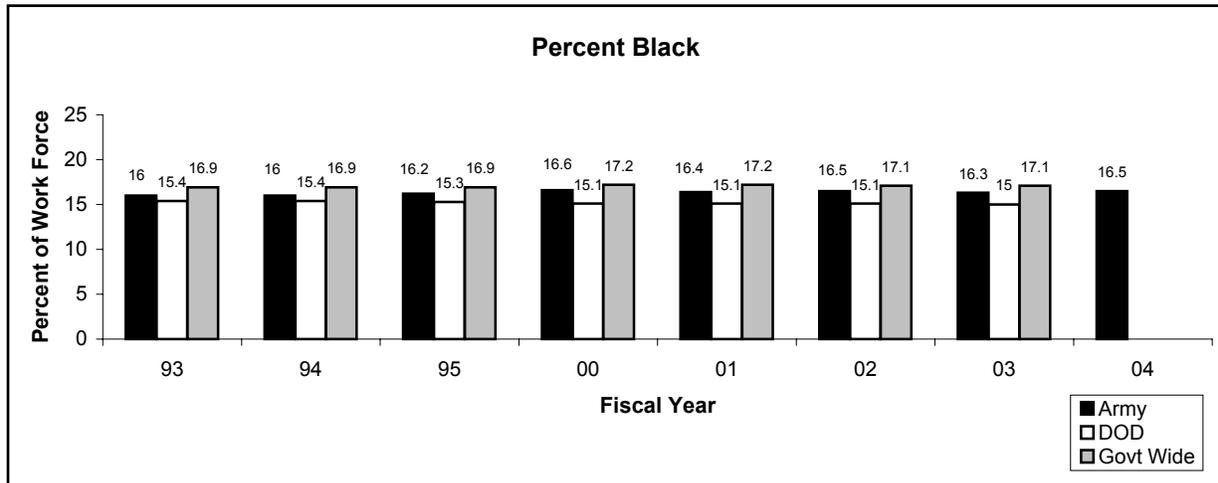
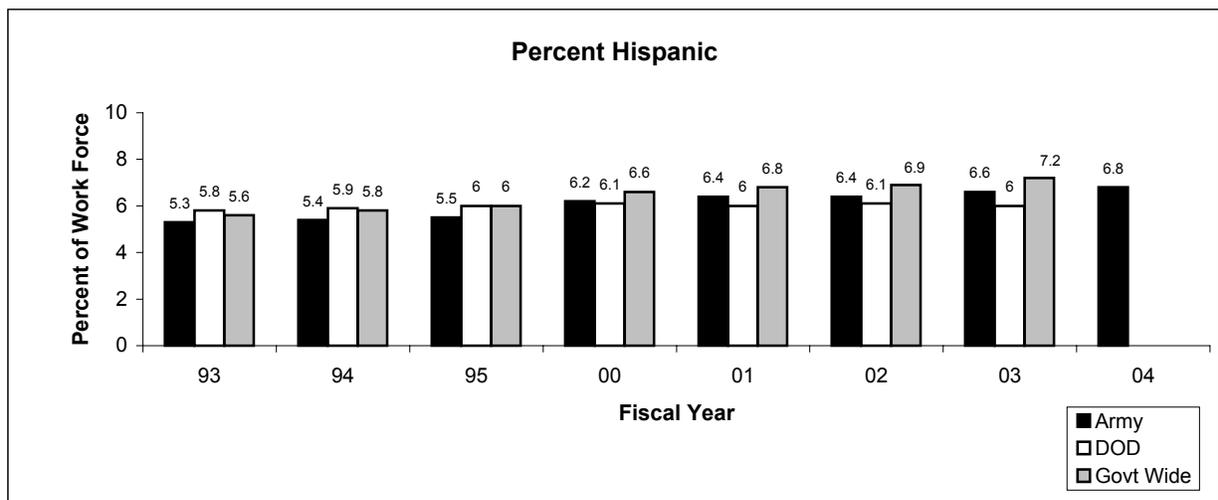


6-1. RNO Breakout of Work Force

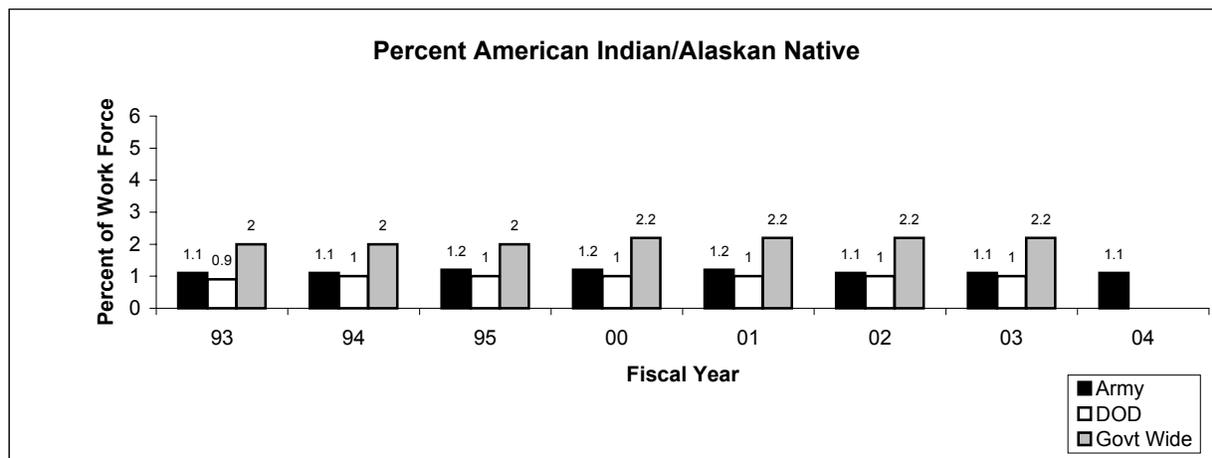
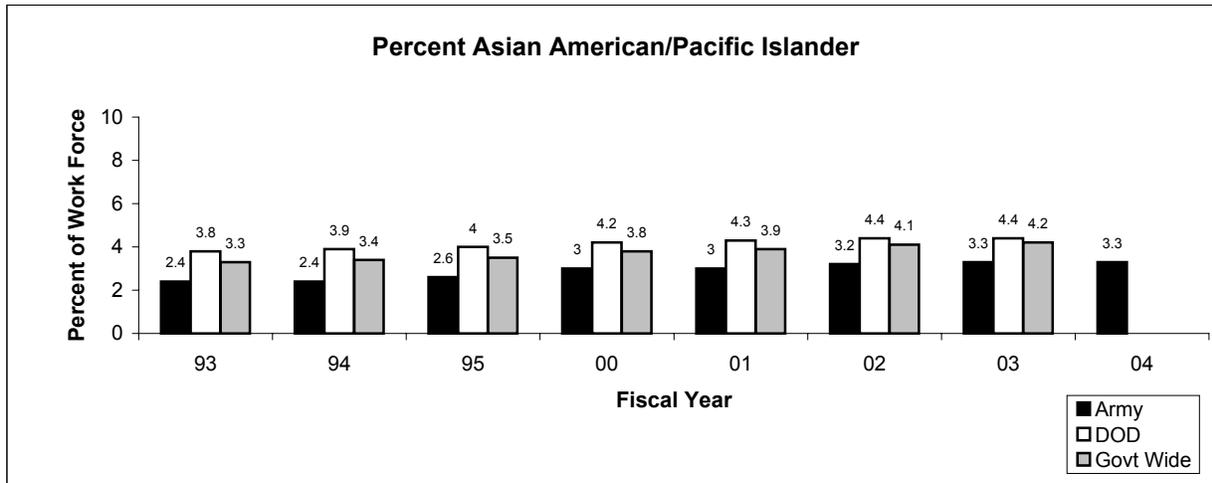
Objective: None Established



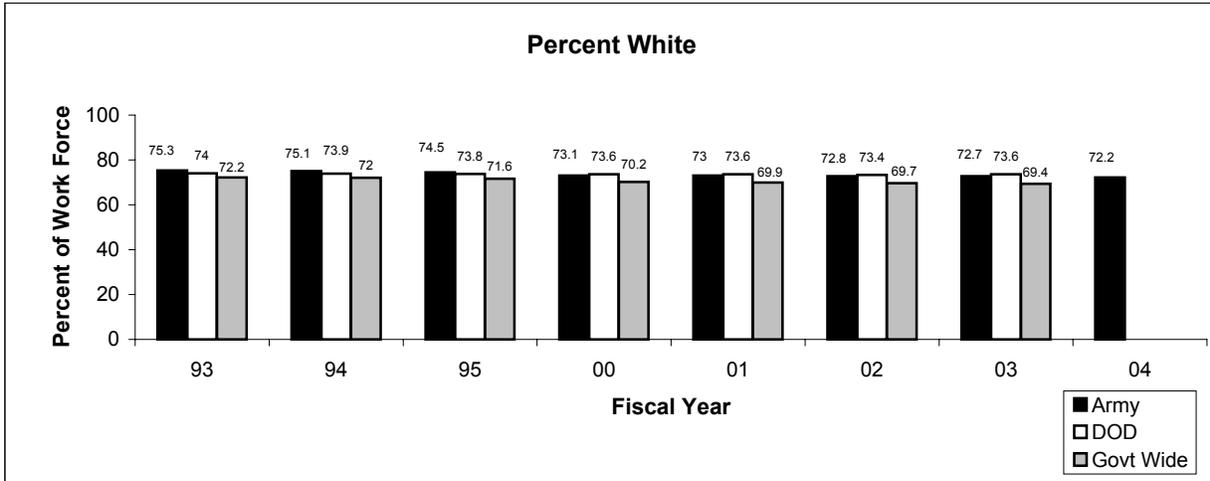
Source: OPM except for FY03 Army data which are from the HQDA Workforce Analysis Support System (WASS).



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



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

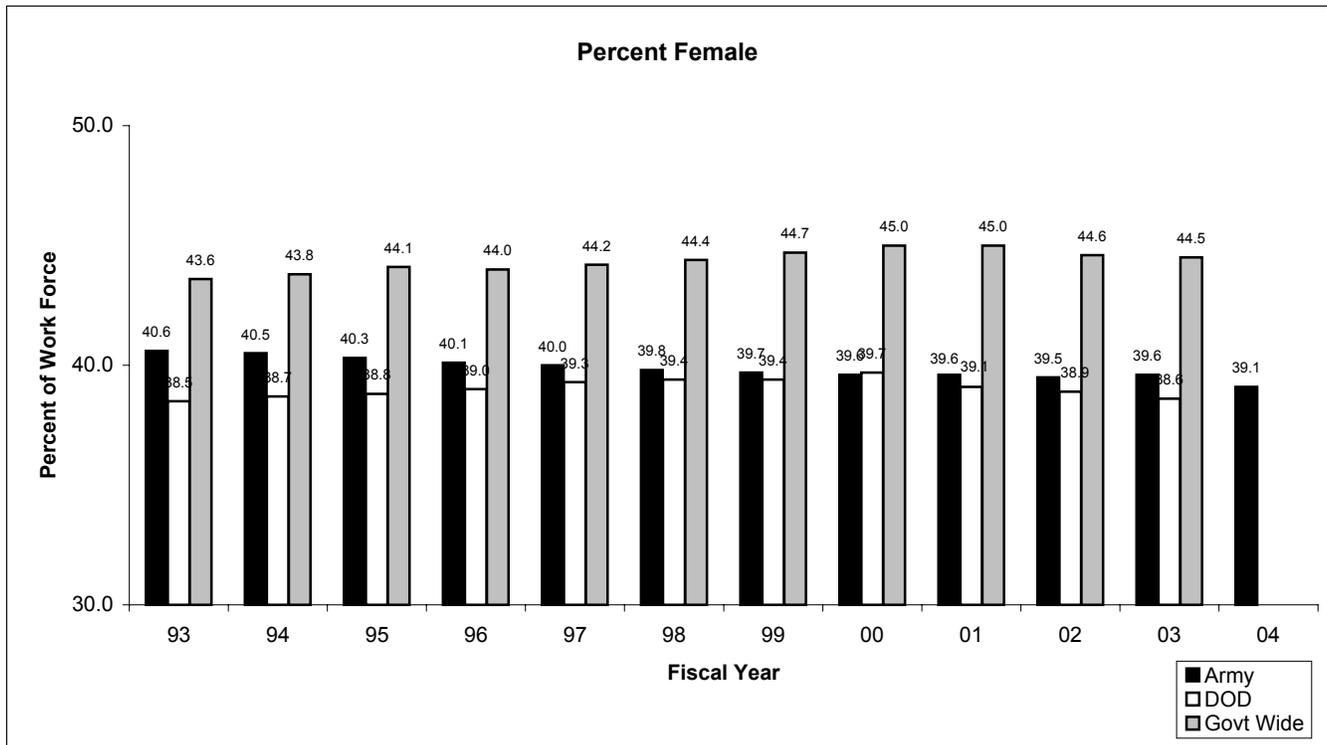


Analysis:

- Downsizing has not had an adverse effect on the percentage of minorities employed by Army.
- Army and DOD are slightly below the Federal Government in percentage of minorities employed. Army's percentage of minorities increased slightly since FY93.
- The percentages shown are based on employees in RNO codes A - E only.
- FY04 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



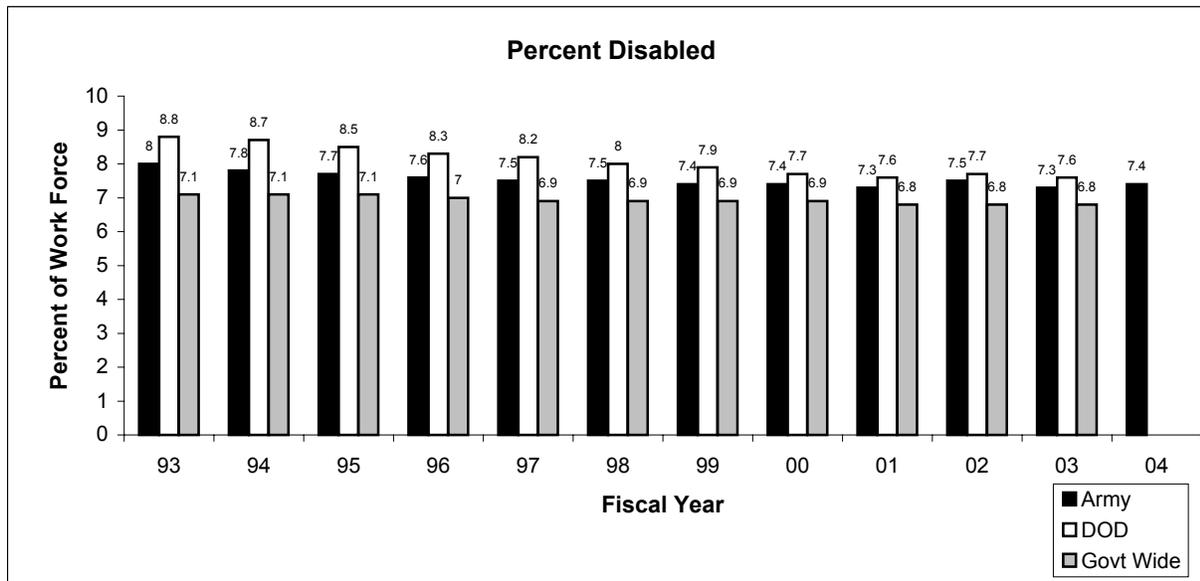
Source: OPM except for FY04 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees in FY04 is 39.1%. This is within 1.5% of where it was in FY93 (40.6%)
- Army's percentage of female employees is over 5% lower than the government.
- FY04 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



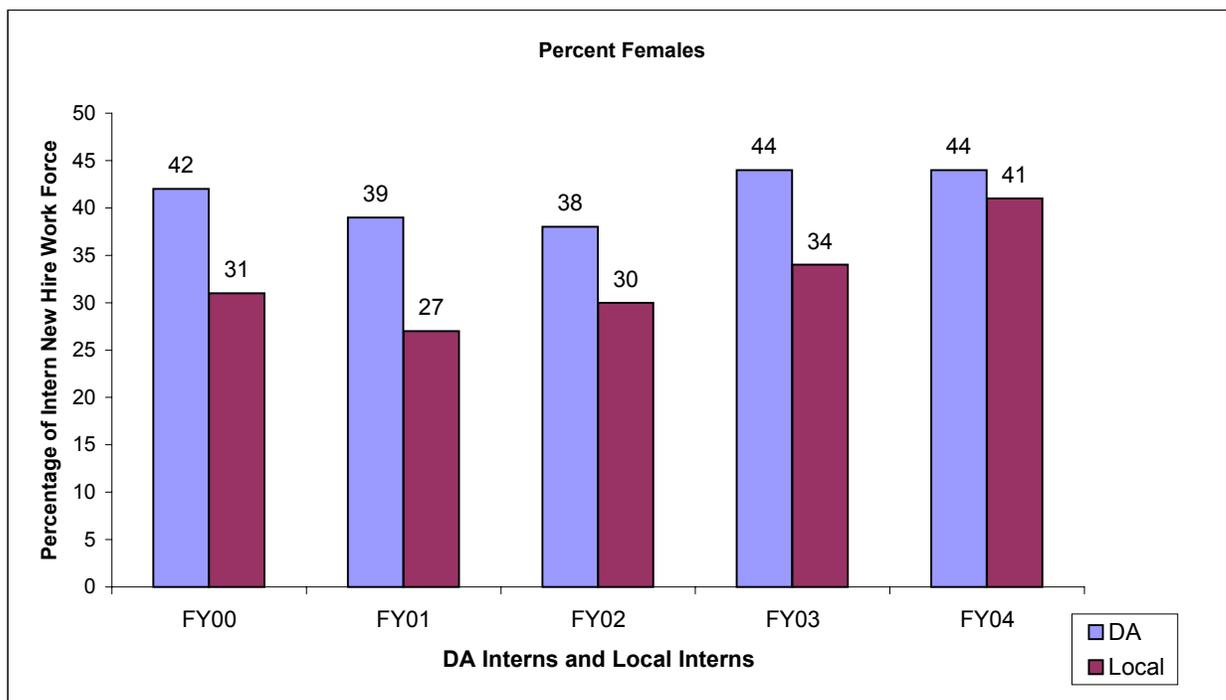
Source: OPM except for FY04 Army data which are from the HQDA Workforce Analysis Support System (WASS).
 (Army's 234-EEO Report was not used for FY04 data because it excludes Reserve Technicians.)

Analysis:

- FY04 DOD and Government-wide data were not available at the time of publication.
- Army's FY04 percentage of disabled employees increased slightly from FY03. The FY04 percentage (7.4%) is within one percent of where it was in FY93 (8%).
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.
- FY04 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	FY04
DA Interns	99	293	60	410	247
Local Interns	32	28	105	122	219

Percentage of Females

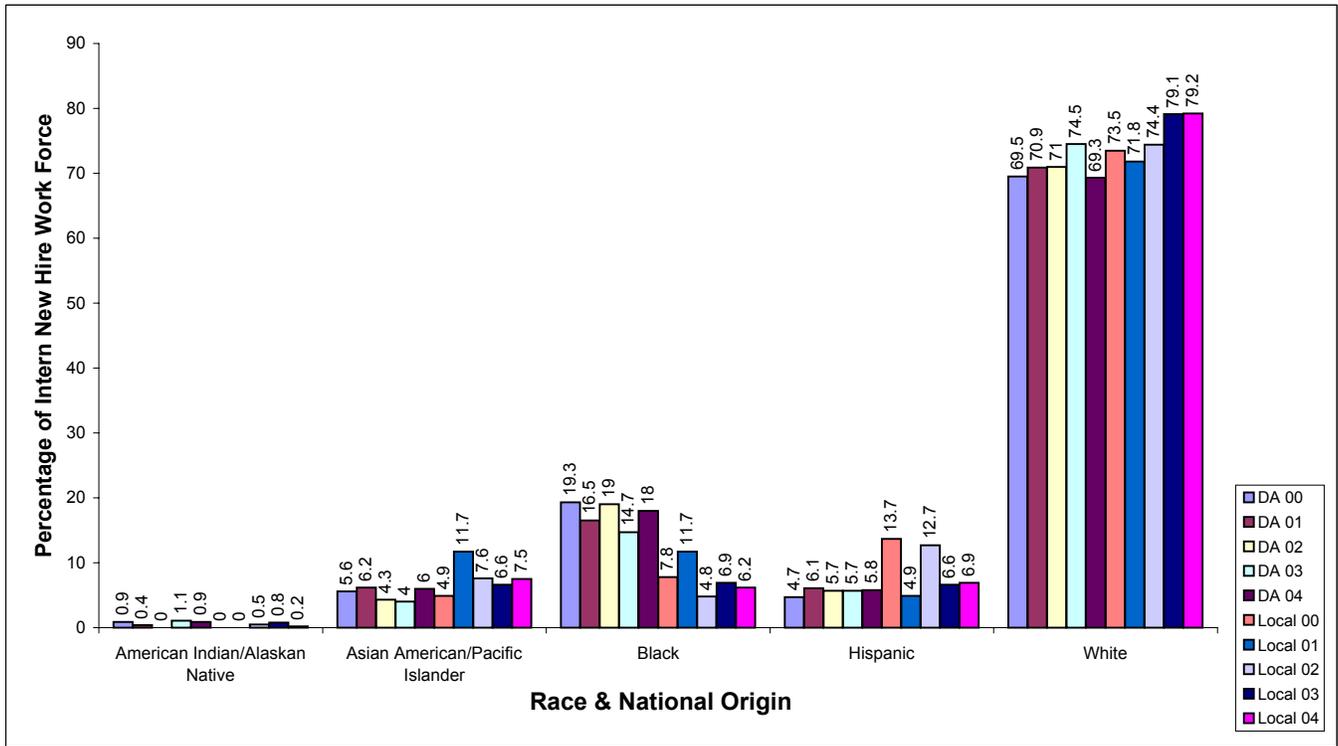
	FY00	FY01	FY02	FY03	FY04
DA	42	39	38	44	44
Local	31	27	30	34	41

Analysis:

- Army's percentage of DA ACTEDS intern females in FY04 remained at 44%.
- Army's percentage of Local intern females increased in FY04 by 7% to 41%.

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	DA Interns 04
3	3	0	12	5
13	47	7	42	34
45	125	29	152	102
11	46	9	59	33
162	537	111	768	392
234	758	156	1033	566

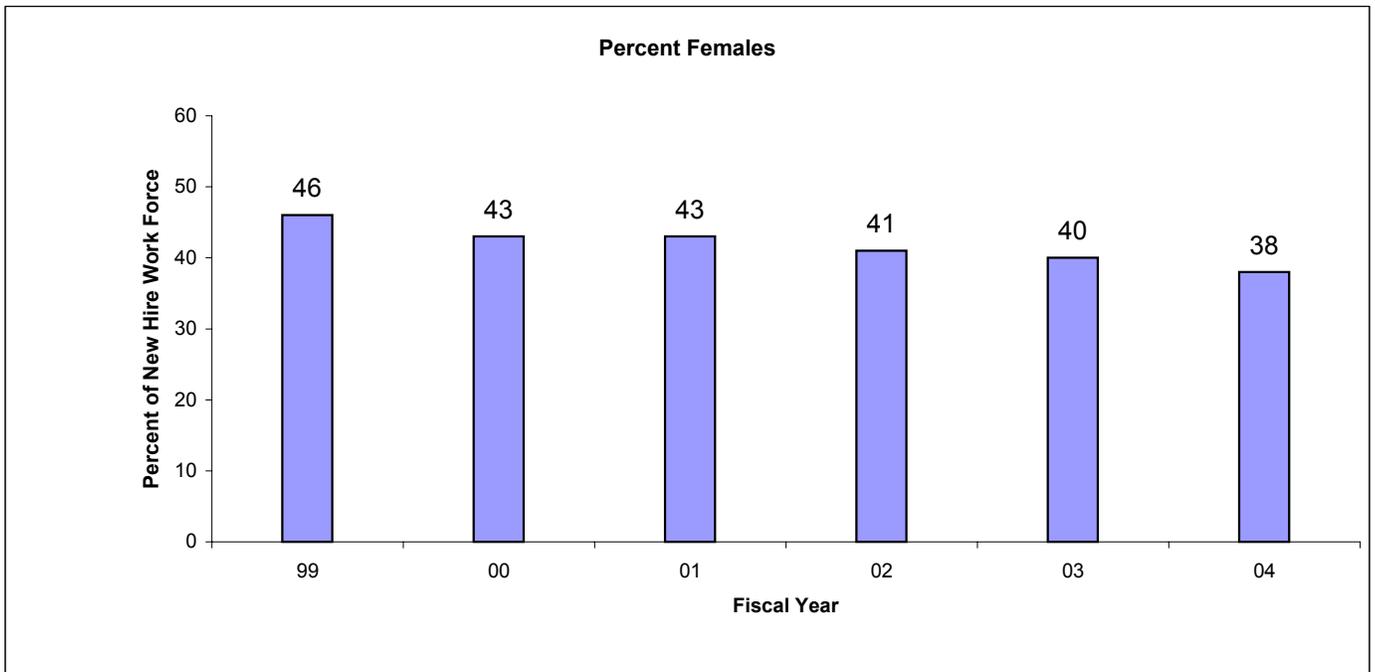
Local Interns 00	Local Interns 01	Local Interns 02	Local Interns 03	Local Interns 04
0	0	2	3	1
5	12	27	24	40
8	12	17	25	33
14	5	45	24	37
75	74	263	285	423
102	103	354	361	534

Analysis:

- The percentage of Asian American/Pacific Islanders increased 2% for DA ACTEDS Interns and 1% for Local Interns.
- The percentage of Blacks increased 3.3% for DA ACTEDS Interns.
- The percentage of Hispanics increased slightly for DA ACTEDS and Local Interns.
- The percentage of Whites decreased by 5.2% for DA ACTEDS Interns.

6-6. Representation of New Hire Females

Objective: None Established



Source: OPM except for FY04 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

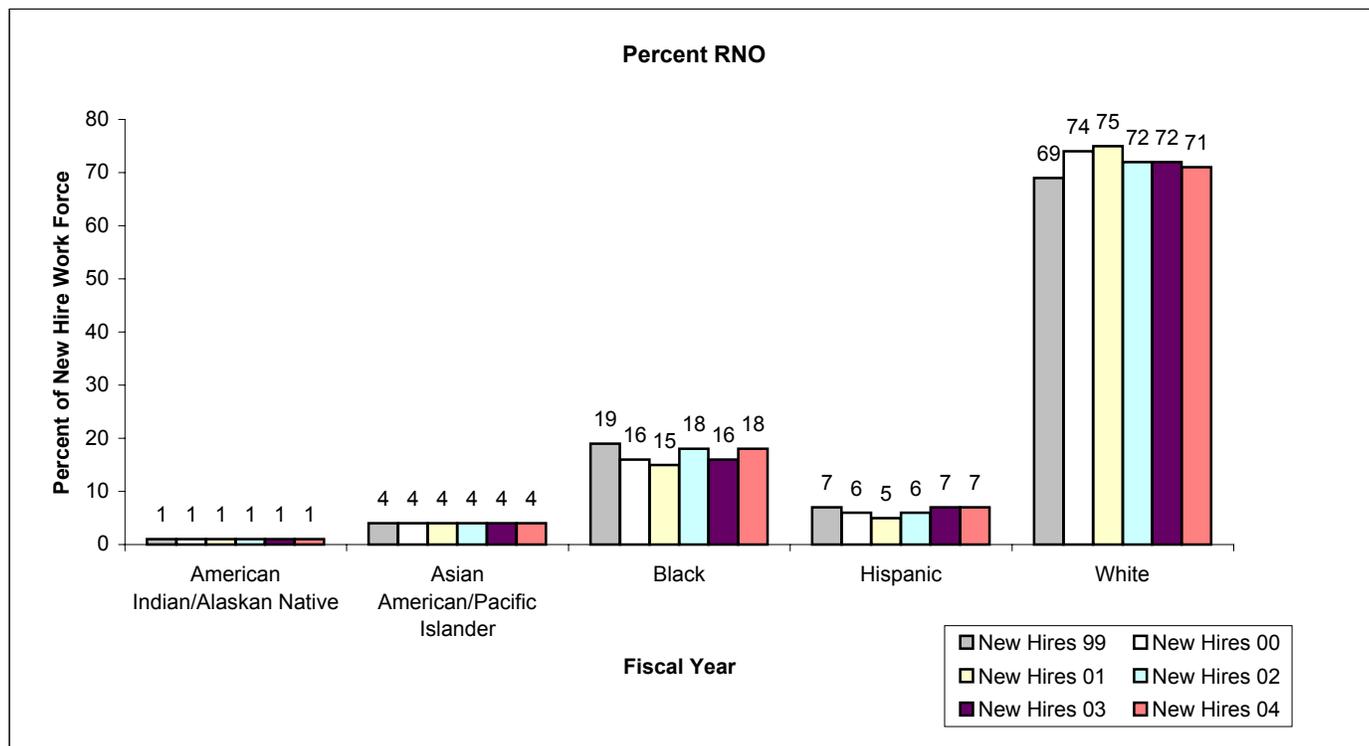
Fiscal Year	99	00	01	02	03	04
Female	9,104	9,219	9,782	10,165	10,139	11,653
Male	10,696	12,163	12,945	14,933	15,305	18,716
Total	19,800	21,382	22,727	25,098	25,444	30,369

Analysis:

- Army's percentage of FY04 female hires (38%) was lower than FY03, and continues the lower trend from previous years.

6-7. RNO Breakout of New Hires

Objective: None Established



Source: OPM except for FY04 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

Fiscal Year	99	00	01	02	03	04
American Indian/Alaskan Native	173	183	181	236	334	264
Asian American/Pacific Islander	662	725	815	905	906	1,026
Black	3,227	3,259	3,401	4,405	3,853	4,967
Hispanic	1,163	1,153	1,113	1,554	1,561	2,027
White	11,731	15,063	16,587	17,938	18,444	19,960
Total	16,956	20,383	22,097	25,038	25,098	28,244

Analysis:

- Army's overall percentage of minority hiring in FY04 increased.
- Within minority groups, black new hires increased by two percent, while all other minority groups remained constant.