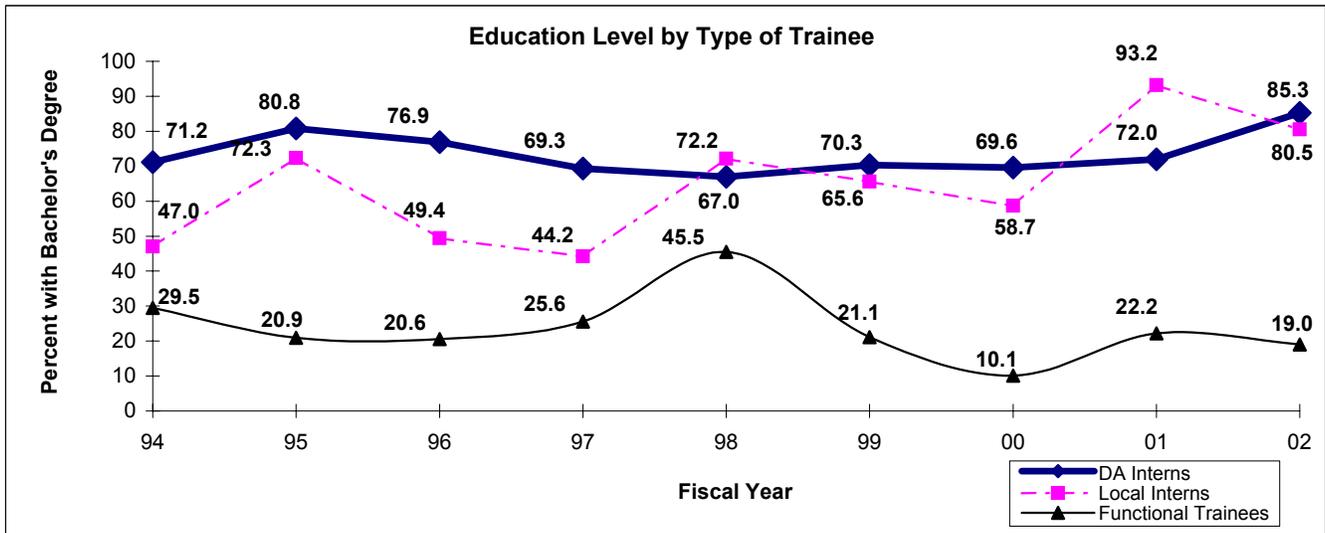


## 5-1. New Interns - Education Level

Objective: None Established



Source: DAPE-CP-CP

Number with and without Bachelor's Degree

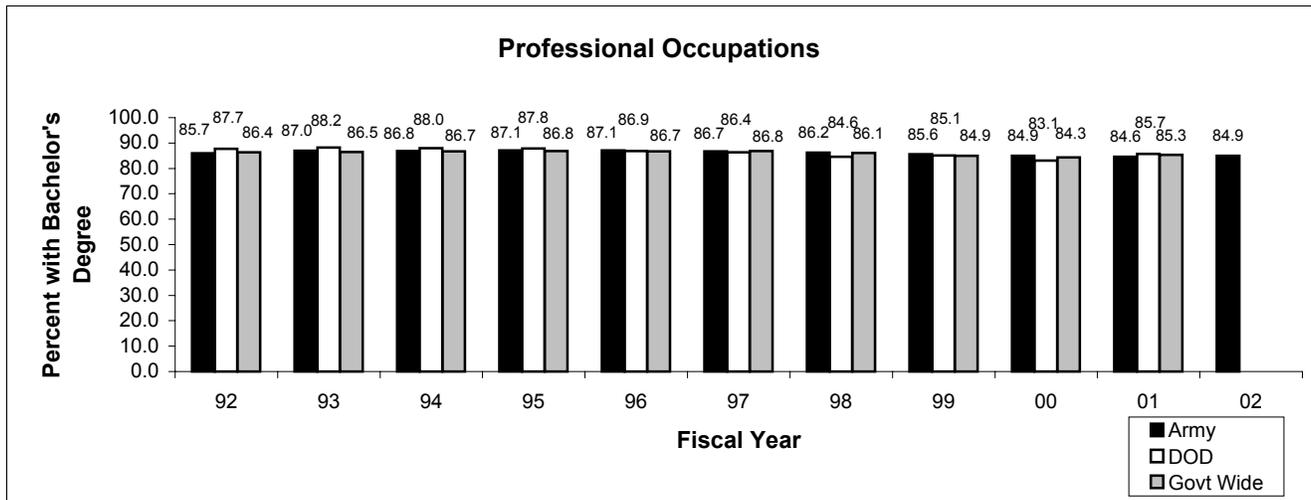
Fiscal Year	94	95	96	97	98	99	00	01	02
<b>DA Interns</b>									
With Degree	166	421	226	284	185	227	176	546	133
Without Degree	67	100	68	126	91	96	77	212	23
<b>Local Interns</b>									
With Degree	63	94	43	34	13	59	54	96	314
Without Degree	71	36	44	43	5	31	38	7	76
<b>Functional Trainees</b>									
With Degree	85	31	37	21	10	12	7	8	12
Without Degree	203	117	143	61	12	45	62	28	51

**Analysis:**

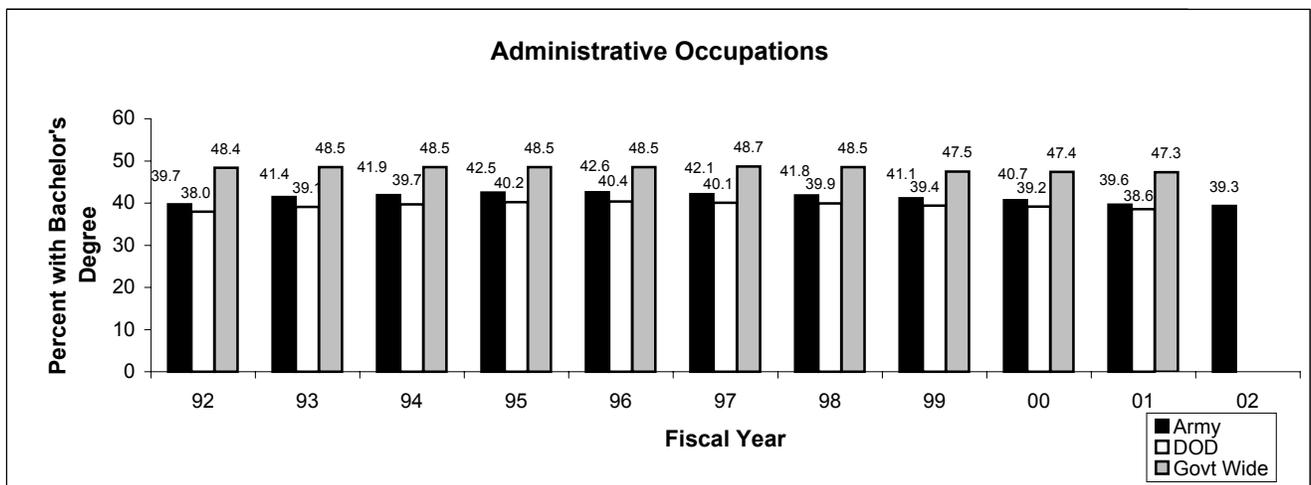
- Data prior to FY94 are not presented because of poor coding in the database.
- In FY02, a hiring freeze was implemented early in the fiscal year due to funding constraints. The education level of new DA interns in FY02 was higher than the prior two years. The education level of local and functional trainees, the "comparison group" for interns, was lower in FY02. Coding errors are believed to exist for all groups. Counts for new local interns and functional trainees were significantly higher due to the implementation of the DA intern hiring freeze.
- In FY94-02 - 73% of DA interns had Bachelor's degrees, compared to 69% of local interns, and 24% of functional trainees.

## 5-2. Workforce - Education Level by PATCO

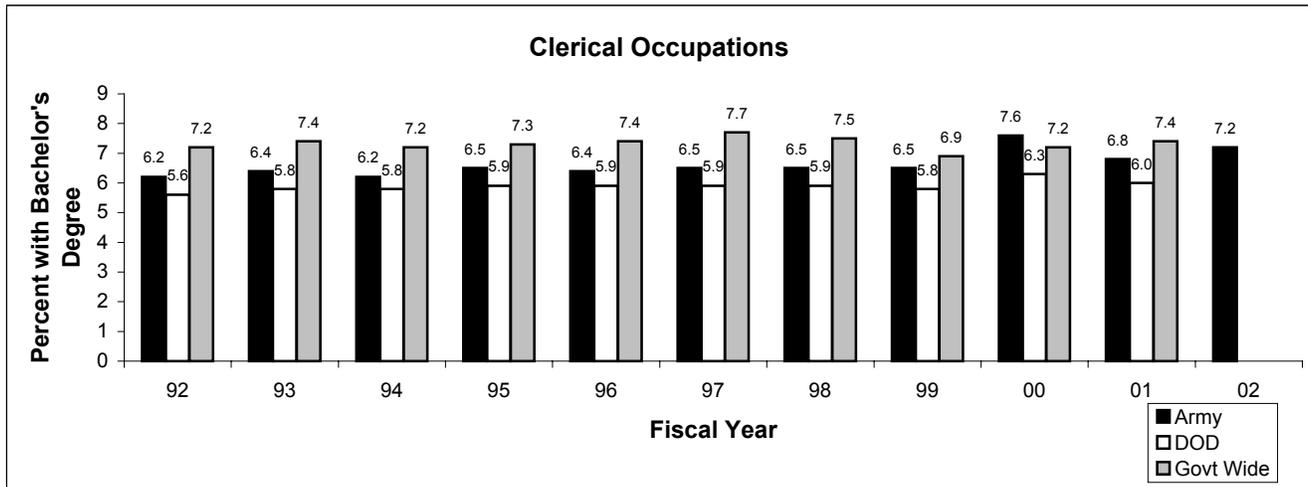
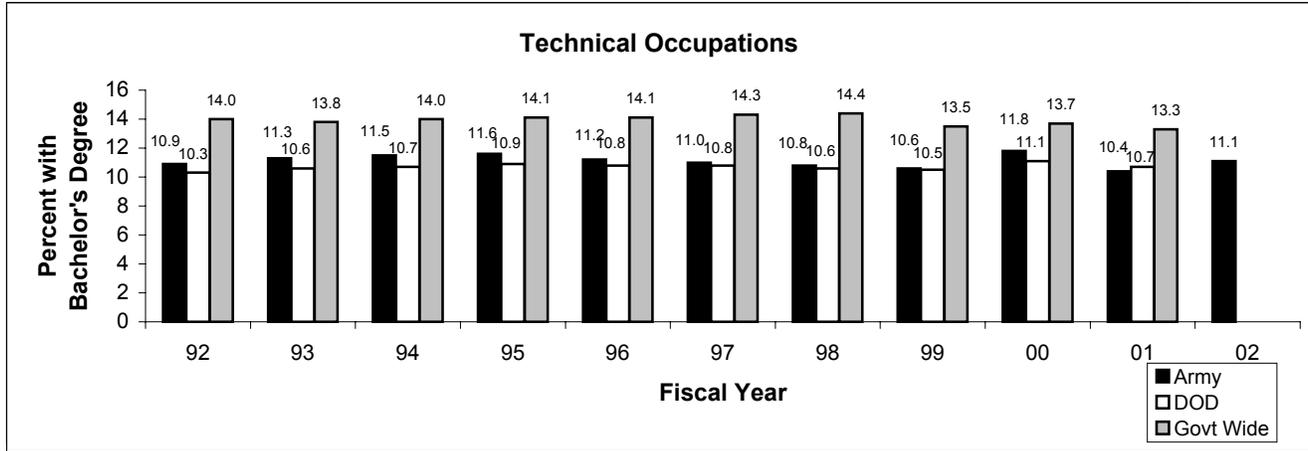
Objective: None Established



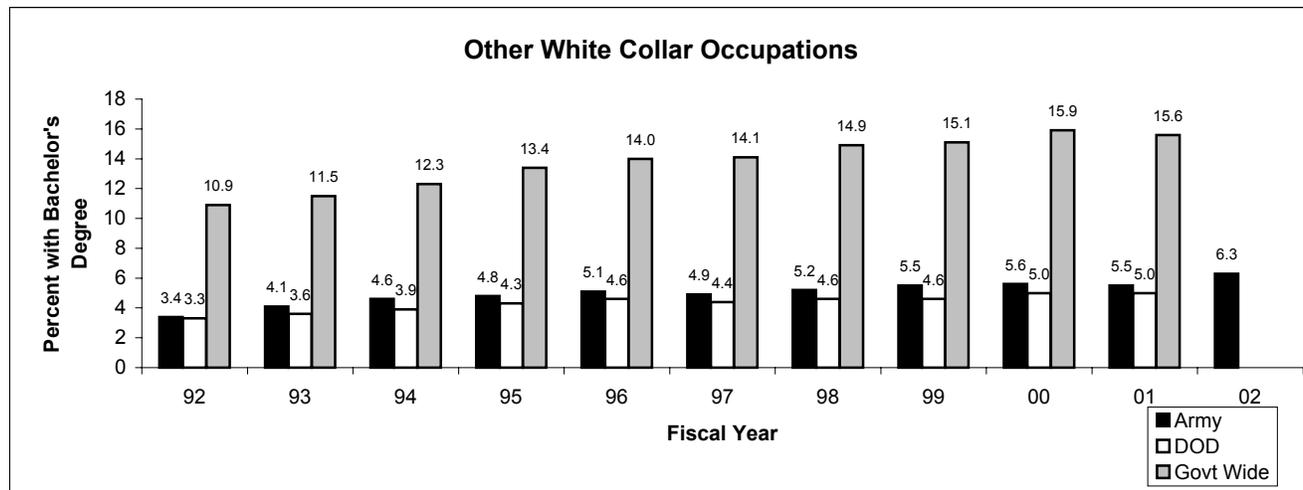
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).



## 5-2. Workforce - Education Level by PATCO (Cont.)



## 5-2. Workforce - Education Level by PATCO (Cont.)

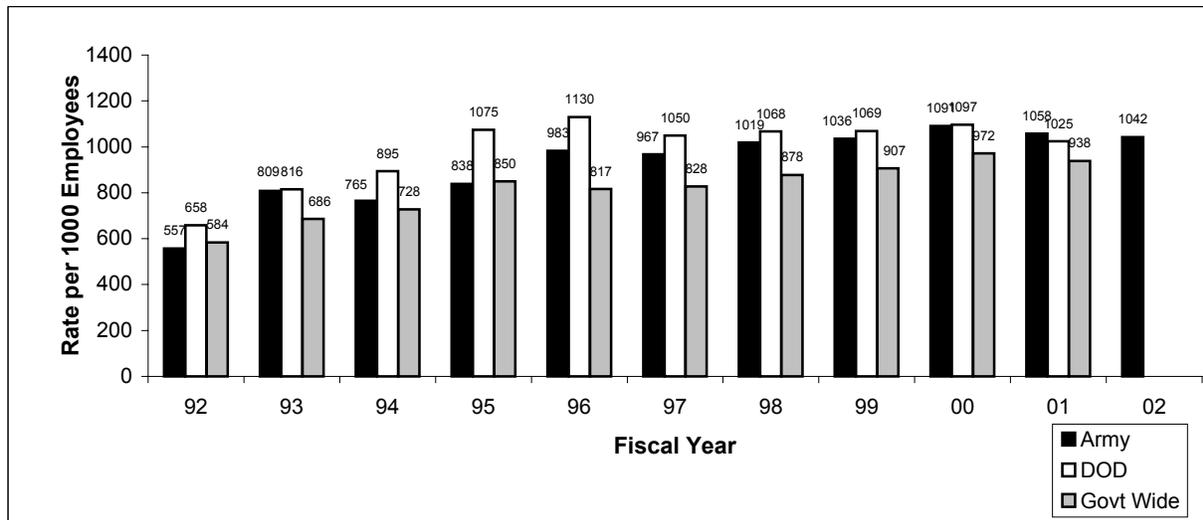


### Analysis:

- The data element "Occupational Category" lists two codes in addition to those listed here, i.e., code B (Blue Collar) and code M (Mixed Collar). However, analysis of education level by those occupational categories was not considered relevant.
- For professional occupations, the percent with college degree has been high and stable in Army, DOD and Government-wide. The Army percent has decreased slightly over time (from 85.7% to 84.9%).
- For administrative occupations, the percent with college degree increased slightly over time for DOD (from 38% to 38.6%). The Army percent has declined slightly in recent years, while the Government-wide percent remained relatively flat. However, the Government-wide percent is higher than those of Army and DOD.
- Technical occupations increased in FY00 and 02 with a return to prior year averages in FY01. Clerical also went up in FY00 and 02 and remained higher than normal for FY01. The Government-wide percent is higher than Army, and the Army percent is higher than DOD.
- For other white collar occupations, the percent with college degree has increased slightly over time for Army (from 3.4% to 6.3%), DOD (from 3.3% to 5%), and Government-wide (from 10.9% to 15.6%). The Government-wide percent is higher than those of Army and DOD.
- FY02 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A56-57, for raw data and explanation of terms "Army," "DOD," and "Govt Wide."

### 5-3. Monetary and Time Off Awards - Rate per 1000 Employees

*Objective: None Established*



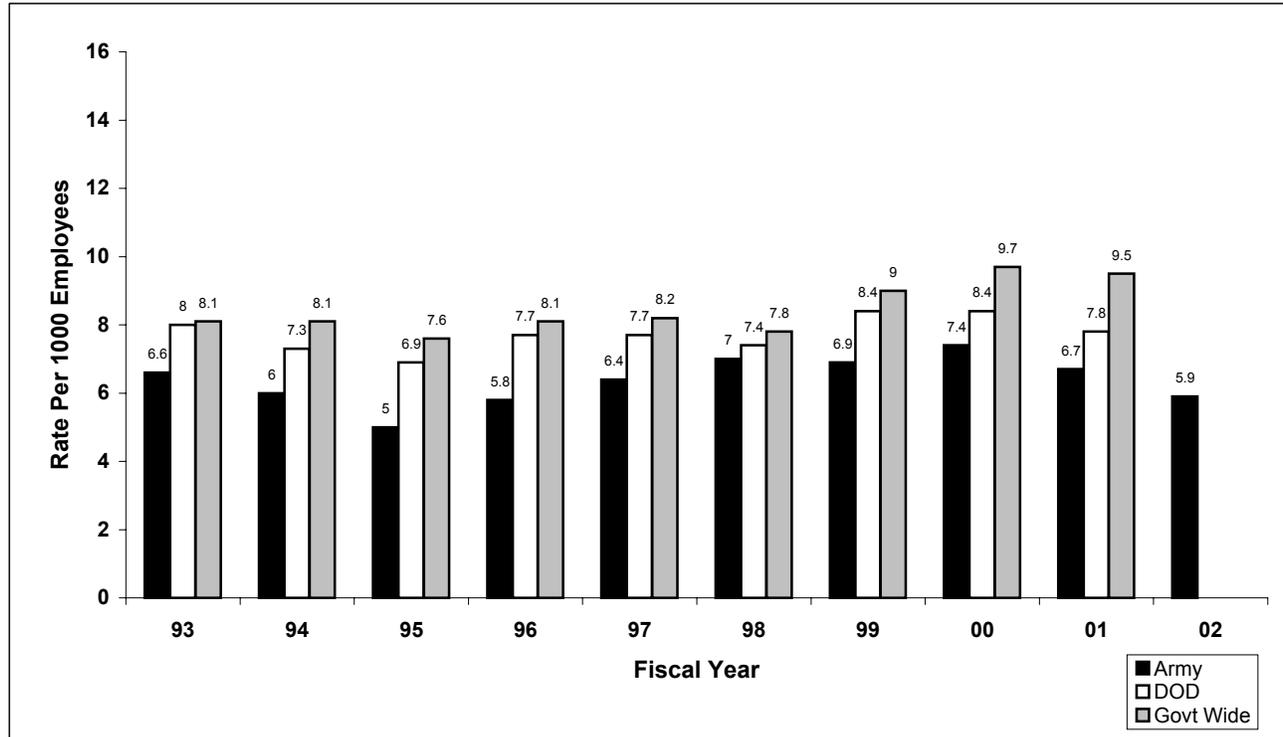
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).

**Analysis:**

- OPM's Civilian Personnel Data File (CPDF) does not contain honorary award data. Therefore, only time-off and monetary awards are included in this graph.
- The rate of awards increased from FY96 through FY00. FY01 and FY02 appear to be adjusting down somewhat. Between FY92-00 the rate of awards nearly doubled for Army, but only increased by two thirds for DOD (67%) and Government-Wide (66%).
- From FY96 to FY00, Army's total award rate is higher than the Government-Wide rate but lower than the DOD rate. This pattern exists for both monetary and time off awards. In FY01, the Army total award rate surpassed the DOD rate for the first time and continued to surpass the Government-Wide rate..
- FY02 DOD and Government-Wide data were not available in time for publication.
- See Appendix, pp. A58-59, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Gov't-Wide," and FY02 MACOM monetary and time-off award data.

## 5-4. Disciplinary/Adverse Actions - Rate per 1000 Employees

Objective: None Established



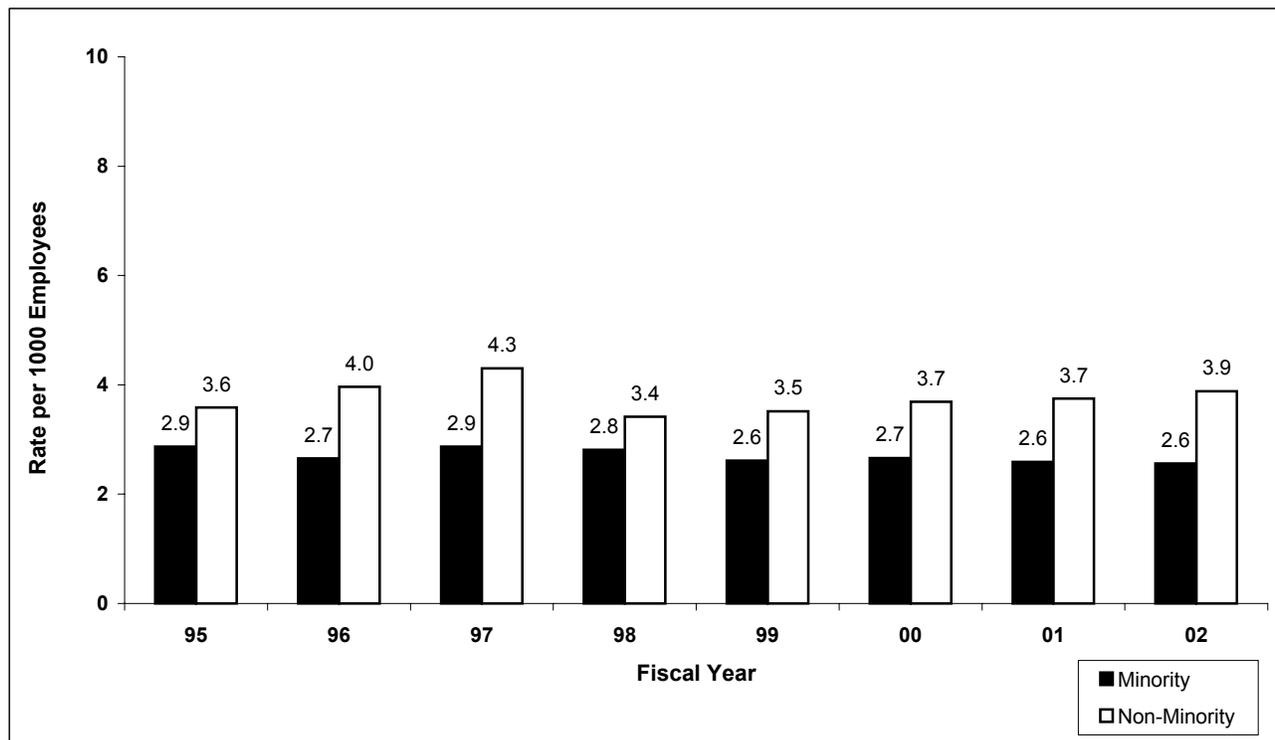
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).

### Analysis:

- Army's rate of disciplinary/adverse actions per 1000 employees was better (i.e., lower) than the DOD and Government-wide rates.
- The figures do not reflect actions taken under various forms of Alternative Discipline that do not result in SF-50 actions and coding into DCPDS.
- FY02 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A60-62, for raw data, MACOM data, explanation of the Nature of Action (NOA) and Legal Authority Codes (LACs) used to define "Disciplinary/Adverse Actions" and explanation of the terms "Army," "DOD," and "Govt Wide."

## 5-5. Disciplinary/Adverse Actions by RNO

*Objective: None Established*



Source: HQDA Workforce Analysis Support System (WASS).

### Analysis:

- The rate of disciplinary/adverse actions is lower for Army minority employees than for Army non-minority employees.
- The proportion of actions against Army minority employees is higher than their representation in the workforce. Historically, approximately 40% of the actions are taken against minority employees as compared to their 27% representation in the workforce.
- The figures do not reflect actions taken under various forms of Alternative Discipline that do not result in SF-50 actions and coding into the DCPDS.
- See Appendix, pp. A63, for raw data and explanation of the Nature of Action (NOA) used to define "Disciplinary/Adverse Actions."