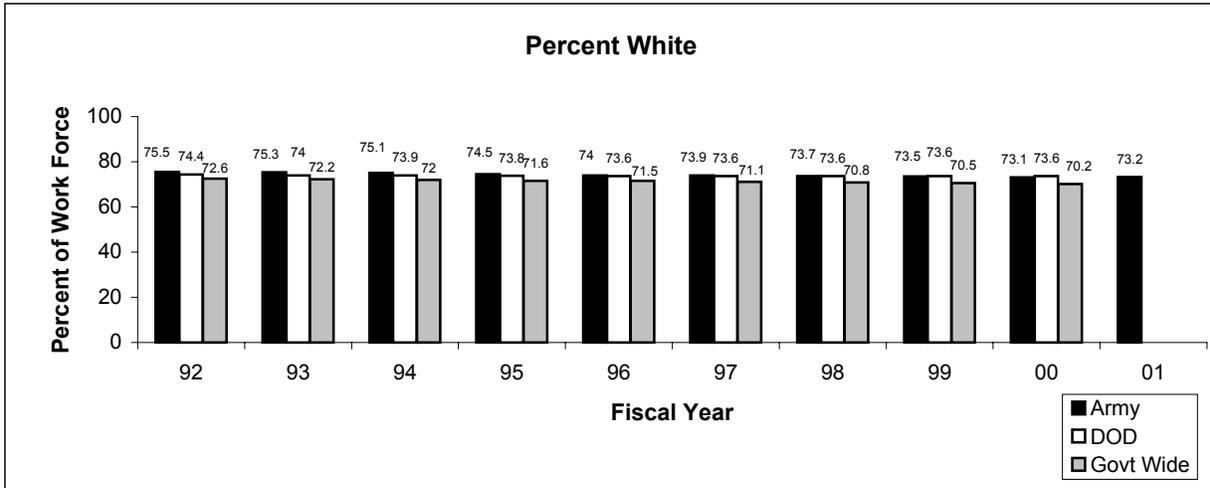
Source: OPM except for FY01 Army data which are from the HQDA Workforce Analysis Support System (WASS).



6-1. RNO Breakout of Work Force (Cont.)



6-1. RNO Breakout of Work Force (Cont.)

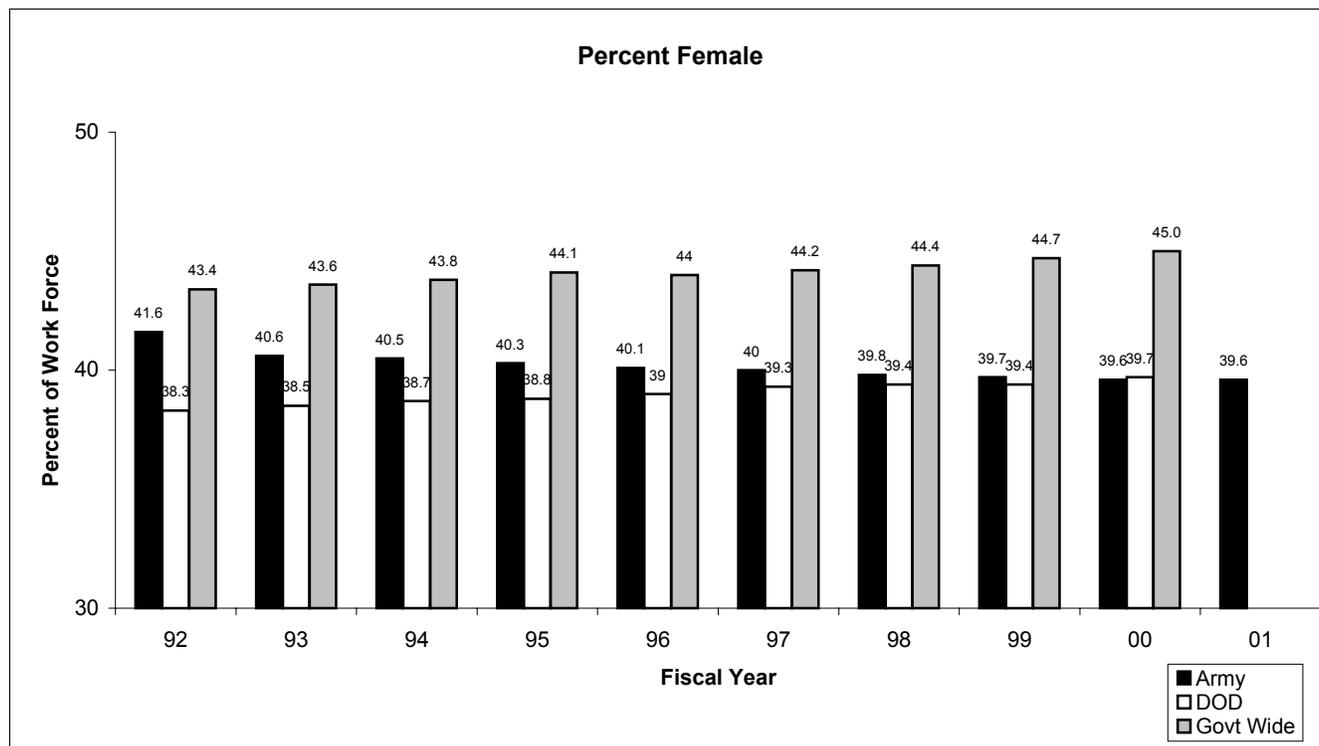


Analysis:

- Downsizing has not had an adverse effect on the percentage of minorities employed by Army. Army's percentage of minorities increased slightly since FY92. The same pattern exists for DOD and the Federal Government.
- Army and DOD are slightly below the Federal Government in percentage of minorities employed.
- FY01 DOD and Government-wide data were not available in time for publication.
- The percentages shown are based on employees in RNO codes A - E only.
- See Appendix, p. A66, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-2. Representation of Women

Objective: None Established



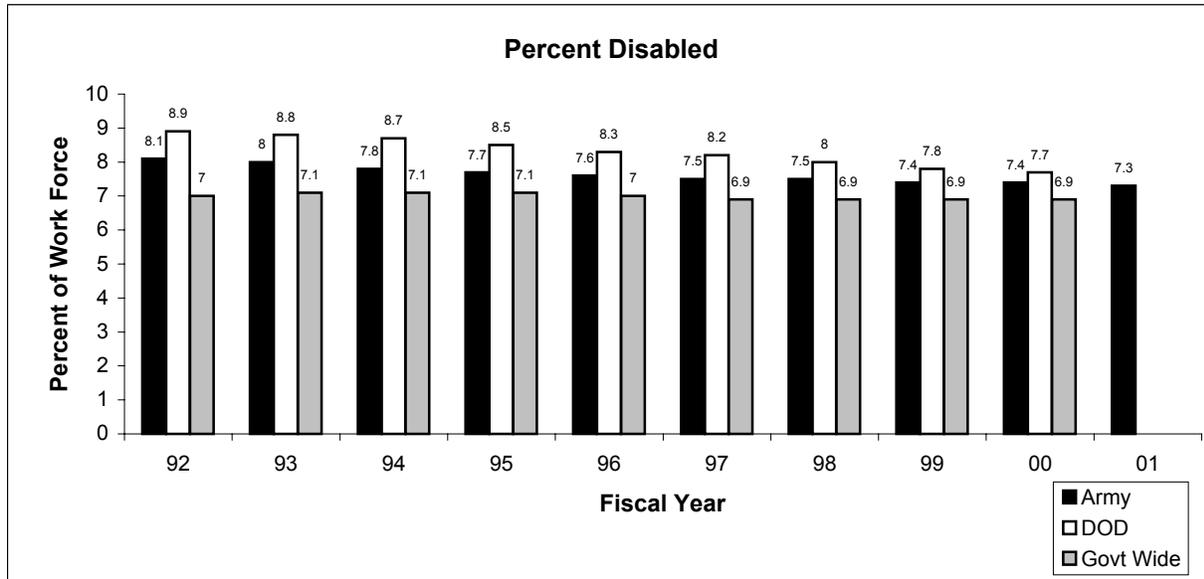
Source: OPM except for FY01 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees has been slowly declining; the DOD and Government-wide percentages have increased slightly.
- Army employed a higher percentage of women than DOD, until FY00. Both Army and DOD employ a smaller percentage of women than does the Federal Government.
- FY01 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A67, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-3. Representation of Individuals with Disabilities

Objective: None Established



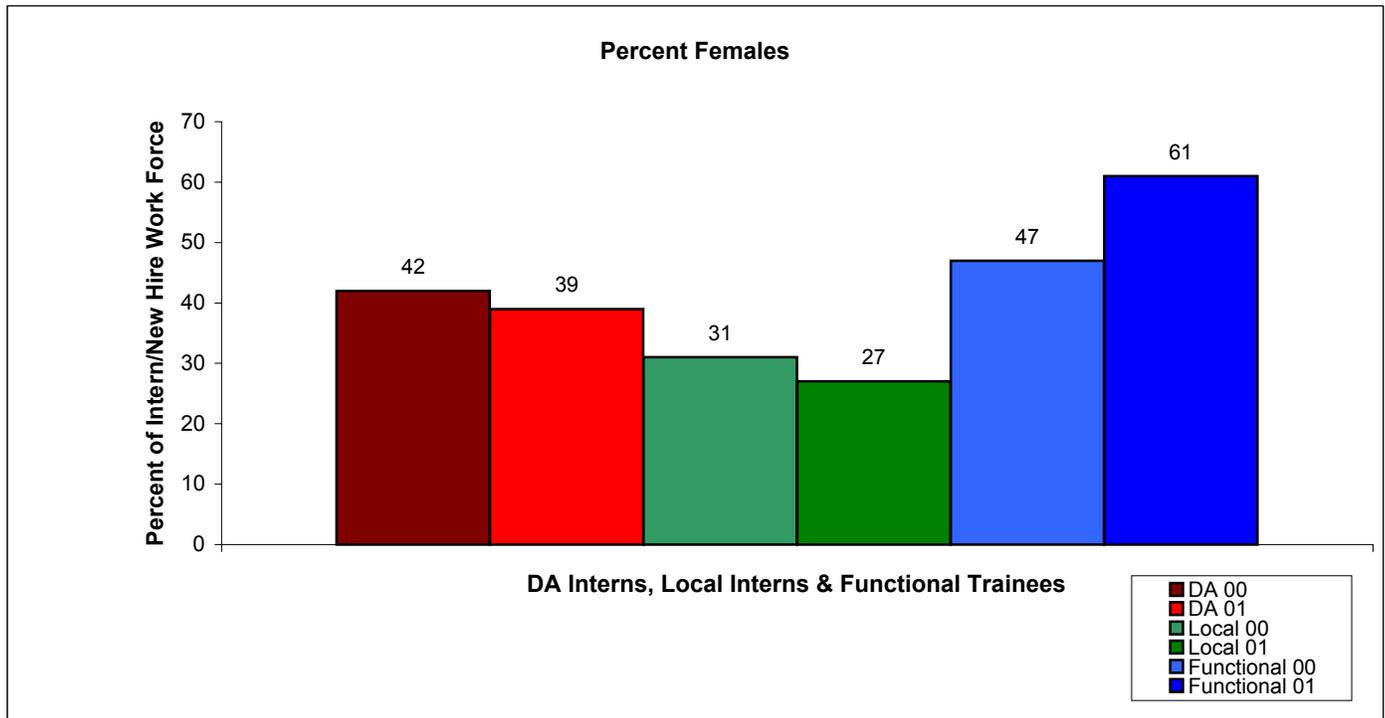
Source: OPM except for FY01 Army data which are from the HQDA Workforce Analysis Support System (WASS).
(Army's 234-EEO Report was not used for FY01 data because it excludes Reserve Technicians.)

Analysis:

- Army's FY01 percentage of disabled employees is slightly lower than it was in FY99 and FY00. DOD's FY00 percentage is slightly lower than it was in FY99. The Government-wide FY00 percentage is the same as it was in FY99.
- Army employs a higher percentage of disabled workers than does the Federal Government but its advantage is declining. Army employs a smaller percentage of the disabled than does DOD.
- FY01 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A68, for raw data and explanation of the terms "Army," "DOD," and "Gov't-wide."
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.

6-4. Representation of Female DA Intern, Local Intern and Functional Trainee New Hires

Objective: None Established



Source: Workforce Analysis Support System (WASS). Functional trainees include those employees with SPEP code 'J' and also all non-intern employees in grades 5, 7 and 9.

Number of Females

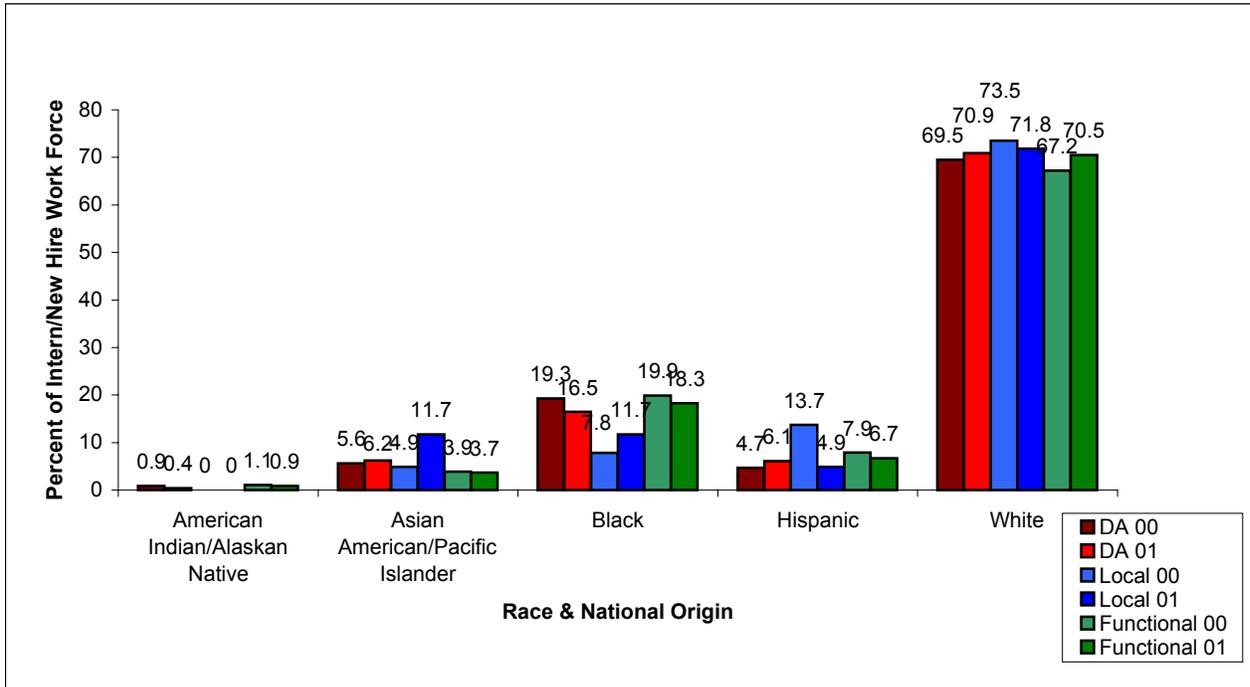
Fiscal Year	00	01
DA Interns	99	293
Local Interns	32	28
Functional Trainees	2,861	3,328

Analysis:

- Army's percentage of DA and local intern females was lower in FY01 than FY00 by 3% and 4% respectively. The percentage of female Functional Trainees increased by 14%.

6-5. RNO Breakout of DA Intern, Local Intern and Functional Trainee New Hires

Objective: None Established



Source: Workforce Analysis Support System (WASS). Functional trainees include those employees with SPEP code 'J' and also all non-intern employees in grades 5, 7 and 9.

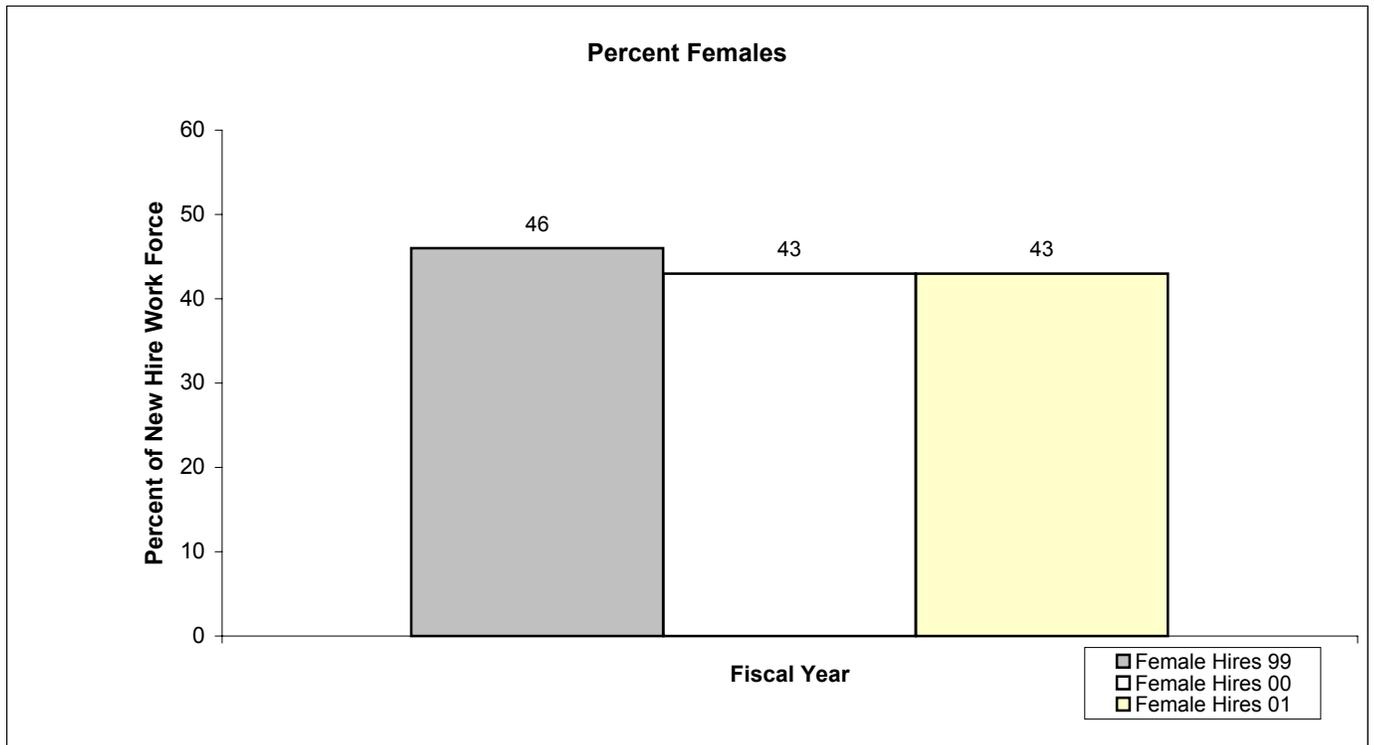
Race/National Origin	DA Interns 00	DA Interns 01	Local Interns 00	Local Interns 01	Trainees 00	Trainees 01
American Indian/Alaskan Native	3	3	0	0	57	51
Asian American/Pacific Islander	13	47	5	12	239	218
Black	45	125	8	12	1,205	1,076
Hispanic	11	46	14	5	481	392
White	162	537	75	74	4,068	4,145
Total	234	758	102	103	6,050	5,882

Analysis:

- The percentage of Asian American/Pacific Islanders went up for Local Interns by close to 7%.
- The percentage of Hispanic local interns went down by almost 9%.
- The percentage of minorities has decreased in FY 01 for Functional Trainees by over 3%.

6-6. Representation of New Hire Females

Objective: None Established



Source: OPM except for FY01 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

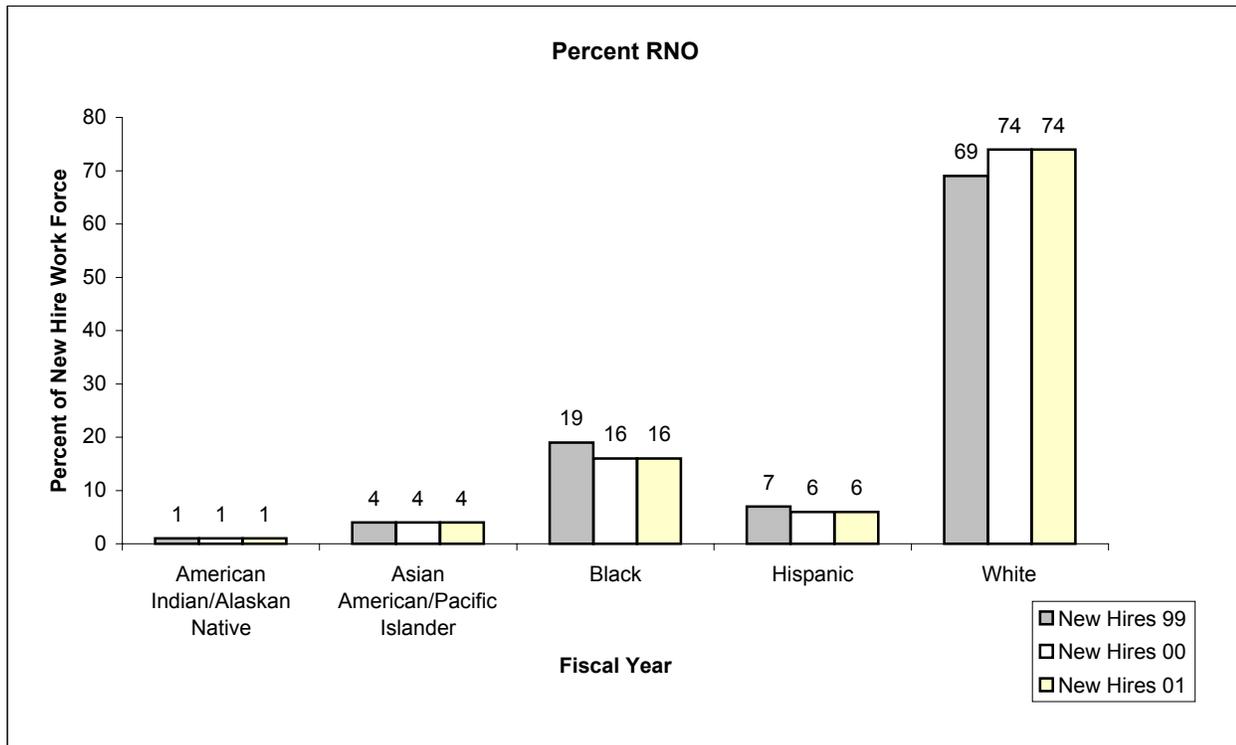
Fiscal Year	99	00	01
Female	9,104	9,219	10,566
Male	10,696	12,163	14,010
Total	19,800	21,382	24,576

Analysis:

- Army's percentage of FY01 female hires (43%) was the same as FY00, and higher than the percentage of females in the workforce (39.5%).

6-7. RNO Breakout of New Hires

Objective: None Established



Source: OPM except for FY01 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

Fiscal Year	99	00	01
American Indian/Alaskan Native	173	183	221
Asian American/Pacific Islander	662	725	840
Black	3,227	3,259	4,001
Hispanic	1,163	1,153	1,418
White	11,731	15,063	16,990
Total	16,956	20,383	23,470

Analysis:

- Army's percentage of minority hiring in FY01 remained constant while increasing the actual number of new hires.