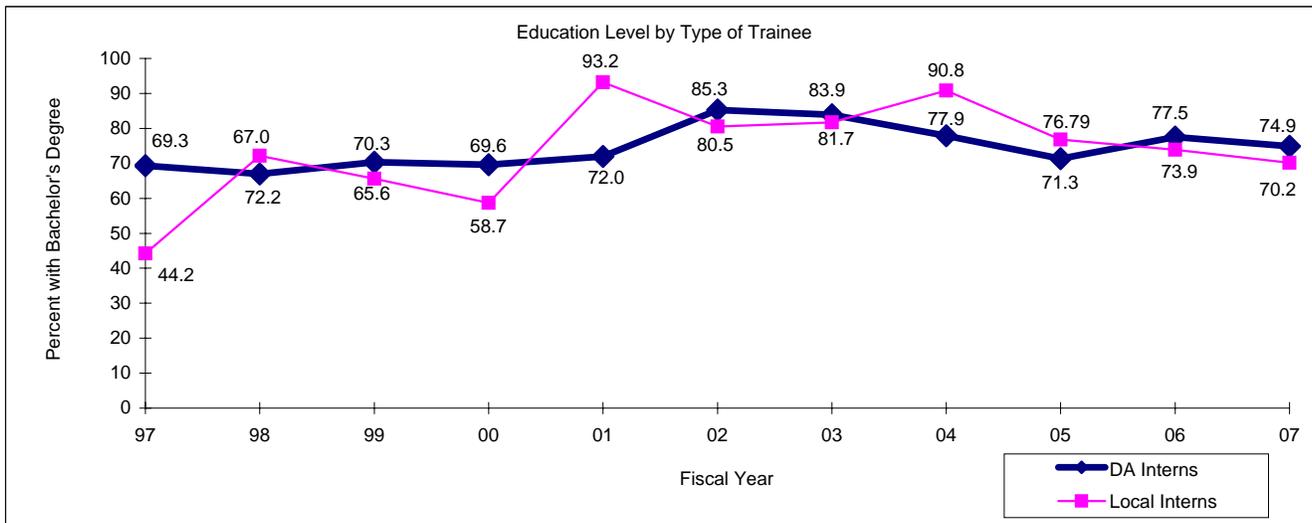


5-1. New Interns - Education Level

Objective: None Established



Source: PECP-CHT-TM & PECP-CHP

Number with and without Bachelor's Degree

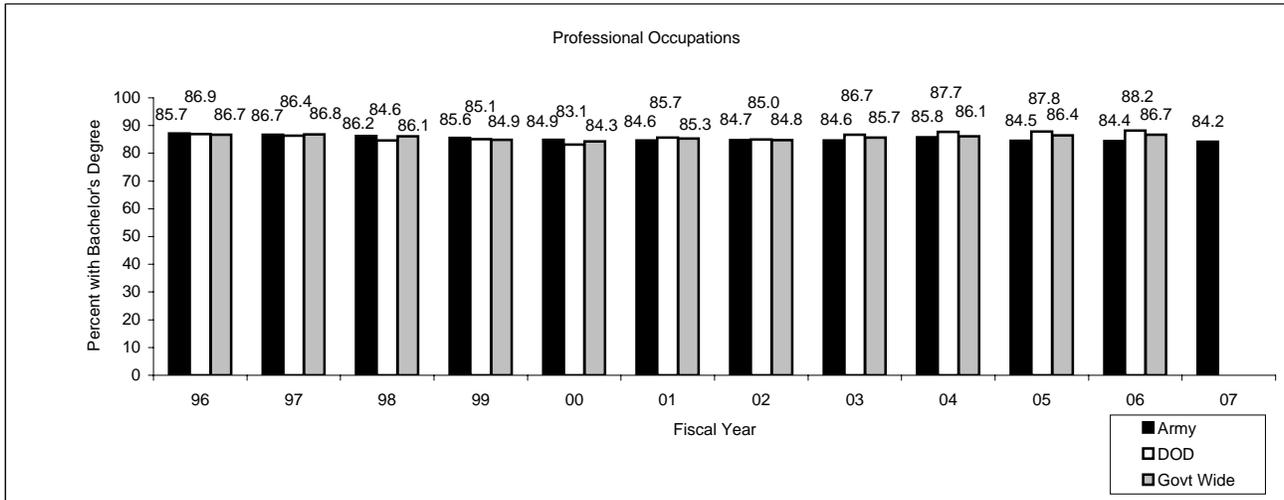
Fiscal Year	97	98	99	00	01	02	03	04	05	06	07
DA Interns											
With Degree	284	185	227	176	546	133	867	441	654	717	556
Without Degree	126	91	96	77	212	23	166	125	263	208	186
Local Interns											
With Degree	34	13	59	54	96	314	295	485	460	326	177
Without Degree	43	5	31	38	7	76	66	49	139	115	75

Analysis:

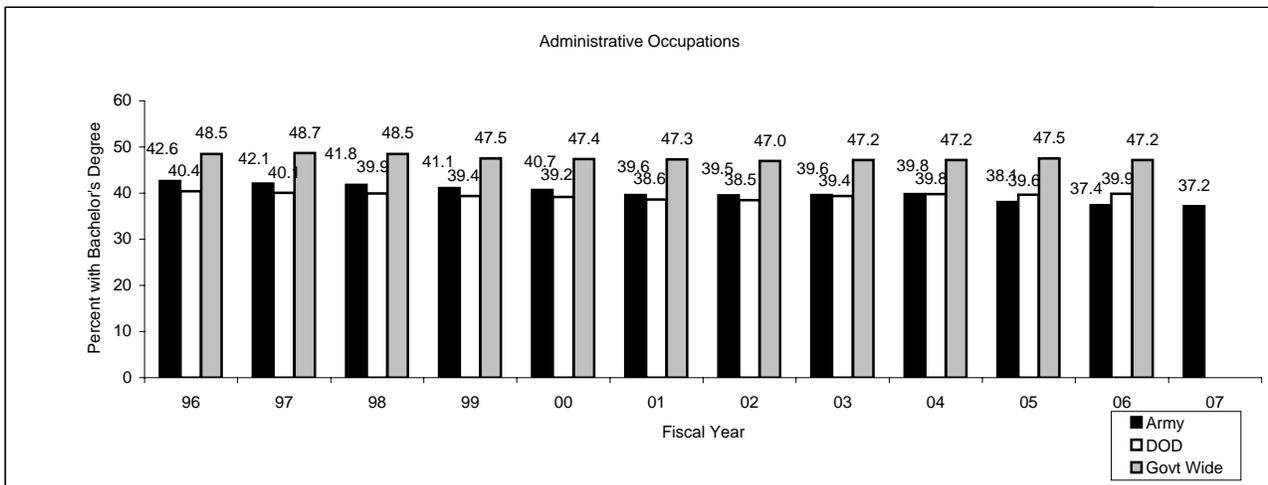
- FY07 data shows a 27.2 percent decrease in the number of interns hired compared with FY06. The number of DA Interns with a bachelor's degree or higher was 556 (74.9 percent). The number of local interns with a bachelor's degree or higher was 177 (70.2 percent).
- In FY97-07 - 75.3 percent of DA interns had a bachelor's degree or higher, compared to 78.2 percent of local interns.

5-2. Workforce - Education Level by PATCO

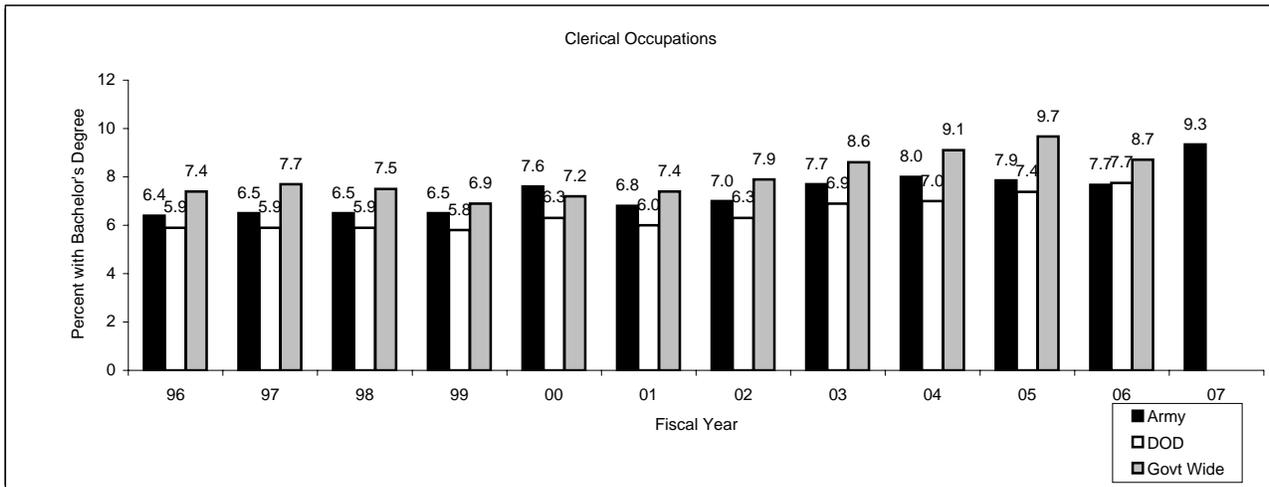
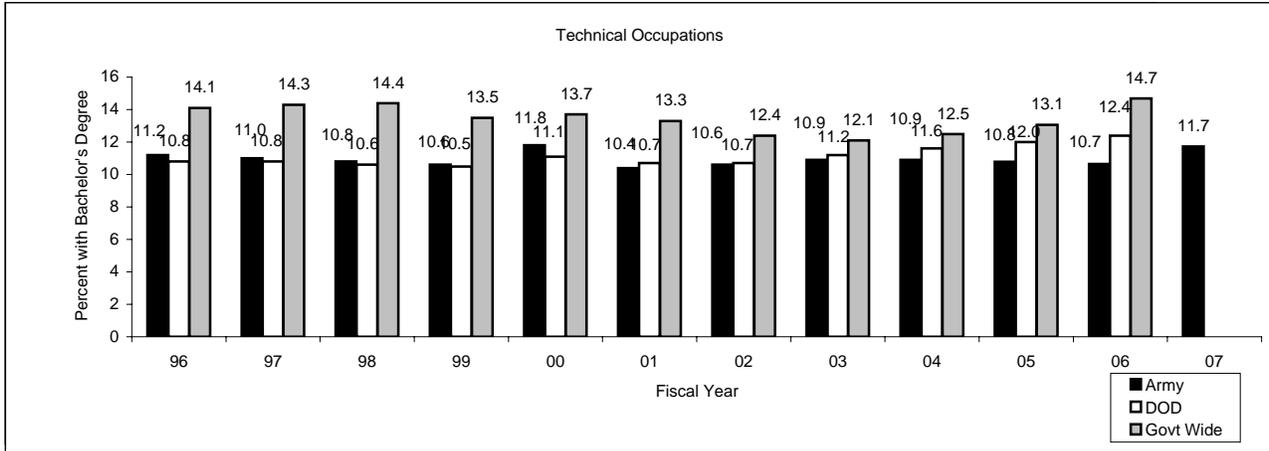
Objective: None Established



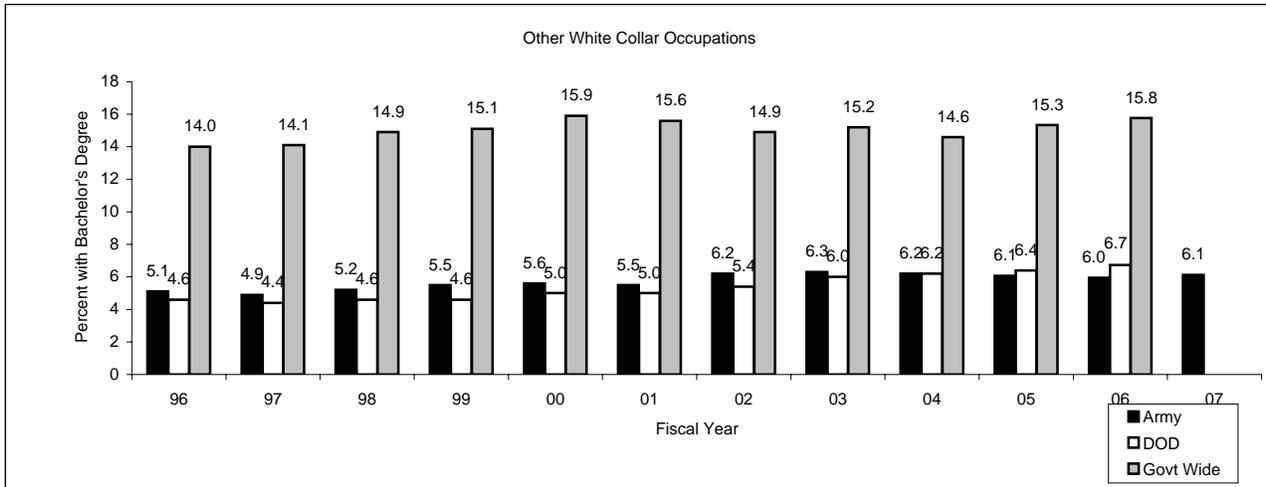
Source: OPM except for FY07 Army data which are from the HQDA Business Objects Regional Report Data.



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



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

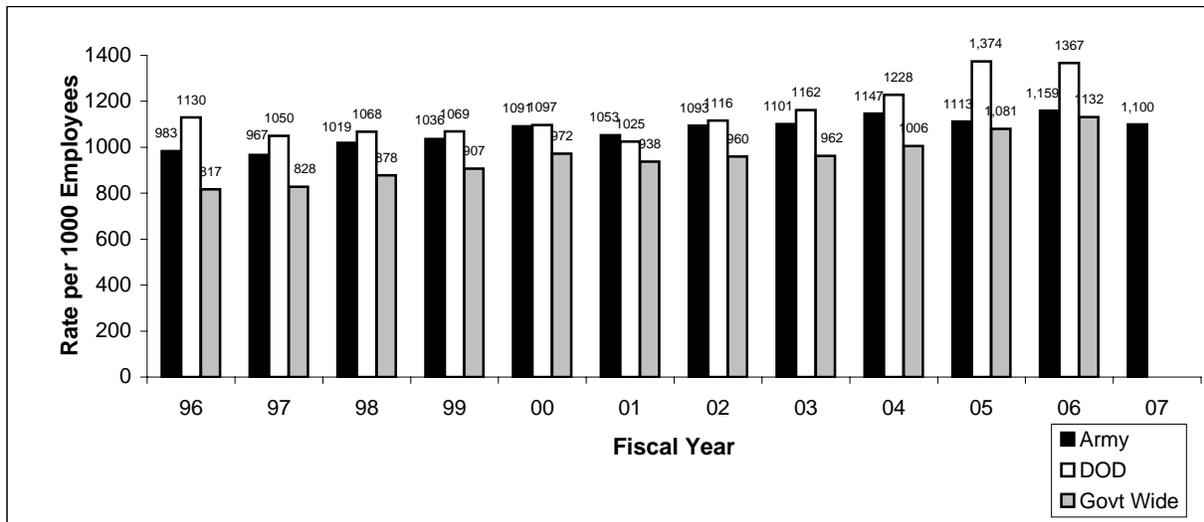


Analysis:

- 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 86.7 percent in FY97 to a low of 84.2 percent in FY07. The FY07 Army percent with college degrees at 84.2 percent is off 2.9 percentage points from its high.
- For administrative occupations, the Army percent with college degrees declined by 5.4 since FY96, while the DOD and Government-wide percents remained relatively flat, declining .5 and 1.3 percentage points in FY06 since FY96. 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 11.7 percent. The Government-wide percent is higher than Army by 4.0 percent, and the Army is about 1.7 percent less than DOD. A different pattern of results exists for those having college degrees in clerical occupations. In FY06, the Army had the same percentage as DOD at 7.7 percent and a lower percentage than Government-wide. The overall percent 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 4.9 percent to 6.1 percent), DOD (from 4.4 percent to 6.7 percent), and Government-wide (from 14.0 percent to 15.8 percent). The Government-wide percent is higher than those of Army and DOD and has increased slightly over the last year.
- FY07 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A29-30, 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



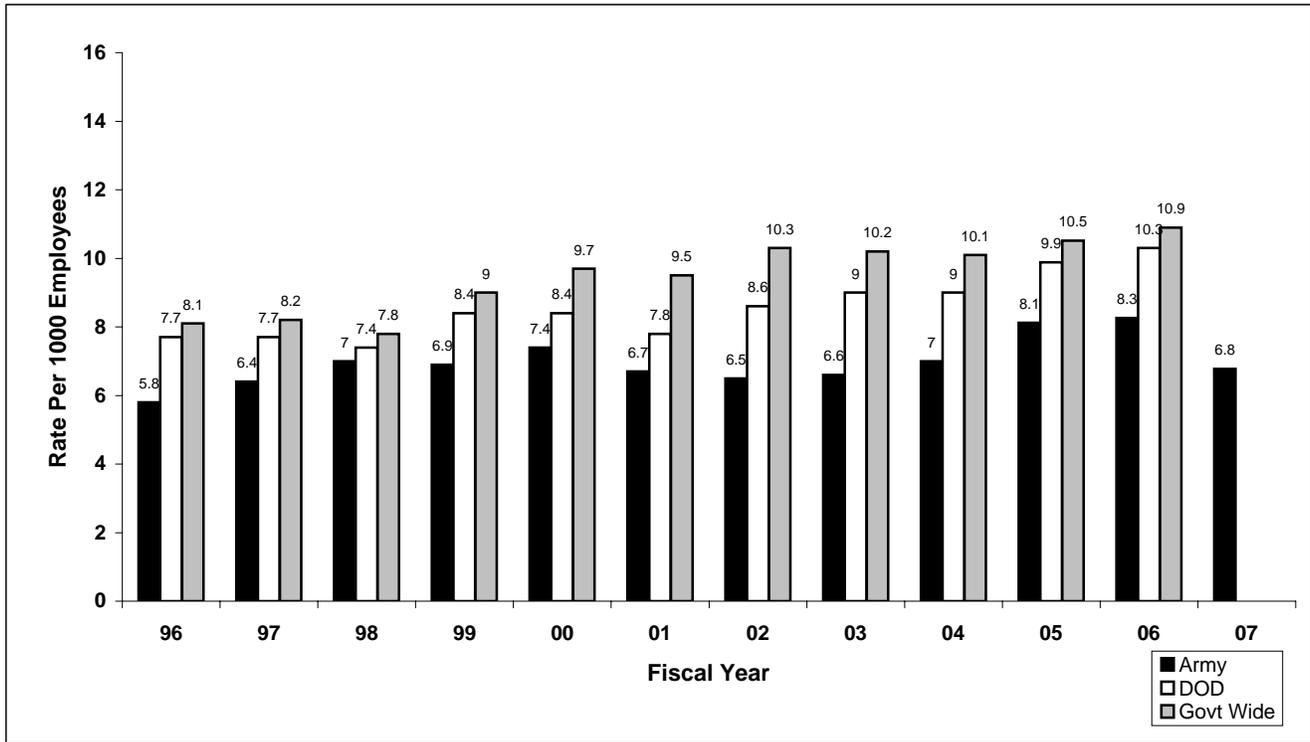
Source: OPM except for FY07 Army data which are from the HQDA Workforce Analysis Support System (WASS).

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.
- Some Army Commands had a significant drop in awards during FY07 due to NSPS implementation.
- From FY96 to FY06, Army's total award rate is higher than the Government-Wide rate but typically lower than the DOD rate. Only in FY01 did the Army total award rate surpass the DOD rate.
- FY07 DOD and Government-Wide data were not available in time for publication.
- See Appendix, pp. A31-32, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Gov't-Wide," and FY06 MACOM monetary and time-off award data.

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

Objective: None Established



Source: OPM except for FY07 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's rate of disciplinary/adverse actions per 1,000 employees continues to be lower than the DOD and Government-wide rates through FY06. DOD and Government-wide data for FY07 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. A33-35, 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."