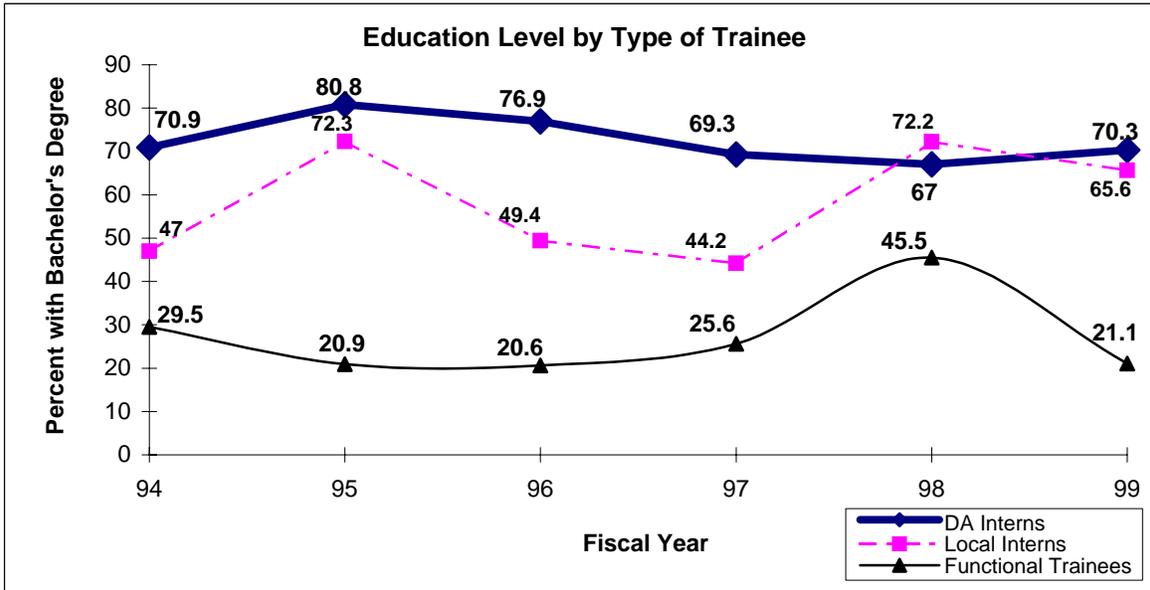


## 5-1. New Interns - Education Level

*Objective: None Established*



Source: HQ ACPERS

Number with and without Bachelor's Degree

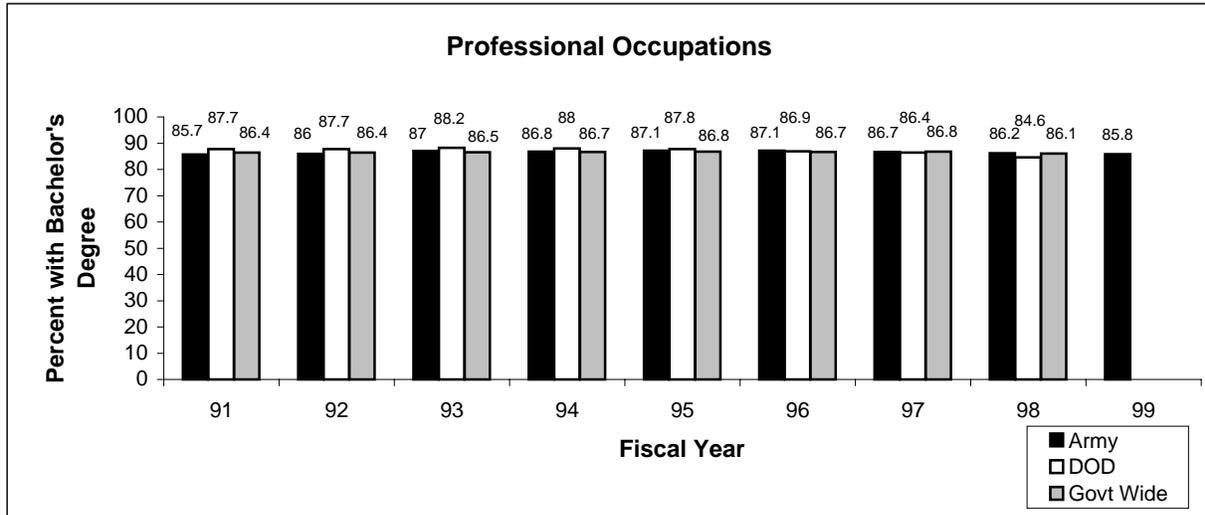
Fiscal Year	94	95	96	97	98	99
<b>DA Interns</b>						
With Degree	166	421	226	284	185	227
Without Degree	67	100	68	126	91	96
<b>Local Interns</b>						
With Degree	63	94	43	34	13	59
Without Degree	71	36	44	43	5	31
<b>Functional Trainees</b>						
With Degree	85	31	37	21	10	12
Without Degree	203	117	143	61	12	45

**Analysis:**

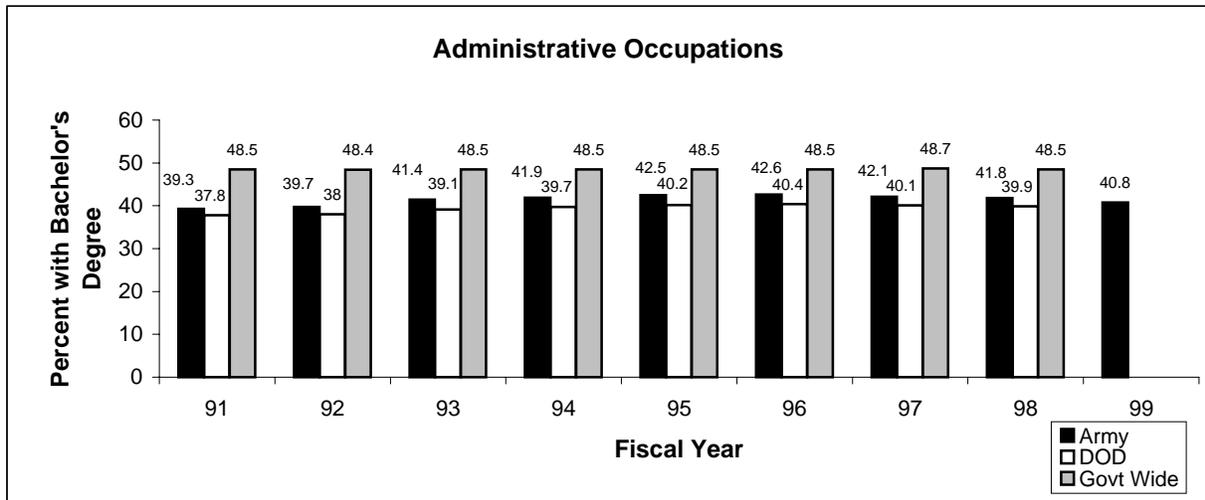
- Data prior to FY94 are not presented because of poor coding in the database.
- The education level of new interns in FY99 was similar to that of new interns in FY98. Functional trainees, the "comparison group" for interns, showed a dramatic drop from FY98 education levels, leading to the conclusion that the increased FY98 level was an anomaly possibly caused by the small number of FY98 hires. (We believe that coding errors exist for both interns and functional trainees and that the counts of new functional trainees are especially low).
- Over the FY94-99 period, 73.4% of DA interns had Bachelor's degrees, compared to 57.1% of local interns, and 25.2% of functional trainees.

## 5-2. Workforce - Education Level by PATCO

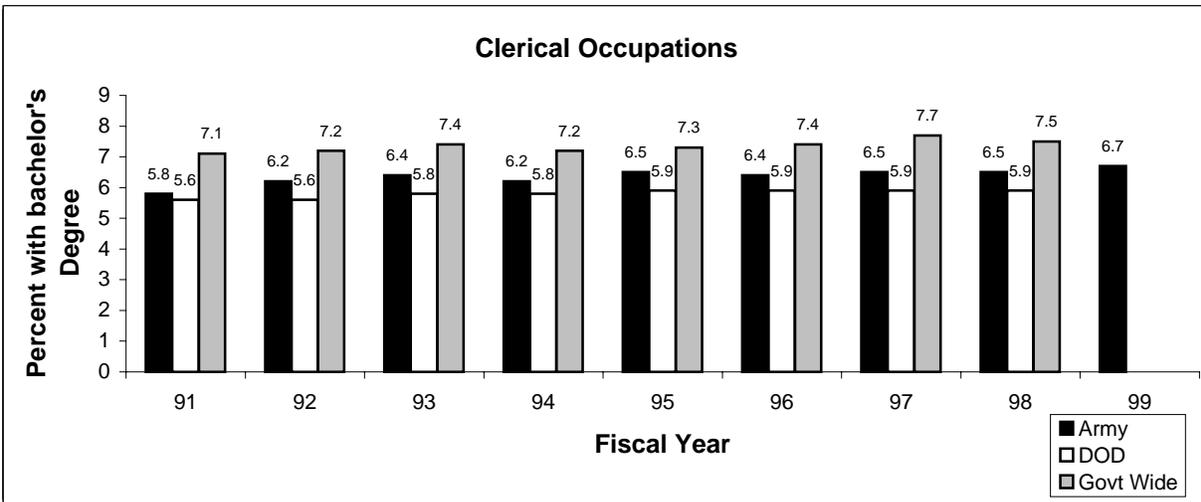
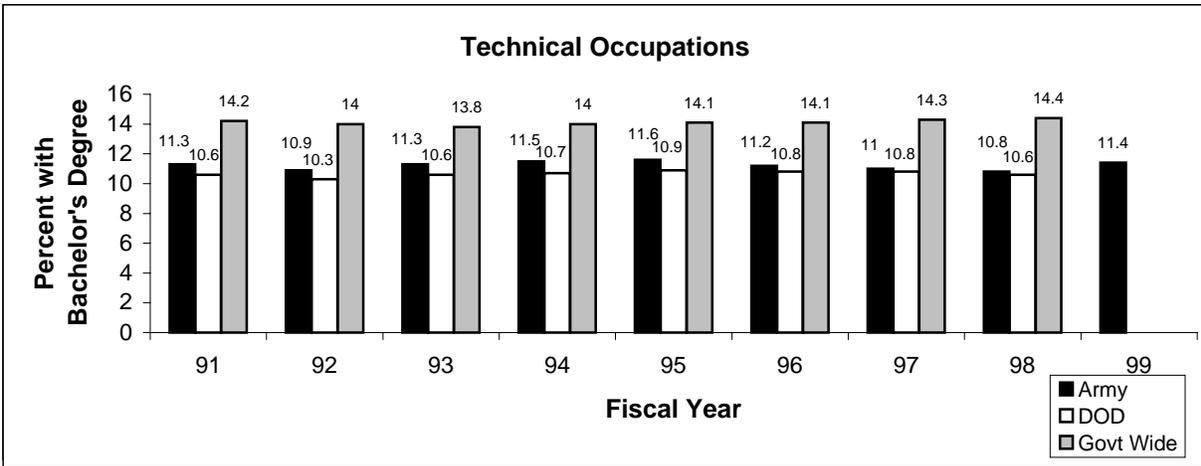
Objective: None Established



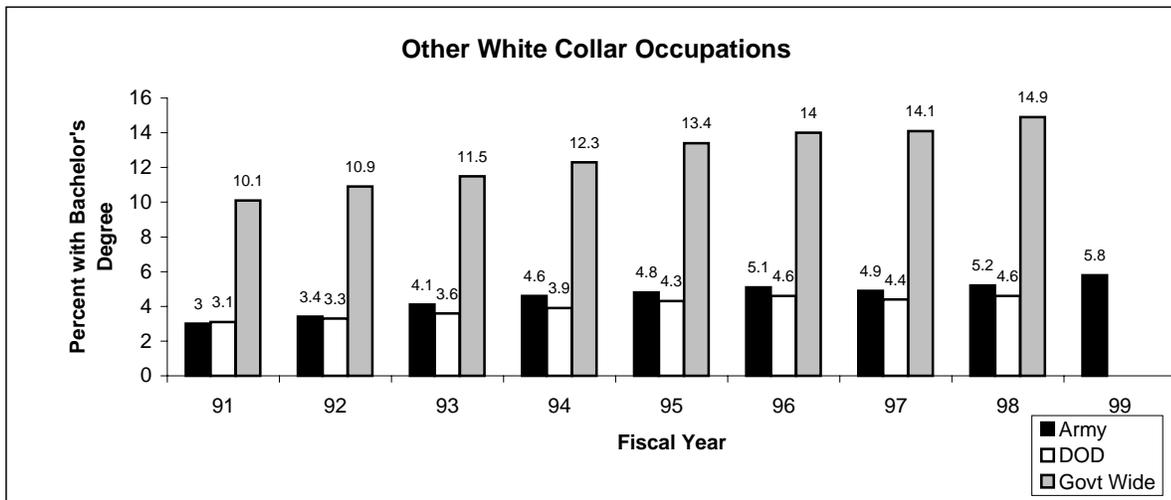
Source: OPM except for FY99 Army data which are from the HQDA Workforce Analysis Support System (WASS).



## 5-2. (Cont.)



## 5-2. (Cont.)

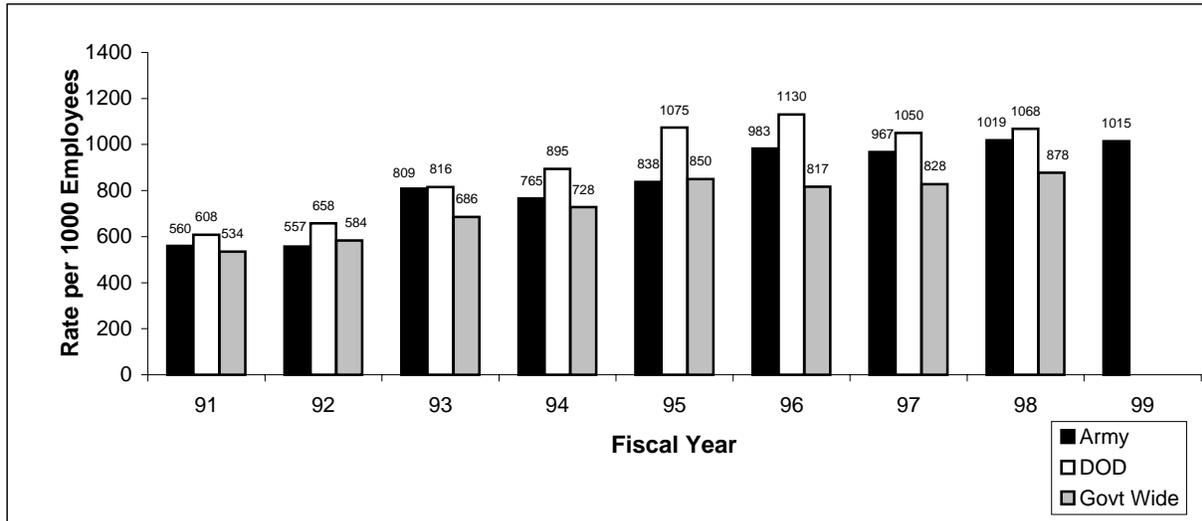


### Analysis:

- The data element "Occupational Category" lists two codes in addition to those listed here, i.e., code B (Blue Collar) and code M (Mixed Collar). However, analysis of education level by those occupational categories was not considered relevant.
- For professional occupations, the percent with college degree has been high and stable in Army and Government-wide. The DOD percent has decreased slightly over time (from 87.7% to 84.6%).
- For administrative occupations, the percent with college degree increased slightly over time for both Army (from 39.3% to 40.8%) and DOD (from 37.8% to 39.9%). The Government-wide percent remained relatively flat. However, the Government-wide percent is higher than those of Army and DOD.
- Technical and clerical occupations show the same pattern: the percent with college degree has remained stable over time; the Government-wide percent is higher than that of Army and DOD.
- For other white collar occupations, the percent with college degree has increased slightly over time for Army (from 3% to 5.8%), DOD (from 3.1% to 4.6%), and Government-wide (from 10.1 to 14.9%). The Government-wide percent is higher than those of Army and DOD.
- FY99 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A61-62, for raw data and explanation of terms "Army," "DOD," and Govt Wide."

### 5-3. Awards - Rate per 1000 Employees

Objective: None Established



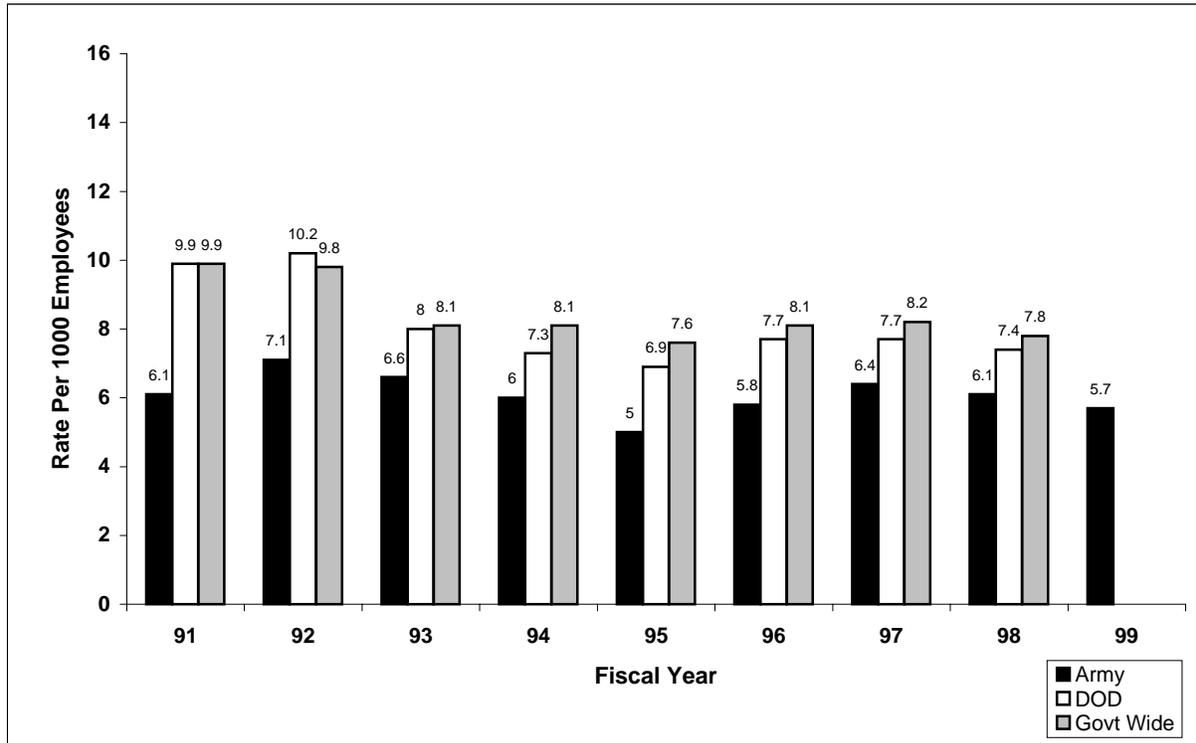
Source: OPM except for FY99 Army data which are from the HQDA Workforce Analysis Support System (WASS).

#### 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.
- Between FY91-96, the rate of awards increased in Army (76%), DOD (86%) and Government-wide (53%). This is due, in large part, to the use of time off awards beginning in the FY92-93 period. The rate of awards has remained fairly constant since FY96.
- FY99 DOD and Government-Wide data were not available in time for publication.
- In FY98, Army's total award rate is higher than the Government-wide rate but lower than the DOD rate. This pattern exists for both monetary and time off awards.
- See Appendix, pp. A63-64, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Gov't-wide," and FY99 MACOM monetary and time-off award data.

## 5-4. Disciplinary/Adverse Actions - Rate per 1000 Employees

*Objective: None Established*



Source: OPM except for FY99 Army data which are from the HQDA Workforce Analysis Support System (WASS).

### Analysis:

- Army's rate of disciplinary/adverse actions per 1000 employees was better (i.e., lower) than the DOD and Government-wide rates.
- FY99 DOD and Government-wide data were not available at the time of publication.
- 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. A65-67, 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 "Govt Wide."