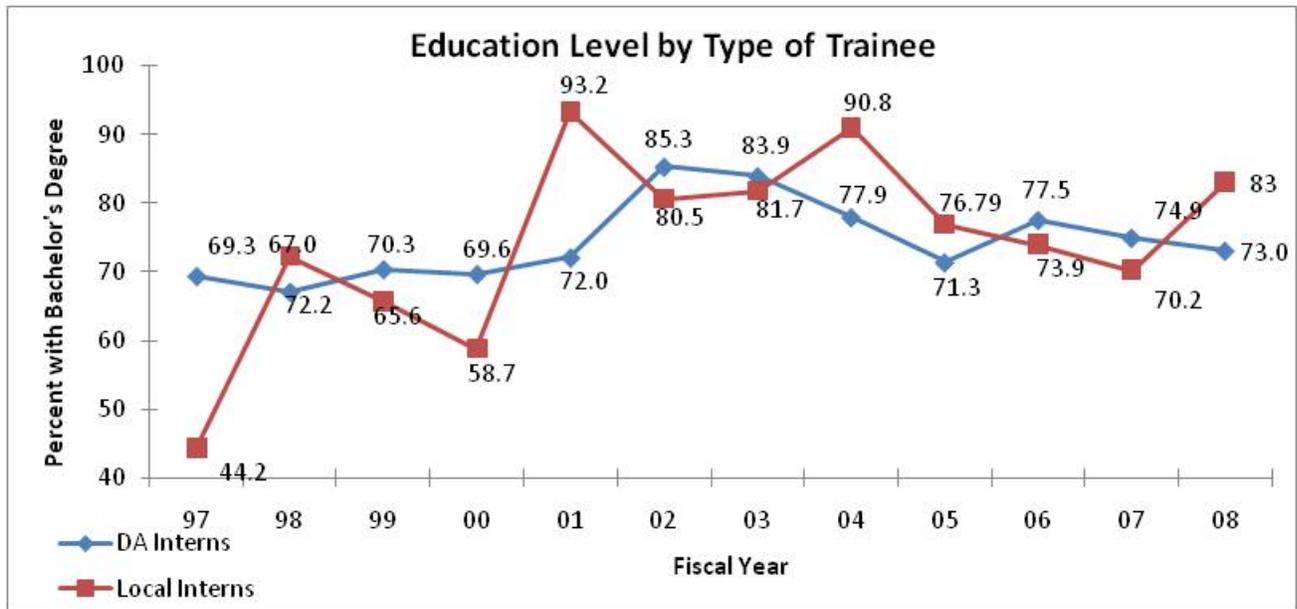


## 5-1. NEW INTERNS – EDUCATION LEVEL

Objective: None Established

Assessment: **Not Applicable**



SOURCE: PECP-CHT-TM & PECP-CHP

### ANALYSIS

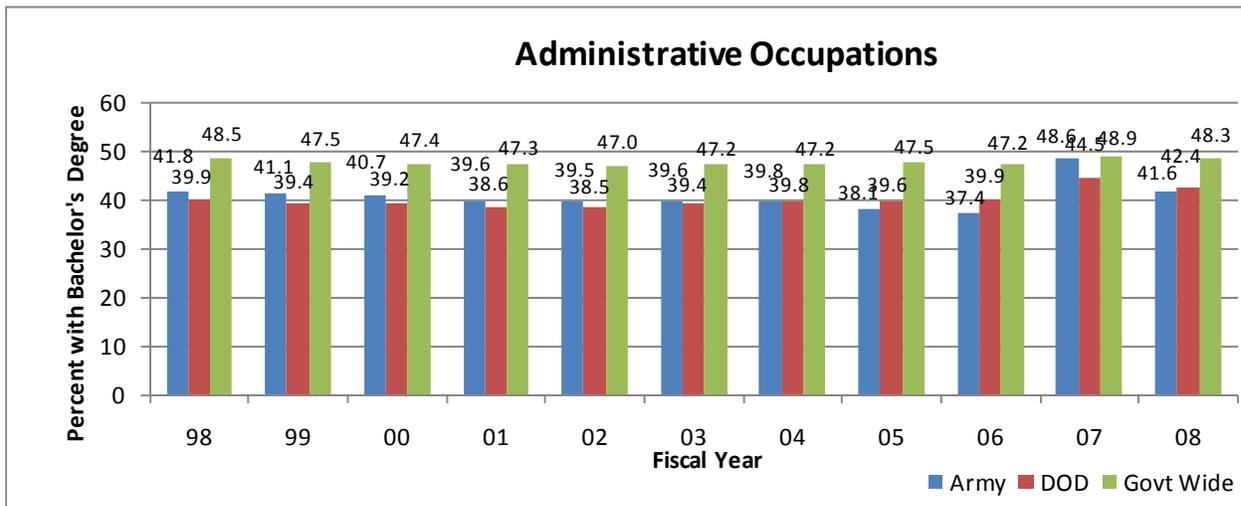
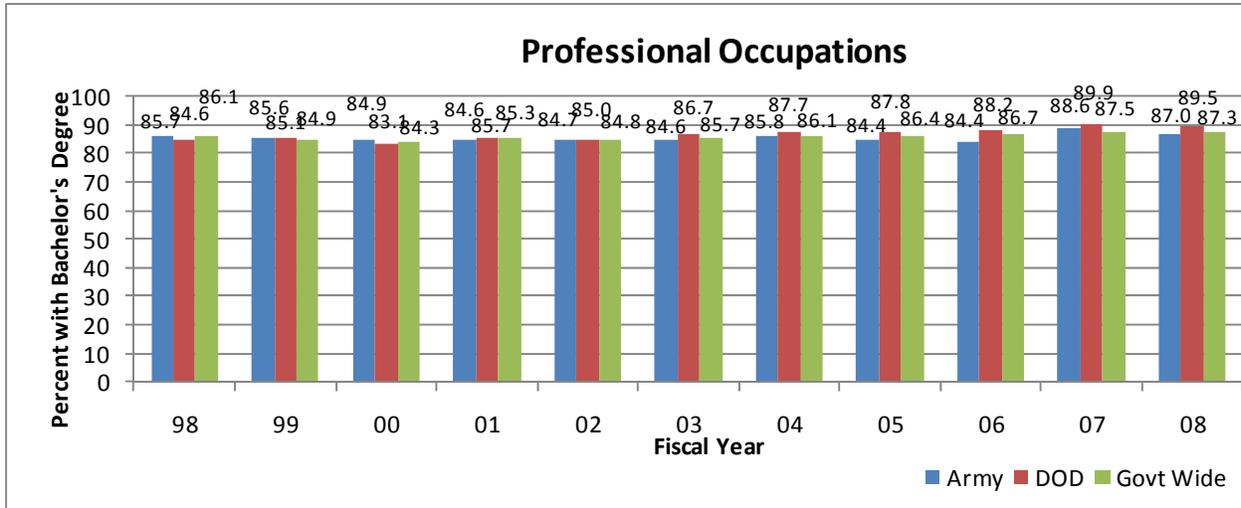
- FY08 data shows a 49.6 percent increase in the number of interns hired compared with FY07. The number of DA Interns with a bachelor's degree or higher was 775 (73 percent). The number of local interns with a bachelor's degree or higher was 350 (83.0 percent).
- In FY98-08 - 75.3 percent of DA interns had a bachelor's degree or higher, compared to 79.6 percent of local interns.

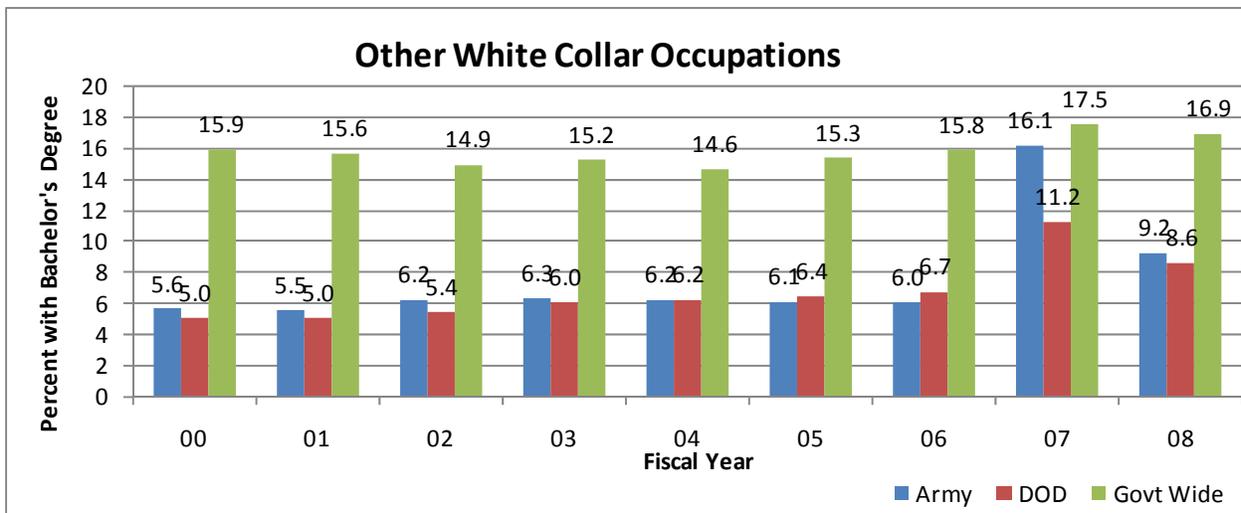
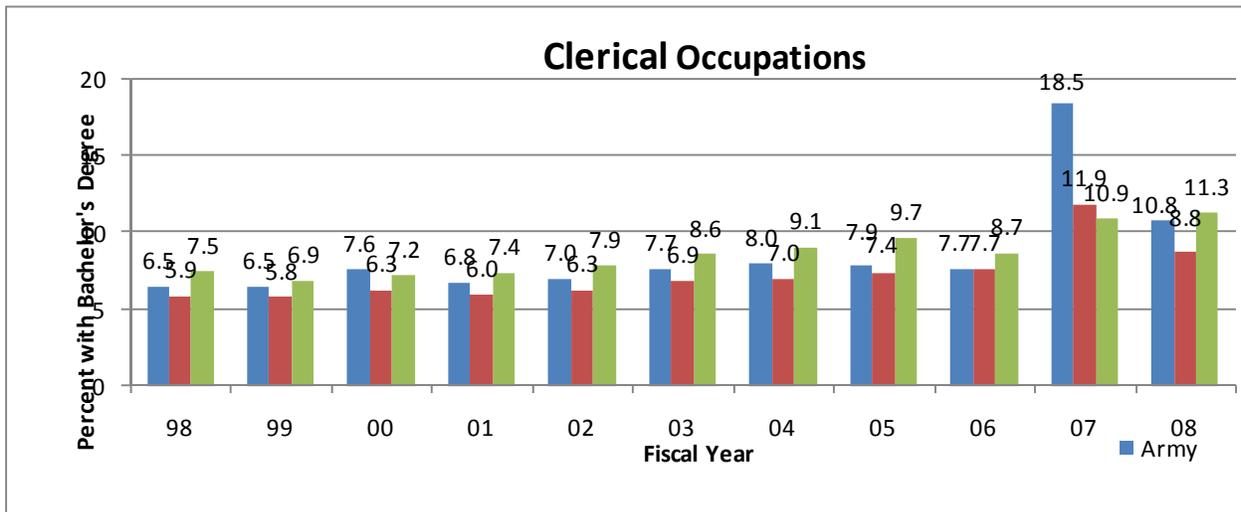
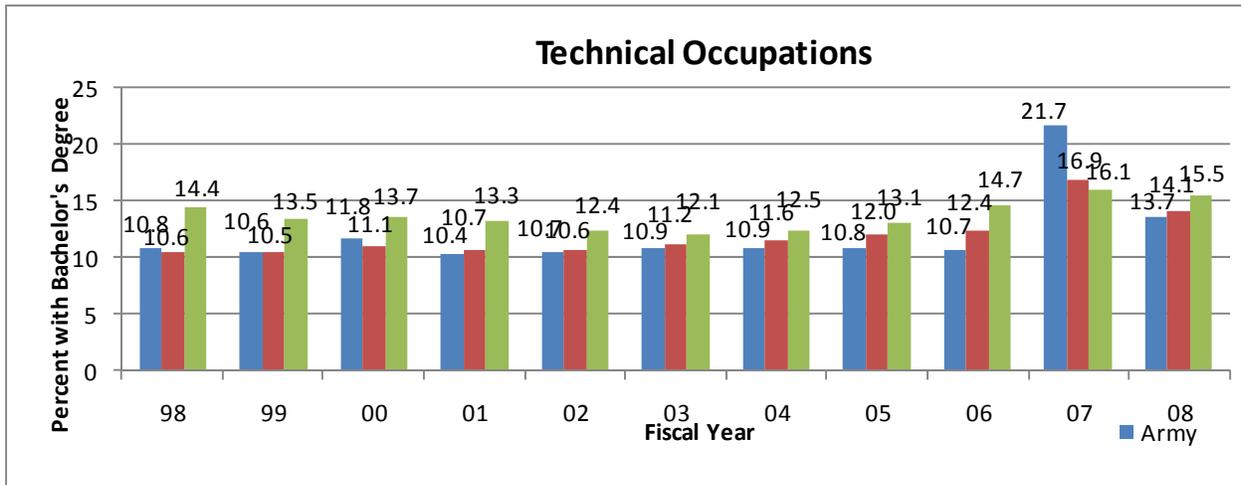
Fiscal Year	98	99	00	01	02	03	04	05	06	07	08
<b>DA Interns</b>											
With Degree	185	227	176	546	133	867	441	654	717	556	775
Without Degree	91	96	77	212	23	166	125	263	208	186	288
<b>Local Interns</b>											
With Degree	13	59	54	96	314	295	485	460	326	177	350
Without Degree	5	31	38	7	76	66	49	139	115	75	74

## 5-2. WORKFORCE – EDUCATION LEVEL BY PATCO

Objective: None Established

Assessment: **Not Applicable**





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## ANALYSIS

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- The data element "Occupational Category" lists two codes in addition to these listed here: code B (Blue Collar) and code M (Mixed Collar). Analysis of education level by those occupational categories was not considered relevant.
- For professional occupations, the percent with college degrees has been stable, with about the same levels in Army, DOD and Government-wide. Over the past eleven years, the Army percent ranged from a low of 84.4 percent in FY06 to a high of 88.6 percent in FY07. The FY08 Army percent with college degrees is the highest rate from the past eleven years.
- For administrative occupations, the Army percent with college degrees declined by 2.5 from FY06, while the DOD and Government-wide percents remained relatively flat. There was a slight increase of 7.2 percent between FY07 and FY08. 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 13.7 percent. The Government-wide percent is higher than Army by 1.8 percent, and the Army is slightly less than DOD by .5 percent. 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 eleven years for Army (from 5.2 percent to 9.2 percent), DOD (from 4.6 percent to 8.6 percent), and Government-wide (from 14.9 percent to 17.5 percent). The Government-wide percent is higher than those of Army and DOD, but has decreased slightly over the last year.

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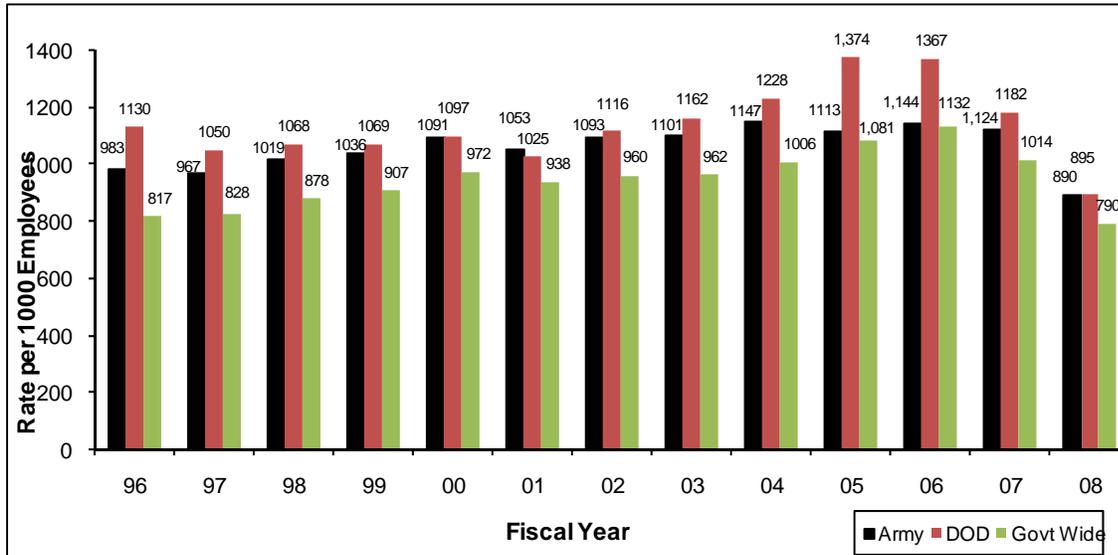
SEE APPENDIX, PP. A29-30, FOR RAW DATA AND EXPLANATION OF TERMS "ARMY," "DOD," AND "GOVT WIDE."

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## 5-3. MONETARY AND TIME OFF AWARDS – RATE PER 1,000 EMPLOYEES

Objective: None Established

Assessment: **Not Applicable**



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

### 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.
- There was a significant drop in awards during FY08 as NSPS was completing implementation.
- From FY96 to FY07, Army's total award rate is higher than the Government-Wide rate but typically lower than the DOD rate. In FY08 the Army rate is similar to the DOD rate and higher than the Government-Wide rate.
- See Appendix, pp. A31-32, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Government-Wide," and FY08 Army Commands (ACOM) monetary and time-off award data.

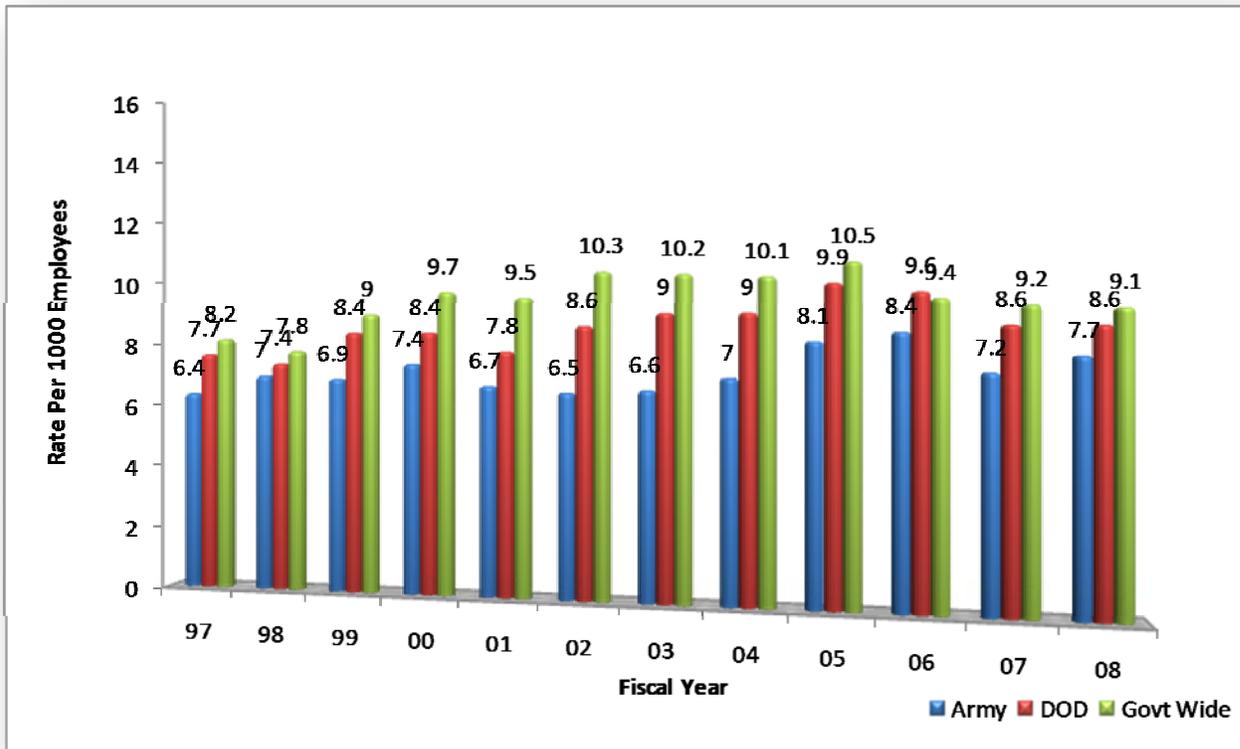
SEE APPENDIX, PP. A31-32, FOR RAW DATA, EXPLANATION OF THE NATURE OF ACTION (NOA) CODES USED, DESCRIPTION OF THE TERMS "ARMY," "DOD," AND "GOVERNMENT-WIDE," AND FY08 ARMY COMMANDS (ACOM) MONETARY AND TIME-OFF AWARD DATA.

## 5-4. DISCIPLINARY/ADVERSE ACTIONS – RATE PER 1,000 EMPLOYEES

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Objective: None Established

Assessment: **Not Applicable**



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

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### ANALYSIS

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- Army's rate of disciplinary/adverse actions per 1,000 employees continues to be lower than the DOD and Government-wide rates through FY08.
- 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.

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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 "GOVERNMENT-WIDE."

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