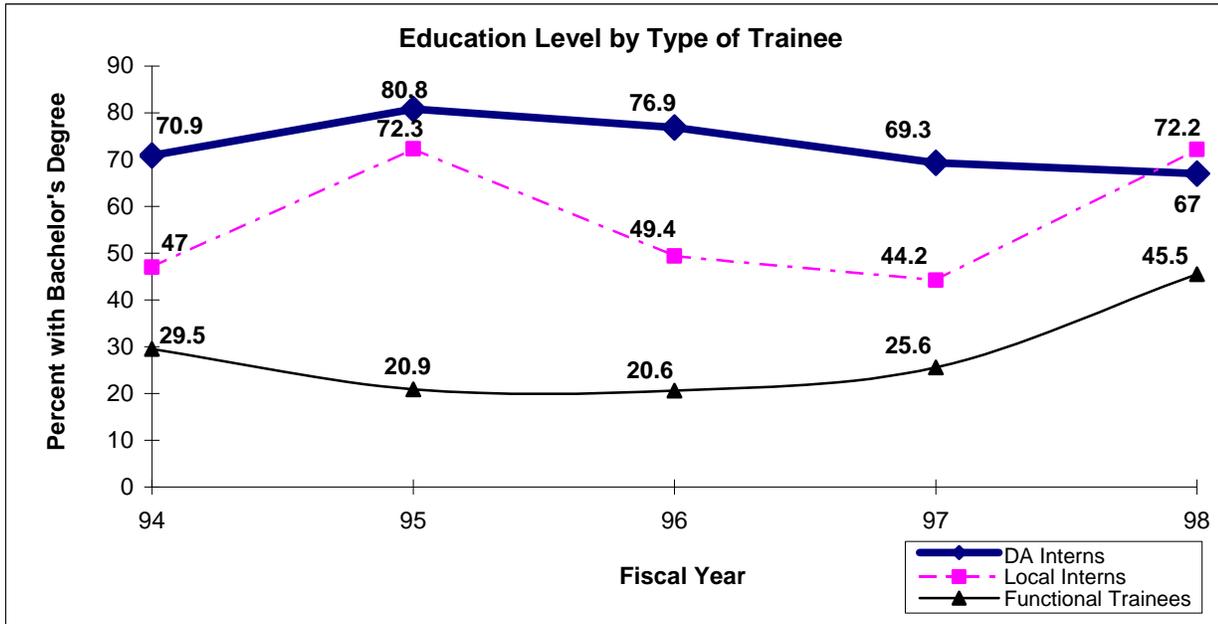


## 5-1. New Interns - Education Level

*Objective: None Established*



Source: HQ ACPERS

**Number with and without Bachelor's Degree**

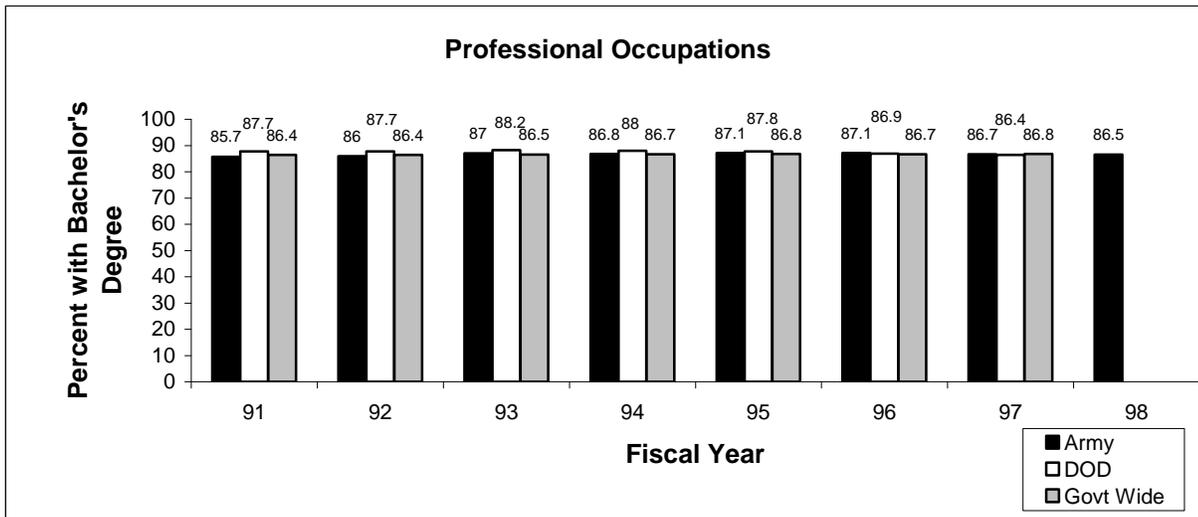
Fiscal Year	94	95	96	97	98
<b>DA Interns</b>					
With Degree	166	421	226	284	185
Without Degree	67	100	68	126	91
<b>Local Interns</b>					
With Degree	63	94	43	34	13
Without Degree	71	36	44	43	5
<b>Functional Trainees</b>					
With Degree	85	31	37	21	10
Without Degree	203	117	143	61	12

**Analysis:**

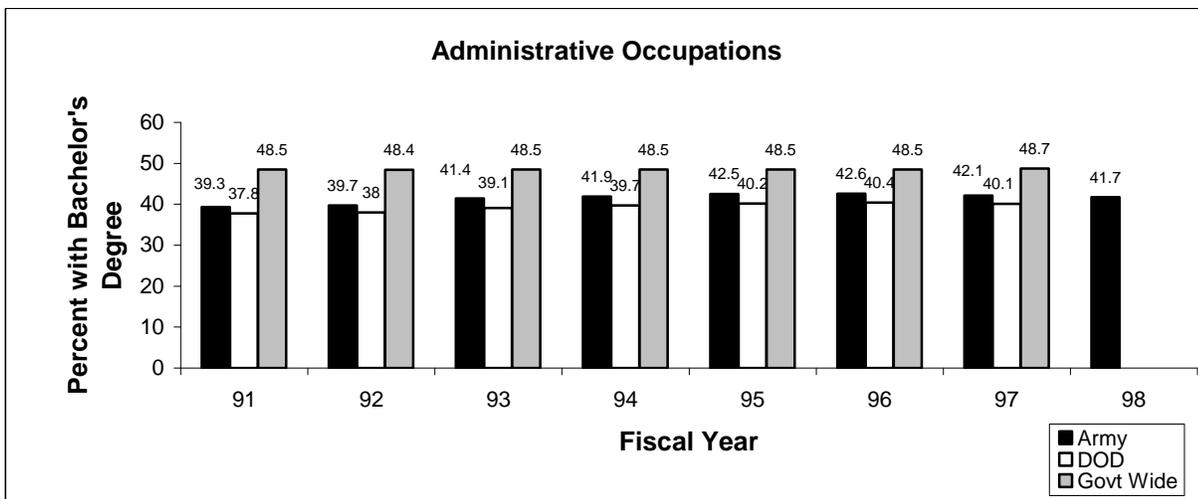
- Data prior to FY94 are not presented because of poor coding in the database.
- The FY98 percents for local interns and functional trainees should be interpreted in light of the small numbers of hires. The FY98 percent for DA interns confirms the decreasing trend that began in FY96.
- Over the FY94-98 period, 73.9% of DA interns had Bachelor's degrees, compared to 55.4% of local interns, and 25.6% of functional trainees.

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

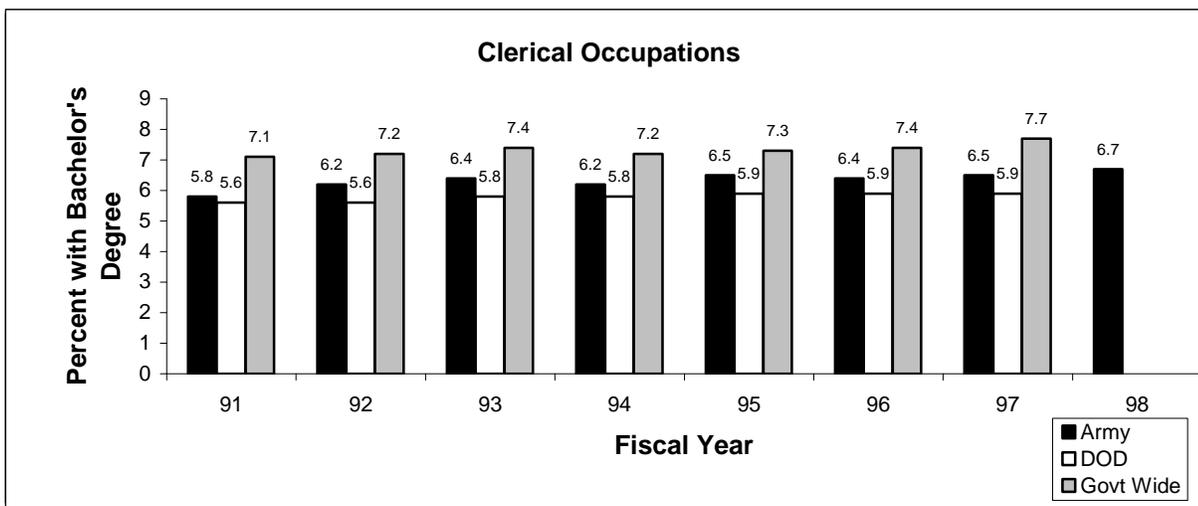
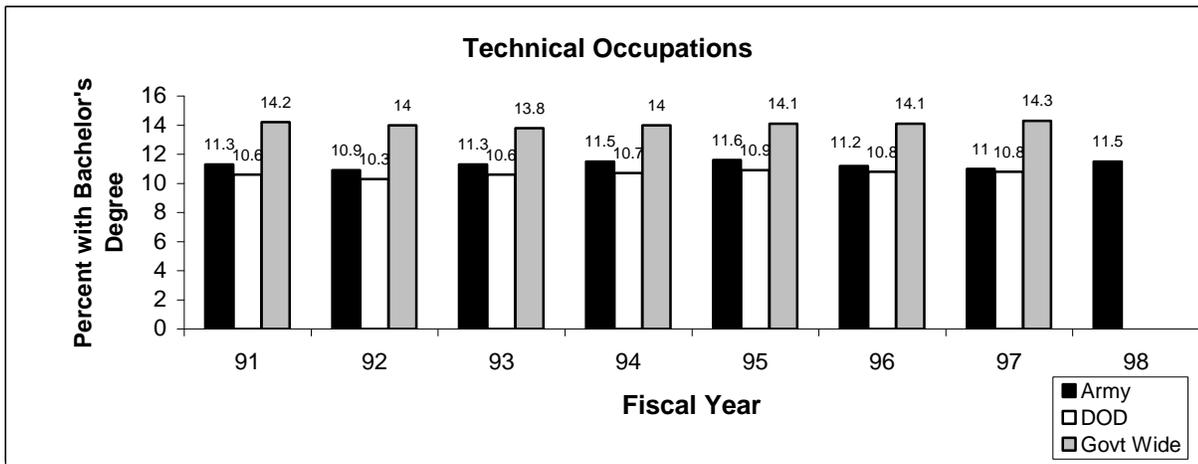
Objective: None Established



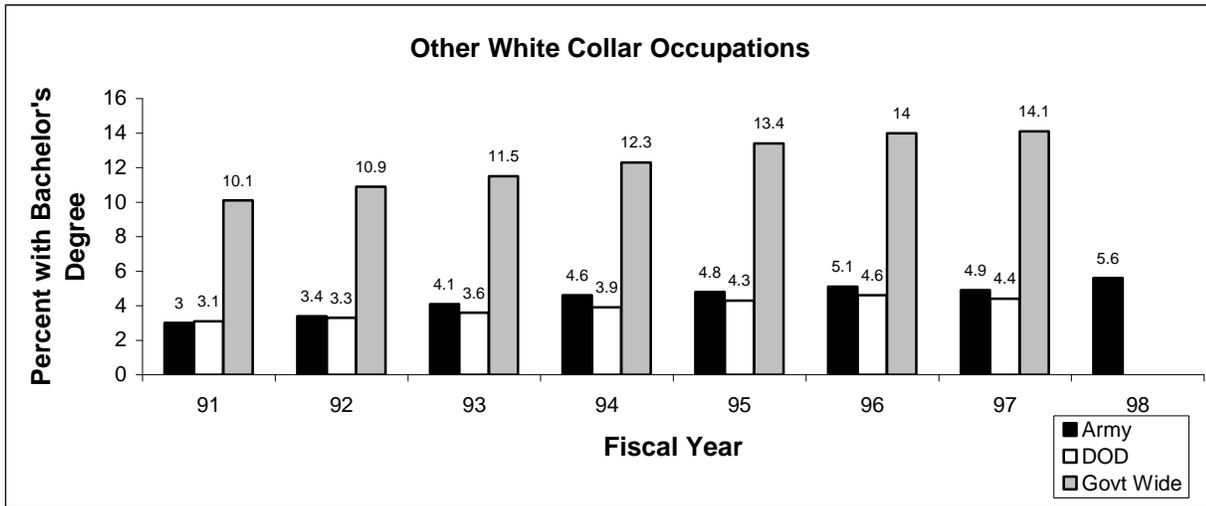
Source: OPM except for FY98 Army data which are from the HQDA Workforce Analysis Support System (WASS).



## 5-2. (Cont.)



## 5-2. (Cont.)

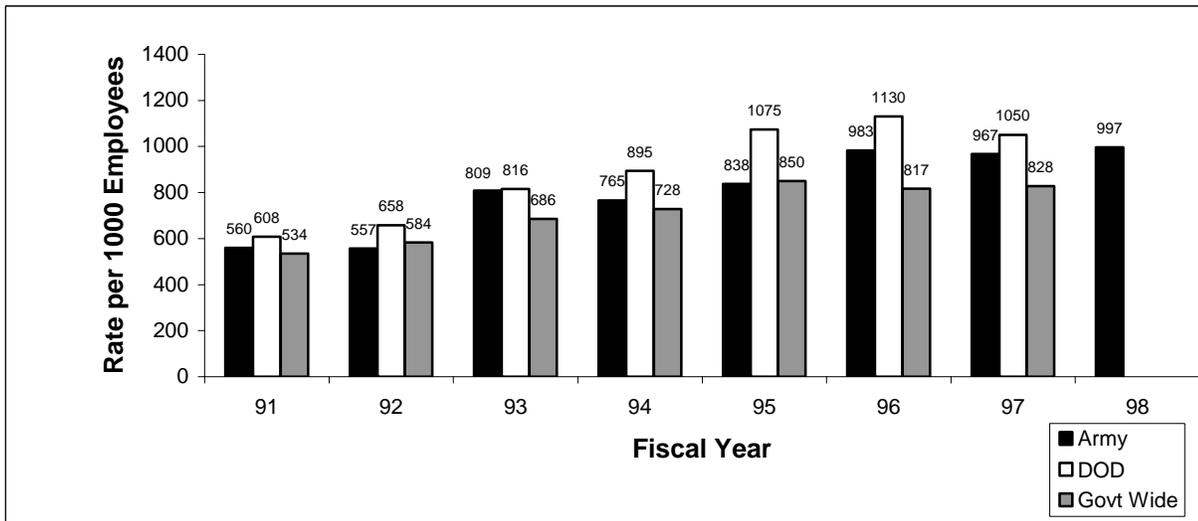


### Analysis:

- 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 degrees has been high and stable in Army, DOD, and Government-wide.
- For administrative occupations, the percent with college degrees increased slightly over time for both Army (from 39.3% to 41.7%) and DOD (from 37.8% to 40.1%). 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 patterns: the percent with college degrees 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 degrees has increased slightly over time for Army (from 3% to 5.6%), DOD (from 3.1% to 4.4%), and Government-wide (from 10.1 to 14.1%). The Government-wide percent is higher than those of Army and DOD.
- FY98 DOD and Government-wide data were not available at the time of publication.
- See Appendix, pp. A47-48, for raw data and explanation of terms "Army," "DOD," and Govt Wide."

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

Objective: None Established



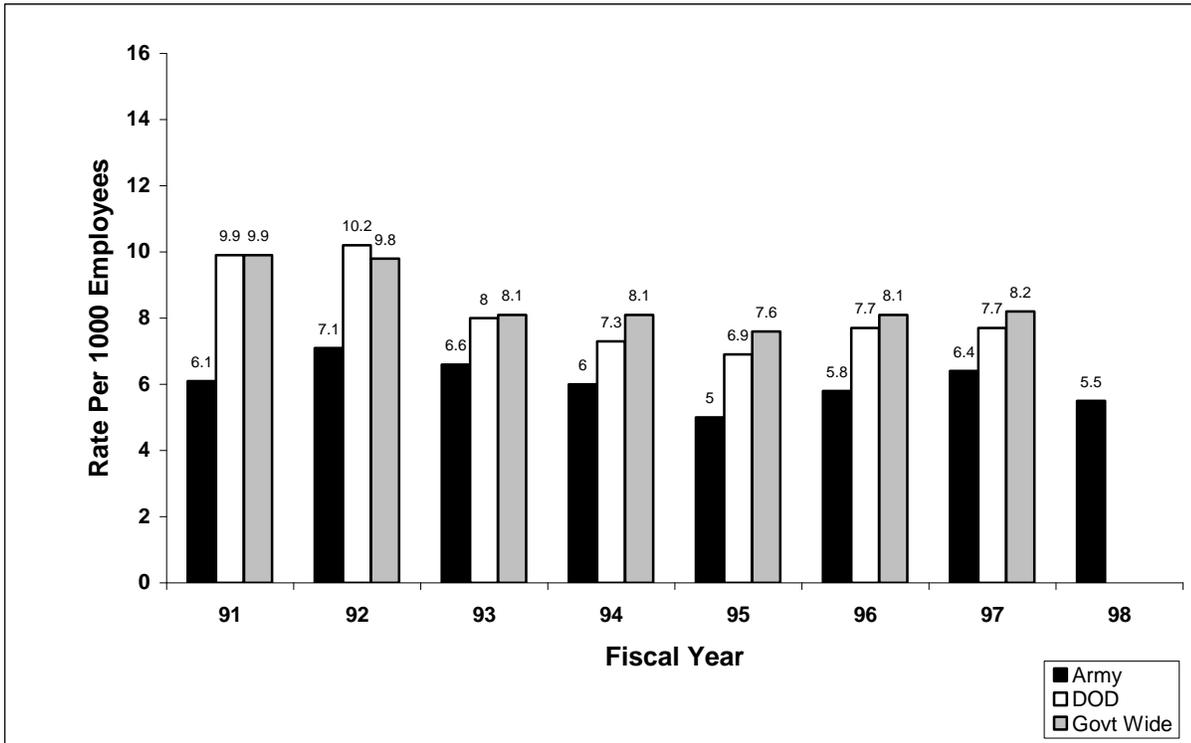
Source: OPM for FY91-97. HQDA Work Force Analysis Support System (WASS) for FY98.

#### 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.
- Army's total award rate is higher than the Government-wide rate but lower than the DOD rate. Army's rate for monetary awards is equal to DOD's and higher than the Government's. Army's rate for time off awards is lower than DOD's and greater than the Government's.
- FY98 DOD and Government-Wide data were not available in time for publication.
- See Appendix, pp. A49-50, for raw data, explanation of the Nature of Action (NOA) codes used, description of the terms "Army," "DOD," and "Gov't-wide," and FY98 MACOM monetary and time-off award data.

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

*Objective: None Established*



Source: OPM except for FY98 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.
- FY98 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. A51-53, 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."