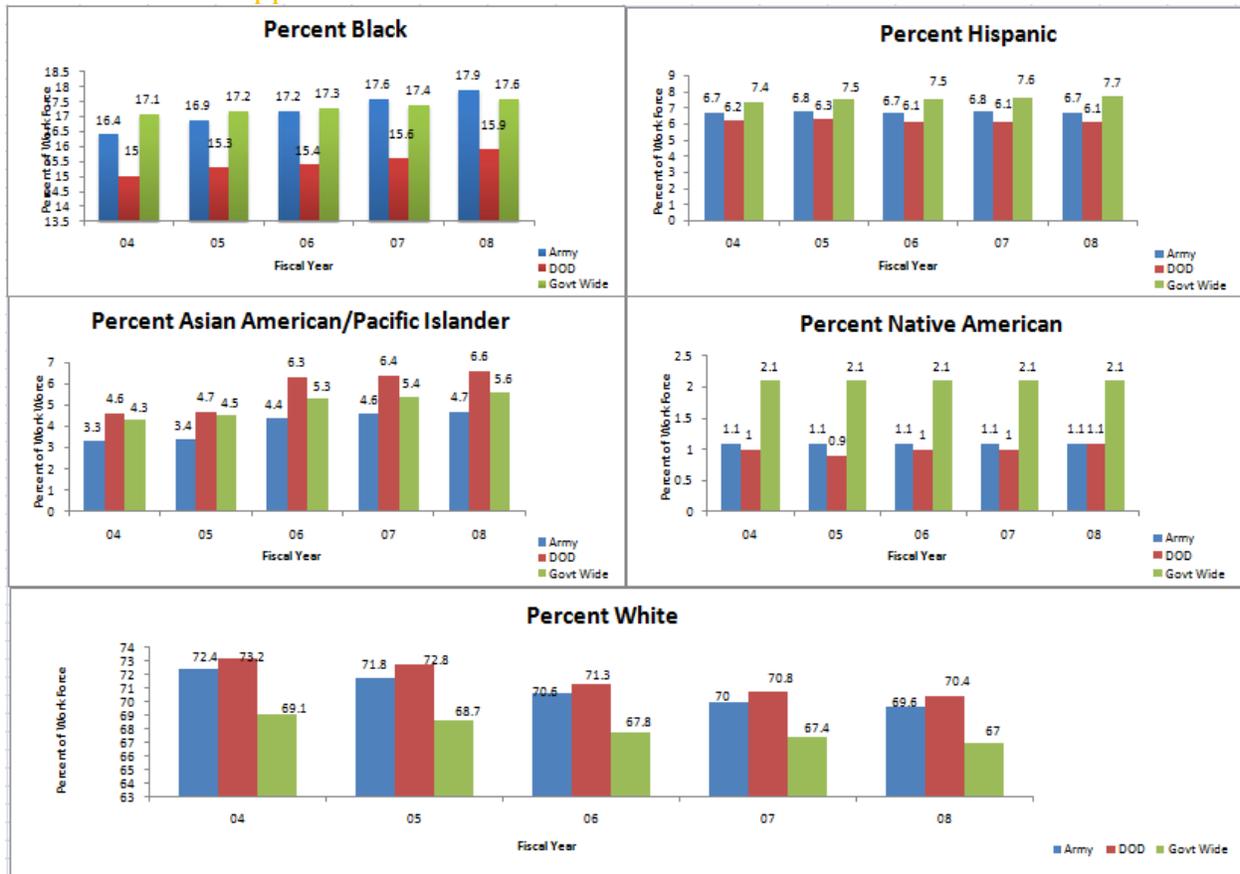


## 6-1. RNO/ERI BREAKOUT OF WORK FORCE

Objective: None Established

Assessment: **Not Applicable**



SOURCE: OFFICE OF PERSONNEL MANAGEMENT (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 increased since FY98. However, for FY08, Army remains below the Federal Government in percentage of minorities employed.

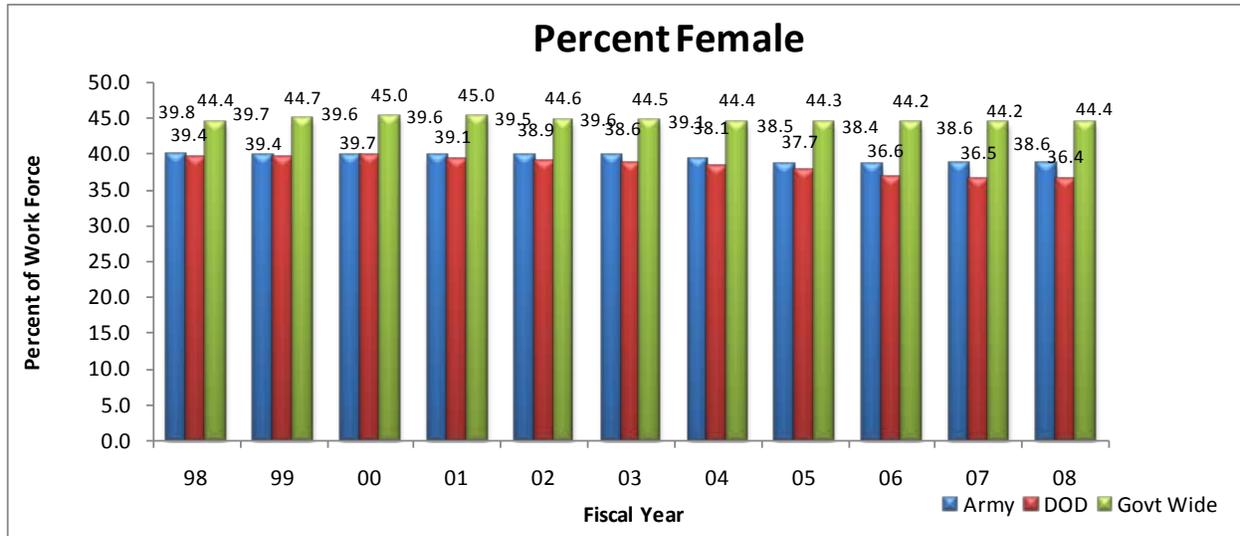
PRIOR TO JANUARY 1, 2006, AGENCIES COLLECTED RACE AND NATIONAL ORIGIN (COMPARED TO HISPANIC, WHITE NOT OF HISPANIC ORIGIN) INFORMATION FROM EMPLOYEES. BEGINNING JANUARY 1, 2006, AGENCIES ARE COLLECTING ETHNICITY AND RACE INDICATOR INFORMATION (ERI -AMERICAN INDIAN/ALASKA NATIVE, ASIAN, NATIVE HAWAIIAN/OTHER PACIFIC ISLANDER, BLACK OR AFRICAN AMERICAN, HISPANIC OR LATINO, TWO OR MORE RACES, WHITE). SEE APPENDIX, P. A36, FOR RAW DATA AND EXPLANATION OF THE TERMS "ARMY," "DOD," AND "GOVT WIDE".

## 6-2. REPRESENTATION OF WOMEN

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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 percentage of female employees in FY08 is 38.6%, in comparison to 39.8% in FY98.
- Compared to government overall, Army has a smaller percentage of female employees (38.6% vs. 44.4%) for FY08.

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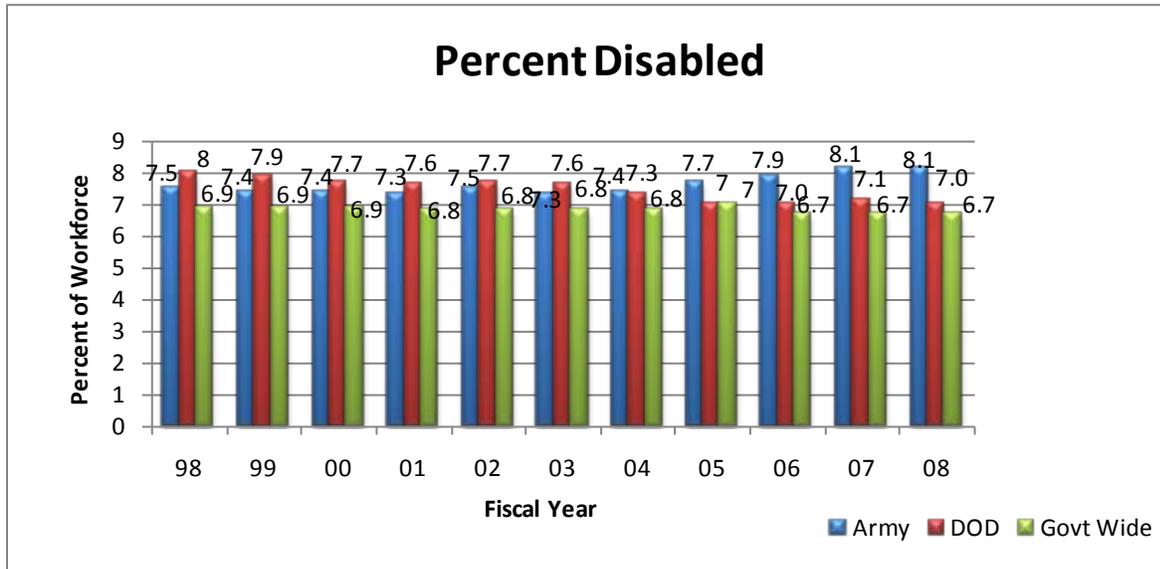
SEE APPENDIX, P. A37, FOR RAW DATA AND EXPLANATION OF THE TERMS "ARMY," "DOD," AND "GOV'T-WIDE."

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## 6-3. REPRESENTATION OF INDIVIDUALS WITH DISABILITIES

Objective: None Established

Assessment: **Not Applicable**



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

### ANALYSIS:

- Army's FY08 (8.1%) percentage of disabled employees remains the same as FY07 (8.1%).
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.

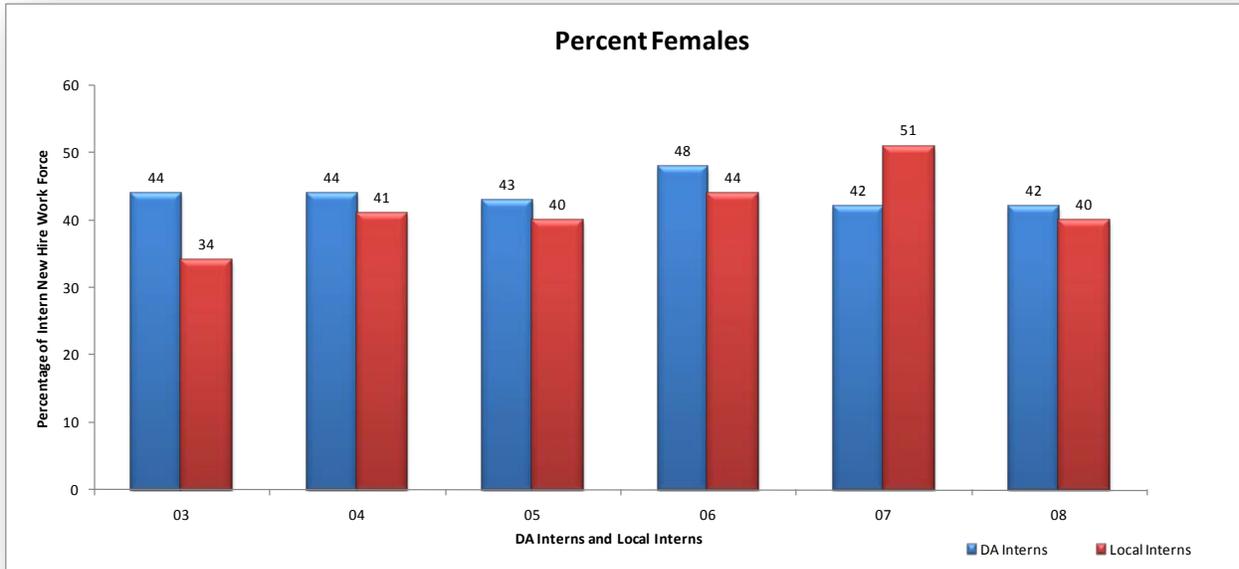
SEE APPENDIX, P. A38, FOR RAW DATA AND EXPLANATION OF THE TERMS "ARMY," "DOD," AND "GOV'T-WIDE."

## 6-4. REPRESENTATION OF FEMALE INTERN NEW HIRES

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Objective: None Established

Assessment: **Not Applicable**



SOURCE: PECP-CHT-TM & PECP-CHP

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### ANALYSIS:

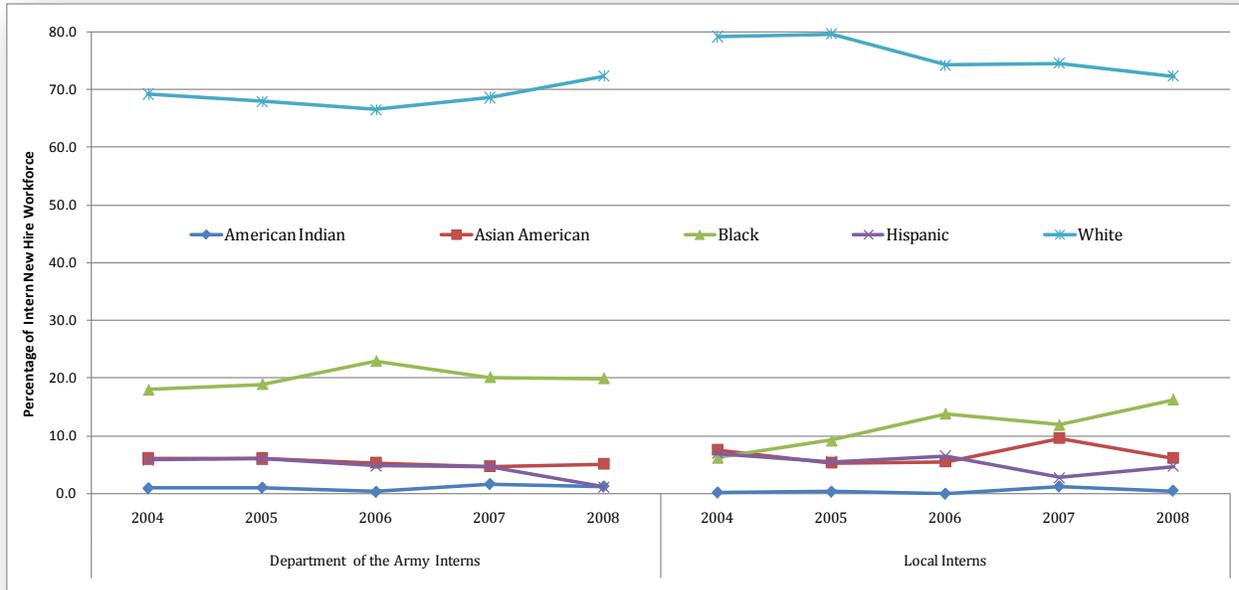
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- Army's percentage of female DA Interns remained at 42 percent in FY08.
- Army's percentage of female Local Interns decreased from 51 percent in FY07 to 40 percent in FY08.

## 6-5. RNO/ERI BREAKOUT OF DA AND LOCAL INTERN NEW HIRES

Objective: None Established

Assessment: **Not Applicable**



SOURCE: PECP-CHT-TM & PECP-CHP

### ANALYSIS:

- In FY08, the RNO/ERI percentage of DA intern new hires was greater than local intern minority new hires for the categories of American Indian/Alaskan Native and Black. The RNO/ERI percentage of local intern minority new hires is greater than DA intern minority new hires for the Asian/Pacific Island and Hispanic RNO/ERI category.

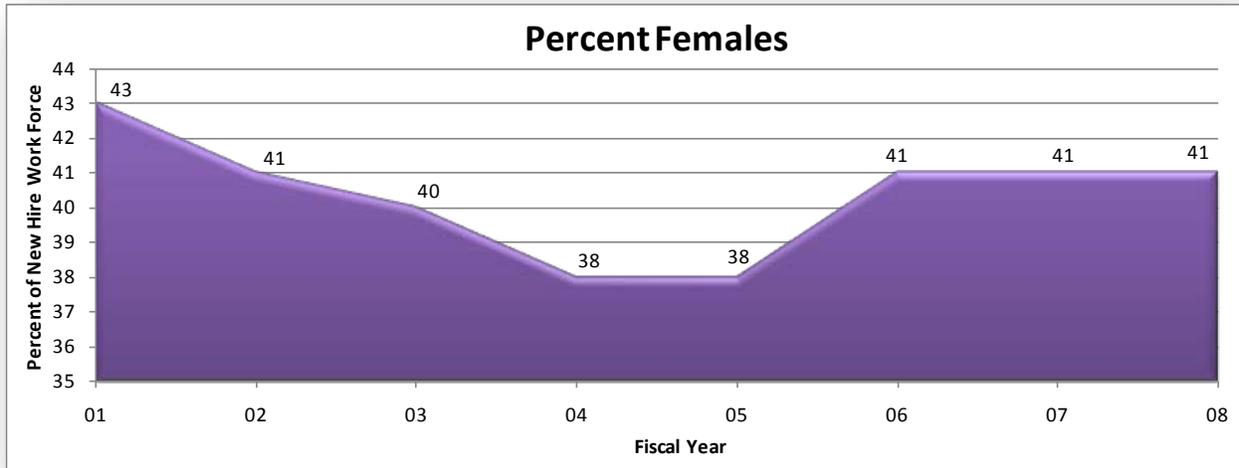
PRIOR TO JANUARY 1, 2006, AGENCIES COLLECTED RACE AND NATIONAL ORIGIN INFORMATION (RNO - AMERICAN INDIAN OR ALASKAN NATIVE, ASIAN OR PACIFIC ISLANDER, BLACK NOT OF HISPANIC ORIGIN; HISPANIC, WHITE NOT OF HISPANIC ORIGIN) FROM EMPLOYEES. BEGINNING JANUARY 1, 2006, AGENCIES ARE TO COLLECT ETHNICITY AND 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.

## 6-6. REPRESENTATION OF FEMALE NEW HIRES

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Objective: None Established

Assessment: **Not Applicable**



SOURCE: FY01 THROUGH FY06 DATA WAS OBTAINED THROUGH OPM. FOR FY07 AND FY08, DATA WAS GATHERED FROM HQDA WORKFORCE ANALYSIS SUPPORT SYSTEM (WASS)

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### ANALYSIS:

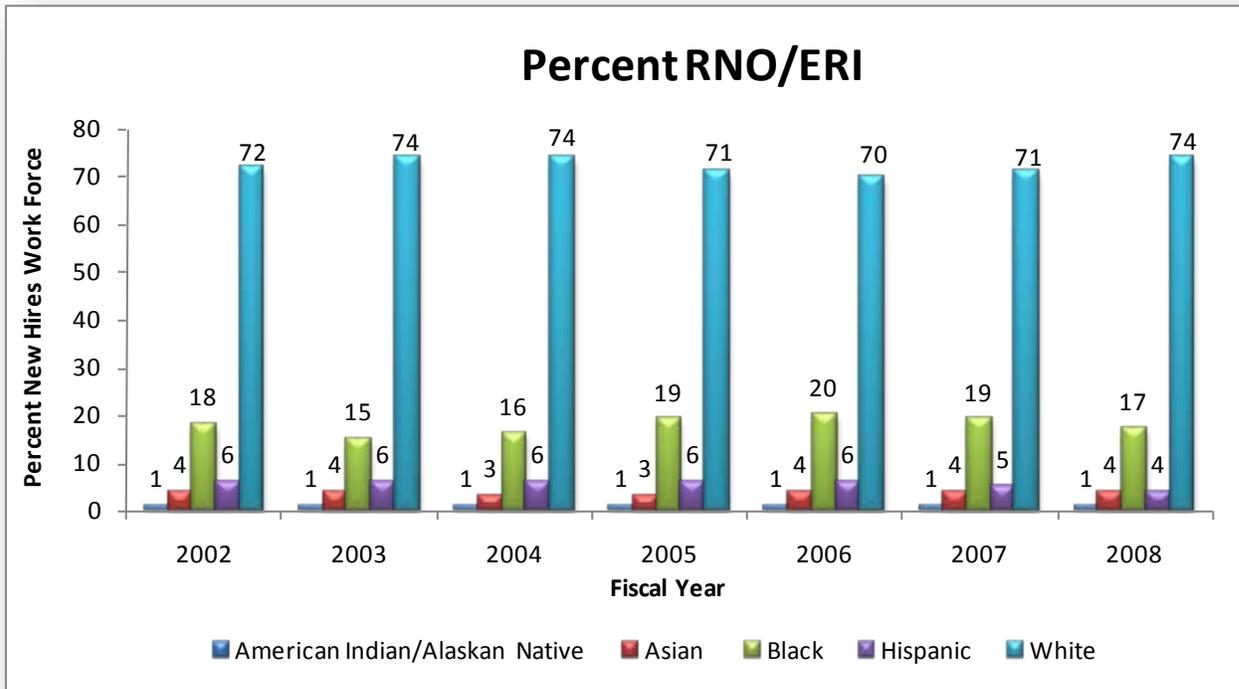
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- Army's percentage of FY08 female new hires (41%) is the same as FY07 (41%).

## 6-7. RNO/ERI BREAKOUT OF NEW HIRES

Objective: None Established

Assessment: **Not Applicable**



SOURCE: FY01 THROUGH FY06 DATA WAS OBTAINED THROUGH OPM. FOR FY07 AND FY08, DATA WAS GATHERED FROM HQDA WORKFORCE ANALYSIS SUPPORT SYSTEM (WASS)

### ANALYSIS:

- Compared to FY07, Army's percentage of minority hiring in FY08 decreased by 3%.
- Within minority groups, Black and Hispanic new hires decreased and American Indian/Alaskan Native and Asian American/Pacific Islander new hires remained constant.