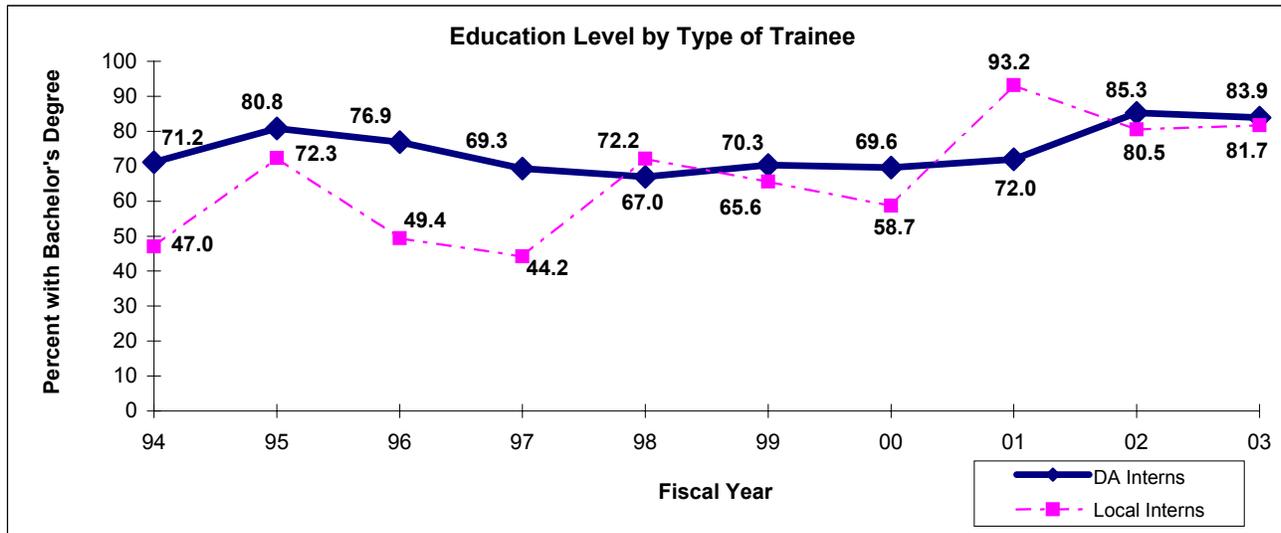


5-1. New Interns - Education Level

Objective: None Established



Source: DAPE-CP-CP

Number with and without Bachelor's Degree

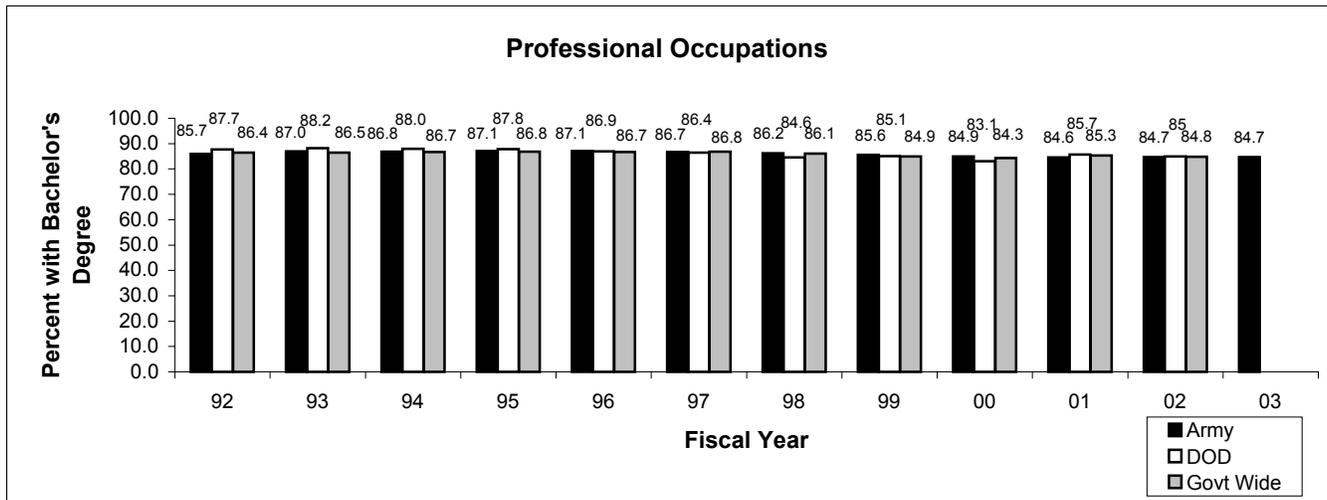
Fiscal Year	94	95	96	97	98	99	00	01	02	03
DA Interns										
With Degree	166	421	226	284	185	227	176	546	133	867
Without Degree	67	100	68	126	91	96	77	212	23	166
Local Interns										
With Degree	63	94	43	34	13	59	54	96	314	295
Without Degree	71	36	44	43	5	31	38	7	76	66

Analysis:

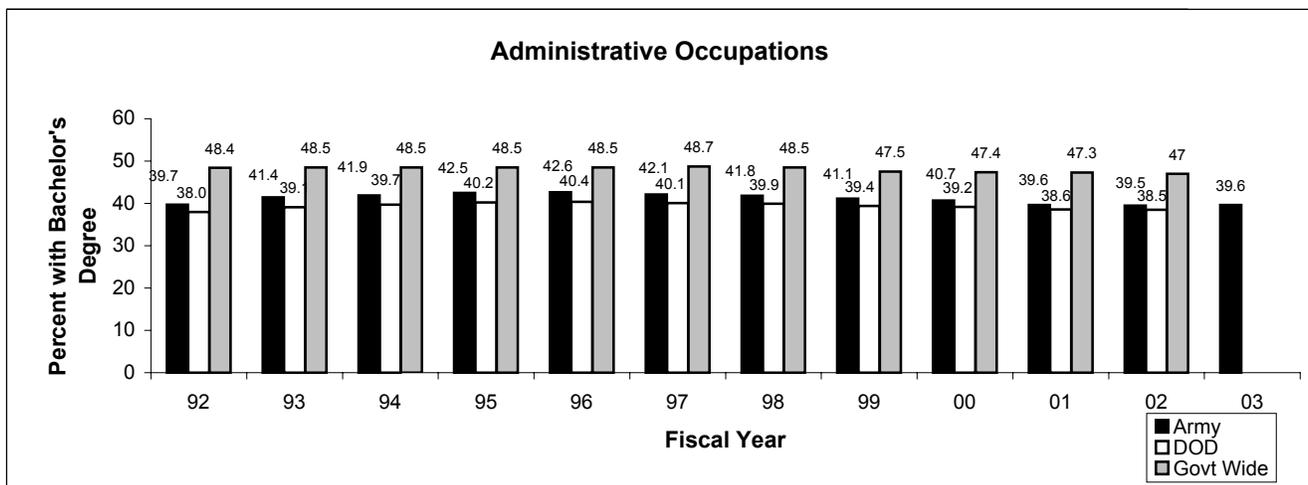
- FY03 data shows a substantial increase in the number of DA intern hires (1033). The number of DA Interns with a bachelor's degree or higher was 867 (83.9%). The percentage of local interns with a bachelor's degree or higher increased slightly to 81.7%.
- In FY94-03 - 74.6% of DA interns had a bachelor's degree or higher, compared to 66.5% of local interns.
- Data prior to FY94 are not presented because of poor coding in the database. Functional Trainees data was dropped from this item for the same reason.

5-2. Workforce - Education Level by PATCO

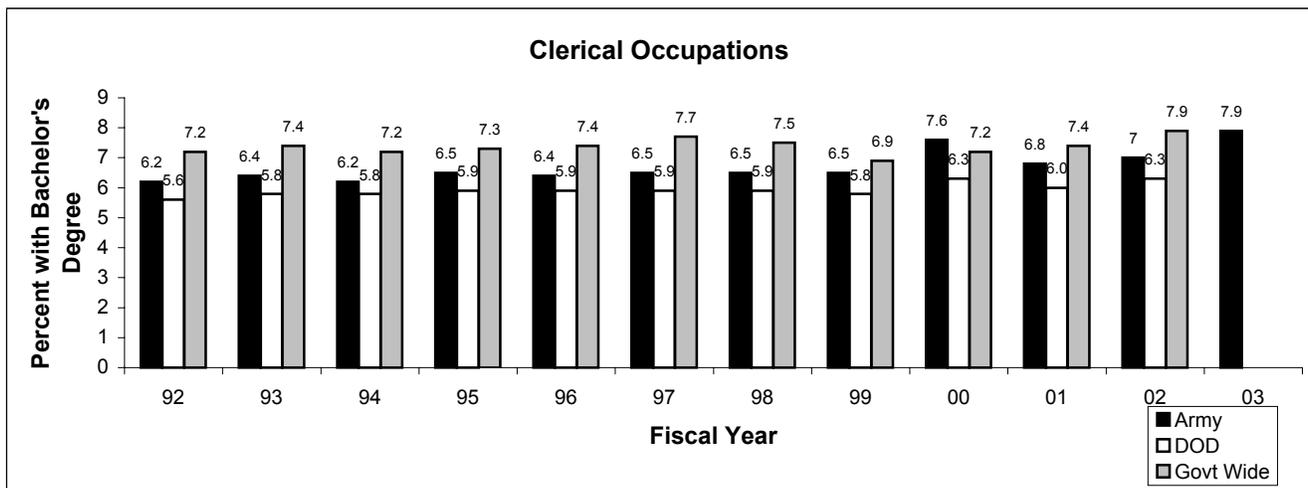
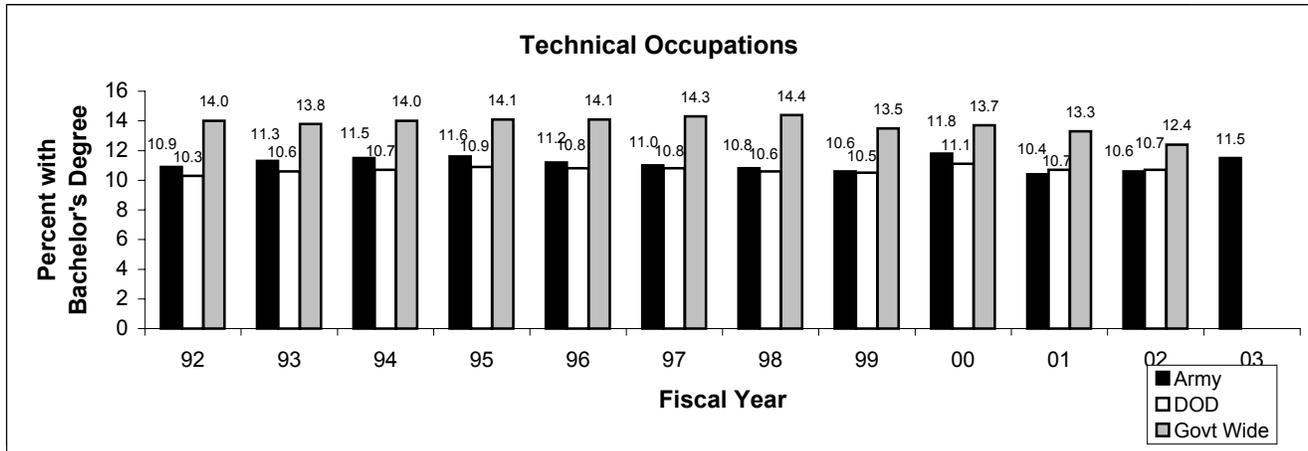
Objective: None Established



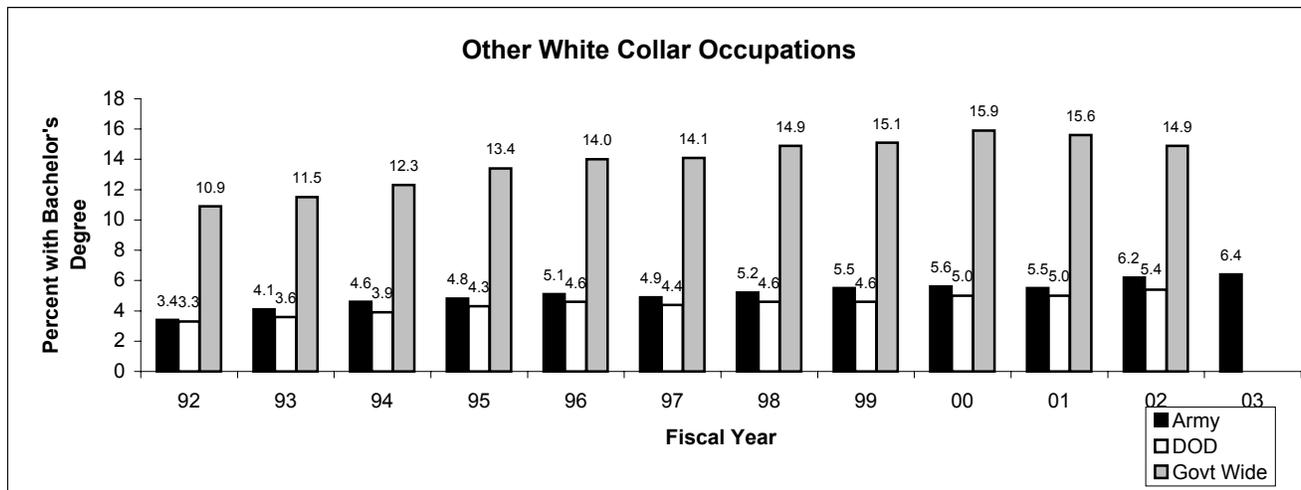
Source: OPM except for FY02 Army data which are from the HQDA Workforce Analysis Support System (WASS).



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



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

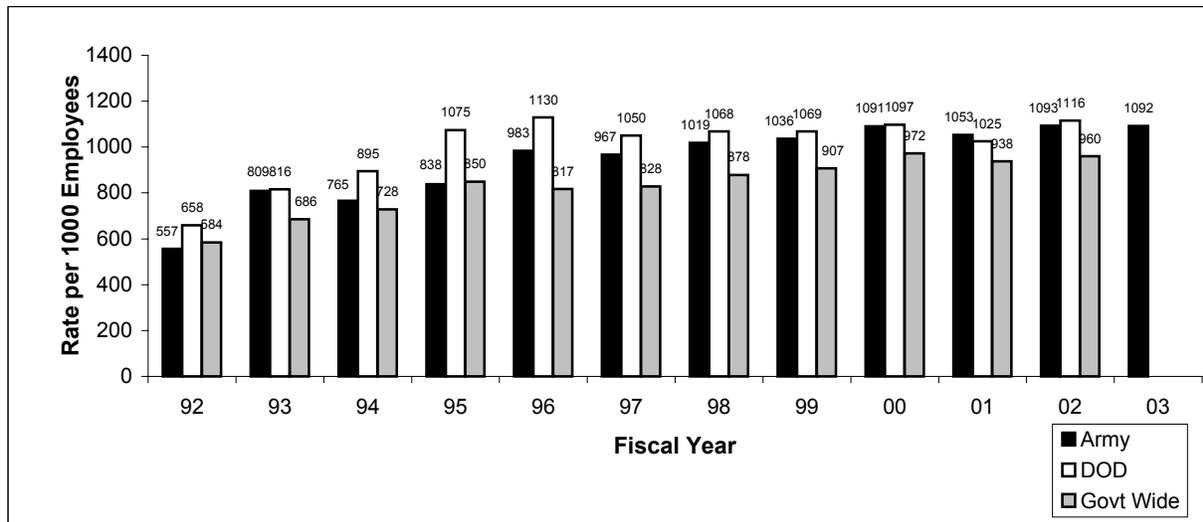


Analysis:

- 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 degrees has been high, stable, and at about the same levels in Army, DOD and Government-wide. Over the past twelve years, the Army percent ranged from a high of 87.1% in FY95/96 to a low of 84.6% in FY01. The FY03 Army percent with college degrees is 84.7% and is off 2.4 percentage points from its high.
- For administrative occupations, the Army percent declined 3 percentage points since FY96, while the DOD and Government-wide percents remained relatively flat, declining 1.9 and 1.7 percentage points since FY96/97 respectively. The Government-wide percent is higher than those of Army and DOD.
- College degrees for those in Army technical occupations has ranged between 11.8% in FY00 to 10.4% in FY01. The current level is 11.5%. The Government-wide percent is higher than Army, and the Army percent is about the same as DOD. A similar pattern of results exist for those having college degrees in clerical occupations; however, the percent level is lower than for those in technical occupations, and Army has more clerical staff with college degrees than DOD.
- For other white collar occupations, the percent with college degrees has increased steadily over the past twelve years for Army (from 3.4% to 6.4%), DOD (from 3.3% to 5.4%), and Government-wide (from 10.9% to 14.9%). The Government-wide percent is higher than those of Army and DOD, but over the last two year declined by a full percentage point.
- FY03 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A55-56, 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



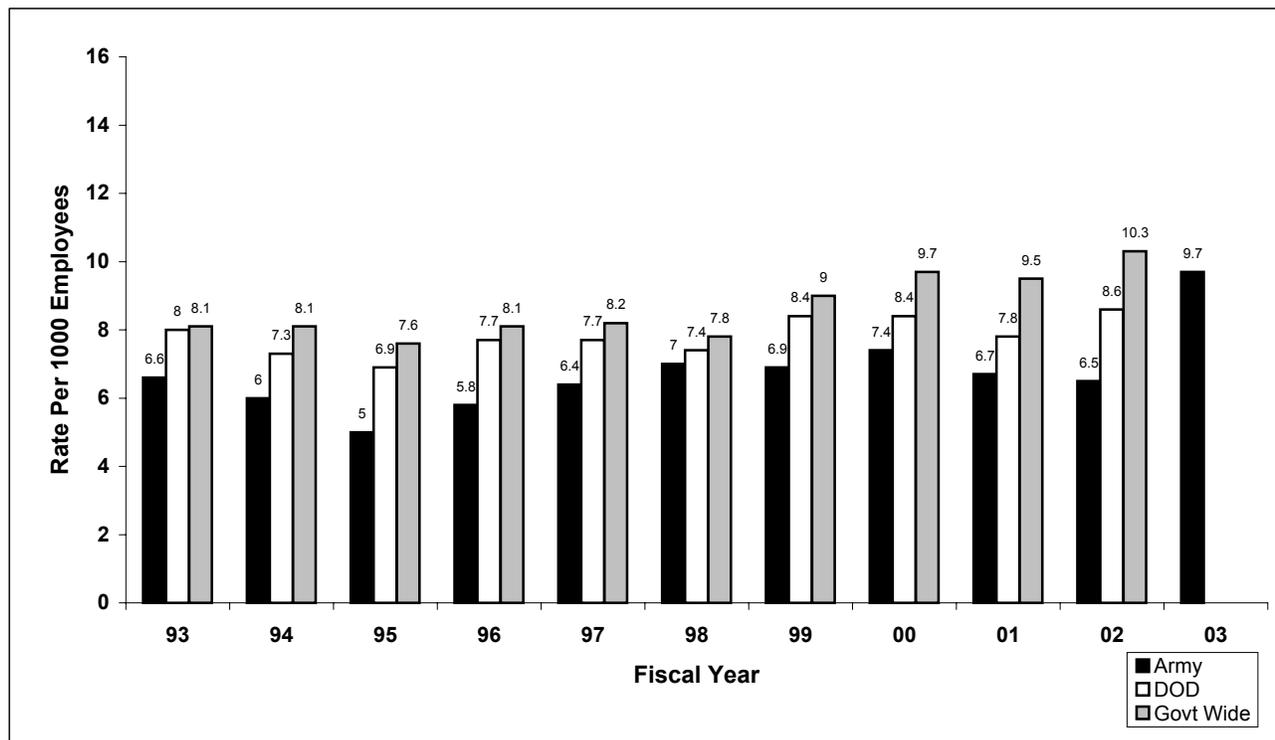
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).

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 FY03. FY03 continues the high set in FY02. Between FY92-00 the rate of awards nearly doubled for Army, but only increased by two thirds for DOD and Government-Wide.
- 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.
- FY03 DOD and Government-Wide data were not available in time for publication.
- See Appendix, pp. A57-58, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Gov't-Wide," and FY03 MACOM monetary and time-off award data.

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

Objective: None Established



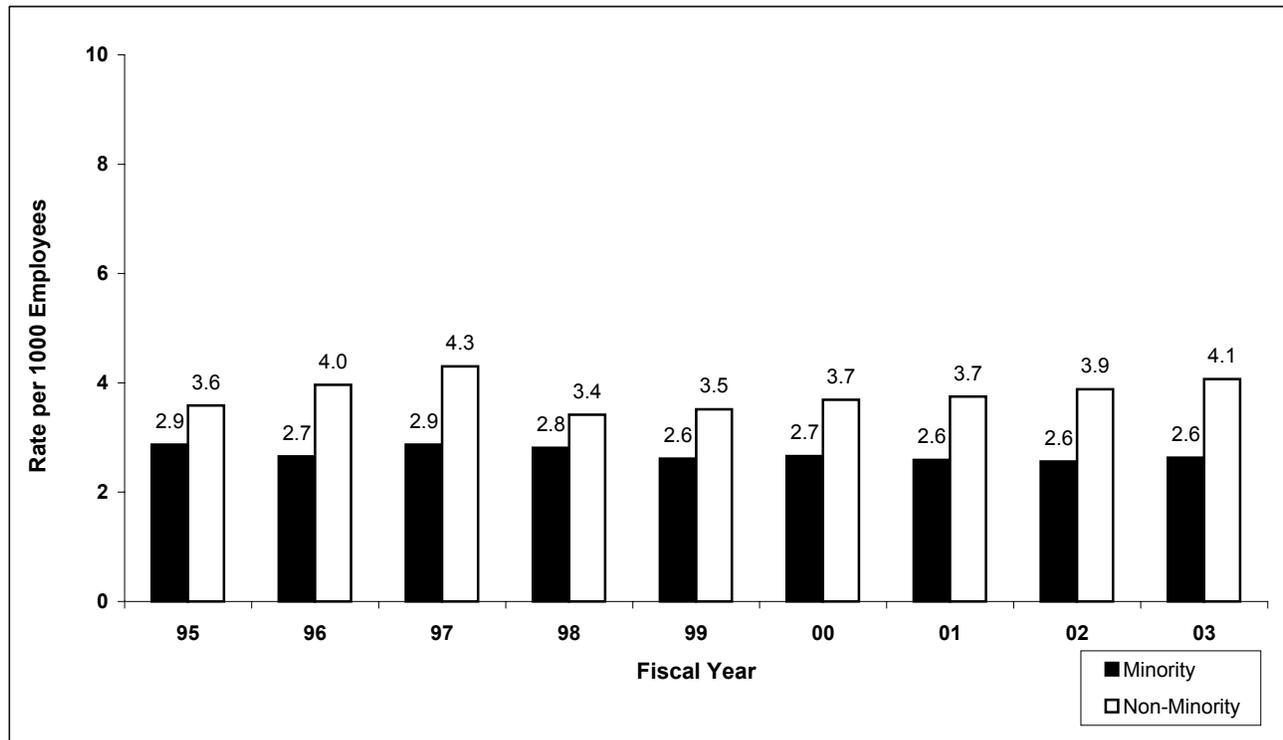
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's rate of disciplinary/adverse actions per 1000 employees in FY03 was higher than DOD and lower than Government-wide rates for FY02. DOD and Government-wide data for FY03 were not available at the time of publication.
- 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.
- See Appendix, pp. A59-61, 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: HQ ACPERS & 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 39% 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. A62, for raw data and explanation of the Nature of Action (NOA) used to define "Disciplinary/Adverse Actions."