

HR Management Age Distribution (HPA-007)

Description: Number and percent of employees and WMS employees by age range. Excludes non-employees.

- ✓ **Universe** WWA EDW Headcount and Personnel Actions.unx
- ✓ **Required filter prompt** Calendar Year Month
- ✓ **Age Distribution (default)**
- ✓ **Additional Information** Restrictions for WMS employees based on the Workforce Indicator which was implemented in July 2007.

The standard report is located in the Washington Workforce Analytics Reports – Web Intelligence > Headcount and Personnel Actions Folder.

The screenshot shows a file explorer interface. On the left, under 'Folders', the path is: Personal Folders > Public Folders > Agency folder - Web Intelligence > Washington Workforce Analytics Reports - Web Intelligence. The 'Headcount and Personnel Actions' folder is highlighted. On the right, a table lists the contents of this folder:

Title	Type	Description
Financials	Folder	AFRS reports
Grievance	Folder	Grievance reports
Headcount and Personnel Actions	Folder	Headcount and Personnel Actions reports
Payroll	Folder	Payroll reports
Quota	Folder	Quota reports
Staffing Assignments	Folder	Staffing Assignments reports

Sample View - HR Management Age Distribution

Age Range	All Employee Count	All Employee Percent	WMS Employee Count	WMS Employee Percent
Total	67,241		4,602	
15-19 Years of Age	81	0.12%		0.00%
20-24 Years of Age	1,683	2.50%	1	0.02%
25-29 Years of Age	5,321	7.91%	40	0.87%
30-34 Years of Age	7,263	10.80%	234	5.08%
35-39 Years of Age	8,189	12.18%	494	10.73%
40-44 Years of Age	8,269	12.30%	675	14.67%
45-49 Years of Age	8,216	12.22%	734	15.95%
50-54 Years of Age	8,849	13.16%	779	16.93%
55-59 Years of Age	8,802	13.09%	822	17.86%
60-64 Years of Age	7,297	10.85%	609	13.23%
65 Years of Age and Over	3,271	4.86%	214	4.65%

Prompts

Prompt values restrict the data pulled from the Enterprise Data Warehouse.

Required Prompts must include value(s) for Calendar Year Month.

Optional Prompts

- Business Area (EE)
- Business Area Code (EE)
- Job (EE)
- Job Class Abbr (EE)
- Job Code (EE)
- Organizational Unit
- Organizational Unit Code
- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)

Query Results

Default Data Fields

These fields are included in the standard report by default. Adding or removing default data fields will impact the calculated results.

Age Distribution

- Total
- 15 – 19 Years of Age
- 20 – 24 Years of Age
- 25 – 29 Years of Age
- 30 – 34 Years of Age
- 35 – 39 Years of Age
- 40 – 44 Years of Age
- 45 – 49 Years of Age
- 50 – 54 Years of Age
- 55 – 59 Years of Age
- 60 – 64 Years of Age
- 65 Years of Age and Over

Additional Fields

These additional fields may be added to the standard report for detail and analysis. Adding or removing additional data fields will not impact the calculated results.

- Business Area (EE)
- Business Area Code (EE)
- Calendar Year
- Calendar Year Month
- Calendar Year Quarter
- Contract Type
- Duty Station County
- Employee Group (EE)
- Employee Subgroup (EE)
- Employment Status
- Fiscal Year
- Fiscal Year Month
- Fiscal Year Quarter
- Job (EE)
- Job Class Abbr (EE)
- Job code (EE)
- Management Type
- Name – Full
- Organizational Unit
- Organizational Unit Code
- Part Time Indicator
- Pay Area (EE)
- Pay Area Code (EE)
- Personnel Area (EE)
- Personnel Area Code (EE)
- Personnel Number
- Personnel Subarea (EE)
- Personnel Subarea Code (EE)
- Position
- Position Code
- Unemployment County
- Unemployment County Code
- Work Contract
- Work Contract Code
- Workforce Indicator (EE)
- Workforce Indicator Code (EE)

Measures

These measures are included in the standard report. Adding or removing measures from the query will impact the calculated results.

- Age (Years)
- Distinct Employee Count

Restrictions and Variables

Restrictions and formulas built into the report create standardized results across the enterprise.

Restrictions

Actions – Exclude

Last Calendar Day of Month Values

Non-Employee Exclusions

Excludes the following Organizational Unit Codes:

- | | |
|---------------------------------------|--|
| ▪ 30002393 FPB – Preparedness - Mobes | ▪ 31000177 EMERGENCY FIRE FIGHTERS |
| ▪ 31000100 EMERGENCY FIRE FIGHTERS | ▪ 31000178 EMERGENCY FIRE FIGHTERS |
| ▪ 31000101 EMERGENCY FIRE FIGHTERS | ▪ 31000179 EMERGENCY FIRE FIGHTERS |
| ▪ 31000175 EMERGENCY FIRE FIGHTERS | ▪ 31007000 FPB – Preparedness – Fire Mobes |
| ▪ 31000176 EMERGENCY FIRE FIGHTERS | |

Excludes the following Personnel Area Codes (EE):

- | | | |
|--------------------------------------|-----------------------|---------------------------------|
| ▪ 2201 Vol Firefighters/Res Officers | ▪ 5401 Aberdeen Wex | ▪ 5409 Spokane Wex |
| ▪ 2251 WSP Disabled Non-Employee | ▪ 5402 Bingen Wex | ▪ 5410 Tri-Cities Wex |
| ▪ 2451 Mil Dept Misc Active Duty | ▪ 5403 Clallum Wex | ▪ 5411 Americorp Star Vista |
| ▪ 3430 Higher Ed Coor Board | ▪ 5404 Kitsap Wex | ▪ 5412 Wa St Americorps |
| ▪ 3460 Higher Ed Facilities | ▪ 5405 Okanogan Wex | ▪ 5413 JTPA 402 Prog Wen |
| ▪ 4611 Ecology Youth Corps | ▪ 5406 Okanogan Wex 2 | ▪ 5414 Washington Service Corps |
| ▪ 4612 Wa Conservation Corps | ▪ 5407 Rainier Wex | ▪ 5415 Washington Service Team |
| | ▪ 5408 Snohomish Wex | ▪ 5416 Yakima Wex |

Also excludes Pay Area Code (EE) 44 Work Study Student; Personnel Subarea Code (EE) 0005 Non-Employee; and Work Contract Code 24 Non Employee.

Variables

The following variables are included in the report:

Variable	Formula
BackgroundColor	= "True"
DateRun	= "Date Run: " + FormatDate(LastExecutionDate(); "Mmm, dd, yyyy hh:mm a")
EmptyValue	= ""
ReportDescription	= "Description: Number and percent of employees and WMS employees by age range. Excludes non-employees."
ReportName	= "HR Management Age Distribution"
ReportNote	= "Note: Restrictions for WMS employees based on the Workforce indicator which was implemented in July 2007."
ReportNumber	= "Report Number: HPA-007"
% Age - 15-19 (All)	= Sum(If [Employee Count] > 0 Then [Age - 15-19 (All)]/[Employee Count] Else 0)
% Age - 15-19 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 15-19 (WMS)]/[Employee Count (WMS)] Else 0)

Variable	Formula
% Age - 20-24 (All)	= Sum(If [Employee Count] > 0 Then [Age - 20-24 (All)]/[Employee Count] Else 0)
% Age - 20-24 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 20-24 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 25-29 (All)	= Sum(If [Employee Count] > 0 Then [Age - 25-29 (All)]/[Employee Count] Else 0)
% Age - 25-29 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 25-29 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 30-34 (All)	= Sum(If [Employee Count] > 0 Then [Age - 30-34 (All)]/[Employee Count] Else 0)
% Age - 30-34 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 30-34 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 35-39 (All)	= Sum(If [Employee Count] > 0 Then [Age - 35-39 (All)]/[Employee Count] Else 0)
% Age - 35-39 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 35-39 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 40-44 (All)	= Sum(If [Employee Count] > 0 Then [Age - 40-44 (All)]/[Employee Count] Else 0)
% Age - 40-44 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 40-44 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 45-49 (All)	= Sum(If [Employee Count] > 0 Then [Age - 45-49 (All)]/[Employee Count] Else 0)
% Age - 45-49 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 45-49 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 50-54 (All)	= Sum(If [Employee Count] > 0 Then [Age - 50-54 (All)]/[Employee Count] Else 0)
% Age - 50-54 (WMS)	= Sum(If [Employee Count (WMS)] > 0 Then [Age - 50-54 (WMS)]/[Employee Count (WMS)] Else 0)

Variable	Formula
% Age - 55-59 (All)	=Sum(If [Employee Count] > 0 Then [Age - 55-59 (All)]/[Employee Count] Else 0)
% Age - 55-59 (WMS)	=Sum(If [Employee Count (WMS)] > 0 Then [Age - 55-59 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 60-64 (All)	=Sum(If [Employee Count] > 0 Then [Age - 60-64 (All)]/[Employee Count] Else 0)
% Age - 60-64 (WMS)	=Sum(If [Employee Count (WMS)] > 0 Then [Age - 60-64 (WMS)]/[Employee Count (WMS)] Else 0)
% Age - 65 and Over (All)	=Sum(If [Employee Count] > 0 Then [Age - 65 and Over (All)]/[Employee Count] Else 0)
% Age - 65 and Over (WMS)	=Sum(If [Employee Count (WMS)] > 0 Then [Age - 65 and Over (WMS)]/[Employee Count (WMS)] Else 0)
Age - 15-19 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(15;19.99) Then [Distinct Employee Count])
Age - 15-19 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(15;19.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 20-24 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(20;24.99) Then [Distinct Employee Count])
Age - 20-24 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(20;24.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 25-29 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(25;29.99) Then [Distinct Employee Count])
Age - 25-29 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(25;29.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 30-34 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(30;34.99) Then [Distinct Employee Count])
Age - 30-34 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(30;34.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 35-39 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(35;39.99) Then [Distinct Employee Count])
Age - 35-39 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(35;39.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 40-44 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(40;44.99) Then [Distinct Employee Count])
Age - 40-44 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(40;44.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 45-49 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(45;49.99) Then [Distinct Employee Count])
Age - 45-49 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(45;49.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 50-54 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(50;54.99) Then [Distinct Employee Count])
Age - 50-54 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(50;54.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 55-59 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(55;59.99) Then [Distinct Employee Count])

Variable	Formula
Age - 55-59 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(55;59.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 60-64 (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(60;64.99) Then [Distinct Employee Count])
Age - 60-64 (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) Between(60;64.99) And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Age - 65 and Over (All)	=Count(If [Age (Years)] ForEach([Personnel Number]) >= 65 Then [Distinct Employee Count])
Age - 65 and Over (WMS)	=Count(If [Age (Years)] ForEach([Personnel Number]) >= 65 And [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count])
Employee Count	=Sum([Distinct Employee Count])
Employee Count (WMS)	=Sum(If [Workforce Indicator (EE)]= "Classified WMS" Then [Distinct Employee Count] Else 0)