

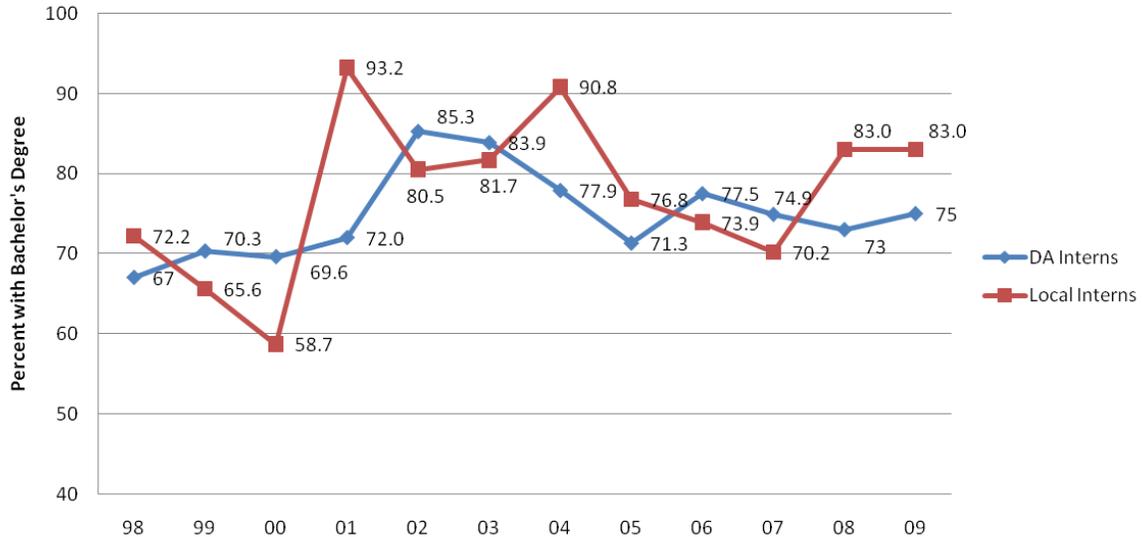


## 5-1 NEW INTERNS

### EDUCATION LEVEL

Objective: None established

**Education Level by Type of Trainee**



SOURCE: CIVILIAN HUMAN RESOURCES AGENCY TRAINING MANAGEMENT DIVISION

Fiscal Year	98	99	00	01	02	03	04	05	06	07	08	09
<b>DA Interns</b>												
With Degree	185	227	176	546	133	867	441	654	717	556	775	945
Without Degree	91	96	77	212	23	166	125	263	208	186	288	312
<b>Local Interns</b>												
With Degree	13	59	54	96	314	295	485	460	326	177	350	423
Without Degree	5	31	38	7	76	66	49	139	115	75	74	87

### ANALYSIS

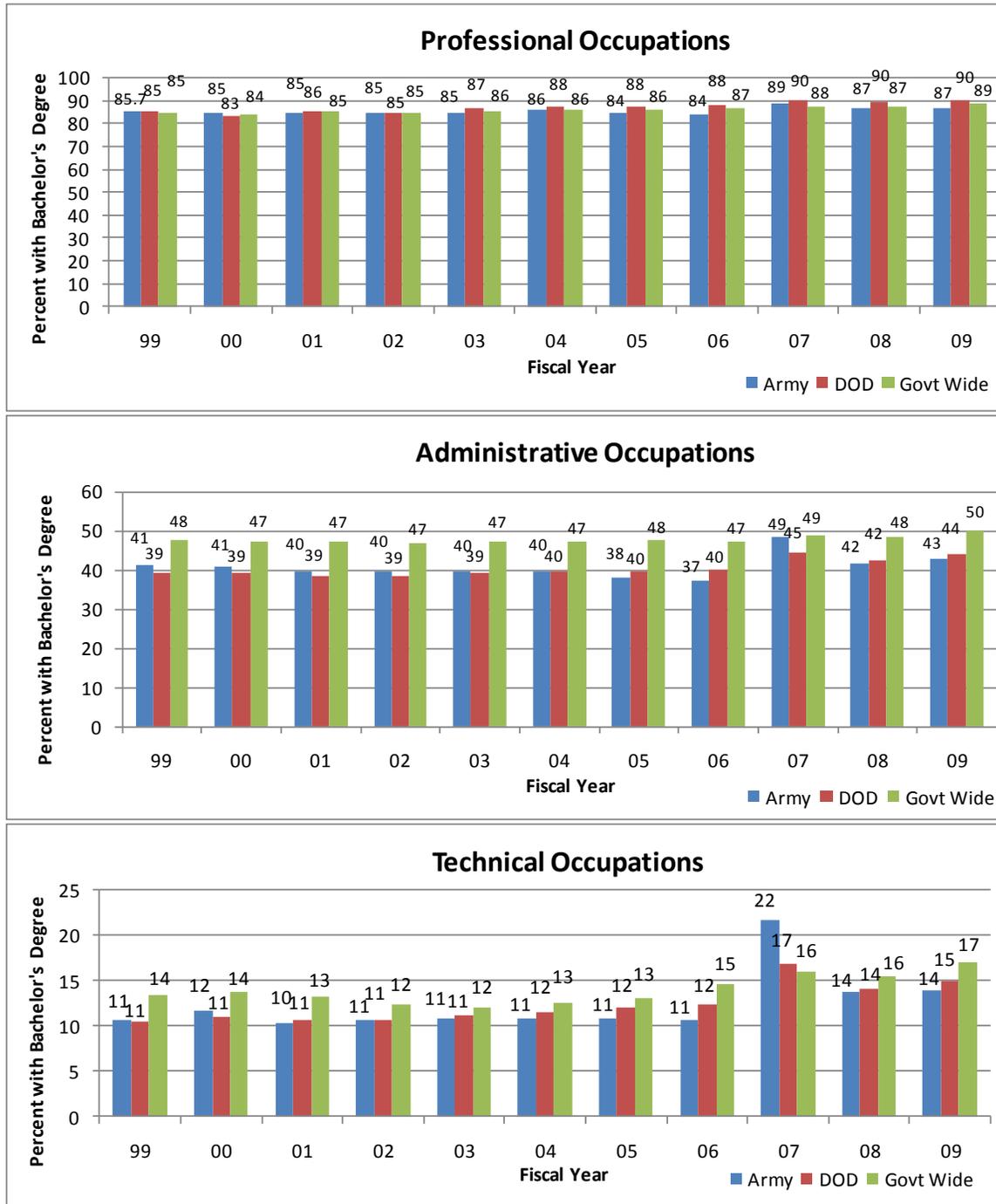
- FY09 data shows an 18.8 percent increase in the number of interns hired compared with FY08. The number of DA Interns with a bachelor's degree or higher was 945 (75 percent). The number of local interns with a bachelor's degree or higher was 423 (83 percent).
- In FY98-09 - 75 percent of DA interns had a bachelor's degree or higher, compared to 80 percent of local interns.

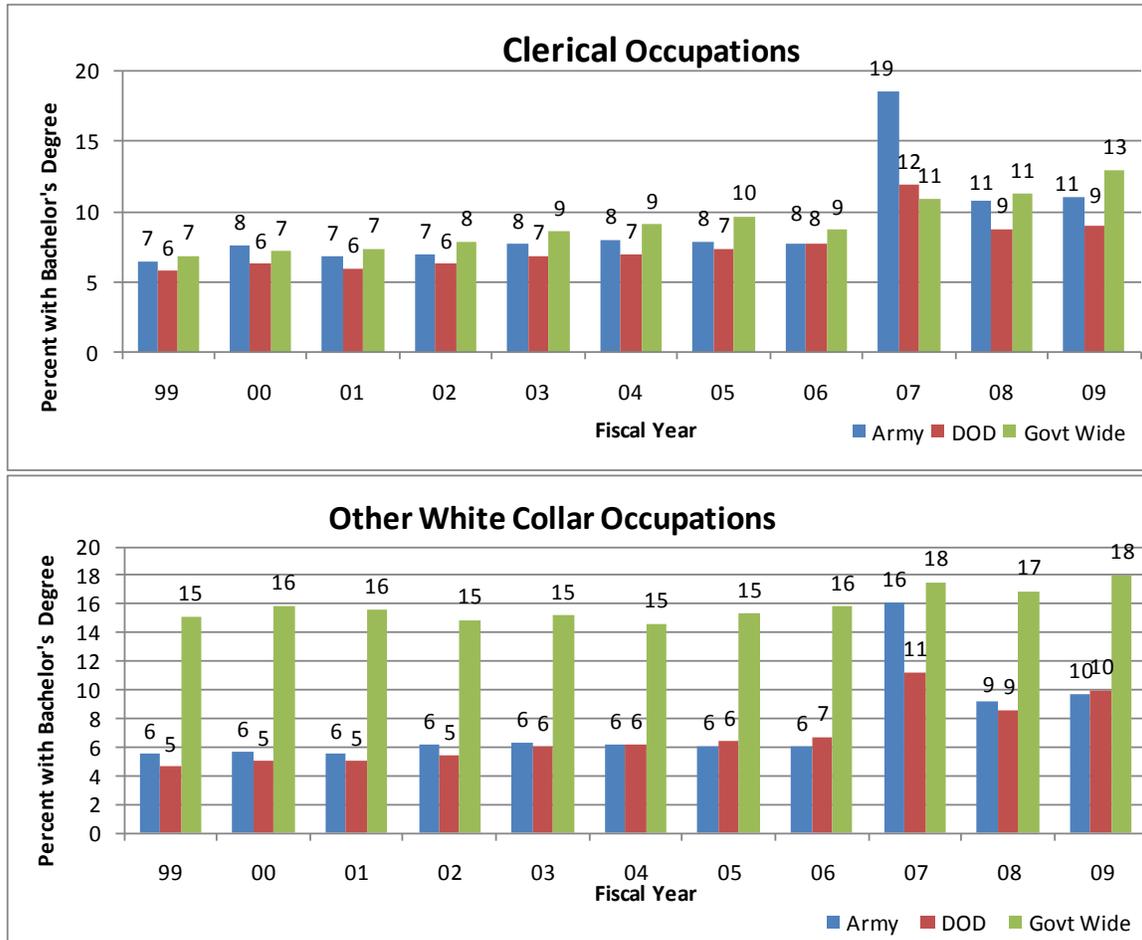


## 5-2 WORKFORCE

### EDUCATION LEVEL BY PATCO IDENTIFIER

Objective: None established





## ANALYSIS

- 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 ten years, the Army percent ranged from a low of 84 percent in FY06 to a high of 89 percent in FY07.
- For administrative occupations, the Army percent with college degrees increased slightly from FY08, as did the DOD and Government-wide percentages. The Government-wide percent is higher than those of Army and DOD.
- College degrees for those in Army technical occupations range between 22 percent in FY07 to 10 percent in FY01. The current level is 14 percent. The Government-wide percent is higher than Army by 3 percent, and the Army is slightly less than DOD by 1 percent.
- A different pattern of results exists for those having college degrees in clerical occupations. In FY09, the Army percentage is 2 percent higher than DOD and 2 percent lower 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 ten years for Army (from 6 percent to 10 percent), DOD (from 5 percent to 10 percent), and Government-wide (from 15 percent to 18 percent). The Government-wide percent is higher than those of Army and DOD, but has decreased slightly over the last year.

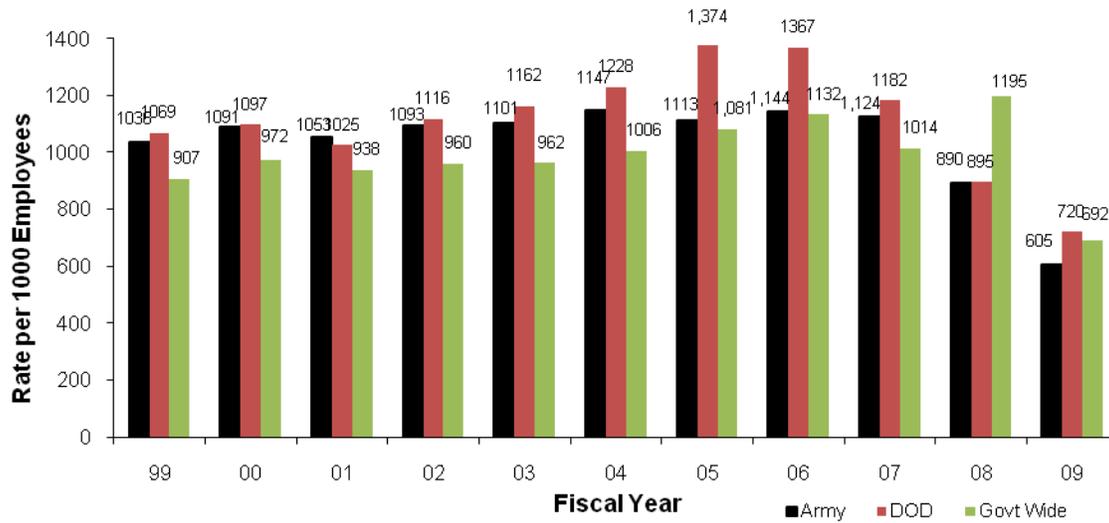
See Appendix, pp. A9-10, for raw data and explanation of terms "Army", "DoD", and Gov't Wide".



## 5-3 MONETARY AND TIME OFF AWARDS

### RATE PER 1,000 EMPLOYEES

Objective: None established



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.
- Army and DOD had a significant drop in awards as NSPS continued.
- From FY99 to FY07, Army's total award rate is higher than the Government-Wide rate but typically lower than the DOD rate. In FY08 and FY09 the Government-Wide award rate surpassed the Army rate.

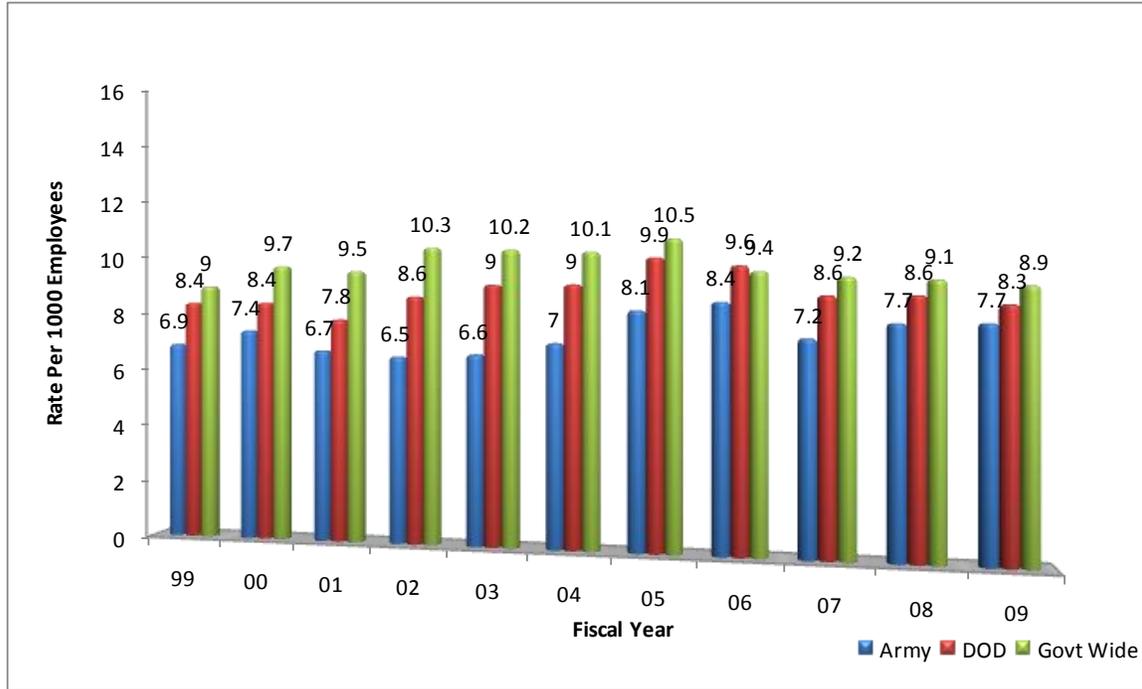
See Appendix, pp. A11-12, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Government-Wide," and FY09 Army commands monetary and time-off award data.



## 5-4 DISCIPLINARY/ADVERSE ACTIONS

### RATE PER 1,000 EMPLOYEES

Objective: None established



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

### ANALYSIS

- Army's rate of disciplinary/adverse actions per 1,000 employees continues to be lower than the DOD and Government-wide rates through FY09.
- 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. A13-14, for raw data, explanation of the Nature of Action (NOA) and Legal Authority (LAC) used to define "disciplinary/adverse actions" and explanation of terms.