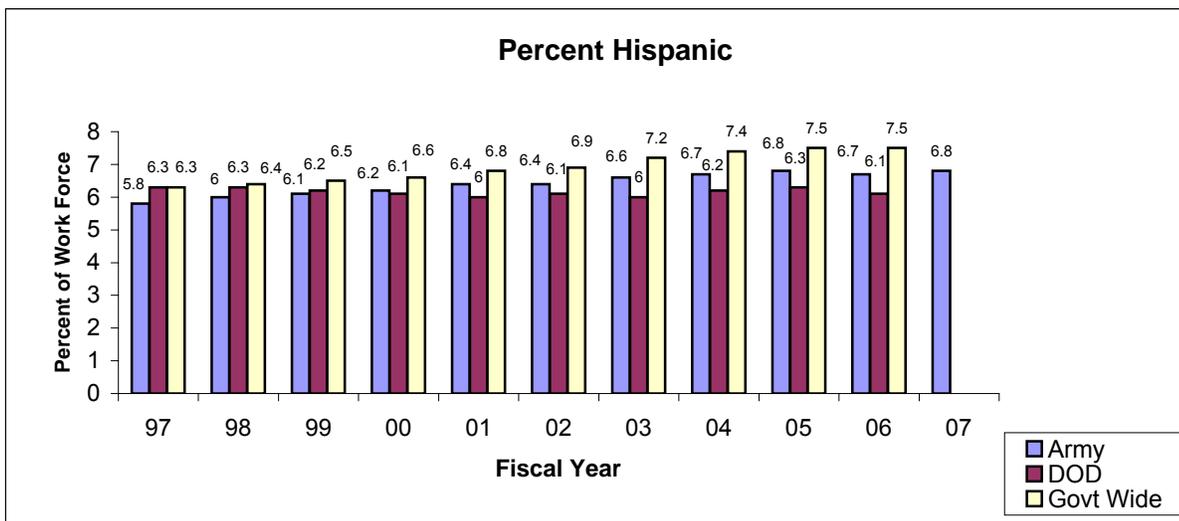
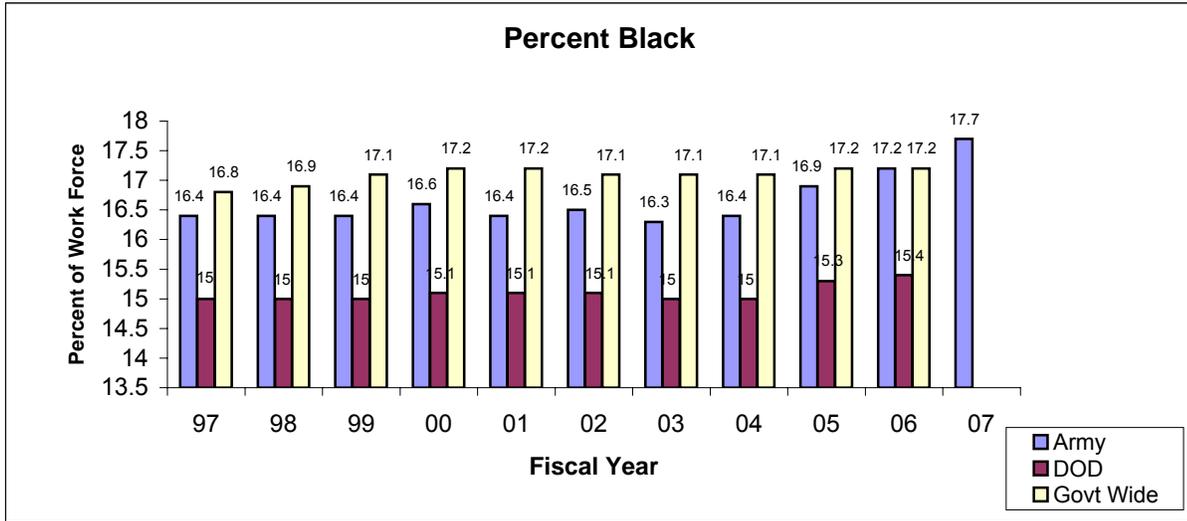


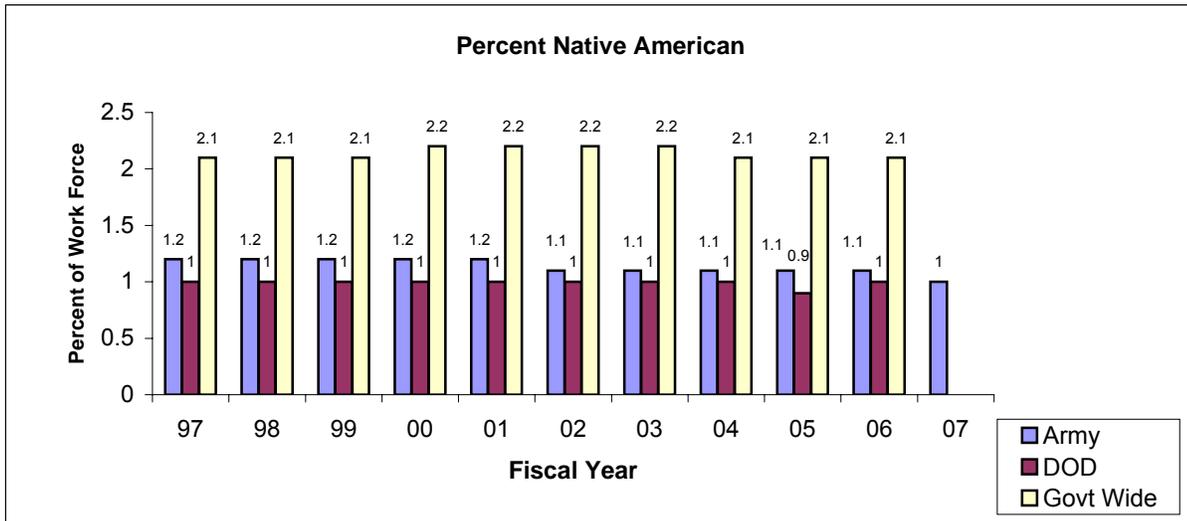
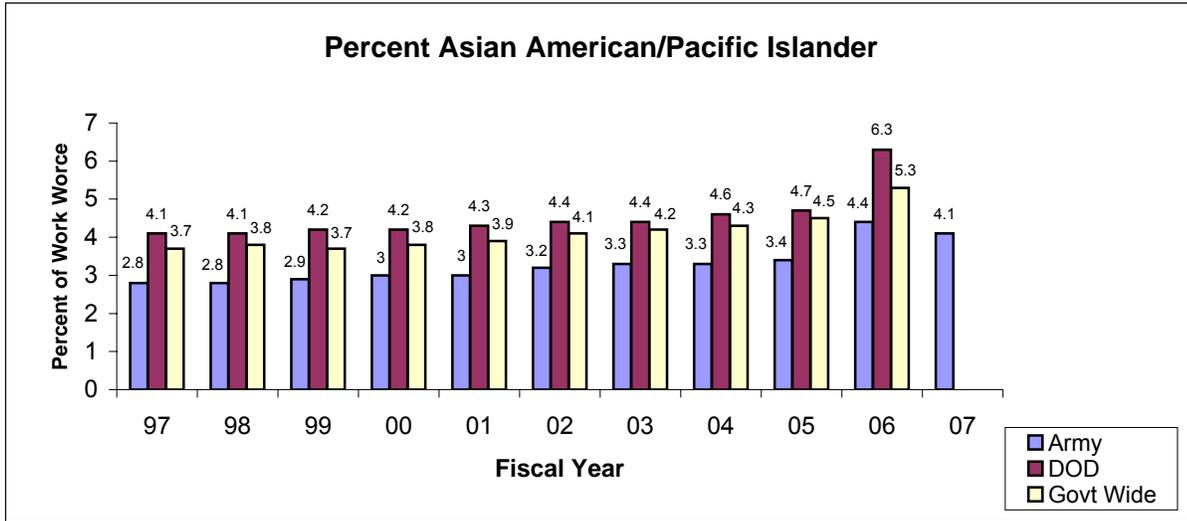
6-1. RNO/ERI Breakout of Work Force

Objective: None Established

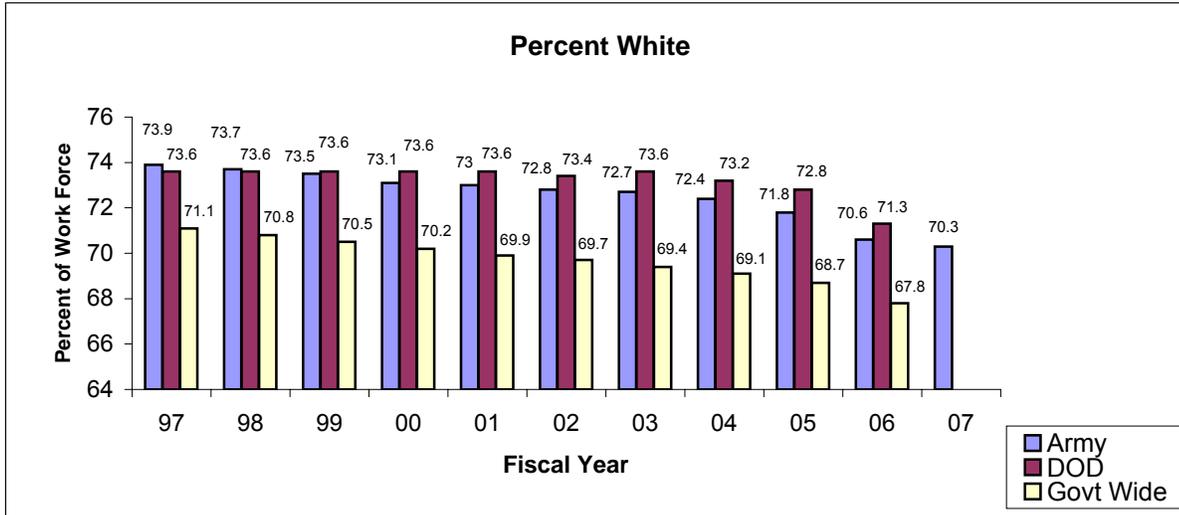


Sources: FY97-FY05 OPM, FY06 EHRI Business Intelligence, and FY07 Army data which are from HQDA Workforce Analysis Support System (WASS)

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



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



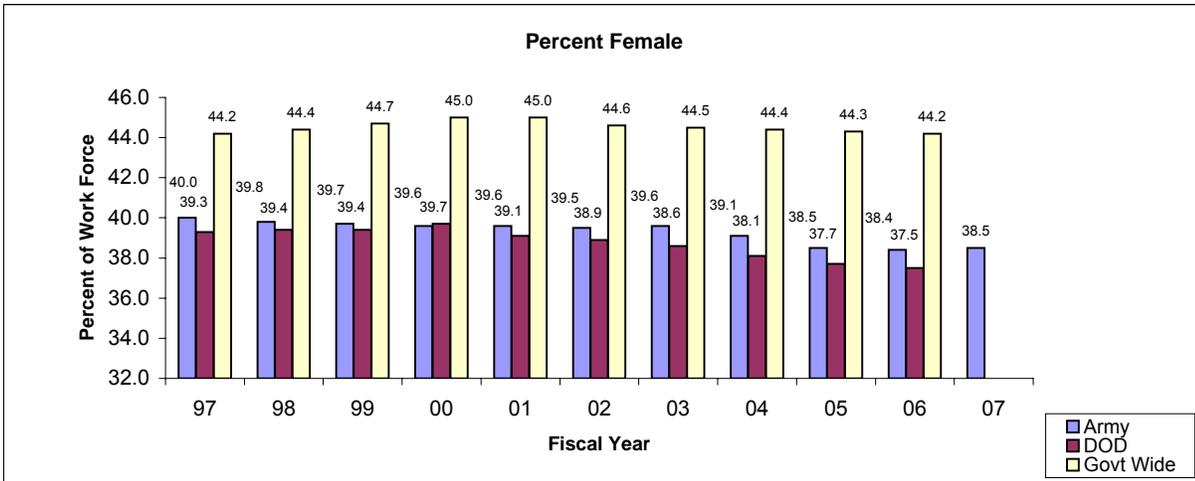
Prior to January 1, 2006, agencies collected race and national origin (RNO - American Indian or Alaskan Native, Asian or Pacific Islander, Black not of Hispanic Origin; Hispanic, White not of Hispanic Origin) information from employees. Beginning January 1, 2006, agencies are collecting ethnicity and race indicator information (ERI - American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Black or African American, Hispanic or Latino, Two or More Races, White). This report uses OPM's bridging methodology to convert ERI to RNO to perform trend and historical analysis.

Analysis:

- The increase in the Black population in Army and the increase in the Asian/Pacific Islander population in Army, DOD, and the Federal Government during FY06 may be a real change but is more likely an artifact of data source and conversion of ERI to RNO. This increase will be examined more closely as the data matures to more accurately determine what if any real change has occurred.
- Based on the data, Army's percentage of minorities slightly increased since FY97. However, for FY06, Army remains below the Federal Government in percentage of minorities employed.
- FY07 DOD and Government-wide data were not available in time for publication.
- See Appendix, p. A36, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide".

6-2. Representation of Women

Objective: None Established



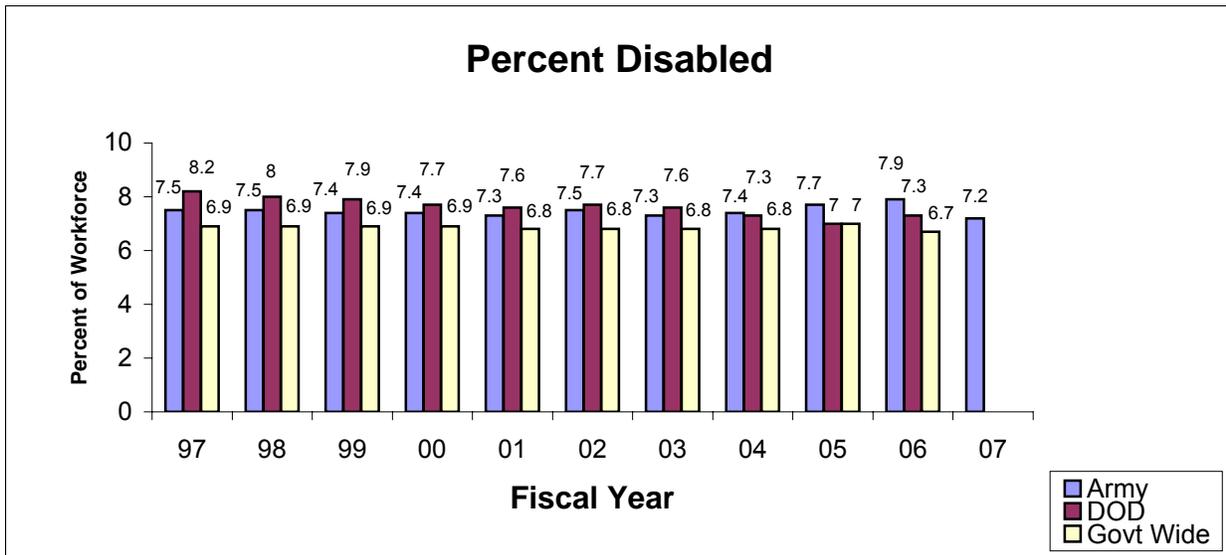
Source: OPM except for FY07 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- Army's percentage of female employees in FY07 is 38.5%, in comparison to 40.0% in FY97.
- Compared to government overall, Army has a smaller percentage of female employees (38.4% vs. 44.2%) for FY06.
- FY07 DOD and Government-wide data were not available at the time of publication.
- See Appendix, p. A37, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

6-3. Representation of Individuals with Disabilities

Objective: None Established



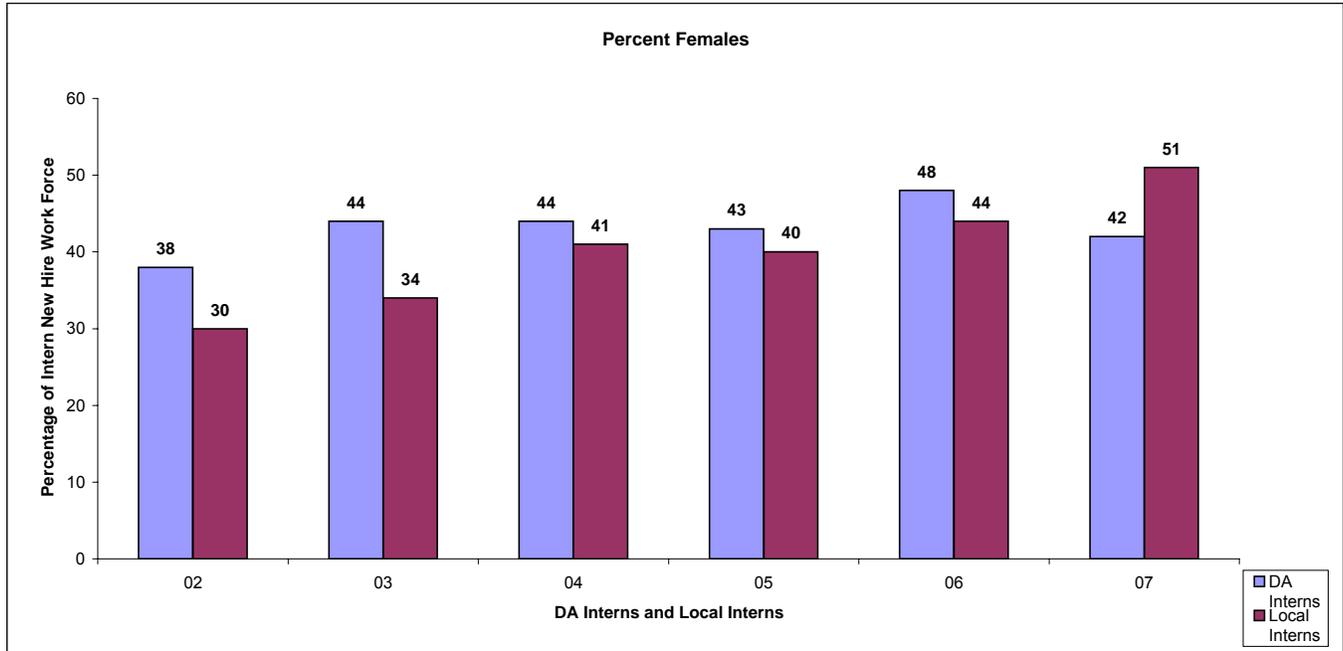
Sources: OPM except for FY07 Army data which are from the HQDA Workforce Analysis Support System (WASS).

Analysis:

- FY07 DOD and Government-wide data were not available at the time of publication.
- Army's FY07 (7.2%) percentage of disabled employees decreased from FY06 (7.9%).
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.
- See Appendix, p. A38, 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: PECP-CHT-TM & PECP-CHP

Number of Females

Fiscal Year	02	03	04	05	06	07
DA Interns	60	410	247	397	440	313
Local Interns	105	122	219	239	194	128

Percentage of Females

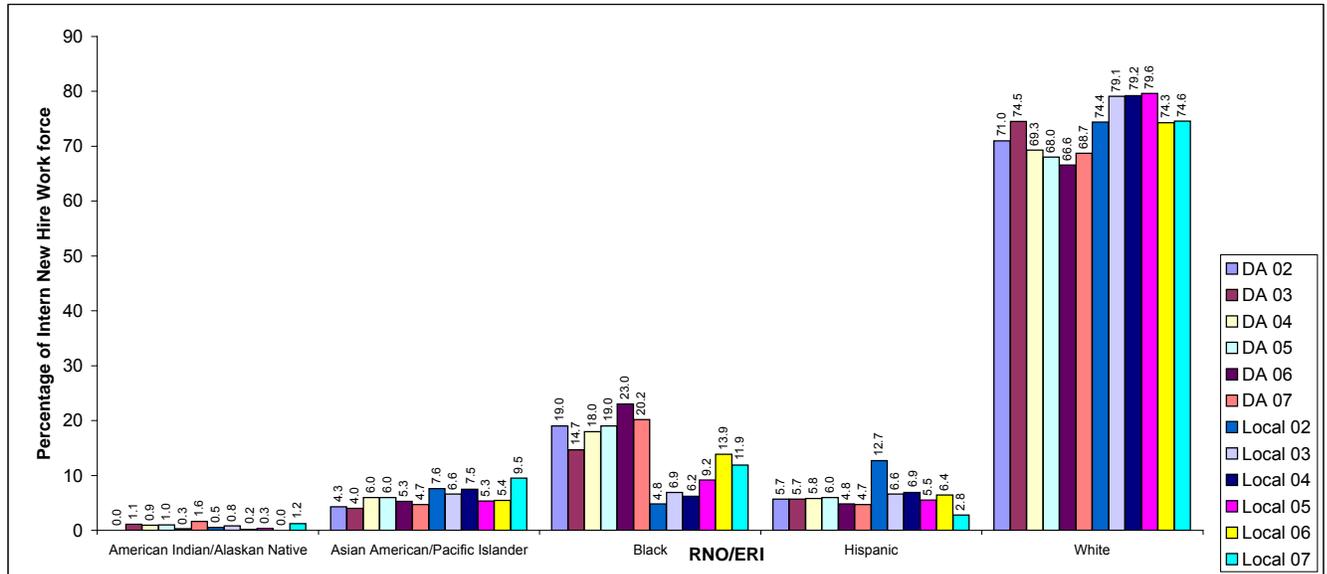
Fiscal Year	02	03	04	05	06	07
DA Interns	38	44	44	43	48	42
Local Interns	30	34	41	40	44	51

Analysis:

- Army's percentage of female DA Interns decreased from 48 percent in FY06 to 42 percent in FY07
- Army's percentage of female Local Interns increased from 44 percent in FY06 to 51 percent in FY07.

6-5. RNO/ERI Breakout of DA Intern and Local Intern New Hires

Objective: None Established



Source: PECP-CHT-TM & PECP-CHP

Ethnicity & Race Indicator	DA Interns						Local Interns						
	02	03	04	05	06	07	02	03	04	05	06	07	
American Indian/Alaskan Native	0	12	5	13	3	12	2	3	1	3	0	3	
Asian/Pacific Islander	7	42	34	56	49	35	27	24	40	33	11	24	
Black	29	152	102	172	213	150	17	25	33	55	28	30	
Hispanic	9	59	33	49	44	35	45	24	37	34	13	7	
White	111	768	392	627	616	510	263	285	423	474	150	188	
Total	156	1033	566	917	925	742	354	361	534	599	202	252	

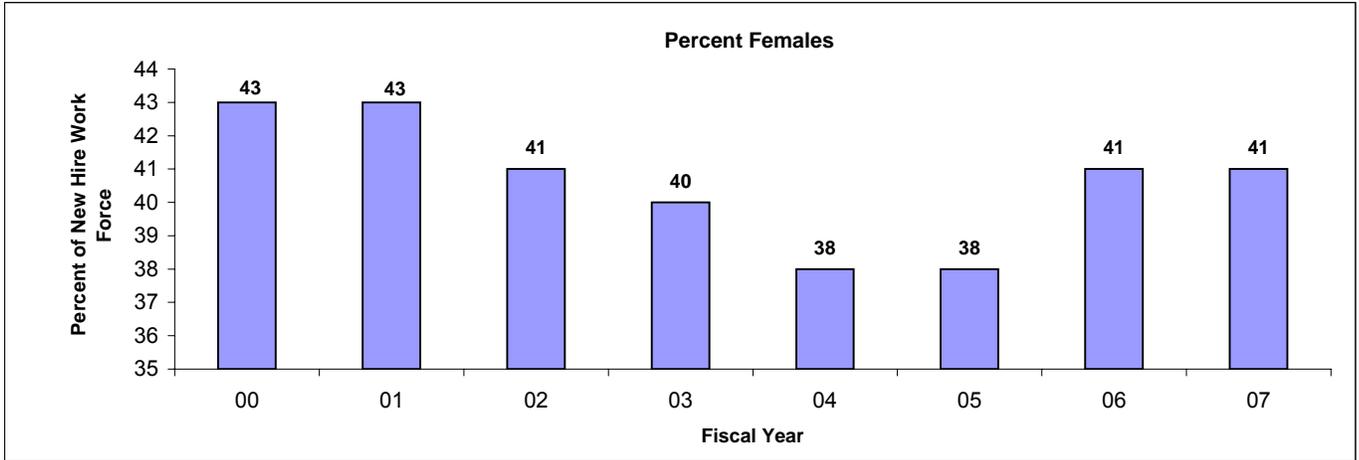
Prior to January 1, 2006, agencies collected Race and National Origin information (RNO - American Indian or Alaskan Native, Asian or Pacific Islander, Black not of Hispanic Origin; Hispanic, White not of Hispanic Origin) from employees. Beginning January 1, 2006, agencies are to collect Ethnicity and Race Indicator information (ERI - American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Black or African American, Hispanic or Latino, Two or More Races, White). This report uses OPM's bridging methodology to convert ERI to RNO to perform trend and historical analysis.

Analysis:

- In FY07, the RNO/ERI percentage of DA intern new hires was greater than local intern minority new hires for RNO/ERI categories American Indian/Alaskan Native, Black and Hispanic. The RNO/ERI percentage of local intern minority new hires is greater than DA intern minority new hires for the Asian/Pacific Islander RNO/ERI category.

6-6. Representation of New Hire Females

Objective: None Established



Sources: OPM except for FY06-07 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

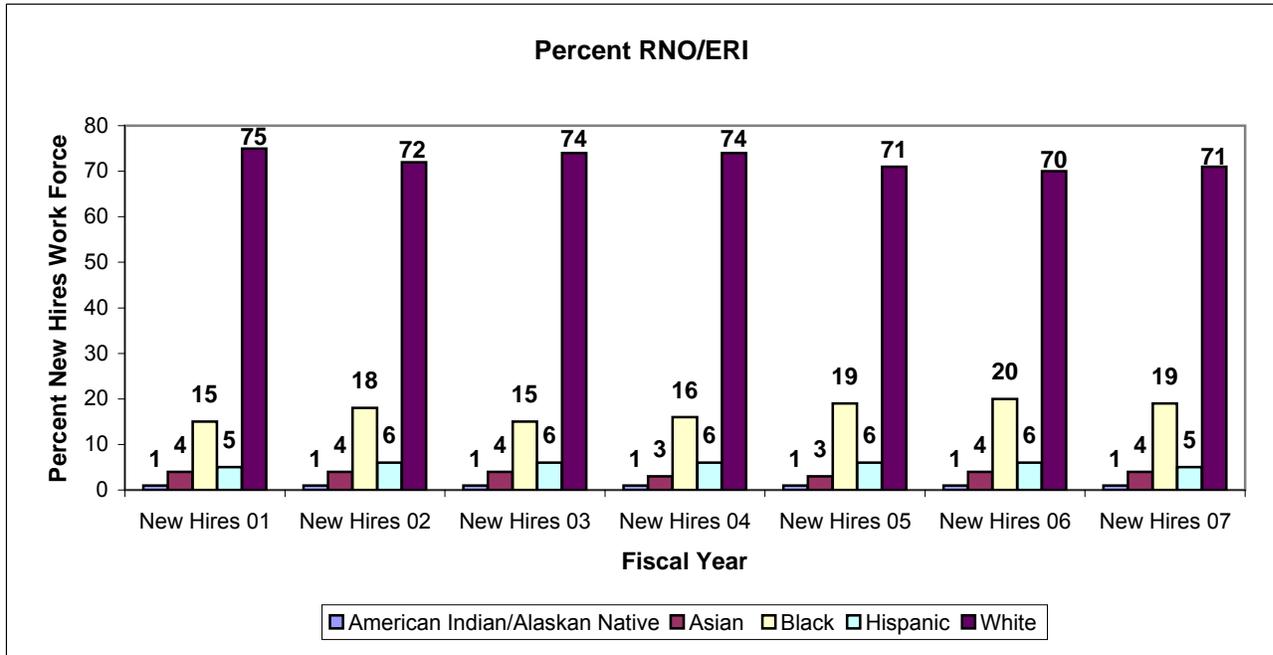
Fiscal Year	00	01	02	03	04	05	06	07
Female	9,104	9,219	9,782	10,165	10,139	13,147	10,878	10,877
Male	10,696	12,163	12,945	14,933	15,305	21,214	15,801	15,526
Total	19,800	21,382	22,727	25,098	25,444	34,361	26,679	26,403

Analysis:

- Army's percentage of FY07 female new hires (41%) is the same as FY06 (41%). It is 2 percentage points lower than it was in FY00

6-7. RNO/ERI Breakout of New Hires

Objective: None Established



Sources: FY97 - FY05 OPM, FY06-07 data which are from the HQDA Workforce Analysis Support System (WASS).

Number of New Hires

Fiscal Year	01	02	03	04	05	06	07
American Indian/Alaskan Native	181	236	334	238	203	258	332
Asian/Pacific Islander	815	905	906	984	1,021	905	1,049
Black	3,401	4,405	3,853	4,650	6,048	5,009	4,662
Hispanic	1,113	1,554	1,561	1,840	2,062	1,508	1,311
White	16,587	17,938	18,844	21,774	23,321	17,935	17,575
Total	22,097	25,038	25,498	29,486	32,655	25,615	24,929

Prior to January 1, 2006, agencies collected race and national origin information (RNO - American Indian or Alaskan Native, Asian or Pacific Islander, Black not of Hispanic Origin; Hispanic, White not of Hispanic Origin) from employees. Beginning January 1, 2006, agencies are to collect ethnicity and race indicator information (ERI -American Indian/Alaska Native, Asian, Native Hawaiian/Other Pacific Islander, Black or African American, Hispanic or Latino, Two or More Races, White). This report uses OPM's bridging methodology to convert ERI to RNO to perform trend and historical analysis.

Analysis:

- Compared to FY06, Army's percentage of minority hiring in FY07 decreased by 1%.
- Within minority groups, Black and Hispanic new hires decreased by one percent and American Indian/Alaskan Native and Asian American/Pacific Islander new hires remained constant.