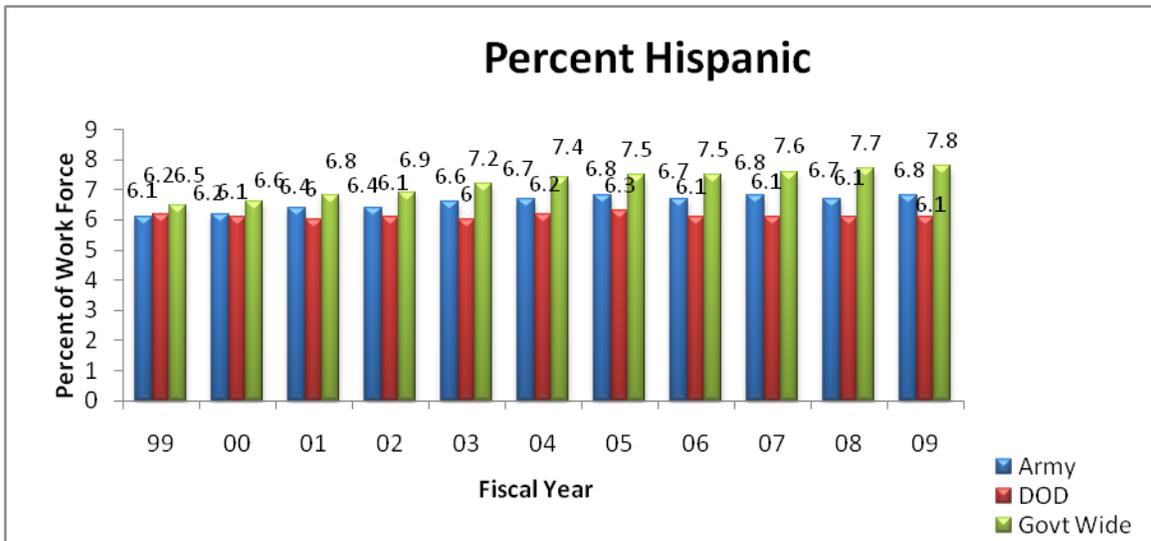
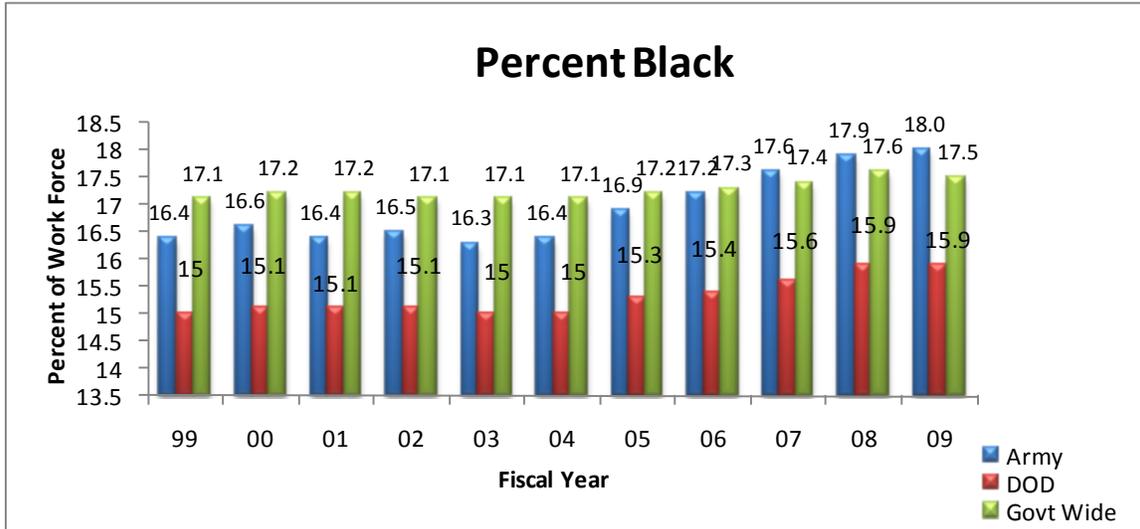




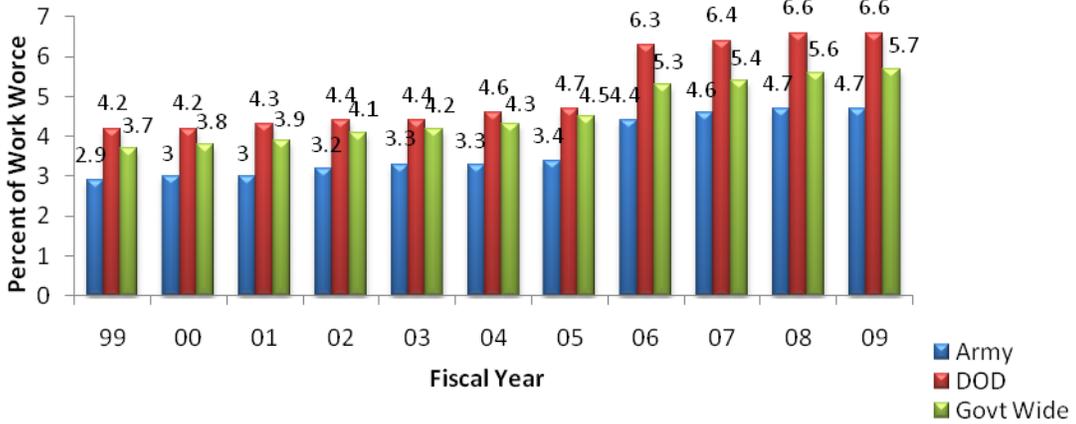
## 6-1 RNO/ERI

### BREAKOUT OF WORKFORCE

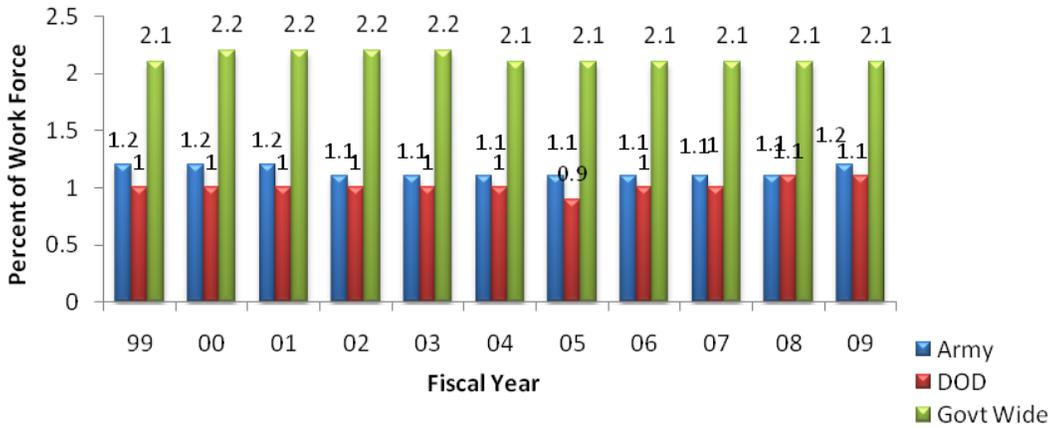
Objective: None established

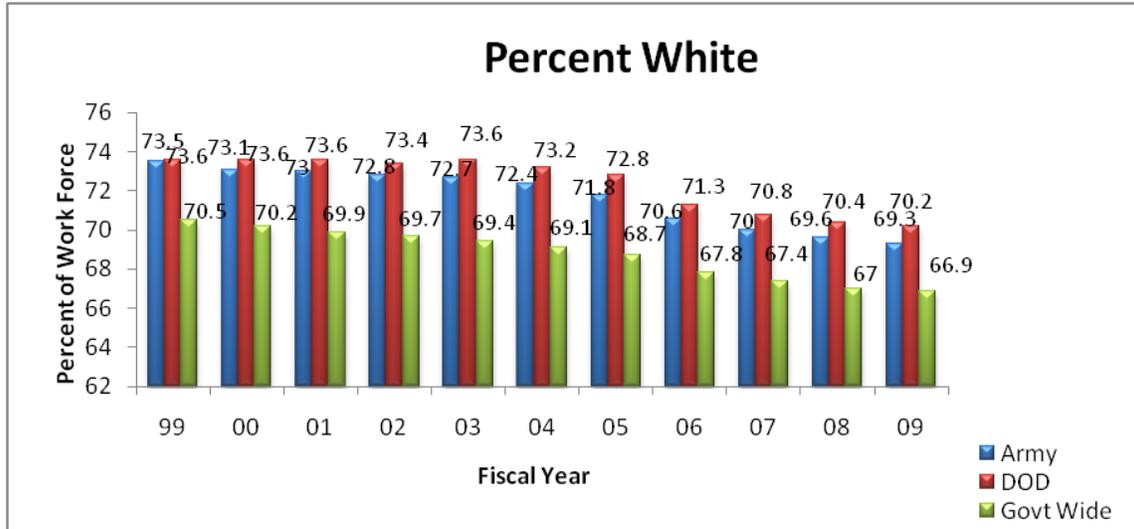


### Percent Asian American/Pacific Islander



### Percent Native American





**ANALYSIS**

- The population of Black employees in Army has increased slightly each fiscal year since FY03.
- 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 conversion of ERI to RNO.
- Based on the data, Army’s percentage of minorities increased since FY99. However, for FY09, Army remains below the Federal Government in percentage of minorities employed.

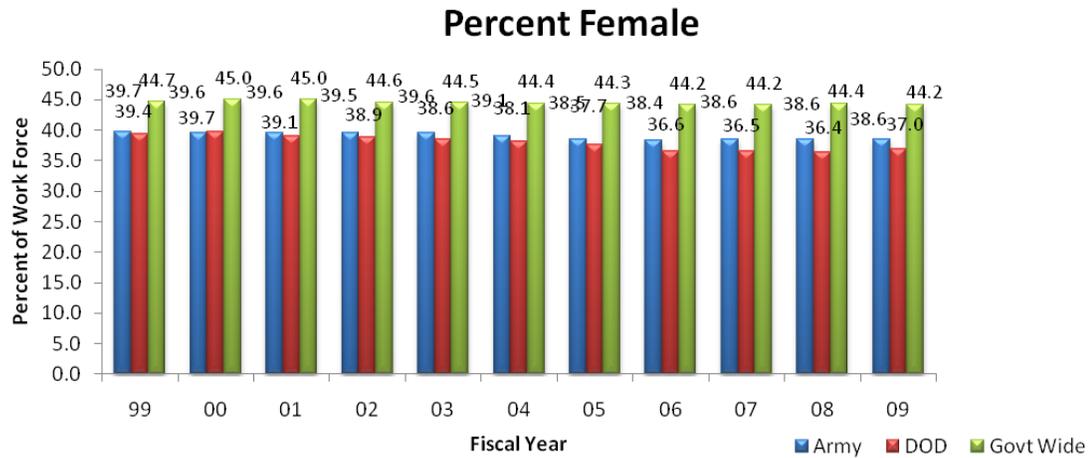
See Appendix, p. A15, for raw data and explanation of the terms "Army," "DOD," and "Gov’t Wide".



## 6-2 FEMALE REPRESENTATION

### COMPARED TO DoD AND GOVERNMENT-WIDE

Objective: None established



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

### ANALYSIS

- Army's percentage of female employees in FY09 remained at 38.6% for the third year in a row.
- Compared to government overall, Army had a smaller percentage of female employees (38.6% vs. 44.2%) for FY09.

See Appendix, p. A16, for raw data and explanation of the terms "Army," "DOD," and "Govt Wide."

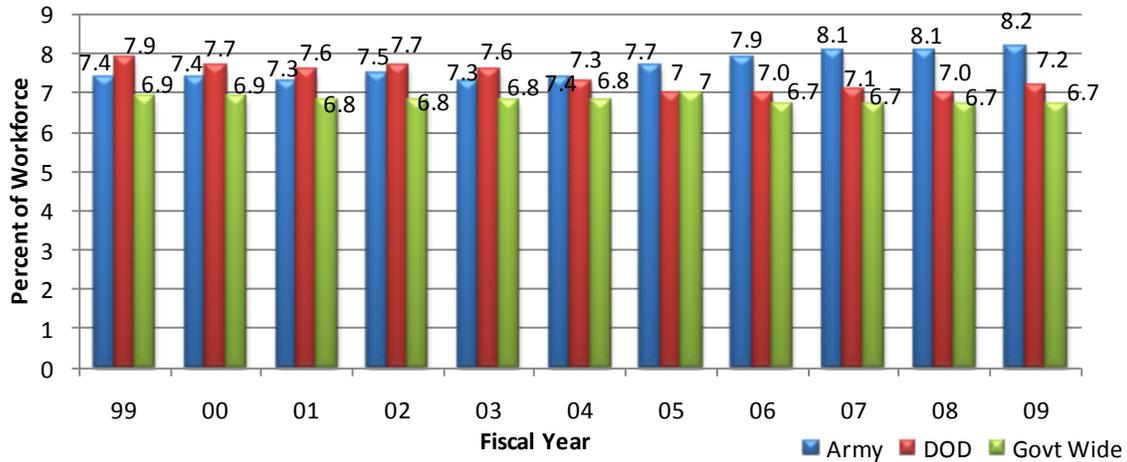


## 6-3 DISABILITIES REPRESENTATION

*COMPARED TO DoD AND GOVERNMENT-WIDE*

Objective: None established

### Percent Disabled



SOURCE: OFFICE OF PERSONNEL MANAGEMENT

### ANALYSIS

- Army's FY09 (8.2%) percentage of disabled employees was slightly higher than FY08 (8.1%).
- "Disabled" is defined as HQ ACPERS Handicap Codes 06 through 94.

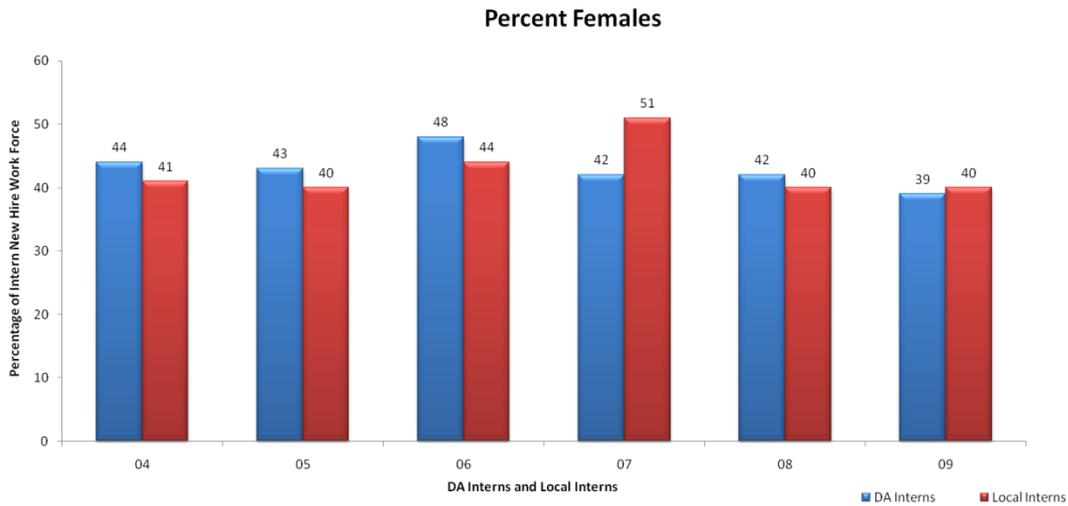
See Appendix, p. A17, for raw data and explanation of the terms "Army," "DOD," and "Govt-wide."



## 6-4 FEMALE INTERN REPRESENTATION

### DA INTERNS COMPARED TO LOCAL INTERNS

Objective: None established



SOURCE: CIVILIAN HUMAN RESOURCES AGENCY TRAINING AND MANAGEMENT/ CIVILIAN INFORMATION SERVICES DIVISIONS

#### Number of Females

Fiscal Year	04	05	06	07	08	09
DA Interns	247	397	440	313	448	486
Local Interns	219	239	194	128	169	202

#### Percentage of Females

Fiscal Year	04	05	06	07	08	09
DA Interns	44	43	48	42	42	39
Local Interns	41	40	44	51	40	40

### ANALYSIS

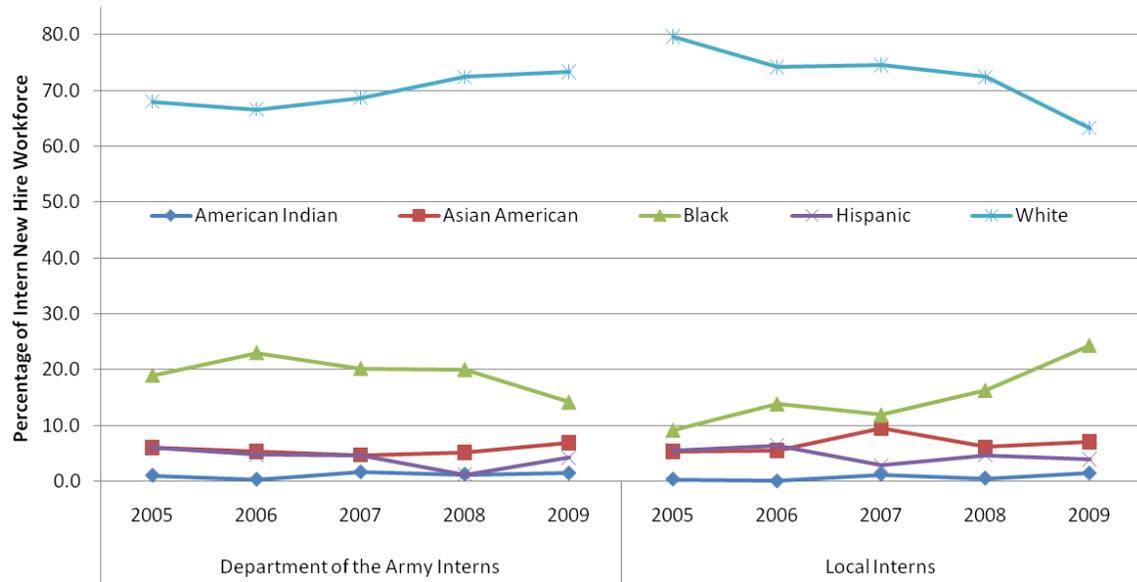
- Army's percentage of female DA Interns decreased from 42 to 39 percent in FY09.
- Army's percentage of female Local Interns remained at 40 percent for FY09.



## 6-5 INTERN REPRESENTATION

### RNO AND ERI OF DA INTERNS COMPARED TO LOCAL INTERNS

Objective: None established



SOURCE: CIVILIAN HUMAN RESOURCES AGENCY TRAINING AND MANAGEMENT/ CIVILIAN INFORMATION SERVICES DIVISIONS

Ethnicity & Race Indicator	DA Interns					Local Interns				
	05	06	07	08	09	05	06	07	08	09
American Indian/Alaskan Native	13	3	12	13	17	3	0	3	2	7
Asian/Pacific Islander	56	49	35	54	87	33	11	24	26	36
Black	172	213	150	213	178	55	28	30	69	124
Hispanic	49	44	35	13	53	34	13	7	20	20
White	627	616	510	770	922	474	150	188	307	323
Total	917	925	742	1063	1257	599	202	252	424	510

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

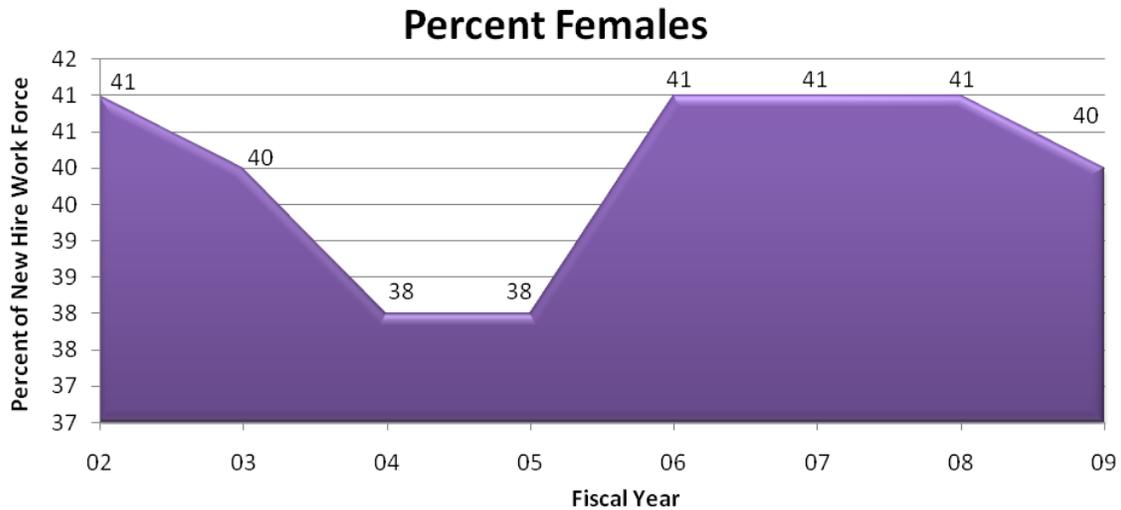
- In FY09, the RNO/ERI percentage of DA intern minority new hires was greater than local intern minority new hires for Hispanics and the same for American Indian/Alaskan Natives. The RNO/ERI percentage of local intern minority new hires was greater than DA intern minority new hires for the Asian/Pacific Island and Black RNO/ERI categories.



## 6-6 FEMALE REPRESENTATION

### PERCENT OF NEW HIRE FEMALE COMPARED TO MALE

Objective: None established



SOURCE: OFFICE OF PERSONNEL MANAGEMENT /WORKFORCE ANALYSIS SUPPORT SYSTEM

### Number of New Hires

Fiscal Year	02	03	04	05	06	07	08	09
Female	9,219	9,782	10,165	13,147	10,878	10,877	16,250	19,071
Male	12,163	12,945	14,933	21,214	15,801	15,526	23,649	28,317
<b>Total</b>	<b>21,382</b>	<b>22,727</b>	<b>25,098</b>	<b>34,361</b>	<b>26,679</b>	<b>26,403</b>	<b>39,899</b>	<b>47,388</b>

### ANALYSIS

- Army's percentage of FY09 female new hires (40%) is one percent less than FY08 (41%).

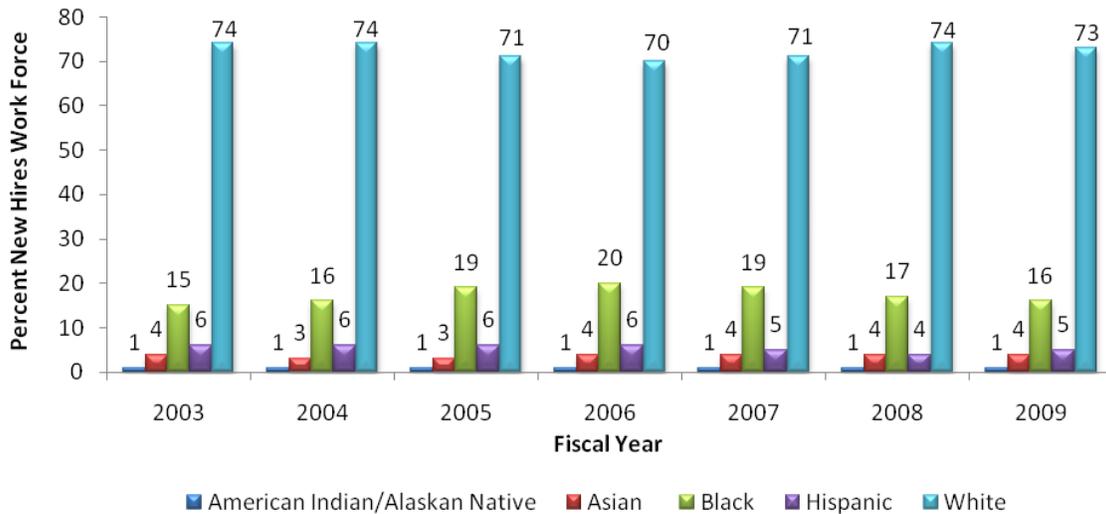


## 6-7 NEW HIRE REPRESENTATION

### RNO/ERI BREAKOUT

Objective: None established

### Percent RNO/ERI



SOURCE: OFFICE OF PERSONNEL MANAGEMENT/WORKFORCE ANALYSIS SUPPORT SYSTEM

### Number of New Hires

Fiscal Year	03	04	05	06	07	08	09
American Indian/Alaskan Native	334	238	203	258	332	312	641
Asian/Pacific Islander	906	984	1,021	905	1,049	1,514	2,128
Black	3,853	4,650	6,048	5,009	4,662	6,642	7,721
Hispanic	1,561	1,840	2,062	1,508	1,311	1,765	2,505
White	18,844	21,774	23,321	17,935	17,575	29,661	34,366
Total	25,498	29,486	32,655	25,615	24,929	39,894	47,361

### ANALYSIS

- Compared to FY08, Army's percentage of minority hiring in FY09 decreased by 1 percent.
- Within minority groups, Black new hires decreased and Hispanics increased. American Indian/Alaskan Native and Asian American/Pacific Islander new hires remained constant.