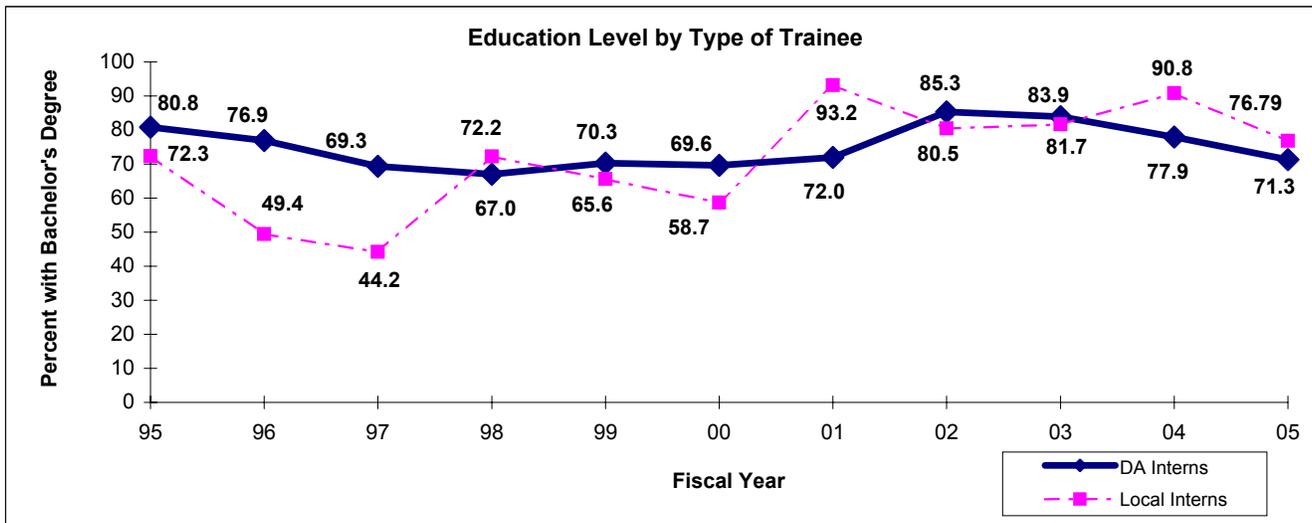


5-1. New Interns - Education Level

Objective: None Established



Source: DAPE-CP-CP

Number with and without Bachelor's Degree

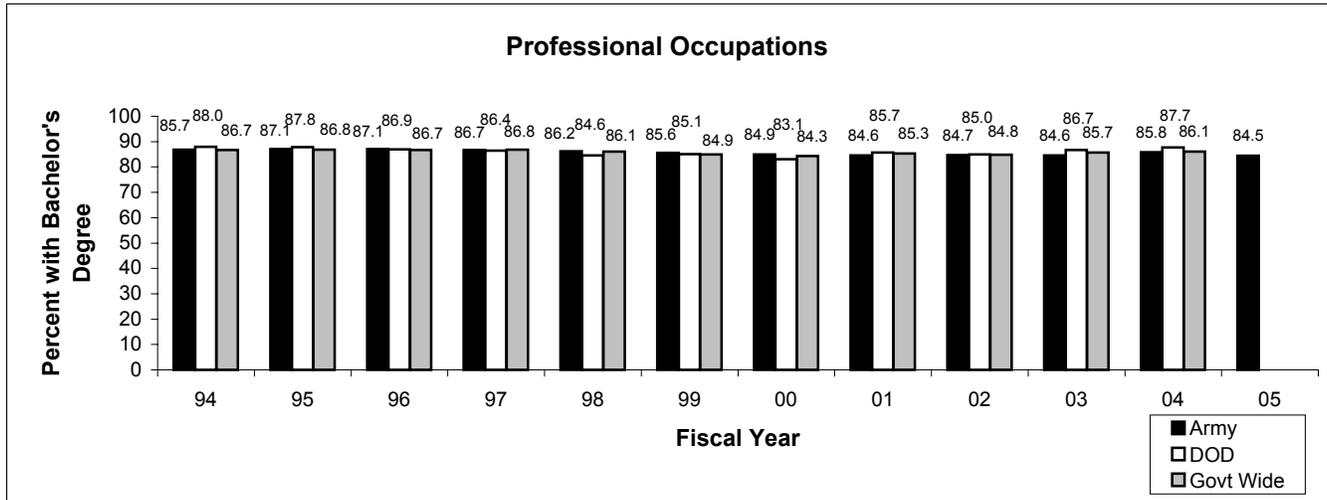
Fiscal Year	95	96	97	98	99	00	01	02	03	04	05
DA Interns											
With Degree	421	226	284	185	227	176	546	133	867	441	654
Without Degree	100	68	126	91	96	77	212	23	166	125	263
Local Interns											
With Degree	94	43	34	13	59	54	96	314	295	485	460
Without Degree	36	44	43	5	31	38	7	76	66	49	139

Analysis:

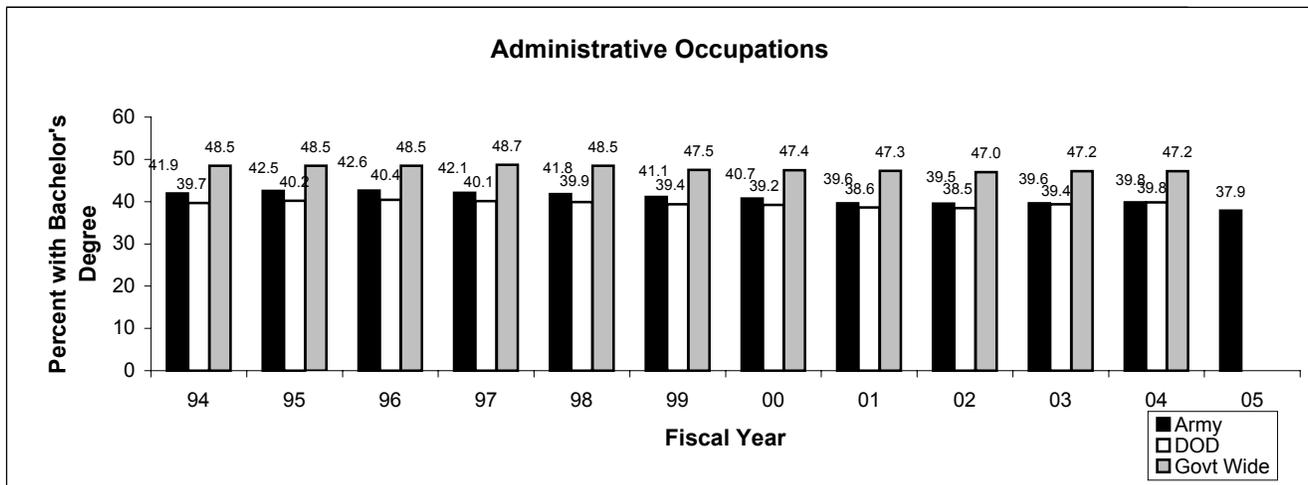
- FY05 data shows a 37.8 percent increase in the number of interns hired compared with FY04. The number of DA Interns with a bachelor's degree or higher was 654 (71.3 percent). The number of local interns with a bachelor's degree or higher was 460 (76.8 percent).
- In FY95-05 - 75.5 percent of DA interns had a bachelor's degree or higher, compared to 78.5 percent of local interns. The percent of DA interns with a college degree dropped 10 percentage points since FY03. The percent of local interns with degrees varies widely from year to year.

5-2. Workforce - Education Level by PATCO

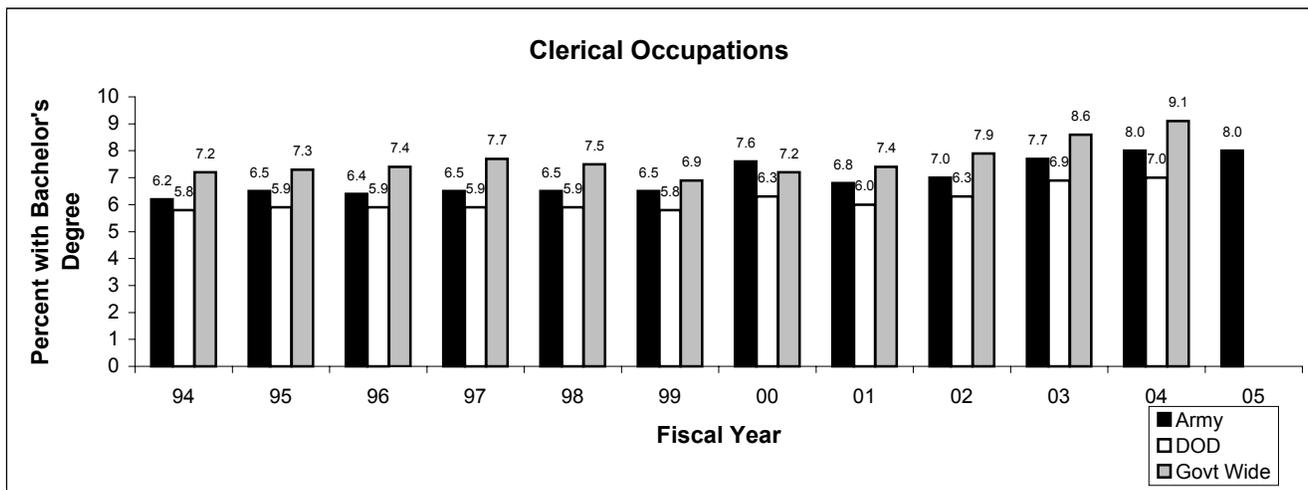
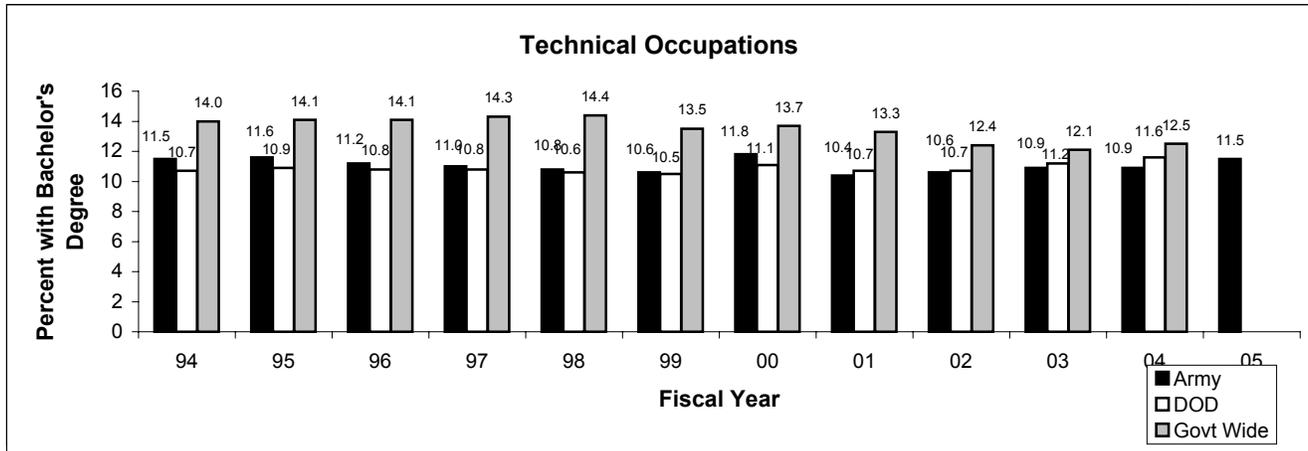
Objective: None Established



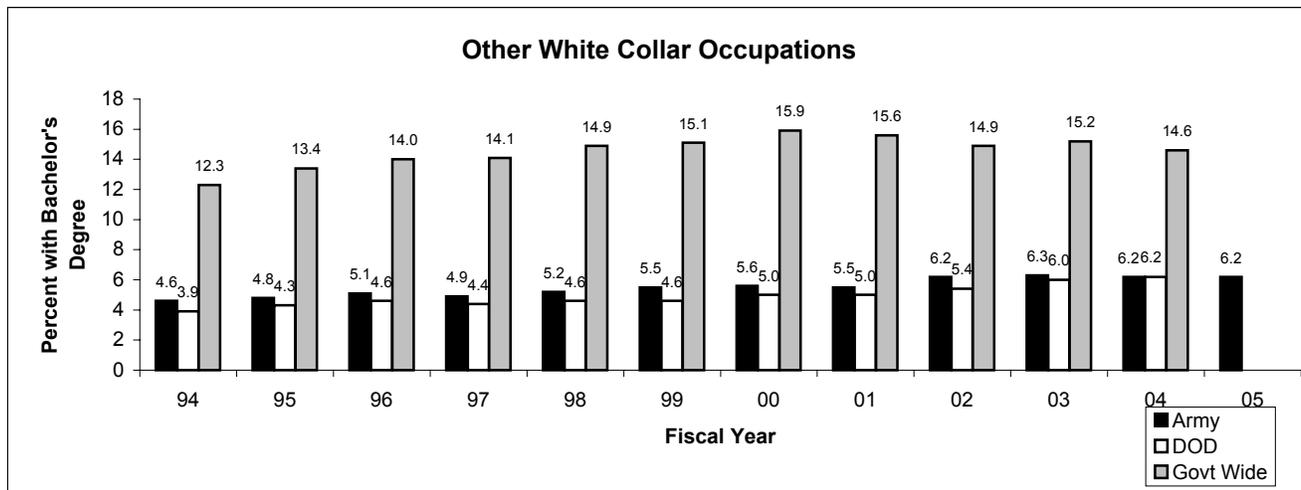
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).



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



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

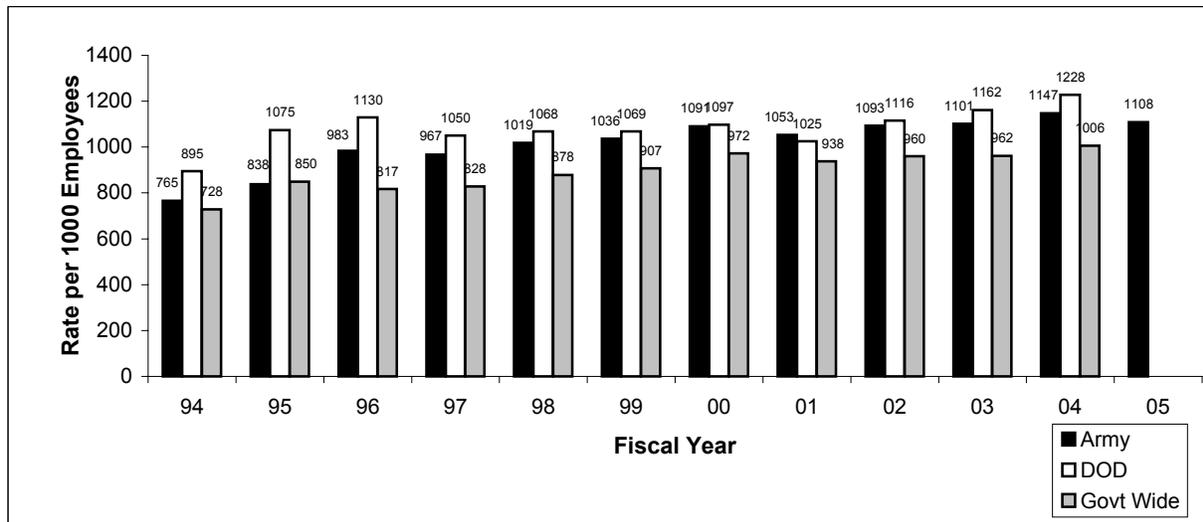


Analysis:

- 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 percent in FY95/96 to a low of 84.5 percent in FY05. The FY05 Army percent with college degrees at 84.5 percent is off 2.6 percentage points from its high.
- For administrative occupations, the Army percent with college degrees declined 4.7 percentage points since FY96, while the DOD and Government-wide percents remained relatively flat, declining .6 and 1.3 percentage points since FY96 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 percent in FY00 to 10.4 percent in FY01. The current level is 11.5 percent. 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.
- For other white collar occupations, the percent with college degrees has increased over the past twelve years for Army (from 4.6 percent to 6.2 percent), DOD (from 3.9 percent to 6.2 percent), and Government-wide (from 12.3 percent to 14.6 percent). The Government-wide percent is higher than those of Army and DOD, but over the last year has declined slightly.
- FY05 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A46-47, for raw data and explanation of terms "Army," "DOD," and "Govt Wide."

5-3. Monetary and Time Off Awards - Rate per 1,000 Employees

Objective: None Established



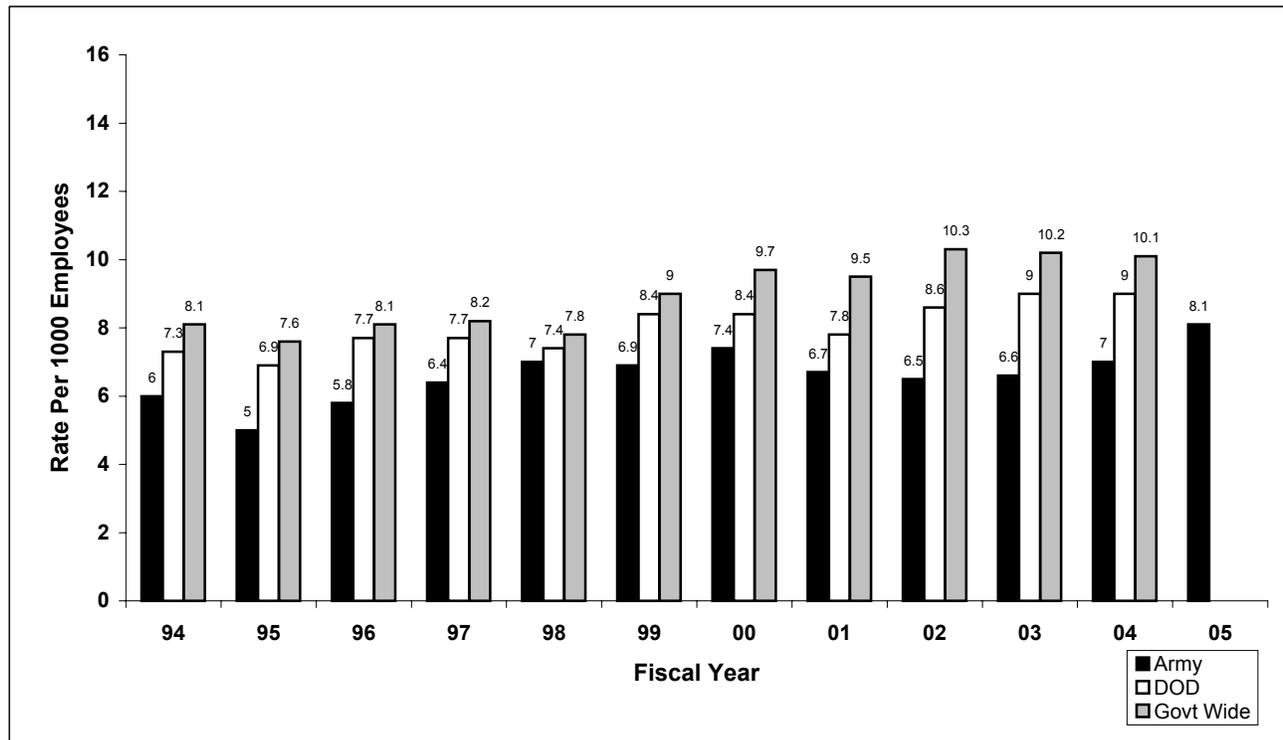
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).

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 FY04 and then decreased slightly in FY05. The rate for FY05 is less than FY04, but still at a relatively high level.
- From FY96 to FY04, Army's total award rate is higher than the Government-Wide rate but lower than the DOD rate. In FY01, the Army total award rate surpassed the DOD rate for the first and only time.
- FY05 DOD and Government-Wide data were not available in time for publication.
- See Appendix, pp. A48-49, for raw data, explanation of the Nature of Action (NOA) codes used, discription of the terms "Army," "DOD," and "Gov't-Wide," and FY05 MACOM monetary and time-off award data.

5-4. Disciplinary/Adverse Actions - Rate per 1,000 Employees

Objective: None Established



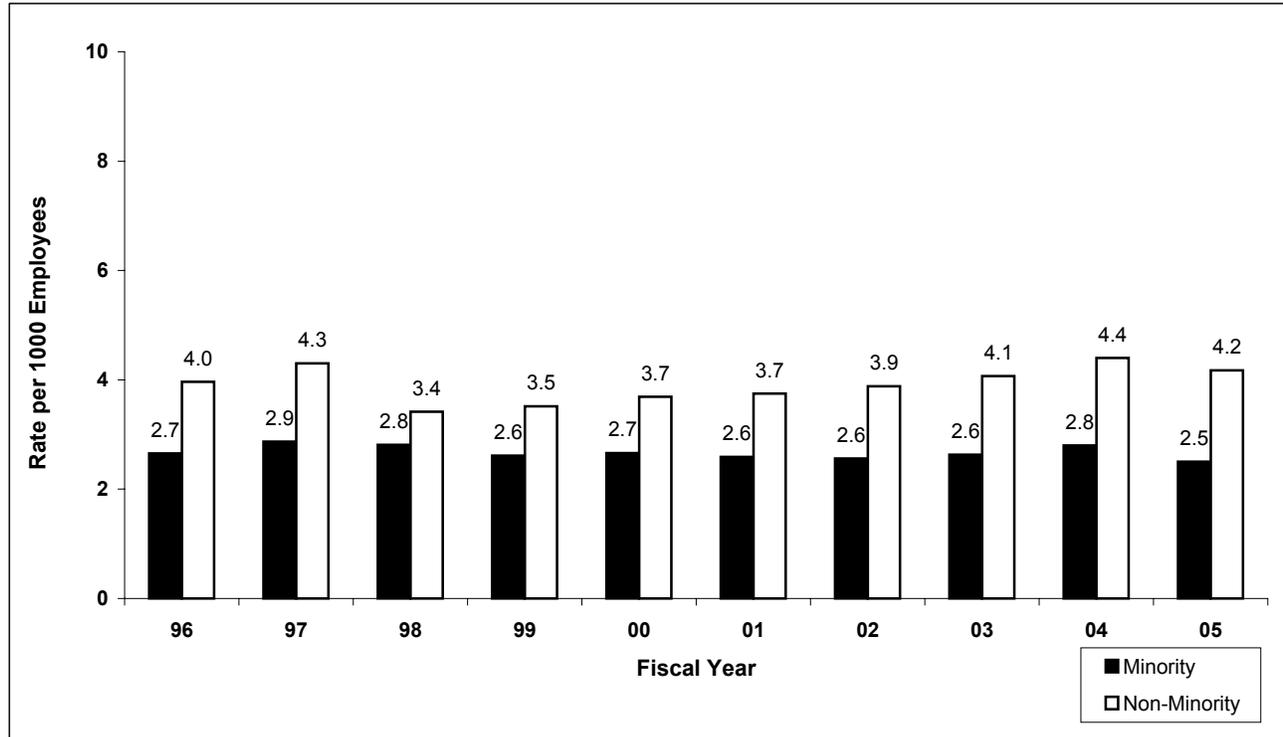
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's rate of disciplinary/adverse actions per 1,000 employees in FY05 continues to be lower than the DOD and Government-wide rates through FY04. DOD and Government-wide data for FY05 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. A50-52, 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. In FY05 38 percent of the actions were taken against minority employees as compared to their 33 percent 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. A53, for raw data and explanation of the Nature of Action (NOA) used to define "Disciplinary/Adverse Actions."