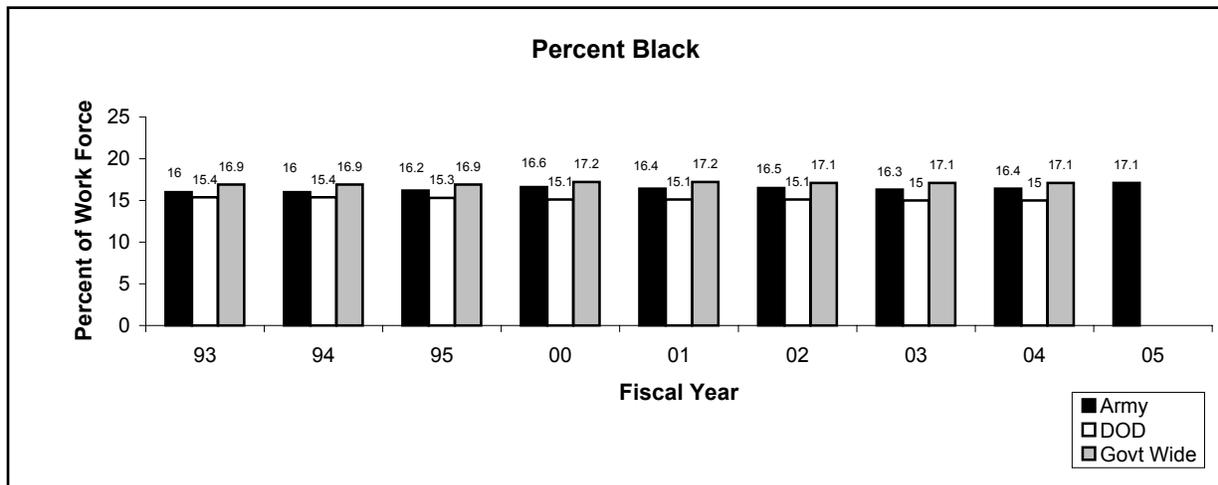
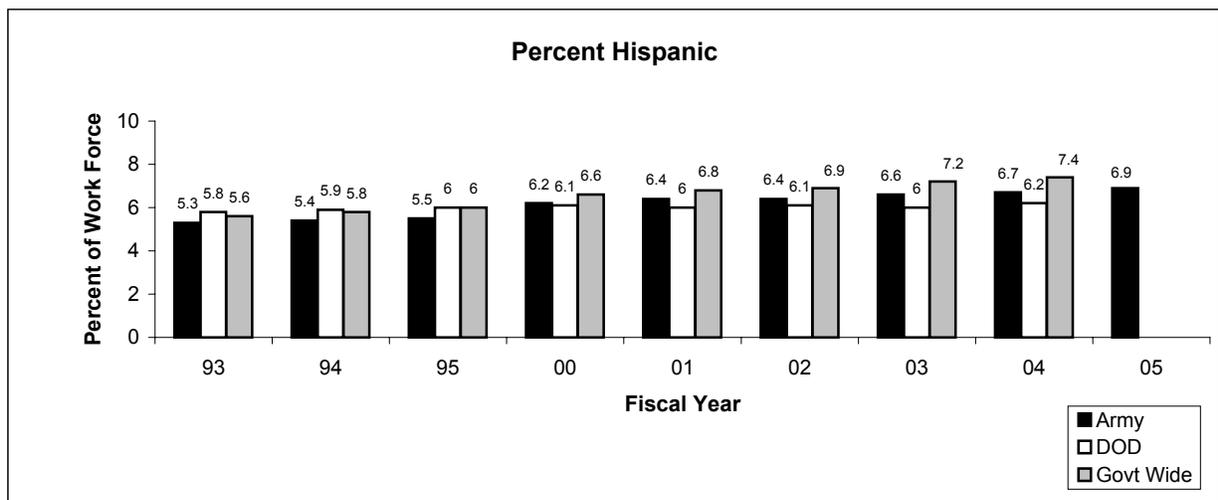


6-1. RNO Breakout of Work Force

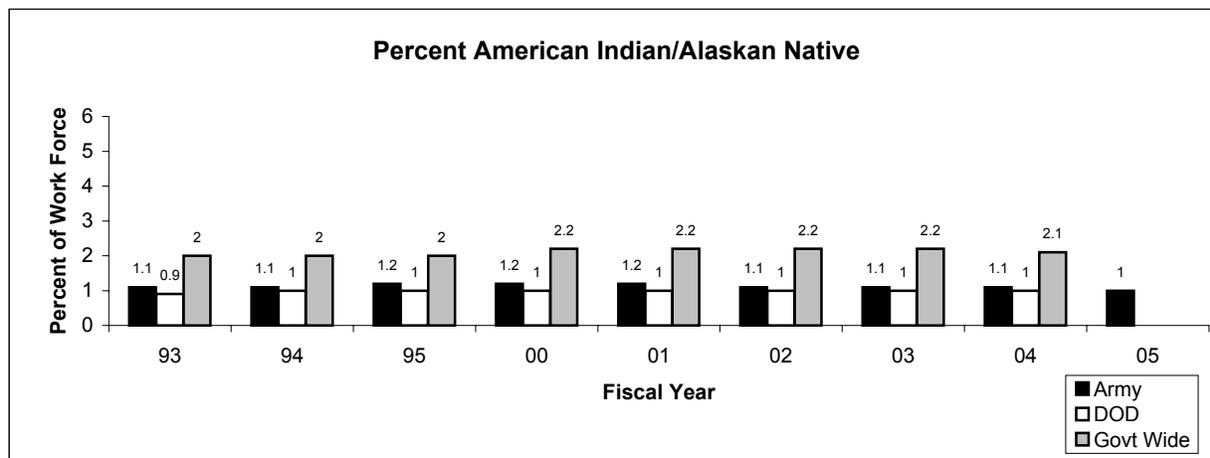
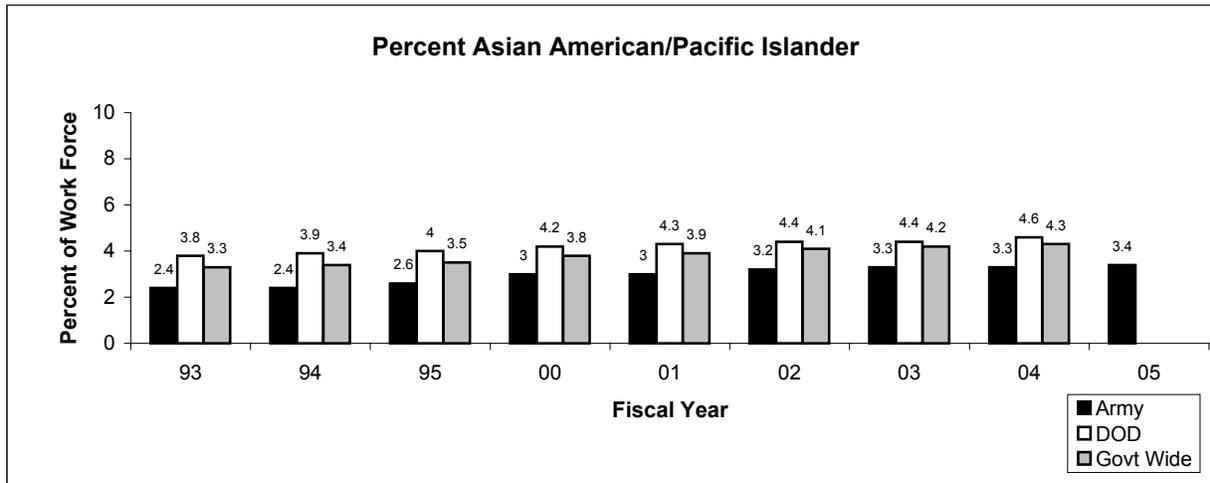
Objective: None Established



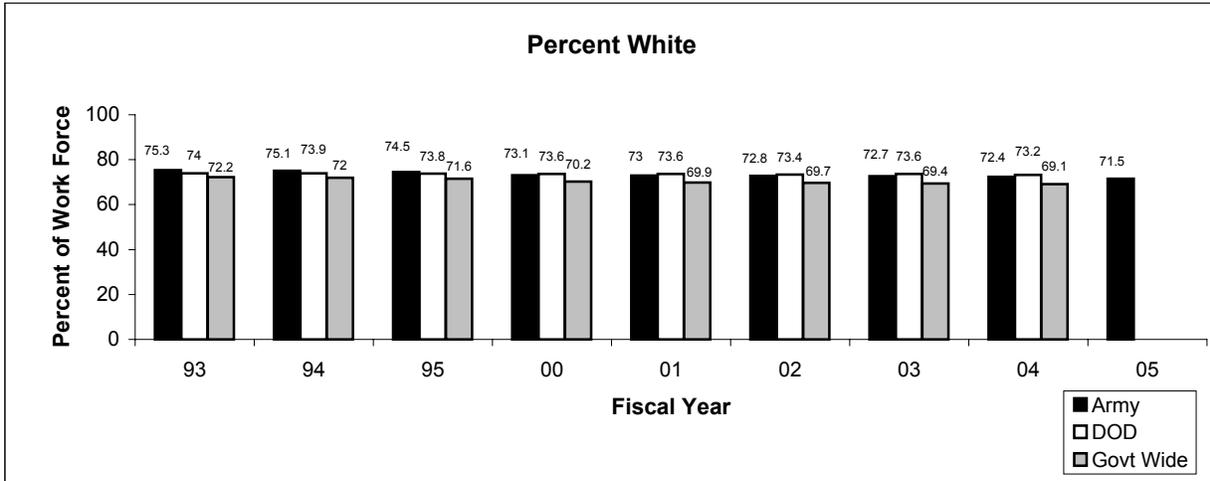
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).



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



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

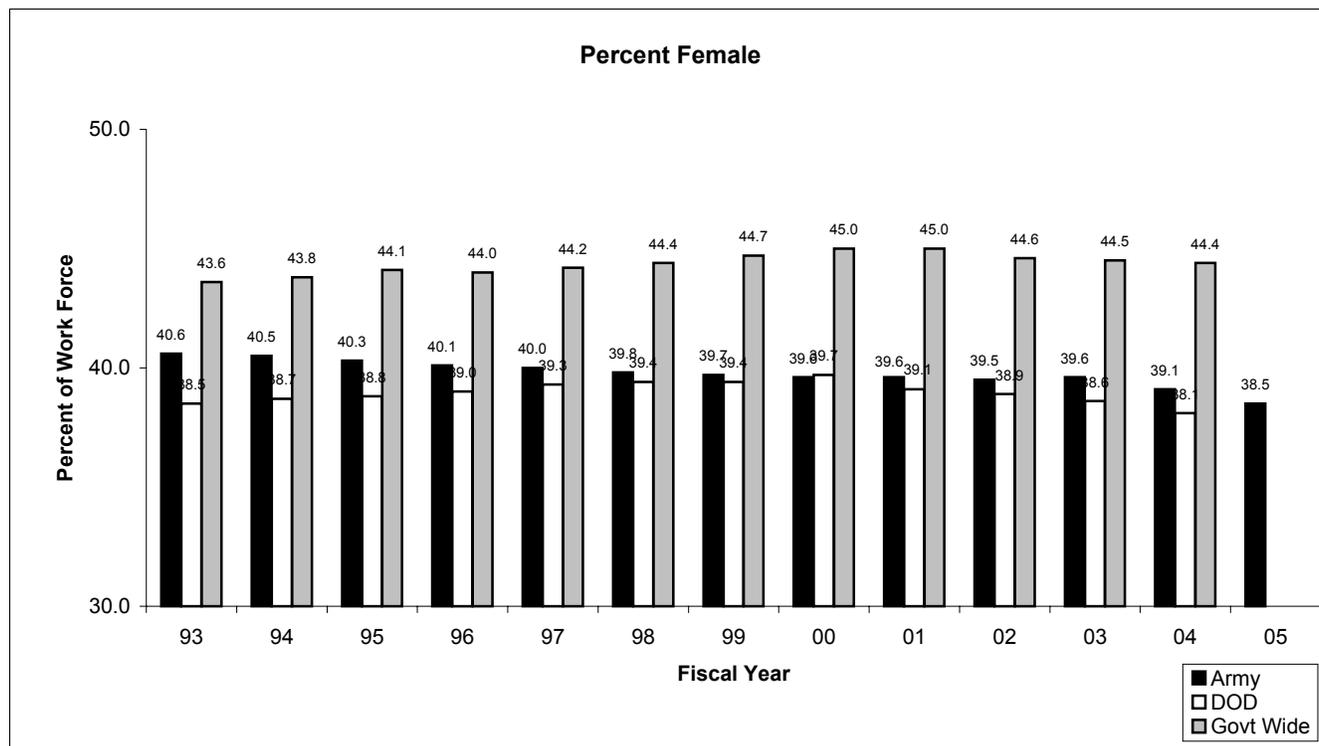


Analysis:

- Downsizing has not had an adverse effect on the percentage of minorities employed by Army.
- Army is 2.4 percentage points below the Federal Government and 1.6 points higher than DOD in percent of minorities employed.
- The percentages shown are based on employees in RNO codes A - E only.
- FY05 DOD and Government-wide data were not available in time for publication.
- See Appendix, p. A54, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-2. Representation of Women

Objective: None Established



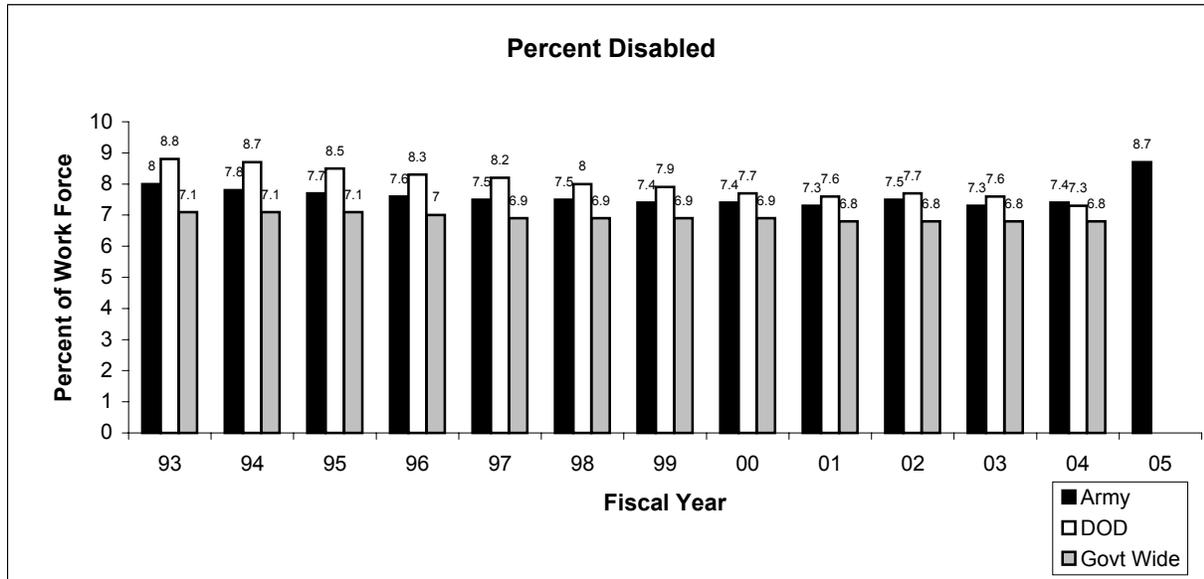
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees in FY05 is 38.5 percent, in comparison to 40.6 percent in FY93.
- Compared to government overall, Army has fewer female employees (38.5 vs. 44.4 percent) .
- FY05 Government-wide data were not available at the time of publication.
- See Appendix, p. A55, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-3. Representation of Individuals with Disabilities

Objective: None Established



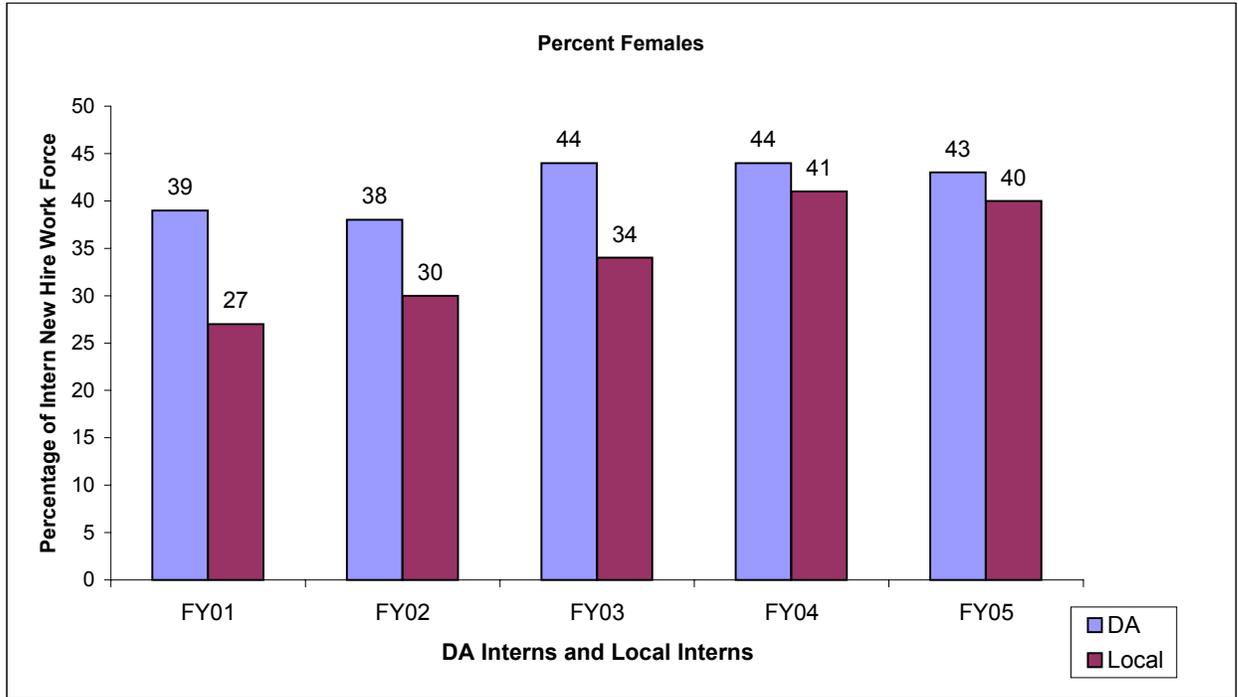
Source: OPM except for FY05 Army data which are from the HQDA Workforce Analysis Support System (WASS).
 (Army's 234-EEO Report was not used for FY05 data because it excludes Reserve Technicians.)

Analysis:

- FY05 DOD and Government-wide data were not available at the time of publication.
- Army's FY05 (8.7 percent) percentage of disabled employees increased from FY04 (7.4 percent). On a percentage basis, Army employees more disabled employees than DOD or the Federal Government.
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.
- See Appendix, p. A56, 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

	FY01	FY02	FY03	FY04	FY05
DA Interns	293	60	410	247	397
Local Interns	28	105	122	219	239

Percentage of Females

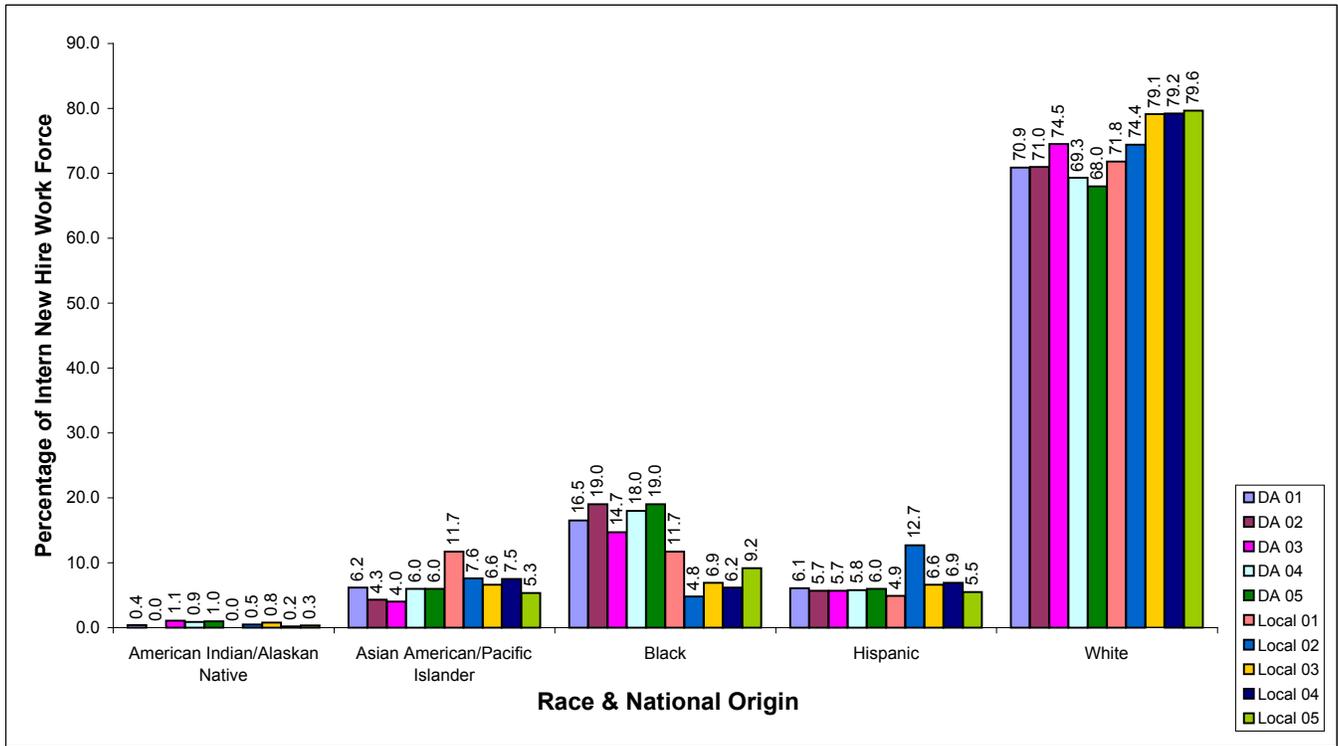
	FY01	FY02	FY03	FY04	FY05
DA	39	38	44	44	43
Local	27	30	34	41	40

Analysis:

- Army's percentage of DA ACTEDS Intern females decreased in FY05 from 44 percent to 43 percent.
- Army's percentage of Local Intern females decreased in FY05 from 41 percent to 40 percent.

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 01	DA Interns 02	DA Interns 03	DA Interns 04	DA Interns 05
3	0	12	5	13
47	7	42	34	56
125	29	152	102	172
46	9	59	33	49
537	111	768	392	627
758	156	1033	566	917

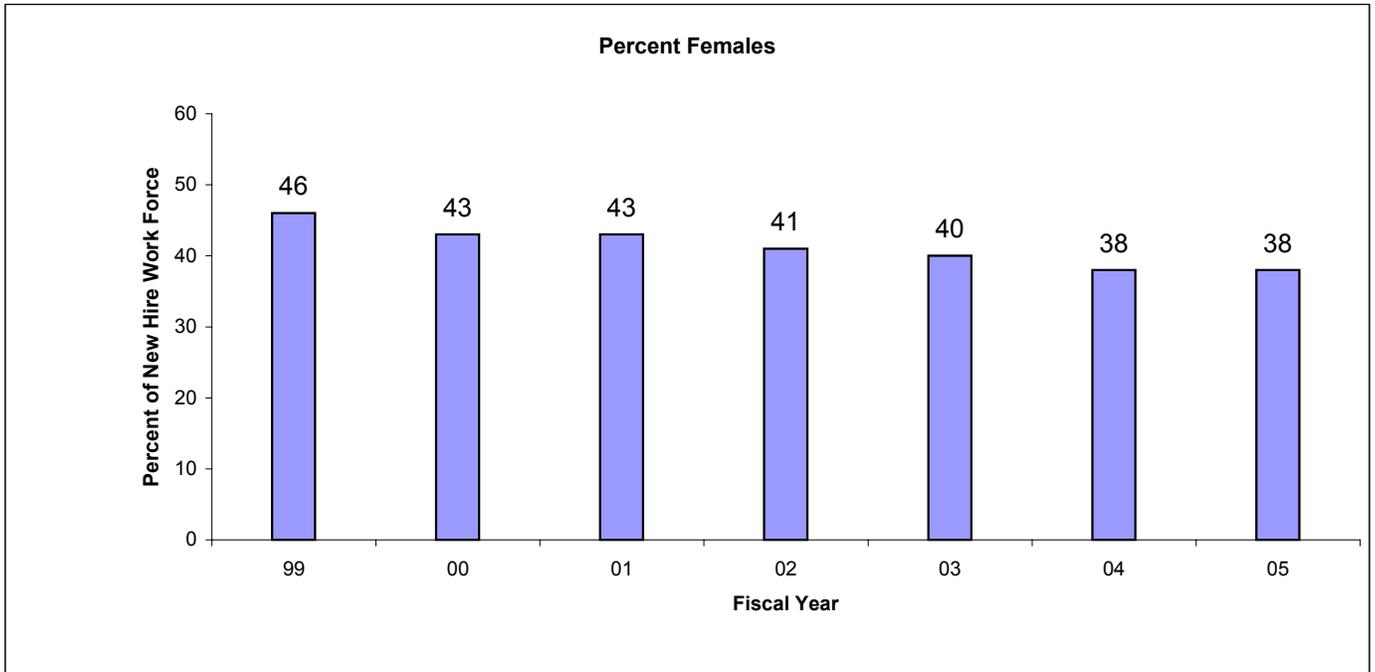
Local Interns 01	Local Interns 02	Local Interns 03	Local Interns 04	Local Interns 05
0	2	3	1	3
12	27	24	40	33
12	17	25	33	55
5	45	24	37	34
74	263	285	423	474
103	354	361	534	599

Analysis:

- In FY05, the RNO percentage of DA intern minority new hires was greater than local intern minority new hires. This difference was consistent across each minority group.

6-6. Representation of New Hire Females

Objective: None Established



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

Number of New Hires

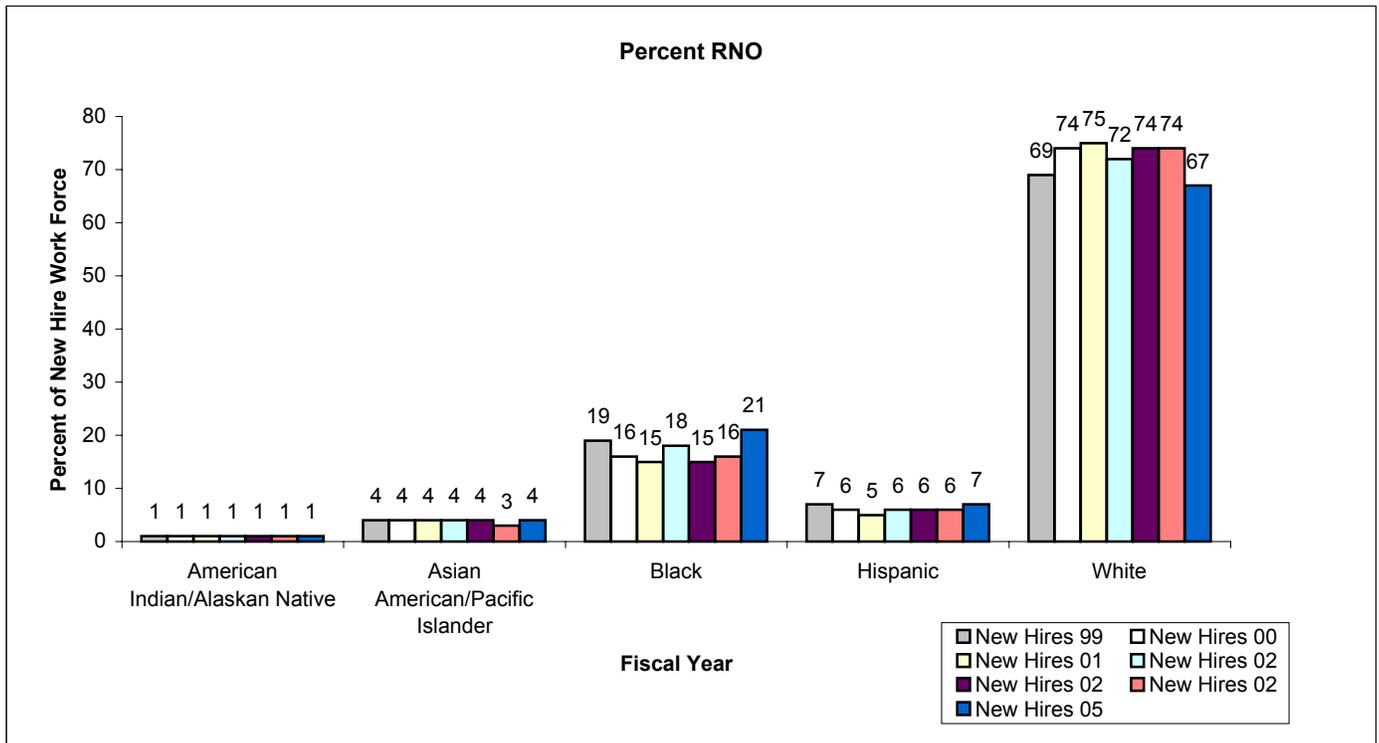
Fiscal Year	99	00	01	02	03	04	05
Female	9,104	9,219	9,782	10,165	10,139	11,653	13,147
Male	10,696	12,163	12,945	14,933	15,305	18,716	21,214
Total	19,800	21,382	22,727	25,098	25,444	30,369	34,361

Analysis:

- Army's percentage of FY05 female hires (38 percent) was the same as FY04. It is 8 percentage points lower than it was in FY99.

6-7. RNO Breakout of New Hires

Objective: None Established



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

Number of New Hires

Fiscal Year	99	00	01	02	03	04	05
American Indian/Alaskan Native	173	183	181	236	334	238	259
Asian American/Pacific Islander	662	725	815	905	906	984	1,132
Black	3,227	3,259	3,401	4,405	3,853	4,650	6,732
Hispanic	1,163	1,153	1,113	1,554	1,561	1,840	2,222
White	11,731	15,063	16,587	17,938	18,844	21,774	21,184
Total	16,956	20,383	22,097	25,038	25,498	29,486	31,529

Analysis:

- Army's overall percentage of minority hiring in FY05 increased. Minority representation of new hires is 33% as compared to 28.5% of the workforce (see performance indicator 6-1).
- The numbers and totals of new hires are based on RNO codes A-E.
- Within minority groups, Black new hires increased by five percentage points, Asian American/Pacific Islander and Hispanic new hires increased by one percentage point, and American Indian/Alaskan Native new hires remained constant.