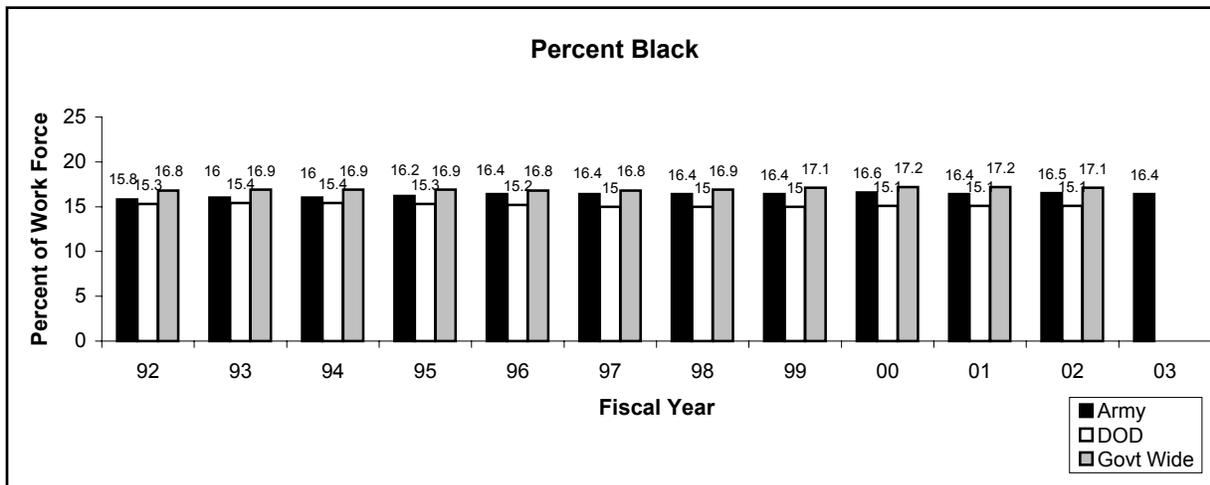
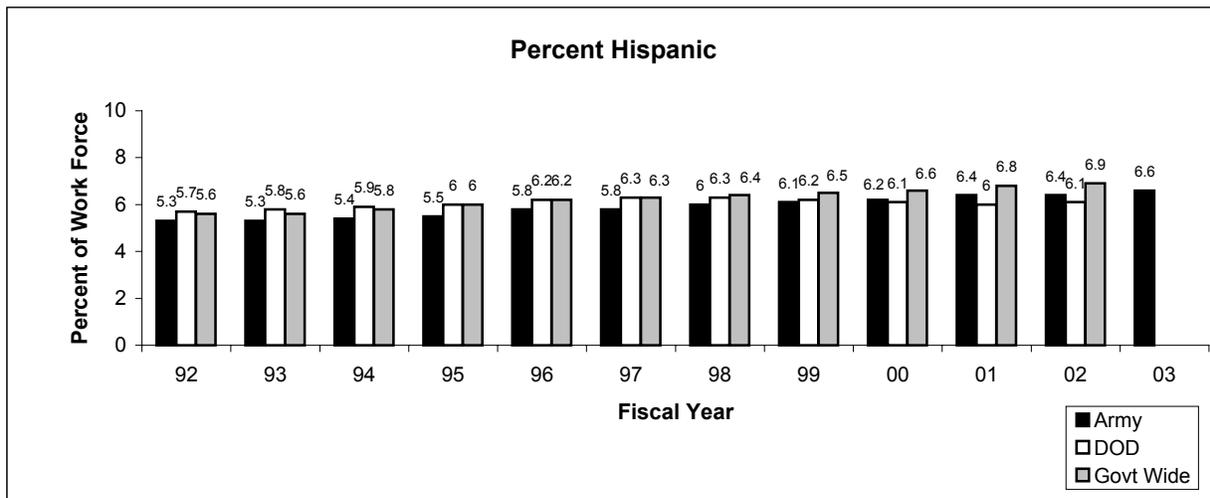


6-1. RNO Breakout of Work Force

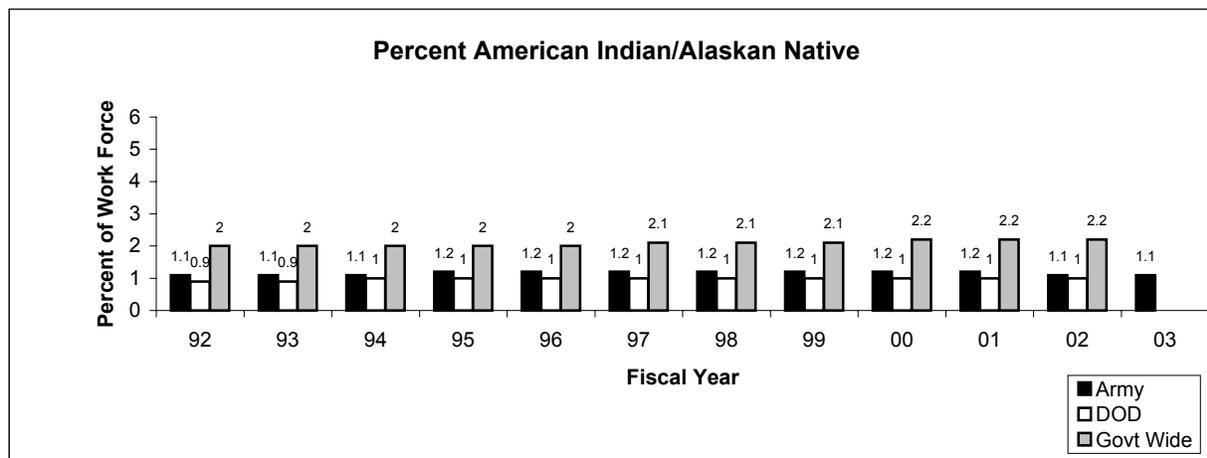
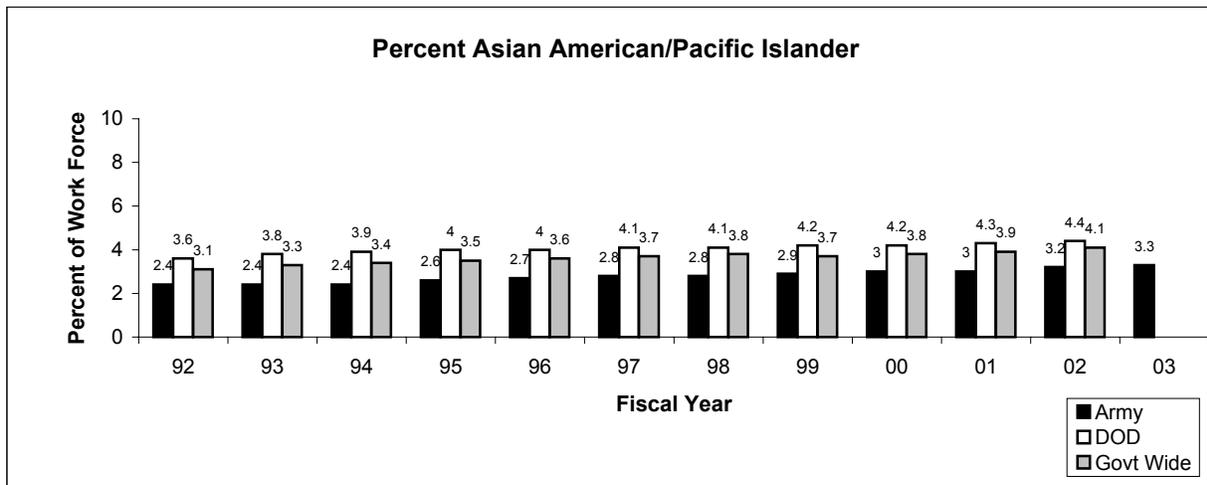
Objective: None Established



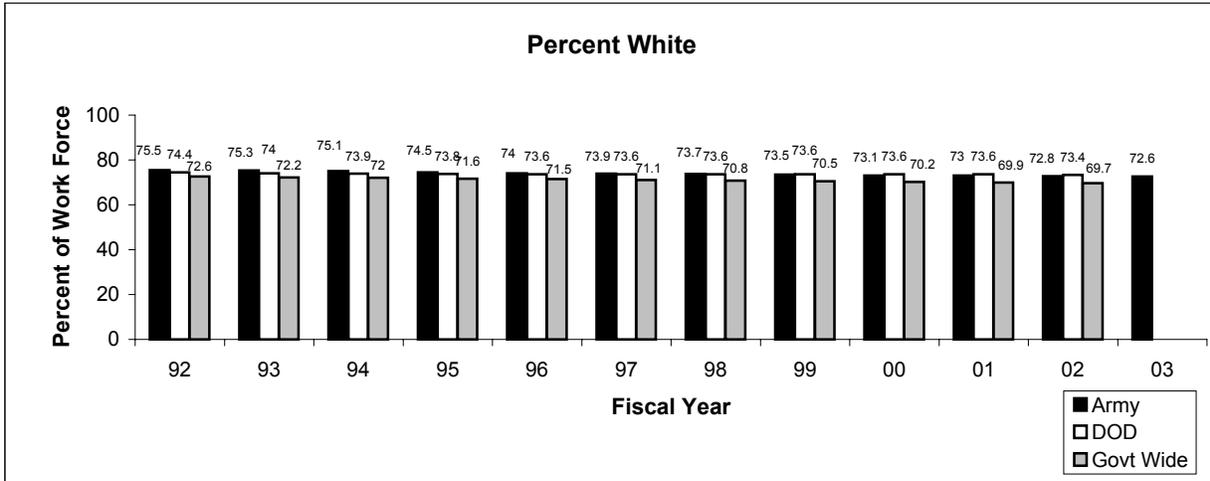
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).



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



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

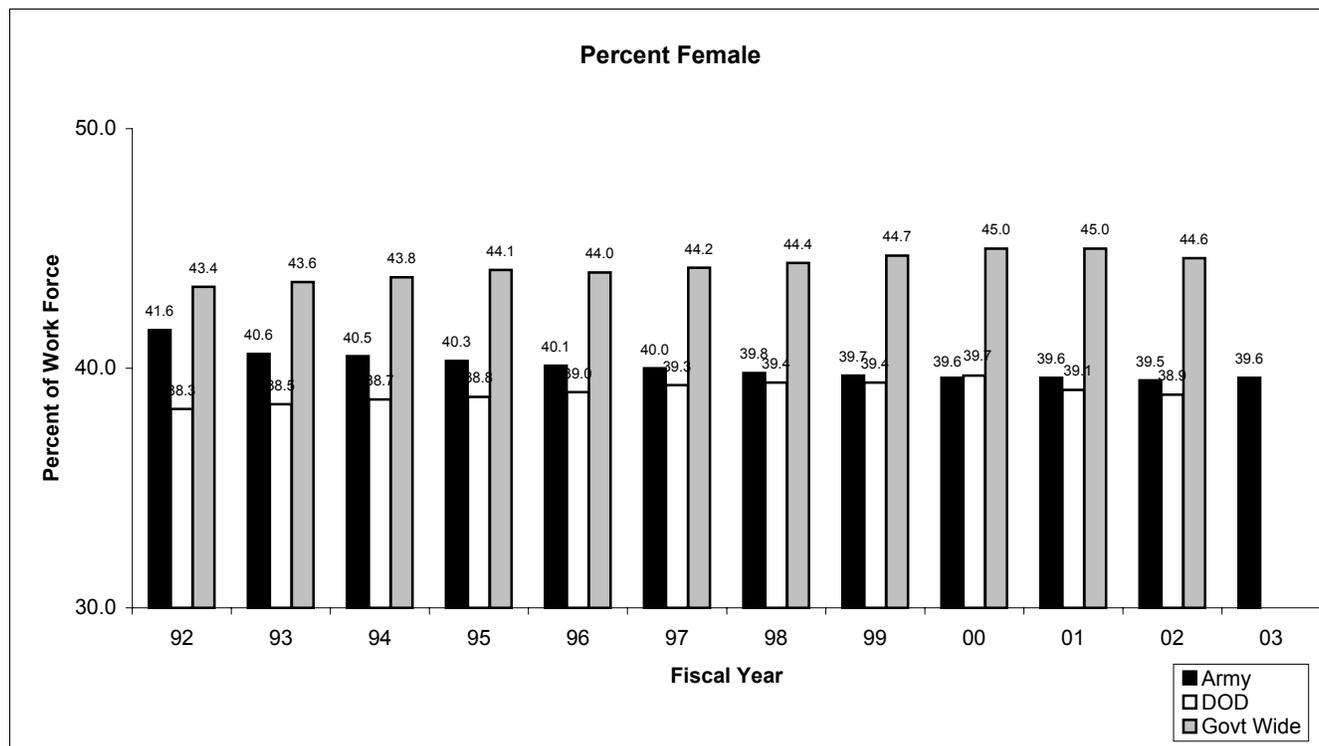


Analysis:

- 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.
- The percentages shown are based on employees in RNO codes A - E only.
- FY03 DOD and Government-wide data were not available in time for publication.
- See Appendix, p. A63, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-2. Representation of Women

Objective: None Established



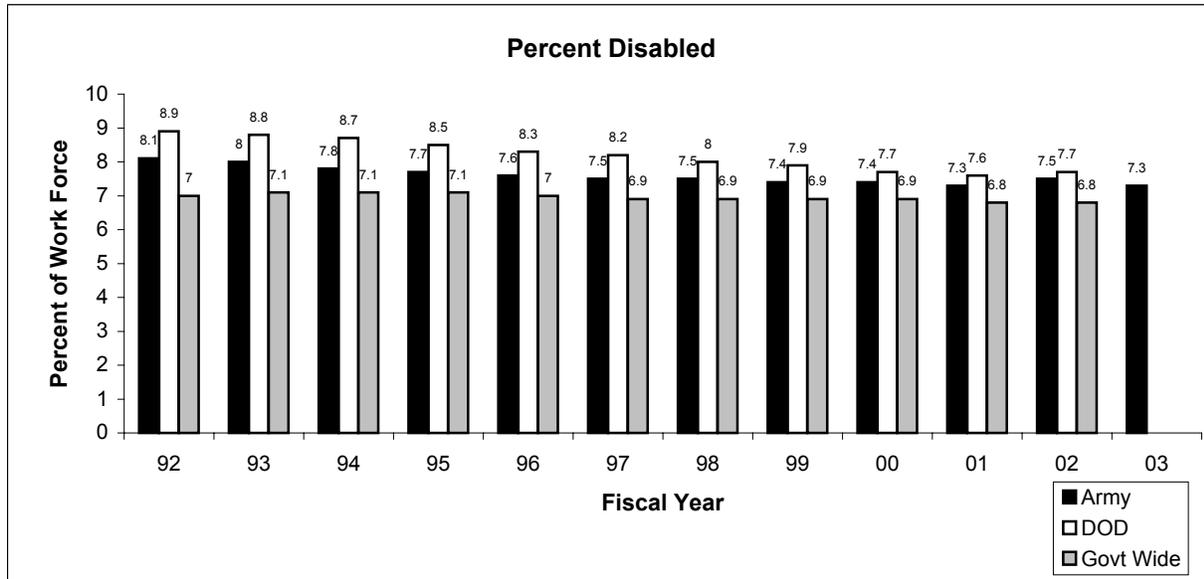
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees in FY03 is 39.6%. This is within one percent of where it was in FY93. The Government-wide percentage has increased slightly until FY02.
- Army employed a higher percentage of women than DOD, with the exception of FY00. Both Army and DOD employ a smaller percentage of women than does the Federal Government.
- FY03 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A64, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-3. Representation of Individuals with Disabilities

Objective: None Established



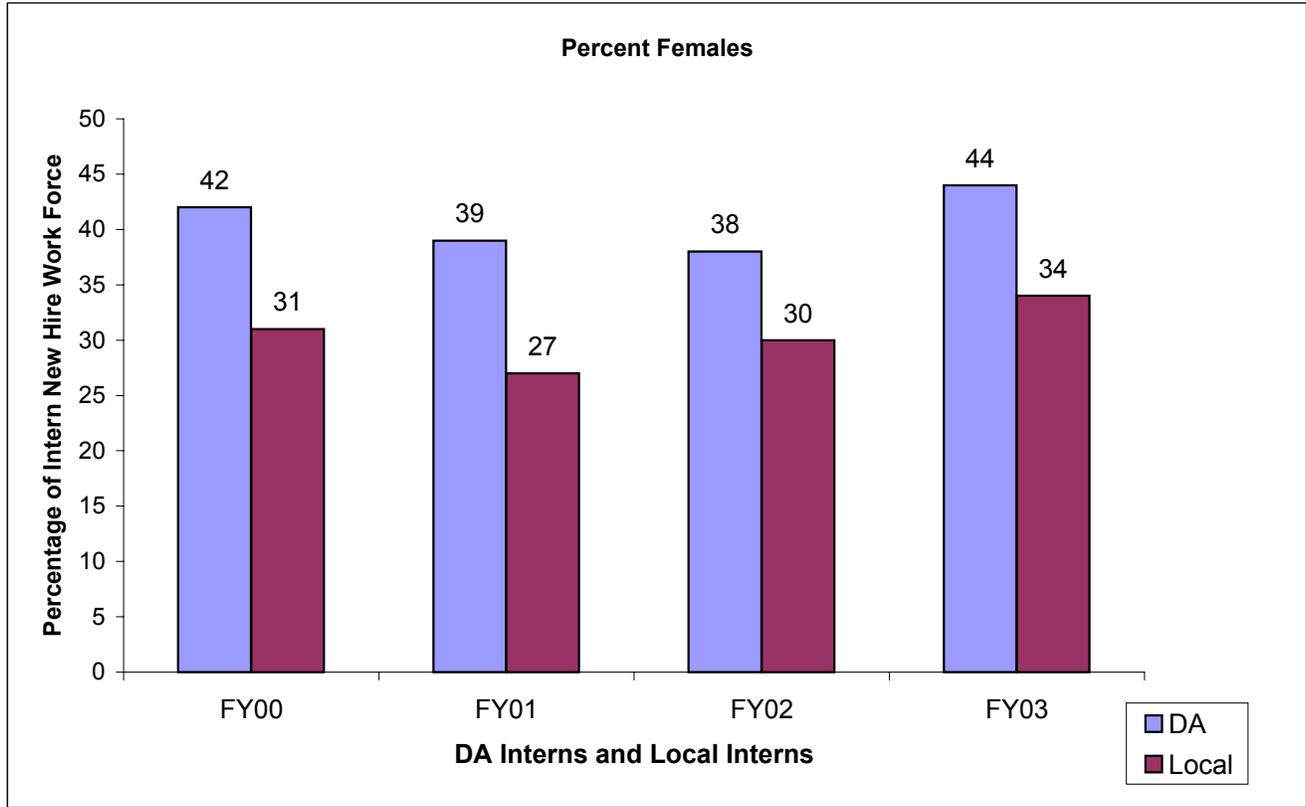
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).
 (Army's 234-EEO Report was not used for FY03 data because it excludes Reserve Technicians.)

Analysis:

- Army's FY03 percentage of disabled employees dropped slightly from FY02. The FY03 percentage (7.3%) is within one percent of where it was in FY92 (8.1%). DOD returned to its FY00 level in FY02 and the Government-wide remained the same for FY02, which was lower than previous FYs.
- Army employs a higher percentage of disabled workers than the Federal Government. Army employs a smaller percentage of the disabled than DOD. However, Army gained on DOD in FY02.
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.
- FY03 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A65, for raw data and explanation of the terms "Army," "DOD," and "Gov't-wide."

6-4. Representation of Female DA Interns and Local Interns New Hires

Objective: None Established



Source: Modern System

Number of Females

	FY00	FY01	FY02	FY03
DA Interns	99	293	60	410
Local Interns	32	28	105	122

Percentage of Females

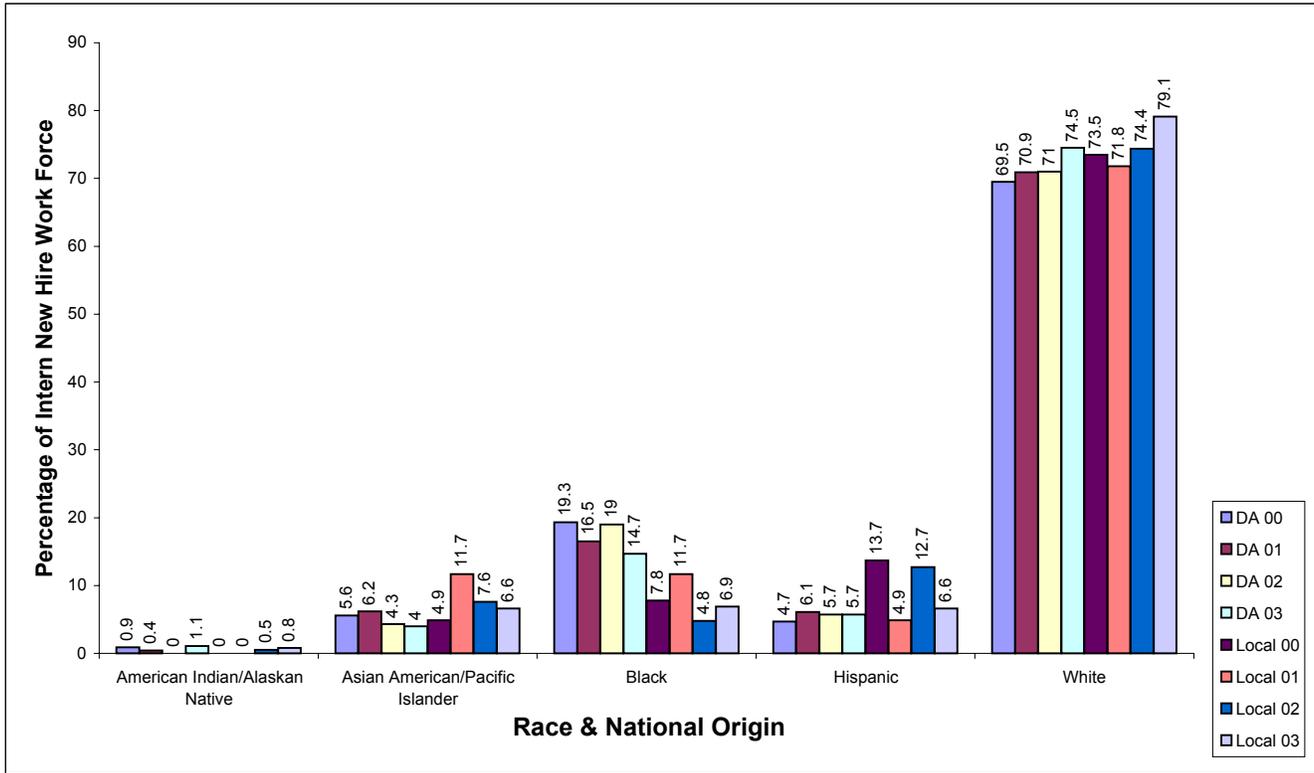
	FY00	FY01	FY02	FY03
DA	42	39	38	44
Local	31	27	30	34

Analysis:

- Army's percentage of DA intern females increased in FY03 by 6% to 44%.
- Army's percentage of Local intern females increased in FY03 by 4% to 34%.

6-5. RNO Breakout of DA Interns and Local Interns New Hires

Objective: None Established



Source: Modern System

Race/National Origin
American Indian/Alaskan Native
Asian American/Pacific Islander
Black
Hispanic
White
Total

DA Interns 00	DA Interns 01	DA Interns 02	DA Interns 03
3	3	0	12
13	47	7	42
45	125	29	152
11	46	9	59
162	537	111	768
234	758	156	1033

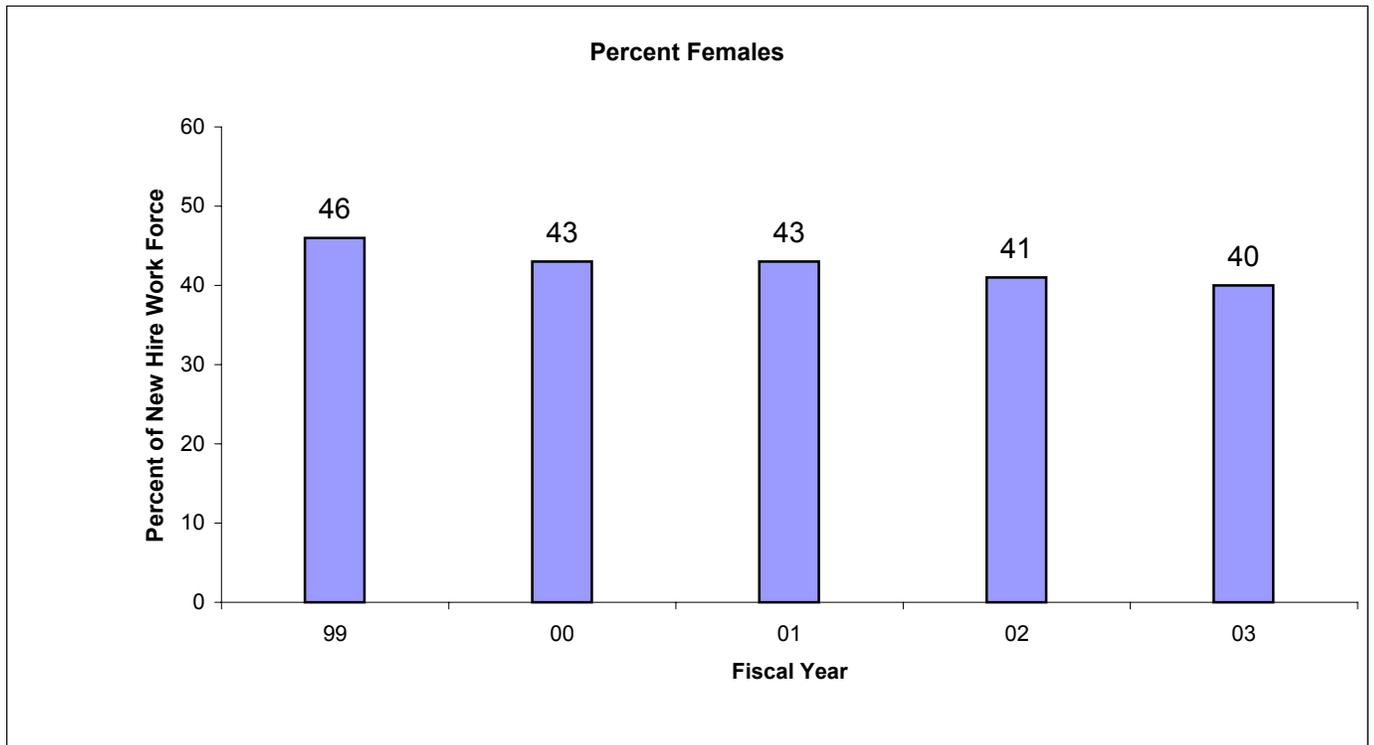
Local Interns 00	Local Interns 01	Local Interns 02	Local Interns 03
0	0	2	3
5	12	27	24
8	12	17	25
14	5	45	24
75	74	263	285
102	103	354	361

Analysis:

- The percentage of American Indian/Alaskan Natives increased 1% for DA Interns.
- The percentage of Asian American/Pacific Islanders decreased 1% for Local Interns.
- The percentage of Blacks decreased 4.3% for DA Interns, but increased 2.1% for Local Interns.
- The percentage of Hispanics decreased 6.1% for Local Interns.

6-6. Representation of New Hire Females

Objective: None Established



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

Number of New Hires

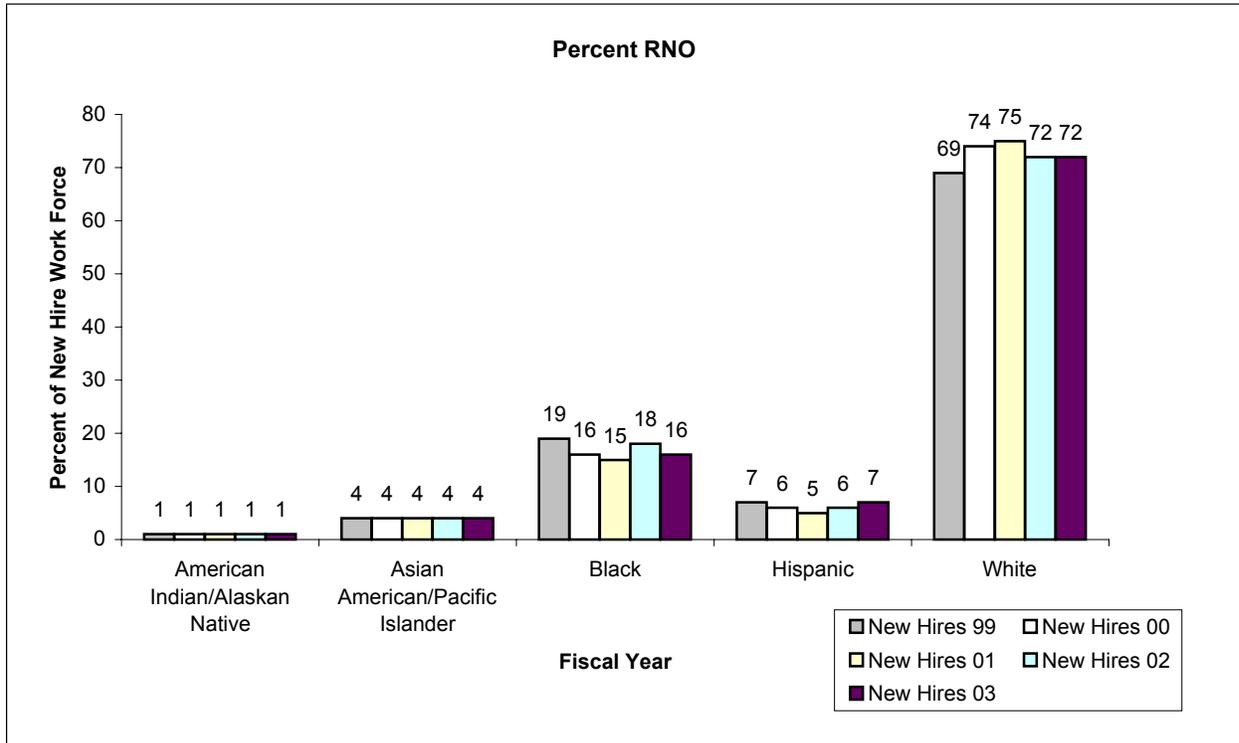
Fiscal Year	99	00	01	02	03
Female	9,104	9,219	9,782	10,165	9,864
Male	10,696	12,163	12,945	14,933	14,775
Total	19,800	21,382	22,727	25,098	24,639

Analysis:

- Army's percentage of FY03 female hires (40%) was lower than FY02, and higher than the percentage of females in the workforce (39.6%).

6-7. RNO Breakout of New Hires

Objective: None Established



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

Number of New Hires

Fiscal Year	99	00	01	02	03
American Indian/Alaskan Native	173	183	181	236	234
Asian American/Pacific Islander	662	725	815	905	890
Black	3,227	3,259	3,401	4,405	3,926
Hispanic	1,163	1,153	1,113	1,554	1,632
White	11,731	15,063	16,587	17,938	17,226
Total	16,956	20,383	22,097	25,038	23,908

Analysis:

- Army's overall percentage of minority hiring in FY03 remained constant as the minority representation in the workforce increased. Within minority groups, blacks decreased by two percent, while Hispanics gained by one percent. Asian and American Indian representation stayed the same.