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MAR 12 2003

PERSONNEL AND
READINESS

The Honorable Duncan Hunter
Chairman
Committee on Armed Services
U. S. House of Representatives
Washington, DC 20515 - 0303

Dear Mr. Chairman:

The Senate Committee on Armed Services, in Report 93-884, May 1974, requested that the Department of Defense submit annually a report discussing the concept of social representation as it applies to the military. Enclosed is our report, "Population Representation in the Military Services: FY 2001."

I trust that the enclosed report will prove useful in your consideration of Defense personnel programs. A copy of the report also is being sent to the Chairman and Ranking Member of the Senate Committee on Armed Services.

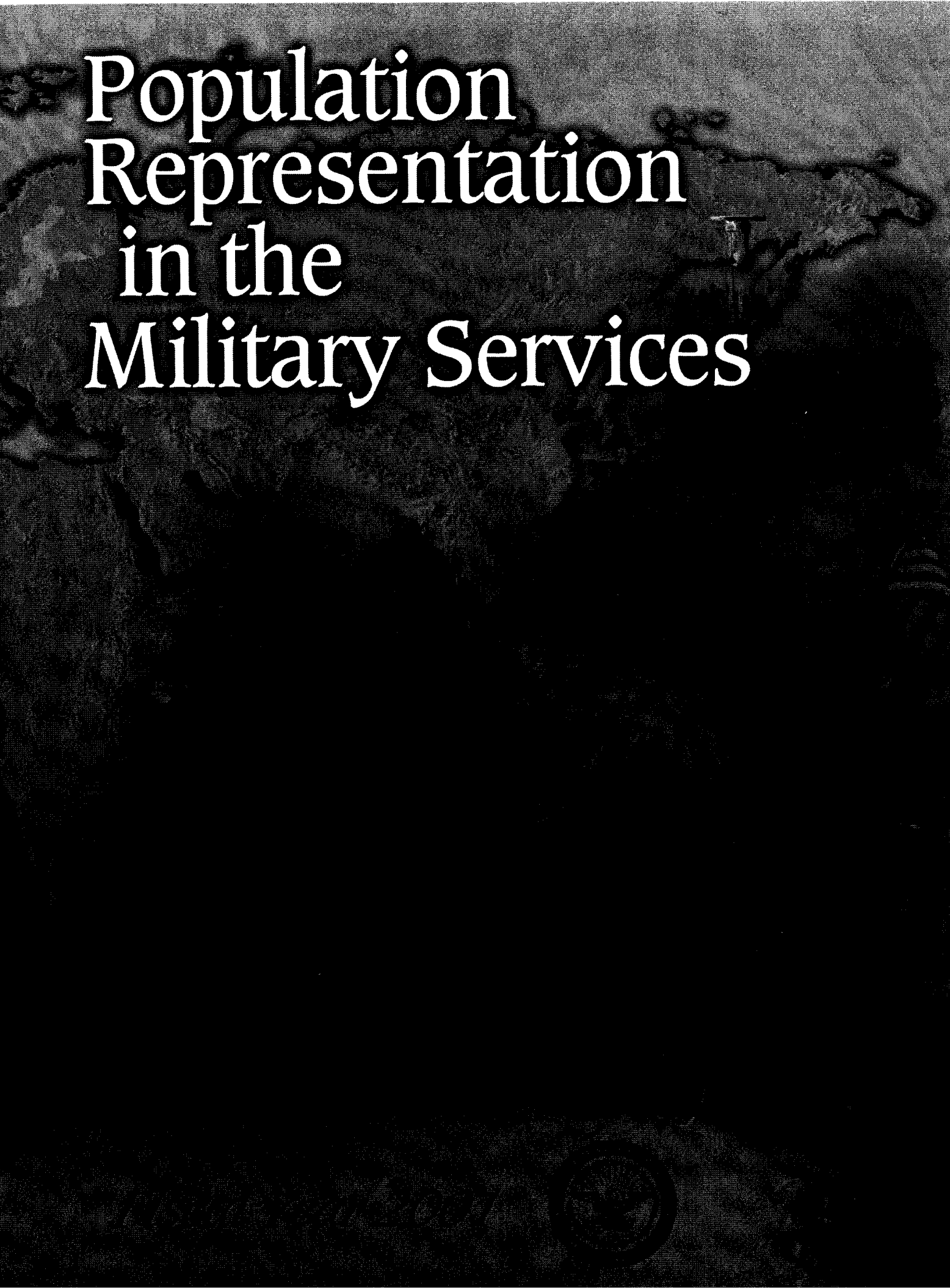
Sincerely,

Charles S. Abell
Principal Deputy

Enclosure:
As stated

cc:
The Honorable Ike Skelton,
Ranking Member

Population Representation in the Military Services



Final Report

Population Representation in the Military Services

Fiscal Year 2001

March 2003

EXECUTIVE SUMMARY

This is the 28th annual Department of Defense (DoD) report on social representation in the U.S. Military Services. The nine chapters and accompanying technical appendices provide data and comments on demographic, educational, and aptitude characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Componentss. This report covers fiscal year (FY) 2001, from October 1, 2000, to September 30, 2001. The report is available on the worldwide web at http://dod.mil/prhome/poprep2001/.

The FY 2001 end-strength of the Active Componentss was slightly less than 1.4 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled more than 867,000. Additionally, there were more than 344,000 people in the Individual Ready Reserve/Inactive National Guard. Today's force is much smaller than in the early volunteer force years. To sustain this force strength, in FY 2001 approximately 183,000 non-prior service (NPS) recruits were enlisted and nearly 12,000 prior service recruits were returned to the ranks. Almost 18,000 newly commissioned officers reported for active duty. Furthermore, about 72,000 recruits without and more than 84,000 with prior military experience were enlisted in the Selected Reserve. Close to 15,000 commissioned officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 2001 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. Eighty-seven percent of FY 2001 new active duty recruits were 18 through 24 years of age (mean age 19), compared to 37 percent of civilians within the military age range of 17-35. Almost half (48 percent) of the active duty enlisted force was 17-24 years old, in contrast to about 15 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively), but they too were younger than their civilian counterparts (mean age 36), college graduates in the workforce 21-49 years old.

The data for enlisted personnel in the Selected Reserve similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Components members, 62 percent of NPS accessions were between the ages of 17 and 19, but only 17 percent of civilians within the 17-35 year age range fell within this age subgroup. Of course, prior service Reserve Components enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 57 percent versus 46 percent were under 30 years of age).

Race/Ethnicity. In FY 2001, African Americans were equitably represented in the military overall. In the enlisted force, African Americans were overrepresented among NPS active duty accessions (20 percent) relative to the 18-24 year-old civilian population (14 percent). Hispanics, on the other hand, continued to be underrepresented, with 11 percent among NPS accessions compared with nearly 16 percent for comparable civilians. FY 2001 representation of

"Other" minority enlisted accessions (Native Americans, Asians, and Pacific Islanders) stood at approximately 6 percent, slightly more than in the civilian population (5 percent). Not only did African Americans enlist in high proportions, but higher retention rates boosted their representation among Active Components enlisted members to 22 percent in contrast to the 13 percent of African Americans among 18-44 year-old civilians in the workforce. With more than 9 percent of active duty enlisted members counted as Hispanic, this ethnic minority maintained its low proportion relative to the comparable civilian population (13 percent).

Over the years African Americans have been overrepresented, whereas Hispanics and "Other" minorities have been underrepresented. However, the proportion of active duty accessions with Hispanic and "Other" backgrounds has increased during the past 18 years. Marine Corps and Navy have generally recruited greater proportions of Hispanics than the Army and Air Force. The Marine Corps has retained more Hispanics, as evidenced by larger percentages of Hispanic Marines in the enlisted force.

Minorities appear to be proportionately represented and not on the decline within the commissioned officer corps. Although African Americans comprised a much smaller proportion of officers (8 percent) than of enlistees (22 percent), when compared to college graduates in the civilian workforce 21-49 years old (9 percent African American), African Americans are equitably represented in the officer ranks. Hispanic officers, at nearly 4 percent, are comparable to the civilian comparison group (5 percent Hispanic). Those of "Other" minority subgroups are underrepresented, with 5 percent of the officer corps and 8 percent of 21-49 year-old employed, college graduates.

Warrant officers account for 8 percent of active duty officer accessions and 7 percent of the officer corps. The Air Force does not have warrant officers. Warrant officers on active duty have greater representation of African Americans and Hispanics than among commissioned officers (17 and 5 percent warrant officers versus 8 and 4 percent commissioned officers, respectively). Hispanic warrant officers are underrepresented in comparison with the civilian labor force.

Racial/ethnic findings for the Reserve Componentss were similar. African Americans were overrepresented, Hispanics were underrepresented, and "Others" were slightly overrepresented at population benchmark levels among NPS and prior service Selected Reserve accessions. As with the Active Componentss, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel, but the percentages were not out of line with appropriate civilian college graduate minority percentages.

Warrant officers account for 5 percent of Selected Reserve officer accessions and 8 percent of the officer corps. The Air National Guard and the Air Force Reserve do not have warrant officers. There are fewer minorities in the National Guard and Reserve warrant ranks as compared to commissioned officers. As with the Active Componentss, minority warrant officers in the Selected Reserve are underrepresented compared with the civilian labor force.

Gender. Women comprised about 18 percent of NPS active duty accessions and 25 percent of NPS accessions to the Selected Reserve (17 percent of the numerically larger prior

service segment of Reserve Components accessions were women) compared to 50 percent of 18- to 24- year-old civilians. Among enlisted members on active duty, 15 percent were women. Among comparable Selected Reservists, 17 percent were women. Service Reserve units have greater representation of women (21 percent) than the National Guard (14 percent) Componentss (Army and Air Force only). This is generally due to the Army National Guard's heavier combat arms mix which precludes women from many of the positions in those units. The representation of women among active duty officer accessions and within the officer corps was 20 and 15 percent, respectively. Similar percentages were seen among Selected Reserve officers (18 percent for each).

Military women, across the enlisted force and officer corps in both the Active and Reserve Componentss, are more likely to be members of a racial/ethnic minority group than are military men. In fact, slightly more than half of the women in the Active Components enlisted force are members of minority groups.

Although women constitute a smaller proportion of the Total Force than men, their representation has grown greatly since the inception of the All Volunteer Force. In FY 1994, when the direct ground combat rule replaced the risk rule, new jobs were opened to women. Since the introduction of that policy, nearly all career fields (92 percent) have been opened to women. Accordingly, the percentage of Active Component women increased by nearly 3 percentage points, averaging four-tenths of a percentage point increase each year, since the implementation of the risk rule.

Marital Status. In addition to the growing presence of women in the military, marriage among Servicemembers has also been on the rise. During the last 28 years, the enlisted force has moved from a predominantly single male establishment to one with a greater emphasis on family. In FY 1973, approximately 40 percent of enlisted members were married. Today, about half of all soldiers, sailors, marines, and airmen are married. There has been a reversal in the trend of increasing marriages during the last six years, with a 9-percentage point decrease in Active Component married members. The proportion of married Servicemembers in FY 2001 (48 percent) resembles the enlisted force of 25 years ago (48 percent married enlisted members in FY 1976).

Newcomers to the military are less likely than their civilian age counterparts to be married. Similarly, military members are less likely to be married than those in the civilian sector; however, the difference is less pronounced than it is with accessions. Among enlisted members, 48 percent of those on active duty and in the Reserve Components were married as of the end of FY 2001. In the military, men were more likely to be married than women.

As one might expect, owing to their being older and financially more secure on average, officers were more likely to be married (68 percent of the Active Component and 74 percent of the Reserve Component officer corps were married) than enlisted personnel. Again, women officers were less likely than their male colleagues to be married.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 2001. Practically all active

duty and Selected Reserve enlisted accessions had a high school diploma or equivalent, well above civilian youth proportions (79 percent of 18-24 year-olds). More important, excluding accessions enlisting in the Army or Army Reserve under the GED+ program (an experimental program of individuals with a GED or no credential who have met special screening criteria for enlisting), 93 percent of NPS active duty and 91 percent of NPS Selected Reserve enlisted recruits were high school diploma graduates.

Given that most officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that colleges and universities are among the Services' main commissioning sources (i.e., Service academies and ROTC), the academic standing of officers is not surprising. The fact that 91 percent of active duty officer accessions and 96 percent of the officer corps (both excluding those with unknown education credentials) were degree holders (approximately 11 and 45 percent advanced degrees) is in keeping with policy and the professional status and expectations of officers. Likewise, 81 percent of Reserve Component officer accessions and 89 percent of the total Reserve Component officer corps held at least a bachelor's degree, with 23 and 33 percent possessing advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Enlisted members tend to have higher cognitive aptitude than the civilian youth population, as measured by scores on the military's enlistment test. Persons who score in Categories I and II (65th to 99th percentiles) tend to be above average in trainability; those in Category III (31st to 64th percentiles), average; those in Category IV (10th to 30th percentiles), below average; and those in Category V (1st to 9th percentiles), markedly below average. The percentage of recruits in Categories I to II (38 percent) was slightly higher than for their civilian counterparts (35 percent). Category III accessions (61 percent) greatly exceeded—in fact, were nearly double the proportion of—the civilian group (34 percent), while the percentage of recruits in Category IV (1 percent) was much lower than in the civilian population (21 percent). No enlistees were in Category V, whereas 10 percent of the civilian population scored in this category.

Test score data were not reported for officers because of test variation by Service and commissioning source. Tough entry requirements (e.g., SAT scores) for the commissioning programs as well as the college degree hurdle ensure quality among officers.

High-Quality Recruits. To predict recruit quality in areas such as persistence, training outcome, and job performance in the enlisted ranks, the Services use level of education and AFQT scores. Because high school diploma graduates are more likely to complete their contracted enlistment terms and higher AFQT-scoring recruits perform better in training and on the job, the Services strive to enlist AFQT Category I-IIIA (50th percentile and above on the AFQT) high school diploma graduates.

The drawdown in the 1990s led the Services to redesign jobs so that Servicemembers assume more diverse workloads and greater responsibilities. Incumbents must perform more tasks and tasks of greater complexity. The Services need more personnel of high-quality levels to meet these job demands. In FY 2001, the proportion of NPS high-quality recruits ranged from 52 percent in the Army and Navy to 72 percent in the Air Force.

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 2001 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Geographic Representation. During the last 5 years, the percentage of recruits from the Northeast region has decreased with a corresponding increase in the percentage of recruits from the West region. The geographic distribution of enlisted active accessions for FY 2001 shows that the South, and in particular the West South Central and South Atlantic Divisions of this region, continued to have the greatest representation. More than one-third of NPS accessions hailed from the South. In fact, this was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratio (percentage of accessions divided by percentage of 18-24 year-olds from the region) for NPS active accessions from the South was 1.2, compared to 0.8 for the Northeast and 0.9 for the North Central and West.

Representation in Occupations. The Services need a steady supply of combat and combat support personnel; they rely heavily on mechanics and infantrymen and guncrew specialists. In addition, the Services require technicians, health care specialists, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands, is part of the enlistment or commissioning package. Less than one-third (29 percent) of FY 2001 active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling. A plurality of enlisted members (43 percent) served in mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair. The remainder were in high-skill areas (22 percent), including electronic equipment repair, communications and intelligence, and other allied specialties, or in non-occupational categories (6 percent).

During the last two decades, assignment patterns for women have shifted to increase their presence in "non-traditional" jobs. Previously, most enlisted women were in either functional support and administration or medical and dental jobs. By FY 2001, smaller proportions (34 and 15 percent, respectively) served in these jobs. Women were more than two and a half times more likely than men to serve in the "traditional" female occupations, functional support and administration and medical/dental specialties. Women are excluded from infantry and other assignments in which the primary mission is to physically engage the enemy. However, the direct ground combat rule allows women to serve on aircraft and ships engaged in combat. The proportion of women serving in such operational positions (i.e., gun crews and seamanship specialties) in FY 2001 was 5 percent. In contrast, the percentage of men in these occupations was approximately 19 percent.

In FY 2001, the proportions of African Americans and Whites were similar in four of the nine occupational areas (communications and intelligence, medical and dental, other allied specialists, and craftsmen). In three areas (infantry, electronic equipment repair, and electrical/mechanical equipment repair) the proportions of Whites were higher. African

Americans were still more heavily represented in the functional support and administration and the service and supply areas.

The most common occupational area for active duty officers was tactical operations (e.g., fighter pilots, combat commanders; 37 percent) with health care a distant second (19 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations (42 percent), whereas greater percentages of women were in health care (42 percent) and administration (12 percent). In FY 2001, racial and ethnic groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of African Americans in tactical operations, a lower percentage of Hispanics in health care, a greater percentage of African Americans and Hispanics in administration and supply areas, and a greater percentage of Other minorities in health care.

The occupational distributions among Active and Reserve Components varied somewhat. In FY 2001, 10 percent of enlisted Active Component members were in electronic equipment repair occupations in contrast to 5 percent of enlisted Selected Reserve members. The Reserve Components are somewhat "lighter" in technical occupational areas such as electronic and electrical/mechanical equipment repair, and communications and intelligence, and somewhat "heavier" in functional support and administration, craftsmen, and supply. There were also some occupational differences between Active and Reserve officers; the Reserve Components had slightly smaller proportions in tactical operations but slightly larger proportions in health care and scientists and professionals. However, differences were greater between Services than between Active and Reserve members.

U.S. Coast Guard. The Coast Guard is the smallest of the Armed Forces. It is a part of the Department of Transportation during peacetime, but during times of war it becomes a part of the Department of Defense. Compared to the other Services, the Coast Guard is very similar on demographic variables, with slightly greater proportions of males and Whites.

Impact of September 11th. The terrorist attacks of September 11, 2001 had an immediate impact on media coverage related to the Armed Forces, much of it positive. With respect to accession policy, the Services did not increase their recruiting requirements following the incidents, which took place near the end of the fiscal year. However, recruiting is a continuous year-round effort. There was a surge in contacts with recruiters in the weeks following the attacks. However, many of these individuals were not eligible for enlistment due to age, medical conditions, and cognitive abilities. Applicant and recruiting results for FY 2002 may better reflect the impact of terrorism on accessions.

In addition, to monitoring recruiting data, the military has been following youth trends, to include values, work ethic, educational aspirations, and attitude toward the military. In the first days and weeks after September 11th, youth attitudes and those of their influencers (e.g., parents and teachers) were more positive toward the military than before the attacks. Trends in youth and adult attitudes toward the military, preceding and following September 11th, are addressed in this year's report.

Conclusions

The FY 2001 *Population Representation* report shows both the diversity and the quality of the Total Force. Men and women of various racial and ethnic groups of divergent backgrounds, from every state in our country, serve as Active and Selected Reserve enlisted members and officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard. The mean cognitive ability and educational levels of these soldiers, sailors, marines, and airmen are above the average of comparably-aged U.S. citizens.

Although the force is diverse, it is not an exact replica of society as a whole. The military way of life is more attractive to some members of society than to others. Among the enlisted ranks, the proportion of African Americans continues to exceed population counts of the civilian labor force. Hispanics are underrepresented in the military, but their percentages have increased over the years. Minorities comprise proportionally less of the officer corps; however, their representation levels are in keeping with minority statistics among the pool of college graduates from which second lieutenants and ensigns are drawn. Women continue to be underrepresented in the military, compared to their proportion in civilian society. However, accession statistics show that women continue to gain in both numerical and proportional strength.

The All Volunteer Force is now facing increased recruiting goals amid changing and expanding roles, with greater competition from colleges, universities, and private employers (compared to the early 1990s). Population representation can be affected by such external events. Thus, there is a continuing need to track demographic changes and to monitor the balance of military benefits and burdens across the varied segments of society. Attention to human resource issues beyond numerical representation is necessary to manage recruiting and to promote readiness.

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Chapter 1

INTRODUCTION

This is the 28th annual Department of Defense (DoD) report on social representation in the U.S. Military Services. In response to a mandate by the Senate Committee on Armed Services (Report 93-884, May 1974), the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management Policy) has provided annual data addressing the quality and representativeness of military personnel since fiscal year (FY) 1975. Originally, the report was limited to an assessment of the active duty enlisted force only. In keeping with an increased emphasis and reliance on a Total Force, Accession Policy has expanded this effort to include statistics not only for enlisted personnel but also for officers and reservists. In addition to presenting data on each of the Military Services, since FY 1998, data on the U.S. Coast Guard (USCG) have been provided. Although an armed force, the Coast Guard is part of the Department of Transportation except in times of war and national emergency when it reports to the Department of the Navy.

This report presents a broad array of characteristics—beyond routine demographics (e.g., age, gender, race/ethnicity) of the nation's largest and most diverse employer. Estimates of cognitive ability (e.g., education, reading grade level, Armed Forces Qualification Test [AFQT] scores) and service characteristics (e.g., years of service and pay grade) also are used to describe the force. Further, historical data are included to aid in analyzing trends to render the statistics more interpretable. Thus, recruit quality, representation rates, and the like can be viewed within the context of the preceding decades. These data are invaluable to military personnel policymakers and analysts as well as others interested in monitoring the characteristics of people serving in the Military Services.

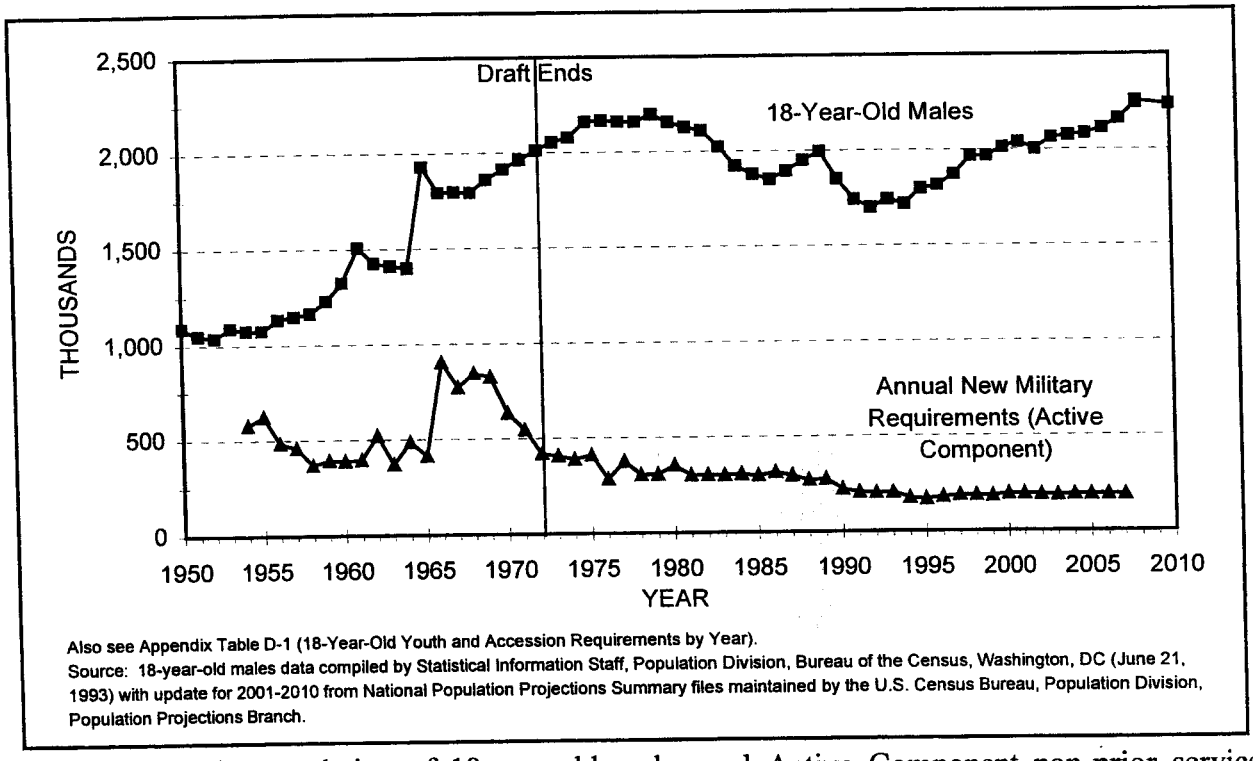
The aim of the *Population Representation* report is to disseminate facts regarding the demographics and other characteristics of applicants, new recruits, and enlisted and officer members of the Active Forces and Reserve Components. Aptitude, education levels, age, race/ethnicity, and gender are among the mainstay statistics that shed light on the formidable task of recruiting and maintaining the force. Years of military service and pay grade provide measures of the degree of personnel experience as well as career progress that are particularly informative when examined by gender and race/ethnicity. Representation levels may change only slightly from year to year but monitoring racial/ethnic and gender participation together with additional relevant factors maintains needed attention on the characteristics and quality levels of the men and women who defend our country.

A special chapter on the impact of the attacks of September 11, 2001 on military recruiting is included in this report. Differences in propensity to join the military before and after the terrorist attacks are examined. Comparisons by gender, race/ethnicity, age, geographic region, and high school grades pinpoint the youth most affected by the events of September 11th.

The chapters that follow provide a narrative description with selected tables and graphs, as well as a detailed set of technical appendices addressing many of the traits and characteristics of current military personnel. This chapter sets the tone and provides some interpretive guidance with regard to the comprehensive contents of the *Population Representation* report.

Fiscal Year 2001: Military Opportunities

Offering entry-level positions, with paid training and numerous benefits, the Armed Services is one of the largest employers in our nation. In FY 2001, approximately 183,000 non-prior service (NPS) applicants were accepted into the enlisted ranks and about 18,000 new officers joined the officer corps of the Active Components. In addition, about 72,000 NPS enlistees began serving their country in the Selected Reserve during FY 2001. That's about 273,000 job openings annually. At the close of FY 2001, the Total Force stood at just under 1.4 million active duty members and more than 867,000 Selected Reservists. (Data for the past half century are shown in Figure 1.1, with some projections for the future.)



Also see Appendix Table D-1 (18-Year-Old Youth and Accession Requirements by Year).
Source: 18-year-old males data compiled by Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993) with update for 2001-2010 from National Population Projections Summary files maintained by the U.S. Census Bureau, Population Division, Population Projections Branch.

Figure 1.1. The population of 18-year-old males and Active Component non-prior service (NPS) recruiting requirements for fiscal years 1950–2010 (projected).

The military provides numerous employment opportunities to today's youth. Members of the Services receive training and work experience in a multitude of occupational specialties – from infantry to maintenance and repair to medical to equipment operator to administrator. Servicemembers manage, operate, maintain, and coordinate the use of complicated weapon systems gaining critical technical and leadership experience as they progress through the ranks. With close to 400,000 new jobs each year, the military provides training and experience in a diverse array of technical specialities.

The Armed Forces is host to one of the most diverse workforces in our country, not solely in terms of the numerous types of jobs or missions available. Men and women from various racial and ethnic groups, of different social standing, and from all geographic areas have equal opportunity to seek a military career, provided they meet the basic entry requirements of the Services. Diversity in the forces is now a fact. The Services enlist and commission men and

women from many walks of life, who perform together as a cohesive team to accomplish their missions as they admirably serve to defend our nation.

Serving in the military is not without sacrifice or burden. Servicemembers contribute to national defense in a variety of ways, through warfighting, peacekeeping, humanitarian, and other missions. No single group should bear the brunt of the burden, particularly during times of war, nor profit from the benefits of training, experience, and prestige. Thus, it is important for the Services to strive for a representative force.

With respect to race/ethnicity, the Armed Forces maintain a fairly representative workforce. Blacks continue their historically strong military presence in the enlisted ranks, at levels higher than population proportions. This minority group has achieved representation parity in the officer corps. Hispanics remain underrepresented but are making gains within the enlisted ranks and officer corps. Hispanic representation is important to monitor in light of increasing Hispanic population proportions and related issues of citizenship, English language proficiency, and high school graduation rates.

Unlike racial and ethnic minorities, the role of women in the military is still unsettled if not controversial. Although women comprise half of the youth population, in FY 2001, they made up only 18 and 20 percent of enlisted and officer accessions, respectively. However, these figures are nearly all-time highs in the representation of women entering the military. Before the All Volunteer Force, in FY 1964, less than 1 percent of enlisted accessions were women. Women climbed to 5 percent in 1973 and shortly thereafter, they topped 10 percent. Today, that figure has almost doubled, even in the face of a more streamlined force.

Although much progress has been achieved with regard to gender equity, much work remains. The representation of women has increased and many previously closed positions have been opened to women. The military continues to consider current and future roles for women in uniform.

The Youth Population

The booming economy of FY 2000 began to falter in FY 2001, with a reduction in manufacturing and an increase in layoffs. The terrorist attacks of September 11, 2001 not only shook American confidence in personal security, but also led to reduced confidence in our economy.[1] Colleges and universities have been experiencing increasing enrollment rates during the last decade. Add to that, youth attitudes that may not be in sync with military enlistment. All of these factors affected military recruiting during FY 2001. The sharp boost in patriotism across the country following September 11th brought a brief increase in interest in the military, but this did not translate into a significant number of recruits as many of those expressing interest did not meet Service qualifications.[2] Given the attitudes of the new generation, current recruit marketing must not only reach youth, but inspire patriotism and the volunteer spirit among them.

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1 Langdon, D.S., McMenamin, T.M., and Krolick, T.J. "U.S. Labor Market in 2001: Economy Enters a Recession," *Monthly Labor Review, 125(2)* (2002).

2 Rutherford, G. *Impact of September 11, 2001*, briefing presented to the Human Resources Research Organization, Alexandria, VA, May 2, 2002.

Recruiters must target men and women, majority and minority members alike. Current recruiting initiatives aimed at addressing the various choices youth have as they enter the workforce are being devised to target those bound for two- and four-year college programs, college dropouts and stopouts, promising high school dropouts, and Hispanic youth.

Attracting and keeping quality troops cannot be taken for granted. In the face of the declining male youth population of the 1980s, recruiting goals were met in large part because of enlistment and retention trends of minorities and women. Minority groups may indeed play a larger role in the future of the military as American society becomes increasingly diverse. By 2020, when babies born today will be eligible to join the military, the Census Bureau projects an increasing minority population, particularly for Hispanics and Asian and Pacific Islanders.[3] Projections for the next 100 years portend a majority minority scenario, with a nearly 50-50 split among 18- to 24-year olds in 2040. Such projected changes in the civilian population warrant continued monitoring of representation in the military.

Data Sources

The primary sources for this report are computerized data files on military personnel maintained by the Defense Manpower Data Center (DMDC). In addition, the Bureau of Labor Statistics (BLS) provides the bulk of the comparison data on the national population. Though the data sources have remained constant, refinements have been made over the years, most of them in regard to the civilian comparisons. Starting with the report for FY 1994, Census data were adjusted to provide a more accurate comparison for military *applicants and accessions* (yearly average rather than last month of the fiscal year). Age comparisons for prior-service enlisted accessions to the Selected Reserve were also adjusted, from the 18- to 44-year-old civilian labor force to the 20- to 39-year-old civilian labor force. Comparisons for Selected Reserve enlisted members were changed from 18- to 44-year-old civilians to 18- to 49-year-olds. Starting with data for FY 1995, a further age refinement was introduced for comparisons with the officer corps. Previously the comparison group for Active Component officers comprised civilian workforce college graduates who were 21 and older. This was adjusted by establishing an upper bound at age 49, making the more precise comparison, college graduates aged 21 to 49 who are in the workforce.

In addition, beginning with the FY 1995 *Population Representation* report, DMDC provided edited, rather than raw, data on applicants for enlistment. In FY 1997, prior service accession data for the Active Components were added. U.S. Coast Guard representation statistics were included for the first time in FY 1998. A refinement to the age range of the civilian comparison group for Active Component prior service enlisted accessions was made in FY 1999. The age range was extended from 18-24 year-olds to 17-35 year-olds, to better reflect the older composition of recruits with previous military experience. Some file format changes at DMDC during FYs 1999 and 2000 introduced some coding changes to more accurately reflect the characteristics of interest. As a result, there are some noticeable differences across years in the historical data. A brief description of the data sources for FY 2001 follows:

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3 U.S. Census Bureau, *Projections of the Total Resident Population by 5-Year Age Groups, Race, and Hispanic Origin with Special Age Categories: Middle Series, 1999 to 2100* (Washington, DC: Population Division, U.S. Census Bureau, 2000). (URL: http://www.census.gov/population/www/projections/natsum.html)

Subject	Data Source
Active Components	
Applicants to Enlisted Military	DMDC U.S. Military Entrance Processing Command (USMEPCOM) Edit Files, October 2000 through September 2001.
Enlisted Accessions	DMDC USMEPCOM Edit Files, October 2000 through September 2001.
Enlisted Force	DMDC Active and Loss Edit File, September 2001.
Officer Accessions	DMDC Officer Gain Files, October 2000 through September 2001.
Officer Corps	DMDC Officer Master and Loss Edit File, September 2001.
Deployment Data	DMDC Advertising Tracking Study File, March 4, 2001 - March 23, 2002.
Reserve Components	
Selected Reserve Enlisted and Officer Accessions	DMDC Reserve Components Common Personnel Data System (RCCPDS), October 2000 through September 2001.
Selected Reserve Enlisted Force and Officer Corps	DMDC Reserve Components Common Personnel Data System (RCCPDS), September 2001.
Civilian Comparisons	
Civilian Comparison Groups for Applicants, Accessions, and Active and Reserve Members	Bureau of Labor Statistics Current Population Survey Files, October 2000 through September 2001.
Civilian Comparisons for Military Entrance Test Data	*Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

The Services are one of the largest employers in the United States, enlisting nearly 183,000 young men and women in the Active Components in FY 2001. Recruiting a quality force is as important as ever, perhaps more important, given the smaller number of men and women in the military and the increasing sophistication of weapons and methods for fighting modern wars. Service missions have changed to include peacekeeping and humanitarian efforts, requiring additional skills from today's men and women in uniform.

With the prospering economy of the past few years, recruiters have experienced the greatest challenges to signing up new recruits since the advent of the All Volunteer Force. Although access to post-high school opportunities has expanded in recent years, research suggests that the Service recruiting campaigns are having an impact on the youth of our country. Among today's youth, the military is perceived as providing opportunities, furthering education, helping individuals grow and mature, and contributing to the country.[1]

As the United States experiences relatively low unemployment rates,[2] employers—including the military—find recruiting qualified personnel very competitive. An increasing proportion of youth have college aspirations today. Most high school seniors report that they plan to go to college (82 percent respond that they definitely or probably will graduate from a 4-year college).[3] More than 63 percent of the graduates of the high school class of 2000 actually enrolled in college in the Fall after their senior year, compared to about half of high school graduates 20 years ago.[4] By 2001, 58 percent of all 25- to 29-year-olds had completed some college and 29 percent had at least a bachelor's degree.[5] The desire to participate in post-secondary education is important to monitor as propensity of college-bound youth is lower than for those not planning to attend college.[6] Despite being faced with relatively low propensity, low unemployment rates, and increasing competition with colleges and universities, the hard work of

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1 Sellman, W.S., *Reinventing DoD Corporate Marketing*, briefing presented to the International Workshop on Military Recruitment and Retention in the 21st Century, The Hague, Netherlands, April 2001.

2 Labor force statistics extracted from the *Current Population Survey*, Bureau of Labor Statistics. (Seasonally adjusted unemployment rate of 16-year-olds and older and 16- to 19-year-olds in the civilian labor force.) URL: http://www.dol.gov.

3 U.S. Department of Education, *The Condition of Education 2001* (NCES 2001-072) (Washington, DC: National Center for Education Statistics, 2001), Table 19-1.

4 U.S. Department of Education, *The Digest of Education Statistics 2001* (NCES 2002-130) (Washington, DC: National Center for Education Statistics, 2002), Table 185.

5 U.S. Department of Education, *The Condition of Education 2002* (NCES 2002-025) (Washington, DC: National Center for Education Statistics, 2002), Indicator 25.

6 Segal, D.R., Bachman, J.G., Freedman-Doan, P., and O'Malley, P.M., "Propensity to Serve in the U.S. Military: Temporal Trends and Subgroup Differences," *Armed Forces & Society, 25* (1999), pp. 407–427.

military recruiters and innovative incentive programs helped the Army and Air Force meet their FY 2001 active enlisted accession requirements. The Navy and Marine Corps came very close to meeting their accession goals for FY 2001. Programs designed to attract college-bound youth, such as the Army's "College First" program that compensates recruits while they attend college during time in the Delayed Entry Program or in the Selected Reserve, helped the Services attract a high-quality accession cohort (high school graduates with above average aptitude) in FY 2001.[7] This chapter introduces the Active Components enlistment process, followed by demographic characteristics of enlisted applicants and recruits.

The Recruiting Process

Initial contacts between military recruiters and youth interested in military service are exploratory. In most cases, youth seek information from recruiters in more than one Service. Once they select a Service and take the Armed Services Vocational Aptitude Battery (ASVAB), youth may wait before deciding to proceed with enlistment processing.

In addition to providing information to the prospective enlistee, recruiters determine an applicant's eligibility for military service. They ask questions regarding age, citizenship, education, involvement with the law, use of drugs, and physical and medical conditions that could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.[8]

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB, the first formal step in the process of applying to enlist in the Armed Forces. The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 tests, four of which comprise the Armed Forces Qualification Test (AFQT): Arithmetic Reasoning, Mathematics Knowledge, Word Knowledge, and Paragraph Comprehension. The AFQT, a general measure of trainability and predictor of on-the-job performance, is the primary index of recruit aptitude.

AFQT scores, expressed on a percentile scale, reflect an applicant's standing relative to the national population of men and women 18–23 years of age.[9] The scores are grouped into five categories based on the percentile score ranges shown in Table 2.1. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those

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7 Rutherford, G., *Recruiting from the College-Oriented Market* – information paper (Washington, DC: Office of the Assistant Secretary of Defense, July 6, 2001); Defense Manpower Data Center, *Enlistment Supply in the 1990s: A Study of the Navy College Fund and Other Enlistment Incentive Programs* (DMDC Report 2000-015) (Arlington, VA: Defense Manpower Data Center, 2001).

8 Waters, B.K., Laurence, J.H., and Camara, W.J., *Personnel Enlistment and Classification Procedures in the U.S. Military* (Washington, DC: National Academy Press, 1987), p. 12.

9 The score scale is based on a 1980 study, the Profile of American Youth, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior. An effort is currently underway to update the Profile of American Youth study.

in Category IV, below average; and those in Category V, markedly below average. By law, Category V applicants and those in Category IV who have not graduated from high school are not eligible for enlistment. Over and above these legal restrictions, each Service prescribes its own aptitude and education criteria for eligibility. Each Service uses combinations of ASVAB test scores to determine an applicant's aptitude and eligibility for different military occupations.

Table 2.1. Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges

AFQT Category	Percentile Score Range
I	93–99
II	65–92
IIIA	50–64
IIIB	31–49
IV	10–30
V	1–9

Educational Credentials. DoD implemented a three-tier classification of education credentials in 1987. The three tiers are:

- Tier 1—Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.
- Tier 2—Alternative credential holders, including those with a General Education Development (GED) certificate of high school equivalency.
- Tier 3—Those with no education credential.

The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.[10] Current research continues to show that education attainment of youth predicts first-term military attrition.[11] In conjunction with the National Academy of Sciences, the Defense Department developed a mathematical model that links recruit quality and recruiting resources to job

10 See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

11 For attrition by education credential, see Department of Defense, *Educational Enlistment Standards: Recruiting Equity for GED Certificates*, Report to Congress (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], April 1996) and Laurence, J.H., *Does Education Credential Still Predict Attrition?*, paper presented as part of Symposium, Everything Old is New Again—Current Research Issues in Accession Policy, at the 105th Annual Convention of the American Psychological Association, Chicago, August 1997.

performance.[12] The model was then used to establish the recruit quality benchmarks now specified in Defense Planning Guidance. Service programs are required to ensure that a minimum of 90 percent of non-prior service (NPS) recruits are high school diploma graduates. At least 60 percent of recruits must be drawn from AFQT Categories I–IIIA; no more than 4 percent of the recruits can come from Category IV. This DoD policy does not prohibit the Services from setting their own targets above these benchmarks. These benchmarks were set by examining the relationship between costs associated with recruiting, training, attrition, and retention using as a standard the performance level obtained by the reference cohort of 1990, the cohort that served in Operations Desert Shield and Desert Storm. Thus, these benchmarks reflect the recruit quality levels necessary to minimize personnel and training costs while maintaining Desert Shield/Desert Storm cohort performance.[13]

The Services have different standards for individuals in each tier. Generally, Tier 3 applicants must have higher AFQT test scores than Tier 2 applicants, who must have higher test scores than Tier 1 individuals. The Air Force and Marine Corps follow these differential standards, requiring different minimum test scores for each tier. The other Services apply the standards slightly differently. The Army and Navy require applicants with alternative credentials (Tier 2) and those with no credentials (Tier 3) to meet the same AFQT standards, which are more stringent than those for high school graduates (Tier 1).

There has been a proliferation of alternative credential programs, particularly home schooling, in recent years. According to the latest estimate, in 1999 an estimated 850,000 students were being home schooled, more than double the approximately 345,000 in 1994.[14] To address such programs, the Department of Defense initiated a pilot study in FY 1999—The Alternative Educational Credential Pilot Program. The goals of the project are: (1) to assess the interest in enlistment of home school graduates and participants earning GED certificates through the National Guard Youth ChalleNGe program, and (2) to evaluate the performance of the alternative credential holders in these programs who do enlist. At the conclusion of the study, the results will be used to provide a recommendation on permanent tier status of home school graduates and ChalleNGe GED applicants.[15]

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12 Department of Defense, *Review of Minimum Active Enlisted Recruit Quality Benchmarks: Do They Remain Valid?* Report to Congress (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], March 2000).

13 Sellman, W.S., *Public Policy Implications for Military Entrance Standards,* Keynote Address presented at the 39th Annual Conference of the International Military Testing Association, Sydney, Australia, October 1998.

14 U.S. Department of Education, *Home Schooling in the United States: 1999* (NCES 2001-033) (Washington, DC: National Center for Education Statistics, 2001); and U.S. Department of Education, *Issues Related to Estimating the Home-Schooled Population in the United States With National Household Survey Data* (NCES 2000-311) (Washington, DC: National Center for Educational Statistics, 2000), Table 1.

15 Statement of Honorable Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy) before the Personnel Subcommittee, Senate Committee on Armed Services on *Military Recruiting and Retention*, February 24, 2000.

Physical Examinations. If an applicant achieves qualifying ASVAB scores and wants to continue the application process, he or she is scheduled for a physical examination and background review at one of the 65 Military Entrance Processing Station (MEPS). The examination assesses physical fitness for military service. It includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history. Some Services also require tests of strength and endurance. If a correctable or temporary medical problem is detected, the applicant may be required to get treatment before proceeding. Other applicants may require a Service waiver of some disqualifying medical conditions before being allowed to enlist.

Moral Character Standards. Each applicant must meet rigorous moral character standards. In addition to the initial screening by the recruiter, an interview covering each applicant's background is conducted at the MEPS. For some individuals, a financial credit check and/or a computerized search for a criminal record is conducted. Some types of criminal activity are clearly disqualifying; other cases require a waiver, wherein the Service examines the applicant's circumstances and makes an individual determination of qualification. Moreover, applicants with existing financial problems are not likely to overcome those difficulties on junior enlisted pay. Consequently, credit histories may be considered as part of the enlistment decision.

Occupational Area Counseling. If the applicant's ASVAB scores, educational credentials, physical fitness, and moral character qualify for entry, he or she meets with a Service classification counselor at the MEPS to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available Service training/skill openings, schedules, and enlistment incentives.

A recruit can sign up for a specific skill or for a broad occupational area (such as the mechanical or electronics areas). In the Army, most recruits (95 percent) enter for specific skill training; the others are placed in a military occupational specialty during basic training. Approximately 70 percent of Air Force recruits enter for a specific skill, while the rest sign up for an occupational area and are classified into a specific skill while in basic training. In the Navy, approximately 79 percent of recruits enlist for a specific skill, while the rest go directly to the fleet after basic training, classified in airman, fireman, or seaman programs. Approximately 86 percent of Marine Corps enlistees enter with a guaranteed occupational area and are assigned a specific skill within that area after recruit training; the rest enlist with either a specific job guarantee or assignment to a job after recruit training.

Normally, an applicant will be shown a number of occupations. In general, the higher the individual's test scores, the more choices he or she will have. While the process differs by Service, specific skills and occupational groupings are arranged similarly to an airline reservation system, with the "seat" and time of travel (to recruit training) based upon either school or field unit position openings. The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may suggest incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist.

The Delayed Entry Program (DEP). When the applicant accepts an offer, he or she signs an enlistment contract. Only a small proportion of new enlistees is sent to a recruit training center from the MEPS within a month of enlistment. Most enter the delayed entry program (DEP), which allows up to a year before the individual reports for duty, with up to a 365-day extension upon approval by the respective Service Secretary.[16] The DEP controls recruit flow into training "seats" at technical schools. The Services also use the DEP to prepare enlistees for basic training, providing them with supervised exercise programs, if needed. The DEP acclimates recruits to the military and enhances training performance, which decreases attrition.[17] Average time in the DEP is between three and four months.

Qualified high school students may enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon successfully completing high school. Not all DEP enlistees actually enter active duty. By Service, an average of 6 to 23 percent—about the same as last year's 8 to 21 percent—of individuals in the DEP changed their minds and asked to be released from their enlistment contracts in FY 2001. The Services consider enlistment in the DEP a serious commitment, but they do not require youth to enter military service against their will during peacetime.

Characteristics of Active Component Non-Prior Service Applicants

In FY 2001, approximately 370,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1), up from nearly 365,000 in FY 2000. The distribution of FY 2001 Active Component NPS applicants by race/ethnicity and gender is shown in Table 2.2.

Seventy-eight percent of the applicants were male, of whom 63 percent were White, 19 percent Black, 12 percent Hispanic, and 7 percent "Other."[18] For female applicants, approximately 50 percent were White, 31 percent Black, 11 percent Hispanic, and 7 percent "Other." Additional statistics on applicant characteristics (e.g., age, education levels, AFQT scores, and marital status, by gender and race/ethnicity) are contained in Appendix A, Tables A-1 through A-8.

Characteristics of Active Component Accessions

During FY 2001, 182,976 Active Component non-prior service recruits (individuals who had not previously served in the military) and 11,960 prior service recruits (individuals with military experience) shipped to recruit training centers (Table 2.3). This does not include individuals who entered the DEP in FY 2001 but had not been sent to basic training by September 30, 2001, nor does it include Reserve Component recruits (see Chapter 5 for Reserve Component enlisted accession data).

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16 10 U.S.C. 513, as amended October 1999.

17 Gilmore, G., *Recruit Attrition Rates Fall Across the Services* (Washington, DC: American Forces Press Service, August 13, 2001).

18 Includes Native Americans, Asians, and Pacific Islanders.

Table 2.2. Race/Ethnicity and Gender of FY 2001 Active Component NPS Applicants,* by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	62.8	56.6	66.7	69.8	63.0
Black	20.1	22.1	13.6	18.1	19.1
Hispanic	11.8	12.2	13.8	6.6	11.5
Other	5.4	9.2	5.9	5.6	6.5
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	46.2	48.3	58.3	57.2	49.9
Black	35.2	28.7	19.8	29.3	31.4
Hispanic	12.2	13.0	14.8	7.0	11.4
Other	6.4	9.9	7.1	6.6	7.3
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	75.2	78.6	91.4	70.6	77.7
Female	24.8	21.4	8.6	29.4	22.3

Columns may not add to total due to rounding.
* Applicant data reported for FY 2001 are based on the DMDC edit version of the USMEPCOM file, which has been "cleaned" by the edit process. FY 2001 applicant data are consistent with Information Delivery System (IDS) data.
Also see Appendix Tables A-3 (Race/Ethnicity by Service and Gender) and A-4 (Ethnicity by Service).

Table 2.3. FY 2001 Active Component Non-Prior Service (NPS) and Prior Service Enlisted Accessions				
	Enlisted Accessions			
Service	Prior Service	Non-Prior Service	Total	Non-Prior Service Percent of Service Total
Army	7,067	69,109	76,176	90.7
Navy	2,541	49,870	52,411	95.2
Marine Corps	411	30,147	30,558	98.7
Air Force	1,941	33,850	35,791	94.6
DoD Total	11,960	182,976	194,936	93.6

Also see Appendix Tables B-13 through B-22 (Prior Service Accessions).

In the Active Components, almost 94 percent of accessions have never served in the military before. The nearly 12,000 prior service accessions representing approximately 6 percent of Active Component enlistees in FY 2001 is larger than last year's cohort of less than 10,000. Prior service accessions are older and more likely to be married than their NPS counterparts. Prior service recruits more closely resemble the Active Component enlisted force—in terms of age and marital status—from which most of them came. In terms of other characteristics, they

are similar to their non-prior service counterparts. Additional statistics on prior service accession characteristics (e.g., race/ethnicity, education levels, and AFQT scores) are contained in Appendix B, Tables B-13 through B-22. The remainder of this section examines a number of sociodemographic characteristics of FY 2001 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population.

The proportion of accessions to applicants over FYs 1976–2001 is tracked in Figure 2.1. This ratio provides an index of the recruiting market. In the earlier years, recruiters sent far more applicants to MEPSs for processing to achieve recruiting objectives. In FY 1981, more than 800,000 applicants were processed through MEPSs to access approximately 301,000 new recruits, a 38 percent accession-to-applicant ratio. In the early 1980s, the Services implemented a series of management initiatives designed to emphasize quality and reduce overhead costs. Recruiting management objectives and award systems were changed to emphasize types of applicants (e.g., high school diploma graduates, Category IIIA and higher) in contrast to achieving purely numerical goals; enlistment screening tests were devised to estimate ASVAB performance prior to sending an individual to a test site.

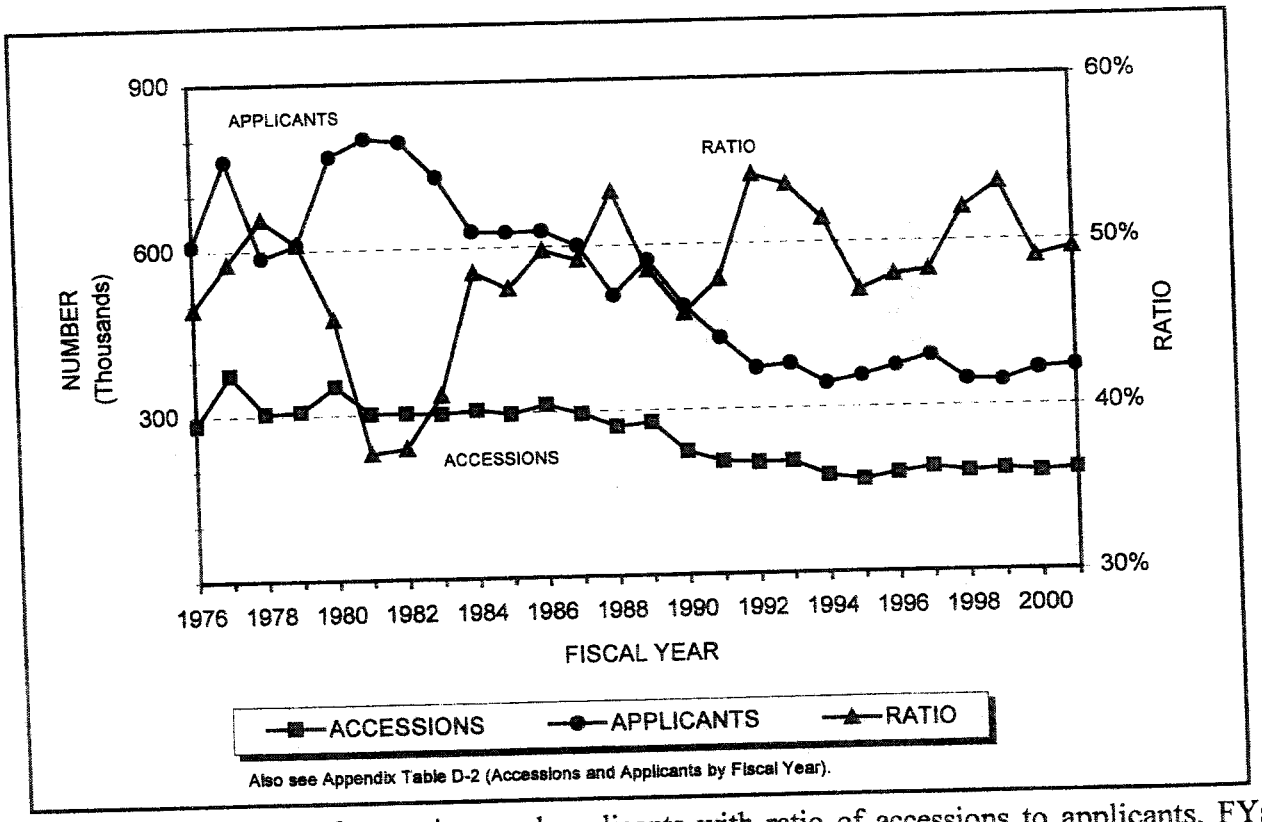

Figure 2.1. Number of accessions and applicants with ratio of accessions to applicants, FYs 1976–2001.

Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPSs. In FY 2001, approximately 370,000 applicants were processed through MEPSs to access nearly 183,000 new recruits, nearly a 50 percent ratio of accessions to applicants, inching upward from the 49 percent ratio achieved in FY 2000.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.[19] Within the 17–35 age range, the Services have different age ceilings. The Army and Navy accept applicants up to age 35; the Air Force accepts recruits prior to their 28th birthday, and the Marine Corps age limit is 29.

The age distribution of FY 2001 active duty NPS accessions is shown in Table 2.4. The average age of enlisted accessions is 19.3 years, ranging from 18.5 for the Marine Corps to 19.8 for the Army. Approximately, 87 percent of new recruits are 18- to 24-year-olds, compared to about 37 percent of the comparable civilian population. The Marine Corps enlists the greatest percentage of 17- and 18-year-old recruits (51 percent) and the smallest percentage of those over age 21 (9 percent). The Army has the greatest proportion of recruits older than age 21 (23 percent) and the smallest proportion of 17- and 18-year-old recruits (36 percent).

Table 2.4. Age of FY 2001 Active Component NPS Accessions, by Service, and Civilians 17–35 Years Old (Percent)

Age	Army	Navy	Marine Corps	Air Force	DoD	17- to 35-Year-Old Civilians	Number of Accessions per 1,000 Civilians
17	6.9	6.0	7.5	5.0	6.4	5.6	3.1
18	29.4	36.3	43.7	36.0	34.9	5.6	16.6
19	20.0	21.9	23.6	22.6	21.6	5.6	10.2
20	12.1	11.7	10.1	12.9	11.8	5.4	5.8
21	8.4	7.4	5.7	8.0	7.6	5.2	3.9
22	5.8	4.8	3.4	5.4	5.1	5.1	2.7
23	4.4	3.4	2.1	3.5	3.6	5.1	1.9
24	3.4	2.3	1.4	2.4	2.6	5.2	1.3
>24	9.7	6.3	2.5	4.3	6.6	57.2	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	2.7

Columns may not add to total due to rounding.
Also see Appendix Table B-1 (Age by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 - September 2001.

The right column of Table 2.4 shows the numerical rate at which civilian youth in each age group enlisted in the Armed Services in FY 2001. For example, an average of 16.6 of every 1,000 18-year-olds and 1.3 of every 1,000 24-year-olds enlisted in FY 2001.

Race/Ethnicity. Significant racial/ethnic differences exist among the Services, as shown in Table 2.5. Approximately 38 and 43 percent of Army and Navy accessions, respectively, are minorities, as compared to 32 percent of Marine Corps recruits and 30 percent of Air Force recruits. The overall percentage of minority recruits has ranged between 36 and 38 percent in the past 5 years, with 37 percent in FY 2001. Compared to 10 years ago, when the military recruited less than 30 percent minorities, the increased proportion of minority recruits generally mirrors the trend in the comparable civilian population.

19 10 U.S.C. 505.

Table 2.5. Race/Ethnicity and Gender of FY 2001 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	65.6	58.6	68.4	72.7	65.5
Black	18.9	19.7	11.8	15.9	17.3
Hispanic	11.1	12.5	14.4	6.8	11.4
Other	4.4	9.3	5.4	4.6	5.9
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	48.2	50.3	60.5	61.4	52.8
Black	35.7	26.5	16.7	25.4	29.5
Hispanic	10.9	13.3	16.9	7.4	11.1
Other	5.2	10.0	5.9	5.9	6.7
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	79.5	81.6	93.1	75.7	81.6
Female	20.5	18.4	6.9	24.3	18.4
White	62.1	57.1	67.9	70.0	63.1
Black	22.4	20.9	12.2	18.2	19.5
Hispanic	11.1	12.6	14.6	6.9	11.3
Other	4.5	9.4	5.4	4.9	6.1

NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
64.8	14.3	15.6	5.3	100.0	49.9	50.1

Columns may not add to total due to rounding.
Also see Appendix Tables B-3 (Race/Ethnicity by Service and Gender) and B-4 (Ethnicity by Service).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

Figure 2.2 illustrates the race/ethnicity distribution of enlisted accessions for the 29-year period, FYs 1973–2001.[20] Understanding the race/ethnicity profiles requires some explanation of events during the years up to 1985, before describing the current situation. The percentage of minority enlisted accessions increased, with some fluctuations, during the years following the end of conscription. The number of Black accessions peaked in FY 1979. Hispanic accessions also peaked in FY 1979 (ignoring aberrant data for FY 1976). Accessions of "Other" minorities, a very small proportion of new recruits, have generally shown a gradual increase from less than 1 percent in FY 1973 to 6 percent in FY 2001. The increase of minorities coincided with a

20 See Appendix Tables D-5 (White Accessions), D-6 (Black Accessions), D-7 (Hispanic Accessions), and D-8 ("Other" Accessions) by Service and Fiscal Year.

miscalibration of the ASVAB, and consequent drop in the aptitude of accessions, both Whites and minorities, beginning in January 1976. The miscalibration led to erroneous enlistment of many low-scoring applicants. Thus, representation of minorities, particularly Blacks (whose test scores, on average, are generally lower than those of Whites), increased during the miscalibration period. The error was corrected by September 1980.[21]

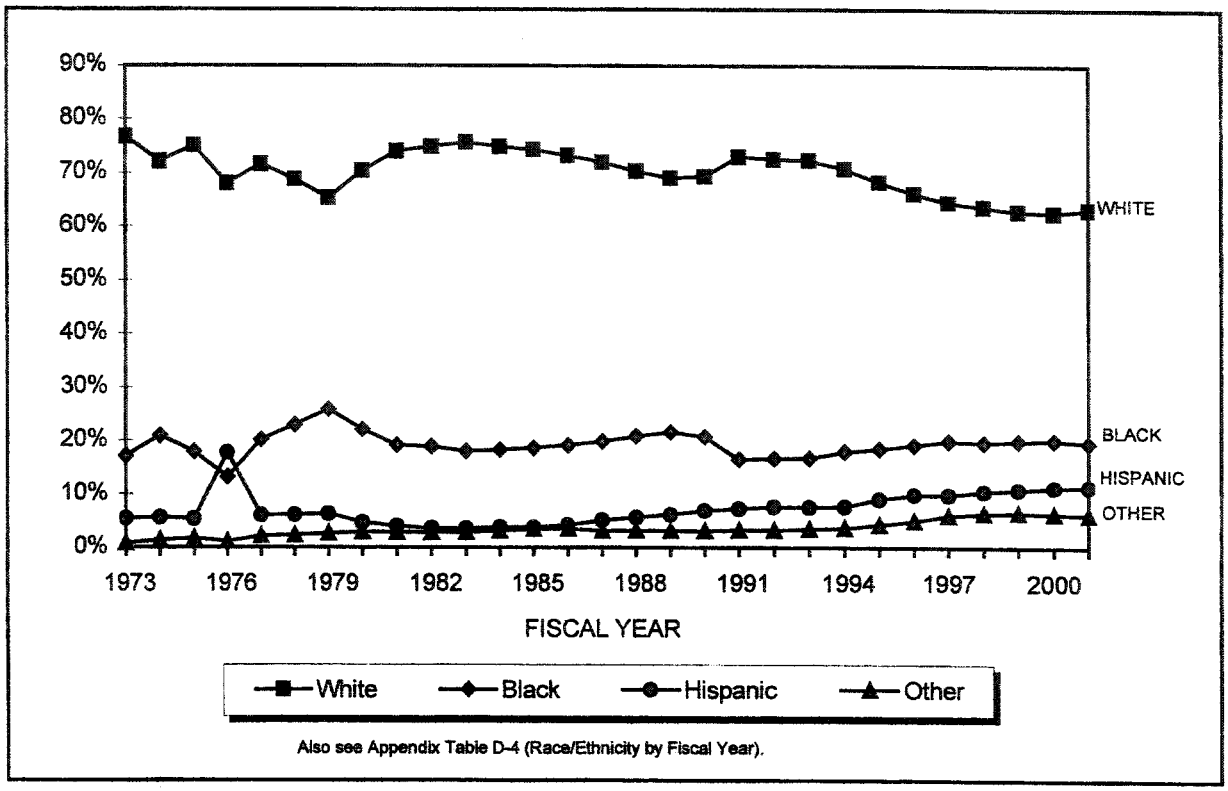

Figure 2.2. Race/ethnicity of Active Component NPS accessions, FYs 1973–2001.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.[22] By FY 1983, the proportion of Black recruits had returned to approximately the same level as before the test scoring error (18 percent Blacks in FY 1975). By the mid-1980s, a gradual increase had resumed. Not until FY 1987 did Hispanic recruit levels return to FY 1975 proportions. Higher high school dropout rates among Hispanics (28 percent), compared to Whites and Blacks (7 and 13 percent, respectively), confound the recruitment of qualified Hispanic applicants.[23] The Services have accessed a greater proportion

21 Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *A Report to the House Committee on Armed Services: Aptitude Testing of Recruits* (Washington, DC, 1980).

22 Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

23 See U.S. Department of Education, *The Digest of Education Statistics 2001* (NCES 2002-130) (Washington, DC: National Center for Education Statistics, 2002), Table 108; and U.S. Department of Education, *Dropout Rates in the United States: 2000* (NCES 2002-114) (Washington, DC: National Center for Education Statistics, 2001), Table A.

of Hispanics each year since FY 1985, when less than 4 percent of enlistees were Hispanic. Today, more than 11 percent of enlistees are Hispanic.

Blacks. In FY 2001, Blacks comprised nearly 20 percent of enlisted recruits, approximately 5 percentage points more than in the civilian population (14 percent). The Army continues to have the highest percentage of Black accessions, 22 percent in FY 2001. In the aftermath of Operations Desert Shield and Desert Storm and in the midst of the drawdown (FY 1991), there were lower proportions of Black recruits than in previous years. From FY 1992 to FY 2001 there were slight increases in Black accession rates most years, nearly reaching pre-drawdown levels of 21 percent Black accessions.

While Black men comprise approximately 17 percent of DoD male recruits, Black women make up more than 29 percent of female recruits (Table 2-5 and Appendix Table B-3). Black women in FY 2001 comprised 36 percent of Army female recruits, 26 percent of Navy female recruits, 17 percent of Marine Corps female recruits, and 25 percent of Air Force female recruits. In comparison, the proportion of Black men ranged from 12 percent of Marine Corps male recruits to 20 percent of Navy male recruits.

Hispanics. As the proportion of Hispanics has been increasing in the civilian population, so has the proportion of enlisted Hispanics. However, Hispanics were underrepresented among enlisted accessions in FY 2001, 11 percent of recruits compared to nearly 16 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (15 percent) in FY 2001, followed by the Navy, Army, and Air Force (13, 11, and 7 percent, respectively).

The proportion of Hispanic accessions has increased over the years (Appendix Table D-7). In FY 1983, less than 4 percent of new recruits were Hispanic. Today, more than 11 percent of enlisted accessions are Hispanic. One factor influencing the representation of Hispanics in the military is high school graduation rates; Hispanics are less likely to earn a high school diploma than those in other racial/ethnic groups.[24] In FY 2001, 58 percent of 18- to 24-year-old Hispanics completed high school (Tier 1) or earned an alternative credential (Tier 2) compared to 74 percent of Blacks and 85 percent of Whites.

"Other" minorities. Members of "Other" racial minorities (e.g., Native Americans, Asians, and Pacific Islanders) are greater than 6 percent; they are slightly overrepresented in the Services. The proportion of "Other" minorities ranges from 5 to 9 percent in the Services, with the Navy having the largest percentage. In the civilian population, 5 percent of 18- to 24-year-olds are "Other" racial minorities, an increase of more than 2 percentage points since FY 1981.

Gender. Figure 2.3 illustrates the trend in the proportion of female recruits since the start of the All Volunteer Force. Appendix Table D-9 shows the number and proportion of NPS

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24 See U.S. Department of Education, *The Digest of Education Statistics 2001* (NCES 2002-130) (Washington, DC: National Center for Education Statistics, 2002), p. 126-129; U.S. Department of Education, *Dropout Rates in the United States: 2000* (NCES 2002-114) (Washington, DC: National Center for Education Statistics, 2001), pp. 18-19; and previous *Population Representation* reports.

female accessions by Service in FY 1964 and FYs 1970 through 2001. The Air Force traditionally has the largest proportion of women recruits and the Marine Corps the smallest, in part a result of the number of positions open to women in these Services.

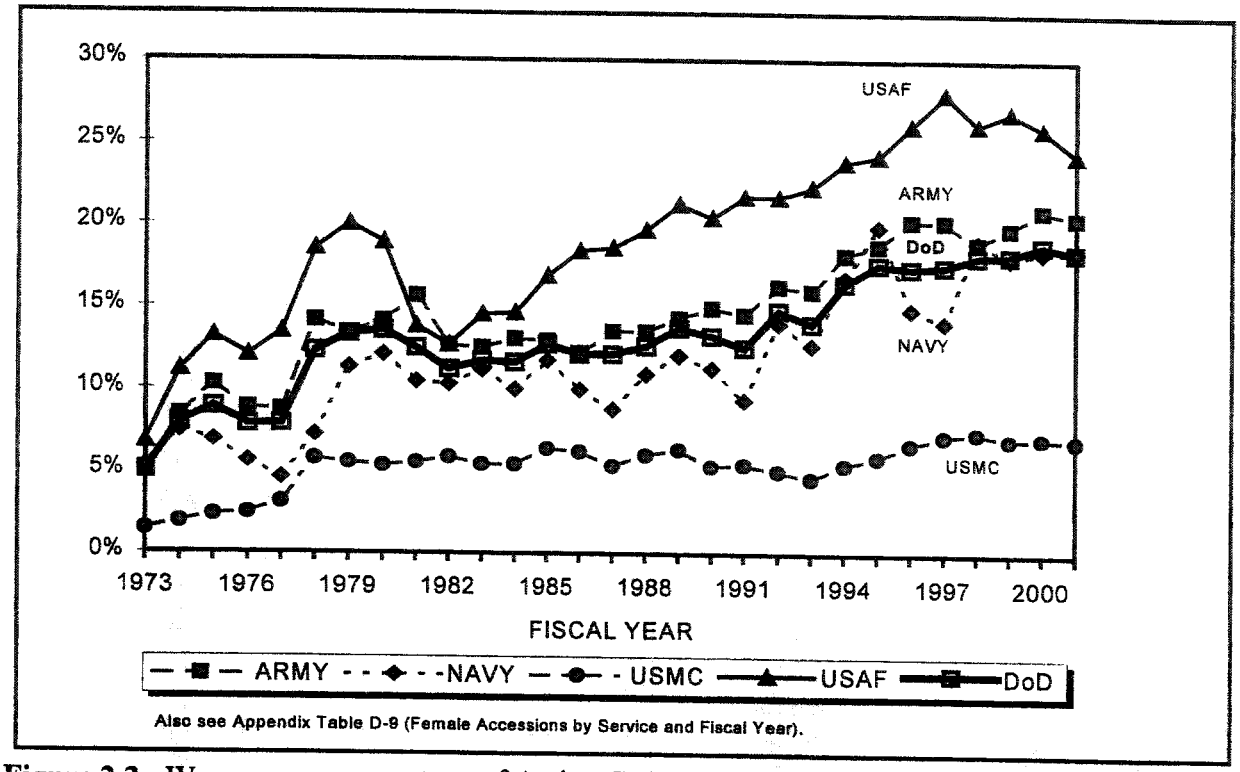

Figure 2.3. Women as a percentage of Active Component NPS accessions, FYs 1973–2001.

The proportion of NPS women accessing into the Services, 18 percent in FY 2001, is not comparable to female representation in the civilian population (50 percent). One reason for the difference is the lower inclination of women than men to apply for and enter the military.[25] The gender-integration policy, in effect for seven years, contributed to a continued gradual increase in the number and percentage of women enlisting in the Services.[26] However, the increase in enlistment of women has leveled off during the last two years, likely a result of the relatively low level of propensity as well as other factors influencing enlistment decisions, such as economic conditions.

Under a gender-neutral recruiting program since FY 1990, the Air Force leads the Services in the proportion of female accessions. The Air Force had increased its proportion of female recruits, from 20 percent in FY 1990 to 27 percent in FY 1999, followed by slight

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25 The former annual DoD-sponsored Youth Attitude Tracking Study indicated that young women, depending upon age, were approximately one-half less inclined to join the military than young men.

26 Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

decreases in the last two years to 24 percent in FY 2001 (see Table D-9). When the Navy adopted a gender-neutral recruiting policy in FY 1994, the proportion of women accessions in the Navy increased 3 percentage points (from 17 percent in FY 1994 to 20 percent in FY 1995). However, the Navy dropped its gender-neutral recruiting policy because of constrained berthing facilities on Navy vessels. The Navy's decision to rescind gender-neutral recruiting may have been a factor in the 6-percentage-point drop of female accessions from FY 1995 to FY 1997 (from 20 to 14 percent).[27] However, the Navy was able to recruit a significantly larger proportion of women—18 to 19 percent—each year since FY 1997.

Marital Status. The majority of accessions are young high school graduates and the military is often their first full-time job. Thus, very few are married. In FY 2001, 8 percent of male and 12 percent of female recruits were married, compared to 50 and 40 percent of male and female enlisted members, respectively. Table 2.6 compares marriage rates of accessions in the Services with 18- to 24-year-old civilians in the labor force. Civilians are more likely to be married than accessions (14 versus 8 percent). Within the Services, Army recruits are most likely to be married (13 percent) and Marine Corps recruits are least likely (3 percent). Figure 2.4 shows marital status trends for FYs 1976–2001 by Service.

Table 2.6. FY 2001 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18–24 Years Old (Percent)

Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians
Males	12.0	5.5	2.8	8.9	8.0	10.1
Females	16.5	6.8	6.1	10.1	11.6	18.3
Total	12.9	5.7	3.1	9.2	8.0	14.2

Also see Appendix Table B-2 (Marital Status by Age and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

Research shows that marriage is important to a member's long-term career and can enhance individual readiness.[28] This is true if the member is in a strong marriage to a supportive but independent spouse. However, combining marriage and a military career can create challenges for younger Servicemembers as well as for the Service. Entering into marriage just prior to or soon after enlisting can place extra burdens on the recruit, the family, and the military, particularly when frequent or unexpected deployments separate the "new" family. Thus, marital status trends of accessions (and members) are an important characteristic to monitor.

Education. More than 30 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment (80

27 Born, D.H., *Women in the Military-Trends 1990 to 1996* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy/Accession Policy]).

28 Office of the Assistant Secretary of Defense (Personnel and Readiness), *Family Status and Initial Term of Service, Volume I – Summary* (Washington, DC: Author, December 1993).

percent versus 50 percent).[29] In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late 1970s, the Army, Navy, and Air Force classified GED holders and high school graduates differently because evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores to enlist than do high school diploma graduates. In fact, the Services strive to meet a 90 percent Tier 1 benchmark established by Defense Planning Guidance.

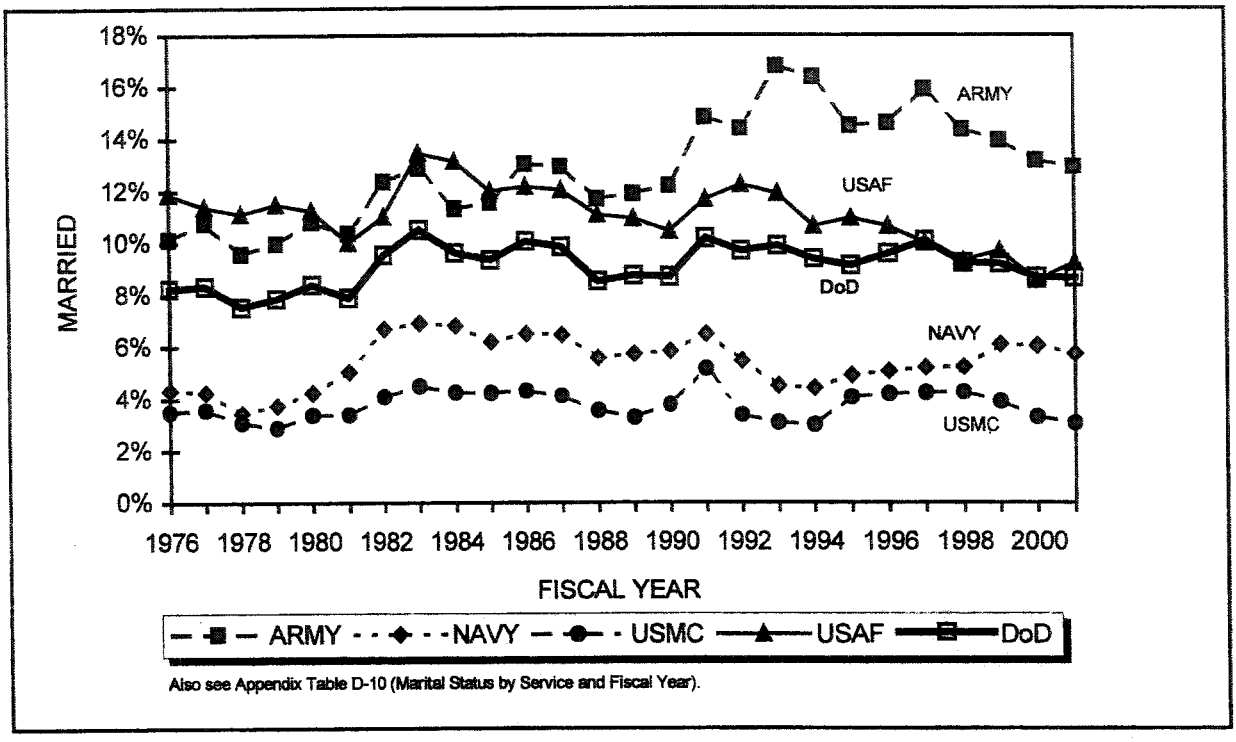

Figure 2.4. Marital status trends of Active Component NPS accessions, by Service, FYs 1976–2001.

Additional research indicates that those with other alternative credentials, such as adult education and correspondence school diplomas, also have attrition rates greater than regular high school graduates.[30] In 1987, DoD implemented a three-tier classification of education

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29 See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981); and Lindsley, D.H., *Recruiting of Women*, presented to 1995 Committee on Women in the NATO Forces Conference, June 2, 1995.

30 Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, 1987); Laurence, J.H., Ramsberger, P.F., and Arabian, J.M., *Education Credential Tier Evaluation* (Alexandria, VA: Human Resources Research Organization, 1996); and Laurence, J.H., *Does Education Credential Still Predict Attrition?*, paper presented as part of Symposium, Everything Old is New Again – Current Research Issues in Accession Policy, at the 105th Annual Convention of the American Psychological Association, Chicago, August 1997.

credentials. Table 2.7 shows the percentage of FY 2001 active duty NPS accessions by education tier. Ninety-one percent of recruits possessed high school diplomas and/or some college education (Tier 1); 8 percent held alternative high school credentials (Tier 2); and 1 percent had not completed high school (Tier 3). It should be noted that enlisted occupations are generally comparable to civilian jobs not requiring college education.

Table 2.7 Levels of Education of FY 2001 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)

Education Level[1]	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	85.4 (90.6**)	90.1	96.1	99.0	90.9 (92.9**)	79.1
Tier 2: GED, Alternative Credentials	14.6	5.6	2.7	1.0	7.6	
Tier 3: No Credentials	***	4.4	1.3	0.0	1.4	20.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)[2]	7.8	5.4	1.5	11.9	7.1	46.7

Columns may not add to total due to rounding.
* Civilian numbers and percentages combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates.
** Tier 1 data calculated excluding GED+ participants from total accessions. GED+ is an experimental program enlisting up to 4,000 active duty Army applicants with a GED or no credential who have met special screening criteria for enlistment.
*** Less than one-tenth of one percent.
[1] Service data from OUSD(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's USMEPCOM Edit File.
[2] College experience data from the Services are defined as those individuals with the following credentials: associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, or completed one semester of college.
Also see Appendix Tables B-7 (Education by Service and Gender) and B-8 (Education by Service and Race/Ethnicity).
Source: Service data are from OUSD(MPP)/Accession Policy—submitted in accordance with DoD Instruction 7730.56. USMC college experience data are from DMDC's USMEPCOM Edit File. Civilian data are from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

While nearly 99 percent of FY 2001 accessions were in Tiers 1 and 2, only 79 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences among Services in FY 2001 high school graduate accessions were small, ranging from 99 percent (Air Force) to 85 percent (Army). The Army had the highest proportion of recruits with Tier 2 credentials (15 percent); the Air Force had the lowest (1 percent). In FY 2001, the Air Force did not enlist any applicants without education credentials; the Army, Marine Corps, and Navy accepted very few recruits with no high school credentials (less than 1 percent, 1 percent, and 4 percent, respectively).

During FY 2000, the Army established the experimental GED+ program, to identify non high school diploma graduates who would have low attrition rates. The Army allows up to 4,00 Active Component and 2,000 Reserve Component applicants who have earned a GED certifica or have no education credential to enlist without counting against the 90 percent Tier benchmark for NPS enlisted accessions. To qualify for the GED+ program, recruits must ha

left high school for a non-disciplinary reason, be too old to return to high school, have no moral character problems, and score high on a test of motivation to enlist.[31]

The proportion of accessions with high school diplomas by Service for FYs 1973 through 2001 is shown in Figure 2.5. During most of the first decade of the volunteer military (FYs 1973–1982), the Services differed significantly in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 66 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

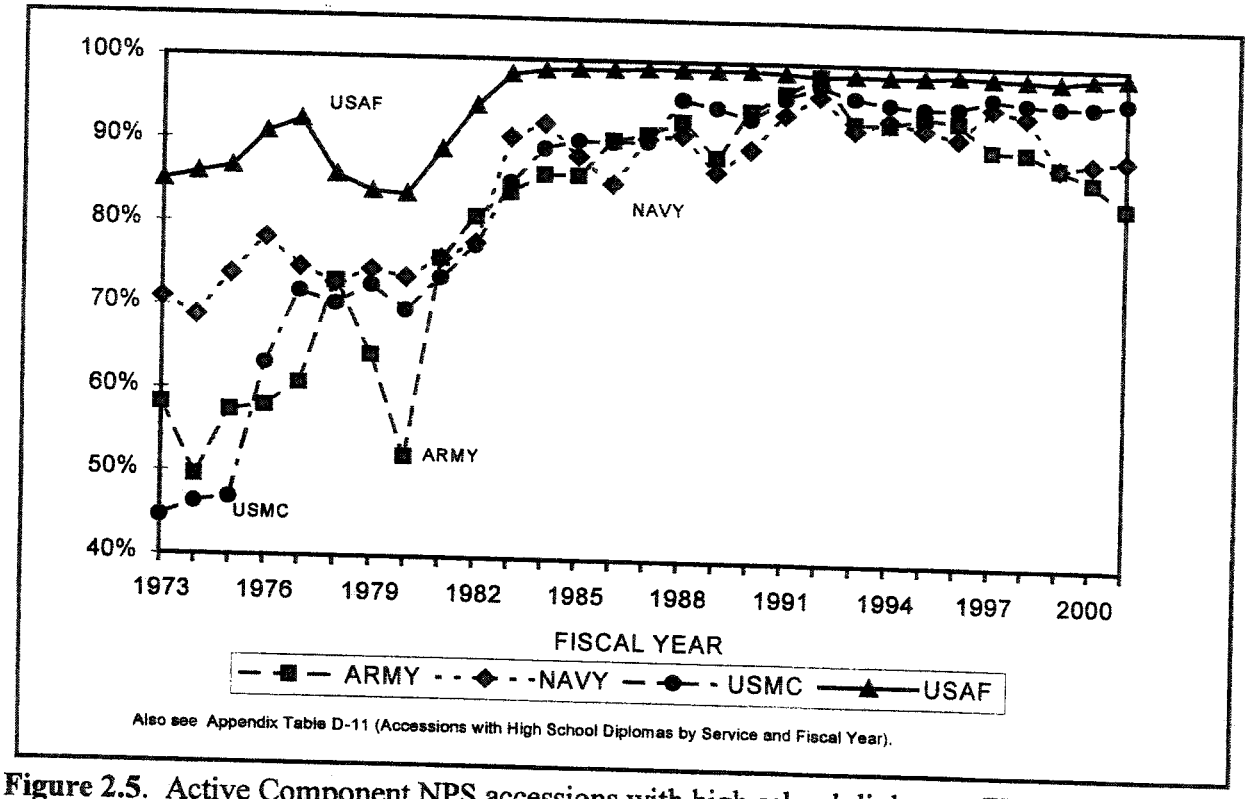

Figure 2.5. Active Component NPS accessions with high school diplomas, FYs 1973–2001.

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of shrinking military benefits and significant gaps in pay comparability with the civilian sector. Media articles cited the hemorrhage of talent from the Services due to loss of benefits, and the percentage of Servicemembers eligible for food stamps.

Because of lower education levels of new recruits, lower test scores, and increasing minority representation during this period, debates began on whether to replace the volunteer

31 Rutherford, G., *Hispanic Population Projections, Enlistment Propensity and the FY 2001 Recruiting Results* – information paper (Washington, DC: Office of the Assistant Secretary of Defense, 2001).

force with a form of national service or a return to the draft.[32] The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Servicemembers' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 66 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army, Navy, and Marine Corps College Funds, and Service emphasis on improving the quality of life for Servicemembers and their families led to improved recruiting. The proportion of high school graduates climbed to a peak of 98 percent in FY 1992. From that peak, the proportion has gradually declined to 91 percent in FY 2001. (Note that the FY 2001 number is from Service data as described in Table 2.7 rather than the DMDC data sources used in Appendix Table D-11.)

Figure 2.6 compares FY 2001 accessions with civilians of similar age on the percentage of high school graduates (Tier 1) and those with alternative credentials (Tier 2), by gender and race/ethnicity. Although nearly all military recruits are in Tiers 1 and 2, the same is not true of 18- to 24-year-old civilians. Some dramatic differences in education level, by race/ethnicity, are evident in Figure 2.6. Only 74 percent of Black civilians and 58 percent of Hispanic civilians have high school diplomas or alternative credentials. Given these percentages and the 90 percent Tier 1 requirement, the Services' minority recruiting pool is limited. Thus, the race/ethnicity representation comparisons should be interpreted with these data in mind.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.7 indicates the percentage of NPS recruits who scored at or above the 50th percentile (Categories I–IIIA) since FY 1973. Numerical data are in Appendix D, Table D-12. The drop in Category I–IIIA recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.[33] In FY 1976, when new versions of the ASVAB were introduced, an error in calibrating the score scales made the new versions "easier" than the old versions (i.e., applicants received test scores higher than their actual ability). In FY 1980, an independent study of the calibration was made and the test was correctly calibrated. Then, Congress added legal provisions stipulating that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.[34] However, as previously stated, Defense Planning Guidance decreases this limit even further, allowing no more than 4 percent of recruits to come from Category IV.

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32 In December 1976, the Department of Defense released a report, *The All Volunteer Force: Current Stat and Prospects*, that listed seven alternatives to the all volunteer military. On June 20, 1978, the Sena Subcommittee on Manpower and Personnel of the Committee on Armed Services conducted an extensive hearin *Status of the All-Volunteer Armed Force*, on the problems of a volunteer force and the need to examine alternativ to the all volunteer military.

33 See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Servi Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analys September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, W Pays?* (New York: Praeger, 1991).

34 10 U.S.C. 520.

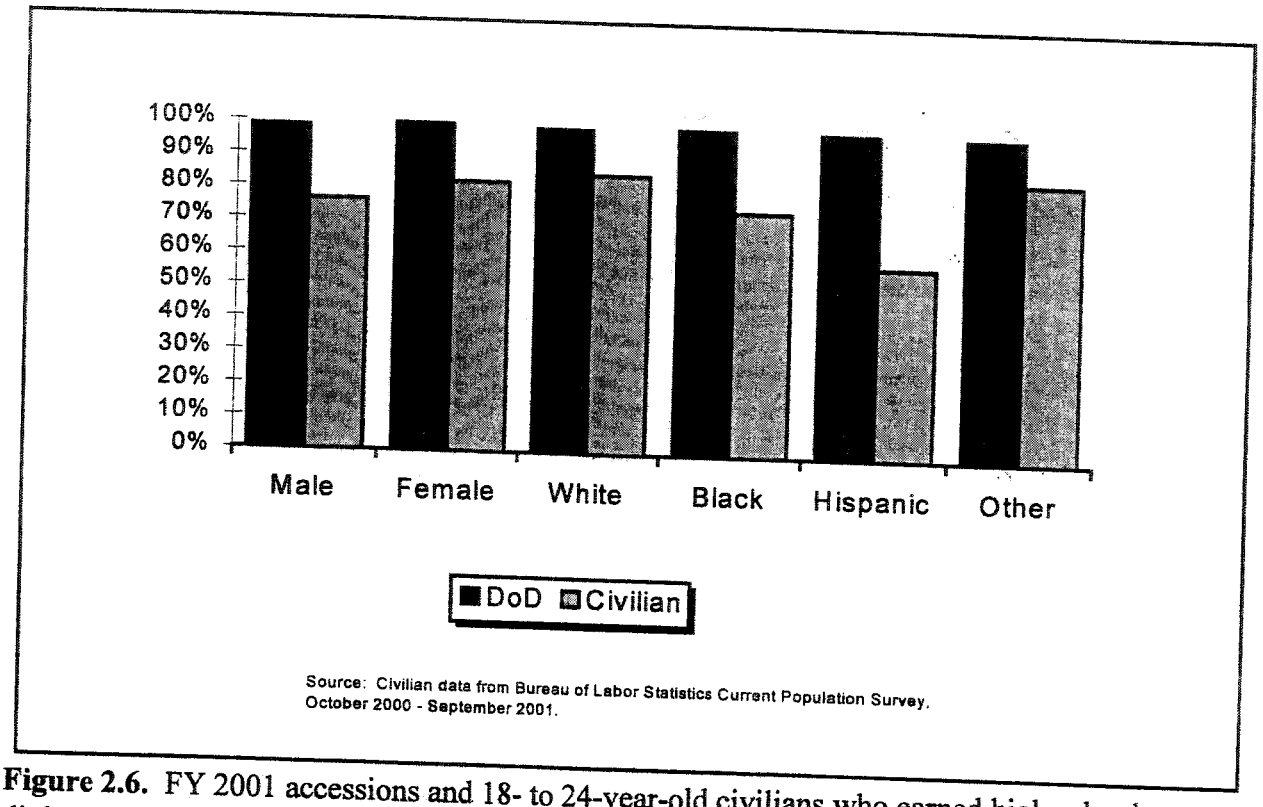

Figure 2.6. FY 2001 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

Figure 2.7 shows FY 1977 as the low point and FY 1992 as the high point in accessing recruits in Categories I to IIIA. In FY 1977, 34 percent of accessions scored in the top half of the AFQT distribution. Only 13 percent of Blacks, 19 percent of Hispanics, and 20 percent of "Others" scored in Categories I–IIIA.[35] Fifteen years later, in FY 1992, the majority of minority accessions achieved scores in the I–IIIA range (Blacks - 56 percent, Hispanics - 67 percent, "Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to IIIA accessions from FY 1977 to FY 1992.

A graphic view of the increasing trend in AFQT performance of accessions from FY 1981 through FY 1992 is provided in Figure 2.8. The more significant gains were in Categories I to IIIA, where the percentages increased from 47 percent in FY 1981 to 75 percent in FY 1992. Conversely, there has been a steady decline in the percentage of Category IIIB accessions. Most dramatic has been the decrease in accessions who score in Category IV—from 33 percent in FY 1979 to one percent or less since FY 1991. There was a gradual decline in the percentage of accessions in Categories I to IIIA from FY 1992 to FY 1999, from 75 to 63 percent. During FY 2001, recruit quality increased slightly to 66 percent in Categories I-IIIA.

35 Data from Defense Manpower Data Center.

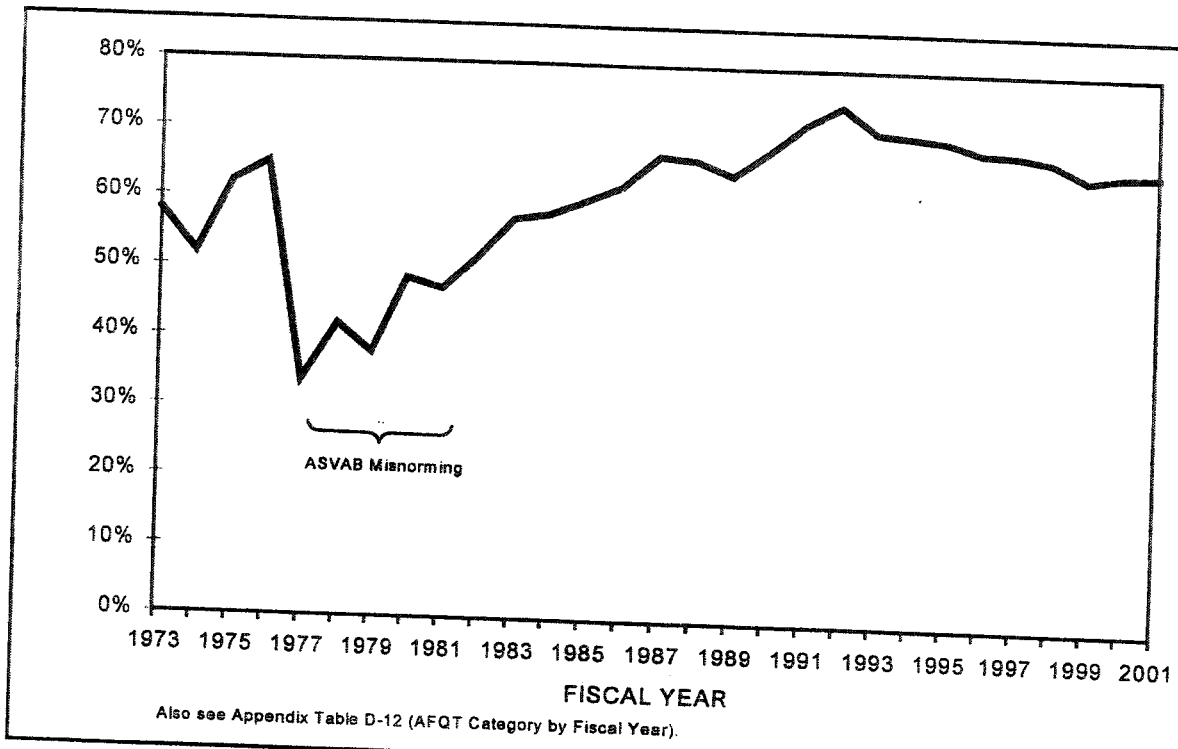

Figure 2.7. Percentage of NPS accessions in AFQT categories I–IIIA, FYs 1973–2001.

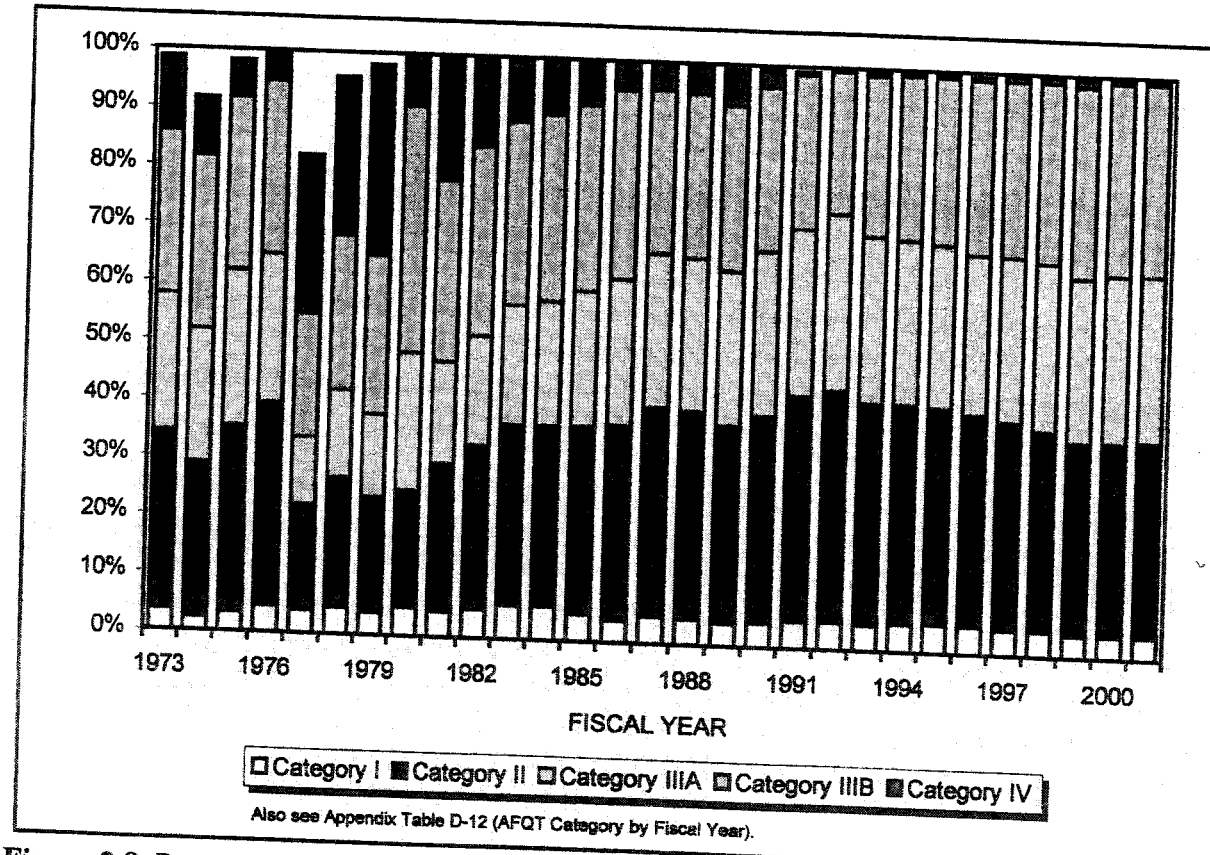

Figure 2.8. Percentage of NPS accessions in AFQT categories I–IV, FYs 1973–2001.

The percentages of FY 2001 active duty NPS accessions in each AFQT category are shown in Table 2.8. The percentage of recruits in Categories I and II was the same as their civilian counterparts (males - 39 percent; females - 33 percent). Category III accessions greatly exceeded civilian proportions (males - 60 versus 30 percent; females - 67 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 1 percent versus 20 percent; females - 1 percent versus 22 percent). The low percentage of Category IV recruits is, in part, a result of DoD limits of 4 percent Category IV recruits, with even lower Service limits. Ten percent of civilian males and 9 percent of civilian females scored in Category V; DoD allows no Category V recruits.

Table 2.8. AFQT Scores of FY 2001 Active Component NPS Accessions, by Gender and Service (Percent)

AFQT Category[1]	Army	Navy	Marine Corps	Air Force	DoD
MALES					
I	4.3	4.2	3.2	5.2	4.2
II	33.0	32.6	33.2	43.3	34.7
IIIA	29.4	26.8	27.9	28.2	28.2
IIIB	31.5	36.4	35.0	23.2	32.1
IV	1.8	0.0	0.8	0.2	0.8
V	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
I	2.4	2.3	3.1	2.7	2.5
II	27.2	29.2	32.7	35.3	30.1
IIIA	30.1	30.8	34.0	32.8	31.2
IIIB	38.6	37.7	30.2	29.2	35.5
IV	1.7	0.0	0.0	*	0.7
V	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
*Less than one-tenth of one percent.
[1] Service data from OASD(FMP)(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's USMEPCOM Edit File. Also see Appendix Tables B-5 (AFQT by Service and Gender) and B-6 (AFQT by Service and Race/Ethnicity).
Source: Service data from OASD(FMP)(MPP)/Accession Policy—submitted in accordance with DoD Instruction 7730.56. The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).

In FY 2001, 66 percent of recruits scored at or above the 50th percentile on the AFQ (Categories I–IIIA). Air Force recruits scored higher than those of the other three Service Seventy-five percent of Air Force recruits scored in Categories I–IIIA, compared to 65 percent Army, 65 percent of Marine Corps, and 63 percent of Navy recruits.

High Quality. One impact of the defense drawdown was the Services' redesign of number of career fields with incumbents assuming a more diverse workload and great responsibilities. The redesign both increased the number of tasks assigned to an individual, a required incumbents to perform new tasks of greater complexity. The Services believe that the levels of job/task difficulty and importance increase, so will the need to bring in and reta greater proportions of individuals with above-average aptitude.[36] The Services define hig quality recruits as high school diploma graduates who also score in the top 50 percent on t AFQT, Categories I through IIIA. Figure 2.9 shows the trends in the proportion of high-quali accessions since FY 1973. In FY 2001, the percentage of high-quality recruits ranged from percent in the Army and Navy to 72 percent in the Air Force.

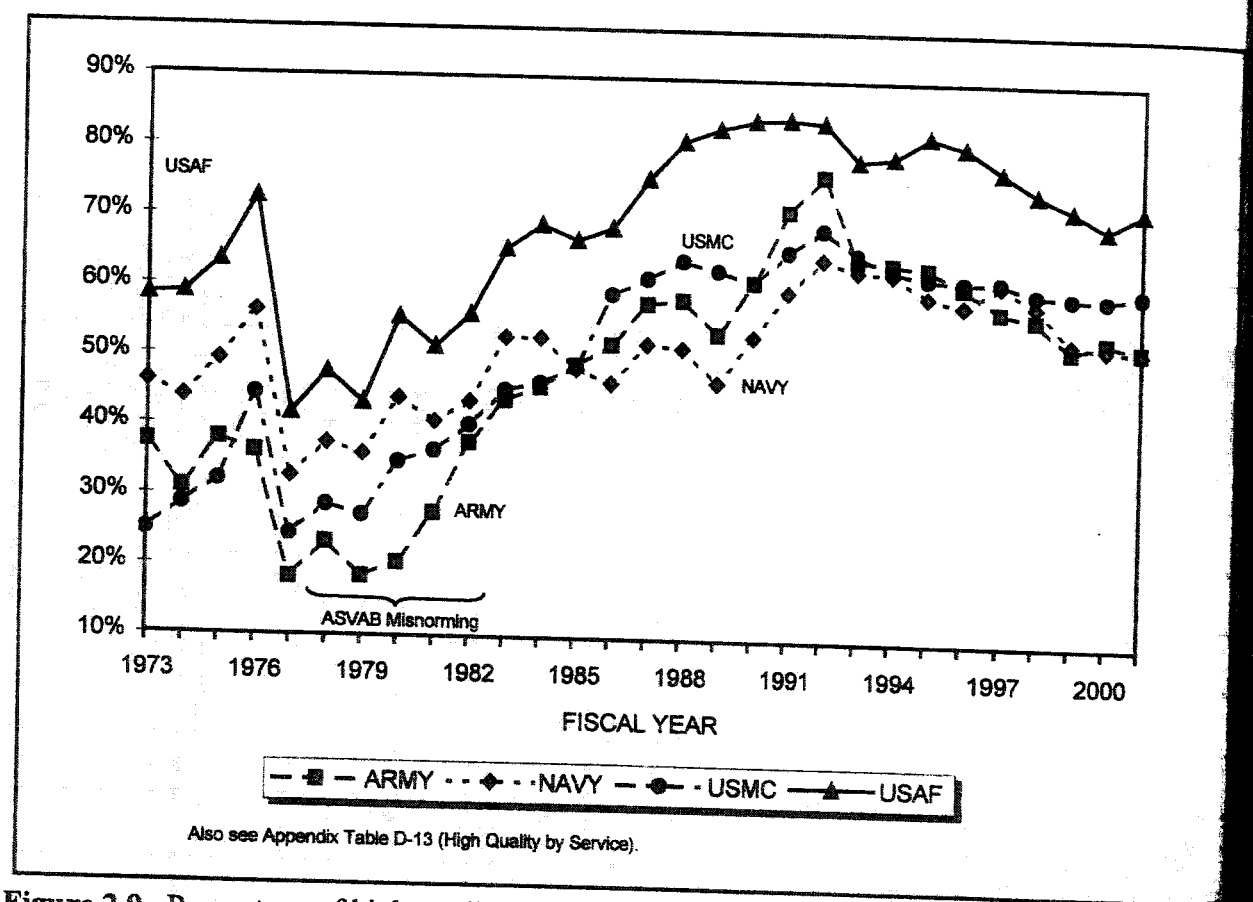

Figure 2.9. Percentage of high-quality NPS accessions, FYs 1973–2001.

36 See Sellman, W.S., *Since We Are Reinventing Everything Else, Why Not Occupational Analysis?* Keyn address to the 9th Occupational Analyst Workshop, San Antonio, TX, May 31–June 2, 1995.

Reading Ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.[37] Table 2.9 shows that the mean RGL for FY 2001 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1984 accession.

Table 2.9 Mean Reading Grade Level of FY 1984–2001 Active Component NPS Accessions, By Service, and 1980 Civilians 18–23 Years Old

Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1984	10.0	10.2	9.8	10.5	10.1	10.3
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
1995	11.3	11.3	11.2	11.7	11.4	
1996	11.3	11.3	11.1	11.7	11.4	
1997	11.2	11.2	11.1	11.6	11.3	
1998	11.2	11.2	11.1	11.5	11.2	
1999	11.0	11.1	11.1	11.2	11.1	
2000	11.1	11.0	11.0	11.2	11.1	
2001	11.1	11.1	11.1	11.3	11.1	

Source: 1980 civilian youth population data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

Differences in RGL were relatively small in FY 2001, with mean RGLs ranging from 11.1 for the Army, Navy, and Marine Corps to 11.3 for the Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force. However, as Figure 2.10 illustrates, substantial shifts have taken place in other regions. The percentage of accessions from the Northeast dropped 8 points from a high of 22 percent in FY 1977 to a low of less than

37 See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

14 percent in FY 2001. The proportion of accessions from the South increased 9 percentage points from 34 percent in FY 1985 to 43 percent in FY 1995. In FY 2001, 42 percent of new recruits were from the South.

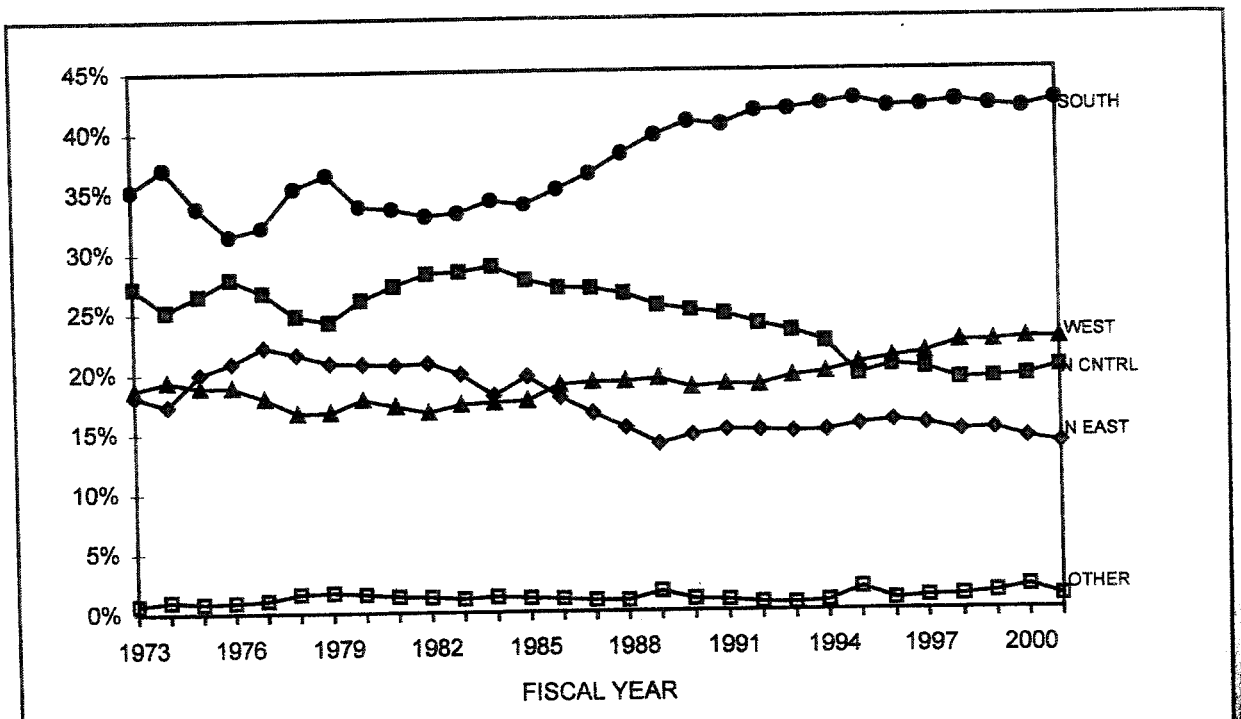

Figure 2.10. NPS accessions by geographic region, FYs 1973–2001.

Changes in geographical representation are related to factors such as shifts demographic patterns, unemployment, college enrollment, and employment compensation ra which vary widely across regions of the country.[38] Obviously, no one factor can exp variations in enlistment rates between different sections of the country; they are more lik attributable to a wide array of economic, social, and demographic factors.

Table 2.10 presents FY 2001 accession statistics by geographic region, division, state. The third and fourth columns show percentages of accessions and percentages of the 1 24-year-old civilian population, respectively, in each area. The fifth column pres military/civilian representation ratios—the percentage of enlisted accessions divided by percentage of civilians in each area. A representation ratio of 1.00 means that the area ha same proportion of accessions as of the youth population—for example, 8 percent of all re and 8 percent of all youth aged 18–24. A ratio of less than 1.00 means that relatively few

38 Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Analyses, 1989).

in an area enlist in the military, while a ratio of more than 1.00 indicates above-average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I–IIIA) and mean AFQT scores for each area.

Table 2.10. Selected Statistics for FY 2001 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year-Olds	Represen-tation Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
NORTHEAST REGION	25,298	14.0	17.3	0.8	57.1	59.0
New England Division	*5,448*	*3.0*	*4.3*	*0.7*	*59.2*	*60.4*
Maine	916	0.5	0.4	1.2	59.5	60.1
New Hampshire	668	0.4	0.4	0.9	64.4	63.8
Vermont	264	0.1	0.2	0.7	64.4	63.9
Massachusetts	1,967	1.1	2.1	0.5	58.6	60.1
Rhode Island	376	0.2	0.3	0.7	58.0	59.6
Connecticut	1,257	0.7	0.9	0.7	56.3	58.7
Middle Atlantic Division	*19,850*	*11.0*	*13.0*	*0.8*	*56.5*	*58.6*
New York	9,520	5.3	6.4	0.8	54.1	58.0
New Jersey	3,750	2.1	2.6	0.8	55.1	57.4
Pennsylvania	6,580	3.6	4.0	0.9	60.6	60.3
NORTH CENTRAL REGION	36,906	20.4	22.6	0.9	60.5	60.4
East North Central Division	*26,228*	*14.5*	*15.9*	*0.9*	*59.9*	*60.1*
Ohio	7,251	4.0	3.9	1.0	60.3	60.4
Indiana	3,579	2.0	1.9	1.0	63.6	61.4
Illinois	7,112	3.9	4.6	0.9	56.4	58.5
Michigan	5,496	3.0	3.5	0.9	58.9	59.7
Wisconsin	2,790	1.5	1.9	0.8	65.0	62.4
West North Central Division	*10,678*	*5.9*	*6.7*	*0.9*	*62.2*	*61.3*
Minnesota	1,944	1.1	1.7	0.6	62.2	62.5
Iowa	1,401	0.8	1.0	0.8	66.5	62.7
Missouri	3,630	2.0	1.9	1.1	59.2	59.8
North Dakota	379	0.2	0.2	0.9	69.9	63.9
South Dakota	583	0.3	0.3	1.2	62.4	61.0
Nebraska	1,085	0.6	0.7	0.9	64.2	61.2
Kansas	1,656	0.9	1.0	0.9	61.7	61.2
SOUTH REGION	77,565	42.9	35.1	1.2	55.8	57.8
South Atlantic Division	*38,220*	*21.1*	*17.2*	*1.2*	*56.1*	*57.8*
Delaware	443	0.2	0.3	0.9	57.8	58.8
Maryland	3,643	2.0	1.7	1.2	58.0	57.9
District of Columbia	203	0.1	0.2	0.5	38.9	53.1
Virginia	5,363	3.0	2.1	1.4	55.5	58.6
West Virginia	1,321	0.7	0.7	1.1	52.2	56.6
North Carolina	5,432	3.0	2.6	1.2	57.9	58.4
South Carolina	3,485	1.9	1.3	1.5	52.5	55.7
Georgia	5,909	3.3	3.0	1.1	53.5	56.8
Florida	12,421	6.9	5.3	1.3	58.0	58.5
East South Central Division	*12,119*	*6.7*	*6.3*	*1.1*	*53.3*	*56.9*
Kentucky	2,259	1.2	1.4	0.9	55.6	58.0
Tennessee	3,505	1.9	2.1	0.9	56.8	59.1
Alabama	4,054	2.2	1.8	1.2	52.2	56.3
Mississippi	2,301	1.3	1.0	1.3	47.5	53.7

(Continued)

Table 2.10. Selected Statistics for FY 2001 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old (Continued)

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year-Olds	Representation Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
SOUTH REGION (continued)						
West South Central Division	*27,226*	*15.0*	*11.6*	*1.3*	*56.5*	*58.1*
Arkansas	2,088	1.2	1.0	1.2	53.8	56.8
Louisiana	4,159	2.3	1.8	1.3	50.4	54.6
Oklahoma	2,936	1.6	1.3	1.3	56.2	58.6
Texas	18,043	10.0	7.6	1.3	58.2	59.0
WEST REGION	41,198	22.8	25.0	0.9	58.3	59.5
Mountain Division	*13,574*	*7.5*	*7.0*	*1.1*	*58.8*	*60.4*
Montana	1,084	0.6	0.3	1.9	61.2	62.0
Idaho	1,134	0.6	0.5	1.2	61.2	62.6
Wyoming	500	0.3	0.2	1.7	63.8	62.2
Colorado	2,674	1.5	1.7	0.9	60.3	61.9
New Mexico	1,784	1.0	0.6	1.6	52.0	56.5
Arizona	3,745	2.1	2.1	1.0	58.3	59.8
Utah	1,070	0.6	1.0	0.6	62.4	61.6
Nevada	1,583	0.9	0.6	1.4	57.5	59.8
Pacific Division	*27,624*	*15.3*	*18.1*	*0.8*	*58.0*	*59.0*
Washington	4,241	2.3	2.3	1.0	61.4	62.9
Oregon	2,519	1.4	1.1	1.2	60.6	62.4
California	19,457	10.8	14.0	0.8	56.9	57.7
Alaska	638	0.4	0.2	1.5	63.2	62.9
Hawaii	769	0.4	0.4	1.0	55.3	55.4
Total (50 STATES + D.C.)	180,967**	100.0	100.0	1.0	57.5	58.9

Columns may not add to total due to rounding.
* High-quality accessions are high school graduates who score at or above the 50th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area.
** Does not include 2,009 recruits from the territories and unknowns.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

The South region had the greatest ratio of enlistees (1.2). The West South Central division had the strongest representation (1.3). The Northeast region had a representation ratio of 0.8 and the North Central and West regions had ratios of 0.9.

Slightly more than half of the states had representation ratios of 1.0 or more. These included: Maine in the Northeast; Ohio, Indiana, Missouri, and South Dakota in the North Central; all states except Utah, Colorado, and California in the West; and all states except Kentucky, Tennessee, Delaware, and the District of Columbia in the South. Among all states, the ratios ranged from a low of 0.5 in Massachusetts and the District of Columbia to a high of 1.9 in Montana.

The sixth column of Table 2.10 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 2001. The proportion of high-quality accessions by region ranged from a low of 56 percent in the South to a high of 61 percent in the North Central region. Differences across divisions were somewhat larger. Approximately 9 percentage points separated the East South Central and West North Central

divisions. Differences at the state level were still larger, ranging from 39 percent in the District of Columbia to 69 percent in North Dakota.

The last column of Table 2.10 shows the mean AFQT score by each geographical area. Occasionally, interest has been expressed in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly suitable for this purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many students who intend to enroll in college, prospects who fail the enlistment screening test, and youth who do not have an interest in military enlistment. Therefore, youth who take the ASVAB should not be presumed to be representative of the communities or school systems from which they are drawn. Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, it does not provide valid state-by-state school performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.10 reflect the mean AFQT percentile scores for accessions in each state. Percentiles displayed in Table 2.10 are all above 50 because low-scoring applicants are screened out.

Chapter 3

ACTIVE COMPONENT ENLISTED FORCE

At the end of Fiscal Year 2001, enlisted force end-strength was virtually the same as FY 2000 at 1.15 million. Enlisted end-strength dropped each year between FYs 1987 and 1999. The Active Components counted 1.85 million enlisted members in FY 1987, more than in any year since FY 1974. End-strength reached a low point in FY 1999 (1.151 million) with a marginal increase to 1.154 million in FY 2000, and 1.153 in FY 2001. Figure 3.1 displays trend lines by Service for the active duty enlisted force size since FY 1973, and Appendix Table D-15 provides end-strength data by year and by Service for FYs 1964 and 1973 through 2001.

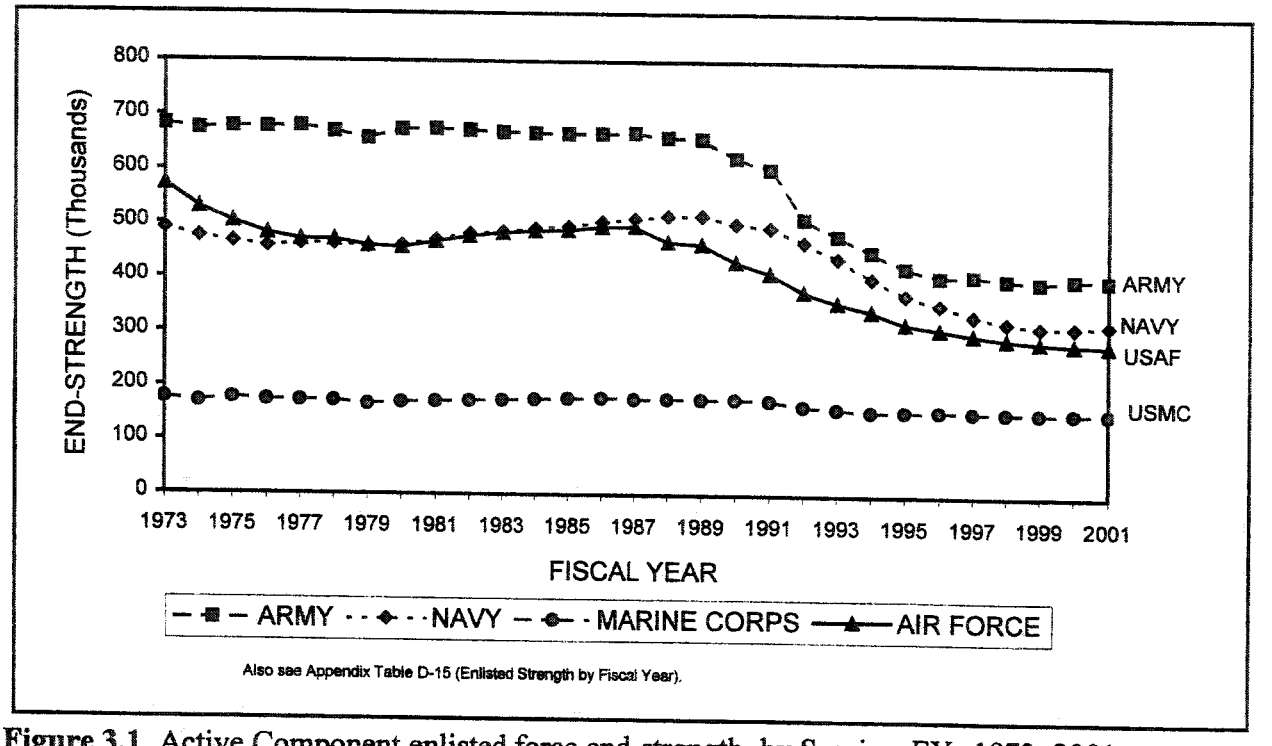

Figure 3.1. Active Component enlisted force end-strength, by Service, FYs 1973–2001.

Characteristics of Active Component Enlisted Force

Age. Trained person-years are equal in importance to aggregate end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Servicemembers, DoD and Service planners increase the mean initial term of enlistment and restructure the mix of first-term and career force personnel.

The mean number of months in service per enlisted Servicemember is highlighted in Figure 3.2. Mean time in service rose from 75 months in FY 1987 to 90 months in FY 1996 and then dropped slightly to 84 months in FY 2001. Although the cumulative effect of various policies put in place since the early 1980s resulted in an increase in the mean age of the Services' enlisted force from 25 years old in FY 1980 to a peak of almost 27 and a half years old in FYs

1996 and 1997, current retention problems have led to a slight decrease in mean age and time in service during the last few years. The current mean age of the Services' enlisted force is almost exactly 27 years old.

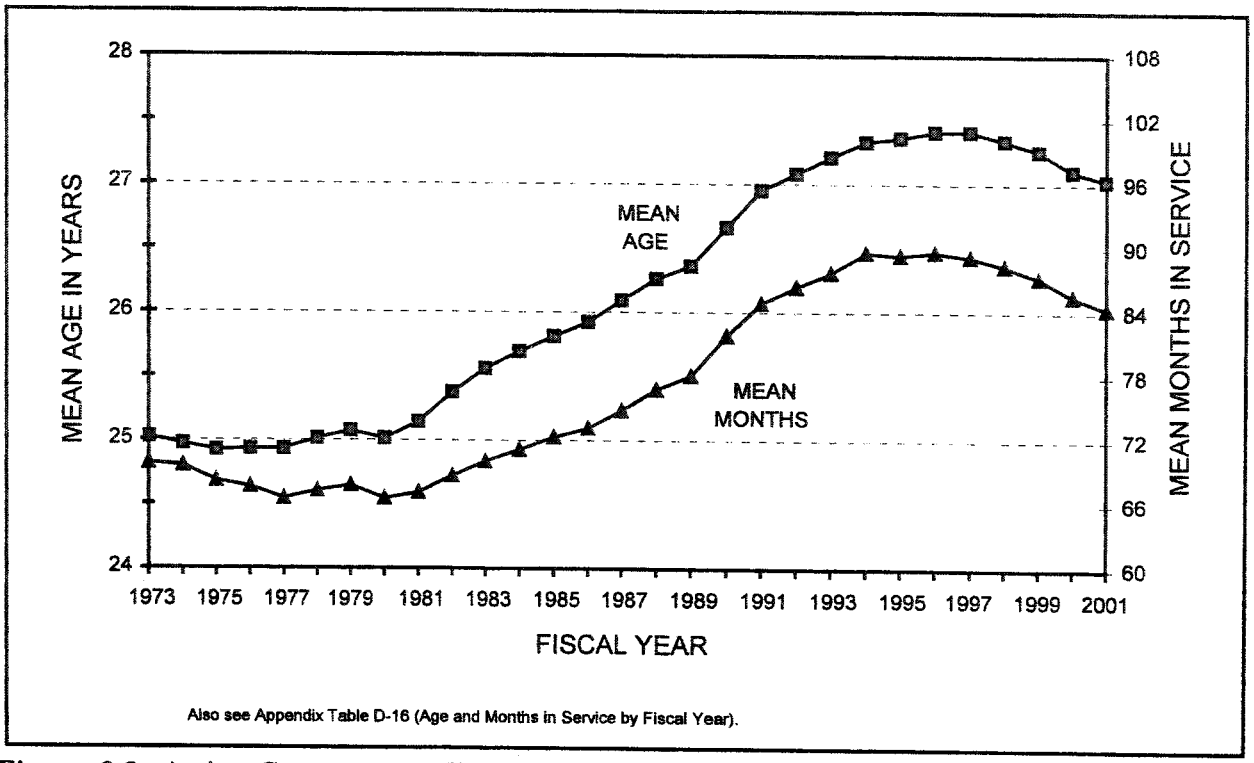

Figure 3.2. Active Component enlisted force average age and months in service, FYs 1973–2001.

Force structure, retention, and personnel policies govern the distribution of Servicemembers by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.[1] Pay grade and time in service are highly correlated. Paralleling the years in service data, pay grade distributions include slightly more than half of the enlisted force in pay grades E1 through E4 (54 percent) and slightly less than half in pay grades E5 through E9 (46 percent), as shown in Table 3.1. Progression from E1 and E2 (trainees) to E3 occurs quickly; consequently, relatively few enlisted members are in pay grades E1 and E2 (15 percent). Nearly three-quarters (73 percent) of the enlisted force are in pay grades E3 through E6. Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and pay grade data should be interpreted cautiously.

[1] See Timenes, N., Jr., *Force Reductions and Restructuring in the United States,* presented to NATO Semi on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on distribution by years of service from FY 1987 through FY 1989—a period of stable funding preceding drawdown.

Table 3.1. FY 2001 Pay Grade of Active Component Enlisted Members, by Service (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
E1	7.8	6.2	8.3	5.1	6.8
E2	9.9	8.5	12.8	4.0	8.5
E3	15.9	15.0	28.1	18.5	17.9
E4	23.0	20.1	18.4	19.0	20.6
E5	17.3	23.0	14.9	24.9	20.4
E6	13.8	16.5	8.9	15.1	14.2
E7	9.0	7.4	5.7	10.4	8.4
E8	2.6	2.2	2.1	2.0	2.3
E9	0.7	1.0	0.9	1.0	0.9
Unknown	0.0	*	0.0	0.0	*
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table B-46 (Active Component by Pay Grade and Service).

In FY 2001, 48 percent of the enlisted force was 17–24 years old, yet a little more than 1 percent was older than 44, as shown in Table 3.2. For those who make the military a career, the 20-year retirement option results in many leaving the service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (48, 47, and 68 percent, respectively). Marine Corps members were the "youngest" with more than two-thirds under age 25, and 3 percent 40 years or older. Air Force members were the "oldest" with 40 percent under age 25, and 9 percent 40 years or older. The Marine Corps traditionally has the youngest accessions. Historically, the Air Force has experienced higher enlisted retention rates than the other Services, contributing to somewhat "older" enlisted members.

Although 48 percent of the enlisted force was in the 17–24 age group, approximately 15 percent of the civilian labor force fell in this range. At the other end of the distribution, just under one-fourth (24 percent) of the civilian labor force was 50 years old or older, compared with two-tenths of one percent of enlisted members.

Race/Ethnicity. The military attracts and retains higher proportions of Blacks and "Other" minority groups but lower proportions of Hispanics than are in the civilian labor force. As Table 3.3 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 2001 (38 and 31 percent, respectively). However, Hispanics were underrepresented among enlisted members (9 percent versus 13 percent).

In FY 2001, 23 percent of the enlisted force was Black, compared with 13 percent of the civilian labor force (18–44 year-olds). The Army had the highest proportion of Black enlisted members in FY 2001 (29 percent).

Table 3.2. FY 2001 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 and Older (Percent)						
Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17–19	11.6	11.5	17.8	8.7	11.7	4.6
20–24	36.4	35.2	50.3	31.8	36.8	10.4
25–29	20.3	18.4	15.4	18.2	18.6	10.5
30–34	14.5	13.8	7.2	14.4	13.3	11.6
35–39	11.4	13.7	6.2	17.5	12.8	12.8
40–44	4.4	5.7	2.4	7.9	5.3	13.7
45–49	1.2	1.6	0.6	1.3	1.2	12.3
50+	0.2	0.3	0.1	0.1	0.2	24.1
Unknown	*	0.0	0.0	0.0	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table B-23 (Active Component by Age Group, Service, and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table 3.3. FY 2001 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
White	54.9	59.4	66.1	72.6	61.9	68.8
Black	28.9	21.1	15.8	18.5	22.5	12.7
Hispanic	9.7	10.5	14.0	5.6	9.5	13.4
Other	6.5	9.1	4.1	3.4	6.1	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Table B-25 (Race/Ethnicity by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Changes over time in the percentage of Black enlisted members in each Service a shown in Figure 3.3. Black soldiers in the Army increased from 18 percent in FY 1973 to a hi of 33 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in la part due to an increase in entrance standards and the Army's decision not to renew enlistm contracts of low-scoring members who entered during the ASVAB misnorming. The proport of Blacks in the Army has decreased slightly during the past 10 years, from 32 percent in 1990 to 29 percent in FY 2001. The Marine Corps has experienced slight decreases in Bla during recent years too. Decreases in the Army and Marine Corps parallel the drop in mino accessions in FY 1991 and the concomitant decrease in the propensity to enlist among B

youth.[2] The Navy, on the other hand, has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to 21 percent in FY 2001. In all Services, the percentage of female members who are Black significantly exceeds the percentage of male members who are Black (Appendix Table B-25).

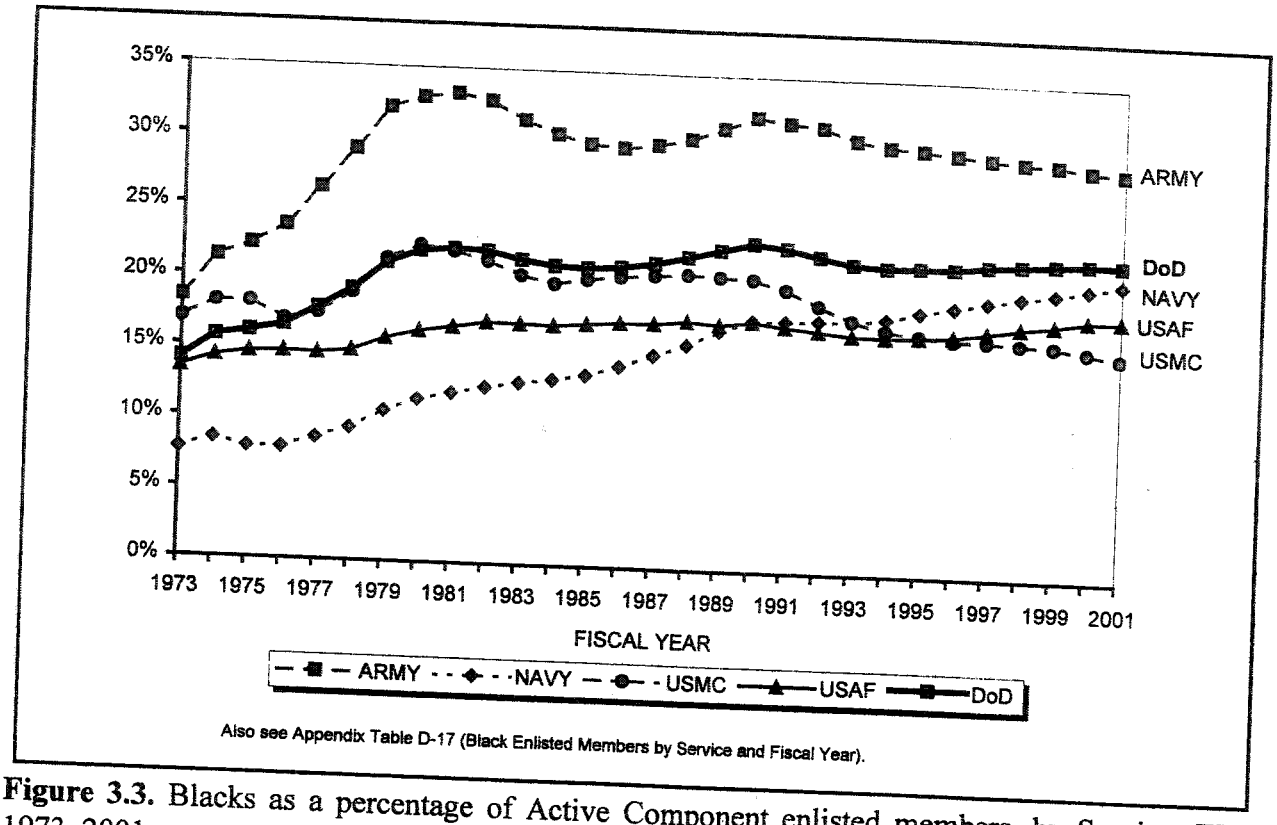

Figure 3.3. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973–2001.

In FY 2001, active duty Hispanic enlisted members were a smaller part of the enlisted force than of the civilian labor force in the 18–44 age group (9 percent and 13 percent, respectively). The highest representation of Hispanics was in the Marine Corps (14 percent). The proportions of "Other" minority individuals in the Army and Navy were similar (7 and 9 percent, respectively), while the Marine Corps and Air Force had somewhat less (4 and 3 percent, respectively).

Although Hispanic enlisted members were underrepresented in FY 2001, Hispanic representation in the Services has increased 5 percentage points since 1985, when less than 4 percent of the enlisted force was Hispanic (Figure 3.4). Hispanics are the fastest growing group in the United States. In 1985, the 18- to 44-year-old civilian labor force included nearly 7 percent declaring Hispanic descent. By 1994, the civilian population boasted more than 10 percent Hispanics, compared to less than 6 percent in the DoD. By FY 2001, Hispanics made up

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2 Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: 1999 Youth Attitude Tracking Study, January 11, 2000.

more than 13 percent of the civilian labor force, with projections of continuing increases.[3] The military's increases, on average, have nearly, but not quite, kept pace with the rate of growth of Hispanics in the civilian population during the last 15 years. However, DoD has not been able to catch up to the percentages of those of Hispanic origin in the civilian labor force.

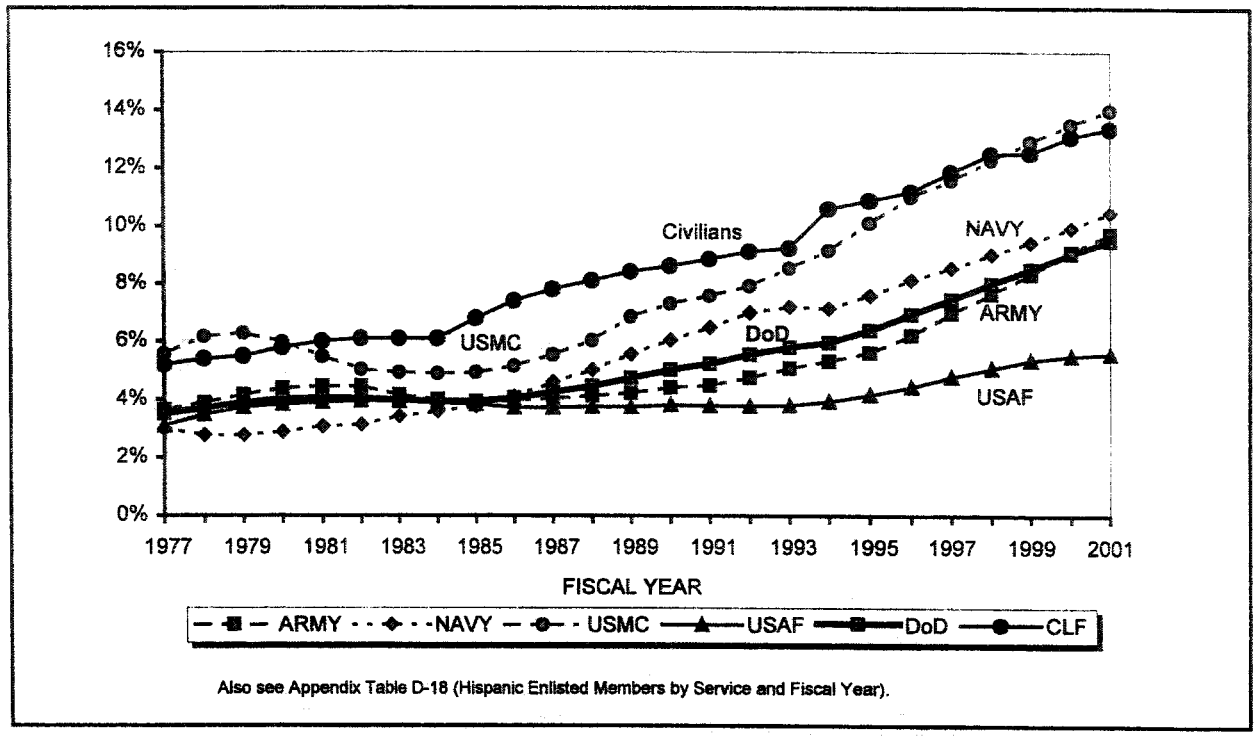

Figure 3.4. Hispanics as a percentage of Active Component enlisted members, by Service, with the civilian labor force, FYs 1977–2001.

Gender. Trends in the percentage of enlisted women since FY 1973 are shown in Figure 3.5 (Appendix Table D-19 provides numerical data). Thirty years ago, because of legal restrictions, women constituted less than 2 percent of military members. In 1967, Public Law 90-30 removed the 2-percent cap on women in the military.[4] However, policies, particularly those related to the roles of women, did not change accordingly. It took nearly 20 years for the Services to achieve 10 percent representation of women.

Four factors affect the proportion of enlisted female members. First, women tend to have a lower inclination to enlist than men do.[5] Second, ground combat exclusion policies restrict the positions and skills in which women may serve. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play

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3 U.S. Census Bureau. *Projections of the Resident Population by Race, Hispanic Origin, and Nativity: Middle Series, 2006 to 2010*. URL: http://www.census.gov/population/www/projections/popproj.html

4 Born, D.H. and Lehnus, J.D., *The World of Work and Women at War*, paper presented at the International Military Testing Association, Toronto, Canada, October 1995.

5 Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: 1999 Youth Attitude Tracking Study, January 11, 2000.

virtually no role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military may not change much from current levels unless there are significant increases in female recruiting or retention.

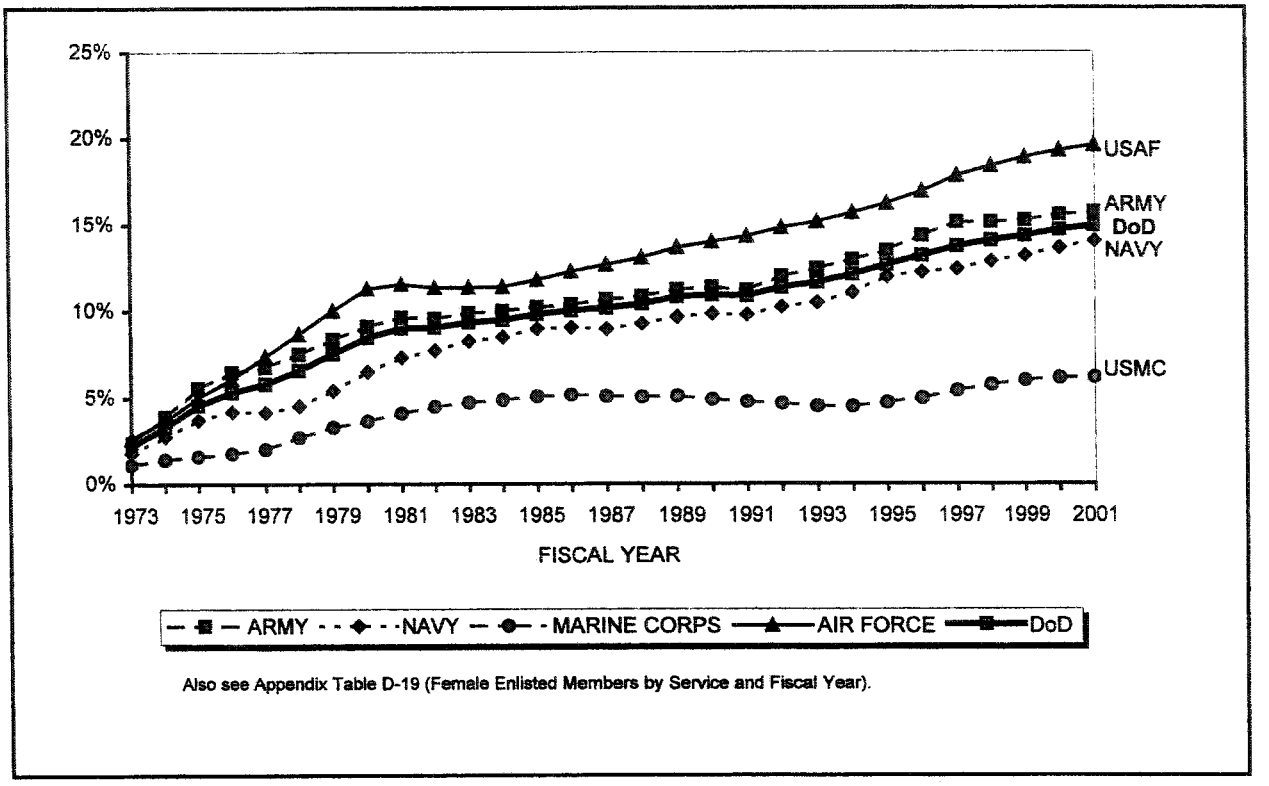

Figure 3.5. Women as a percentage of Active Component enlisted members, by Service, FYs 1973–2001.

As a result of policy and social changes, the number of active duty enlisted women increased from nearly 32,000 in FY 1972 to a pre-drawdown peak of 196,000 in FY 1989, then down to 160,000 in FY 1995. The number and proportion of women has increased to just under 172,000, 15 percent of enlisted members, in FY 2001. The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

Nearly all career fields (92 percent) are now open to women: 91 percent in the Army, 96 percent in the Navy, 93 percent in the Marine Corps, and 99 percent in the Air Force.[6] Gradual increases in the proportion of women in the military underscore the Services' commitment to recruit and retain women.

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6 News release from Office of the Assistant Secretary of Defense (Public Affairs), "Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military," July 29, 1994.

As shown in Table 3.4, the Air Force has the highest proportion of women on active duty (20 percent), while the Marine Corps has the lowest (6 percent). Percentages in the Army and Navy are 16 and 14 percent, respectively. Service differences reflect differences in the proportion of positions closed to women and the availability of occupations of interest to women. Overall, the proportion of enlisted women has gradually increased (about half a percentage point each year) over the past nine years, from 11.6 to 14.9 percent from FY 1993 to FY 2001 (Appendix Table D-19).

Table 3.4. FY 2001 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)

Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	84.3	86.0	93.8	80.4	85.1	53.4
Female	15.7	14.0	6.2	19.6	14.9	46.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Also see Appendix Table B-23 (Age by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Marital Status. Although only 9 percent of first-time enlisted recruits are married, a large percentage of enlisted Servicemembers are (48 percent). By the end of the first term of service (typically four years), approximately 42 percent of male enlisted members have become married.[7] Trends in marital status of active duty members are shown in Figure 3.6. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase until a peak of 57 percent in FY 1994. Since FY 1994, the proportion of married members has dropped to 48 percent in FY 2001. Marital status varies by Service. Air Force members are most likely to be married (57 percent), while Marines are least likely to be married (40 percent).

The percentages of FY 2001 Active Component enlisted married males and females are shown by Service in Table 3.5 and by age in Appendix Table B-24. Proportionally, more Servicemen were married than Servicewomen (50 and 40 percent, respectively). The only Service where these proportions are not evident is the Marine Corps where only 40 percent of both men and women are married. Similarly, more civilian men were married than civilian women (52 versus 50 percent, respectively). The proportion of married Servicemen was slightly smaller than married 18- to 44-year-old men in the civilian population (50 and 52 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (40 and 50 percent, respectively).

The percentage of married military women has changed significantly since FY 1973.[8] Twenty-five years ago women constituted 2 percent of military members. Military women were not expected to be married; retention directives implicitly encouraged separation of married

7 Department of Defense, *Family Status and Initial Term of Service*, Volume I-Summary (Washington, DC: Office of the Assistant Secretary of Defense [Personnel and Readiness], December 1993).

8 Department of Defense, *Population Representation in the Military Services: Fiscal Year 1989* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], July 1990).

enlisted women. In FY 1973, 18 percent of military women were married, increasing to 36 percent in FY 2001.

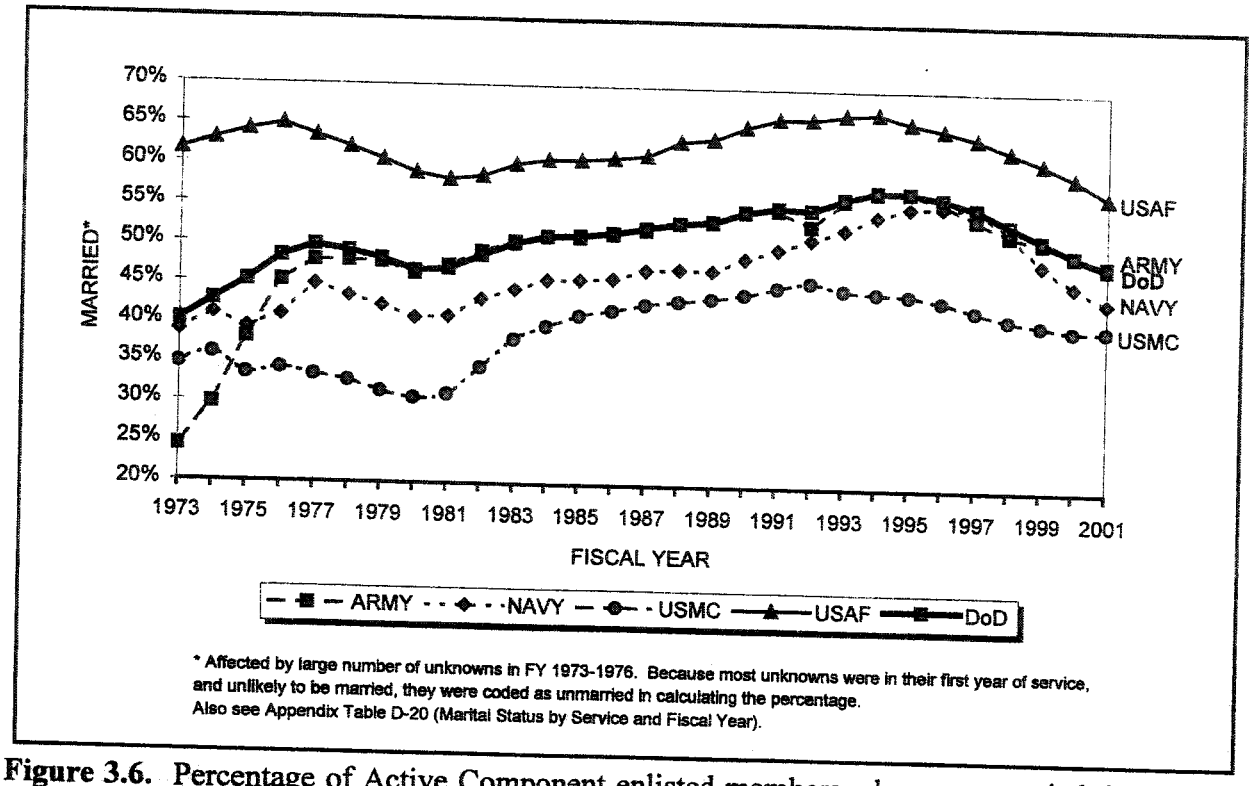

Figure 3.6. Percentage of Active Component enlisted members who were married, by Service, FYs 1973–2001.

Table 3.5. FY 2001 Active Component Enlisted Members Who Were Married, by Gender and Service, and Civilian Labor Force 18–44 Years Old (Percent)

Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	49.9	46.0	40.3	60.0	49.6	51.9
Female	41.1	30.6	40.3	46.5	40.3	49.9
Total	48.5	43.8	40.3	57.1	48.2	51.0

Also see Appendix Table B-24 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

During and after the Persian Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.6.

Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (46 percent of married women versus 7 percent of married men; Table 3.6). The Marine Corps has the greatest variance, with 6 percent of married men but 65 percent of married women in dual-service marriages. Proportionally, more

Air Force personnel are members of dual-service marriages (18 percent). Across the Services, 12 percent of enlisted members are in dual-service marriages.

Table 3.6. FY 2001 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
ARMY					
Male	337,476	168,404	49.9	10,719	6.4
Female	62,827	25,803	41.1	10,482	40.6
Total	400,303	194,207	48.5	21,201	10.9
NAVY					
Male	273,505	125,664	46.0	6,011	4.8
Female	44,630	13,676	30.6	4,272	31.2
Total	318,135	139,340	43.8	10,283	7.4
MARINE CORPS					
Male	145,138	58,450	40.3	3,210	5.5
Female	9,552	3,853	40.3	2,501	64.9
Total	154,690	62,303	40.3	5,711	9.2
AIR FORCE					
Male	225,396	134,363	59.6	14,227	11.0
Female	54,856	25,513	46.5	14,440	56.6
Total	280,252	159,876	57,1	28,667	17.9
DoD					
Male	981,515	486,881	49.6	34,167	7.0
Female	171,865	68,845	40.1	31,695	46.0
Total	1,153,380	555,726	48.2	65,862	11.9

* There are some differences between the number of males and females reporting dual-service marriages.
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 10,719 male Army enlisted personnel are in dual-service marriages. That is, 6.4 percent of married male Army enlisted members (168,404) are in dual-service marriages.

Education. The majority of the enlisted force have high school diplomas (over 94 percent), as indicated in Table 3.7. In FY 2001, 97 percent of female and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). These results are very similar to FY 2000. Other trends that continue are that there were fewer people with no credentials in the military than in the civilian labor force (less than 1 percent versus 11 percent), and fewer people with college experience (27 percent versus 56 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not requir

college degrees. Most military members with college degrees are officers (96 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

Table 3.7. FY 2001 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)

Education Level	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	92.1	92.1	95.5	99.7	94.4	88.6
Tier 2: GED, Alternative Credentials	7.3	5.7	4.3	0.3	4.8	
Tier 3: No Credentials	0.6	2.2	0.2	0.0	0.9	11.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience[1] (Part of Tier 1)	10.1	5.7	3.5	86.6	26.6	56.2

* Civilian percentages combine Tiers 1 and 2.

[1] Air Force data from the Air Force Personnel Center, Interactive Demographic Analysis Section. Due to coding differences, the Air Force reports 15 semester hours of college, whereas the other Services report 2-year college graduates. Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 4 for a discussion of officers. Civilian college experience is defined as attendance, full- or part-time, in any 2- or 4-year college or university in a class for which credit may be applied toward a degree. Also see Appendix Table B-27 (Education by Service and Gender).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

The proportion of Marine Corps, Navy, and Air Force high school diploma graduate enlisted members changed very little from FY 2000 to FY 2001 (95, 92 and 99 percent, respectively). The Army dropped from 94 percent in FY 2000 to 92 percent in FY 2001. Almost all Air Force members held diplomas (99+ percent). The Navy and Army have the largest proportion without at least a high school diploma (8 percent each). The Air Force had the smallest proportion (three-tenths of one percent).

The Services encourage enlisted members to continue their education while in the military. Many college-level classes and degree programs are offered on military installations around the world. A recent program, Army University Access Online, facilitates enrollment in college-level distance learning courses, assists soldiers in securing course credit for military training, and aids participants in earning degrees. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover the majority of the cost of off-duty college and technical courses.[9] The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.[10]

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9 Department of Defense, *Biennial Report to Congress on the Montgomery GI Bill Education Benefits Program* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], May 2001); Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: Uniform Tuition Assistance Policy, April 4, 2000.

10 See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Representation Within Occupations. Each Service classifies enlisted occupations using DoD occupational codes. At the most general level, there are 10 one-digit categories as shown in Table 3.8. Occupational codes get more specific, with two- and three-digit codes. The number of codes increases with each level of specificity.

Infantry, gun crews, and seamanship includes more than infantry. Enlisted personnel serving on gun crews and those serving in some ship-based occupations are included. Specific specialties include infantryman, special forces, tank crewman, gunner's mate, in-flight refueling, and quartermaster.

Electronic equipment repairers consists of those jobs requiring knowledge of electronics to maintain and repair electronic equipment. Jobs included are electronics technician, radio repairer, communication and navigation systems specialist, air traffic control radar technician, missile systems maintenance, and computer technician.

Communications and intelligence specialists includes personnel who operate electronic equipment, such as radios, and others specializing in communication or intelligence. For example, radioman, air traffic controller, linguist, and intelligence/counter-intelligence specialist.

Medical and dental specialists are health care workers. Types of occupations within this category include medical service specialist, aeromedical specialist, pharmacy specialist, and dental laboratory specialist.

Other allied specialists includes a variety of occupations, those not included by the other codes. Examples of specific jobs are photojournalist, cartographer, weather specialist, musician, and disaster preparedness specialist.

Functional support and administration encompasses positions related to administrative functions of the Services. Personnelman, recruiter, information management specialist, computer programmer, accounting specialist, traffic manager, and public affairs specialist are the types of jobs included in this code.

Electrical/mechanical equipment repairers are involved in more mechanical, less electronically-sophisticated, maintenance and repair of Service-specific equipment compared to electronic equipment repairers. Types of jobs in the electrical/mechanical equipment repair area are aviation safety specialist, aircraft mechanic, vehicle mechanic, nuclear weapons specialist, and electrician's mate.

Craftsmen includes the skilled blue collar trades. Types of positions include metal workers, crane operator, plumber, and electrician.

Service and supply handlers include food service specialists, vehicle operators, military police, parachute riggers, and morale, welfare, and recreation specialists.

Non-occupational personnel are those who have not completed training for an occupation or who are unable to serve in the position for which they have been trained. Patients, prisoners, students, and recruits are included in this category.

The percentages of enlisted personnel by occupational area in FY 2001 are shown in Table 3.8. No shifts in the occupational distribution of the force occurred this year. The majority of enlisted members serve in electrical/mechanical equipment repair (20 percent), infantry, gun crews, and seamanship (17 percent), or functional support and administration (16 percent). These occupational areas have been predominant in the Armed Services at least since FY 1976, the earliest that reliable data are available.[11]

Table 3.8. FY 2001 Occupational Areas of Active Component Enlisted Personnel by Gender (Percent)

Occupational Code and Area		Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	18.5	5.4	16.6
1	Electronic Equipment Repairers	10.2	6.2	9.6
2	Communications and Intelligence Specialists	8.9	9.7	9.0
3	Medical and Dental Specialists	5.2	15.4	6.7
4	Other Allied Specialists	3.0	3.1	3.0
5	Functional Support and Administration	13.3	34.1	16.4
6	Electrical/Mechanical Equipment Repairers	22.5	8.4	20.4
7	Craftsmen	4.0	1.8	3.6
8	Service and Supply Handlers	8.2	10.0	8.5
9	Non-occupational*	6.2	5.9	6.2
Total		100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
See Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/Ethnicity).

Only modest changes are predicted in work characteristics of military occupations in the next ten years. Thus, the knowledge, skills, and characteristics required by military personnel are not likely to change substantially. Where changes are expected, they are a result of increasingly sophisticated technology of military equipment.[12]

The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores and sometimes other tests or requirements), individual preference, and the availability of openings. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB test scores related to occupations. The composites vary by Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the ASVAB tests in the mechanical and electronics composites, while women tend to do better on administrative measures. On average, Whites have higher test scores than Hispanics and "Other" minorities, who in turn have higher

11 Gribben, M., *Trends in Distribution of Military Personnel Across Occupational Categories,* paper presented to the Committee on the Youth Population and Military Recruitment of the National Academy of Sciences, Washington, DC, May 2001.

12 Levy, D.G., Thie, H.J., Robbert, A.A., Naftel, S., Cannon, C., Ehrenberg, R., and Gershwin, M., *Characterizing the Future Defense Workforce* (Santa Monica, CA: RAND Corporation, 2001).

scores than Blacks. Within each demographic group, there is wide variation in ASVAB test scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified determine the occupations to which individuals are assigned.

Women and occupational assignments. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in "non-traditional" jobs. In the early 1970s, most enlisted women (88 percent) were in two occupational areas: functional support and administration, and medical/dental.[13] In FY 2001, 34 and 15 percent, respectively, served in these occupations. Viewed another way, approximately 12 percent of enlisted women in the 1970s served in areas considered non-traditional (gun crews, communications, craftsmen, etc.), and in FY 2001 45 percent of all enlisted women were in these occupations.

Women are ineligible for infantry and other positions in which the primary mission is to physically engage the enemy.[14] However, women can serve on aircraft and ships engaged in combat. In FY 2001, 5 percent of enlisted women were in occupational code 0 (infantry, gun crews, and seamanship specialists). The percentage of enlisted men in these occupations was more than three times that of enlisted women because of the direct ground combat exclusion policy for women.

The occupational differences by gender are illustrated in Table 3.8. In FY 2001, nearly half of enlisted women were in functional support and administration or health care occupations. In contrast, nearly 19 percent of enlisted men were in these occupations. Although the percentages of women in the technical and craftsmen occupations are greater now than when women first joined the military, men account for the preponderance of enlisted personnel in these areas.

Minorities and occupational assignments. In FY 2001, the proportions of Black, White, and Hispanic Servicemembers were similar in four of the nine occupational areas—communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen (Table 3.9). In electronic equipment repair, where the proportions of Blacks, Hispanics, and "Others" were very similar, the proportion of Whites was higher. The proportions of Hispanics, "Others," and Whites were approximately the same in service and supply handlers, and were lower than Blacks. In electrical/mechanical equipment repair, Whites and "Others" were similar and were higher than Blacks and Hispanics. Blacks were more heavily represented in the functional support and administration area and, to a lesser extent, the service and supply area.

Pay Grade. Enlisted pay grades, E1 to E9, correspond to the ranks of Private in the Army and Marine Corps, Seaman Recruit in the Navy, and Airman Basic in the Air Force through Sergeant Major in the Army and Marine Corps, Master Chief Petty Officer in the Navy,

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13 Department of Defense, *Population Representation in the Military Services: Fiscal Year 1993* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], November 1994), p. 4-13.

14 Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

and Chief Master Sergeant in the Air Force. Enlisted personnel in grades E1 and E2 are trainees. Members in pay grades E3 and E4 are at the apprentice level, working under journeymen, who are at pay grades E5 and E6. Supervisor positions are at pay grades E7 through E9. Soldiers, marines, and airmen at pay grades E5 and above and some at E4 are noncommissioned officers (NCOs), with demonstrated ability in the job and as a leader. In the Navy, those at pay grades E4 and above are petty officers, with leadership responsibilities. Servicemembers in NCO and petty officer positions are required to lead, supervise, and train entry-level enlisted personnel. They perform the work as well as direct the work of others.

Table 3.9. FY 2001 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity (Percent)

Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	18.2	12.2	17.7	14.8
1	Electronic Equipment Repairers	10.9	7.0	7.9	7.8
2	Communications and Intelligence Specialists	10.0	7.8	7.4	6.6
3	Medical and Dental Specialists	5.7	8.3	7.5	10.6
4	Other Allied Specialists	3.4	2.5	2.4	2.5
5	Functional Support and Administration	12.1	27.0	18.0	18.2
6	Electrical/Mechanical Equipment Repairers	22.4	15.0	19.0	21.5
7	Craftsmen	3.9	3.0	3.2	3.7
8	Service and Supply Handlers	7.2	12.2	8.6	8.4
9	Non-occupational*	6.3	5.0	8.3	5.9
Total		100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/ Ethnicity).

More than half of the enlisted force is in pay grades E1 through E4 (53 percent). Grades E4 and E5 have the largest concentration of the enlisted force (21 and 20 percent, respectively). This distribution is necessary to provide a sufficient number of trained leaders to fill the higher ranks; not all personnel in the lower ranks reenlist and progress to the higher grades. There are slight variations among racial/ethnic groups (Table 3.10) as well as differences between male and female enlisted members (Table 3.11).

A comparison of pay grade distributions by race/ethnicity shows differences in retention. Blacks traditionally have higher retention rates than other racial/ethnic groups, resulting in a larger percentage of Black enlisted members at pay grades E6 through E8. In contrast, Hispanic enlisted members are found more in lower grades (E1 through E4).

Table 3.10. FY 2001 Pay Grade of Active Component Enlisted Members, by Race/Ethnicity (Percent)					
Pay Grade	White	Black	Hispanic	Other	Total DoD
E1	6.9	6.1	8.1	5.9	6.8
E2	8.3	7.9	10.9	8.1	8.5
E3	18.0	16.3	21.8	17.5	17.9
E4	20.2	20.0	23.9	22.5	20.6
E5	20.6	20.5	18.7	20.4	20.4
E6	14.2	16.0	9.7	14.4	14.2
E7	8.5	9.7	5.0	8.1	8.4
E8	2.3	2.6	1.5	2.1	2.3
E9	0.9	1.0	0.5	0.9	0.9
Unknown	*	0.0	*	*	*
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Table B-47 (Active Component by Pay Grade and Race/Ethnicity.)

Table 3.11. FY 2001 Pay Grade of Active Component Enlisted Personnel, by Gender (Percent)			
Pay Grade	Male	Female	Total DoD
E1	6.7	7.1	6.8
E2	8.2	9.8	8.5
E3	17.3	21.3	17.9
E4	20.0	24.4	20.6
E5	20.4	20.1	20.4
E6	14.9	10.0	14.2
E7	9.0	5.5	8.4
E8	2.4	1.4	2.3
E9	1.0	0.4	0.9
Unknown	*	0.0	*
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Table B-46 (Active Component by Pay Grade and Gender).

As shown in Table 3.11, 63 percent of enlisted women are in pay grades E1 to E4, while only 52 percent of enlisted men are in these grades. The primary reason for the difference by gender is lower retention rates among enlisted women.

Chapter 4

ACTIVE COMPONENT OFFICERS

The commissioned officer corps is the senior leadership and management of the Armed Forces. This chapter presents a view of the demographic and social characteristics of the FY 2001 Active Component commissioned officer corps, including separate information regarding newly commissioned officers (i.e., those officers entering the corps for the first time, also known as officer accessions).[1] Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service since 1973. Supporting data are provided in Appendix Table D-25.

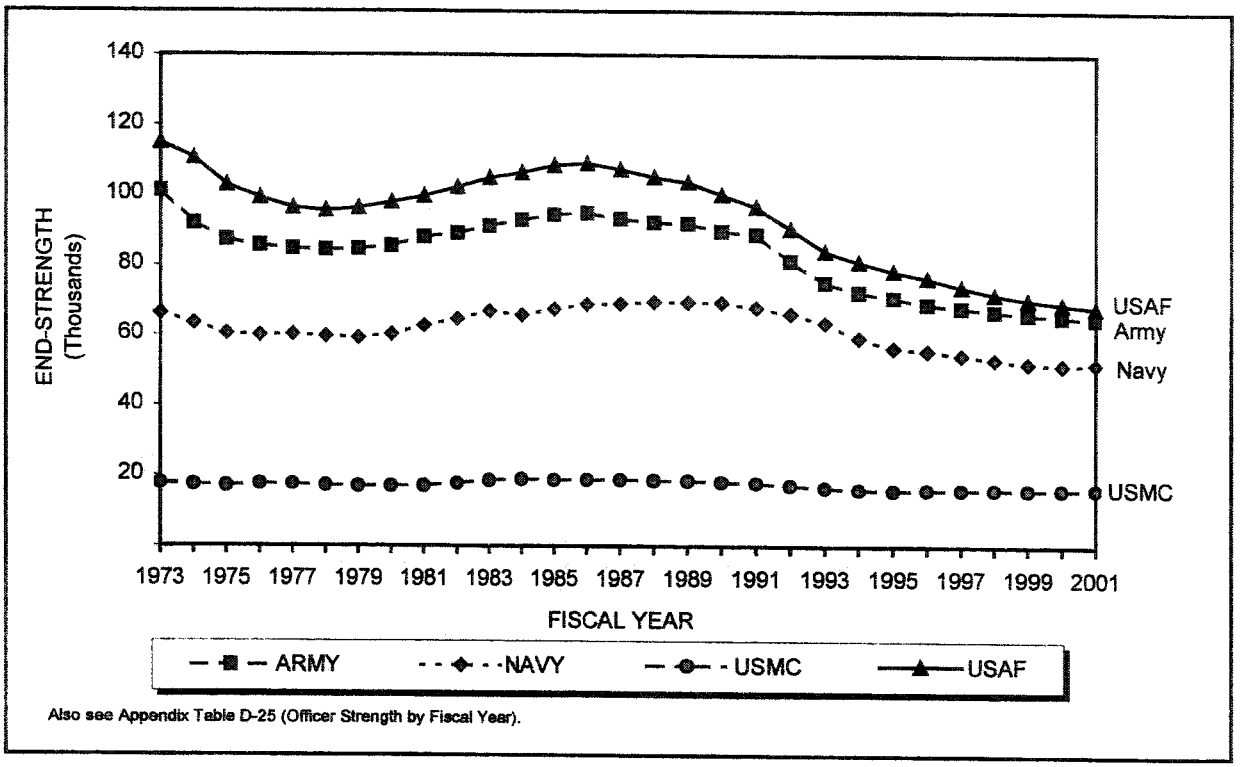

Figure 4.1. Active Component officer end-strength, by Service, FYs 1973–2001.

These data depict two drawdowns and one buildup in the Active Component officer corps. The changes in military strength can be attributed, at least partially, to changes in the world situation. The first decline, during the 1973 to 1979 period, occurred during the demobilization following the end of the Vietnam Conflict; the defense buildup of the 1980s was generated by the escalation of the Cold War; and the current drawdown is the result of the fall of communism and the end of the Cold War. The end strength for FY 2001 indicates an end to the drawdown and a return to stability in the Active Component officer corps. At somewhat less than 201,000, the FY 2001 Active Component officer end-strength is only 1,000 smaller than in FY 2000, although it is approximately 69 percent the size of the FY 1986 officers corps, which

[1] Data are for commissioned officers; warrant officers are excluded. A brief sketch of warrant officers is presented at the end of this chapter.

was the peak of the buildup. The FY 2001 officer end-strength represents the smallest officer corps since the advent of the All Volunteer Force 28 years ago.

The overall number of individuals commissioned by the Services remained essentially constant in FY 2001, increasing only slightly to approximately 17,600 (Figure 4.2). This level represents the highest number of accessions since FY 1990.

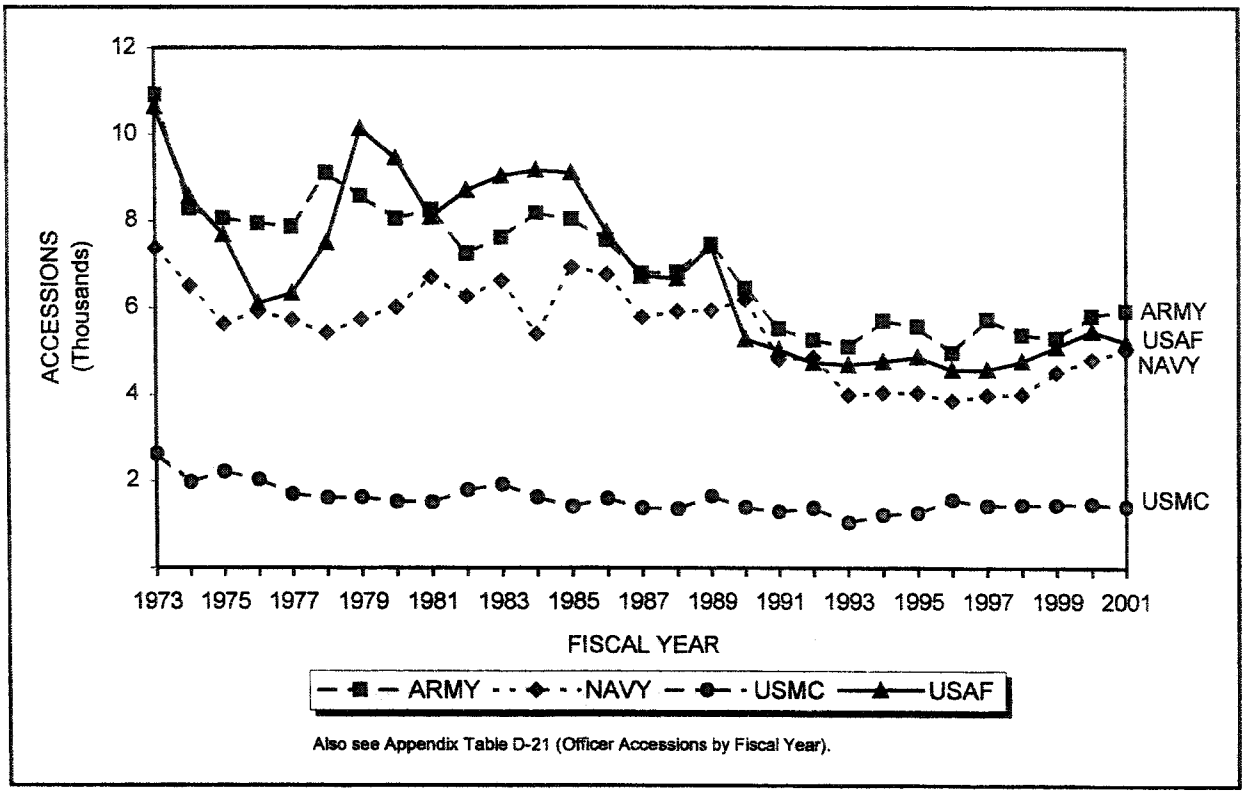

Figure 4.2. Active Component officer accessions, by Service, FYs 1973–2001.

Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 2001 Active Component officer accessions and officers by Service. In total personnel, the Army is the largest Service, but the Air Force has the highest commissioned officer content. The Air Force stood at slightly more than 68,000 active duty officers in contrast to the Army's approximately 64,800. This variation in force structure reflects differences in mission requirements (e.g., number of pilots) of the two Services.

While the Air Force has more total active duty commissioned officers than the Army, the Army continues to access more officers each year than the Air Force. This pattern suggests that annual requirements rest on more than the relative size of the Service, to include retention and its underlying influencers.

Table 4.1. FY 2001 Active Component Officer Accessions and Officer Corps (Number and Percent)[1]				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,937	33.8	64,797	32.2
Navy	5,022	28.6	51,928	25.8
Marine Corps	1,411	8.0	16,160	8.0
Air Force	5,211	29.6	68,038	33.9
Total	17,581	100.0	200,923	100.0

Columns may not add to total due to rounding.

[1] Number of active component officer corps (end-strength) reflects commissioned officers only (it excludes warrant officers).

Also see Tables D-21 (Officer Accessions by Fiscal Year) and D-25 (Officer Strength).

Pay Grade. The commissioned officer corps is divided into 10 pay grades (O-1 through O-10). Officers in pay grades O-1 through O-3 are considered company grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of second lieutenant (O-1), first lieutenant (O-2), and captain (O-3), and in the Navy, ensign, lieutenant junior grade, and lieutenant. Officers in the next three pay grades (O-4 through O-6) are considered field grade officers. In the Army, Marine Corps, and Air Force, these pay grades correspond to the ranks of major (O-4), lieutenant colonel (O-5), and colonel (O-6), and in the Navy, lieutenant commander, commander, and captain. The highest four pay grades are reserved for general officers in the Army, Marine Corps, and Air Force, and flag officers in the Navy. The ranks associated with each pay grade are as follows: in the Army, Marine Corps, and Air Force, brigadier general (O-7), major general (O-8), lieutenant general (O-9), and general (O-10); in the Navy, rear admiral-lower half, rear admiral-upper half, vice admiral, and admiral.

As Table 4.2 shows, the force structure of the officer corps is that of a pyramid with the company grade officers making up the broad base (59 percent of officers in FY 2001), followed by field grade officers representing the narrower middle (41 percent of officers in FY 2001), and general/flag officers representing the pinnacle (less than 1 percent of officers in FY 2001). This pay grade distribution is influenced not only by the military's emphasis on youth and fitness, but also by the choices and competition engendered by "up or out" career progression policies.

Source of Commission. The criteria for the selection of potential officers for commissioning include age, U.S. citizenship, physical fitness, moral character, education, and cognitive ability. Given that officers form the military's leadership and professional echelon and that financial investment in officer education programs is high, the selection standards are quite stringent.[2]

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2 See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1991).

Table 4.2. FY 2001 Active Component Officer Corps, by Rank/Pay Grade[1] and Service (Percent)						
Rank*	Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
Second Lieutenant (Ensign)	O-1	12.8	14.9	15.6	12.6	13.5
First Lieutenant (Lieutenant Jr. Grade)	O-2	13.2	12.7	16.5	11.4	12.7
Captain (Lieutenant)	O-3	33.2	32.7	31.5	33.3	32.9
Major (Lieutenant Commander)	O-4	21.7	19.8	21.1	22.3	21.4
Lieutenant Colonel (Commander)	O-5	13.1	13.4	11.0	14.7	13.5
Colonel (Captain)	O-6	5.5	6.4	3.9	5.4	5.6
Brigadier General (Rear Admiral - Lower Half)	O-7	0.2	0.2	0.3	0.2	0.2
Major General (Rear Admiral - Upper Half)	O-8	0.2	0.1	0.1	0.1	0.1
Lieutenant General (Vice Admiral)	O-9	0.1	0.1	0.1	0.1	0.1
General (Admiral)	O-10	**	**	**	**	**
Total		100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Ranks in parenthesis are Navy designations.
** Less than one-tenth of one percent.
1 Excludes those with unknown rank/pay grade.
Also see Appendix Table B-48 (Pay Grade by Gender and Service).

A 4-year college degree, while not a universal prerequisite for commissioning, is necessary for continued service in the military. To this end, two of the primary commissioning programs, the Service academies and the Reserve Officers Training Corps (ROTC), are administered in conjunction with an individual's academic preparation. The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA) each offer room, board, medical and dental care, salary, and tuition throughout a 4-year undergraduate program of instruction leading to a baccalaureate degree.[3] Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship options.[4]

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3 There is no separate academy for the Marine Corps, but a percentage of each Naval Academy graduating class pledges to become Marine Corps officers.

4 Non-scholarship ROTC is not without benefits. There is a subsistence allowance upon progress to advanced training.

The two remaining primary commissioning programs, Officers Candidate/Training School (OCS/OTS) and Direct Commissioning, are designed almost exclusively for individuals who already possess at least a baccalaureate degree. OCS/OTS exists as a rather quick commissioning source for college graduates who did not receive military training or indoctrination as part of their undergraduate education. This source also provides a means for promising enlisted personnel to earn a commission. Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees and/or work experience, officers directly appointed are often commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that, together with the primary programs, ensure that the Services have access to a number of different pools of personnel with diverse skills.

Table 4.3 highlights the flexibility in officer procurement afforded by the alternative commissioning programs. The largest proportion of FY 2001 officer accessions (34 percent) came through ROTC programs—and most of those were recipients of a college scholarship (19 percent of all officer accessions and 56 percent of ROTC accessions). Direct appointments and academy graduates accounted for 12 percent and 16 percent of incoming officers, respectively. OCS/OTS produced about 25 percent of FY 2001 Active Component officer accessions.

Table 4.3. FY 2001 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service (Percent)

Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	15.8	15.9	11.2	16.6	15.7
ROTC–Scholarship	34.7	16.8	2.3	6.4	18.6
ROTC–No Scholarship	17.0	2.4	0.0	28.4	14.9
OCS/OTS	14.2	25.5	72.9	24.8	25.3
Direct Appointment	2.8	21.5	0.3	15.1	11.6
Other *	15.5	17.9	12.3	8.6	13.9
Unknown	**	0.1	0.8	0.0	0.1
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	16.3	19.3	12.1	19.6	17.9
ROTC–Scholarship	36.2	18.4	14.7	21.7	25.0
ROTC–No Scholarship	21.9	2.3	0.0	20.5	14.6
OCS/OTS	9.4	21.8	64.9	20.1	20.7
Direct Appointment	8.8	21.2	1.7	17.3	14.3
Other *	7.4	17.1	6.6	0.8	7.6
Unknown	**	0.0	0.0	0.0	**
Total	100.0	100.00	100.00	100.00	100.00

Columns may not add to total due to rounding.
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).
** Less than one-tenth of one percent.
Also see Appendix Tables B-40 (Active Component Officer Accessions by Source of Commission, Service, and Gender) and B-41 (Active Component Officer Corps by Source of Commission, Service, and Gender).

The Services differ in their reliance on the various commissioning sources. For example, 73 percent of the Marine Corps' newly commissioned officers came through OCS-type pipelines, while comparable figures for the other Services were between 14 percent and 26 percent. Fewer than one percent of Marine Corps officer accessions were recipients of direct commissions compared to 22 percent in the Navy. In fact, the Marine Corps does not have a Service academy or ROTC program. Midshipmen at the Naval Academy and in the Navy's ROTC program can opt to enter the Marine Corps upon program completion. The Marine Corps relies on the Navy for officers in medical and dental specialties and chaplains, thereby lowering its need for direct commissioning. The Service differences are probably influenced by retention rates, budget considerations, and historical fluctuations in officer recruiting needs.

Age. As shown in Table 4.4, officers, on average, tend to be older than enlisted personnel. Upon commissioning in FY 2001, the average officer was nearly 27 years old in contrast to 19 years old for the average enlisted accession. The mean age of all active officers was 34 years, while that of enlisted members was 27 years. The mean age of officer accessions varies by source of commission. In FY 2001, the average age of newly commissioned officers ranged from less than 23 years for Service academy graduates to over 31 years for officers accessed through direct appointment.[5]

Table 4.4. FY 2001 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel

	Officers	Enlisted
Active Component Accessions	26.8	19.3
Active Component Force	34.3	27.0

Also see Appendix Table B-31 (Age by Service).

Figures 4.3 and 4.4 (together with Appendix Table B-31) highlight the military's emphasis on youth. The importance of youth is particularly salient in the Marine Corps, in which approximately 7 percent of newly commissioned officers were 31 or older. In contrast, the proportion of officer accessions in this age range was 18 percent in the Army, 27 percent in the Navy, and 23 percent in the Air Force. The rigorous physical demands and rapid deployment of Marines, and this Service's absence of officers in medical and ministry fields, no doubt are related to the relative youth of Marine Corps officers.

Figure 4.5 shows that FY 2001 broke the recent trend of increasing average age and time in service for the officer corps. The average officer age remained nearly constant at somewhat over 34 years in FY 2001, while the average time in service decreased to a value slightly below 11 years. The trends in age and tenure of the officer corps reflect the transition from a period of drawdown to a period of stability in the size of the force.

5 Data from Defense Manpower Data Center.

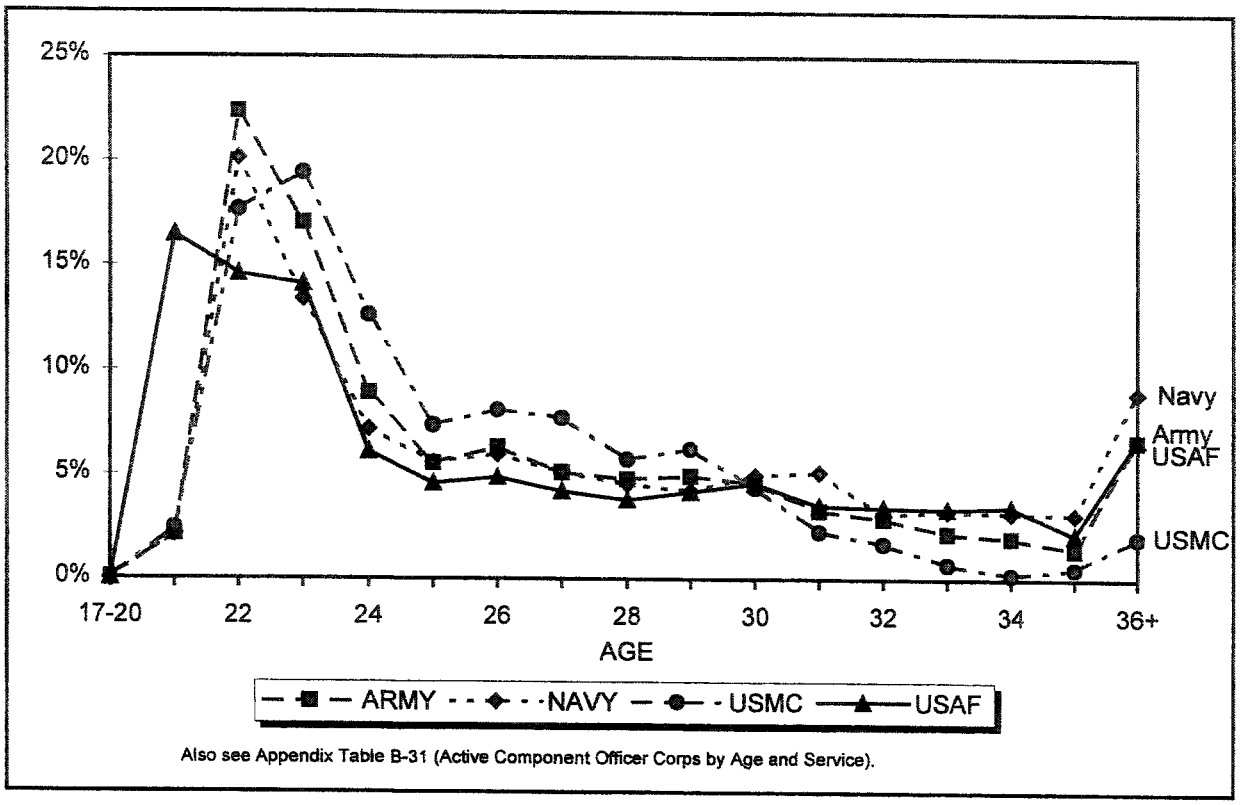

Figure 4.3. Age of FY 2001 Active Component officer accessions, by Service.

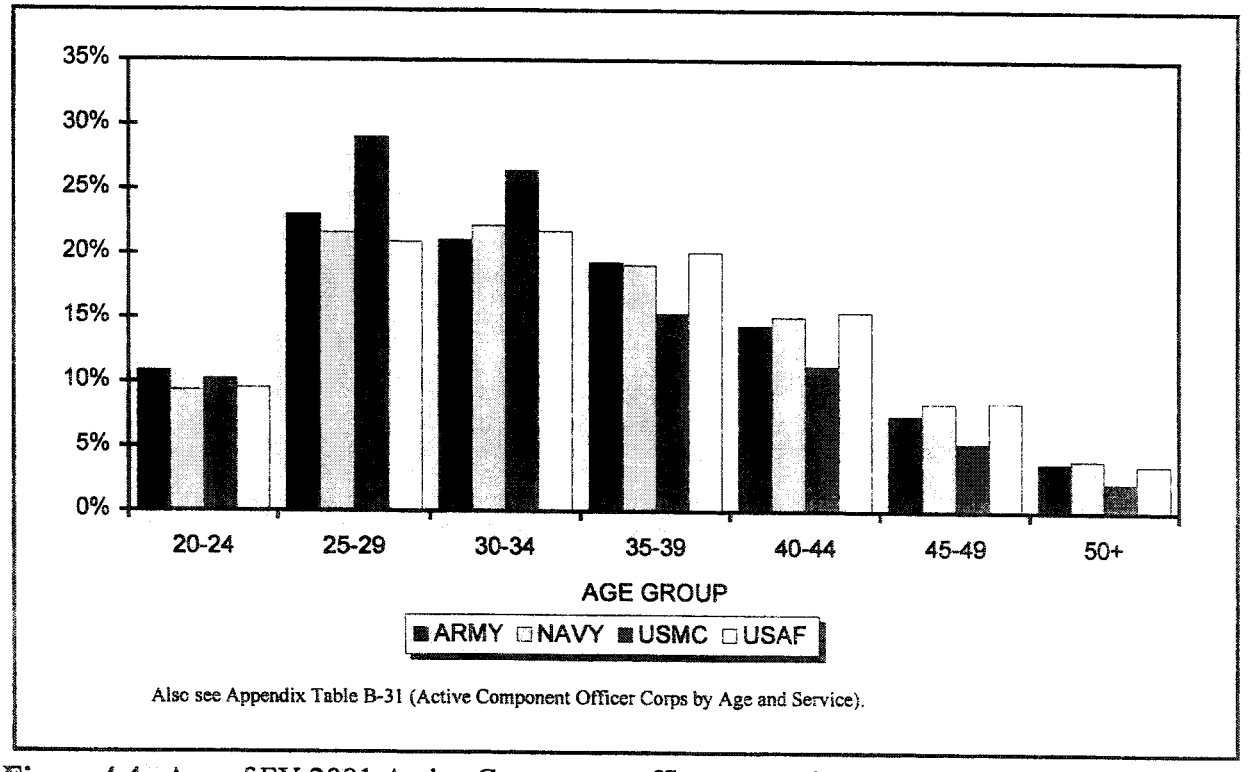

Figure 4.4. Age of FY 2001 Active Component officer corps, by Service.

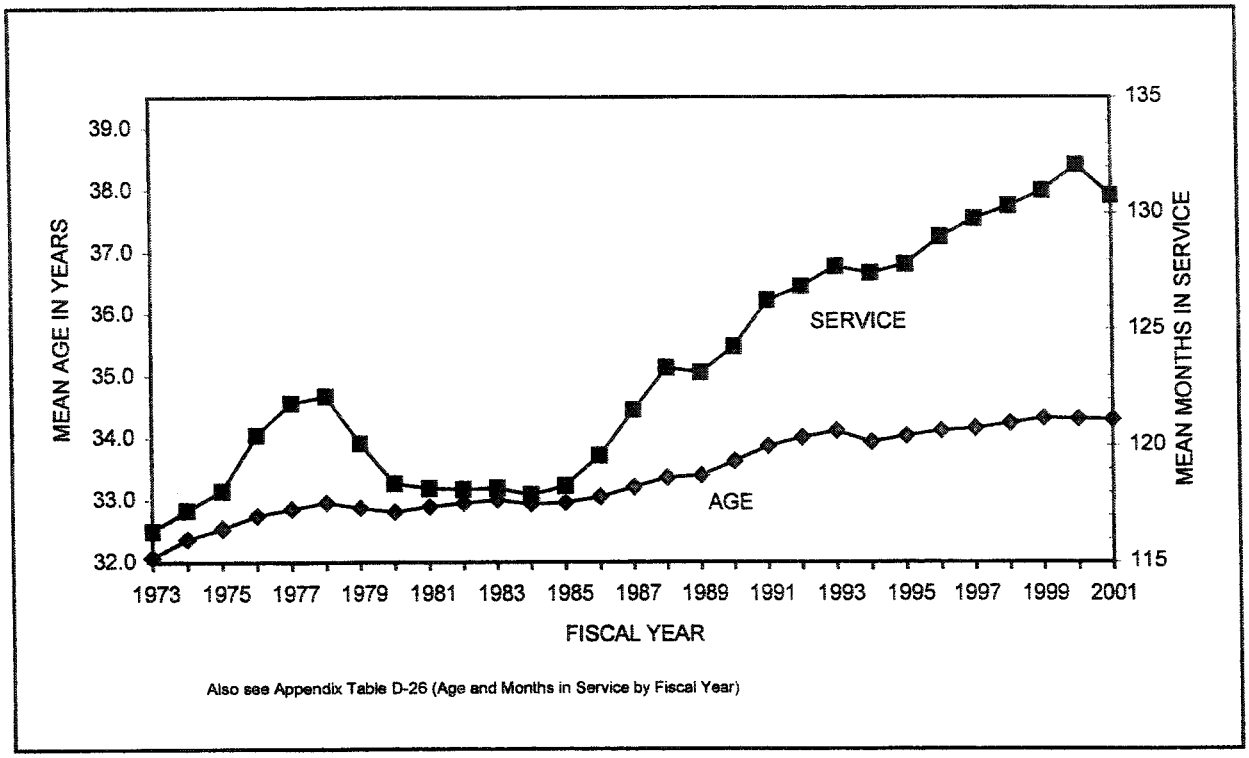

Figure 4.5. Active Component officers' mean years of age and months of service, FYs 1973–2001.

Race/Ethnicity. The percentages of minorities among newly commissioned officers and the Active Component officer corps are shown in Table 4.5. In FY 2001, over 22 percent of entering officers were minorities—Blacks, Hispanics, and "Others" (e.g., Native Americans, Asians, and Pacific Islanders)—and almost 17 percent of all commissioned officers on active duty were members of minority groups. The Air Force had the smallest proportion of minority officer accessions at 19 percent, and the Army had the largest proportion at more than 26 percent. The most populous minority group, Blacks, represented approximately 10 percent of officer accessions and over 8 percent of all active duty officers.

Over the last few years the focus on minority representation within the officer corps has increased. Concern stems from the appearance of underrepresentation among officers in stark contrast to the trends for the enlisted ranks. A number of factors contribute to the seeming underrepresentation of Blacks and Hispanics (though not "Other" minorities) in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from poverty and disorderly learning environments.[6] These risk factors take their toll in the form of lower college enrollment and graduation rates, and, on average, lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 2001 were 529 for Whites and 433 for Blacks; mean

6 See Smith, T.M., *The Educational Progress of Black Students* (Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, May 1996).

fierce labor market competition for college-educated minorities),[7] minority representation among officer accessions appears rather equitable when compared to the 21- to 35-year-old civilian population of college graduates which stands at 8.2 percent Black, 5.8 percent Hispanic, and 9.8 percent "Other." Blacks are slightly overrepresented among officer accessions, while Hispanics and "Other" minorities are slightly underrepresented.

Table 4.5. FY 2001 Active Component Minority Officer Accessions and Officer Corps, by Service (Percent)

Minority	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Black	13.5	8.2	5.7	7.7	9.6
Hispanic	5.3	5.8	7.4	2.1	4.7
Other	8.0	7.7	7.1	9.2	8.2
Total Minority Officer Accessions	26.7	21.7	20.1	19.1	22.5
ACTIVE COMPONENT OFFICER CORPS					
Black	11.9	6.8	6.5	6.6	8.3
Hispanic	4.3	4.7	5.3	2.4	3.8
Other	5.8	5.1	3.4	3.3	4.6
Total Minority Officers	22.0	16.5	15.1	12.2	16.7

Columns may not add to total due to rounding.
"Other" includes Native Americans, Asians, and Pacific Islanders.
Also see Appendix Table B-34 (Race/Ethnicity by Service).

Academic achievement differences factor into the divergent racial/ethnic distributions across the commissioning sources as shown in Tables 4.6 and 4.7. In FY 2001, White officer accessions were more likely than minorities to have been commissioned via one of the academies, but were less likely to have come from an ROTC program without a scholarship. "Other" racial/ethnic officer accessions were more likely than other groups to have direct appointments, but were the least likely to attend OCS/OTS. Hispanic officer accessions were the least likely to have received a direct appointment or to have joined the officer corps with another commissioning method. For the overall Active Component officer corps in FY 2001, Black officers were less likely to have attended a Service academy, but more likely to have graduated from an ROTC program. Among the FY 2001 officer corps, "Other" minorities were more likely than other groups to have entered with a direct appointment or by another commissioning source. Hispanic officers were more likely to have entered the officer corps through OCS/OTS.

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7 See U.S. Department of Education, *Digest of Education Statistics 2001* (NCES 2002-130) (Washington, DC: National Center for Education Statistics, 2001), Table 134.

8 See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston: Kluwer Academic Publishers, 1991).

Table 4.6 FY 2001 Source of Commission of Active Component Officer Accessions, by Race/Ethnicity and Gender (Percent)						
Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	17.1	8.9	13.8	11.9	16.4	13.0
ROTC–Scholarship	18.4	19.4	19.5	18.9	17.6	22.5
ROTC–No Scholarship	14.0	19.1	14.9	17.6	15.0	14.3
OCS/OTS	25.0	26.4	32.6	22.5	27.2	17.5
Direct Appointment*	11.7	10.2	9.2	13.1	9.9	18.1
Other**	13.6	16.1	9.9	16.1	13.7	14.5
Unknown	0.1	0.1	0.1	0.0	0.1	***
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Females accessed through direct appointment are primarily health care professionals.
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).
*** Less than one-tenth of one percent.
Also see Appendix Tables B-40 (Source of Commission by Service and Gender) and B-42 (Source of Commission by Service and Race/Ethnicity).

Table 4.7. FY 2001 Source of Commission of Active Component Officer Corps, by Race/Ethnicity and Gender (Percent)						
Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	18.6	11.0	17.0	18.1	19.0	11.5
ROTC–Scholarship	25.3	25.0	21.9	22.1	25.1	24.1
ROTC–No Scholarship	13.7	22.9	17.2	13.0	15.1	12.0
OCS/OTS	20.7	19.4	25.8	18.2	21.8	14.6
Direct Appointment*	14.2	13.6	11.7	18.6	11.4	30.0
Other**	7.5	8.0	6.3	10.0	7.5	7.9
Unknown	***	***	***	***	***	***
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Females accessed through direct appointment are primarily health care professionals.
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).
*** Less than one-tenth of one percent.
Also see Appendix Tables B-41 (Source of Commission by Service and Gender) and B-43 (Source of Commission by Service and Race/Ethnicity).

The Department of Defense is actively looking into issues affecting minority officer recruitment, performance, promotion, and retention in keeping with its track record of dedication to equal opportunity. The Services have programs designed to increase minority participation in the officer corps. In addition to academy preparatory schools, ROTC programs have a considerable presence at Historically Black Colleges and Universities (HBCUs) and there are Army ROTC units placed at predominantly Hispanic institutions. Furthermore, there are

incentive and preparation programs aimed at boosting the presence of minorities within ROTC programs and the officer corps.

Targeted recruiting programs, together with a focus on equal opportunity once commissioning takes place, have contributed to increased representation of minorities (especially Blacks) within the officer corps over the years (see Appendix Tables D-22, D-23, D-27, and D-28). The 10 percent of Blacks, for example, among officer accessions in FY 2001 compares favorably with figures from one and two decades ago (1990: 8.1 percent; 1980: 5.8 percent).

These accession trends have been contributing to greater minority strength levels in the total officer corps. For example, Blacks comprised 5 percent of all active duty officers in FY 1980, nearly 7 percent in FY 1990, and over 8 percent by the end of FY 2001. The lagging long-term minority progress seen through the Active Component officer percentages, relative to the near-term success seen among officer accessions, is mirrored in the pay grade distribution differences by minority status as shown in Table 4.8.

Table 4.8. FY 2001 Pay Grade[1] of Active Component Officers, by Service and Race/Ethnicity (Percent)

Race/Ethnicity and Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
O-1 through O-3					
White	75.7	80.0	82.0	86.8	81.0
Black	12.3	8.1	7.4	7.0	9.0
Hispanic	5.0	5.7	6.6	2.5	4.5
Other	7.0	6.2	4.1	3.7	5.5
Total	100.0	100.0	1000.0	100.0	100.0
O-4 through O-6					
White	81.3	88.7	89.9	89.0	86.5
Black	11.4	4.9	4.9	6.0	7.3
Hispanic	3.2	3.1	3.0	2.4	2.9
Other	4.1	3.3	2.2	2.7	3.3
Total	100.0	100.0	100.0	100.0	100.0
O-7 through O-10					
White	89.5	95.4	92.5	95.6	93.1
Black	7.4	2.3	5.0	3.7	4.8
Hispanic	1.9	1.8	2.5	0.0	1.4
Other	1.3	0.5	0.0	0.7	0.8
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
[1] Excludes those with unknown rank/pay grade.
Also see Appendix Table B-49 (Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity).

The racial/ethnic makeup of the lower grades (O-1 through O-3) fairly closely mimics that of officer accessions. Minorities comprise 19 percent of company grade officers, compared to 22 percent of officer accessions. However, higher grades are more predominantly occupied by whites. Minorities represent less than 14 percent of field grade officers and approximately 7

percent of general or flag officers. Some of these differences are undoubtedly a byproduct of the improvements in minority accessions that have occurred in the previous decades. Officers with higher grades were commissioned at a time when minorities comprised a smaller proportion of the total population and were more underrepresented within officer accessions. However, lower minority representation among higher grades may also indicate that minorities are not promoted at the same rate as White officers, or that they tend to separate from service at an earlier date.[9] To the extent that differences between racial and ethnic groups in retention and promotion rates exist, they should be addressed by career management policies. Factors such as increased college graduation rates and targeted recruiting programs have provided minorities with greater access to the officer corps. However, it is also important to monitor progress further along the pipeline.[10]

Gender. As shown in Table 4.9, women constituted about 20 percent of officer accessions and 15 percent of the officer corps in FY 2001. The Air Force holds its place as the most gender-integrated regarding officers, with the Army and the Navy not far behind. Though the levels of women in the officer corps are nowhere near college graduate population proportions, sustained growth has occurred in the representation of women among officers (see Appendix Tables D-24 and D-29 for trends among accessions and the officer corps since FY 1973).

Table 4.9. FY 2001 Active Component Female Officer Accessions and Officer Corps (Percent)

	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	21.2	18.9	9.3	22.8	20.1
Active Component Officer Corps	15.8	15.2	5.3	17.4	15.3

Also see Appendix Table B-32 (Gender by Service).

The primary sources of commission for female officer accessions in FY 2001 were ROTC Scholarship (23 percent) and direct appointment (18 percent), as shown in Table 4.6. Female officer accessions were less likely than males to have attended an academy or to have received their commission through OCS/OTS. The majority of directly appointed officers are in the professional groups (i.e., medical, dental, legal, and ministry). Officers from these professional groups are classified as "non-line," are managed separately, and do not assume command responsibilities over "line" officers. Career opportunities tend to be somewhat limited for non-line officers and can result in differences in pay grade distributions. Table 4.10 shows pay grade by gender for each of the Services and for DoD as a whole. While females comprised 17 percent of company grade officers, their representation decreased to 13 percent of field grade officers and 4 percent of general or flag officers.

9 See Hosek, S.D., Tiemeyer, P., Kilburn, M.R., Strong, D.A., Ducksworth, S., and Ray, R., *Minority Gender Differences in Officer Career Progression* (Santa Monica, CA: Rand Corporation).

10 Department of Defense, *Career Progression of Minority and Women Officers* (Washington, DC: Office the Under Secretary of Defense [Personnel and Readiness], August 1999).

Commissioning source differences complicate the interpretation of variations in pay grade distributions by gender. For example, direct commissions may provide an early grade boost for women, since advanced degree requirements associated with occupations in the professional echelons are rewarded by DoD with advanced pay grade initially for commissioned officers. Assignment qualifications, interests, and policy also affect pay grade. In the Air Force, for example, status as a pilot usually enhances career prospects. (Assignment data are provided later in this chapter in the discussion of occupation areas.)

Table 4.10. FY 2001 Pay Grade[1] of Active Component Officers, by Service and Gender (Percent)

Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
O-1 through O-3					
Male	82.1	83.9	93.2	79.7	82.7
Female	17.9	16.1	6.9	20.3	17.3
Total	100.0	100.0	100.0	100.0	100.0
O-4 through O-6					
Male	87.1	86.0	97.4	86.5	87.4
Female	12.9	14.0	2.7	13.5	12.6
Total	100.0	100.0	100.0	100.0	100.0
O-7 through O-10					
Male	96.5	95.4	98.8	96.3	96.4
Female	3.5	4.6	1.3	3.7	3.6
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
[1] Excludes those with unknown rank/pay grade.
Also see Appendix Table B-48 (Pay Grade by Gender and Service).

Marital Status. As indicated in Table 4.11, officers were more likely to be married than the enlisted personnel they lead. It is interesting to note that for officers as well as enlisted personnel, women on active duty were less likely than men to be married. In fact, while nearly three-quarters of male officers were married, only 51 percent of women officers had a spouse. Furthermore, whereas male officers were approximately as likely as their civilian counterparts (college graduates in the workforce 21 to 49 years of age) to be married, female officers were substantially less likely to be married. This suggests that women in the officer corps are more divergent from their civilian peers regarding family patterns.

Though female officers are less likely to be married than male officers, among those who are married women are considerably more likely to be a partner in a dual-military marriage. As can be seen from Table 4.12, married female officers are nearly eight times more likely than married male officers to have a spouse in uniform. This trend is more than a curiosity, as dual-service marriages pose unique challenges to assignment and deployment, in addition to affecting Servicemembers' satisfaction with military life.

Table 4.11. FY 2001 Married Active Component Officer Corps and Enlisted Personnel, by Gender (Percent)		
Gender	Officers	Enlisted
Males	71.0	49.6
Females	50.7	40.1
Total	67.9	48.2

Also see Appendix Table B-33 (Marital Status by Service).

Table 4.12. FY 2001 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent
ARMY					
Male	54,547	39,674	72.7	2,498	6.3
Female	10,250	5,419	52.9	2,538	46.8
Total	64.797	45,093	69.6	5,036	11.2
NAVY					
Male	44.036	28,371	64.4	443	1.6
Female	7,892	3,376	42.8	529	15.7
Total	51,928	31,747	61.1	972	3.1
MARINE CORPS					
Male	15,301	10,569	69.1	383	3.6
Female	859	350	40.8	241	68.9
Total	16,160	10,919	67.6	624	5.7
AIR FORCE					
Male	56,211	42,138	75.0	2,483	5.9
Female	11,827	6,498	54.9	2,517	38.7
Total	68,038	48,636	71.5	5,000	10.3
DoD					
Male	170,095	120,752	71.0	5,807	4.8
Female	30,828	15,643	50.7	5,825	37.2
Total	200,923	136,395	67.9	11,632	8.5

* There are some differences between the number of males and females reporting dual-service marriages.

Education. There are few exceptions to the Service requirements that commissioned officers have at least a 4-year college degree, so the education levels of FY 2001 Active Component officer accessions come as no surprise. Table 4.13 clearly shows the officer corps' reliance on the college-educated. Approximately 9 percent of officers commissioned in FY 2001 did not have at least a bachelor's degree; most likely these officers were former enlisted personnel. A notable percentage of newly commissioned officers (11 percent)—mostly lawyers, chaplains, and health care professionals (i.e., physicians, dentists, etc.)—held advanced degrees.

Table 4.13. FY 2001 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service (Percent)

Educational Attainment	Army	Navy*	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	2.0	9.1	0.6	18.7	8.9
College Graduate (B.A., B.S., etc.)	81.6	89.3	97.2	65.6	80.2
Advanced Degree (M.A., Ph.D., etc.)	16.4	1.6	2.2	15.7	10.9
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	0.3	12.9	3.8	2.0	4.2
College Graduate (B.A., B.S., etc.)	56.6	45.2	78.6	43.4	51.1
Advanced Degree (M.A., Ph.D., etc.)	43.0	41.9	17.7	54.6	44.7
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
*Education credential information in the DMDC active and loss edit file is not always updated on a frequent basis. The Navy accession data were provided by the U.S. Navy, for more accurate information.
Percentages do not include "Unknown" data.
Also see Appendix Table B-35 (Education by Service).

Not only are college graduates amply represented among newly commissioned officers, but the education levels in the officer corps indicate that the Services promote continuing education. Significant proportions of officers attained advanced degrees while serving. The Air Force had the greatest proportion (55 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees. The Marine Corps had fewer officers with advanced degrees than the other Services. A contributing factor may be that the Navy provides the Marine Corps with health professionals, chaplains, or other such direct appointees, who typically have advanced degrees.

Representation Within Occupations. Tables 4.14 and 4.15 present the distribution of officers across occupational areas by gender and race/ethnic group, respectively. More than one-third of officers were working in jobs classified as part of tactical operation. Together, the second, third, and fourth most populous occupations—health care, engineering and maintenance, and supply—approximated the manning levels of tactical operations. Appendix Table B-37 provides FY 2001 occupational area data by Service, including personnel classified as non-occupational.

Women and occupational assignments. Table 4.14 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields, as has been the case in FY 2001. Significantly greater percentages of men than women were in tactical operations (42 and 10 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of administration (12 and 6 percent, respectively) and health care (42 and 15 percent, respectively). Appendix Table B-38 shows the assignment patterns by Service and gender.

Table 4.14. FY 2001 Occupational Areas of Active Component Officer Corps, by Gender (Percent)

Occupational Area	Males	Females	Total
General Officers and Executives	0.5	0.1	0.4
Tactical Operations	41.9	10.2	37.0
Intelligence	5.0	6.0	5.1
Engineering and Maintenance	12.4	10.9	12.2
Scientists and Professionals	4.8	4.8	4.8
Health Care	14.7	41.7	18.9
Administration	5.6	11.7	6.5
Supply, Procurement, and Allied Occupations	8.9	10.1	9.1
Non-Occupational*	6.2	4.4	5.9
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
Calculations exclude 1 male Army, 602 male and 19 female Marine Corps, and 418 male and 24 female Air Force O-6 officers classified as general officers by the Services.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-38 (Occupational Area by Service and Gender).

Minorities and occupational assignments. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.15. In FY 2001, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although there are several specific differences in the patterns. Fewer Blacks and "Others" were assigned to tactical operations than were Whites and Hispanics. Similarly a greater percentage of officers in the "Other" racial category was in health care positions. Proportionately more Blacks than other racial/ethnic groups were in the engineering and maintenance, administration, and supply occupations. The Services strive to achieve racial/ethnic balance during the assignment process. Such a focus is important because occupational assignment is related to promotion opportunities and success as an officer.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages worked in intelligence and scientific/professional occupations. Appendix Table B-39 provides data on occupational areas by Service and race/ethnicity.

Table 4.15. FY 2001 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Area	White	Black	Hispanic	Other
General Officers and Executives	0.5	0.3	0.2	0.1
Tactical Operations	38.7	24.9	35.7	28.9
Intelligence	5.2	4.8	5.7	4.7
Engineering and Maintenance	11.9	15.9	11.8	12.1
Scientists and Professionals	5.0	4.2	3.9	4.3
Health Care	18.5	19.5	16.2	28.2
Administration	6.0	10.9	7.6	6.4
Supply, Procurement, and Allied Occupations	8.4	15.6	11.0	8.9
Non-Occupational*	6.0	3.8	7.9	6.5
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Calculations exclude 1 White Army; 567 White, 33 Black, 16 Hispanic, and 5 "Other" Marine Corps; and 412 White, 21 Black, 4 Hispanic, and 3 "Other" Air Force O-6 officers classified as general officers by the Services.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-39 (Occupational Area by Service and Race/Ethnicity).

Warrant Officers [11]

Warrant officers comprise a relatively small but vital group of technicians and specialists who serve in the Army, Navy, and Marine Corps. These Servicemembers ordinarily do not assume typical officer command responsibilities, and their careers emphasize depth rather than breadth of experience, in contrast to commissioned officers.[12, 13] The status and duties of these experts, trainers, and specialty managers have grown and otherwise changed since their grades were established around 1920. Today, they can be found advancing within military careers such as aviation, physicians' assistant, nuclear weapons, and administration.

Although some warrant officers may enter directly from civilian life (e.g., helicopter pilots), most warrant officers previously were in the upper enlisted ranks. In FY 2001, 1,520 warrant officer accessions were added to the force and the overall total force of warrant officers on active duty stood at 14,864. Table 4.16 presents gender and race/ethnicity statistics on FY 2001 warrant officers. They are overwhelmingly male (93 percent) but have greater minority

11 For more detailed information on warrant officers, see Department of Defense, *DoD Report on the "Warrant Officer Management Act" (WOMA)* (Washington, DC: Author, 1989).

12 Upper-level warrant officers, however, frequently function in foreman-type roles within their system specialties.

13 The Air Force discontinued its warrant officer program in 1959 and increased promotion opportunities for senior enlisted personnel.

representation than commissioned officers. Blacks, in particular, are more highly represented among warrant officers, accounting for 17 percent of active duty warrant officers (in contrast to 8 percent of commissioned officers). Appendix Tables B-44 and B-45 provide a glimpse of warrant officer accessions and the corps of warrant officers on active duty by gender and race/ethnicity.

Table 4.16. FY 2001 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service* (Percent)

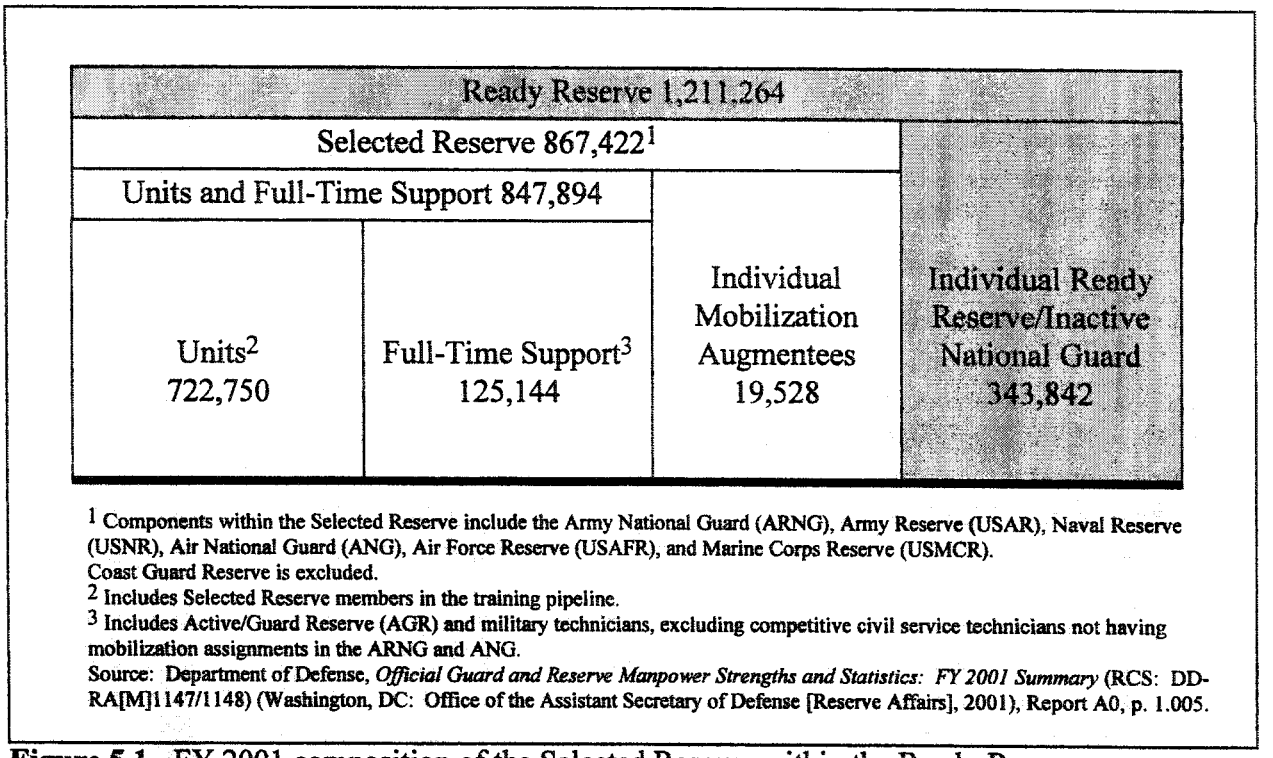
Race/Ethnicity and Gender	Army	Navy	Marine Corps	DoD
ACTIVE COMPONENT WARRANT OFFICER ACCESSIONS				
White	73.1	73.4	73.5	73.2
Black	15.1	18.5	14.2	15.6
Hispanic	5.6	1.4	9.9	5.5
Other	6.3	6.7	2.4	5.7
Male	93.6	90.6	93.7	93.0
Female	6.4	9.4	6.3	7.0
Total	100.0	100.0	100.0	100.0
ACTIVE COMPONENT WARRANT OFFICER CORPS				
White	72.9	76.8	74.6	73.6
Black	16.6	17.7	16.1	16.7
Hispanic	5.4	1.6	7.2	5.2
Other	5.1	4.0	2.1	4.6
Male	93.0	95.0	93.7	93.3
Female	7.0	5.0	6.3	6.7
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* The Air Force does not have warrant officers.
Also see Appendix Tables B-44 (Warrant Officer Accessions and Officers by Gender) and B-45 (Warrant Officer Accessions and Officers by Race/Ethnicity).

Chapter 5

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 2001 strength of more than 1.2 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 5.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component data in this report include only the Selected Reserve.



[1] Components within the Selected Reserve include the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), and Marine Corps Reserve (USMCR). Coast Guard Reserve is excluded.
[2] Includes Selected Reserve members in the training pipeline.
[3] Includes Active/Guard Reserve (AGR) and military technicians, excluding competitive civil service technicians not having mobilization assignments in the ARNG and ANG.
Source: Department of Defense, *Official Guard and Reserve Manpower Strengths and Statistics: FY 2001 Summary* (RCS: DD-RA[M]1147/1148) (Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2001), Report A0, p. 1.005.

Figure 5.1. FY 2001 composition of the Selected Reserve within the Ready Reserve.

Of the 867,422 Selected Reserve members, 736,642 are enlisted, 119,803 are officers and the remaining 10,977 are Warrant Officers. The Selected Reserve includes three types of personnel: (1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; (2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and (3) those in the training pipeline.[1] Reservists and Guardsmen in the training pipeline may not deploy. Selected Reservists assigned to units and some IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

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[1] Department of Defense, *Official Guard and Reserve Manpower Strengths and Statistics: FY 2001 Summary* (RCS: DD-RA[M]1147/1148) (Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2001), Report AO, p. 1.005.

The Selected Reserve Recruiting Process

The recruiting process is similar for the Reserve and Active Components.[2] With the exception of a number of Air National Guard (ANG) units, Reserve recruiters process their non-prior service (NPS) applicants through Military Entrance Processing Stations (MEPSs), following procedures almost identical to the Active Components.

Recruiters describe the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. Non-prior service prospects take the ASVAB at either a local test site or at a MEPS. If an NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at a MEPS (or in some instances at a National Guard unit) to discuss options for enlistment.

Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. They discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into a Reserve Component.

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements—in numbers, skills, and quality. More than half (54 percent in FY 2001) of Selected Reserve accessions have prior service experience, primarily from active duty. However, a sizable proportion of new recruits enter the National Guard or Reserve without previous military affiliation. Recruiting must target both populations. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force and among recent veterans, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, effect of recent mobilizations on enlistment, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

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2 For a description of NPS Selected Reserve recruiting, see Tan, H.W., *Non-prior Service Reserve Enlistments: Supply Estimates and Forecasts* (Santa Monica, CA: RAND Corporation, 1991).

The occupational distribution among the Active and Reserve Components varies (e.g., 5 percent of active Navy enlistees serve as craftsmen while 15 percent of Naval Reserve [USNR] members serve as craftsmen). Some units have to recruit more NPS individuals to fill unit vacancies. Another factor that can create large differences in manning success across skills is marketability, including civilian skill transferability, quality of training, equipment, and promotion opportunity.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. For example, an Army National Guard or Reserve company with a combat mission may need a significantly higher proportion of young NPS accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service recruiting requirements. The population representation profiles of the Reserve Components are different from the Active Services due to a number of factors, such as the proportional distribution of individuals with particular skills, the location of units, and the proportion of members with prior service experience.

This chapter provides demographic characteristics and the distribution of FY 2001 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are described and, where applicable, are compared to prior service accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 6.

Characteristics of Selected Reserve Accessions

FY 2001 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 2001, the Reserve Components recruited 156,428 enlisted persons compared to the Active Component's 182,976. The ARNG has the largest Reserve Component recruiting program, followed by the Army Reserve (USAR). The ARNG recruited 33,405 NPS enlistees, about 12,600 more than the USAR. The ARNG also recruited about 4,500 more prior service recruits than the USAR.

Selected Reserve recruiting achievements decreased by approximately 3,300 enlisted accessions from FY 2000 to FY 2001 (from 159,687 to 156,428). The USNR, ANG and USAFR experienced an increase in enlisted accession while all other components experienced a decrease.

Due to differences in mission and force structure, the size of recruit cohorts by component varied greatly. Therefore, comparisons between the Reserve Components percentages must be interpreted with care. The Army Components—the ARNG and USAR—had the largest Selected Reserve recruit cohorts, recruiting 71 percent of total Reserve Component accessions (39 and 32 percent for the ARNG and USAR, respectively) in FY 2001. The Naval Reserve (USNR) and Air Force Reserve (USAFR) had the highest proportion of prior service recruits (81 and 70 percent of their total recruiting efforts, respectively). The Marine Corps Reserve (USMCR) had the lowest proportion of recruits with past military experience (39 percent). Prior service accessions provide the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions.

Table 5.1. FY 2001 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
	Enlisted Accessions				
Components	Non-Prior Service	Prior Service	Total	Prior Service Percent of Components Total	Enlisted End-Strength
Army National Guard	33,405	28,942	62,347	46.4	315,250
Army Reserve	20,801	24,461	45,262	54.0	164,760
Naval Reserve	3,652	16,002	19,654	81.4	68,872
USMC Reserve	5,845	3,704	9,549	38.8	35,881
Air National Guard	5,844	5,198	11,042	47.1	95,060
Air Force Reserve	2,603	5,971	8,574	69.6	56,819
DoD Total	72,150	84,278	156,428	53.9	736,642

Also see Appendix Tables C-1 (NPS Age by Component and Gender), C-9 (Prior Service Age by Component and Gender), and C-15 (Enlisted Member Age by Component and Gender).

The increase in availability of prior service recruits, a temporary phenomenon due to the larger number of active duty members leaving service during the drawdown, ended in the late 1990s. The result is fewer prior service individuals from which the Reserve Components can recruit. In fact, the more successful the Military Services are in retaining active duty members, the smaller the prior service pool becomes. Thus, the Reserve Components must recruit NPS individuals, in direct competition with the Active Components. The numerical effects of the drawdown, changes in the Reserve mission with increased combat risks due to an increased operating tempo (OpTempo), as well as quality of life and compensation issues have made Reserve recruiting difficult as we enter the 21st century. Potential recruits are likely to find combat risk, family hardships, and financial losses during a mobilization more important in the Reserve participation decision today and in the future."[3]

Age. The largest proportions of FY 2001 NPS Reserve Component accessions were in the 17- to 19-year age group (Table 5.2). The one exception to this trend was the USNR, which had 70 percent falling in the 25- to 34-year age group.

Several factors contribute to age differences within the Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 2001, 27 percent of ARNG NPS recruits were students still enrolled in high school. This is a decrease of 13-percentage points from FY 2000. Thirteen percent of USAR NPS recruits were students still enrolled in high school.

3 Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993), p. 5.

Table 5.2. FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17–35 Years Old (Percent)

Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	17- to 35-Year-Old Civilians
17–19	66.3	67.2	1.1	67.5	57.2	47.0	61.9	16.8
20–24	23.0	24.1	3.5	26.7	30.2	34.6	23.6	26.0
25–29	6.4	6.1	36.7	4.8	8.2	11.6	8.0	24.4
30–34	2.7	2.4	32.6	0.9	4.0	5.4	4.2	27.0
35–39	0.9	0.1	23.2	0.0	0.3	0.6	1.7	5.8
40–44	0.1	0.0	1.7	0.0	*	0.3	0.2	
45–49	0.1	*	0.8	0.0	0.0	0.3	*	
50+	0.1	0.0	0.4	0.0	*	0.1	*	
Unknown	0.5	0.0	*	*	*	0.0	0.2	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000– September 2001.

Race/Ethnicity. Table 5.3 presents the racial/ethnic makeup of FY 2001 NPS enlisted accessions by Selected Reserve Components. These figures are similar to those seen in FY 2000, except for the USAFR where the proportion of white NPS accessions have increased by 5 percent. For the ARNG there has been an increase in black NPS accessions from 15 percent in FY 2000 to almost 18 percent in FY 2001. For the USAFR, the proportion of Blacks, Hispanics and Other NPS accessions have decreased by 2, 3 and 1 percent respectively since FY 2000. This decrease in minorities is also true for ARNG prior service accessions. There has been an increase in White prior service accessions in the ARNG from 68 percent in FY 2000 to 76 percent in FY 2001. Subsequently, Black prior service accessions for the ARNG decreased by just over 8 percent in FY 2001.

Since the inception of the All Volunteer Force, Blacks have been somewhat overrepresented in the active duty ranks, while Whites and Hispanics have been underrepresented as compared to the nation's youth population as a whole. We would expect this to be reflected in the makeup of the Reserve Forces. Table 5.3, however, demonstrates that in the ARNG and ANG, the proportion of prior service Black accessions is lower compared to their representation among the 20- to 39-year-old civilian labor force, the comparable civilian group. In the other components the proportion of prior service Black accessions is higher than in the civilian labor force. Hispanics are underrepresented across the board, with the exception of the USMCR's prior service recruits. In previous years, Whites also have made up a smaller proportion of Reserve accessions than of the comparison group. However, since FY 2000, the proportion of NPS White accessions in the ARNG, USMCR, and ANG was higher than in the civilian comparison groups. Prior service White accessions in the ARNG, USNR, ANG, and USAFR are also higher than in the civilian comparison group.

Table 5.3. FY 2001 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race/Ethnicity, and Civilians (Percent)

Race/ Ethnicity	Army National Guard[1]	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians*
NON-PRIOR SERVICE								
White	70.6	57.6	59.8	69.2	76.9	59.4	66.3	64.8
Black	17.8	23.8	20.5	10.8	11.0	27.6	18.9	14.3
Hispanic	7.1	11.9	12.2	14.4	5.3	5.5	9.1	15.6
Other	4.6	6.7	7.5	5.5	6.8	7.6	5.7	5.3
PRIOR SERVICE								
White	75.6	53.2	68.9	64.3	75.9	70.3	67.0	67.5
Black	11.7	26.5	16.9	13.7	12.0	17.0	17.5	13.0
Hispanic	7.6	8.7	8.7	16.1	6.4	7.2	8.4	14.2
Other	5.1	11.5	5.5	5.9	5.7	5.5	7.1	5.3
TOTAL ACCESSIONS								
White	72.9	55.2	67.2	67.3	76.5	67.0	66.7	
Black	14.9	25.3	17.6	11.9	11.5	20.2	18.1	
Hispanic	7.3	10.2	9.3	5.8	5.8	6.7	8.7	
Other	4.8	9.3	5.8	5.7	6.3	6.1	6.5	

Columns may not add to total due to rounding.
* NPS civilian comparison is 18- to 24-year-old civilians; prior service civilian comparison is 20- to 39-year-old civilian labor force.
[1]Army National Guard data provided by Reserve Component Accession Policy. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File.
Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

Across the Reserve Components, among female accessions the proportion of Black women was 24 and 30 percent for NPS and prior service, respectively. Among males recruits, Black men, although more numerous than Black women, accounted for only 11 and 15 percent of NPS and prior service accessions, respectively (see Appendix Tables C-3 and C-11). The USAFR had the highest proportion of Black female NPS recruits (38 percent) while the USAR had the highest proportion of Black female prior service recruits (42 percent).

Gender. The proportion of Selected Reserve accessions in FY 2001 who were women was slightly greater (20 percent) than in the Active Components (18 percent). Table 5.4 reflects the gender percentages for NPS and prior service accessions by Component. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (26 and 29 percent, respectively), while the USMCR had the lowest (5 percent). With the exception of the USMCR, the proportion of prior service female recruits was lower than NPS female recruits.

Marital Status. Approximately 9 percent of FY 2001 Selected Reserve NPS enlisted accessions were married (Table 5.5). The marriage rates of prior service recruits look markedly different, with 44 percent married. The FY 2001 prior service cohort, predominantly those leaving active duty enlisted service who chose to affiliate with the Reserves, were slightly less likely to be married than active duty enlisted members (48 percent). Also, prior service Reserve recruits were less likely to be married than their civilian counterparts, 20- to 39-year-old civilians

in the labor force (50 percent). Among FY 2001 prior service Reserve accessions, a somewhat larger proportion of males were married than females (45 and 39 percent, respectively).

Table 5.4. FY 2001 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender (Percent)

Components	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	77.8	22.2	88.9	11.1	83.0	17.0
Army Reserve	68.5	31.5	77.9	22.1	73.6	26.4
Naval Reserve	67.7	32.3	83.1	16.9	80.3	19.7
USMC Reserve	95.4	4.6	94.0	6.0	94.9	5.1
Air National Guard	74.3	25.7	81.5	18.5	77.7	22.3
Air Force Reserve	62.5	37.5	75.0	25.0	71.2	28.8
DoD Total	75.2	24.8	83.4	16.6	79.6	20.4

Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).

Table 5.5. FY 2001 Married Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions and Active Component Non-Prior Service Enlisted Accessions and Enlisted Members, by Gender, and Civilians (Percent)

Gender	Non-Prior Service Reserve Accessions	Civilians, 17–35 Years Old	Prior Service Reserve Accessions	Civilian Labor Force, 20–39 Years Old	Non-Prior Service Active Component Accessions	Active Component Enlisted Members
Male	8.3	34.0	44.5	49.9	8.0	49.6
Female	10.1	40.4	38.7	49.0	11.6	40.1
Total	8.8	37.3	43.5	49.5	8.7	48.2

Also see Appendix Tables B-2 (NPS Active Component Enlisted Accession by Age, Marital Status and Gender), B-24 (Active Component Enlisted Members by Age, Marital Status, and Gender), C-2 (NPS Age by Marital Status and Gender), and C-10 (Prior Service Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

Education. More Selected Reserve NPS recruits completed high school than was the case for their civilian peers (Table 5.6). Approximately 99 percent of FY 2001 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 79 percent of 18- to 24-year-old civilians. In the Army Reserve, 90 percent of NPS enlistees were high school diploma graduates. This is an increase of 7 percentage points from FY 2000. Excluding those enlisted under the GED+ program, the USAR recruited 99 percent in Tier 1.

College experience refers to individuals who have completed at least one semester in junior college or a 4-year institution. The USNR had, by far, the highest proportion of accessions with college experience (26 percent), in part, due to college credit earned through the Navy's Tech Prep partnerships with selected community colleges. Tech Prep is a federally-funded educational program providing technical career training and job placement. The Navy has agreements with a number of community colleges that in turn work with feeder high schools.

Qualified, interested students sign up while in their junior or senior year of high school. They complete college credit Tech Prep courses during high school. After graduation, they attend two semesters at a local community college while in the Navy's delayed entry program. Following recruit training, the enlistees complete technical training courses provided by the Navy; the community college counts the Navy training toward the requirements for an associates degree.

The percentage of 18- to 24-year-old civilians with college experience is much greater than even the 26 percent in the Naval Reserve. Since most enlisted occupations are generally comparable to civilian jobs not requiring college education, this should not be surprising.

Table 5.6. FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18–24 Years Old (Percent)

Education Tier	Army National Guard [1]	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	86.0	90.0 (99.3***)	97.5	96.9	80.7	94.2	88.5 (91.0***)	79.1
Tier 2: GED, Alternative Credentials	12.5	8.5	0.8	3.0	17.4	2.2	10.0	
Tier 3: No Credentials	1.4	1.6	1.7	0.1	1.9	3.7	1.5	20.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)[2]	2.8	5.5	25.6	3.1	6.4	3.8	5.1	46.7

Columns may not add to total due to rounding.
*Civilian percentages combine Tiers 1 and 2.
**Tier 1 includes members still in high school.
***Tier 1 data excluding GED+ participants from total accessions. GED+ is an experimental program enlisting up to 2,000 USAR applicants with a GED or no credential who have met special screening criteria for enlistment.
[1] Army National Guard and Army Reserve data provided by Reserve Component Accession Policy. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File.
[2] These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 6 for a discussion of Reserve officers.
Also see Appendix Tables C-7 (Education by Component and Gender) and C-8 (Education by Component and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000 – September 2001.

AFQT. FY 2001 Selected Reserve NPS accessions are compared with civilian youth by AFQT category, gender, and Reserve Components in Table 5.7. The percentage of Reserve male recruits who scored in AFQT Categories I to IIIA was greater than for comparable civilians (56 versus 54 percent). Sixty-one to 76 percent of ARNG and USMCR NPS male accessions were in AFQT Categories I through IIIA, compared to 54 percent in the civilian group. A higher percentage of ARNG, USAR, USMCR, and ANG NPS female recruits scored in AFQT categories I-IIIA (55, 50, 78 and 50 percent, respectively) compared to 49 percent in the comparable female civilian group.

Table 5.7. FY 2001 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component (Percent)							
AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
I-IIIA	60	66	73	76	79	73	64
IIIB	39	33	27	24	22	27	34
IV	1	2	0	0	0	0	1
Total	100	100	100	100	100	100	100

Columns may not add to total due to rounding.
Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity).
Source: Service data from OUSD(MPP)/Accession Policy have been reviewed and updated by the Services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables that are taken from DMDC's RCCPDS File. The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from the *Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of a national emergency and assist the Active Components in meeting their operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 2001.

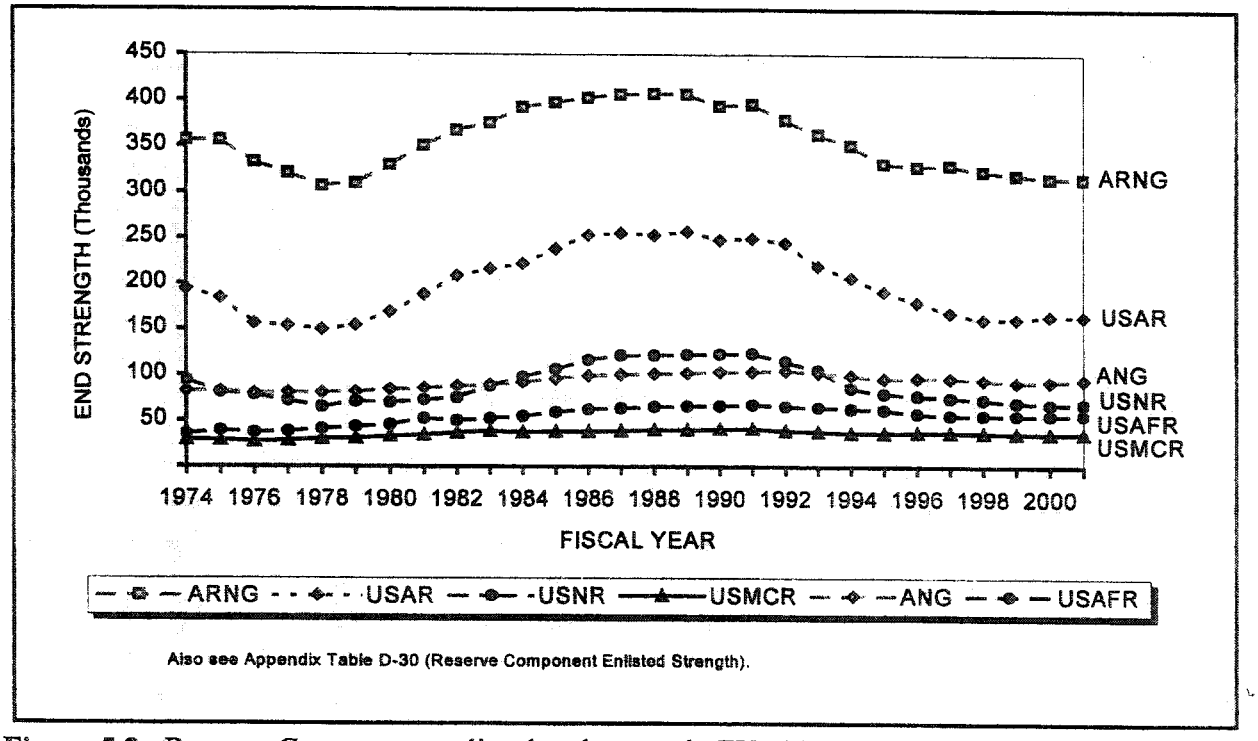

Figure 5.2. Reserve Component enlisted end-strength, FYs 1974–2001.

Age. Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.8. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members with 33 and 37 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly different from the Active Components and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

Table 5.8. FY 2001 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)

Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17–19	11.3	12.8	1.0	13.2	4.7	2.3	9.2	4.6
20–24	22.9	23.8	7.3	51.3	13.5	9.0	20.8	10.4
25–29	16.0	15.4	18.0	19.5	13.4	12.5	15.6	10.5
30–34	14.6	13.7	25.7	8.4	16.6	17.5	15.6	11.6
35–39	13.4	13.3	24.3	4.7	18.8	21.7	15.3	12.8
40–44	9.2	9.7	13.3	1.9	13.3	15.5	10.3	13.7
45–49	5.5	5.5	6.1	0.6	8.4	9.9	6.0	12.3
50+	7.2	5.5	4.4	0.4	11.3	11.6	7.1	24.1
Unknown	*	0.3	*	*	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table C-15 (Age by Component and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Age differences among the Components result from diverse mission requirements and retention. The mission drives the NPS/prior service mix in each of the Reserve Components. For example, the labor-intensive requirements of infantry and other ground combat units usually mandate the need for younger individuals, while equipment-intensive requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience. Individuals in equipment-intensive or high-technology fields, such as those found more often in the USNR, ANG, and USAFR, usually are more experienced, and therefore older.

Race/Ethnicity. As shown in Table 5.9, the proportion of minority Servicemembers varies by Reserve Component. The proportion of Blacks is higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Components (22 percent). The USAR has the largest proportion of Blacks (28 percent), while the ANG has the lowest (10 percent). The USMCR has the greatest proportion of Hispanic members (15 percent) and the greatest proportion of "Other" racial minorities (7 percent). The ANG and USAR are close behind with 6 percent each of "Other" racial minorities. All of these percentages are very similar to those of FY 2000.

Table 5.9. FY 2001 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18–49 Years Old (Percent)							
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	73.4	58.8	71.6	66.9	80.2	72.2	70.7
Black	15.1	23.9	14.7	11.6	8.0	16.2	15.8
Hispanic	7.7	11.1	8.7	15.0	5.8	6.3	8.5
Other	3.9	6.3	5.1	6.5	6.1	5.3	5.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	60.6	42.6	59.9	57.5	70.8	59.0	55.7
Black	27.9	42.0	26.5	18.9	16.4	29.3	30.9
Hispanic	6.8	9.5	8.5	16.3	5.7	6.1	7.8
Other	4.7	5.9	5.1	7.3	7.1	5.5	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	71.8	54.7	69.2	66.5	78.5	69.4	68.2
Black	16.6	28.4	17.1	11.9	9.5	19.1	18.4
Hispanic	7.6	10.7	8.6	15.0	5.8	6.2	8.4
Other	4.0	6.2	5.1	6.5	6.2	5.4	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CIVILIAN LABOR FORCE 18–49 YEARS OLD				
White	Black	Hispanic	Other	**Total**
70.1	12.4	12.5	5.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 16 percent of the male enlisted Selected Reserve, Black females represent 31 percent of females. Approximately 57 percent of USAR females are minorities: 42 percent Black, 10 percent Hispanic, and nearly 6 percent in the "Other" racial category. Conversely, the ANG has the lowest proportion of minority females (22 percent), comparable to the 18- to 49-year-old civilian labor force (30 percent).

Gender. The proportion of enlisted women is slightly higher in the Selected Reserve than in the Active Components (17 versus 15 percent, respectively) which is unchanged from FY 2000. Table 5.10 illustrates that there are more differences in the proportion of women among the Reserve Components. The component with the highest proportion of women is the USAR (25 percent), while the ARNG has 12 percent and the USMCR, with the lowest proportion, has 5 percent (up from 2 percent in FY 1999). Differences in gender composition are the result of the types of units in the Components. For example, the ARNG and USMCR have mainly combat units and the USAR has primarily combat support and combat service support units.

Table 5.10. FY 2001 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 18-49 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians
Male	87.6	75.0	79.4	95.3	82.4	78.4	83.0	53.4
Female	12.4	25.0	20.6	4.7	17.6	21.6	17.0	46.6
Also see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.								

Marital Status. Just under half of Selected Reserve members are married (Table 5.11). This proportion is lower than for the comparable civilian population (54 percent), but the same as enlisted members in the Active Components (48 percent). The proportion of married female Selected Reserve members (35 percent) is much lower than the proportion of married female civilians (53 percent). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts.

Table 5.11. FY 2001 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force 18-49 Years Old (Percent)		
Gender	DoD	18- to 49-Year-Old Civilians
Male	50.1	55.6
Female	34.7	52.8
Total	48.1	54.3
Also see Appendix Table C-16 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.		

Education. As shown in Table 5.12, 96 percent of FY 2001 Selected Reserve enlisted members have a high school diploma or alternative credential (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 5.6 (education levels of Selected Reserve accessions) with Table 5.12 suggests that a significant number of enlisted members gain college experience while in the Selected Reserve (5 percent of NPS accessions versus 22 percent of enlisted members).

Representation Within Occupations. The assignment of Reserve Component personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 5.13 shows the occupational area distribution of Reserve and Active Components.

Table 5.14 indicates that the occupational distribution among Active and Reserve Components varies. The differences reflect each Reserve Component's unique mission requirements and force structure, which may preclude some direct transfers from active duty to the National Guard and Reserve within the same skill. For example, 15 percent of active Navy enlisted members serve in electronics specialties, but the Naval Reserve has only 11 percent in this skill area. On the other hand, only 10 percent of active Navy enlistees serve in administration while 21 percent of USNR enlistees serve in administration. Similar occupational

differences are found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS individuals to fill unit vacancies or retrain those with prior service. The occupational distribution percentages for FY 2001 are relatively similar to those of FY 2000.

Table 5.12. FY 2001 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18–49 Years Old (Percent)

Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	91.6	84.8	97.9	97.4	98.1	99.6	92.4	89.1
Tier 2: GED, Alternative Credentials	*	13.4	1.0	2.5	1.7	0.3	3.5	
Tier 3: No Credentials	8.3	1.8	1.1	0.1	0.2	0.1	4.1	10.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	6.1	17.0	29.4	7.5	81.5	24.2	21.9	57.0

Columns may not add to total due to rounding.
* Civilian percentages combine Tiers 1 and 2.
Also see Appendix Tables C-19 (Education by Component and Gender) and C-20 (Education by Component and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table 5.13. Comparison of FY 2001 Reserve and Active Enlisted Occupational Areas (Percent)

Occupational Code and Area		Reserve	Active
0	Infantry, Gun Crews, and Seamanship Specialists	16.4	16.6
1	Electronic Equipment Repairers	4.5	9.6
2	Communications and Intelligence Specialists	4.6	9.0
3	Medical and Dental Specialists	6.6	6.7
4	Other Allied Specialists	2.8	3.0
5	Functional Support and Administration	18.4	16.4
6	Electrical/Mechanical Equipment Repairers	15.8	20.4
7	Craftsmen	5.7	3.6
8	Service and Supply Handlers	10.8	8.5
9	Non-occupational*	14.3	6.2
Total		100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-29 (Active Component Enlisted by Occupational Area, Service, and Gender), B-30 (Active Component Enlisted by Occupational Area, Service, and Race/Ethnicity), C-21 (Reserve Component Enlisted by Occupational Area, Component, and Gender), and C-22 (Reserve Component Enlisted by Occupational Area, Component, and Race/Ethnicity).

Table 5.14. Comparison of FY 2001 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	24.2	6.5	10.8	7.7	3.4	16.8	14.6	2.1	12.3	1.6
Army National Guard	23.2	3.0	4.9	4.3	2.5	13.5	13.7	3.9	11.2	19.8
Army Reserve	9.2	2.1	3.8	10.6	3.6	23.6	10.8	5.4	16.3	14.7
NAVY										
Active Component	10.2	14.9	8.6	7.9	2.1	10.7	26.2	5.3	4.3	9.9
Naval Reserve	10.7	10.7	6.5	9.9	0.8	21.1	19.6	14.5	5.1	1.0
MARINE CORPS										
Active Component	21.7	6.5	6.9	0.0	2.5	16.5	16.6	2.5	13.1	13.8
USMC Reserve	28.8	3.2	7.7	0.0	1.2	13.5	13.1	3.2	15.2	14.3
AIR FORCE										
Active Component	10.2	9.6	8.2	7.8	3.9	22.1	24.3	4.6	5.2	4.3
Air National Guard	8.4	9.3	3.5	4.7	4.6	21.3	26.1	6.6	6.1	9.5
USAF Reserve	12.6	5.2	3.1	10.6	3.4	25.3	22.7	6.0	4.9	6.3

* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsmen, 8=Supply, 9=Non-occupational.

Minorities and occupational assignments. As shown in Table 5.15, about two-thirds of all Selected Reserve personnel are in four occupational areas: infantry, administration, electrical/mechanical equipment repair, and service and supply. The largest percentage of Blacks and "Others" are in functional support and administration, while combat and electrical/ mechanical repair occupations are the most prevalent among Whites and combat and functional support occupations are most prevalent among Hispanics.

Table 5.15. FY 2001 Occupational Areas of Selected Reserve Enlisted Personnel within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	17.8	11.1	17.2	15.6
1	Electronic Equipment Repairers	4.9	3.5	3.6	4.5
2	Communications and Intelligence Specialists	5.1	3.0	4.2	4.3
3	Medical and Dental Specialists	6.0	8.0	7.2	8.0
4	Other Allied Specialists	3.0	2.4	2.5	2.5
5	Functional Support and Administration	15.7	27.3	19.2	20.9
6	Electrical/Mechanical Equipment Repairers	17.1	11.6	15.2	14.9
7	Craftsmen	6.2	4.3	5.1	5.3
8	Service and Supply Handlers	9.9	14.5	11.7	8.9
9	Non-occupational*	14.2	14.2	14.1	15.1
Total		100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).

Women and occupational assignments. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.16. Most Selected Reserve enlisted women are assigned to two occupational areas: functional support (39 percent) and medical (15 percent). Enlisted men are assigned primarily to infantry (19 percent) and electrical/mechanical equipment repair (18 percent).

Table 5.16. FY 2001 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender (Percent)

Occupational Code and Area		Male	Female
0	Infantry, Gun Crews, and Seamanship Specialists	19.3	2.4
1	Electronic Equipment Repairers	4.9	2.6
2	Communications and Intelligence Specialists	4.9	3.2
3	Medical and Dental Specialists	4.9	14.5
4	Other Allied Specialists	2.9	2.5
5	Functional Support and Administration	14.2	38.8
6	Electrical/Mechanical Equipment Repairers	18.0	5.6
7	Craftsmen	6.4	2.3
8	Service and Supply Handlers	10.9	10.2
9	Non-occupational*	13.5	17.8
Total		100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table C-21 (Occupational Area by Component and Gender).

The April 1993 policy[4] to open more specialties and assignments to women resulted in new opportunities for women in both the Active and Reserve Components. Women are not permitted to serve in direct ground combat roles, but positions on ships and aircraft engaging in combat are now open to women. In FY 2001, 2 percent of women served in infantry, gun crew, and seamanship specialties, as illustrated in Table 5.16, 2 percent less than in FY 2000.

The proportion of Selected Reserve women in non-traditional occupations, such as technical and craftsmen, was relatively low in FY 2001. Women were more than twice as likely than men to serve in the traditional occupational areas of medical and administration. In the future, the proportion of women enlisting in non-traditional positions in the National Guard and Reserves will depend to a considerable extent on the number of Active Component women in non-traditional skills, their willingness to join a Selected Reserve unit upon separating from active duty, and the proportion of technical skill vacancies in Guard and Reserve units. However, with the end of the military drawdown, there are fewer prior service women available to enter the Selected Reserve. Consequently, it is important to continue monitoring occupational trends by gender in both the Active and Reserve Components.

4 Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Chapter 6

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 2001.[1] The total officer accessions for Reserves decreased in FY 2001 (from 15,097 in FY 2000 to 14,653 in FY 2001). Similarly, the size of the officer corps decreased from 120,865 in FY 2000, to 119,803 in FY 2001. Figure 6.1 shows officer corps end-strengths for the Reserve Components for FYs 1974 to 2001.

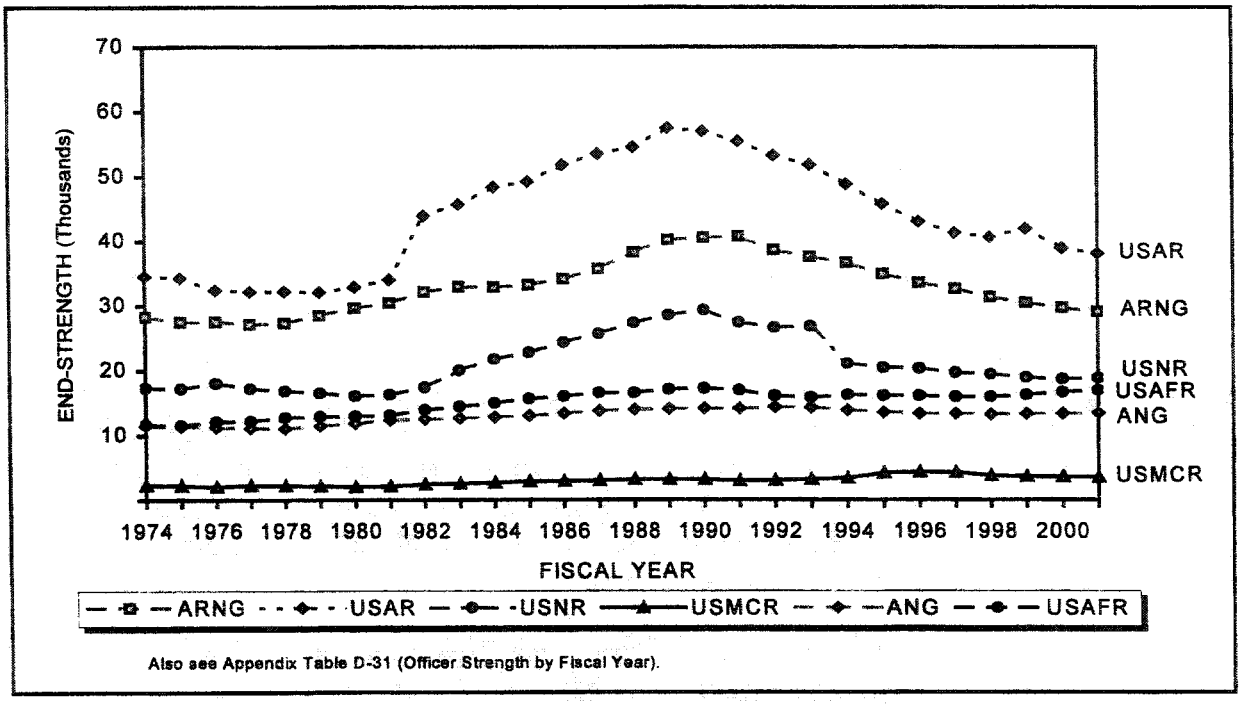

Figure 6.1. Reserve Components officer corps end-strength, FYs 1974–2001.

Table 6.1 compares the number and proportion of Reserve officer accessions with the officer corps. The ARNG and the USAR account for the largest proportion of Selected Reserve officers. The two Army components comprise 55 percent of Reserve officer accessions and 56 percent of Reserve officer end-strength. With the exception of the ARNG and USNR, accessions decreased for all components in FY 2001. End-strength decreased in the ARNG, USAR and USMCR, but increased slightly in the Navy and Air Force components, USNR, ANG, and USAFR.

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1 Data are for commissioned officers; warrant officers are excluded. A brief look at Reserve Component warrant officers is provided in Appendix Tables C-34 and C-35.

Table 6.1. FY 2001 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Components	Reserve Officer Accessions		Reserve Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	2,717	18.5	29,002	24.2
Army Reserve	5,288	36.1	38,118	31.8
Naval Reserve	3,059	20.9	18,808	15.7
USMC Reserve	803	5.5	3,512	2.9
Air National Guard	980	6.7	13,425	11.2
Air Force Reserve	1,806	12.3	16,938	14.1
Total	14,653	100.0	119,803	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of the officer corps as shown in Figure 6.2. The USAR, USNR, and USAFR have the largest proportions of officers aged 40 and older (53, 55, and 52 percent, respectively). The ARNG, USMCR and ANG have smaller proportions of officers 40 or older (35, 46, and 49 percent, respectively). The ARNG, ANG and USAR have the greatest proportions of officers aged 29 and younger (14, 7 and 6, percent, respectively), while the USNR has the smallest proportion of officers aged 29 and younger (2 percent).

Recruiting policies affect the age structure of the Selected Reserve officer corps. As in the Active Components, one might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this is not the case. The USMCR's policy to recruit only officers with prior military service increases the age of its officers.

Race/Ethnicity. Table 6.2 shows the FY 2001 Selected Reserve officer accessions and officer corps by race/ethnicity. The proportions of Black and Hispanic officer accessions in the Selected Reserve (9 and 4 percent, respectively) are nearly identical to the proportions in the Active Components. In FY 2001, the Selected Reserve accessed a slightly smaller proportion of new officers of "Other" race/ethnicity than the Active Components (7 percent versus 8 percent).

The Army components of the Selected Reserve have the highest proportions of Black (ARNG – 8 percent, USAR – 16 percent) and Hispanic (ARNG and USAR 5 percent, each) officers. The USNR has the lowest percentage of Blacks (4 percent); the USNR and USAFR both have less than 3 percent Hispanic officers – the lowest of the Reserve Components. In the remaining components, the proportion of Black officers is approximately 4 to 6 percent and the

Table 6.2. FY 2001 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Components	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	84.3	5.6	4.6	5.5	100.0
Army Reserve	71.7	14.3	4.5	9.5	100.0
Naval Reserve	89.7	4.5	2.2	3.5	100.0
USMC Reserve	85.1	6.2	4.7	4.0	100.0
Air National Guard	86.7	5.6	3.7	4.0	100.0
Air Force Reserve	85.3	5.6	2.1	7.0	100.0
Total DoD	81.2	8.6	3.7	6.5	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	84.3	7.6	4.7	3.4	100.0
Army Reserve	73.7	15.7	4.8	5.8	100.0
Naval Reserve	90.1	3.9	2.1	4.0	100.0
USMC Reserve	89.2	4.5	3.4	2.9	100.0
Air National Guard	87.0	5.2	3.1	4.6	100.0
Air Force Reserve	86.8	5.9	2.6	4.6	100.0
Total DoD	82.6	9.0	3.8	4.6	100.0

Rows may not add to total due to rounding.
Also see Appendix Table C-27 (Race/Ethnicity by Component).

Table 6.3. FY 2001 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	12.4	21.7	14.9	6.6	14.4	24.5	17.6
Officer Corps	10.3	25.1	17.1	5.2	14.9	24.6	18.5

Also see Appendix Table C-25 (Gender by Component).

Source of Commission. Each Reserve Component applies its own selection procedu for officer candidates. Many officers who transfer from an Active Component already posses least a college degree. Officer candidates who do not have a degree undergo rigorous selec procedures and must successfully complete an officer candidate or training school. Just o one-quarter of all ANG officer accessions were commissioned through the ANG Academy

Military Sciences (AMS) and slightly less than half of USAR's officer accessions (43 percent) were commissioned through the Reserve Officers Training Corps (ROTC).

Table 6.4. FY 2001 Married Selected Reserve Officers and Enlisted Members, by Gender, and Civilians (Percent)

Gender	Reserve Officer Accessions	21- to 35-Year-Old Civilian College Graduates	Reserve Officer Corps	Civilian College Graduates in the Work Force	Reserve Enlisted Members	18- to 49-Year-Old Civilians
Male	61.7	49.8	78.2	71.2	50.8	55.6
Female	49.5	54.5	58.6	61.7	34.7	52.8
Total	59.6	52.3	74.1	66.9	48.1	54.3

Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Gender, Marital Status, and Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2001.

Table 6.5. FY 2001 Source of Commission of Selected Reserve Officer Accessions (Percent)

Source of Commission	Army National Guard*	Army Reserve*	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DOD Total
Service Academy	NA	NA	15.7	5.6	11.0	18.3	14.5
ROTC–Scholarship	NA	NA	20.7	0.0	4.7	16.0	14.6
ROTC–No Scholarship	NA	NA	3.9	14.2	11.7	19.6	10.6
OCS/OTS/PLC	NA	NA	19.0	77.6	11.9	11.5	23.0
ANG AMS/ARNG OCS	NA	NA	0.0	0.0	26.0	2.9	4.6
Direct Appointment	NA	NA	27.9	0.0	19.2	30.7	24.0
Other	NA	NA	4.3	0.0	15.4	1.1	4.6
Unknown	NA	NA	8.5	2.6	0.0	0.0	4.2
Total	NA	NA	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Due to data issues, accurate source of commission data are not available for the Army components.
Also see Appendix Table C-33 (Officers by Source of Commission and Component).

Table 6.5 shows the sources of commission that each of the Reserve Components most frequently use. In the USNR and USAFR, the largest source of commissions was through direct appointments. The overwhelming majority of USMCR officer accessions (78 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program in which candidates normally attend officer training in the summers after their junior and senior years of college. The Army components rely heavily on ROTC, primarily without scholarships. For last fiscal year (2000), approximately 2 percent of officer accessions were commissioned from other programs, primarily through the aviation cadet and aviation

training programs.[2] This number has increased to 17 percent for FY 2001, primarily a result of the large proportion of ARNG officer candidates accessed through these alternate programs in FY 2001.

Education. The Reserve Components also tend to vary in the educational attainment levels of its officer accessions (Table 6.6). Overall in FY 2001, 81 percent of Reserve officer accessions were at least college graduates (bachelor and/or advanced degrees). The USMCR and the USNR had the highest proportion of officer accessions with at least a college degree (98 percent each). In the other components, the percentage of officer accessions with degrees ranged from 70 percent in the ARNG to 93 percent in the Air Force Reserve.

Table 6.6. FY 2001 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)

Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	29.6	23.7	2.6	2.3	24.3	7.2	18.6
College Graduate (B.A., B.S., etc.)	60.4	55.1	62.6	79.9	52.7	56.2	58.8
Advanced Degree (M.A., Ph.D., etc.)	10.0	21.2	34.9	17.9	23.0	36.6	22.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	13.6	20.5	1.6	0.7	5.3	3.2	11.3
College Graduate (B.A., B.S., etc.)	64.7	48.4	53.9	68.9	64.9	47.4	55.7
Advanced Degree (M.A., Ph.D., etc.)	21.7	31.2	44.5	30.4	29.7	49.3	33.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Excludes unknowns.
Also see Appendix Table C-28 (Education by Component).

Overall in the Reserve Components, the proportion of officers with at least a undergraduate degree is higher than that of its officer accessions, though the difference is slight This difference is most evident, however, in the ANG where 76 percent of the accessions and 9 percent of the officer corps have a college degree.

Several factors help explain why more officers have college degrees than do offic accessions. A number of Selected Reserve accessions have college credits but have not earned a degree when they join the Selected Reserve. Because of Service emphasis on educated officer corps, many individuals join to take advantage of educational opportunities

2 For Reserve Component commissioned officer accessions, "other" sources of commission are define Merchant Marine Academy, Aviation Cadet, and Aviation Training Program.

education financing (e.g., the Montgomery G.I. Bill), and many non-degreed officers complete their college education while serving in the Selected Reserve.

Representation Within Occupations. The distribution of officers across occupational areas is shown in Table 6.7 for Active and Reserve Components. Overall, the largest proportions of officers in the Reserve and Active Components are assigned to tactical operations and health care positions (55 and 56 percent, respectively). However, due to assigned missions, the Reserve Components have a smaller proportion than the Active Components in tactical operations (33 and 37 percent, respectively), but a greater proportion of officers in health care (21 and 19 percent, respectively).

Table 6.7. FY 2001 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)

Occupational Area	Active Components	Reserve Components
General Officers and Executives *	0.4	0.5
Tactical Operations	37.0	33.4
Intelligence	5.1	5.4
Engineering and Maintenance	12.2	9.7
Scientists and Professionals	4.8	6.7
Health Care	18.9	21.4
Administration	6.5	7.3
Supply, Procurement, and Allied Occupations	9.1	10.2
Non-Occupational**	5.9	5.5
Total	100.0	100.0

Columns may not add to total due to rounding.
* Reserve Components calculations do not include 665 O-6 officers classified as general or executive officers by the Services (6 - ARNG, 6 – USAR, 252 - USMCR, 245 - ANG, and 156 - USAFR).
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-31 (Occupational Area by Component).

Differences in occupational assignment among the Reserve Components are shown in Table 6.8. With the exception of the USAR, the largest proportion of officers in each component is in tactical operations. Among the Reserve components, the ARNG and USMCR have the greatest proportions of officers in tactical operations (46 and 57 percent, respectively). The USAR has the smallest proportion of officers in tactical operations (18 percent).

Many Selected Reserve officers are health care professionals. The USAR and USAFR have the greatest proportion of officers in health care occupations (32 and 26 percent, respectively). Health care comprises the second largest percentage of officers in the USAFR, ANG and USNR (26, 16 and 21 percent, respectively). Relatively few Reserve officers are in intelligence, science and professional, and administrative occupations.

Table 6.8. Comparison of FY 2001 Occupational Area Distribution of Officers, by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0**	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	37.2	6.1	12.0	4.5	22.8	6.0	10.8	0.1
Army National Guard	0.6	46.2	3.0	7.7	3.7	10.4	6.1	10.4	11.8
Army Reserve	0.3	18.3	4.6	8.6	10.0	31.8	8.6	13.5	4.4
NAVY									
Active Component	0.4	38.2	3.8	10.4	3.9	21.3	6.3	5.6	10.1
Naval Reserve	0.3	39.0	11.1	10.4	4.1	20.6	6.4	6.9	1.2
MARINE CORPS									
Active Component	0.5	50.9	4.7	8.0	2.9	0.0	6.1	13.7	13.1
USMC Reserve	0.3	57.3	5.4	7.5	6.5	0.0	6.3	15.2	1.7
AIR FORCE									
Active Component	0.4	32.7	5.3	14.8	6.4	17.7	7.2	9.1	6.6
Air National Guard	1.2	37.8	2.6	14.1	4.6	16.2	9.3	6.6	7.6
USAF Reserve	0.5	30.9	7.3	11.6	8.7	25.7	6.2	7.9	1.3

Rows may not add to total due to rounding.
* Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administration, 7=Supply, Procurement, and Allied, 8=Non-occupational.
** Reserve Components calculations do not include 665 O-6 officers classified as general or executive officers by the Services (6 - ARNG, 6 – USAR, 252 - USMCR, 245 - ANG, and 156 - USAFR).
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-30 (Occupational Area by Component).

Women and occupational assignments. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.9. Half of all female officers are assigned to health care positions, 13 percent to administration positions, and 10 percent to supply, procurement and allied occupations. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across components, female officers serving in health care positions range from 28 percent in the ARNG to 59 percent in the USAR. Two percent of USAR female officers hold tactical operations positions compared to 9 percent in the ANG. As in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of female officers in Active Components possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill uni vacancies; and direct ground combat exclusion policies.

Minorities and occupational assignments. An overview of the distribution of Selecte Reserve officers by race/ethnicity is provided in Table 6.10. More than half of White Hispanics, and "Others" serve in either tactical operations or health care occupations. The large proportions of White and Hispanic officers are in tactical operations (36 and 27 perce respectively); the largest percentages of Black and "Other" racial category officers are in hea care occupations (27 and 32 percent, respectively).

As detailed in Appendix Table C-32, there are race/ethnicity differences among Reserve Components by occupational areas. For example, 60 percent of White officers in USMCR have occupations in tactical operations, while only 34 percent of Black officers Other occupational areas such as health care attract members of different race/ethnic groups n

uniformly. For example, in the USAFR, 42 percent of Blacks, 35 percent of "Other" minorities, and 34 percent of Hispanics serve in health care, compared to 24 percent of Whites.

Table 6.9. FY 2001 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)			
Occupational Area	Male	Female	Total
General Officers and Executives*	0.6	0.1	0.5
Tactical Operations	39.9	4.8	33.4
Intelligence	5.3	5.6	5.4
Engineering and Maintenance	10.2	7.2	9.7
Scientists and Professionals	7.2	4.2	6.7
Health Care	14.8	50.3	21.4
Administration	6.1	12.9	7.3
Supply, Procurement, and Allied Occupations	10.2	10.3	10.2
Non-Occupational**	5.8	4.6	5.5
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Calculations do not include 644 male and 21 female O-6 officers classified as general or executive officers by the Services.
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table C-31 (Occupational Area by Component and Gender).

Table 6.10. FY 2001 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)					
Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives*	0.6	0.2	0.2	0.2	0.5
Tactical Operations	35.9	17.6	27.3	23.3	33.4
Intelligence	5.7	2.9	4.5	5.2	5.4
Engineering and Maintenance	9.5	11.2	10.2	9.9	9.7
Scientists and Professionals	7.0	4.9	4.9	5.5	6.7
Health Care	20.1	27.1	23.4	31.5	21.4
Administration	6.7	12.5	8.7	6.4	7.3
Supply, Procurement, and Allied Occupations	9.4	17.2	12.9	8.7	10.2
Non-Occupational**	5.1	6.3	8.0	9.3	5.5
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Calculations do not include 624 White, 19 Black, 9 Hispanic, and 13 Other O-6 officers classified as general or executive officers by the Services.
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).

Chapter 7

U. S. COAST GUARD

The U.S. Coast Guard (USCG), sometimes referred to as "America's Shield of Freedom," is the nation's oldest continuous seagoing service. The USCG traces its history to 1790 with the introduction of the Revenue Cutter Service, whose mission was the enforcement of the first Congressional tariff laws enacted under the Constitution. Today's Coast Guard is actually a combination of five former Federal agencies. In addition to the Cutter Service, these agencies include the Lighthouse Service, the Steamboat Inspection Service, the Bureau of Navigation, and the Lifesaving Service.[1] The multiple missions and responsibilities of today's Coast Guard can be traced back to these initial agencies with five strategic goals today—maritime safety, maritime mobility, maritime security, national defense, and protection of natural resources.[2]

While on a day-to-day basis the USCG falls under the jurisdiction of the Department of Transportation (DoT), the USCG is at all times an armed force—a full time military organization with a true peacetime mission.[3] During times of war or at the direction of the President, the USCG functionally transfers to the Department of Defense under the Secretary of the Navy.

In this chapter, the characteristics of both the Active and Reserve Components of the USCG are presented. Comparisons are presented for applicants (active enlisted only), accessions, and end-strength for enlisted members, officer corps, and warrant officers. Where applicable, comparisons include overall DoD[4] figures and comparable civilian data for reference.

Characteristics of Active Component Non-Prior Service Applicants

As with the other Armed Forces, the USCG has entrance standards for age, physical fitness, maximum number of dependents, citizenship status, moral character, and mental ability to include minimum scores on the Armed Forces Qualification Test (AFQT). In this section various demographic characteristics of USCG active component enlisted applicants along with similar overall DoD figures and civilian comparisons are reported.

In FY 2001, a total of 8,901 individuals without prior military experience applied to serve in the USCG, slightly less than the 9,034 in FY 2000. The distribution of FY 2001 USCG and overall DoD Active Component NPS applicants' race/ethnicity by gender is shown in Table 7.1. Eighty-five percent of the USCG applicants were male (Appendix Table E-2), of whom 79 percent were White, 6 percent Black, 9 percent Hispanic, and 5 percent "Other." For female applicants, approximately 74 percent were White, 11 percent Black, 8 percent Hispanic, and 8 percent "Other." Additional statistics on applicant characteristics (e.g., age, education levels,

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1 URL: http://www.uscg.mil/hq/g-cp/history/h_USCGhistory.html.

2 Fiscal Year 2001 Coast Guard Report: FY 2000 Performance Report and FY 2002 Budget in Brief. URL: http://www.uscg.mil/hq/g-cp/comrel/factfile/Factcards/CGReport.html.

3 Ibid.

4 Overall DoD refers to the combined total of the Army, Navy, Marine Corps, and Air Force.

and AFQT scores, by gender and race/ethnicity) are contained in Appendix E, Tables E-1 through E-4 for the USCG and Appendix A for the overall DoD.

Table 7.1: Race/Ethnicity by Gender of FY 2001 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18–24 Years Old (Percent)

Race/Ethnicity	Coast Guard[1]			DoD		
	Male	Female	Total	Male	Female	Total
NPS ACTIVE COMPONENT APPLICANTS						
White	79.3	73.6	78.1	63.0	49.9	60.0
Black	6.0	10.7	6.7	19.1	31.4	21.9
Hispanic	9.4	7.8	9.1	11.5	11.4	11.4
Other	5.4	7.9	5.7	6.5	7.3	6.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
NPS ACTIVE COMPONENT ACCESSIONS						
White	83.7	78.9	83.8	65.5	52.8	63.1
Black	4.3	6.0	4.0	17.3	29.5	19.5
Hispanic	8.4	9.4	8.1	11.4	11.1	11.3
Other	3.6	5.7	4.2	5.9	6.7	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

NON-INSTITUTIONALIZED CIVILIANS 18-24 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
64.8	14.3	15.6	5.3	100.0	49.9	50.1

Columns may not add to total due to rounding.
[1] U.S. Coast Guard data for NPS Active Component Accessions from Coast Guard Recruiting Command.
Also see Appendix Tables A-3 (Applicants for Active Component Enlistment by Race/Ethnicity, Service, and Gender), B-3 (NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender), E-2 (Coast Guard Applicants for Active Component Enlistment by Race/Ethnicity and Gender), and E-6 (Coast Guard NPS Active Component Enlisted Accessions by Race/Ethnicity and Gender).

Characteristics of Active Component Non-Prior Service Accessions

Of the 8,901 individuals who applied for service in the USCG, a total of 3,951[5] actually accessed. This number represents a 43-percent accession-to-applicant ratio, down from 47 percent in FY 2000. The distribution of race/ethnicity by gender for FY 2001 Coast Guard and overall DoD Active Component NPS accessions is shown in Table 7.1. Eighty-eight percent of USCG NPS accessions were male (Appendix Table E-6), of whom 85 percent were White, percent Black, 8 percent Hispanic, and 4 percent "Other." Of the female USCG accessions, 7 percent were White, 6 percent Black, 9 percent Hispanic, and 6 percent "Other." Overall, USC accessions were more likely to be White and male than accessions in DoD. The proportion Black USCG accessions is approximately one-fifth of the percentage for the overall DoD.

Age. While the overall acceptable age range for enlistment in the Armed Services between 17 and 35, the USCG further restricts its new accessions to the 17 to 27 age range. FY 2001, 89 percent of USCG NPS accessions were between the ages of 18 and 24 as compa to 87 percent of overall DoD accessions, and 37 percent of the comparable civilian populati

5 The total number of Coast Guard accessions is provided by Coast Guard Recruiting Command. This nu differs slightly from the total number provided by the Defense Manpower Data Center and shown in appe tables.

Age differences are explained, in part, by different age requirements in each Service. The Army and Navy (accounting for 65 percent of overall DoD NPS accessions) accept 17 to 35 year olds. For detailed age statistics, see Appendix Table E-5 for USCG and Appendix Table B-1 for overall DoD figures.

Education. As shown in Table 7.2, approximately 90 percent of USCG NPS accessions in FY 2001 were regular high school diploma graduates. The USCG accepted nearly 10 percent GED holders this year, but virtually no applicants without education credentials were accepted for duty in the Coast Guard (one-tenth of one percent). For both the USCG and DoD as a whole, the overall percentage of accessions with high school credentials, either diplomas or GED certificates, was 99 percent, exceeding the comparable civilian group at 79 percent.

Table 7.2. Education Levels and AFQT Categories of FY 2001 USCG and DoD Active Component NPS Accessions and Civilians 18–24 Years Old (Percent)

Education Level	Coast Guard[1]	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	89.8	90.9	79.1
Tier 2: GED, Alternative Credentials	10.2	7.6	
Tier 3: No Credentials	0.0	1.4	20.9
Total	100.0	100.0	100.0
College Experience (Part of Tier 1)	4.6	6.9	46.7

Columns may not add to total due to rounding.
* Civilian numbers/percentages for education combine Tiers 1 and 2; civilian data include GED certificates with high school graduate rates.
[1] U.S. Coast Guard education tier data from Coast Guard Recruiting Command.
Also see Appendix Tables B-7 (NPS Active Component Enlisted Accessions by Education, Service, and Gender) and E-8 (Coast Guard NPS Active Component Enlisted Accessions by Education, Gender, and Race/Ethnicity).

Characteristics of Active Component Enlisted Force

At the end of FY 2001, the enlisted end-strength of the USCG stood at 28,067, up from 27,825 in FY 2000. The FY 2001 Coast Guard enlisted force was 90 percent male and 10 percent female. Relative to the overall DoD, proportionally the Coast Guard has more male enlisted members (90 and 85 percent, respectively).

Race/Ethnicity. The distribution of race/ethnicity by gender for FY 2001 USCG and overall DoD Active Component enlisted members along with the applicable civilian comparison group is shown in Table 7.3. Relative to the comparable civilian population, the USCG enlisted force was more likely to be White (82 and 69 percent, respectively) and less likely to be Black (12 and 13 percent, respectively) or Hispanic (7 and 13 percent, respectively). Furthermore, compared to the overall DoD enlisted force, the USCG is more likely to enlist Whites and less likely to enlist minorities, particularly Blacks (12 percent Blacks in the USCG vs. 23 percent Blacks in the DoD).

Age. Youth dominates enlisted members, particularly in the overall DoD, where nearly half (49 percent) of the force was 25 years or younger compared to 41 percent in the USCG (Table 7.4). Thirty-nine percent of the USCG enlisted force was 30 years of age or older as compared to 33 percent of the overall DoD, and 75 percent of the civilian group. The USCG enlisted force tends to be older than the overall DoD enlisted force, but still younger than the comparable civilian group.

Table 7.3. Race/Ethnicity by Gender of FY 2001 USCG and DoD Active Component Enlisted Members and Civilians 18–24 Years Old (Percent)

Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
	ACTIVE COMPONENT ENLISTED MEMBERS					
White	83.0	75.5	82.2	64.2	49.0	61.9
Black	5.4	11.5	11.5	20.2	35.3	22.5
Hispanic	7.2	7.2	7.2	9.5	9.4	9.5
Other	4.4	5.8	5.8	6.1	6.4	6.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

CIVILIANS 18–44 YEARS OLD						
White	Black	Hispanic	Other	Total	Male	Female
68.8	12.7	13.4	5.1	100.0	53.5	46.5

Columns may not add to total due to rounding.
Also see Appendix Tables B-25 (Active Component Enlisted Members by Race/Ethnicity, Service, and Gender) and E-15 (Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender).

Table 7.4. Age of FY 2001 USCG and DoD Active Component Enlisted Members and Civilians (Percent)

Age	Coast Guard	DoD	Civilian Comparison
			Civilian Labor Force 17 and Older
17–19	7.5	11.7	4.6
20–24	33.0	36.8	10.4
25–29	20.5	18.6	10.5
30–34	14.7	13.3	11.6
35–39	14.4	12.8	12.8
40–44	8.1	5.3	13.7
45–49	1.5	1.2	12.3
50+	0.3	0.2	24.1
Unknown	0.0	*	0.0
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Tables B-23 (Active Component Enlisted Members by Age Group, Service, and Gender) and E-14 (Coast Guard Active Component Enlisted Members by Age Group and Gender).

Representation Within Occupations. The representation of USCG enlisted force b race/ethnicity and gender in occupational areas with the overall DoD rates for comparison presented in Table 7.5. The USCG is unique in that all occupations are open to both men a women—there are no combat restrictions. However, women were still underrepresented in t infantry, gun crews, and seamanship specialties compared to men in the USCG (9 and percent, respectively). Restructuring of the Coast Guard's aviation rating from late FY 19 through FY 1999 with additional reclassification occurring in FYs 2000 and 2001 led to so changes in occupational area distributions. The most notable differences were an increase in number of positions classified as infantry, gun crews, and seamanship with a correspond decrease in electrical/mechanical equipment repair. In FY 2000 there was a decrease in infan

gun crews, and seamanship with increases in electrical/mechanical equipment repair and electronic equipment repair. Then, in FY 2001 there was an increase in electrical/mechanical equipment repair with a corresponding decrease in electronic equipment repair as the USCG moved jobs into the appropriate occupational code to reflect updated job requirements.

Table 7.5. Occupational Areas of FY 2001 USCG and DoD Active Component Enlisted Personnel by Race/Ethnicity and Gender (Percent)

Occupational Code and Area		Coast Guard							DoD Total
		Male	Female	White	Black	Hispanic	Other	USCG Total	
0	Infantry, Gun Crews, and Seamanship Specialists	16.3	8.9	16.9	3.6	11.6	13.4	15.6	16.6
1	Electronic Equipment Repairers	8.4	2.4	8.0	5.6	6.2	9.0	7.8	9.6
2	Communications and Intelligence Specialists	5.5	7.2	5.5	7.3	5.9	5.4	5.6	9.0
3	Medical and Dental Specialists	2.1	5.8	2.0	5.1	4.1	3.6	2.4	6.7
4	Other Allied Specialists	5.7	5.3	5.8	4.4	3.9	6.9	5.7	3.0
5	Functional Support and Administration	11.8	36.8	11.8	39.5	19.3	17.5	14.3	16.4
6	Electrical/Mechanical Equipment Repairers	17.9	6.8	16.9	12.9	18.3	17.6	16.8	20.4
7	Craftsmen	13.5	3.1	12.9	8.7	12.6	10.1	12.5	3.6
8	Service and Supply Handlers	1.3	0.1	1.3	0.1	0.5	1.2	1.2	8.5
9	Non-Occupational*	17.6	23.7	18.8	12.9	17.6	15.5	18.2	6.2
Total		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
** Less than one-tenth of one percent.
Also see Appendix Tables B-29 (Active Component Enlisted Members by Occupational Area, Service, and Gender) and E-17 (Coast Guard Active Component Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).

Historically, all new USCG enlisted members were directly assigned to field units before attending specialty training in the A-schools where the introductory job-specific training courses are taught. Presently, an effort is being made to assign more recruits directly to A-schools in critical specialties. Approximately 15 percent of USCG recruits go directly to advanced training after basic training. A USCG member is admitted to any A-school for which he or she is qualified based on the individual's ASVAB scores.[6] Training takes place as openings become available, which may explain the higher percentage of those classified as non-occupational in the USCG enlisted force compared to the overall DoD (18 and 6 percent, respectively).

Characteristics of Active Component Officers

The USCG uses a variety of officer commissioning programs. These include programs for civilians and active USCG enlisted members and warrant officers to become commissioned

6 USCG Frequently Asked Questions About Recruiting. URL: http://www.gocoastguard.com/faq.html.

officers. In FY 2001, the USCG commissioned a total of 399 new officers, down from 437 in FY 2000. The USCG commissioned officer corps stood at 5,550 at the end of FY 2001, up from FY 2000 when the end-strength stood at 5,542.

Source of Commission. In Table 7.6, the distribution of new USCG officers (accessions) and current officers (corps) by source of commission is presented with applicable overall DoD figures for comparison. The USCG relies heavily on the U. S. Coast Guard Academy for its officer accessions. The USCG gets 83 percent of its new officers from its Academy and Officer Candidate School as compared to less than half that (41 percent) for DoD as a whole. This large difference can be explained almost entirely by the fact that the USCG does not have an ROTC program. The fact that an even greater proportion of the USCG officer corps compared to USCG officer accessions were academy graduates is an indication that the retention rate for graduates is higher than for the other sources of officers.

Table 7.6. FY 2001 USCG and DoD Active Component Officer Accessions and Officer Corps by Source of Commission (Percent)

	Officer Accessions		Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Source of Commission				
Academy	39.5	15.7	47.9	17.9
ROTC – Scholarship	0.0	18.6	0.0	25.0
ROTC – No Scholarship	0.0	14.9	0.0	14.6
OCS/OTS	43.5	25.3	33.4	20.7
Direct Appointment	0.3	11.6	5.2	14.3
Other	16.7	13.9	13.5	7.6
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Percentages do not include "Unknown" data.
Also see Appendix Tables B-40 (Active Component Officer Corps by Source of Commission, Service, and Gender), B-41 (Active Component Officer Corps by Source of Commission), and E-22 (Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity).

Race/Ethnicity and Gender. The USCG percentage of Whites was slightly higher than the overall DoD rate for officer accessions (82 and 78 percent, respectively) and officers (86 and 83 percent, respectively), as shown in Table 7.7. By gender, the USCG officer accessions were slightly more likely to be male than were DoD officer accessions (81 and 80 percent, respectively). Similarly, members of the USCG's officer corps were slightly more likely to be male than were DoD officers (87 and 85 percent, respectively).

Representation Within Occupations. As was noted previously, the USCG does not have any combat restrictions. By gender, more USCG female officers were in tactical operations than male officers. Women were underrepresented in engineering and maintenance, and overrepresented in the non-occupational area (Table 7.8). By race/ethnicity, Black officers were underrepresented in tactical operations and Hispanic officers were underrepresented in engineering and maintenance. Compared to the overall DoD, the USCG officer corps comprised proportionally, more engineering and maintenance officers and fewer health care providers. Th

difference in health care can be partially explained by the USCG's reliance on the Public Health Service for some of its medical and dental care.

Table 7.7. Race/Ethnicity and Gender of FY 2001 USCG and DoD Active Component Officer Accessions and Officer Corps (Percent)

	Officer Accessions		Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Race/Ethnicity				
White	82.2	77.5	86.3	83.3
Black	5.8	9.6	4.8	8.3
Hispanic	7.3	4.7	4.5	3.8
Other	4.8	8.2	4.4	4.6
Total	100.0	100.0	100.0	100.0
Gender				
Male	80.7	79.9	87.0	84.7
Female	19.3	20.1	13.0	15.3
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables B-32 (Active Component Officer Accessions and Officer Corps by Gender and Service), B-34 (Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service), and E-19 (Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender).

Table 7.8. Occupational Areas of FY 2001 USCG and DoD Active Component Officer Personnel by Race/Ethnicity and Gender (Percent)

	Coast Guard							
Occupational Area	Male	Female	White	Black	Hispanic	Other	USCG Total	DoD Total
General Officers and Executives	0.6	0.3	0.7	0.4	0.0	0.0	0.6	0.4
Tactical Operations	41.7	44.5	42.8	29.6	38.1	44.3	42.0	37.0
Intelligence	0.5	0.7	0.5	0.0	1.6	0.4	0.5	5.1
Engineering and Maintenance	32.7	26.3	32.2	33.7	25.5	29.9	31.9	12.2
Scientists and Professionals	0.6	1.5	0.7	0.4	0.8	0.8	0.7	4.8
Health Care	0.4	0.4	0.4	1.1	0.4	0.0	0.4	18.9
Administration	9.7	8.6	9.6	8.2	9.3	9.8	9.5	6.5
Supply, Procurement, and Allied Occupations	0.8	0.3	0.7	0.8	1.2	1.2	0.7	9.1
Non-Occupational	13.1	17.4	12.5	25.8	23.1	13.5	13.7	5.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables B-37 (Active Component Officer Corps by Occupational Area and Service) and E-21 (Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity).

Warrant Officers

In FY 2001, the USCG accessed a total of 221 new warrant officers; the warrant officer end-strength was 1,431. The distribution by race/ethnicity and gender of USCG warrant officer accessions and warrant officers with overall DoD rates for comparison is presented in Table 7.9. In general, USCG warrant officers were more likely to be White and male than their overall DoD counterparts.

Table 7.9. FY 2001 USCG and DoD Active Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)

	Warrant Officer Accessions		Warrant Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Race/Ethnicity				
White	84.6	73.2	86.9	73.6
Black	8.1	15.6	6.6	16.7
Hispanic	4.1	5.5	3.6	5.2
Other	3.2	5.7	2.9	4.6
Total	100.0	100.0	100.0	100.0
Gender				
Male	94.6	93.0	95.5	93.3
Female	5.4	7.0	4.5	6.7
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables B-44 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service), B-45 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service). and E-23 (Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender).

Characteristics of USCG Reserve Enlisted Accessions

In FY 2001, the USCG Reserve accessed a total of 1,405 new enlisted personnel down from 1,540 in FY 2000. Of these, 236 (17 percent) had no prior military experience, and 1,169 (83 percent) had served in the Armed Forces previously.

Race/Ethnicity and Gender. Compared to the overall DoD, USCG Reserve enlisted accessions were more likely to be White, as shown in Table 7.10. In FY 2001, 86 percent of USCG Reserve NPS enlisted accessions were male and 14 percent were female (Appendix E, Table E-25), with somewhat greater proportions of males than the overall DoD Reserve Components (75 percent male and 25 percent female).

Characteristics of Reserve Component Enlisted Force

At the end of FY 2001, the USCG Reserve enlisted force stood at 6,771. The race/ethnicity by gender distribution of these enlisted members is presented in Table 7.11.

Table 7.10. Race/Ethnicity by Gender of FY 2001 USCG and DoD Reserve Component Enlisted Accessions and Civilians (Percent)

Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
NON-PRIOR SERVICE						
White	92.8	81.8	90.3	74.2	61.1	71.0
Black	1.1	7.3	2.5	11.5	24.0	14.6
Hispanic	2.2	9.1	3.8	9.0	9.0	9.0
Other	3.9	1.8	3.4	5.4	5.8	5.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
PRIOR SERVICE						
White	86.2	81.0	85.3	69.4	54.9	67.0
Black	3.1	6.5	3.7	14.9	30.3	17.5
Hispanic	6.9	7.5	7.0	8.6	7.5	8.4
Other	3.8	5.0	4.0	7.1	7.3	7.1
Total	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL ACCESSIONS						
White	87.2	81.2	86.1	71.5	58.4	68.8
Black	2.8	6.7	3.5	13.4	26.8	16.2
Hispanic	6.2	7.8	6.5	8.7	8.3	8.7
Other	3.8	4.3	3.9	6.3	6.5	6.4
Total	100.0	100.0	100.0	100.0	100.0	100.0

18–24/20–39 YEAR-OLD NON-INSTITUTIONALIZED CIVILIANS

White	Black	Hispanic	Other	Total	Male	Female
64.8/67.5	14.3/13.0	15.6/14.2	5.3/5.3	100.0	49.9/53.6	50.1/46.4

Columns may not add to total due to rounding.
Also see Appendix Tables C-3 (NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), C-11 (Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), E-25 (NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender), and E-29 (Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender).

Table 7.11. Race/Ethnicity by Gender of FY 2001 USCG and DoD Reserve Component Enlisted Members and Civilian Labor Force 18–49 Years Old (Percent)

Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
RESERVE ENLISTED MEMBERS						
White	86.2	77.2	84.9	70.7	55.7	68.2
Black	4.1	10.2	5.0	15.8	30.9	18.4
Hispanic	5.9	7.0	6.1	8.5	7.8	8.4
Other	3.8	5.6	4.1	5.0	5.6	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

CIVILIAN LABOR FORCE 18–49 YEARS OLD

White	Black	Hispanic	Other	Total	Male	Female
70.1	12.4	12.5	5.0	100.0	53.4	46.6

Columns may not add to total due to rounding.
Also see Appendix Tables C-17 (Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender) and E-32 (Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender).

Race/Ethnicity and Gender. Overall, USCG Reserve enlisted members were more likely to be White than either the overall DoD or the comparable civilian group. USCG Reserve enlisted members were also slightly less likely to be female than were their DoD counterparts (14 and 17 percent, respectively).

Age. In general, USCG Reserve enlisted members tended to be older than the DoD comparison group. Almost 37 percent of USCG Reserve enlisted members were 40 years of age or older, while only 23 percent of the DoD Reserve comparison group fell into this category, but more than 50 percent of the civilian comparison group was 40 or older (Table 7.12). This can be explained, in part, by the proportion of prior service individuals in each Service. The Coast Guard Reserve relies more on prior service recruits to fill its enlisted ranks than the overall DoD Reserve Components (83 and 54 percent prior service accessions in FY 2001, respectively). Therefore, members of the USCG enlisted force joined the Coast Guard Reserve at an older age, on average, than those joining the overall DoD Reserve Components.

Table 7.12. Age of FY 2001 USCG and DoD Reserve Component Enlisted Members and Civilians (Percent)

	Coast Guard	DoD	Civilian Comparison
Age			Civilian Labor Force
17–19	3.0	9.2	4.6
20–24	13.1	20.8	10.4
25–29	15.1	15.6	10.5
30–34	17.4	15.6	11.6
35–39	14.5	15.3	12.8
40–44	12.2	10.3	13.7
45–49	10.0	6.0	12.3
50+	14.7	7.1	24.1
Unknown	0.0	0.1	0.0
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-15 (Selected Reserve Enlisted Members by Age Group, Component, and Gender) and E-31 (Coast Guard Reserve Enlisted Members by Age Group and Gender).

Characteristics of Reserve Component Officers

In FY 2001, the USCG Reserve accessed a total of 172 new officers and the overall Reserve officer corps end-strength stood at 1,028. Accessions were stable, and the corps was up from FY 2000 (172 accessions and 1,015 end-strength). By race/ethnicity and gender, USCG Reserve officer accessions were more likely to be White and more likely to be female than their peers in the DoD Reserve Components. Members of the overall USCG Reserve officer corps, however, were more likely to be White and more likely to be male than were their DoD Reserve counterparts, as shown in Table 7.13.

Source of Commission. Table 7.14 presents source of commission for Reserve officer accessions and Reserve officers in the Coast Guard and overall DoD Reserve Components. The most often cited source of commission for both new USCG Reserve officer accessions and

members of the USCG Reserve officer corps was OCS/OTS. The remainder of new officer accessions or officer corps members were commissioned via either the Coast Guard Academy or "Other" sources, such as officers trained in one military Service, but accessed or serving in another Service. The Coast Guard Reserve does not have an ROTC program.

Table 7.13. Race/Ethnicity and Gender of FY 2001 USCG and DoD Reserve Component Officer Accessions and Officer Corps (Percent)

	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Race/Ethnicity				
White	87.8	81.2	89.0	82.6
Black	5.2	8.6	3.8	9.0
Hispanic	2.3	3.7	3.3	3.8
Other	4.7	6.5	3.9	4.6
Total	100.0	100.0	100.0	100.0
Gender				
Male	79.1	82.4	83.3	81.5
Female	20.9	17.6	16.7	18.5
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-25 (Selected Reserve Officer Accessions and Officers by Gender), C-27 (Selected Reserve Officer Accessions and Officers by Race/Ethnicity), and E-36 (Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender).

Table 7.14. FY 2001 USCG and DoD Reserve Component Officer Accessions and Officer Corps by Source of Commission (Percent)

	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Source of Commission				
Academy	3.1	9.4	1.1	5.7
ROTC – Scholarship	0.0	14.4	0.0	11.3
ROTC – No Scholarship	0.0	17.8	0.0	22.2
OCS/OTS	74.6	13.3	84.4	12.0
ANG AMS/ARNG OCS	0.0	5.9	0.0	16.6
Direct Appointment	0.0	20.7	0.0	30.2
Other	22.2	18.8	14.5	2.0
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Percentages do not include "Unknown" data.
Also see Appendix Tables C-33 (Selected Reserve Officer Accessions by Source of Commission), C-34 (Selected Reserve Officers by Source of Commission), and E-40 (Coast Guard Reserve Officer Accessions and Officers by Source of Commission).

Reserve Component Warrant Officers

In FY 2001, the USCG Reserve accessed a total of 26 new warrant officers; their end-strength was 177. The number of USCG Reserve warrant officer accessions was approximately the same as in FY 2000; end-strength decreased by 12 from 189 in FY 2000. Any differences between the USCG and overall DoD information should be interpreted with caution given the small numbers of USCG Reserve warrant officer accessions and warrant officers (Table 7.15).

Table 7.15. FY 2001 USCG and DoD Reserve Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
	Reserve Warrant Officer Accessions		Reserve Warrant Officer Corps	
	USCG	DoD	USCG	DoD
Race/Ethnicity				
White	96.2	88.9	92.1	87.9
Black	3.9	4.9	5.1	6.1
Hispanic	0.0	3.4	1.7	3.6
Other	0.0	2.9	1.1	2.5
Total	100.0	100.0	100.0	100.0
Gender				
Male	92.3	91.9	87.6	92.5
Female	7.7	8.1	12.4	7.5
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-35 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component), C-36 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component), and E- 41 (Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender).

Closing

While the Coast Guard's organizational positioning is unique—part of one cabinet level department during peace (Transportation) and another during war or under Presidential direction (Defense)—its contributions to national defense have been significant over the years since the USCG's creation. The USCG represents the oldest continuous seagoing service in this country and has fought in almost every war since implementation of the U.S. Constitution to include battles with pirates, the War of 1812, the Mexican War, the Seminole Indian uprising, the Spanish-American War, both world wars, Korea, Vietnam[7], and the Persian Gulf War, where the USCG was the only Armed Force with the ship search capabilities necessary to make the embargo of seagoing goods a success.

On a daily basis numerous Coast Guard personnel are protecting our nation's ports, shores, and waters. On average, each day in FY 2001 the Coast Guard: conducted nearly 400 small boat missions, flew roughly 160 aircraft missions, boarded close to 145 vessels, seized nearly 500 pounds of illegal drugs worth approximately 10 million dollars, conducted about 110 search and rescue cases, assisted nearly 200 people in distress, saved 10 lives, and protected nearly three million dollars worth of property within more than 3.4 million square miles of Exclusive Economic Zones.[8]

The Coast Guard has always held a key role in ensuring our nation's maritime homeland security. However, the pace of security activities in and around our ports has increased tremendously since September 11th. Operation Noble Eagle, launched after the attacks of September 11, 2001, is the Coast Guard's largest homeland port security operation since World

7 Scheina, R. The Coast Guard at War. URL: http://www.uscg.mil/hq/g-cp/history/h_CGatwar.html.

8 U.S. Coast Guard Average Day Factoids. URL: http://www.uscg.mil/overview/avgday.htm.

War II.[9] With such varied missions, roles, and responsibilities, the U.S. Coast Guard truly is full-time military organization with a genuine peacetime mission.

[9] U.S. Coast Guard Homeland Security and the New Normalcy. URL: http://www.uscg.mil/overview/Homeland%20Security.htm.

Chapter 8

EFFECTS OF SEPTEMBER 11TH ATTACKS

Background

The Department of Defense (DoD) routinely collects information concerning youth attitudes toward the military in support of military recruiting. Prior to the year 2000, one measure used to assess the likelihood that young adults would enter the military was the Youth Attitude Tracking Study or YATS. In 2001, DoD replaced the annual YATS with quick turn-around polls of young people. The intended purpose of these polls is to collect a more continuous flow of information on attitudes and opinions about the military, to identify those aspects of service that encourage or discourage enlistment, and to learn how current events affect those attitudes.[1] DoD also obtains general and specialized market research information from various private-sector market research firms, including Roper, Yankelovich, and Teenage Research Unlimited. In addition, in 2001, DoD implemented its first Advertising Tracking Study to provide fast, continuous feedback on how well the various advertising campaigns were working. This effort tracked all DoD advertising and broad-scale attitudes toward the military. The results are quantifiable measures of the effects of marketing activities on the attitudes of respondents toward military service. In sum, a variety of market research instruments are used to inform recruiting practice and policy. These tools allow the Department of Defense to assess the potential impact of policy decisions, labor market conditions, and national and global events on recruiting.

Youth Polls

Youth polls are conducted approximately three times a year. Poll samples include about 2,000 youth ages 15- to 21-years-old. Data are available from polls conducted in March, July, and October of 2001. Propensity can be measured in several ways: unaided (e.g., "What do you think you might be doing once you finish high school?"), aided (e.g., "How likely is it that you will be serving in the military in the next few years? Definitely, Probably, Probably Not, or Definitely Not?"), or as a combination of questions. In this chapter, propensity results reflect a composite measure created from the highest level of reported propensity across the four Services. That is, individuals are asked "How likely are you to join the...Army/Navy/Marine Corps/Air Force?" A related question included in the Youth Poll is: "Before we talked today, had you ever considered the possibility of joining the military? Never Thought About It, Gave It Some Consideration, or Gave It Serious Consideration?" Additional questions cover topics such as knowledge of the military, feelings of patriotism, and comparisons between military and civilian jobs. Following the attacks on the World Trade Center and the Pentagon, questions addressing terrorism and the military were included in Youth Poll 3. For example, respondents were asked: "Does the situation related to the World Trade Center and the Pentagon make you more likely or does it make you less likely to consider joining the military as an option?" and "Does the

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[1] Sellman, W.S. *U.S. Military Recruiting Initiatives*. Keynote address to the International Workshop on Military Recruitment and Retention in the 21st Century. Sponsored by the Belgian Defense Staff, Royal Netherlands Army, and U.S. Office of Naval Research (The Hague, The Netherlands, 2001).

situation related to the military action in the Middle East against terrorists make you more likely or less likely to consider joining the military as an option?" Because of sample sizes and reporting, we can present Youth Poll data overall and by gender, but comparisons by age, race/ethnicity, geographic region, or school grades are not possible.

Advertising Tracking Study

The Advertising Tracking Study is essentially a daily opinion poll. Approximately 17 young men and women, 15- to 21-years old, are interviewed each day. Military propensity questions have been included since March 2001. On September 13, 2001, the following question was added to the youth Advertising Tracking Study: "Does the current situation related to the World Trade Center and the Pentagon make you more likely or does it make you less likely to consider the military as an option?"

Effects of the Attack on Representation Issues

Since the terrorist attacks occurred near the end of fiscal year (FY) 2001, there was no time during that fiscal year for their effects to be seen in the enlistment behavior of applicants, the number of new accessions, or the size of the military force. However, the future composition of the Military Services can be forecast based on the attitudes of the civilian youth who make up the pool of potential officers and enlisted personnel. This chapter reviews selected results of the youth polls and advertising tracking study regarding youth attitudes toward military enlistment and provides information on how these attitudes were affected by the events of September 11th and how the effects of the attacks varied between different segments of the youth population.

The events of September 11th and the military response to the events may affect the demographic distribution of the military forces if they differentially encourage or discourage specific population groups to enlist for military service. Using the demographic data in the Advertising Tracking Study it is possible to identify differences between some groups of youth in their perceptions of military service. This chapter reviews two measures of enlistment propensity: (1) the stated likelihood that the respondent would enlist in the military and (2) the extent to which the events of September 11th increased or decreased the perceived likelihood that the respondents would enlist.

Regarding the first measure, respondents were asked to indicate how likely it was that they would be serving in the military in the next few years. Those who indicated that they would definitely or probably serve in the military were considered to have positive propensity for military service. Data were combined for each of two quarters before September 2001 and two quarters after that date. Combining data over a three-month period provides a reasonable amount of statistical precision, while facilitating the examination of trends.[2] Data from the month of September 2001 are reported separately. Since the percentages for this month are based on a

[2] Overall random sampling error is somewhat less than 3 percentage points. For comparisons involving individual age groups, genders, or average high school grades, a difference of 5 or more percentage points is statistically significant. For comparisons involving race/ethnicity or geographical region, a difference of 7 or more percentage points is statistically significant.

smaller sample than those for the quarters before or after it, the resulting values are subject to greater sampling error.

The second question was added to the survey in September 2001, shortly after the attack. Respondents were asked whether the situation related to the World Trade Center and the Pentagon made them more or less likely to consider joining the military as on option. This question provides information that may corroborate any changes in propensity identified by the previous question. In addition, it may uncover changes in propensity that are too small to change a response on the four-alternative propensity scale. Results are reported for September 2001, and for each of the two following quarters.

Gender. Table 8.1 shows the percentage of Advertising Tracking Study respondents with positive propensity for military service before and after the September 11th attack, as a function of age and gender. The overall total indicates that propensity was essentially unchanged, with the same proportion of respondents indicating that they would probably or definitely serve in the military before as after September 2001 (19 percent). The high level of propensity (23 percent) for the month of September 2001 may indicate a short-lived increase, but should be interpreted with caution because of the small sample of respondents for that single month. A Defense Department spokesperson noted, "[w]hile we experienced an approximate doubling in the number of people expressing interest in the [A]rmed [F]orces in the wake of 9-11, that did not later translate into any marked increase in enlistment."[3] It isn't possible to determine completely any effects of the attacks of September 11th on enlistment, as there are many external factors that have the potential to affect interest and enlistment in the military (e.g., unemployment rates, college aspirations and enrollment, national economy, foreign policy).

Table 8.1. Propensity for Military Service by Gender, Age Group, and Time Period

	Time Period				
	Mar-May 2001	Jun-Aug 2001	Sep 2001	Oct-Dec 2001	Jan-Mar 2002
Gender					
Male	23.8	22.6	32.6	26.7	24.6
Female	14.1	12.3	14.0	11.7	13.4
Total	19.8	18.2	23.3	19.1	18.9
Age Group					
15-17	26.9	25.2	32.8	22.4	24.8
18-21	14.1	12.6	15.9	16.4	14.3

Source: Data provided by DMDC from the Advertising Tracking Study, March 4, 2001 - March 23, 2002.

The data in Table 8.1 indicate propensity for military enlistment was substantially higher for males (25 percent) than for females (13 percent), a result that is consistent with previous surveys. After a substantial spike in September 2001, male propensity was slightly higher in the

[3] Solis, D., "Uncle Sam Wants You, And You, And You ...," *Dallas Morning News*, October 10, 2002.

months after that date than in the months before. However, it is not possible to rule out sampling error as the cause of these changes.

Similar results are found in the Youth Poll data.[4] Propensity to join the military tended to increase for males 16- to 21-years-old, from 25 and 21 percent in March and July 2001, respectively, to 32 percent in October 2001. During the same time period, propensity of women generally remained stable, with a slight decrease following the September 11th incidents. Propensity for women in the 16- to 21-year age range decreased from 14 percent to 12 percent between July and October 2001.

Overall, respondents in the Advertising Tracking Study indicated that the events at the World Trade Centers and the Pentagon had a positive effect on their inclinations toward military service. Figure 8.1 shows the percentage of respondents who indicated that the events had either no effect or a positive effect on the chances that they would enlist, as a function of gender and time period. Nearly one-half of those surveyed (49 percent) indicated that the events increased the likelihood that they would consider enlisting for military service, while less than one-third (32 percent) said that the events decreased the likelihood that they would serve. The figure shows that males indicated a substantially more positive effect on enlistment likelihood than did females. The 59 percent average effect for females includes 39 percent who indicated a positive effect on enlistment and approximately 19 percent who indicated no effect. The remaining 41 percent of the female respondents indicated a negative effect. Thus, females were evenly divided between positive and negative effects, while the effect for males was predominantly positive, in agreement with the increased propensity for military enlistment. As Figure 8.1 shows, there was no variation in positive or neutral effects of the September 11th attacks on military propensity over time.

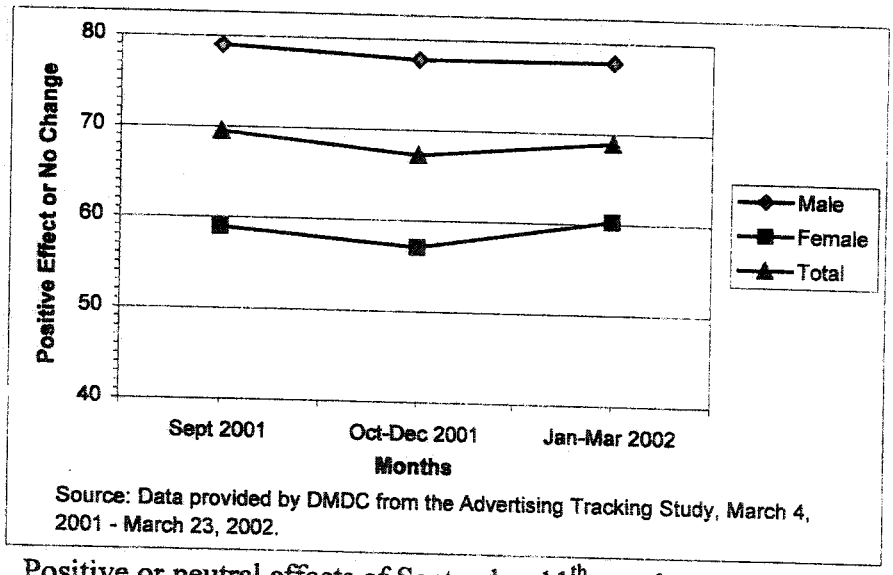

Figure 8.1. Positive or neutral effects of September 11th attacks on military propensity, by gender.

[4] Defense Manpower Data Center. *Youth Attitudes Toward the Military: Recent Findings*. Briefing for Force Management Policy, Deputy Chief of Staff of Personnel, Manpower and Reserve Affairs Meeting, February, 19, 2002.

Age. As Table 8.1 shows, respondents to the Advertising Tracking Study, between 15 and 17 years old, were more likely to indicate that they would enlist than 18 to 21 year-old respondents, consistent with previous propensity research. The difference between these age groups decreased slightly after September 2001, as younger respondents were less likely than before to express a positive propensity for military service, and their older counterparts were slightly more likely to respond favorably toward the Services than prior to the attacks. In addition, younger respondents indicated a slightly more positive effect of the attacks on the likelihood that they would consider military service compared to the older group, as shown in Figure 8.2. Specifically 71 percent of respondents between 15 and 17 years old indicated a positive effect or no effect of the events, while 66 percent of older respondents made a similar indication. There was no evidence that these judgments varied with time.

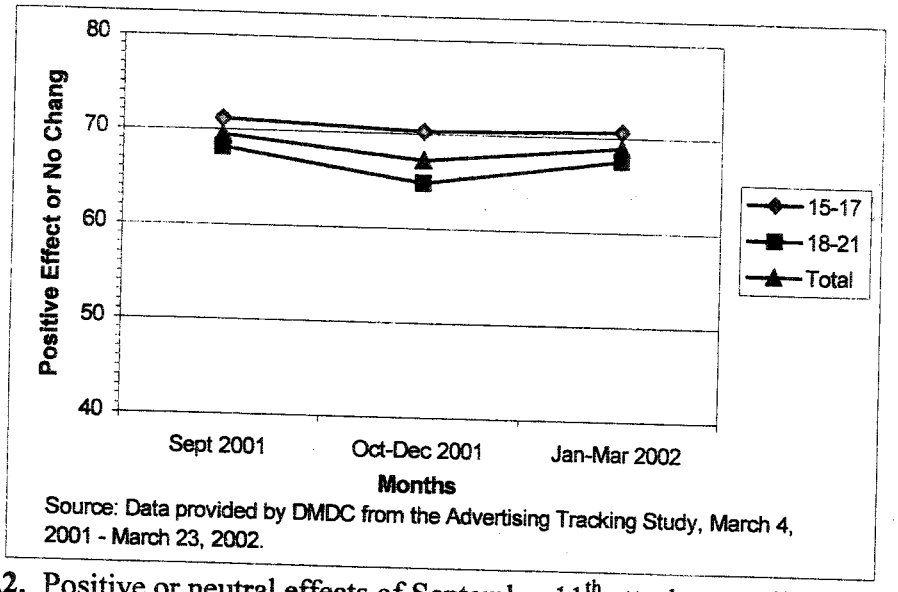

Figure 8.2. Positive or neutral effects of September 11th attacks on military propensity, by age group.

Race/Ethnicity. As shown in Table 8.2, Hispanics and Blacks were more likely to express an inclination for military service in the Advertising Tracking Study than their White or Other race/ethnic counterparts. In the quarter after the attacks, Hispanic propensity rose 13 percentage points (from 26 percent in the quarter prior to September 2001 to 39 percent in the quarter following September 2001). Similarly, Other race propensity rose 7 percentage points (from 13 to 20 percent over the same time period). For Hispanics, at least, the increased enlistment propensity was temporary and essentially disappeared in the following quarter. For all other racial groups, the percentage of respondents with positive propensity six months after the attacks was not much different from what it was a year earlier.

When asked directly whether the events of September 11th had an effect on their consideration of military service, there were some substantial racial differences in responses, as shown in Figure 8.3. More than half (53 percent, across all time periods) of Blacks indicated that

the events decreased the likelihood that they would consider military service.[5] Most members of other racial/ethnic groups indicated that the events had a positive effect on the likelihood that they would consider enlistment. The difference between Blacks and other racial/ethnic groups did not appear to diminish over time.

Table 8.2. Propensity for Military Service by Race/Ethnicity and Time Period

	Time Period				
	Mar-May 2001	Jun-Aug 2001	Sep 2001	Oct-Dec 2001	Jan-Mar 2002
White	15.1	16.2	21.6	13.9	16.0
Black	24.9	20.2	20.0	22.6	22.3
Hispanic	35.8	26.1	30.5	38.5	28.0
Other	18.6	12.6	28.0	20.0	20.0
Total	19.8	18.2	23.3	19.1	18.9

Source: Data provided by DMDC from the Advertising Tracking Study, March 4, 2001 - March 23, 2002.

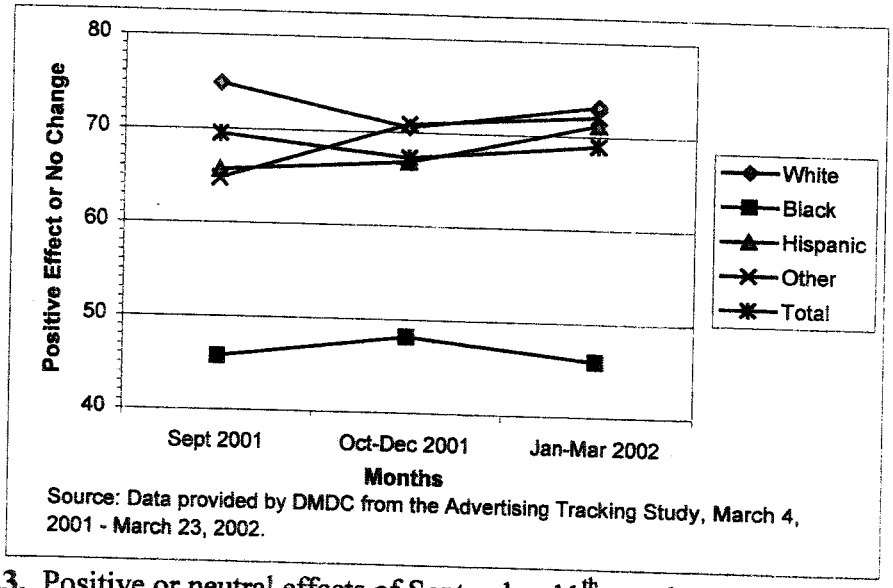

Figure 8.3. Positive or neutral effects of September 11th attacks on military propensity, by race/ethnicity.

Geographical Region. As Table 8.3 shows, there was considerable variation in propensity, measured by the Advertising Tracking Study, in the Northeast, Midwest, and West census regions before September 2001. Given this level of variability, it is difficult to interpret the changes that occurred after September 11th, which are of lower magnitude. These changes do not show a general pattern. However, there was a substantial increase in propensity for the Northeast region from March 2001 to September 2001. This increase may have been caused by an unusually low value for the first quarter.

[5] As denoted in Figure 8.3, fewer than 50 percent of Blacks reported that the terrorist attacks of September 11, 2001 had a positive effect or no effect on military propensity.

School Grades. School grades may be considered as a surrogate measure for aptitude.[6] As Table 8.3 indicates, youth with lower grades (i.e., mostly B's or lower, accounting for approximately 52 percent of the youth participating in the Advertising Tracking Survey) have higher propensity for military service. This difference remained relatively constant throughout the 13 months covered in this chapter. In addition, no differences between groups were found in the direct assessment of the effects of the events on September 11th on the likelihood that respondents would consider military service.

Table 8.3. Propensity for Military Service by Census Region, High School Grades, and Time Period

	Time Period				
	Mar-May 2001	Jun-Aug 2001	Sep 2001	Oct-Dec 2001	Jan-Mar 2002
Census Region					
Northeast	7.1	15.2	24.4	15.2	15.2
Midwest	24.1	17.1	28.6	15.8	21.8
South	21.2	22.6	20.3	22.7	19.1
West	28.0	15.0	21.2	20.3	18.9
High School Grades					
Lower	21.5	23.1	27.8	22.5	22.1
Higher	17.1	11.9	18.6	15.2	14.6

Source: Data provided by DMDC from the Advertising Tracking Study, March 4, 2001 - March 23, 2002.

Summary

The overall effects of the September 11th attack on enlistment propensity were small, and would probably require a larger survey to specify precisely. Across all age, gender, and race/ethnicity groups, there was no statistically significant change in propensity between the two quarters before September 2001 and the two quarters after that month. However, male propensity did increase, while female propensity decreased.

Despite the relatively small differences in propensity, most respondents to the Youth Polls and Advertising Tracking Survey indicated that the events at the World Trade Center and the Pentagon increased the likelihood that they would consider military service. This increase was fairly constant across the demographic groups that were discussed, with two exceptions. Females were evenly divided between indicating a positive and a negative effect of the attacks on their inclinations toward enlistment. Blacks predominantly indicated a negative effect of the events.

Results may be tempered by time. The percentage of respondents indicating that they would definitely or probably be serving in the military in the next few years increased from 19 to

[6] Other, more accurate (and more complex) surrogates for aptitude exist. See, for example, Orvis, B.R., Sastry, N., and McDonald, L.L. *Military Recruiting Outlook: Recent Trends in Enlistment Propensity and Conversion of Potential Enlisted* Supply (Santa Monica, CA: RAND Corporation, 1996).

21 percent following the attacks of September 2001 (pre-attack to post-attack).[7] In October, following the first U.S. military strikes in Afghanistan, long-term propensity remained high (21 percent). Propensity returned to the pre-attack level (19 percent) in November 2001. Possibly due to the holidays, the propensity measure dropped 3-percentage points to 16 percent in December 2001. But, the figure was up to a high of 24 percent in January during military strikes on terrorist targets before returning to pre-attack levels of 19 percent in February. These comparisons across time are generally not statistically significant—differences of 5 or more percentage points are statistically significant—however, increases in propensity are often considered to have practical significance to military recruiting.

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7 Millward Brown. *US Military Services Tracking – America Under Attack: Impact on Propensity* (March 14, 2002). Arlington, VA: Defense Manpower Data Center, 2002.

Chapter 9

YOUTH AND MILITARY SERVICE

In 1999, the Department of Defense asked the National Research Council of the National Academy of Sciences to form a Committee on the Youth Population and Military Recruitment. The Committee's charter was to examine the entire array of factors that influence propensity and enlistment and develop recommendations regarding strategies that will positively influence both. Its members included individuals with expertise in the areas of demography, military manpower and sociology, psychology, adolescent development, economics, and advertising. A variety of sources of data were used to accomplish the Committee's goals, including the Census Bureau, the National Center for Education Statistics (NCES), and the Defense Manpower Data Center (DMDC). In addition, large-scale studies of youth attitudes were reviewed, as were past and current practices in military recruiting and advertising. This work was reported in a National Academy Press publication entitled *Attitudes, Aptitudes, and Aspirations of American Youth: Implications for Military Recruitment.*[1] This chapter examines some of the demographic and other trends highlighted in this report that may have an effect on representation in the military in the years to come, as well as some related conclusions of the Committee.

Size and Composition of the Youth Population

Using data and projections supplied by the Census Bureau, the Committee examined trends in the size and make-up of the cohort of youth in the prime recruiting pool (i.e., 18 year-olds). In 1999, there were approximately 3.9 million residents in the United States who fell into this group. Projections suggest that the number of 18 year-olds will grow in the years immediately ahead, reaching a high of about 4.4 million in the year 2009. After that, it is anticipated that the upward trend will ebb to some degree, stabilizing at about 4.1 to 4.2 million between 2015 and 2020. The Committee concluded that the increased numbers of youth in the prime recruiting pool will offset other trends that might suggest greater recruiting difficulties in the future (see below).

As reported in Chapter 2 of this volume, the racial and ethnic composition of 2001 Active Component NPS accessions closely mirrored the civilian population of 18-24 year olds, with Hispanics being slightly under represented and Blacks somewhat over represented. Again using Census Bureau projections, the Committee examined likely changes in the racial/ethnic make-up of the youth population in the years to come. They found that the proportion of non-Hispanic Blacks will hold stable at approximately 14 percent, while non-Hispanic Whites will decline from around 66 percent of 18 year-olds to 57 percent in the next two decades. This difference will be countered by a corresponding growth in the numbers of Hispanic youth, whose proportional representation will increase from 14 to 22 percent. In fact, the U.S. Hispanic population grew by 58 percent between 1990 and 2000, a much greater growth rate than for the total population (13 percent).[2] The Committee noted, however, that the proportion of foreign-

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1 Committee on the Youth Population and Military Recruitment, National Research Council, P. Sackett and A. Mavor (Eds.). *Attitudes, Aptitudes, and Aspirations of American Youth: Implications for Military Recruitment.* (Washington, DC: National Academy Press, 2002).

2 U.S. Census Bureau. (2001). *The Hispanic Population. Census 2000 Brief.* URL: http://www.census.gov/population/www/cen2000/briefs.html.

born youth has remained relatively stable over the past several years (less than one-tenth of one percent), and is expected to remain so.

Educational Achievement of Youth

Over the past 40 years the proportion of high school dropouts among persons 16-24 years old has declined from just over 27 percent in 1960 to approximately 11 percent in 2000.[3] Although declines in dropout rates are consistent across genders and racial/ethnic groups, the rate at which Hispanic youth leave high school is notably higher (32 percent for males, 23 percent for females) than rates for other racial/ethnic groups.

Given the substantial evidence indicating that high school graduates are more successful in the military than nongraduates, and the resulting desire on the part of the Services to enlist young men and women who have completed their secondary education, the decline in dropout rates can be viewed as a plus for military recruiting. However, the increasing rates at which youth are entering college immediately following high school has served as a counterbalance. Using data supplied by the NCES, the Committee noted that in 1970 approximately 52 percent of males enrolled in college the semester following their graduation. By 1999, this figure had increased to 63 percent. Corresponding increases among women (48 to 64 percent) and Blacks (42 to 59 percent) were even more substantial. After examining these data, the Committee concluded that, "The dramatic increase in college enrollment is arguably the single most significant factor affecting the environment in which military recruiting takes place."[4]

The Committee cited research that suggests that the impact of higher rates of educational achievement is circular.[5] Data indicate that the level of education attained by parents becomes the baseline for their offspring. This appears to be particularly true in regard to those who have at least some college experience, which has a large impact on whether children reach this same level of schooling. Therefore, as the proportion of youth attending college increases, we should expect to see continued increases in the generations to come.

Military Experience of Parents

Just as the educational choices and experiences of parents can have an impact on their children, so too can their military experience. Using data from the National Educational Longitudinal Survey (NELS), Kilburn and Klerman found that, among high school graduates, having a parent who served in the military significantly raised enlistment probabilities.[6] The Commission's report presents some rather dramatic numbers in this regard. In 1970, 40 percent

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3 U.S. Department of Education. *The Digest of Education Statistics 2001* (NCES 2002-130) (Washington, DC: National Center for Education Statistics, 2002), Table 108.

4 Committee on the Youth Population and Military Recruitment, National Research Council, P. Sackett and A. Mavor (Eds.). *Attitudes, Aptitudes, and Aspirations of American Youth: Implications for Military Recruitment.* (Washington, DC: National Academy Press, 2002), p. 9-5.

5 Mare, R. D., "Changes in Educational Attainment and School Enrollment," in R. Farley (Ed.), *State of the Union: America in the 1990s. Economic trends, 1* (New York: Russell Sage Foundation, 1995), pp. 155-213.

6 Kilburn, M. R. and Klerman, J. A. *Enlistment decisions in the 1990s: Evidence from individual-level data.* (Washington, DC: RAND Corporation, 1999).

of births were to couples with at least one parent who had served in the military. By the year 2000, this number declined to 8 percent. Among the 2000 cohort of 18 year-olds, 18 percent had a father or mother who had served in the military. This means that between 1982 and 2000 the fraction of 18 year-olds with veteran parents declined by more than 50 percent, and between 2000 and 2018 it is projected to decline another 50 percent.

Trends in Qualification Rates

As explained in Chapter 2 of this document, the primary criteria used to determine eligibility for military service are education achievement, scores on the Armed Forces Qualification Test (AFQT), ability to meet physical standards, and moral character screening. The Committee examined recent data related to each of these standards to see if there were positive or negative trends in regard to future military recruiting. As previously mentioned, high school graduation rates have been on an upward rise over the past several decades. The Committee noted that, overall, this rate increased from 80 percent in 1972 to 88 percent in 2000. Only small increases were seen for Whites over this period. However, among Blacks there was a 20 percent increase in the proportion of high school graduates from 65 percent in 1972 to 85 percent in 1995. Although upward, the trend for Hispanics was far less dramatic, increasing from 58 percent in 1976 to 63 percent in 2000. In general, however, the increases in high school graduation rates are a plus for the Services as they represent an expansion of the qualified pool on at least this dimension.

The Committee examined aptitude trends using data from the National Assessment of Educational Progress (NAEP). This is an achievement test given every two to four years to students in 4^{th}, 9^{th}, and 12^{th} grades in various subject areas, including reading, mathematics computation and concepts, and science. Outcomes for these three assessments were of particular interest due to the overlap of their content with certain subtests of the AFQT (e.g., word knowledge, paragraph comprehension, arithmetic reasoning, and mathematics knowledge). In examining trends in NAEP scores over the past three decades, the Committee found that reading results were relatively stable, however there was evidence of gains made in math and science starting around 1982. This latter result led to the conclusion that additional increases in these scores may be seen in the future. In comparing racial/ethnic groups, the Committee noted that Whites tend to score highest, followed by Hispanics and then Blacks. However, between 1970 and 1990, these gaps closed significantly, which suggests that more minority youth may be found in the group labeled "highly qualified" for military service—high school graduates who score above the 50^{th} percentile on the AFQT.

To gain some insight into the potential trends regarding moral character and physical screening, the Committee examined data on drug use, arrest rates, and two common medical problems—asthma and obesity. Although a modest increase in the reported usage of marijuana among youth was noted starting in 1992, the conclusion was reached that this poses little problem for the Services even if it should continue because most do not require a moral waiver for pre-service marijuana use. Decreases in both violent and property crimes in the late 1990s suggest that this favors the military and will pose few problems in recruiting. The news regarding health status is less favorable. Asthma rates doubled between 1980 and 1995, and rates of obesity in 12-17 year-olds tripled between 1980 and 1999. If such trends continue, the Committee concluded, they could have a negative impact on both military recruiting and performance.

Trends in Propensity

Using data from sources such as the Youth Attitude Tracking Study (YATS) and Monitoring the Future (MTF), the Committee examined trends in youth attitudes towards the military and their intentions regarding military service (i.e., propensity). Overall, the Committee found that the proportion of male high school seniors who say they definitely will serve in the military remained fairly stable at about 10 percent from 1976 through 2001. The largest shift noted in this group was in those who said they definitely would *not* serve; this proportion was less than 40 percent in 1983, but increased to 60 percent in 1996. The Committee noted that a similar shift was found in young men who were not planning to attend college. Thus, the change cannot be attributed solely to the increase in the proportion of youth who go directly from high school to post-secondary education. Among the other trends noted in the data was a sharp increase in the number of 12th grade males who say they definitely will not serve in the military compared to the number of 10th grade males who say they definitely will not join one of the Services. This suggests that there are at least some young men who look favorably on military service when they are sophomores, but whose views switch by the time they are seniors. Another finding the Committee highlighted was that in the 1980s half or more of male senior high school students said they would volunteer for a war that they felt was necessary. More recently, this number has decreased to just over one-third.

Based on results from DMDC's Youth Poll 2 (July 2001), researchers noted that young adults know relatively little about the military.[7] They know few members of the military. On average, today's youth know only five or six people who are either currently serving or have recently served in the military. Approximately, 44 percent of 15- to 21-year-olds know two or fewer Servicemembers. Considering the fact that impressions of the military are formed through personal contacts, for the most part, there is a need to convey positive information and knowledge about the military to youth and the adults in their lives – parents, teachers, etc. – who influence their career decisions.

The Committee examined several sources of data for evidence regarding the relationship between youth attitudes and propensity to enlist in the military. For instance, for young men a correlation of .73 was found between finding the military "an acceptable place to work" and propensity. A group of YATS items was found to be especially related to propensity. These were termed "Patriotic Adventure," and include seeking adventure and a physical challenge, wanting to do something for one's country, an interest in foreign and domestic travel, and wanting to do something of which one can be proud. In general, youth who have such aspirations have a greater propensity for military service. However, other YATS data suggest that there have been decreases over time in the percentage of youth who believe they have more opportunity to do something for their country by serving in the military than they would in a civilian job. This led to the suggestion that highlighting service to country as a benefit of enlisting in the military may be as, or even more effective than, stressing tangible benefits (e.g., money for college, job knowledge).

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7 Wirthlin Worldwide. *Department of Defense Youth Poll – Wave 2, July 2001* (presentation prepared for Director, Accession Policy) (Arlington, VA: Defense Manpower Data Center, 2001).

Conclusions

In addition to the data sources mentioned here, the Committee also examined current recruiting practices and advertising strategies. Based on all this input, several conclusions and recommendations emerged. These included:

- No evidence was found that there will be major changes in manpower needs in the foreseeable future. Further, the anticipated increase in the size of the recruiting pool should offset other less positive trends (e.g., smaller proportions of veteran parents).

- Despite recruiting difficulties, the enlisted force remains highly qualified and the supply of qualified youth should remain stable.

- The Committee recommended that military performance requirements and training be reviewed periodically to ensure that recruiting goals and training practices reflect military needs.

- The compensation and benefits structure should be reviewed to make the military a more attractive option in today's job market. In particular, the effects of increased investments in recruiting, educational benefits, enlistment bonuses, and advertising should be evaluated to determine the most cost-effective mix of strategies. The Committee concluded that across-the-board increases in compensation are the least cost-effective approach to improving recruiting and retention.

- Influencers of youth should also be targeted as part of recruiting efforts, particularly mothers.

- Advertising should focus on aspects of military service that are attractive to youth such as more time off, pay, job security, and service to country.

- There will need to be an increased focus on college aspirants and older youth as potential recruits, and efforts to allow for in-service education should be continued.

For information on obtaining the complete report, contact the National Academy Press (www.nap.edu).

Appendix A:

Active Component Applicant Tables

Table A-1. FY 2001 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			17-35 YR OLD CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
16-17	24,706	10,592	35,298	16,464	6,104	22,568	17,378	1,931	19,309	8,774	4,777	13,551	67,322	23,404	90,726	1,951,509	1,855,585	3,807,094
18	26,201	8,875	35,076	18,760	5,023	23,783	14,929	1,289	16,218	11,535	4,881	16,416	71,425	20,068	91,493	1,926,252	1,850,466	3,776,718
19	17,744	5,271	23,015	11,214	2,632	13,846	7,001	600	7,601	7,553	2,958	10,511	43,512	11,461	54,973	1,912,325	1,917,838	3,830,163
20	12,174	3,415	15,589	7,273	1,683	8,956	3,806	333	4,139	5,138	1,921	7,059	28,391	7,352	35,743	1,848,068	1,832,240	3,680,308
21	8,985	2,488	11,473	5,082	1,188	6,270	2,531	206	2,737	3,473	1,228	4,701	20,071	5,110	25,181	1,739,354	1,821,439	3,560,793
22	6,690	1,875	8,565	3,414	781	4,195	1,594	128	1,722	2,426	832	3,258	14,124	3,616	17,740	1,767,201	1,703,771	3,470,972
23	5,214	1,428	6,642	2,523	589	3,112	1,121	102	1,223	1,602	529	2,131	10,460	2,648	13,108	1,702,038	1,750,519	3,452,557
24	3,999	1,098	5,097	1,828	419	2,247	789	58	847	1,151	402	1,553	7,767	1,977	9,744	1,738,861	1,805,508	3,544,369
25+	13,779	4,382	18,161	6,093	1,415	7,508	1,982	169	2,151	2,413	839	3,252	24,267	6,805	31,072	19,079,220	19,903,700	38,982,920
Total	119,492	39,424	158,916	72,651	19,834	92,485	51,131	4,816	55,947	44,065	18,367	62,432	287,339	82,441	369,780	33,664,827	34,441,067	68,105,894
b. Percent																		
16-17	20.68%	26.87%	22.21%	22.66%	30.78%	24.40%	33.99%	40.10%	34.51%	19.91%	26.01%	21.71%	23.43%	28.39%	24.54%	5.80%	5.39%	5.59%
18	21.93%	22.51%	22.07%	25.82%	25.33%	25.72%	29.20%	26.76%	28.99%	26.18%	26.57%	26.29%	24.86%	24.34%	24.74%	5.72%	5.37%	5.55%
19	14.85%	13.37%	14.48%	15.44%	13.27%	14.97%	13.69%	12.46%	13.59%	17.14%	16.10%	16.84%	15.14%	13.90%	14.87%	5.68%	5.57%	5.62%
20	10.19%	8.66%	9.81%	10.01%	8.49%	9.68%	7.44%	6.91%	7.40%	11.66%	10.46%	11.31%	9.88%	8.92%	9.67%	5.49%	5.32%	5.40%
21	7.52%	6.31%	7.22%	7.00%	5.99%	6.78%	4.95%	4.28%	4.89%	7.88%	6.69%	7.53%	6.99%	6.20%	6.81%	5.17%	5.29%	5.23%
22	5.60%	4.76%	5.39%	4.70%	3.94%	4.54%	3.12%	2.66%	3.08%	5.51%	4.53%	5.22%	4.92%	4.39%	4.80%	5.25%	4.95%	5.10%
23	4.36%	3.62%	4.18%	3.47%	2.97%	3.36%	2.19%	2.12%	2.19%	3.64%	2.88%	3.41%	3.64%	3.21%	3.54%	5.06%	5.08%	5.07%
24	3.35%	2.79%	3.21%	2.52%	2.11%	2.43%	1.54%	1.20%	1.51%	2.61%	2.19%	2.49%	2.70%	2.40%	2.64%	5.17%	5.24%	5.20%
25+	11.53%	11.12%	11.43%	8.39%	7.13%	8.12%	3.88%	3.51%	3.84%	5.48%	4.57%	5.21%	8.45%	8.25%	8.40%	56.67%	57.79%	57.24%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table A-2. FY 2001 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												17-35 YEAR OLD MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	334	147	481	66,988	23,257	90,245	67,322	23,404	90,726	0.50%	0.63%	0.53%	7,343	24,074	31,417
18	919	450	1,369	70,506	19,618	90,124	71,425	20,068	91,493	1.29%	2.24%	1.50%	16,394	67,594	83,988
19	1,403	689	2,092	42,109	10,772	52,881	43,512	11,461	54,973	3.22%	6.01%	3.81%	44,202	133,987	178,189
20	1,797	836	2,633	26,594	6,516	33,110	28,391	7,352	35,743	6.33%	11.37%	7.37%	89,394	198,021	287,415
21	2,053	830	2,883	18,018	4,280	22,298	20,071	5,110	25,181	10.23%	16.24%	11.45%	140,019	321,515	461,534
22	1,991	751	2,742	12,133	2,865	14,998	14,124	3,616	17,740	14.10%	20.77%	15.46%	218,413	412,097	630,510
23	1,914	725	2,639	8,546	1,923	10,469	10,460	2,648	13,108	18.30%	27.38%	20.13%	315,245	554,573	869,818
24	1,883	584	2,467	5,884	1,393	7,277	7,767	1,977	9,744	24.24%	29.54%	25.32%	453,035	629,745	1,082,780
25	1,621	530	2,151	4,114	874	4,988	5,735	1,404	7,139	28.27%	37.75%	30.13%	512,222	693,731	1,205,953
26	1,300	442	1,742	3,045	715	3,760	4,345	1,157	5,502	29.92%	38.20%	31.66%	589,335	801,769	1,391,104
27	1,160	401	1,561	2,200	540	2,740	3,360	941	4,301	34.52%	42.61%	36.29%	662,768	860,078	1,522,846
28	988	323	1,311	1,728	387	2,115	2,716	710	3,426	36.38%	45.49%	38.27%	792,778	920,980	1,713,758
29	816	288	1,104	1,294	342	1,636	2,110	630	2,740	38.67%	45.71%	40.29%	878,296	1,039,711	1,918,007
30	692	220	912	1,074	298	1,372	1,766	518	2,284	39.18%	42.47%	39.93%	1,026,381	1,185,202	2,211,583
31	564	205	769	850	236	1,086	1,414	441	1,855	39.89%	46.49%	41.46%	1,082,182	1,182,481	2,264,663
32	466	157	623	652	196	848	1,118	353	1,471	41.68%	44.48%	42.35%	1,082,682	1,182,640	2,265,322
33	399	174	573	465	158	623	864	332	1,196	46.18%	52.41%	47.91%	1,077,531	1,171,893	2,249,424
34	353	154	507	447	157	604	800	311	1,111	44.13%	49.52%	45.63%	1,174,887	1,208,035	2,382,922
35	5	4	9	4	1	5	9	5	14	55.56%	80.00%	64.29%	1,296,722	1,324,589	2,621,311
36+	15	1	16	14	2	16	29	3	32	51.72%	33.33%	50.00%	NA	NA	NA
TOTAL	20,673	7,911	28,584	266,665	74,530	341,195	287,338	82,441	369,779	7.19%	9.60%	7.73%	11,459,828	13,912,715	25,372,543

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table A-2 (Continued). FY 2001 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	1.62%	1.86%	1.68%	25.12%	31.20%	26.45%	23.43%	28.39%	24.54%	0.06%	0.17%	0.12%
18	4.45%	5.69%	4.79%	26.44%	26.32%	26.41%	24.86%	24.34%	24.74%	0.14%	0.49%	0.33%
19	6.79%	8.71%	7.32%	15.79%	14.45%	15.50%	15.14%	13.90%	14.87%	0.39%	0.96%	0.70%
20	8.69%	10.57%	9.21%	9.97%	8.74%	9.70%	9.88%	8.92%	9.67%	0.78%	1.42%	1.13%
21	9.93%	10.49%	10.09%	6.76%	5.74%	6.54%	6.99%	6.20%	6.81%	1.22%	2.31%	1.82%
22	9.63%	9.49%	9.59%	4.55%	3.84%	4.40%	4.92%	4.39%	4.80%	1.91%	2.96%	2.49%
23	9.26%	9.16%	9.23%	3.20%	2.58%	3.07%	3.64%	3.21%	3.54%	2.75%	3.99%	3.43%
24	9.11%	7.38%	8.63%	2.21%	1.87%	2.13%	2.70%	2.40%	2.64%	3.95%	4.53%	4.27%
25	7.84%	6.70%	7.53%	1.54%	1.17%	1.46%	2.00%	1.70%	1.93%	4.47%	4.99%	4.75%
26	6.29%	5.59%	6.09%	1.14%	0.96%	1.10%	1.51%	1.40%	1.49%	5.14%	5.76%	5.48%
27	5.61%	5.07%	5.46%	0.83%	0.72%	0.80%	1.17%	1.14%	1.16%	5.78%	6.18%	6.00%
28	4.78%	4.08%	4.59%	0.65%	0.52%	0.62%	0.95%	0.86%	0.93%	6.92%	6.62%	6.75%
29	3.95%	3.64%	3.86%	0.49%	0.46%	0.48%	0.73%	0.76%	0.74%	7.66%	7.47%	7.56%
30	3.35%	2.78%	3.19%	0.40%	0.40%	0.40%	0.61%	0.63%	0.62%	8.96%	8.52%	8.72%
31	2.73%	2.59%	2.69%	0.32%	0.32%	0.32%	0.49%	0.53%	0.50%	9.44%	8.50%	8.93%
32	2.25%	1.98%	2.18%	0.24%	0.26%	0.25%	0.39%	0.43%	0.40%	9.45%	8.50%	8.93%
33	1.93%	2.20%	2.00%	0.17%	0.21%	0.18%	0.30%	0.40%	0.32%	9.40%	8.42%	8.87%
34	1.71%	1.95%	1.77%	0.17%	0.21%	0.18%	0.28%	0.38%	0.30%	10.25%	8.68%	9.39%
35	0.02%	0.05%	0.03%	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	11.32%	9.52%	10.33%
36+	0.07%	0.01%	0.06%	0.01%	0.00%	0.00%	0.01%	0.00%	0.01%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table A-3. FY 2001 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												TOTAL DoD			18-24 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	74,977	18,225	93,202	41,107	9,587	50,694	34,079	2,806	36,885	30,751	10,501	41,252	180,914	41,119	222,033	8,247,730	8,153,207	16,400,938
Black	24,024	13,862	37,886	16,018	5,697	21,715	6,966	954	7,920	7,973	5,385	13,358	54,981	25,898	80,879	1,686,097	1,941,241	3,627,338
Hispanic	14,097	4,821	18,918	8,831	2,583	11,414	7,070	712	7,782	2,896	1,277	4,173	32,894	9,393	42,287	2,028,802	1,917,994	3,946,795
Other	6,394	2,516	8,910	6,695	1,967	8,662	3,016	344	3,360	2,445	1,204	3,649	18,550	6,031	24,581	671,469	669,338	1,340,807
TOTAL	119,492	39,424	158,916	72,651	19,834	92,485	51,131	4,816	55,947	44,065	18,367	62,432	287,339	82,441	369,780	12,634,098	12,681,780	25,315,878
b. Percent																		
White	62.75%	46.23%	58.65%	56.58%	48.34%	54.81%	66.65%	58.26%	65.93%	69.79%	57.17%	66.08%	62.96%	49.88%	60.04%	65.28%	64.29%	64.79%
Black	20.11%	35.16%	23.84%	22.05%	28.72%	23.48%	13.62%	19.81%	14.16%	18.09%	29.32%	21.40%	19.13%	31.41%	21.87%	13.35%	15.31%	14.33%
Hispanic	11.80%	12.23%	11.90%	12.16%	13.02%	12.34%	13.83%	14.78%	13.91%	6.57%	6.95%	6.68%	11.45%	11.39%	11.44%	16.06%	15.12%	15.59%
Other	5.35%	6.38%	5.61%	9.22%	9.92%	9.37%	5.90%	7.14%	6.01%	5.55%	6.56%	5.84%	6.46%	7.32%	6.65%	5.31%	5.28%	5.30%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table A-4. FY 2001 Applicants* for Active Component Enlistment by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	8,809	5.54%	4,679	5.06%	4,552	8.14%	1,940	3.11%	19,980	5.40%
PUERTO RICAN	4,068	2.56%	1,513	1.64%	719	1.29%	749	1.20%	7,049	1.91%
CUBAN	249	0.16%	235	0.25%	120	0.21%	54	0.09%	658	0.18%
LATIN AMER.	1,295	0.81%	920	0.99%	502	0.90%	227	0.36%	2,944	0.80%
OTHER HISP.	4,497	2.83%	4,067	4.40%	1,889	3.38%	1,203	1.93%	11,656	3.15%
ALEUTIAN	70	0.04%	112	0.12%	45	0.08%	36	0.06%	263	0.07%
ESKIMO	85	0.05%	85	0.09%	48	0.09%	21	0.03%	239	0.06%
N. AMER. INDIAN	1,574	0.99%	2,691	2.91%	625	1.12%	266	0.43%	5,156	1.39%
CHINESE	237	0.15%	232	0.25%	104	0.19%	59	0.09%	632	0.17%
JAPANESE	126	0.08%	106	0.11%	40	0.07%	49	0.08%	321	0.09%
KOREAN	618	0.39%	225	0.24%	144	0.26%	241	0.39%	1,228	0.33%
INDIAN	145	0.09%	158	0.17%	58	0.10%	36	0.06%	397	0.11%
FILIPINO	1,181	0.74%	1,751	1.89%	324	0.58%	730	1.17%	3,986	1.08%
VIETNAMESE	246	0.15%	270	0.29%	91	0.16%	44	0.07%	651	0.18%
OTHER ASIAN	437	0.27%	291	0.31%	168	0.30%	166	0.27%	1,062	0.29%
MELANESIAN	6	0.00%	7	0.01%	1	0.00%	3	0.00%	17	0.00%
MICRONESIAN	120	0.08%	23	0.02%	11	0.02%	6	0.01%	160	0.04%
POLYNESIAN	523	0.33%	93	0.10%	20	0.04%	76	0.12%	712	0.19%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	361	0.23%	235	0.25%	152	0.27%	74	0.12%	822	0.22%
OTHER/NONE**	132,945	83.66%	73,870	79.87%	45,224	80.83%	55,191	88.40%	307,230	83.08%
UNKNOWN	1,324	0.83%	922	1.00%	1,110	1.98%	1,261	2.02%	4,617	1.25%
TOTAL	158,916	100.00%	92,485	100.00%	55,947	100.00%	62,432	100.00%	369,780	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

** "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table A-5. FY 2001 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY								
Males	4,477	32,518	26,794	33,522	19,287	2,659	235	119,492
Females	785	8,499	8,700	12,584	7,947	811	98	39,424
Total	5,262	41,017	35,494	46,106	27,234	3,470	333	158,916
NAVY								
Males	2,692	20,072	15,797	22,200	10,354	1,307	229	72,651
Females	458	4,918	4,866	6,255	3,023	265	49	19,834
Total	3,150	24,990	20,663	28,455	13,377	1,572	278	92,485
MARINE CORPS								
Males	1,526	15,098	12,571	15,380	5,851	590	115	51,131
Females	104	1,424	1,344	1,337	555	45	7	4,816
Total	1,630	16,522	13,915	16,717	6,406	635	122	55,947
AIR FORCE								
Males	1,992	16,091	10,789	10,723	3,810	294	366	44,065
Females	347	4,744	4,655	5,792	2,517	155	157	18,367
Total	2,339	20,835	15,444	16,515	6,327	449	523	62,432
TOTAL DoD								
Males	10,687	83,779	65,951	81,825	39,302	4,850	945	287,339
Females	1,694	19,585	19,565	25,968	14,042	1,276	311	82,441
Total	12,381	103,364	85,516	107,793	53,344	6,126	1,256	369,780
1980, 18-23 YR OLD CIVILIANS								
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-5 (Continued). FY 2001 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY								
Males	3.75%	27.21%	22.42%	28.05%	16.14%	2.23%	0.20%	100.00%
Females	1.99%	21.56%	22.07%	31.92%	20.16%	2.06%	0.25%	100.00%
Total	3.31%	25.81%	22.34%	29.01%	17.14%	2.18%	0.21%	100.00%
NAVY								
Males	3.71%	27.63%	21.74%	30.56%	14.25%	1.80%	0.32%	100.00%
Females	2.31%	24.80%	24.53%	31.54%	15.24%	1.34%	0.25%	100.00%
Total	3.41%	27.02%	22.34%	30.77%	14.46%	1.70%	0.30%	100.00%
MARINE CORPS								
Males	2.98%	29.53%	24.59%	30.08%	11.44%	1.15%	0.22%	100.00%
Females	2.16%	29.57%	27.91%	27.76%	11.52%	0.93%	0.15%	100.00%
Total	2.91%	29.53%	24.87%	29.88%	11.45%	1.14%	0.22%	100.00%
AIR FORCE								
Males	4.52%	36.52%	24.48%	24.33%	8.65%	0.67%	0.83%	100.00%
Females	1.89%	25.83%	25.34%	31.53%	13.70%	0.84%	0.85%	100.00%
Total	3.75%	33.37%	24.74%	26.45%	10.13%	0.72%	0.84%	100.00%
TOTAL DoD								
Males	3.72%	29.16%	22.95%	28.48%	13.68%	1.69%	0.33%	100.00%
Females	2.05%	23.76%	23.73%	31.50%	17.03%	1.55%	0.38%	100.00%
Total	3.35%	27.95%	23.13%	29.15%	14.43%	1.66%	0.34%	100.00%
1980, 18-23 YR OLD CIVILIANS								
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-6. FY 2001 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY								
White	4,538	31,320	23,164	23,527	9,497	952	204	93,202
Black	262	4,957	7,002	13,636	10,647	1,300	82	37,886
Hispanic	184	2,805	3,650	6,327	5,034	892	26	18,918
Other	278	1,935	1,678	2,616	2,056	326	21	8,910
Total	5,262	41,017	35,494	46,106	27,234	3,470	333	158,916
NAVY								
White	2,552	17,906	12,560	13,141	4,019	336	180	50,694
Black	151	2,520	3,768	8,551	5,918	757	50	21,715
Hispanic	158	2,194	2,444	4,254	2,083	257	24	11,414
Other	289	2,370	1,891	2,509	1,357	222	24	8,662
Total	3,150	24,990	20,663	28,455	13,377	1,572	278	92,485
MARINE CORPS								
White	1,406	12,951	9,498	9,741	2,946	251	92	36,885
Black	57	1,188	1,604	3,078	1,745	235	13	7,920
Hispanic	64	1,523	2,043	2,856	1,192	98	6	7,782
Other	103	860	770	1,042	523	51	11	3,360
Total	1,630	16,522	13,915	16,717	6,406	635	122	55,947
AIR FORCE								
White	2,073	16,594	10,516	9,046	2,461	141	421	41,252
Black	102	2,256	2,937	5,063	2,736	215	49	13,358
Hispanic	61	926	1,082	1,394	644	53	13	4,173
Other	103	1,059	909	1,012	486	40	40	3,649
Total	2,339	20,835	15,444	16,515	6,327	449	523	62,432
TOTAL DoD								
White	10,569	78,771	55,738	55,455	18,923	1,680	897	222,033
Black	572	10,921	15,311	30,328	21,046	2,507	194	80,879
Hispanic	467	7,448	9,219	14,831	8,953	1,300	69	42,287
Other	773	6,224	5,248	7,179	4,422	639	96	24,581
Total	12,381	103,364	85,516	107,793	53,344	6,126	1,256	369,780

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Table A-6 (Continued). FY 2001 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY							TOTAL
	I	II	IIIA	IIIB	IV	V	Other/Unk.	
ARMY								
White	4.87%	33.60%	24.85%	25.24%	10.19%	1.02%	0.22%	100.00%
Black	0.69%	13.08%	18.48%	35.99%	28.10%	3.43%	0.22%	100.00%
Hispanic	0.97%	14.83%	19.29%	33.44%	26.61%	4.72%	0.14%	100.00%
Other	3.12%	21.72%	18.83%	29.36%	23.08%	3.66%	0.24%	100.00%
Total	3.31%	25.81%	22.34%	29.01%	17.14%	2.18%	0.21%	100.00%
NAVY								
White	5.03%	35.32%	24.78%	25.92%	7.93%	0.66%	0.36%	100.00%
Black	0.70%	11.60%	17.35%	39.38%	27.25%	3.49%	0.23%	100.00%
Hispanic	1.38%	19.22%	21.41%	37.27%	18.25%	2.25%	0.21%	100.00%
Other	3.34%	27.36%	21.83%	28.97%	15.67%	2.56%	0.28%	100.00%
Total	3.41%	27.02%	22.34%	30.77%	14.46%	1.70%	0.30%	100.00%
MARINE CORPS								
White	3.81%	35.11%	25.75%	26.41%	7.99%	0.68%	0.25%	100.00%
Black	0.72%	15.00%	20.25%	38.86%	22.03%	2.97%	0.16%	100.00%
Hispanic	0.82%	19.57%	26.25%	36.70%	15.32%	1.26%	0.08%	100.00%
Other	3.07%	25.60%	22.92%	31.01%	15.57%	1.52%	0.33%	100.00%
Total	2.91%	29.53%	24.87%	29.88%	11.45%	1.14%	0.22%	100.00%
AIR FORCE								
White	5.03%	40.23%	25.49%	21.93%	5.97%	0.34%	1.02%	100.00%
Black	0.76%	16.89%	21.99%	37.90%	20.48%	1.61%	0.37%	100.00%
Hispanic	1.46%	22.19%	25.93%	33.41%	15.43%	1.27%	0.31%	100.00%
Other	2.82%	29.02%	24.91%	27.73%	13.32%	1.10%	1.10%	100.00%
Total	3.75%	33.37%	24.74%	26.45%	10.13%	0.72%	0.84%	100.00%
TOTAL DoD								
White	4.76%	35.48%	25.10%	24.98%	8.52%	0.76%	0.40%	100.00%
Black	0.71%	13.50%	18.93%	37.50%	26.02%	3.10%	0.24%	100.00%
Hispanic	1.10%	17.61%	21.80%	35.07%	21.17%	3.07%	0.16%	100.00%
Other	3.14%	25.32%	21.35%	29.21%	17.99%	2.60%	0.39%	100.00%
Total	3.35%	27.95%	23.13%	29.15%	14.43%	1.66%	0.34%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Rows may not add to totals due to rounding.

Table A-7. FY 2001 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
GENDER	#	%	#	%	#	%	#	%
ARMY								
Males	93,943	78.62%	22,034	18.44%	3,515	2.94%	119,492	100.00%
Females	34,511	87.54%	4,179	10.60%	734	1.86%	39,424	100.00%
Total	128,454	80.83%	26,213	16.49%	4,249	2.67%	158,916	100.00%
NAVY								
Males	59,724	82.21%	9,182	12.64%	3,745	5.15%	72,651	100.00%
Females	18,096	91.24%	1,394	7.03%	344	1.73%	19,834	100.00%
Total	77,820	84.14%	10,576	11.44%	4,089	4.42%	92,485	100.00%
MARINE CORPS								
Males	48,735	95.31%	2,196	4.29%	200	0.39%	51,131	100.00%
Females	4,687	97.32%	121	2.51%	8	0.17%	4,816	100.00%
Total	53,422	95.49%	2,317	4.14%	208	0.37%	55,947	100.00%
AIR FORCE								
Males	41,758	94.76%	1,358	3.08%	949	2.15%	44,065	100.00%
Females	17,592	95.78%	415	2.26%	360	1.96%	18,367	100.00%
Total	59,350	95.06%	1,773	2.84%	1,309	2.10%	62,432	100.00%
TOTAL DoD								
Males	244,160	84.97%	34,770	12.10%	8,409	2.93%	287,339	100.00%
Females	74,886	90.84%	6,109	7.41%	1,446	1.75%	82,441	100.00%
Total	319,046	86.28%	40,879	11.05%	9,855	2.67%	369,780	100.00%
18-24 YR OLD CIVILIANS								
Males	9,622,535	76.16%	**	**	3,011,563	23.84%	12,634,098	100.00%
Females	10,408,287	82.07%	**	**	2,273,493	17.93%	12,681,780	100.00%
Total	20,030,822	79.12%	**	**	5,285,057	20.88%	25,315,878	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table A-8. FY 2001 Applicants* for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	71,572	76.79%	18,513	19.86%	3,117	3.34%	93,202	100.00%
Black	32,996	87.09%	4,272	11.28%	618	1.63%	37,886	100.00%
Hispanic	16,207	85.67%	2,345	12.40%	366	1.93%	18,918	100.00%
Other	7,679	86.18%	1,083	12.15%	148	1.66%	8,910	100.00%
Total	128,454	80.83%	26,213	16.49%	4,249	2.67%	158,916	100.00%
NAVY								
White	41,316	81.50%	6,518	12.86%	2,860	5.64%	50,694	100.00%
Black	19,107	87.99%	2,055	9.46%	553	2.55%	21,715	100.00%
Hispanic	9,903	86.76%	1,181	10.35%	330	2.89%	11,414	100.00%
Other	7,494	86.52%	822	9.49%	346	3.99%	8,662	100.00%
Total	77,820	84.14%	10,576	11.44%	4,089	4.42%	92,485	100.00%
MARINE CORPS								
White	35,050	95.03%	1,666	4.52%	169	0.46%	36,885	100.00%
Black	7,701	97.23%	198	2.50%	21	0.27%	7,920	100.00%
Hispanic	7,444	95.66%	329	4.23%	9	0.12%	7,782	100.00%
Other	3,227	96.04%	124	3.69%	9	0.27%	3,360	100.00%
Total	53,422	95.49%	2,317	4.14%	208	0.37%	55,947	100.00%
AIR FORCE								
White	38,962	94.45%	1,305	3.16%	985	2.39%	41,252	100.00%
Black	12,886	96.47%	278	2.08%	194	1.45%	13,358	100.00%
Hispanic	4,004	95.95%	94	2.25%	75	1.80%	4,173	100.00%
Other	3,498	95.86%	96	2.63%	55	1.51%	3,649	100.00%
Total	59,350	95.06%	1,773	2.84%	1,309	2.10%	62,432	100.00%
TOTAL DoD								
White	186,900	84.18%	28,002	12.61%	7,131	3.21%	222,033	100.00%
Black	72,690	89.87%	6,803	8.41%	1,386	1.71%	80,879	100.00%
Hispanic	37,558	88.82%	3,949	9.34%	780	1.84%	42,287	100.00%
Other	21,898	89.09%	2,125	8.64%	558	2.27%	24,581	100.00%
Total	319,046	86.28%	40,879	11.05%	9,855	2.67%	369,780	100.00%
18-24 YEAR OLD CIVILIANS								
White	13,902,928	84.77%	**	**	2,498,009	15.23%	16,400,938	100.00%
Black	2,693,295	74.25%	**	**	934,043	25.75%	3,627,338	100.00%
Hispanic	2,297,335	58.21%	**	**	1,649,460	41.79%	3,946,795	100.00%
Other	1,137,263	84.82%	**	**	203,544	15.18%	1,340,807	100.00%
Total	20,030,822	79.12%	**	**	5,285,057	20.88%	25,315,878	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Appendix B:

Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Table B-1. FY 2001 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17	3,662	1,076	4,738	2,209	756	2,965	2,066	206	2,272	1,152	536	1,688	9,089	2,574	11,663	1,951,509	1,855,585	3,807,094
18	15,942	4,404	20,346	14,489	3,600	18,089	12,258	925	13,183	9,064	3,125	12,189	51,753	12,054	63,807	1,926,252	1,850,466	3,776,718
19	11,328	2,473	13,801	9,080	1,824	10,904	6,673	449	7,122	5,938	1,711	7,649	33,019	6,457	39,476	1,912,325	1,917,838	3,830,163
20	6,825	1,531	8,356	4,811	1,026	5,837	2,859	196	3,055	3,357	1,002	4,359	17,852	3,755	21,607	1,848,068	1,832,240	3,680,308
21	4,716	1,084	5,800	3,099	612	3,711	1,594	117	1,711	2,099	604	2,703	11,508	2,417	13,925	1,739,354	1,821,439	3,560,793
22	3,250	768	4,018	1,999	370	2,369	942	75	1,017	1,404	429	1,833	7,595	1,642	9,237	1,767,201	1,703,771	3,470,972
23	2,406	648	3,054	1,406	287	1,693	568	49	617	936	258	1,194	5,316	1,242	6,558	1,702,038	1,750,519	3,452,557
24	1,845	481	2,326	955	187	1,142	387	25	412	609	189	798	3,796	882	4,678	1,738,861	1,805,508	3,544,369
25+	4,991	1,679	6,670	2,624	536	3,160	705	53	758	1,073	364	1,437	9,393	2,632	12,025	19,079,220	19,903,700	38,982,920
TOTAL	54,965	14,144	69,109	40,672	9,198	49,870	28,052	2,095	30,147	25,632	8,218	33,850	149,321	33,655	182,976	33,664,827	34,441,067	68,105,894
b. Percent																		
17	6.66%	7.61%	6.86%	5.43%	8.22%	5.95%	7.36%	9.83%	7.54%	4.49%	6.52%	4.99%	6.09%	7.65%	6.37%	5.80%	5.39%	5.59%
18	29.00%	31.14%	29.44%	35.62%	39.14%	36.27%	43.70%	44.15%	43.73%	35.36%	38.03%	36.01%	34.66%	35.82%	34.87%	5.72%	5.37%	5.55%
19	20.61%	17.48%	19.97%	22.32%	19.83%	21.86%	23.79%	21.43%	23.62%	23.17%	20.82%	22.60%	22.11%	19.19%	21.57%	5.68%	5.57%	5.62%
20	12.42%	10.82%	12.09%	11.83%	11.15%	11.70%	10.19%	9.36%	10.13%	13.10%	12.19%	12.88%	11.96%	11.16%	11.81%	5.49%	5.32%	5.40%
21	8.58%	7.66%	8.39%	7.62%	6.65%	7.44%	5.68%	5.58%	5.68%	8.19%	7.35%	7.99%	7.71%	7.18%	7.61%	5.17%	5.29%	5.23%
22	5.91%	5.43%	5.81%	4.91%	4.02%	4.75%	3.36%	3.58%	3.37%	5.48%	5.22%	5.42%	5.09%	4.88%	5.05%	5.25%	4.95%	5.10%
23	4.38%	4.58%	4.42%	3.46%	3.12%	3.39%	2.02%	2.34%	2.05%	3.65%	3.14%	3.53%	3.56%	3.69%	3.58%	5.06%	5.08%	5.07%
24	3.36%	3.40%	3.37%	2.35%	2.03%	2.29%	1.38%	1.19%	1.37%	2.38%	2.30%	2.36%	2.54%	2.62%	2.56%	5.17%	5.24%	5.20%
25+	9.08%	11.87%	9.65%	6.45%	5.83%	6.34%	2.51%	2.53%	2.51%	4.19%	4.43%	4.25%	6.29%	7.82%	6.57%	56.67%	57.79%	57.24%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-2. FY 2001 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED			MARRIED CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	97	33	130	8,992	2,541	11,533	9,089	2,574	11,663	1.07%	1.28%	1.11%	7,343	24,074	31,417
18	896	345	1,241	50,857	11,709	62,566	51,753	12,054	63,807	1.73%	2.86%	1.94%	16,394	67,594	83,988
19	1,250	453	1,703	31,769	6,004	37,773	33,019	6,457	39,476	3.79%	7.02%	4.31%	44,202	133,987	178,189
20	1,413	457	1,870	16,439	3,298	19,737	17,852	3,755	21,607	7.92%	12.17%	8.65%	89,394	198,021	287,415
21	1,384	415	1,799	10,124	2,002	12,126	11,508	2,417	13,925	12.03%	17.17%	12.92%	140,019	321,515	461,534
22	1,259	386	1,645	6,336	1,256	7,592	7,595	1,642	9,237	16.58%	23.51%	17.81%	218,413	412,097	630,510
23	1,103	338	1,441	4,213	904	5,117	5,316	1,242	6,558	20.75%	27.21%	21.97%	315,245	554,573	869,818
24	1,001	281	1,282	2,795	601	3,396	3,796	882	4,678	26.37%	31.86%	27.40%	453,035	629,745	1,082,780
25	876	238	1,114	1,762	357	2,119	2,638	595	3,233	33.21%	40.00%	34.46%	512,222	693,731	1,205,953
26	610	192	802	1,201	243	1,444	1,811	435	2,246	33.68%	44.14%	35.71%	589,335	801,769	1,391,104
27	527	161	688	890	218	1,108	1,417	379	1,796	37.19%	42.48%	38.31%	662,768	860,078	1,522,846
28	376	135	511	562	166	728	938	301	1,239	40.09%	44.85%	41.24%	792,778	920,980	1,713,758
29	317	111	428	451	124	575	768	235	1,003	41.28%	47.23%	42.67%	878,296	1,039,711	1,918,007
30	222	94	316	327	81	408	549	175	724	40.44%	53.71%	43.65%	1,026,381	1,185,202	2,211,583
31	199	75	274	242	78	320	441	153	594	45.12%	49.02%	46.13%	1,082,182	1,182,481	2,264,663
32	159	72	231	181	43	224	340	115	455	46.76%	62.61%	50.77%	1,082,682	1,182,640	2,265,322
33	120	64	184	129	44	173	249	108	357	48.19%	59.26%	51.54%	1,077,531	1,171,893	2,249,424
34	109	66	175	119	66	185	228	132	360	47.81%	50.00%	48.61%	1,174,887	1,208,035	2,382,922
35	6	3	9	6	1	7	12	4	16	50.00%	75.00%	56.25%	1,296,722	1,324,589	2,621,311
36+	1	0	1	1	0	1	2	0	2	50.00%	0.00%	50.00%	NA	NA	NA
TOTAL	11,925	3,919	15,844	137,396	29,736	167,132	149,321	33,655	182,976	7.99%	11.64%	8.66%	11,459,828	13,912,715	25,372,543

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-2 (Continued). FY 2001 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									17-35 YEAR OLD MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.81%	0.84%	0.82%	6.54%	8.55%	6.90%	6.09%	7.65%	6.37%	0.06%	0.17%	0.12%
18	7.51%	8.80%	7.83%	37.01%	39.38%	37.44%	34.66%	35.82%	34.87%	0.14%	0.49%	0.33%
19	10.48%	11.56%	10.75%	23.12%	20.19%	22.60%	22.11%	19.19%	21.57%	0.39%	0.96%	0.70%
20	11.85%	11.66%	11.80%	11.96%	11.09%	11.81%	11.96%	11.16%	11.81%	0.78%	1.42%	1.13%
21	11.61%	10.59%	11.35%	7.37%	6.73%	7.26%	7.71%	7.18%	7.61%	1.22%	2.31%	1.82%
22	10.56%	9.85%	10.38%	4.61%	4.22%	4.54%	5.09%	4.88%	5.05%	1.91%	2.96%	2.49%
23	9.25%	8.62%	9.09%	3.07%	3.04%	3.06%	3.56%	3.69%	3.58%	2.75%	3.99%	3.43%
24	8.39%	7.17%	8.09%	2.03%	2.02%	2.03%	2.54%	2.62%	2.56%	3.95%	4.53%	4.27%
25	7.35%	6.07%	7.03%	1.28%	1.20%	1.27%	1.77%	1.77%	1.77%	4.47%	4.99%	4.75%
26	5.12%	4.90%	5.06%	0.87%	0.82%	0.86%	1.21%	1.29%	1.23%	5.14%	5.76%	5.48%
27	4.42%	4.11%	4.34%	0.65%	0.73%	0.66%	0.95%	1.13%	0.98%	5.78%	6.18%	6.00%
28	3.15%	3.44%	3.23%	0.41%	0.56%	0.44%	0.63%	0.89%	0.68%	6.92%	6.62%	6.75%
29	2.66%	2.83%	2.70%	0.33%	0.42%	0.34%	0.51%	0.70%	0.55%	7.66%	7.47%	7.56%
30	1.86%	2.40%	1.99%	0.24%	0.27%	0.24%	0.37%	0.52%	0.40%	8.96%	8.52%	8.72%
31	1.67%	1.91%	1.73%	0.18%	0.26%	0.19%	0.30%	0.45%	0.32%	9.44%	8.50%	8.93%
32	1.33%	1.84%	1.46%	0.13%	0.14%	0.13%	0.23%	0.34%	0.25%	9.45%	8.50%	8.93%
33	1.01%	1.63%	1.16%	0.09%	0.15%	0.10%	0.17%	0.32%	0.20%	9.40%	8.42%	8.87%
34	0.91%	1.68%	1.10%	0.09%	0.22%	0.11%	0.15%	0.39%	0.20%	10.25%	8.68%	9.39%
35	0.05%	0.08%	0.06%	0.00%	0.00%	0.00%	0.01%	0.01%	0.01%	11.32%	9.52%	10.33%
36+	0.01%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-3. FY 2001 NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												TOTAL DoD			18-24 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	36,072	6,813	42,885	23,821	4,628	28,449	19,199	1,268	20,467	18,641	5,045	23,686	97,733	17,754	115,487	8,247,730	8,153,207	16,400,938
Black	10,396	5,048	15,444	7,993	2,436	10,429	3,312	350	3,662	4,074	2,085	6,159	25,775	9,919	35,694	1,686,097	1,941,241	3,627,338
Hispanic	6,095	1,547	7,642	5,064	1,219	6,283	4,040	353	4,393	1,743	607	2,350	16,942	3,726	20,668	2,028,802	1,917,994	3,946,795
Other	2,402	736	3,138	3,794	915	4,709	1,501	124	1,625	1,174	481	1,655	8,871	2,256	11,127	671,469	669,338	1,340,807
TOTAL	54,965	14,144	69,109	40,672	9,198	49,870	28,052	2,095	30,147	25,632	8,218	33,850	149,321	33,655	182,976	12,634,098	12,681,780	25,315,878
b. Percent																		
White	65.63%	48.17%	62.05%	58.57%	50.32%	57.05%	68.44%	60.53%	67.89%	72.73%	61.39%	69.97%	65.45%	52.75%	63.12%	65.28%	64.29%	64.79%
Black	18.91%	35.69%	22.35%	19.65%	26.48%	20.91%	11.81%	16.71%	12.15%	15.89%	25.37%	18.19%	17.26%	29.47%	19.51%	13.35%	15.31%	14.33%
Hispanic	11.09%	10.94%	11.06%	12.45%	13.25%	12.60%	14.40%	16.85%	14.57%	6.80%	7.39%	6.94%	11.35%	11.07%	11.30%	16.06%	15.12%	15.59%
Other	4.37%	5.20%	4.54%	9.33%	9.95%	9.44%	5.35%	5.92%	5.39%	4.58%	5.85%	4.89%	5.94%	6.70%	6.08%	5.31%	5.28%	5.30%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2000-September 2001.

Table B-4. FY 2001 NPS Active Component Enlisted Accessions by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	3,470	5.02%	2,517	5.05%	2,554	8.47%	1,135	3.35%	9,676	5.29%
PUERTO RICAN	1,454	2.10%	777	1.56%	410	1.36%	390	1.15%	3,031	1.66%
CUBAN	134	0.19%	141	0.28%	88	0.29%	43	0.13%	406	0.22%
LATIN AMER.	551	0.80%	505	1.01%	320	1.06%	126	0.37%	1,502	0.82%
OTHER HISP.	2,033	2.94%	2,343	4.70%	1,021	3.39%	656	1.94%	6,053	3.31%
ALEUTIAN	22	0.03%	59	0.12%	19	0.06%	17	0.05%	117	0.06%
ESKIMO	27	0.04%	38	0.08%	19	0.06%	5	0.01%	89	0.05%
N. AMER. INDIAN	670	0.97%	1,776	3.56%	336	1.11%	141	0.42%	2,923	1.60%
CHINESE	113	0.16%	141	0.28%	56	0.19%	19	0.06%	329	0.18%
JAPANESE	73	0.11%	60	0.12%	33	0.11%	46	0.14%	212	0.12%
KOREAN	332	0.48%	134	0.27%	94	0.31%	155	0.46%	715	0.39%
INDIAN	48	0.07%	84	0.17%	35	0.12%	23	0.07%	190	0.10%
FILIPINO	495	0.72%	964	1.93%	161	0.53%	422	1.25%	2,042	1.12%
VIETNAMESE	77	0.11%	127	0.25%	48	0.16%	27	0.08%	279	0.15%
OTHER ASIAN	205	0.30%	188	0.38%	105	0.35%	92	0.27%	590	0.32%
MELANESIAN	0	0.00%	2	0.00%	0	0.00%	1	0.00%	3	0.00%
MICRONESIAN	22	0.03%	10	0.02%	3	0.01%	2	0.01%	37	0.02%
POLYNESIAN	170	0.25%	55	0.11%	17	0.06%	48	0.14%	290	0.16%
OTHER PACIFIC	63	0.09%	111	0.22%	60	0.20%	49	0.14%	283	0.15%
OTHER/NONE *	58,729	84.98%	39,511	79.23%	24,319	80.67%	30,056	88.79%	152,615	83.41%
UNKNOWN	421	0.61%	327	0.66%	449	1.49%	397	1.17%	1,594	0.87%
TOTAL	69,109	100.00%	49,870	100.00%	30,147	100.00%	33,850	100.00%	182,976	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-5. FY 2001 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.*	TOTAL
ARMY							
Males	2,313	17,833	16,010	17,702	1,036	71	54,965
Females	338	3,789	4,188	5,556	250	23	14,144
Total	2,651	21,622	20,198	23,258	1,286	94	69,109
NAVY							
Males	1,697	13,241	10,856	14,787	11	80	40,672
Females	219	2,669	2,816	3,479	1	14	9,198
Total	1,916	15,910	13,672	18,266	12	94	49,870
MARINE CORPS							
Males	879	9,266	7,792	9,852	223	40	28,052
Females	65	683	716	628	0	3	2,095
Total	944	9,949	8,508	10,480	223	43	30,147
AIR FORCE							
Males	1,331	10,969	7,123	5,882	40	287	25,632
Females	212	2,879	2,660	2,364	1	102	8,218
Total	1,543	13,848	9,783	8,246	41	389	33,850
TOTAL DoD							
Males	6,220	51,309	41,781	48,223	1,310	478	149,321
Females	834	10,020	10,380	12,027	252	142	33,655
Total	7,054	61,329	52,161	60,250	1,562	620	182,976
1980, 18-23 YEAR OLD CIVILIANS							
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

*Other/Unk. include unknowns. Civilian numbers include AFQT Category V.

Table B-5 (Continued). FY 2001 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.*	TOTAL
ARMY							
Males	4.21%	32.44%	29.13%	32.21%	1.88%	0.13%	100.00%
Females	2.39%	26.79%	29.61%	39.28%	1.77%	0.16%	100.00%
Total	3.84%	31.29%	29.23%	33.65%	1.86%	0.14%	100.00%
NAVY							
Males	4.17%	32.56%	26.69%	36.36%	0.03%	0.20%	100.00%
Females	2.38%	29.02%	30.62%	37.82%	0.01%	0.15%	100.00%
Total	3.84%	31.90%	27.42%	36.63%	0.02%	0.19%	100.00%
MARINE CORPS							
Males	3.13%	33.03%	27.78%	35.12%	0.79%	0.14%	100.00%
Females	3.10%	32.60%	34.18%	29.98%	0.00%	0.14%	100.00%
Total	3.13%	33.00%	28.22%	34.76%	0.74%	0.14%	100.00%
AIR FORCE							
Males	5.19%	42.79%	27.79%	22.95%	0.16%	1.12%	100.00%
Females	2.58%	35.03%	32.37%	28.77%	0.01%	1.24%	100.00%
Total	4.56%	40.91%	28.90%	24.36%	0.12%	1.15%	100.00%
TOTAL DoD							
Males	4.17%	34.36%	27.98%	32.29%	0.88%	0.32%	100.00%
Females	2.48%	29.77%	30.84%	35.74%	0.75%	0.42%	100.00%
Total	3.86%	33.52%	28.51%	32.93%	0.85%	0.34%	100.00%
1980, 18-23 YEAR OLD CIVILIANS							
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-6. FY 2001 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY							
White	2,315	16,419	12,810	10,865	414	62	42,885
Black	140	2,749	4,357	7,635	548	15	15,444
Hispanic	80	1,548	2,208	3,572	225	9	7,642
Other	116	906	823	1,186	99	8	3,138
Total	2,651	21,622	20,198	23,258	1,286	94	69,109
NAVY							
White	1,549	11,234	8,096	7,501	6	63	28,449
Black	93	1,624	2,522	6,172	5	13	10,429
Hispanic	91	1,485	1,739	2,960	0	8	6,283
Other	183	1,567	1,315	1,633	1	10	4,709
Total	1,916	15,910	13,672	18,266	12	94	49,870
MARINE CORPS							
White	804	7,840	5,705	5,946	140	32	20,467
Black	36	697	940	1,929	55	5	3,662
Hispanic	42	944	1,411	1,970	21	5	4,393
Other	62	468	452	635	7	1	1,625
Total	944	9,949	8,508	10,480	223	43	30,147
AIR FORCE							
White	1,357	10,889	6,492	4,594	32	322	23,686
Black	71	1,580	2,042	2,440	4	22	6,159
Hispanic	50	731	756	792	4	17	2,350
Other	65	648	493	420	1	28	1,655
Total	1,543	13,848	9,783	8,246	41	389	33,850
TOTAL DoD							
White	6,025	46,382	33,103	28,906	592	479	115,487
Black	340	6,650	9,861	18,176	612	55	35,694
Hispanic	263	4,708	6,114	9,294	250	39	20,668
Other	426	3,589	3,083	3,874	108	47	11,127
Total	7,054	61,329	52,161	60,250	1,562	620	182,976

Table B-6 (Continued). FY 2001 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY							
White	5.40%	38.29%	29.87%	25.34%	0.97%	0.14%	100.00%
Black	0.91%	17.80%	28.21%	49.44%	3.55%	0.10%	100.00%
Hispanic	1.05%	20.26%	28.89%	46.74%	2.94%	0.12%	100.00%
Other	3.70%	28.87%	26.23%	37.79%	3.15%	0.25%	100.00%
Total	3.84%	31.29%	29.23%	33.65%	1.86%	0.14%	100.00%
NAVY							
White	5.44%	39.49%	28.46%	26.37%	0.02%	0.22%	100.00%
Black	0.89%	15.57%	24.18%	59.18%	0.05%	0.12%	100.00%
Hispanic	1.45%	23.64%	27.68%	47.11%	0.00%	0.13%	100.00%
Other	3.89%	33.28%	27.93%	34.68%	0.02%	0.21%	100.00%
Total	3.84%	31.90%	27.42%	36.63%	0.02%	0.19%	100.00%
MARINE CORPS							
White	3.93%	38.31%	27.87%	29.05%	0.68%	0.16%	100.00%
Black	0.98%	19.03%	25.67%	52.68%	1.50%	0.14%	100.00%
Hispanic	0.96%	21.49%	32.12%	44.84%	0.48%	0.11%	100.00%
Other	3.82%	28.80%	27.82%	39.08%	0.43%	0.06%	100.00%
Total	3.13%	33.00%	28.22%	34.76%	0.74%	0.14%	100.00%
AIR FORCE							
White	5.73%	45.97%	27.41%	19.40%	0.14%	1.36%	100.00%
Black	1.15%	25.65%	33.15%	39.62%	0.06%	0.36%	100.00%
Hispanic	2.13%	31.11%	32.17%	33.70%	0.17%	0.72%	100.00%
Other	3.93%	39.15%	29.79%	25.38%	0.06%	1.69%	100.00%
Total	4.56%	40.91%	28.90%	24.36%	0.12%	1.15%	100.00%
TOTAL DoD							
White	5.22%	40.16%	28.66%	25.03%	0.51%	0.41%	100.00%
Black	0.95%	18.63%	27.63%	50.92%	1.71%	0.15%	100.00%
Hispanic	1.27%	22.78%	29.58%	44.97%	1.21%	0.19%	100.00%
Other	3.83%	32.25%	27.71%	34.82%	0.97%	0.42%	100.00%
Total	3.86%	33.52%	28.51%	32.93%	0.85%	0.34%	100.00%

Rows may not add to totals due to rounding.

Table B-7. FY 2001 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
GENDER	#	%	#	%	#	%	#	%
ARMY								
Males	44,947	81.77%	9,895	18.00%	123	0.22%	54,965	100.00%
Females	12,710	89.86%	1,412	9.98%	22	0.16%	14,144	100.00%
Total	57,657	83.43%	11,307	16.36%	145	0.21%	69,109	100.00%
NAVY								
Males	35,663	87.68%	3,164	7.78%	1,845	4.54%	40,672	100.00%
Females	8,794	95.61%	289	3.14%	115	1.25%	9,198	100.00%
Total	44,457	89.15%	3,453	6.92%	1,960	3.93%	49,870	100.00%
MARINE CORPS								
Males	26,893	95.87%	1,059	3.78%	100	0.36%	28,052	100.00%
Females	2,046	97.66%	49	2.34%	0	0.00%	2,095	100.00%
Total	28,939	95.99%	1,108	3.68%	100	0.33%	30,147	100.00%
AIR FORCE								
Males	25,355	98.92%	241	0.94%	36	0.14%	25,632	100.00%
Females	8,156	99.25%	56	0.68%	6	0.07%	8,218	100.00%
Total	33,511	99.00%	297	0.88%	42	0.12%	33,850	100.00%
TOTAL DoD								
Males	132,858	88.97%	14,359	9.62%	2,104	1.41%	149,321	100.00%
Females	31,706	94.21%	1,806	5.37%	143	0.42%	33,655	100.00%
Total	164,564	89.94%	16,165	8.83%	2,247	1.23%	182,976	100.00%
18-24 YEAR OLD CIVILIANS								
Males	9,622,535	76.16%	**	**	3,011,563	23.84%	12,634,098	100.00%
Females	10,408,287	82.07%	**	**	2,273,493	17.93%	12,681,780	100.00%
Total	20,030,822	79.12%	**	**	5,285,057	20.88%	25,315,878	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

[redacted] Bureau of Labor Statistics Current Population Survey, October 2000-September 2001.

Table B-8. FY 2001 NPS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	34,312	80.01%	8,473	19.76%	100	0.23%	42,885	100.00%
Black	13,932	90.21%	1,498	9.70%	14	0.09%	15,444	100.00%
Hispanic	6,674	87.33%	951	12.44%	17	0.22%	7,642	100.00%
Other	2,739	87.28%	385	12.27%	14	0.45%	3,138	100.00%
Total	57,657	83.43%	11,307	16.36%	145	0.21%	69,109	100.00%
NAVY								
White	24,755	87.02%	2,360	8.30%	1,334	4.69%	28,449	100.00%
Black	9,748	93.47%	438	4.20%	243	2.33%	10,429	100.00%
Hispanic	5,728	91.17%	346	5.51%	209	3.33%	6,283	100.00%
Other	4,226	89.74%	309	6.56%	174	3.70%	4,709	100.00%
Total	44,457	89.15%	3,453	6.92%	1,960	3.93%	49,870	100.00%
MARINE CORPS								
White	19,531	95.43%	862	4.21%	74	0.36%	20,467	100.00%
Black	3,560	97.21%	95	2.59%	7	0.19%	3,662	100.00%
Hispanic	4,273	97.27%	102	2.32%	18	0.41%	4,393	100.00%
Other	1,575	96.92%	49	3.02%	1	0.06%	1,625	100.00%
Total	28,939	95.99%	1,108	3.68%	100	0.33%	30,147	100.00%
AIR FORCE								
White	23,394	98.77%	258	1.09%	34	0.14%	23,686	100.00%
Black	6,139	99.68%	15	0.24%	5	0.08%	6,159	100.00%
Hispanic	2,338	99.49%	11	0.47%	1	0.04%	2,350	100.00%
Other	1,640	99.09%	13	0.79%	2	0.12%	1,655	100.00%
Total	33,511	99.00%	297	0.88%	42	0.12%	33,850	100.00%
TOTAL DoD								
White	101,992	88.31%	11,953	10.35%	1,542	1.34%	115,487	100.00%
Black	33,379	93.51%	2,046	5.73%	269	0.75%	35,694	100.00%
Hispanic	19,013	91.99%	1,410	6.82%	245	1.19%	20,668	100.00%
Other	10,180	91.49%	756	6.79%	191	1.72%	11,127	100.00%
Total	164,564	89.94%	16,165	8.83%	2,247	1.23%	182,976	100.00%
18-24 YEAR OLD CIVILIANS								
White	13,902,928	84.77%	**	**	2,498,009	15.23%	16,400,938	100.00%
Black	2,693,295	74.25%	**	**	934,043	25.75%	3,627,338	100.00%
Hispanic	2,297,335	58.21%	**	**	1,649,460	41.79%	3,946,795	100.00%
Other	1,137,263	84.82%	**	**	203,544	15.18%	1,340,807	100.00%
Total	20,030,822	79.12%	**	**	5,285,057	20.88%	25,315,878	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2000-September 2001.

Table B-9. FY 2001 NPS Active Component Enlisted Accessions by Quality, Service, and Gender

	QUALITY					
	HIGH QUALITY *		NON-HIGH QUALITY		TOTAL	
GENDER	#	%	#	%	#	%
ARMY						
Males	28,911	52.60%	26,054	47.40%	54,965	100.00%
Females	7,351	51.97%	6,793	48.03%	14,144	100.00%
Total	36,262	52.47%	32,847	47.53%	69,109	100.00%
NAVY						
Males	20,762	51.05%	19,910	48.95%	40,672	100.00%
Females	5,287	57.48%	3,911	42.52%	9,198	100.00%
Total	26,049	52.23%	23,821	47.77%	49,870	100.00%
MARINE CORPS						
Males	16,796	59.87%	11,256	40.13%	28,052	100.00%
Females	1,415	67.54%	680	32.46%	2,095	100.00%
Total	18,211	60.41%	11,936	39.59%	30,147	100.00%
AIR FORCE						
Males	18,791	73.31%	6,841	26.69%	25,632	100.00%
Females	5,647	68.72%	2,571	31.28%	8,218	100.00%
Total	24,438	72.19%	9,412	27.81%	33,850	100.00%
TOTAL DoD						
Males	85,260	57.10%	64,061	42.90%	149,321	100.00%
Females	19,700	58.54%	13,955	41.46%	33,655	100.00%
Total	104,960	57.36%	78,016	42.64%	182,976	100.00%

* High quality accessions are AFQT Category I - IIIA, high school graduates.

Table B-10. FY 2001 NPS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	24,912	58.09%	17,973	41.91%	42,885	100.00%
Black	6,508	42.14%	8,936	57.86%	15,444	100.00%
Hispanic	3,297	43.14%	4,345	56.86%	7,642	100.00%
Other	1,545	49.24%	1,593	50.76%	3,138	100.00%
Total	36,262	52.47%	32,847	47.53%	69,109	100.00%
NAVY						
White	17,005	59.77%	11,444	40.23%	28,449	100.00%
Black	3,686	35.34%	6,743	64.66%	10,429	100.00%
Hispanic	2,786	44.34%	3,497	55.66%	6,283	100.00%
Other	2,572	54.62%	2,137	45.38%	4,709	100.00%
Total	26,049	52.23%	23,821	47.77%	49,870	100.00%
MARINE CORPS						
White	13,386	65.40%	7,081	34.60%	20,467	100.00%
Black	1,591	43.45%	2,071	56.55%	3,662	100.00%
Hispanic	2,300	52.36%	2,093	47.64%	4,393	100.00%
Other	934	57.48%	691	42.52%	1,625	100.00%
Total	18,211	60.41%	11,936	39.59%	30,147	100.00%
AIR FORCE						
White	18,084	76.35%	5,602	23.65%	23,686	100.00%
Black	3,658	59.39%	2,501	40.61%	6,159	100.00%
Hispanic	1,516	64.51%	834	35.49%	2,350	100.00%
Other	1,180	71.30%	475	28.70%	1,655	100.00%
Total	24,438	72.19%	9,412	27.81%	33,850	100.00%
TOTAL DoD						
White	73,387	63.55%	42,100	36.45%	115,487	100.00%
Black	15,443	43.26%	20,251	56.74%	35,694	100.00%
Hispanic	9,899	47.90%	10,769	52.10%	20,668	100.00%
Other	6,231	56.00%	4,896	44.00%	11,127	100.00%
Total	104,960	57.36%	78,016	42.64%	182,976	100.00%

* High quality accessions are AFQT Category I-IIIA, high school graduates.

Table B-11. FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION	DoD						18-24 YEAR OLD CIVILIANS		
CENSUS DIVISION	MALES		FEMALES		TOTAL		MALES	FEMALES	TOTAL
STATE	#	%	#	%	#	%	%	%	%
NORTHEAST REGION	**20,793**	**82.19%**	**4,505**	**17.81%**	**25,298**	**100.00%**	**50.64%**	**49.36%**	**100.00%**
New England Division	***4,605***	***84.53%***	***843***	***15.47%***	***5,448***	***100.00%***	***51.03%***	***48.97%***	***100.00%***
Maine	774	84.50%	142	15.50%	916	100.00%	54.91%	45.09%	100.00%
New Hampshire	572	85.63%	96	14.37%	668	100.00%	49.38%	50.62%	100.00%
Vermont	216	81.82%	48	18.18%	264	100.00%	48.68%	51.32%	100.00%
Massachusetts	1,692	86.02%	275	13.98%	1,967	100.00%	50.61%	49.39%	100.00%
Rhode Island	326	86.70%	50	13.30%	376	100.00%	48.51%	51.49%	100.00%
Connecticut	1,025	81.54%	232	18.46%	1,257	100.00%	52.20%	47.80%	100.00%
Middle Atlantic Division	***16,188***	***81.55%***	***3,662***	***18.45%***	***19,850***	***100.00%***	***50.51%***	***49.49%***	***100.00%***
New York	7,658	80.44%	1,862	19.56%	9,520	100.00%	49.86%	50.14%	100.00%
New Jersey	3,108	82.88%	642	17.12%	3,750	100.00%	50.04%	49.96%	100.00%
Pennsylvania	5,422	82.40%	1,158	17.60%	6,580	100.00%	51.89%	48.11%	100.00%
NORTH CENTRAL REGION	**30,933**	**83.82%**	**5,973**	**16.18%**	**36,906**	**100.00%**	**50.24%**	**49.76%**	**100.00%**
East North Central Division	***21,966***	***83.75%***	***4,262***	***16.25%***	***26,228***	***100.00%***	***49.91%***	***50.09%***	***100.00%***
Ohio	6,042	83.33%	1,209	16.67%	7,251	100.00%	48.59%	51.41%	100.00%
Indiana	3,092	86.39%	487	13.61%	3,579	100.00%	51.97%	48.03%	100.00%
Illinois	5,953	83.70%	1,159	16.30%	7,112	100.00%	48.39%	51.61%	100.00%
Michigan	4,617	84.01%	879	15.99%	5,496	100.00%	51.98%	48.02%	100.00%
Wisconsin	2,262	81.08%	528	18.92%	2,790	100.00%	50.39%	49.61%	100.00%
West North Central Division	***8,967***	***83.98%***	***1,711***	***16.02%***	***10,678***	***100.00%***	***51.01%***	***48.99%***	***100.00%***
Minnesota	1,633	84.00%	311	16.00%	1,944	100.00%	53.23%	46.77%	100.00%
Iowa	1,170	83.51%	231	16.49%	1,401	100.00%	51.23%	48.77%	100.00%
Missouri	3,106	85.56%	524	14.44%	3,630	100.00%	52.57%	47.43%	100.00%
North Dakota	298	78.63%	81	21.37%	379	100.00%	51.08%	48.92%	100.00%
South Dakota	467	80.10%	116	19.90%	583	100.00%	48.88%	51.12%	100.00%
Nebraska	906	83.50%	179	16.50%	1,085	100.00%	45.63%	54.37%	100.00%
[illegible]	1,387	83.76%	269	16.24%	1,656	100.00%	48.33%	51.67%	100.00%

[illegible] October 2000-September 2001.

Table B-11 (Continued). FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD						18-24 YEAR OLD CIVILIANS		
	MALES		FEMALES		TOTAL		MALES	FEMALES	TOTAL
	#	%	#	%	#	%	%	%	%
SOUTH REGION	**62,092**	**80.05%**	**15,473**	**19.95%**	**77,565**	**100.00%**	**48.93%**	**51.07%**	**100.00%**
South Atlantic Division	***30,047***	***78.62%***	***8,173***	***21.38%***	***38,220***	***100.00%***	***49.43%***	***50.57%***	***100.00%***
Delaware	359	81.04%	84	18.96%	443	100.00%	45.17%	54.83%	100.00%
Maryland	2,892	79.39%	751	20.61%	3,643	100.00%	52.26%	47.74%	100.00%
District of Columbia	156	76.85%	47	23.15%	203	100.00%	49.29%	50.71%	100.00%
Virginia	4,161	77.59%	1,202	22.41%	5,363	100.00%	52.50%	47.50%	100.00%
West Virginia	1,163	88.04%	158	11.96%	1,321	100.00%	46.75%	53.25%	100.00%
North Carolina	4,272	78.65%	1,160	21.35%	5,432	100.00%	48.33%	51.67%	100.00%
South Carolina	2,690	77.19%	795	22.81%	3,485	100.00%	48.83%	51.17%	100.00%
Georgia	4,466	75.58%	1,443	24.42%	5,909	100.00%	45.60%	54.40%	100.00%
Florida	9,888	79.61%	2,533	20.39%	12,421	100.00%	50.73%	49.27%	100.00%
East South Central Division	***9,909***	***81.76%***	***2,210***	***18.24%***	***12,119***	***100.00%***	***47.03%***	***52.97%***	***100.00%***
Kentucky	1,897	83.98%	362	16.02%	2,259	100.00%	44.90%	55.10%	100.00%
Tennessee	2,964	84.56%	541	15.44%	3,505	100.00%	47.36%	52.64%	100.00%
Alabama	3,244	80.02%	810	19.98%	4,054	100.00%	48.74%	51.26%	100.00%
Mississippi	1,804	78.40%	497	21.60%	2,301	100.00%	46.31%	53.69%	100.00%
West South Central Division	***22,136***	***81.30%***	***5,090***	***18.70%***	***27,226***	***100.00%***	***49.19%***	***50.81%***	***100.00%***
Arkansas	1,696	81.23%	392	18.77%	2,088	100.00%	49.67%	50.33%	100.00%
Louisiana	3,241	77.93%	918	22.07%	4,159	100.00%	46.18%	53.82%	100.00%
Oklahoma	2,390	81.40%	546	18.60%	2,936	100.00%	51.49%	48.51%	100.00%
Texas	14,809	82.08%	3,234	17.92%	18,043	100.00%	49.45%	50.55%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-11 (Continued). FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD MALES #	DoD MALES %	DoD FEMALES #	DoD FEMALES %	DoD TOTAL #	DoD TOTAL %	18-24 YEAR OLD CIVILIANS MALES %	18-24 YEAR OLD CIVILIANS FEMALES %	18-24 YEAR OLD CIVILIANS TOTAL %
WEST REGION	**33,846**	**82.15%**	**7,352**	**17.85%**	**41,198**	**100.00%**	**50.47%**	**49.53%**	**100.00%**
Mountain Division	***11,087***	***81.68%***	***2,487***	***18.32%***	***13,574***	***100.00%***	***50.22%***	***49.78%***	***100.00%***
Montana	872	80.44%	212	19.56%	1,084	100.00%	50.26%	49.74%	100.00%
Idaho	948	83.60%	186	16.40%	1,134	100.00%	49.90%	50.10%	100.00%
Wyoming	424	84.80%	76	15.20%	500	100.00%	48.65%	51.35%	100.00%
Colorado	2,176	81.38%	498	18.62%	2,674	100.00%	49.11%	50.89%	100.00%
New Mexico	1,426	79.93%	358	20.07%	1,784	100.00%	47.78%	52.22%	100.00%
Arizona	3,044	81.28%	701	18.72%	3,745	100.00%	15.89%	47.59%	100.00%
Utah	922	86.17%	148	13.83%	1,070	100.00%	48.34%	51.66%	100.00%
Nevada	1,275	80.54%	308	19.46%	1,583	100.00%	52.12%	47.88%	100.00%
Pacific Division	***22,759***	***82.39%***	***4,865***	***17.61%***	***27,624***	***100.00%***	***50.57%***	***49.43%***	***100.00%***
Washington	3,572	84.23%	669	15.77%	4,241	100.00%	48.56%	51.44%	100.00%
Oregon	2,130	84.56%	389	15.44%	2,519	100.00%	48.83%	48.83%	100.00%
California	15,914	81.79%	3,543	18.21%	19,457	100.00%	50.98%	49.02%	100.00%
Alaska	508	79.62%	130	20.38%	638	100.00%	51.39%	48.61%	100.00%
Hawaii	635	82.57%	134	17.43%	769	100.00%	51.82%	48.18%	100.00%
UNITED STATES SUBTOTAL	**147,664**	**81.60%**	**33,303**	**18.40%**	**180,967**	**100.00%**	**49.91%**	**50.09%**	**100.00%**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**1,657**	**82.48%**	**352**	**17.52%**	**2,009**	**100.00%**			
TOTAL	**149,321**	**81.61%**	**33,655**	**18.39%**	**182,976**	**100.00%**			

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-12. FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
NORTHEAST REGION	**16,473**	**65.12%**	**5,005**	**19.78%**	**2,796**	**11.05%**	**1,024**	**4.05%**	**71.14%**	**13.76%**	**10.91%**	**4.19%**
New England Division	***4,522***	***83.00%***	***440***	***8.08%***	***298***	***5.47%***	***188***	***3.45%***	***81.57%***	***7.92%***	***7.30%***	***3.22%***
Maine	873	95.31%	11	1.20%	6	0.66%	26	2.84%	97.33%	0.70%	0.57%	1.40%
New Hampshire	639	95.66%	6	0.90%	11	1.65%	12	1.80%	92.85%	2.54%	2.19%	2.42%
Vermont	253	95.83%	0	0.00%	7	2.65%	4	1.52%	97.06%	1.14%	0.23%	1.57%
Massachusetts	1,588	80.73%	185	9.41%	113	5.74%	81	4.12%	78.52%	8.37%	9.17%	3.94%
Rhode Island	302	80.32%	28	7.45%	26	6.91%	20	5.32%	78.62%	6.94%	10.82%	3.62%
Connecticut	867	68.97%	210	16.71%	135	10.74%	45	3.58%	74.34%	14.09%	8.60%	2.97%
Middle Atlantic Division	***11,951***	***60.21%***	***4,565***	***23.00%***	***2,498***	***12.58%***	***836***	***4.21%***	***67.67%***	***15.70%***	***12.12%***	***4.51%***
New York	4,825	50.68%	2,652	27.86%	1,602	16.83%	441	4.63%	59.63%	18.97%	15.69%	5.71%
New Jersey	1,787	47.65%	1,007	26.85%	732	19.52%	224	5.97%	62.09%	16.18%	16.10%	5.62%
Pennsylvania	5,339	81.14%	906	13.77%	164	2.49%	171	2.60%	84.37%	10.10%	3.68%	1.85%
NORTH CENTRAL REGION	**29,381**	**79.61%**	**5,094**	**13.80%**	**1,172**	**3.18%**	**1,259**	**3.41%**	**79.46%**	**11.70%**	**5.77%**	**3.07%**
East North Central Division	***20,192***	***76.99%***	***4,324***	***16.49%***	***976***	***3.72%***	***736***	***2.81%***	***76.76%***	***13.48%***	***6.63%***	***3.14%***
Ohio	5,873	81.00%	1,169	16.12%	71	0.98%	138	1.90%	81.33%	14.46%	2.34%	1.88%
Indiana	3,070	85.78%	377	10.53%	64	1.79%	68	1.90%	90.73%	5.86%	2.55%	0.85%
Illinois	4,568	64.23%	1,630	22.92%	635	8.93%	279	3.92%	62.78%	18.96%	13.63%	4.63%
Michigan	4,267	77.64%	930	16.92%	131	2.38%	168	3.06%	78.56%	14.05%	4.19%	3.20%
Wisconsin	2,414	86.52%	218	7.81%	75	2.69%	83	2.97%	83.83%	4.92%	6.99%	4.26%
West North Central Division	***9,189***	***86.06%***	***770***	***7.21%***	***196***	***1.84%***	***523***	***4.90%***	***85.83%***	***7.50%***	***3.76%***	***2.91%***
Minnesota	1,752	90.12%	71	3.65%	32	1.65%	89	4.58%	86.80%	4.56%	3.46%	5.18%
Iowa	1,299	92.72%	39	2.78%	28	2.00%	35	2.50%	89.30%	3.85%	4.70%	2.15%
Missouri	3,011	82.95%	465	12.81%	33	0.91%	121	3.33%	81.49%	15.65%	1.77%	1.09%
North Dakota	332	87.60%	4	1.06%	2	0.53%	41	10.82%	91.94%	0.57%	0.83%	6.66%
South Dakota	469	80.45%	3	0.51%	3	0.51%	108	18.52%	91.62%	0.73%	1.20%	6.46%
Nebraska	940	86.64%	63	5.81%	53	4.88%	29	2.67%	86.95%	4.48%	6.81%	1.77%
Kansas	1,386	83.70%	125	7.55%	45	2.72%	100	6.04%	85.28%	6.02%	6.46%	2.24%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-12 (Continued). FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
SOUTH REGION	**44,375**	**57.21%**	**22,389**	**28.86%**	**7,665**	**9.88%**	**3,136**	**4.04%**	**59.57%**	**22.77%**	**14.88%**	**2.78%**
South Atlantic Division	***21,128***	***55.28%***	***13,428***	***35.13%***	***2,109***	***5.52%***	***1,555***	***4.07%***	***60.53%***	***25.83%***	***11.05%***	***2.60%***
Delaware	288	65.01%	134	30.25%	4	0.90%	17	3.84%	65.36%	24.70%	8.67%	1.27%
Maryland	1,866	51.22%	1,492	40.96%	58	1.59%	227	6.23%	56.87%	31.53%	9.17%	2.42%
District of Columbia	23	11.33%	161	79.31%	3	1.48%	16	7.88%	30.10%	58.00%	8.30%	3.60%
Virginia	3,111	58.01%	1,783	33.25%	157	2.93%	312	5.82%	67.06%	21.77%	6.50%	4.67%
West Virginia	1,242	94.02%	68	5.15%	4	0.30%	7	0.53%	95.84%	2.79%	0.75%	0.63%
North Carolina	3,096	57.00%	2,051	37.76%	84	1.55%	201	3.70%	61.15%	25.29%	8.93%	4.64%
South Carolina	1,529	43.87%	1,847	53.00%	21	0.60%	88	2.53%	71.02%	26.30%	2.30%	0.38%
Georgia	2,771	46.89%	2,899	49.06%	70	1.18%	169	2.86%	54.55%	39.17%	4.47%	1.81%
Florida	7,202	57.98%	2,993	24.10%	1,708	13.75%	518	4.17%	56.42%	19.72%	21.78%	2.09%
East South Central Division	***8,079***	***66.66%***	***3,687***	***30.42%***	***101***	***0.83%***	***252***	***2.08%***	***68.97%***	***27.04%***	***2.98%***	***1.02%***
Kentucky	1,938	85.79%	237	10.49%	35	1.55%	49	2.17%	86.57%	9.25%	3.84%	0.35%
Tennessee	2,656	75.78%	737	21.03%	30	0.86%	82	2.34%	69.56%	25.20%	3.82%	1.42%
Alabama	2,343	57.79%	1,603	39.54%	28	0.69%	80	1.97%	61.71%	35.20%	1.92%	1.17%
Mississippi	1,142	49.63%	1,110	48.24%	8	0.35%	41	1.78%	55.21%	42.06%	1.86%	0.87%
West South Central Division	***15,168***	***55.71%***	***5,274***	***19.37%***	***5,455***	***20.04%***	***1,329***	***4.88%***	***53.09%***	***15.96%***	***26.95%***	***4.00%***
Arkansas	1,550	74.23%	460	22.03%	21	1.01%	57	2.73%	72.95%	22.66%	3.11%	1.28%
Louisiana	2,191	52.68%	1,797	43.21%	31	0.75%	140	3.37%	62.63%	34.54%	1.88%	0.95%
Oklahoma	2,139	72.85%	318	10.83%	84	2.86%	395	13.45%	76.11%	8.79%	4.94%	10.17%
Texas	9,288	51.48%	2,699	14.96%	5,319	29.48%	737	4.08%	44.54%	11.98%	39.45%	4.03%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-12 (Continued). FY 2001 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD								18-24 YEAR OLD CIVILIANS			
	WHITE		BLACK		HISPANIC		OTHER		WHITE	BLACK	HISPANIC	OTHER
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	**24,959**	**60.58%**	**2,980**	**7.23%**	**7,755**	**18.82%**	**5,504**	**13.36%**	**54.47%**	**5.27%**	**28.67%**	**11.59%**
Mountain Division	***9,795***	***72.16%***	***568***	***4.18%***	***1,936***	***14.26%***	***1,275***	***9.39%***	***66.72%***	***3.38%***	***24.09%***	***5.81%***
Montana	964	88.93%	5	0.46%	11	1.01%	104	9.59%	87.49%	1.07%	2.38%	9.07%
Idaho	1,005	88.62%	7	0.62%	61	5.38%	61	5.38%	87.76%	1.50%	7.98%	2.76%
Wyoming	442	88.40%	9	1.80%	19	3.80%	30	6.00%	92.64%	0.00%	5.62%	1.74%
Colorado	1,986	74.27%	171	6.39%	313	11.71%	204	7.63%	71.77%	3.88%	19.66%	4.70%
New Mexico	839	47.03%	49	2.75%	626	35.09%	270	15.13%	39.84%	1.73%	44.79%	13.65%
Arizona	2,543	67.90%	174	4.65%	666	17.78%	362	9.67%	51.78%	4.70%	37.02%	6.51%
Utah	930	86.92%	18	1.68%	45	4.21%	77	7.20%	86.50%	0.35%	10.46%	2.69%
Nevada	1,086	68.60%	135	8.53%	195	12.32%	167	10.55%	62.33%	8.02%	24.02%	5.62%
Pacific Division	***15,164***	***54.89%***	***2,412***	***8.73%***	***5,819***	***21.07%***	***4,229***	***15.31%***	***49.75%***	***6.00%***	***30.43%***	***13.82%***
Washington	3,348	78.94%	210	4.95%	173	4.08%	510	12.03%	79.79%	4.39%	7.85%	7.97%
Oregon	2,131	84.60%	42	1.67%	140	5.56%	206	8.18%	79.49%	1.60%	13.11%	5.80%
California	9,112	46.83%	2,060	10.59%	5,464	28.08%	2,821	14.50%	42.90%	6.72%	36.76%	13.61%
Alaska	447	70.06%	42	6.58%	14	2.19%	135	21.16%	68.30%	5.37%	4.08%	22.25%
Hawaii	126	16.38%	58	7.54%	28	3.64%	557	72.43%	24.00%	2.91%	2.38%	70.71%
UNITED STATES SUBTOTAL	**115,188**	**63.65%**	**35,468**	**19.60%**	**19,388**	**10.71%**	**10,923**	**6.04%**	**64.79%**	**14.33%**	**15.59%**	**5.30%**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**299**	**14.88%**	**226**	**11.25%**	**1,280**	**63.71%**	**204**	**10.15%**				
TOTAL	**115,487**	**63.12%**	**35,694**	**19.51%**	**20,668**	**11.30%**	**11,127**	**6.08%**				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-13. FY 2001 PS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

	SERVICE												TOTAL DoD			17-35 YR OLD CIVILIANS		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17	3	0	3	4	0	4	1	1	2	0	0	0	8	1	9	898,999	888,465	1,787,463
18	97	20	117	27	6	33	26	4	30	19	5	24	169	35	204	1,100,595	1,033,796	2,134,391
19	330	79	409	41	10	51	34	6	40	43	16	59	448	111	559	1,294,408	1,229,042	2,523,450
20	408	77	485	69	12	81	36	1	37	56	12	68	569	102	671	1,367,523	1,289,031	2,656,554
21	403	77	480	70	16	86	42	2	44	58	17	75	573	112	685	1,337,792	1,256,769	2,594,561
22	492	96	588	129	21	150	41	0	41	117	33	150	779	150	929	1,453,701	1,249,960	2,703,661
23	521	77	598	217	20	237	43	3	46	159	27	186	940	127	1,067	1,474,833	1,330,765	2,805,598
24	506	60	566	220	23	243	32	2	34	150	33	183	908	118	1,026	1,555,409	1,408,238	2,963,647
25+	3,387	434	3,821	1,482	174	1,656	129	8	137	1,045	151	1,196	6,043	767	6,810	17,710,819	15,129,096	32,839,914
TOTAL	6,147	920	7,067	2,259	282	2,541	384	27	411	1,647	294	1,941	10,437	1,523	11,960	28,194,078	24,815,162	53,009,240
b. Percent																		
17	0.05%	0.00%	0.04%	0.18%	0.00%	0.16%	0.26%	3.70%	0.49%	0.00%	0.00%	0.00%	0.08%	0.07%	0.08%	3.19%	3.58%	3.37%
18	1.58%	2.17%	1.66%	1.20%	2.13%	1.30%	6.77%	14.81%	7.30%	1.15%	1.70%	1.24%	1.62%	2.30%	1.71%	3.90%	4.17%	4.03%
19	5.37%	8.59%	5.79%	1.81%	3.55%	2.01%	8.85%	22.22%	9.73%	2.61%	5.44%	3.04%	4.29%	7.29%	4.67%	4.59%	4.95%	4.76%
20	6.64%	8.37%	6.86%	3.05%	4.26%	3.19%	9.38%	3.70%	9.00%	3.40%	4.08%	3.50%	5.45%	6.70%	5.61%	4.85%	5.19%	5.01%
21	6.56%	8.37%	6.79%	3.10%	5.67%	3.38%	10.94%	7.41%	10.71%	3.52%	5.78%	3.86%	5.49%	7.35%	5.73%	4.74%	5.06%	4.89%
22	8.00%	10.43%	8.32%	5.71%	7.45%	5.90%	10.68%	0.00%	9.98%	7.10%	11.22%	7.73%	7.46%	9.85%	7.77%	5.16%	5.04%	5.10%
23	8.48%	8.37%	8.46%	9.61%	7.09%	9.33%	11.20%	11.11%	11.19%	9.65%	9.18%	9.58%	9.01%	8.34%	8.92%	5.23%	5.36%	5.29%
24	8.23%	6.52%	8.01%	9.74%	8.16%	9.56%	8.33%	7.41%	8.27%	9.11%	11.22%	9.43%	8.70%	7.75%	8.58%	5.52%	5.67%	5.59%
25+	55.10%	47.17%	54.07%	65.60%	61.70%	65.17%	33.59%	29.63%	33.33%	63.45%	51.36%	61.62%	57.90%	50.36%	56.94%	62.82%	60.97%	61.95%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-14. FY 2001 PS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												17-35 YEAR OLD MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	1	0	1	7	1	8	8	1	9	12.50%	0.00%	11.11%	895,263	879,304	1,774,567
18	9	2	11	160	33	193	169	35	204	5.33%	5.71%	5.39%	1,088,361	1,003,224	2,091,585
19	64	13	77	384	98	482	448	111	559	14.29%	11.71%	13.77%	1,257,937	1,159,968	2,417,905
20	99	20	119	470	82	552	569	102	671	17.40%	19.61%	17.73%	1,285,604	1,168,118	2,453,722
21	151	32	183	422	80	502	573	112	685	26.35%	28.57%	26.72%	1,208,763	1,060,347	2,269,111
22	272	60	332	507	90	597	779	150	929	34.92%	40.00%	35.74%	1,250,916	991,476	2,242,392
23	435	66	501	505	61	566	940	127	1,067	46.28%	51.97%	46.95%	1,179,281	964,635	2,143,917
24	431	62	493	477	56	533	908	118	1,026	47.47%	52.54%	48.05%	1,124,573	969,518	2,094,091
25	437	68	505	365	48	413	802	116	918	54.49%	58.62%	55.01%	976,192	788,456	1,764,648
26	443	65	508	341	37	378	784	102	886	56.51%	63.73%	57.34%	895,683	726,570	1,622,252
27	449	47	496	286	30	316	735	77	812	61.09%	61.04%	61.08%	795,968	649,968	1,445,937
28	397	61	458	224	28	252	621	89	710	63.93%	68.54%	64.51%	759,746	656,654	1,416,400
29	395	44	439	231	32	263	626	76	702	63.10%	57.89%	62.54%	750,637	648,621	1,399,258
30	324	44	368	183	16	199	507	60	567	63.91%	73.33%	64.90%	795,975	693,170	1,489,145
31	298	36	334	142	16	158	440	52	492	67.73%	69.23%	67.89%	680,416	590,098	1,270,513
32	257	38	295	129	11	140	386	49	435	66.58%	77.55%	67.82%	618,082	557,581	1,175,662
33	182	24	206	121	11	132	303	35	338	60.07%	68.57%	60.95%	557,392	511,011	1,068,404
34	175	21	196	69	15	84	244	36	280	71.72%	58.33%	70.00%	557,491	557,211	1,114,702
35	116	13	129	60	7	67	176	20	196	65.91%	65.00%	65.82%	570,929	560,586	1,131,515
36+	285	28	313	134	27	161	419	55	474	68.02%	50.91%	66.03%	NA	NA	NA
TOTAL	5,220	744	5,964	5,217	779	5,996	10,437	1,523	11,960	50.01%	48.85%	49.87%	17,249,209	15,136,516	32,385,725

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-14 (Continued). FY 2001 PS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			MARRIED CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.02%	0.00%	0.02%	0.13%	0.13%	0.13%	0.08%	0.07%	0.08%	5.19%	5.81%	5.48%
18	0.17%	0.27%	0.18%	3.07%	4.24%	3.22%	1.62%	2.30%	1.71%	6.31%	6.63%	6.46%
19	1.23%	1.75%	1.29%	7.36%	12.58%	8.04%	4.29%	7.29%	4.67%	7.29%	7.66%	7.47%
20	1.90%	2.69%	2.00%	9.01%	10.53%	9.21%	5.45%	6.70%	5.61%	7.45%	7.72%	7.58%
21	2.89%	4.30%	3.07%	8.09%	10.27%	8.37%	5.49%	7.35%	5.73%	7.01%	7.01%	7.01%
22	5.21%	8.06%	5.57%	9.72%	11.55%	9.96%	7.46%	9.85%	7.77%	7.25%	6.55%	6.92%
23	8.33%	8.87%	8.40%	9.68%	7.83%	9.44%	9.01%	8.34%	8.92%	6.84%	6.37%	6.62%
24	8.26%	8.33%	8.27%	9.14%	7.19%	8.89%	8.70%	7.75%	8.58%	6.52%	6.41%	6.47%
25	8.37%	9.14%	8.47%	7.00%	6.16%	6.89%	7.68%	7.62%	7.68%	5.66%	5.21%	5.45%
26	8.49%	8.74%	8.52%	6.54%	4.75%	6.30%	7.51%	6.70%	7.41%	5.19%	4.80%	5.01%
27	8.60%	6.32%	8.32%	5.48%	3.85%	5.27%	7.04%	5.06%	6.79%	4.61%	4.29%	4.46%
28	7.61%	8.20%	7.68%	4.29%	3.59%	4.20%	5.95%	5.84%	5.94%	4.40%	4.34%	4.37%
29	7.57%	5.91%	7.36%	4.43%	4.11%	4.39%	6.00%	4.99%	5.87%	4.35%	4.29%	4.32%
30	6.21%	5.91%	6.17%	3.51%	2.05%	3.32%	4.86%	3.94%	4.74%	4.61%	4.58%	4.60%
31	5.71%	4.84%	5.60%	2.72%	2.05%	2.64%	4.22%	3.41%	4.11%	3.94%	3.90%	3.92%
32	4.92%	5.11%	4.95%	2.47%	1.41%	2.33%	3.70%	3.22%	3.64%	3.58%	3.68%	3.63%
33	3.49%	3.23%	3.45%	2.32%	1.41%	2.20%	2.90%	2.30%	2.83%	3.23%	3.38%	3.30%
34	3.35%	2.82%	3.29%	1.32%	1.93%	1.40%	2.34%	2.36%	2.34%	3.23%	3.68%	3.44%
35	2.22%	1.75%	2.16%	1.15%	0.90%	1.12%	1.69%	1.31%	1.64%	3.31%	3.70%	3.49%
36+	5.46%	3.76%	5.25%	2.57%	3.47%	2.69%	4.01%	3.61%	3.96%	NA	NA	NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table B-15. FY 2001 PS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			17-35 YR OLD CIVILIANS		
ETHNICITY	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	4,026	391	4,417	1,452	142	1,594	268	15	283	1,339	206	1,545	7,085	754	7,839	18,939,136	16,592,590	35,531,726
Black	1,354	411	1,765	468	98	566	51	5	56	141	65	206	2,014	579	2,593	3,196,273	3,714,704	6,910,977
Hispanic	549	81	630	175	14	189	49	2	51	81	10	91	854	107	961	4,568,743	3,245,728	7,814,471
Other	218	37	255	164	28	192	16	5	21	86	13	99	484	83	567	1,489,925	1,262,140	2,752,065
TOTAL	6,147	920	7,067	2,259	282	2,541	384	27	411	1,647	294	1,941	10,437	1,523	11,960	28,194,078	24,815,162	53,009,240
b. Percent																		
White	65.50%	42.50%	62.50%	64.28%	50.35%	62.73%	69.79%	55.56%	68.86%	81.30%	70.07%	79.60%	67.88%	49.51%	65.54%	67.17%	66.86%	67.03%
Black	22.03%	44.67%	24.98%	20.72%	34.75%	22.27%	13.28%	18.52%	13.63%	8.56%	22.11%	10.61%	19.30%	38.02%	21.68%	11.34%	14.97%	13.04%
Hispanic	8.93%	8.80%	8.91%	7.75%	4.96%	7.44%	12.76%	7.41%	12.41%	4.92%	3.40%	4.69%	8.18%	7.03%	8.04%	16.20%	13.08%	14.74%
Other	3.55%	4.02%	3.61%	7.26%	9.93%	7.56%	4.17%	18.52%	5.11%	5.22%	4.42%	5.10%	4.64%	5.45%	4.74%	5.28%	5.09%	5.19%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2000-September 2001.

Table B-16. FY 2001 PS Active Component Enlisted Accessions by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	234	3.31%	85	3.35%	35	8.52%	43	2.22%	397	3.32%
PUERTO RICAN	205	2.90%	30	1.18%	3	0.73%	13	0.67%	251	2.10%
CUBAN	13	0.18%	2	0.08%	0	0.00%	2	0.10%	17	0.14%
LATIN AMER.	39	0.55%	10	0.39%	2	0.49%	6	0.31%	57	0.48%
OTHER HISP.	139	1.97%	62	2.44%	11	2.68%	27	1.39%	239	2.00%
ALEUTIAN	3	0.04%	2	0.08%	0	0.00%	1	0.05%	6	0.05%
ESKIMO	1	0.01%	2	0.08%	0	0.00%	0	0.00%	3	0.03%
N. AMER. INDIAN	55	0.78%	55	2.16%	3	0.73%	6	0.31%	119	0.99%
CHINESE	4	0.06%	3	0.12%	0	0.00%	3	0.15%	10	0.08%
JAPANESE	3	0.04%	4	0.16%	0	0.00%	2	0.10%	9	0.08%
KOREAN	22	0.31%	7	0.28%	1	0.24%	6	0.31%	36	0.30%
INDIAN	2	0.03%	5	0.20%	2	0.49%	0	0.00%	9	0.08%
FILIPINO	39	0.55%	50	1.97%	0	0.00%	24	1.24%	113	0.94%
VIETNAMESE	8	0.11%	5	0.20%	1	0.24%	8	0.41%	22	0.18%
OTHER ASIAN	16	0.23%	9	0.35%	0	0.00%	10	0.52%	35	0.29%
MELANESIAN	1	0.01%	0	0.00%	0	0.00%	0	0.00%	1	0.01%
MICRONESIAN	6	0.08%	1	0.04%	1	0.24%	0	0.00%	8	0.07%
POLYNESIAN	16	0.23%	5	0.20%	0	0.00%	3	0.15%	24	0.20%
GUAMANIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
OTHER PACIFIC	6	0.08%	3	0.12%	0	0.00%	1	0.05%	10	0.08%
OTHER/NONE *	6,205	87.80%	2,173	85.52%	342	83.21%	1,754	90.37%	10,474	87.58%
UNKNOWN	50	0.71%	28	1.10%	10	2.43%	32	1.65%	120	1.00%
TOTAL	7,067	100.00%	2,541	100.00%	411	100.00%	1,941	100.00%	11,960	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-17. FY 2001 PS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.*	TOTAL
ARMY							
Males	258	2,159	1,551	1,757	329	93	6,147
Females	19	279	262	305	45	10	920
Total	277	2,438	1,813	2,062	374	103	7,067
NAVY							
Males	81	575	396	415	18	774	2,259
Females	5	72	67	52	1	85	282
Total	86	647	463	467	19	859	2,541
MARINE CORPS							
Males	21	157	115	89	0	2	384
Females	1	10	7	9	0	0	27
Total	22	167	122	98	0	2	411
AIR FORCE							
Males	71	416	216	90	0	854	1,647
Females	9	48	23	19	0	195	294
Total	80	464	239	109	0	1,049	1,941
TOTAL DoD							
Males	431	3,307	2,278	2,351	347	1,723	10,437
Females	34	409	359	385	46	290	1,523
Total	465	3,716	2,637	2,736	393	2,013	11,960
1980, 18-23 YEAR OLD CIVILIANS							
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

* Service numbers include unknowns. Civilian numbers include AFQT Category V.

Table B-17 (Continued). FY 2001 PS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.*	TOTAL
ARMY							
Males	4.20%	35.12%	25.23%	28.58%	5.35%	1.51%	100.00%
Females	2.07%	30.33%	28.48%	33.15%	4.89%	1.09%	100.00%
Total	3.92%	34.50%	25.65%	29.18%	5.29%	1.46%	100.00%
NAVY							
Males	3.59%	25.45%	17.53%	18.37%	0.80%	34.26%	100.00%
Females	1.77%	25.53%	23.76%	18.44%	0.35%	30.14%	100.00%
Total	3.38%	25.46%	18.22%	18.38%	0.75%	33.81%	100.00%
MARINE CORPS							
Males	5.47%	40.89%	29.95%	23.18%	0.00%	0.52%	100.00%
Females	3.70%	37.04%	25.93%	33.33%	0.00%	0.00%	100.00%
Total	5.35%	40.63%	29.68%	23.84%	0.00%	0.49%	100.00%
AIR FORCE							
Males	4.31%	25.26%	13.11%	5.46%	0.00%	51.85%	100.00%
Females	3.06%	16.33%	7.82%	6.46%	0.00%	66.33%	100.00%
Total	4.12%	23.91%	12.31%	5.62%	0.00%	54.04%	100.00%
TOTAL DoD							
Males	4.13%	31.69%	21.83%	22.53%	3.32%	16.51%	100.00%
Females	2.23%	26.85%	23.57%	25.28%	3.02%	19.04%	100.00%
Total	3.89%	31.07%	22.05%	22.88%	3.29%	16.83%	100.00%
1980, 18-23 YEAR OLD CIVILIANS							
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense

Table B-18. FY 2001 PS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY							
White	243	1,847	1,113	1,035	119	60	4,417
Black	13	348	479	701	197	27	1,765
Hispanic	11	168	157	244	41	9	630
Other	10	75	64	82	17	7	255
Total	277	2,438	1,813	2,062	374	103	7,067
NAVY							
White	72	486	301	216	8	511	1,594
Black	3	62	107	164	10	220	566
Hispanic	5	42	32	49	1	60	189
Other	6	57	23	38	0	68	192
Total	86	647	463	467	19	859	2,541
MARINE CORPS							
White	19	129	77	56	0	2	283
Black	1	20	22	13	0	0	56
Hispanic	0	12	17	22	0	0	51
Other	2	6	6	7	0	0	21
Total	22	167	122	98	0	2	411
AIR FORCE							
White	71	375	166	53	0	880	1,545
Black	5	39	40	36	0	86	206
Hispanic	1	27	18	10	0	35	91
Other	3	23	15	10	0	48	99
Total	80	464	239	109	0	1,049	1,941
TOTAL DoD							
White	405	2,837	1,657	1,360	127	1,453	7,839
Black	22	469	648	914	207	333	2,593
Hispanic	17	249	224	325	42	104	961
Other	21	161	108	137	17	123	567
Total	465	3,716	2,637	2,736	393	2,013	11,960

Table B-18 (Continued). FY 2001 PS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY							
White	5.50%	41.82%	25.20%	23.43%	2.69%	1.36%	100.00%
Black	0.74%	19.72%	27.14%	39.72%	11.16%	1.53%	100.00%
Hispanic	1.75%	26.67%	24.92%	38.73%	6.51%	1.43%	100.00%
Other	3.92%	29.41%	25.10%	32.16%	6.67%	2.75%	100.00%
Total	3.92%	34.50%	25.65%	29.18%	5.29%	1.46%	100.00%
NAVY							
White	4.52%	30.49%	18.88%	13.55%	0.50%	32.06%	100.00%
Black	0.53%	10.95%	18.90%	28.98%	1.77%	38.87%	100.00%
Hispanic	2.65%	22.22%	16.93%	25.93%	0.53%	31.75%	100.00%
Other	3.13%	29.69%	11.98%	19.79%	0.00%	35.42%	100.00%
Total	3.38%	25.46%	18.22%	18.38%	0.75%	33.81%	100.00%
MARINE CORPS							
White	6.71%	45.58%	27.21%	19.79%	0.00%	0.71%	100.00%
Black	1.79%	35.71%	39.29%	23.21%	0.00%	0.00%	100.00%
Hispanic	0.00%	23.53%	33.33%	43.14%	0.00%	0.00%	100.00%
Other	9.52%	28.57%	28.57%	33.33%	0.00%	0.00%	100.00%
Total	5.35%	40.63%	29.68%	23.84%	0.00%	0.49%	100.00%
AIR FORCE							
White	4.60%	24.27%	10.74%	3.43%	0.00%	56.96%	100.00%
Black	2.43%	18.93%	19.42%	17.48%	0.00%	41.75%	100.00%
Hispanic	1.10%	29.67%	19.78%	10.99%	0.00%	38.46%	100.00%
Other	3.03%	23.23%	15.15%	10.10%	0.00%	48.48%	100.00%
Total	4.12%	23.91%	12.31%	5.62%	0.00%	54.04%	100.00%
TOTAL DoD							
White	5.17%	36.19%	21.14%	17.35%	1.62%	18.54%	100.00%
Black	0.85%	18.09%	24.99%	35.25%	7.98%	12.84%	100.00%
Hispanic	1.77%	25.91%	23.31%	33.82%	4.37%	10.82%	100.00%
Other	3.70%	28.40%	19.05%	24.16%	3.00%	21.69%	100.00%
Total	3.89%	31.07%	22.05%	22.88%	3.29%	16.83%	100.00%

Table B-19. FY 2001 PS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
GENDER	#	%	#	%	#	%	#	%
ARMY								
Males	5,529	89.95%	603	9.81%	15	0.24%	6,147	100.00%
Females	876	95.22%	44	4.78%	0	0.00%	920	100.00%
Total	6,405	90.63%	647	9.16%	15	0.21%	7,067	100.00%
NAVY								
Males	2,166	95.88%	81	3.59%	12	0.53%	2,259	100.00%
Females	278	98.58%	3	1.06%	1	0.35%	282	100.00%
Total	2,444	96.18%	84	3.31%	13	0.51%	2,541	100.00%
MARINE CORPS								
Males	369	96.09%	15	3.91%	0	0.00%	384	100.00%
Females	26	96.30%	1	3.70%	0	0.00%	27	100.00%
Total	395	96.11%	16	3.89%	0	0.00%	411	100.00%
AIR FORCE								
Males	1,638	99.45%	8	0.49%	1	0.06%	1,647	100.00%
Females	292	99.32%	2	0.68%	0	0.00%	294	100.00%
Total	1,930	99.43%	10	0.52%	1	0.05%	1,941	100.00%
TOTAL DoD								
Males	9,702	92.96%	707	6.77%	28	0.27%	10,437	100.00%
Females	1,472	96.65%	50	3.28%	1	0.07%	1,523	100.00%
Total	11,174	93.43%	757	6.33%	29	0.24%	11,960	100.00%
17-35 YEAR OLD CIVILIANS								
Males	23,147,312	82.10%	**	**	5,046,766	17.90%	28,194,078	100.00%
Females	21,521,031	86.73%	**	**	3,294,130	13.27%	24,815,162	100.00%
Total	44,668,343	84.27%	**	**	8,340,896	15.73%	53,009,240	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 2000-September 2001.

Table B-20. FY 2001 PS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	3,928	88.93%	479	10.84%	10	0.23%	4,417	100.00%
Black	1,660	94.05%	101	5.72%	4	0.23%	1,765	100.00%
Hispanic	583	92.54%	46	7.30%	1	0.16%	630	100.00%
Other	234	91.76%	21	8.24%	0	0.00%	255	100.00%
Total	6,405	90.63%	647	9.16%	15	0.21%	7,067	100.00%
NAVY								
White	1,508	94.60%	75	4.71%	11	0.69%	1,594	100.00%
Black	563	99.47%	2	0.35%	1	0.18%	566	100.00%
Hispanic	186	98.41%	2	1.06%	1	0.53%	189	100.00%
Other	187	97.40%	5	2.60%	0	0.00%	192	100.00%
Total	2,444	96.18%	84	3.31%	13	0.51%	2,541	100.00%
MARINE CORPS								
White	274	96.82%	9	3.18%	0	0.00%	283	100.00%
Black	53	94.64%	3	5.36%	0	0.00%	56	100.00%
Hispanic	49	96.08%	2	3.92%	0	0.00%	51	100.00%
Other	19	90.48%	2	9.52%	0	0.00%	21	100.00%
Total	395	96.11%	16	3.89%	0	0.00%	411	100.00%
AIR FORCE								
White	1,535	99.35%	9	0.58%	1	0.06%	1,545	100.00%
Black	205	99.51%	1	0.49%	0	0.00%	206	100.00%
Hispanic	91	100.00%	0	0.00%	0	0.00%	91	100.00%
Other	99	100.00%	0	0.00%	0	0.00%	99	100.00%
Total	1,930	99.43%	10	0.52%	1	0.05%	1,941	100.00%
TOTAL DoD								
White	7,245	92.42%	572	7.30%	22	0.28%	7,839	100.00%
Black	2,481	95.68%	107	4.13%	5	0.19%	2,593	100.00%
Hispanic	909	94.59%	50	5.20%	2	0.21%	961	100.00%
Other	539	95.06%	28	4.94%	0	0.00%	567	100.00%
Total	11,174	93.43%	757	6.33%	29	0.24%	11,960	100.00%
17-35 YEAR OLD CIVILIANS								
White	31,491,981	88.63%	**	**	4,039,745	11.37%	35,531,726	100.00%
Black	5,845,816	84.59%	**	**	1,065,161	15.41%	6,910,977	100.00%
Hispanic	4,854,138	62.12%	**	**	2,960,333	37.88%	7,814,471	100.00%
Other	2,476,408	89.98%	**	**	275,657	10.02%	2,752,065	100.00%
Total	44,668,343	84.27%	**	**	8,340,896	15.73%	53,009,240	100.00%

combine tiers 1 and 2.

September 2001.

Table B-21. FY 2001 PS Active Component Enlisted Accessions by Quality, Service, and Gender

	QUALITY					
	HIGH QUALITY *		NON-HIGH QUALITY		TOTAL	
GENDER	#	%	#	%	#	%
ARMY						
Males	3,572	58.11%	2,575	41.89%	6,147	100.00%
Females	537	58.37%	383	41.63%	920	100.00%
Total	4,109	58.14%	2,958	41.86%	7,067	100.00%
NAVY						
Males	965	42.72%	1,294	57.28%	2,259	100.00%
Females	140	49.65%	142	50.35%	282	100.00%
Total	1,105	43.49%	1,436	56.51%	2,541	100.00%
MARINE CORPS						
Males	274	71.35%	110	28.65%	384	100.00%
Females	17	62.96%	10	37.04%	27	100.00%
Total	291	70.80%	120	29.20%	411	100.00%
AIR FORCE						
Males	671	40.74%	976	59.26%	1,647	100.00%
Females	79	26.87%	215	73.13%	294	100.00%
Total	750	38.64%	1,191	61.36%	1,941	100.00%
TOTAL DoD						
Males	5,482	52.52%	4,955	47.48%	10,437	100.00%
Females	773	50.76%	750	49.24%	1,523	100.00%
Total	6,255	52.30%	5,705	47.70%	11,960	100.00%

* High quality accessions are AFQT Category I - IIIA, high school graduates.

Table B-22. FY 2001 PS Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
	#	%	#	%	#	%
ARMY						
White	2,858	64.70%	1,559	35.30%	4,417	100.00%
Black	809	45.84%	956	54.16%	1,765	100.00%
Hispanic	306	48.57%	324	51.43%	630	100.00%
Other	136	53.33%	119	46.67%	255	100.00%
Total	4,109	58.14%	2,958	41.86%	7,067	100.00%
NAVY						
White	775	48.62%	819	51.38%	1,594	100.00%
Black	170	30.04%	396	69.96%	566	100.00%
Hispanic	77	40.74%	112	59.26%	189	100.00%
Other	83	43.23%	109	56.77%	192	100.00%
Total	1,105	43.49%	1,436	56.51%	2,541	100.00%
MARINE CORPS						
White	211	74.56%	72	25.44%	283	100.00%
Black	40	71.43%	16	28.57%	56	100.00%
Hispanic	29	56.86%	22	43.14%	51	100.00%
Other	11	52.38%	10	47.62%	21	100.00%
Total	291	70.80%	120	29.20%	411	100.00%
AIR FORCE						
White	582	37.67%	963	62.33%	1,545	100.00%
Black	83	40.29%	123	59.71%	206	100.00%
Hispanic	45	49.45%	46	50.55%	91	100.00%
Other	40	40.40%	59	59.60%	99	100.00%
Total	750	38.64%	1,191	61.36%	1,941	100.00%
TOTAL DoD						
White	4,426	56.46%	3,413	43.54%	7,839	100.00%
Black	1,102	42.50%	1,491	57.50%	2,593	100.00%
Hispanic	457	47.55%	504	52.45%	961	100.00%
Other	270	47.62%	297	52.38%	567	100.00%
Total	6,255	52.30%	5,705	47.70%	11,960	100.00%

* High quality accessions are AFQT Category I-IIIA, high school graduates.

Table B-23. FY 2001 Active Component Enlisted Members by Age Group, Service, and Gender with Civilian Comparison Group

	SERVICE															CIVILIAN LABOR FORCE 17 YEARS AND OLDER		
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17-19	36,919	9,368	46,287	29,700	7,012	36,712	25,682	1,871	27,553	17,991	6,341	24,332	110,292	24,592	134,884	3,337,944	3,170,559	6,508,503
20-24	121,908	23,640	145,548	92,806	19,099	111,905	72,856	5,002	77,858	66,981	22,155	89,136	354,551	69,896	424,447	7,708,599	6,904,166	14,612,764
25-29	69,046	12,372	81,418	50,653	7,743	58,396	22,510	1,312	23,822	40,099	10,975	51,074	182,308	32,402	214,710	7,897,212	6,812,128	14,709,340
30-34	49,712	8,220	57,932	39,562	4,285	43,847	10,539	661	11,200	33,934	6,537	40,471	133,747	19,703	153,450	8,869,683	7,505,843	16,375,525
35-39	39,811	5,735	45,546	39,359	4,121	43,480	9,073	470	9,543	43,448	5,705	49,153	131,691	16,031	147,722	9,685,113	8,317,632	18,002,745
40-44	15,164	2,577	17,741	16,251	1,750	18,001	3,569	184	3,753	19,594	2,543	22,137	54,578	7,054	61,632	10,308,999	9,001,220	19,310,219
45-49	4,074	746	4,820	4,411	512	4,923	815	44	859	3,143	538	3,681	12,443	1,840	14,283	9,084,871	8,174,119	17,258,990
50+	812	163	975	763	108	871	94	8	102	205	62	267	1,874	341	2,215	18,228,043	15,629,229	33,857,272
Unknown	30	6	36	0	0	0	0	0	0	1	0	1	31	6	37	0	0	0
TOTAL	337,476	62,827	400,303	273,505	44,630	318,135	145,138	9,552	154,690	225,396	54,856	280,252	981,515	171,865	1,153,380	75,120,462	65,514,895	140,635,358
b. Percent																		
17-19	10.94%	14.91%	11.56%	10.86%	15.71%	11.54%	17.69%	19.59%	17.81%	7.98%	11.56%	8.68%	11.24%	14.31%	11.69%	4.44%	4.84%	4.63%
20-24	36.12%	37.63%	36.36%	33.93%	42.79%	35.18%	50.20%	52.37%	50.33%	29.72%	40.39%	31.81%	36.12%	40.67%	36.80%	10.26%	10.54%	10.39%
25-29	20.46%	19.69%	20.34%	18.52%	17.35%	18.36%	15.51%	13.74%	15.40%	17.79%	20.01%	18.22%	18.57%	18.85%	18.62%	10.51%	10.40%	10.46%
30-34	14.73%	13.08%	14.47%	14.46%	9.60%	13.78%	7.26%	6.92%	7.24%	15.06%	11.92%	14.44%	13.63%	11.46%	13.30%	11.81%	11.46%	11.64%
35-39	11.80%	9.13%	11.38%	14.39%	9.23%	13.67%	6.25%	4.92%	6.17%	19.28%	10.40%	17.54%	13.42%	9.33%	12.81%	12.89%	12.70%	12.80%
40-44	4.49%	4.10%	4.43%	5.94%	3.92%	5.66%	2.46%	1.93%	2.43%	8.69%	4.64%	7.90%	5.56%	4.10%	5.34%	13.72%	13.74%	13.73%
45-49	1.21%	1.19%	1.20%	1.61%	1.15%	1.55%	0.56%	0.46%	0.56%	1.39%	0.98%	1.31%	1.27%	1.07%	1.24%	12.09%	12.48%	12.27%
50+	0.24%	0.26%	0.24%	0.28%	0.24%	0.27%	0.06%	0.08%	0.07%	0.09%	0.11%	0.10%	0.19%	0.20%	0.19%	24.27%	23.86%	24.07%
Unknown	0.01%	0.01%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table B-24. FY 2001 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Male	Female	Total
17	34	8	42	2,721	782	3,503	2,755	790	3,545	1.23%	1.01%	1.18%	3,023	9,276	12,299
18	715	285	1,000	37,034	8,401	45,435	37,749	8,686	46,435	1.89%	3.28%	2.15%	9,633	40,109	49,741
19	4,351	1,498	5,849	65,437	13,618	79,055	69,788	15,116	84,904	6.23%	9.91%	6.89%	26,858	60,210	87,068
20	10,053	3,213	13,266	73,292	13,698	86,990	83,345	16,911	100,256	12.06%	19.00%	13.23%	42,696	71,243	113,939
21	16,437	4,537	20,974	68,825	11,847	80,672	85,262	16,384	101,646	19.28%	27.69%	20.63%	162,193	240,727	402,920
22	20,083	5,029	25,112	53,652	9,399	63,051	73,735	14,428	88,163	27.24%	34.86%	28.48%	213,652	252,849	466,501
23	21,366	4,735	26,101	38,944	7,023	45,967	60,310	11,758	72,068	35.43%	40.27%	36.22%	311,399	353,129	664,528
24	22,895	4,702	27,597	29,004	5,713	34,717	51,899	10,415	62,314	44.11%	45.15%	44.29%	421,742	448,698	870,441
25	22,527	4,109	26,636	21,189	4,228	25,417	43,716	8,337	52,053	51.53%	49.29%	51.17%	494,250	536,118	1,030,368
26	23,340	3,918	27,258	16,444	3,478	19,922	39,784	7,396	47,180	58.67%	52.97%	57.77%	589,876	624,460	1,214,336
27	22,681	3,523	26,204	12,876	2,803	15,679	35,557	6,326	41,883	63.79%	55.69%	62.56%	655,752	667,013	1,322,764
28	22,334	3,033	25,367	10,283	2,406	12,689	32,617	5,439	38,056	68.47%	55.76%	66.66%	821,738	655,994	1,477,732
29	22,061	2,880	24,941	8,573	2,024	10,597	30,634	4,904	35,538	72.01%	58.73%	70.18%	960,987	737,343	1,698,331
30	22,722	2,926	25,648	7,529	1,969	9,498	30,251	4,895	35,146	75.11%	59.78%	72.98%	1,054,783	886,418	1,941,201
31	21,155	2,503	23,658	6,234	1,717	7,951	27,389	4,220	31,609	77.24%	59.31%	74.85%	1,121,570	792,787	1,914,357
32	20,144	2,237	22,381	5,221	1,402	6,623	25,365	3,639	29,004	79.42%	61.47%	77.17%	1,086,674	928,651	2,015,325
33	20,518	2,250	22,768	4,794	1,265	6,059	25,312	3,515	28,827	81.06%	64.01%	78.98%	1,153,950	845,510	1,999,460
34	21,161	2,151	23,312	4,269	1,283	5,552	25,430	3,434	28,864	83.21%	62.64%	80.76%	1,105,118	844,086	1,949,204
35	22,158	2,083	24,241	4,354	1,279	5,633	26,512	3,362	29,874	83.58%	61.96%	81.14%	1,220,585	993,259	2,213,844
36	23,562	2,101	25,663	4,139	1,392	5,531	27,701	3,493	31,194	85.06%	60.15%	82.27%	1,405,241	1,042,419	2,447,660
37	24,691	2,120	26,811	4,178	1,269	5,447	28,869	3,389	32,258	85.53%	62.56%	83.11%	1,341,305	1,084,316	2,425,621
38	23,094	1,985	25,079	3,709	1,204	4,913	26,803	3,189	29,992	86.16%	62.25%	83.62%	1,357,921	1,144,611	2,502,532
39	18,771	1,565	20,336	3,035	1,033	4,068	21,806	2,598	24,404	86.08%	60.24%	83.33%	1,454,944	1,193,012	2,647,956
40	15,206	1,267	16,473	2,319	827	3,146	17,525	2,094	19,619	86.77%	60.51%	83.96%	1,587,119	1,191,894	2,779,013
41	11,646	1,089	12,735	1,829	680	2,509	13,475	1,769	15,244	86.43%	61.56%	83.54%	1,452,787	1,192,809	2,645,596
42	8,860	793	9,653	1,339	539	1,878	10,199	1,332	11,531	86.87%	59.53%	83.71%	1,474,713	1,094,914	2,569,627
43	6,716	646	7,362	975	412	1,387	7,691	1,058	8,749	87.32%	61.06%	84.15%	1,338,330	1,292,506	2,630,836
44	5,003	453	5,456	685	348	1,033	5,688	801	6,489	87.96%	56.55%	84.08%	1,484,312	1,156,880	2,641,192
45+	12,584	1,206	13,790	1,733	975	2,708	14,317	2,181	16,498	87.90%	55.30%	83.59%	21,314,253	15,240,135	36,554,388
Unknown	13	0	13	18	6	24	31	6	37	41.94%	0.00%	35.14%	0	0	0
				[illegible]	103,020	597,654	981,515	171,865	1,153,380	49.61%	40.06%	48.18%	45,667,403	35,621,377	81,288,780

Table B-24 (Continued). FY 2001 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Male	Female	Total
17	0.01%	0.01%	0.01%	0.55%	0.76%	0.59%	0.28%	0.46%	0.31%	0.01%	0.03%	0.02%
18	0.15%	0.41%	0.18%	7.49%	8.15%	7.60%	3.85%	5.05%	4.03%	0.02%	0.11%	0.06%
19	0.89%	2.18%	1.05%	13.23%	13.22%	13.23%	7.11%	8.80%	7.36%	0.06%	0.17%	0.11%
20	2.06%	4.67%	2.39%	14.82%	13.30%	14.56%	8.49%	9.84%	8.69%	0.09%	0.20%	0.14%
21	3.38%	6.59%	3.77%	13.91%	11.50%	13.50%	8.69%	9.53%	8.81%	0.36%	0.68%	0.50%
22	4.12%	7.30%	4.52%	10.85%	9.12%	10.55%	7.51%	8.39%	7.64%	0.47%	0.71%	0.57%
23	4.39%	6.88%	4.70%	7.87%	6.82%	7.69%	6.14%	6.84%	6.25%	0.68%	0.99%	0.82%
24	4.70%	6.83%	4.97%	5.86%	5.55%	5.81%	5.29%	6.06%	5.40%	0.92%	1.26%	1.07%
25	4.63%	5.97%	4.79%	4.28%	4.10%	4.25%	4.45%	4.85%	4.51%	1.08%	1.51%	1.27%
26	4.79%	5.69%	4.90%	3.32%	3.38%	3.33%	4.05%	4.30%	4.09%	1.29%	1.75%	1.49%
27	4.66%	5.12%	4.72%	2.60%	2.72%	2.62%	3.62%	3.68%	3.63%	1.44%	1.87%	1.63%
28	4.59%	4.41%	4.56%	2.08%	2.34%	2.12%	3.32%	3.16%	3.30%	1.80%	1.84%	1.82%
29	4.53%	4.18%	4.49%	1.73%	1.96%	1.77%	3.12%	2.85%	3.08%	2.10%	2.07%	2.09%
30	4.67%	4.25%	4.62%	1.52%	1.91%	1.59%	3.08%	2.85%	3.05%	2.31%	2.49%	2.39%
31	4.35%	3.64%	4.26%	1.26%	1.67%	1.33%	2.79%	2.46%	2.74%	2.46%	2.23%	2.36%
32	4.14%	3.25%	4.03%	1.06%	1.36%	1.11%	2.58%	2.12%	2.51%	2.38%	2.61%	2.48%
33	4.21%	3.27%	4.10%	0.97%	1.23%	1.01%	2.58%	2.05%	2.50%	2.53%	2.37%	2.46%
34	4.35%	3.12%	4.19%	0.86%	1.25%	0.93%	2.59%	2.00%	2.50%	2.42%	2.37%	2.40%
35	4.55%	3.03%	4.36%	0.88%	1.24%	0.94%	2.70%	1.96%	2.59%	2.67%	2.79%	2.72%
36	4.84%	3.05%	4.62%	0.84%	1.35%	0.93%	2.82%	2.03%	2.70%	3.08%	2.93%	3.01%
37	5.07%	3.08%	4.82%	0.84%	1.23%	0.91%	2.94%	1.97%	2.80%	2.94%	3.04%	2.98%
38	4.74%	2.88%	4.51%	0.75%	1.17%	0.82%	2.73%	1.86%	2.60%	2.97%	3.21%	3.08%
39	3.86%	2.27%	3.66%	0.61%	1.00%	0.68%	2.22%	1.51%	2.12%	3.19%	3.35%	3.26%
40	3.12%	1.84%	2.96%	0.47%	0.80%	0.53%	1.79%	1.22%	1.70%	3.48%	3.35%	3.42%
41	2.39%	1.58%	2.29%	0.37%	0.66%	0.42%	1.37%	1.03%	1.32%	3.18%	3.35%	3.25%
42	1.82%	1.15%	1.74%	0.27%	0.52%	0.31%	1.04%	0.78%	1.00%	3.23%	3.07%	3.16%
43	1.38%	0.94%	1.32%	0.20%	0.40%	0.23%	0.78%	0.62%	0.76%	2.93%	3.63%	3.24%
44	1.03%	0.66%	0.98%	0.14%	0.34%	0.17%	0.58%	0.47%	0.56%	3.25%	3.25%	3.25%
45+	2.58%	1.75%	2.48%	0.35%	0.95%	0.45%	1.46%	1.27%	1.43%	46.67%	42.78%	44.97%
Unknown	0.00%	0.00%	0.00%	0.00%	0.01%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001

Table B-25. FY 2001 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-44 YEAR OLD CIVILIANS		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	196,364	23,246	219,610	167,242	21,673	188,915	97,016	5,220	102,236	169,446	34,020	203,466	630,068	84,159	714,227	32,466,990	27,923,101	60,390,091
Black	86,466	29,232	115,698	52,877	14,105	66,982	22,309	2,175	24,484	36,572	15,190	51,762	198,224	60,702	258,926	5,249,663	5,919,042	11,168,705
Hispanic	33,061	5,876	38,937	28,113	5,203	33,316	20,032	1,604	21,636	12,214	3,384	15,598	93,420	16,067	109,487	6,791,317	4,926,877	11,718,194
Other	21,585	4,473	26,058	25,273	3,649	28,922	5,781	553	6,334	7,164	2,262	9,426	59,803	10,937	70,740	2,433,852	2,041,158	4,475,010
TOTAL	337,476	62,827	400,303	273,505	44,630	318,135	145,138	9,552	154,690	225,396	54,856	280,252	981,515	171,865	1,153,380	46,941,822	40,810,177	87,751,999
b. Percent																		
White	58.19%	37.00%	54.86%	61.15%	48.56%	59.38%	66.84%	54.65%	66.09%	75.18%	62.02%	72.60%	64.19%	48.97%	61.92%	69.16%	68.42%	68.82%
Black	25.62%	46.53%	28.90%	19.33%	31.60%	21.05%	15.37%	22.77%	15.83%	16.23%	27.69%	18.47%	20.20%	35.32%	22.45%	11.18%	14.50%	12.73%
Hispanic	9.80%	9.35%	9.73%	10.28%	11.66%	10.47%	13.80%	16.79%	13.99%	5.42%	6.17%	5.57%	9.52%	9.35%	9.49%	14.47%	12.07%	13.35%
Other	6.40%	7.12%	6.51%	9.24%	8.18%	9.09%	3.98%	5.79%	4.09%	3.18%	4.12%	3.36%	6.09%	6.36%	6.13%	5.18%	5.00%	5.10%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table B-26. FY 2001 Active Component Enlisted Members by Ethnicity and Service

	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	15,358	3.84%	12,253	3.85%	12,901	8.34%	9,123	3.26%	49,635	4.30%
PUERTO RICAN	10,281	2.57%	4,288	1.35%	2,047	1.32%	3,043	1.09%	19,659	1.70%
CUBAN	516	0.13%	416	0.13%	139	0.09%	162	0.06%	1,233	0.11%
LATIN AMER.	3,666	0.92%	1,642	0.52%	1,316	0.85%	49	0.02%	6,673	0.58%
OTHER HISP.	9,116	2.28%	14,717	4.63%	5,233	3.38%	3,221	1.15%	32,287	2.80%
ALEUTIAN	80	0.02%	152	0.05%	27	0.02%	17	0.01%	276	0.02%
ESKIMO	86	0.02%	97	0.03%	25	0.02%	23	0.01%	231	0.02%
N. AMER. INDIAN	2,532	0.63%	6,204	1.95%	1,035	0.67%	1,197	0.43%	10,968	0.95%
CHINESE	404	0.10%	494	0.16%	210	0.14%	124	0.04%	1,232	0.11%
JAPANESE	340	0.08%	460	0.14%	113	0.07%	282	0.10%	1,195	0.10%
KOREAN	1,670	0.42%	729	0.23%	324	0.21%	556	0.20%	3,279	0.28%
INDIAN	547	0.14%	278	0.09%	159	0.10%	21	0.01%	1,005	0.09%
FILIPINO	3,446	0.86%	13,926	4.38%	1,072	0.69%	4,158	1.48%	22,602	1.96%
VIETNAMESE	451	0.11%	695	0.22%	233	0.15%	5	0.00%	1,384	0.12%
OTHER ASIAN	1,257	0.31%	1,139	0.36%	687	0.44%	2,031	0.72%	5,114	0.44%
MELANESIAN	123	0.03%	33	0.01%	9	0.01%	1	0.00%	166	0.01%
MICRONESIAN	376	0.09%	123	0.04%	47	0.03%	7	0.00%	553	0.05%
POLYNESIAN	978	0.24%	310	0.10%	102	0.07%	26	0.01%	1,416	0.12%
GUAMANIAN	79	0.02%	12	0.00%	5	0.00%	35	0.01%	131	0.01%
OTHER PACIFIC	1,074	0.27%	732	0.23%	245	0.16%	20	0.01%	2,071	0.18%
OTHER/NONE *	347,110	86.71%	258,030	81.11%	128,654	83.17%	253,794	90.56%	987,588	85.63%
UNKNOWN	813	0.20%	1,405	0.44%	107	0.07%	2,357	0.84%	4,682	0.41%
TOTAL	400,303	100.00%	318,135	100.00%	154,690	100.00%	280,252	100.00%	1,153,380	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-27. FY 2001 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
ARMY								
Males	308,657	91.46%	26,660	7.90%	2,159	0.64%	337,476	100.00%
Females	60,028	95.54%	2,533	4.03%	266	0.42%	62,827	100.00%
Total	368,685	92.10%	29,193	7.29%	2,425	0.61%	400,303	100.00%
NAVY								
Males	250,029	91.42%	16,712	6.11%	6,764	2.47%	273,505	100.00%
Females	42,806	95.91%	1,446	3.24%	378	0.85%	44,630	100.00%
Total	292,835	92.05%	18,158	5.71%	7,142	2.24%	318,135	100.00%
MARINE CORPS								
Males	138,429	95.38%	6,445	4.44%	264	0.18%	145,138	100.00%
Females	9,343	97.81%	205	2.15%	4	0.04%	9,552	100.00%
Total	147,772	95.53%	6,650	4.30%	268	0.17%	154,690	100.00%
AIR FORCE								
Males	224,648	99.67%	745	0.33%	3	0.00%	225,396	100.00%
Females	54,739	99.79%	116	0.21%	1	0.00%	54,856	100.00%
Total	279,387	99.69%	861	0.31%	4	0.00%	280,252	100.00%
TOTAL DoD								
Males	921,763	93.91%	50,562	5.15%	9,190	0.94%	981,515	100.00%
Females	166,916	97.12%	4,300	2.50%	649	0.38%	171,865	100.00%
Total	1,088,679	94.39%	54,862	4.76%	9,839	0.85%	1,153,380	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
Males	40,516,743	86.31%	*	*	6,425,079	13.69%	46,941,822	100.00%
Females	37,246,444	91.27%	*	*	3,563,733	8.73%	40,810,177	100.00%
Total	77,763,187	88.62%	*	*	9,988,812	11.38%	87,751,999	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table B-28. FY 2001 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	197,305	89.84%	20,770	9.46%	1,535	0.70%	219,610	100.00%
Black	111,081	96.01%	4,103	3.55%	514	0.44%	115,698	100.00%
Hispanic	35,812	91.97%	2,901	7.45%	224	0.58%	38,937	100.00%
Other	24,487	93.97%	1,419	5.45%	152	0.58%	26,058	100.00%
Total	368,685	92.10%	29,193	7.29%	2,425	0.61%	400,303	100.00%
NAVY								
White	172,262	91.18%	11,848	6.27%	4,805	2.54%	188,915	100.00%
Black	63,761	95.19%	2,254	3.37%	967	1.44%	66,982	100.00%
Hispanic	30,082	90.29%	2,387	7.16%	847	2.54%	33,316	100.00%
Other	26,730	92.42%	1,669	5.77%	523	1.81%	28,922	100.00%
Total	292,835	92.05%	18,158	5.71%	7,142	2.24%	318,135	100.00%
MARINE CORPS								
White	97,392	95.26%	4,636	4.53%	208	0.20%	102,236	100.00%
Black	23,538	96.14%	916	3.74%	30	0.12%	24,484	100.00%
Hispanic	20,772	96.01%	839	3.88%	25	0.12%	21,636	100.00%
Other	6,070	95.83%	259	4.09%	5	0.08%	6,334	100.00%
Total	147,772	95.53%	6,650	4.30%	268	0.17%	154,690	100.00%
AIR FORCE								
White	202,748	99.65%	714	0.35%	4	0.00%	203,466	100.00%
Black	51,683	99.85%	79	0.15%	0	0.00%	51,762	100.00%
Hispanic	15,553	99.71%	45	0.29%	0	0.00%	15,598	100.00%
Other	9,403	99.76%	23	0.24%	0	0.00%	9,426	100.00%
Total	279,387	99.69%	861	0.31%	4	0.00%	280,252	100.00%
TOTAL DoD								
White	669,707	93.77%	37,968	5.32%	6,552	0.92%	714,227	100.00%
Black	250,063	96.58%	7,352	2.84%	1,511	0.58%	258,926	100.00%
Hispanic	102,219	93.36%	6,172	5.64%	1,096	1.00%	109,487	100.00%
Other	66,690	94.27%	3,370	4.76%	680	0.96%	70,740	100.00%
Total	1,088,679	94.39%	54,862	4.76%	9,839	0.85%	1,153,380	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
White	56,271,851	93.18%	*	*	4,118,240	6.82%	60,390,091	100.00%
Black	9,883,915	88.50%	*	*	1,284,790	11.50%	11,168,705	100.00%
Hispanic	7,482,645	63.85%	*	*	4,235,549	36.15%	11,718,194	100.00%
Other	4,124,777	92.17%	*	*	350,233	7.83%	4,475,010	100.00%
Total	77,763,187	88.62%	*	*	9,988,812	11.38%	87,751,999	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table B-29. FY 2001 Active Component Enlisted Members by Occupational Area, Service, and Gender

a. Number

GENDER	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY											
Males	95,910	23,176	37,808	20,566	11,096	43,179	53,701	7,200	38,907	5,933	337,476
Females	792	2,859	5,413	10,227	2,498	24,234	4,671	1,006	10,489	638	62,827
Total	96,702	26,035	43,221	30,793	13,594	67,413	58,372	8,206	49,396	6,571	400,303
NAVY											
Males	27,388	41,862	22,588	18,901	5,859	25,135	77,791	15,848	11,795	26,338	273,505
Females	5,005	5,386	4,839	6,177	767	8,871	5,512	1,007	2,027	5,039	44,630
Total	32,393	47,248	27,427	25,078	6,626	34,006	83,303	16,855	13,822	31,377	318,135
MARINE CORPS											
Males	33,402	9,641	9,990	0	3,520	22,083	24,394	3,615	18,624	19,869	145,138
Females	96	432	752	0	335	3,498	1,058	258	1,642	1,481	9,552
Total	33,498	10,073	10,742	0	3,855	25,581	25,452	3,873	20,266	21,350	154,690
AIR FORCE											
Males	25,065	24,872	17,240	11,634	9,192	39,974	64,723	12,079	11,517	9,100	225,396
Females	3,430	1,999	5,604	10,118	1,649	21,985	3,262	788	3,084	2,937	54,856
Total	28,495	26,871	22,844	21,752	10,841	61,959	67,985	12,867	14,601	12,037	280,252
TOTAL DoD											
Males	181,765	99,551	87,626	51,101	29,667	130,371	220,609	38,742	80,843	61,240	981,515
Females	9,323	10,676	16,608	26,522	5,249	58,588	14,503	3,059	17,242	10,095	171,865
Total	191,088	110,227	104,234	77,623	34,916	188,959	235,112	41,801	98,085	71,335	1,153,380

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-29 (Continued). FY 2001 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY											
Males	28.42%	6.87%	11.20%	6.09%	3.29%	12.79%	15.91%	2.13%	11.53%	1.76%	100.00%
Females	1.26%	4.55%	8.62%	16.28%	3.98%	38.57%	7.43%	1.60%	16.70%	1.02%	100.00%
Total	24.16%	6.50%	10.80%	7.69%	3.40%	16.84%	14.58%	2.05%	12.34%	1.64%	100.00%
NAVY											
Males	10.01%	15.31%	8.26%	6.91%	2.14%	9.19%	28.44%	5.79%	4.31%	9.63%	100.00%
Females	11.21%	12.07%	10.84%	13.84%	1.72%	19.88%	12.35%	2.26%	4.54%	11.29%	100.00%
Total	10.18%	14.85%	8.62%	7.88%	2.08%	10.69%	26.18%	5.30%	4.34%	9.86%	100.00%
MARINE CORPS											
Males	23.01%	6.64%	6.88%	0.00%	2.43%	15.22%	16.81%	2.49%	12.83%	13.69%	100.00%
Females	1.01%	4.52%	7.87%	0.00%	3.51%	36.62%	11.08%	2.70%	17.19%	15.50%	100.00%
Total	21.65%	6.51%	6.94%	0.00%	2.49%	16.54%	16.45%	2.50%	13.10%	13.80%	100.00%
AIR FORCE											
Males	11.12%	11.03%	7.65%	5.16%	4.08%	17.74%	28.72%	5.36%	5.11%	4.04%	100.00%
Females	6.25%	3.64%	10.22%	18.44%	3.01%	40.08%	5.95%	1.44%	5.62%	5.35%	100.00%
Total	10.17%	9.59%	8.15%	7.76%	3.87%	22.11%	24.26%	4.59%	5.21%	4.30%	100.00%
TOTAL DoD											
Males	18.52%	10.14%	8.93%	5.21%	3.02%	13.28%	22.48%	3.95%	8.24%	6.24%	100.00%
Females	5.42%	6.21%	9.66%	15.43%	3.05%	34.09%	8.44%	1.78%	10.03%	5.87%	100.00%
Total	16.57%	9.56%	9.04%	6.73%	3.03%	16.38%	20.38%	3.62%	8.50%	6.18%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-30. FY 2001 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY											
White	64,046	14,884	29,340	14,297	7,450	22,005	34,338	4,377	24,349	4,524	219,610
Black	16,917	7,196	8,180	10,428	3,889	32,599	14,465	2,629	18,558	837	115,698
Hispanic	9,623	2,404	3,321	3,475	1,290	7,643	5,580	685	4,011	905	38,937
Other	6,116	1,551	2,380	2,593	965	5,166	3,989	515	2,478	305	26,058
Total	96,702	26,035	43,221	30,793	13,594	67,413	58,372	8,206	49,396	6,571	400,303
NAVY											
White	18,720	33,457	17,395	12,491	4,921	15,711	52,656	11,401	5,746	16,417	188,915
Black	7,437	7,085	6,460	5,702	843	11,047	13,497	2,439	4,706	7,766	66,982
Hispanic	3,855	3,933	2,272	3,213	467	3,477	8,764	1,539	1,232	4,564	33,316
Other	2,381	2,773	1,300	3,672	395	3,771	8,386	1,476	2,138	2,630	28,922
Total	32,393	47,248	27,427	25,078	6,626	34,006	83,303	16,855	13,822	31,377	318,135
MARINE CORPS											
White	25,072	7,630	7,067	0	2,999	12,228	18,347	2,573	11,186	15,134	102,236
Black	2,861	1,080	2,038	0	361	7,285	2,864	616	4,860	2,519	24,484
Hispanic	4,256	1,002	1,266	0	373	4,756	3,246	509	3,383	2,845	21,636
Other	1,309	361	371	0	122	1,312	995	175	837	852	6,334
Total	33,498	10,073	10,742	0	3,855	25,581	25,452	3,873	20,266	21,350	154,690
AIR FORCE											
White	21,770	21,969	17,328	13,754	8,632	36,739	54,876	9,495	9,878	9,025	203,466
Black	4,400	2,820	3,609	5,293	1,393	18,737	8,053	2,198	3,376	1,883	51,762
Hispanic	1,691	1,254	1,274	1,492	501	3,878	3,245	717	829	717	15,598
Other	634	828	633	1,213	315	2,605	1,811	457	518	412	9,426
Total	28,495	26,871	22,844	21,752	10,841	61,959	67,985	12,867	14,601	12,037	280,252
TOTAL DoD											
White	129,608	77,940	71,130	40,542	24,002	86,683	160,217	27,846	51,159	45,100	714,227
Black	31,615	18,181	20,287	21,423	6,486	69,668	38,879	7,882	31,500	13,005	258,926
Hispanic	19,425	8,593	8,133	8,180	2,631	19,754	20,835	3,450	9,455	9,031	109,487
Other	10,440	5,513	4,684	7,478	1,797	12,854	15,181	2,623	5,971	4,199	70,740
Total	191,088	110,227	104,234	77,623	34,916	188,959	235,112	41,801	98,085	71,335	1,153,380

[redacted] procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

[redacted] positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

Table B-30 (Continued). FY 2001 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA* Infantry, Gun Crews, & Seamanship**	Electronics	Communications	Medical	Other Technical	Administrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY											
White	29.16%	6.78%	13.36%	6.51%	3.39%	10.02%	15.64%	1.99%	11.09%	2.06%	100.00%
Black	14.62%	6.22%	7.07%	9.01%	3.36%	28.18%	12.50%	2.27%	16.04%	0.72%	100.00%
Hispanic	24.71%	6.17%	8.53%	8.92%	3.31%	19.63%	14.33%	1.76%	10.30%	2.32%	100.00%
Other	23.47%	5.95%	9.13%	9.95%	3.70%	19.83%	15.31%	1.98%	9.51%	1.17%	100.00%
Total	24.16%	6.50%	10.80%	7.69%	3.40%	16.84%	14.58%	2.05%	12.34%	1.64%	100.00%
NAVY											
White	9.91%	17.71%	9.21%	6.61%	2.60%	8.32%	27.87%	6.03%	3.04%	8.69%	100.00%
Black	11.10%	10.58%	9.64%	8.51%	1.26%	16.49%	20.15%	3.64%	7.03%	11.59%	100.00%
Hispanic	11.57%	11.81%	6.82%	9.64%	1.40%	10.44%	26.31%	4.62%	3.70%	13.70%	100.00%
Other	8.23%	9.59%	4.49%	12.70%	1.37%	13.04%	29.00%	5.10%	7.39%	9.09%	100.00%
Total	10.18%	14.85%	8.62%	7.88%	2.08%	10.69%	26.18%	5.30%	4.34%	9.86%	100.00%
MARINE CORPS											
White	24.52%	7.46%	6.91%	0.00%	2.93%	11.96%	17.95%	2.52%	10.94%	14.80%	100.00%
Black	11.69%	4.41%	8.32%	0.00%	1.47%	29.75%	11.70%	2.52%	19.85%	10.29%	100.00%
Hispanic	19.67%	4.63%	5.85%	0.00%	1.72%	21.98%	15.00%	2.35%	15.64%	13.15%	100.00%
Other	20.67%	5.70%	5.86%	0.00%	1.93%	20.71%	15.71%	2.76%	13.21%	13.45%	100.00%
Total	21.65%	6.51%	6.94%	0.00%	2.49%	16.54%	16.45%	2.50%	13.10%	13.80%	100.00%
AIR FORCE											
White	10.70%	10.80%	8.52%	6.76%	4.24%	18.06%	26.97%	4.67%	4.85%	4.44%	100.00%
Black	8.50%	5.45%	6.97%	10.23%	2.69%	36.20%	15.56%	4.25%	6.52%	3.64%	100.00%
Hispanic	10.84%	8.04%	8.17%	9.57%	3.21%	24.86%	20.80%	4.60%	5.31%	4.60%	100.00%
Other	6.73%	8.78%	6.72%	12.87%	3.34%	27.64%	19.21%	4.85%	5.50%	4.37%	100.00%
Total	10.17%	9.59%	8.15%	7.76%	3.87%	22.11%	24.26%	4.59%	5.21%	4.30%	100.00%
TOTAL DoD											
White	18.15%	10.91%	9.96%	5.68%	3.36%	12.14%	22.43%	3.90%	7.16%	6.31%	100.00%
Black	12.21%	7.02%	7.84%	8.27%	2.50%	26.91%	15.02%	3.04%	12.17%	5.02%	100.00%
Hispanic	17.74%	7.85%	7.43%	7.47%	2.40%	18.04%	19.03%	3.15%	8.64%	8.25%	100.00%
Other	14.76%	7.79%	6.62%	10.57%	2.54%	18.17%	21.46%	3.71%	8.44%	5.94%	100.00%
Total	16.57%	9.56%	9.04%	6.73%	3.03%	16.38%	20.38%	3.62%	8.50%	6.18%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows or columns may not add to totals due to rounding.

Table B-31. FY 2001 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups

	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIAN COLLEGE GRADUATES*	
AGE	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Officer Accessions												
17-20	2	0.03%	0	0.00%	0	0.00%	0	0.00%	2	0.01%	NA	NA
21	126	2.12%	107	2.13%	34	2.41%	857	16.45%	1,124	6.39%	81,080	0.58%
22	1,326	22.33%	1,010	20.11%	249	17.65%	759	14.57%	3,344	19.02%	415,060	2.99%
23	1,010	17.01%	671	13.36%	274	19.42%	734	14.09%	2,689	15.29%	717,717	5.18%
24	528	8.89%	360	7.17%	178	12.62%	317	6.08%	1,383	7.87%	927,027	6.69%
25	329	5.54%	280	5.58%	104	7.37%	238	4.57%	951	5.41%	896,848	6.47%
26	374	6.30%	299	5.95%	114	8.08%	253	4.86%	1,040	5.92%	952,594	6.87%
27	304	5.12%	257	5.12%	109	7.73%	220	4.22%	890	5.06%	925,179	6.68%
28	284	4.78%	229	4.56%	81	5.74%	198	3.80%	792	4.50%	993,498	7.17%
29	293	4.94%	212	4.22%	88	6.24%	218	4.18%	811	4.61%	1,084,092	7.82%
30	272	4.58%	250	4.98%	62	4.39%	239	4.59%	823	4.68%	1,249,231	9.01%
31	195	3.28%	257	5.12%	32	2.27%	183	3.51%	667	3.79%	1,161,136	8.38%
32	171	2.88%	156	3.11%	24	1.70%	178	3.42%	529	3.01%	1,161,963	8.38%
33	129	2.17%	163	3.25%	10	0.71%	175	3.36%	477	2.71%	1,054,872	7.61%
34	117	1.97%	159	3.17%	3	0.21%	180	3.45%	459	2.61%	1,062,909	7.67%
35	84	1.41%	156	3.11%	7	0.50%	111	2.13%	358	2.04%	1,177,149	8.49%
36+	393	6.62%	448	8.92%	28	1.98%	351	6.74%	1,220	6.94%	NA	NA
Unknown	0	0.00%	8	0.16%	14	0.99%	0	0.00%	22	0.13%	0	0.00%
TOTAL	5,937	100.00%	5,022	100.00%	1,411	100.00%	5,211	100.00%	17,581	100.00%	13,860,356	100.00%
b. FY 2001 Active Component Officer Corps												
17-19	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	NA	NA
20-24	7,040	10.86%	4,870	9.38%	1,658	10.26%	6,512	9.57%	20,080	9.99%	1,904,497	4.89%
25-29	14,901	23.00%	11,225	21.62%	4,687	29.00%	14,219	20.90%	45,032	22.41%	4,468,604	11.47%
30-34	13,665	21.09%	11,507	22.16%	4,274	26.45%	14,774	21.71%	44,220	22.01%	5,392,545	13.85%
35-39	12,544	19.36%	9,944	19.15%	2,478	15.33%	13,694	20.13%	38,660	19.24%	5,378,393	13.81%
40-44	9,362	14.45%	7,851	15.12%	1,823	11.28%	10,556	15.51%	29,592	14.73%	5,547,428	14.24%
45-49	4,839	7.47%	4,387	8.45%	858	5.31%	5,797	8.52%	15,881	7.90%	5,603,313	14.39%
50+	2,437	3.76%	2,094	4.03%	368	2.28%	2,483	3.65%	7,382	3.67%	10,649,431	27.35%
Unknown	9	0.01%	50	0.10%	14	0.09%	3	0.00%	76	0.04%	0	0.00%
TOTAL	64,797	100.00%	51,928	100.00%	16,160	100.00%	68,038	100.00%	200,923	100.00%	38,944,211	100.00%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.

* Comparison group for active component officer corps includes college graduates in the civilian workforce (21 years and older), September 2001.

Table B-32. FY 2001 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADUATES*	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Officer Accessions												
Males	4,681	78.84%	4,071	81.06%	1,280	90.72%	4,021	77.16%	14,053	79.93%	6,397,925	46.16%
Females	1,256	21.16%	951	18.94%	131	9.28%	1,190	22.84%	3,528	20.07%	7,462,432	53.84%
TOTAL	5,937	100.00%	5,022	100.00%	1,411	100.00%	5,211	100.00%	17,581	100.00%	13,860,356	100.00%
b. FY 2001 Active Component Officer Corps												
Males	54,547	84.18%	44,036	84.80%	15,301	94.68%	56,211	82.62%	170,095	84.66%	14,680,894	51.89%
Females	10,250	15.82%	7,892	15.20%	859	5.32%	11,827	17.38%	30,828	15.34%	13,613,886	48.11%
TOTAL	64,797	100.00%	51,928	100.00%	16,160	100.00%	68,038	100.00%	200,923	100.00%	28,294,780	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.
Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2001.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-33. FY 2001 Active Component Officer Accessions and Officer Corps by Marital Status, Gender, and Service with Civilian Comparison Groups

	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIAN COLLEGE GRADUATES*	
GENDER	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 2001 Active Component Officer Accessions												
Males	34.16%	65.84%	18.05%	81.95%	31.41%	68.59%	34.97%	65.03%	29.47%	70.53%	49.83%	50.17%
Females	29.22%	70.78%	11.36%	88.64%	19.08%	80.92%	25.88%	74.12%	22.90%	77.10%	54.46%	45.54%
TOTAL	33.11%	66.89%	16.79%	83.21%	30.26%	69.74%	32.89%	67.11%	28.16%	71.84%	52.32%	47.68%
b. FY 2001 Active Component Officer Corps												
Males	72.73%	27.27%	64.43%	35.57%	69.07%	30.93%	74.96%	25.04%	70.99%	29.01%	71.24%	28.76%
Females	52.87%	47.13%	42.78%	57.22%	40.75%	59.25%	54.94%	45.06%	50.74%	49.26%	61.73%	38.27%
TOTAL	69.59%	30.41%	61.14%	38.86%	67.57%	32.43%	71.48%	28.52%	67.88%	32.12%	66.90%	33.10%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.
Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2001.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-34. FY 2001 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADUATES*	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Officer Accessions												
White	4,352	73.30%	3,932	78.30%	1,127	79.87%	4,218	80.94%	13,629	77.52%	10,567,229	76.24%
Black	799	13.46%	411	8.18%	80	5.67%	403	7.73%	1,693	9.63%	1,133,545	8.18%
Hispanic	312	5.26%	293	5.83%	104	7.37%	110	2.11%	819	4.66%	798,407	5.76%
Other	474	7.98%	386	7.69%	100	7.09%	480	9.21%	1,440	8.19%	1,361,176	9.82%
TOTAL	5,937	100.00%	5,022	100.00%	1,411	100.00%	5,211	100.00%	17,581	100.00%	13,860,356	100.00%
b. FY 2001 Active Component Officer Corps												
White	50,543	78.00%	43,347	83.48%	13,716	84.88%	59,715	87.77%	167,321	83.28%	22,177,620	78.38%
Black	7,697	11.88%	3,517	6.77%	1,044	6.46%	4,457	6.55%	16,715	8.32%	2,426,025	8.57%
Hispanic	2,784	4.30%	2,436	4.69%	851	5.27%	1,639	2.41%	7,710	3.84%	1,439,629	5.09%
Other	3,773	5.82%	2,628	5.06%	549	3.40%	2,227	3.27%	9,177	4.57%	2,251,506	7.96%
TOTAL	64,797	100.00%	51,928	100.00%	16,160	100.00%	68,038	100.00%	200,923	100.00%	28,294,780	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.

Comparison group for active component officer corps includes college graduates in the civilian work force (21-49 years old), September 2001.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-35. FY 2001 Active Component Officer Accessions and Officer Corps by Education and Service

EDUCATION	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Officer Accessions										
Less than 4-year college graduate	114	1.92%	746	14.85%	9	0.64%	943	18.10%	1,812	10.31%
4-year college graduate	4,644	78.22%	1,422	28.32%	1,370	97.09%	3,302	63.37%	10,738	61.08%
Greater than 4-year college graduate	931	15.68%	928	18.48%	31	2.20%	792	15.20%	2,682	15.26%
Unknown	248	4.18%	1,926	38.35%	1	0.07%	174	3.34%	2,349	13.36%
TOTAL	5,937	100.00%	5,022	100.00%	1,411	100.00%	5,211	100.00%	17,581	100.00%
b. FY 2001 Active Component Officer Corps										
Less than 4-year college graduate	210	0.32%	5,890	11.34%	610	3.77%	1,367	2.01%	8,077	4.02%
4-year college graduate	35,636	55.00%	20,592	39.65%	12,686	78.50%	29,259	43.00%	98,173	48.86%
Greater than 4-year college graduate	27,083	41.80%	19,128	36.84%	2,850	17.64%	36,757	54.02%	85,818	42.71%
Unknown	1,868	2.88%	6,318	12.17%	14	0.09%	655	0.96%	8,855	4.41%
TOTAL	64,797	100.00%	51,928	100.00%	16,160	100.00%	68,038	100.00%	200,923	100.00%

Columns may not add to totals due to rounding.

Table B-36. FY 2001 Active Component Officer Accessions by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
a. Number										
ARMY	5	2,253	249	1,112	198	1,254	346	516	4	5,937
NAVY	2	180	135	474	163	1,005	453	249	2,361	5,022
MARINE CORPS	1	50	11	5	50	0	19	18	1,256	1,410
AIR FORCE	1	491	256	766	237	788	434	437	1,800	5,210
TOTAL DoD	9	2,974	651	2,357	648	3,047	1,252	1,220	5,421	17,579
b. Percent										
ARMY	0.08%	37.95%	4.19%	18.73%	3.34%	21.12%	5.83%	8.69%	0.07%	100.00%
NAVY	0.04%	3.58%	2.69%	9.44%	3.25%	20.01%	9.02%	4.96%	47.01%	100.00%
MARINE CORPS	0.07%	3.55%	0.78%	0.35%	3.55%	0.00%	1.35%	1.28%	89.08%	100.00%
AIR FORCE	0.02%	9.42%	4.91%	14.70%	4.55%	15.12%	8.33%	8.39%	34.55%	100.00%
TOTAL DoD	0.05%	16.92%	3.70%	13.41%	3.69%	17.33%	7.12%	6.94%	30.84%	100.00%

* Calculations do not include 2 Marine Corps O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-37. FY 2001 Active Component Officer Corps by Occupational Area and Service

SERVICE	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
a. Number										
ARMY	313	24,124	3,967	7,771	2,909	14,763	3,914	6,994	41	64,796
NAVY	217	19,847	1,994	5,380	2,011	11,045	3,284	2,916	5,234	51,928
MARINE CORPS	80	7,916	735	1,244	452	0	954	2,126	2,032	15,539
AIR FORCE	273	22,105	3,554	9,987	4,294	11,953	4,838	6,117	4,475	67,596
TOTAL DoD	883	73,992	10,250	24,382	9,666	37,761	12,990	18,153	11,782	199,859
b. Percent										
ARMY	0.48%	37.23%	6.12%	11.99%	4.49%	22.78%	6.04%	10.79%	0.06%	100.00%
NAVY	0.42%	38.22%	3.84%	10.36%	3.87%	21.27%	6.32%	5.62%	10.08%	100.00%
MARINE CORPS	0.51%	50.94%	4.73%	8.01%	2.91%	0.00%	6.14%	13.68%	13.08%	100.00%
AIR FORCE	0.40%	32.70%	5.26%	14.77%	6.35%	17.68%	7.16%	9.05%	6.62%	100.00%
TOTAL DoD	0.44%	37.02%	5.13%	12.20%	4.84%	18.89%	6.50%	9.08%	5.90%	100.00%

* Calculations do not include 1 Army, 621 Marine Corps, and 442 Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-38. FY 2001 Active Component Officer Corps by Occupational Area, Service, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY										
Males	302	23,291	3,254	6,288	2,479	10,323	2,861	5,710	38	54,546
Females	11	833	713	1,483	430	4,440	1,053	1,284	3	10,250
Total	313	24,124	3,967	7,771	2,909	14,763	3,914	6,994	41	64,796
NAVY										
Males	207	18,901	1,681	5,038	1,712	7,244	2,322	2,420	4,511	44,036
Females	10	946	313	342	299	3,801	962	496	723	7,892
Total	217	19,847	1,994	5,380	2,011	11,045	3,284	2,916	5,234	51,928
MARINE CORPS										
Males	79	7,786	699	1,165	421	0	783	1,912	1,854	14,699
Females	1	130	36	79	31	0	171	214	178	840
Total	80	7,916	735	1,244	452	0	954	2,126	2,032	15,539
AIR FORCE										
Males	263	20,861	2,765	8,527	3,563	7,346	3,438	4,998	4,032	55,793
Females	10	1,244	789	1,460	731	4,607	1,400	1,119	443	11,803
Total	273	22,105	3,554	9,987	4,294	11,953	4,838	6,117	4,475	67,596
TOTAL DoD										
Males	851	70,839	8,399	21,018	8,175	24,913	9,404	15,040	10,435	169,074
Females	32	3,153	1,851	3,364	1,491	12,848	3,586	3,113	1,347	30,785
Total	883	73,992	10,250	24,382	9,666	37,761	12,990	18,153	11,782	199,859

* Calculations do not include 1 male Army, 602 male and 19 female Marine Corps, and 418 male and 24 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-38 (Continued). FY 2001 Active Component Officer Corps by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY										
Males	0.55%	42.70%	5.97%	11.53%	4.54%	18.93%	5.25%	10.47%	0.07%	100.00%
Females	0.11%	8.13%	6.96%	14.47%	4.20%	43.32%	10.27%	12.53%	0.03%	100.00%
Total	0.48%	37.23%	6.12%	11.99%	4.49%	22.78%	6.04%	10.79%	0.06%	100.00%
NAVY										
Males	0.47%	42.92%	3.82%	11.44%	3.89%	16.45%	5.27%	5.50%	10.24%	100.00%
Females	0.13%	11.99%	3.97%	4.33%	3.79%	48.16%	12.19%	6.28%	9.16%	100.00%
Total	0.42%	38.22%	3.84%	10.36%	3.87%	21.27%	6.32%	5.62%	10.08%	100.00%
MARINE CORPS										
Males	0.54%	52.97%	4.76%	7.93%	2.86%	0.00%	5.33%	13.01%	12.61%	100.00%
Females	0.12%	15.48%	4.29%	9.40%	3.69%	0.00%	20.36%	25.48%	21.19%	100.00%
Total	0.51%	50.94%	4.73%	8.01%	2.91%	0.00%	6.14%	13.68%	13.08%	100.00%
AIR FORCE										
Males	0.47%	37.39%	4.96%	15.28%	6.39%	13.17%	6.16%	8.96%	7.23%	100.00%
Females	0.08%	10.54%	6.68%	12.37%	6.19%	39.03%	11.86%	9.48%	3.75%	100.00%
Total	0.40%	32.70%	5.26%	14.77%	6.35%	17.68%	7.16%	9.05%	6.62%	100.00%
TOTAL DoD										
Males	0.50%	41.90%	4.97%	12.43%	4.84%	14.73%	5.56%	8.90%	6.17%	100.00%
Females	0.10%	10.24%	6.01%	10.93%	4.84%	41.73%	11.65%	10.11%	4.38%	100.00%
Total	0.44%	37.02%	5.13%	12.20%	4.84%	18.89%	6.50%	9.08%	5.90%	100.00%

* Calculations do not include 1 male Army, 602 male and 19 female Marine Corps, and 418 male and 24 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-39. FY 2001 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY										
White	280	19,892	3,083	5,675	2,394	11,445	2,765	4,972	36	50,542
Black	23	2,105	455	1,222	290	1,561	727	1,310	4	7,697
Hispanic	6	973	198	402	83	553	204	365	0	2,784
Other	4	1,154	231	472	142	1,204	218	347	1	3,773
Total	313	24,124	3,967	7,771	2,909	14,763	3,914	6,994	41	64,796
NAVY										
White	207	17,243	1,674	4,511	1,685	9,075	2,606	2,164	4,182	43,347
Black	5	928	135	482	142	776	325	374	350	3,517
Hispanic	4	944	113	158	86	432	162	170	367	2,436
Other	1	732	72	229	98	762	191	208	335	2,628
Total	217	19,847	1,994	5,380	2,011	11,045	3,284	2,916	5,234	51,928
MARINE CORPS										
White	74	7,041	630	991	389	0	706	1,649	1,669	13,149
Black	4	332	38	117	18	0	130	255	117	1,011
Hispanic	2	325	39	88	25	0	72	148	136	835
Other	0	218	28	48	20	0	46	74	110	544
Total	80	7,916	735	1,244	452	0	954	2,126	2,032	15,539
AIR FORCE										
White	261	20,266	3,200	8,530	3,793	10,166	3,922	5,104	4,061	59,303
Black	10	791	169	835	255	909	641	664	162	4,436
Hispanic	0	504	87	262	108	258	146	166	102	1,633
Other	2	544	98	360	138	620	129	183	150	2,224
Total	273	22,105	3,554	9,987	4,294	11,953	4,838	6,117	4,475	67,596
TOTAL DoD										
White	822	64,442	8,587	19,707	8,261	30,686	9,999	13,889	9,948	166,341
Black	42	4,156	797	2,656	705	3,246	1,823	2,603	633	16,661
Hispanic	12	2,746	437	910	302	1,243	584	849	605	7,688
Other	7	2,648	429	1,109	398	2,586	584	812	596	9,169
Total	883	73,992	10,250	24,382	9,666	37,761	12,990	18,153	11,782	199,859

* Calculations do not include 1 White Army; 567 White, 33 Black, 16 Hispanic, and 5 "Other" Marine Corps; and 412 White, 21 Black, 6 Hispanic, and 3 "Other" Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-39 (Continued). FY 2001 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY										
White	0.55%	39.36%	6.10%	11.23%	4.74%	22.64%	5.47%	9.84%	0.07%	100.00%
Black	0.30%	27.35%	5.91%	15.88%	3.77%	20.28%	9.45%	17.02%	0.05%	100.00%
Hispanic	0.22%	34.95%	7.11%	14.44%	2.98%	19.86%	7.33%	13.11%	0.00%	100.00%
Other	0.11%	30.59%	6.12%	12.51%	3.76%	31.91%	5.78%	9.20%	0.03%	100.00%
Total	0.48%	37.23%	6.12%	11.99%	4.49%	22.78%	6.04%	10.79%	0.06%	100.00%
NAVY										
White	0.48%	39.78%	3.86%	10.41%	3.89%	20.94%	6.01%	4.99%	9.65%	100.00%
Black	0.14%	26.39%	3.84%	13.70%	4.04%	22.06%	9.24%	10.63%	9.95%	100.00%
Hispanic	0.16%	38.75%	4.64%	6.49%	3.53%	17.73%	6.65%	6.98%	15.07%	100.00%
Other	0.04%	27.85%	2.74%	8.71%	3.73%	29.00%	7.27%	7.91%	12.75%	100.00%
Total	0.42%	38.22%	3.84%	10.36%	3.87%	21.27%	6.32%	5.62%	10.08%	100.00%
MARINE CORPS										
White	0.56%	53.55%	4.79%	7.54%	2.96%	0.00%	5.37%	12.54%	12.69%	100.00%
Black	0.40%	32.84%	3.76%	11.57%	1.78%	0.00%	12.86%	25.22%	11.57%	100.00%
Hispanic	0.24%	38.92%	4.67%	10.54%	2.99%	0.00%	8.62%	17.72%	16.29%	100.00%
Other	0.00%	40.07%	5.15%	8.82%	3.68%	0.00%	8.46%	13.60%	20.22%	100.00%
Total	0.51%	50.94%	4.73%	8.01%	2.91%	0.00%	6.14%	13.68%	13.08%	100.00%
AIR FORCE										
White	0.44%	34.17%	5.40%	14.38%	6.40%	17.14%	6.61%	8.61%	6.85%	100.00%
Black	0.23%	17.83%	3.81%	18.82%	5.75%	20.49%	14.45%	14.97%	3.65%	100.00%
Hispanic	0.00%	30.86%	5.33%	16.04%	6.61%	15.80%	8.94%	10.17%	6.25%	100.00%
Other	0.09%	24.46%	4.41%	16.19%	6.21%	27.88%	5.80%	8.23%	6.74%	100.00%
Total	0.40%	32.70%	5.26%	14.77%	6.35%	17.68%	7.16%	9.05%	6.62%	100.00%
TOTAL DoD										
White	0.49%	38.74%	5.16%	11.85%	4.97%	18.45%	6.01%	8.35%	5.98%	100.00%
Black	0.25%	24.94%	4.78%	15.94%	4.23%	19.48%	10.94%	15.62%	3.80%	100.00%
Hispanic	0.16%	35.72%	5.68%	11.84%	3.93%	16.17%	7.60%	11.04%	7.87%	100.00%
Other	0.08%	28.88%	4.68%	12.10%	4.34%	28.20%	6.37%	8.86%	6.50%	100.00%
Total	0.44%	37.02%	5.13%	12.20%	4.84%	18.89%	6.50%	9.08%	5.90%	100.00%

* Calculations do not include 1 White Army; 567 White, 33 Black, 16 Hispanic, and 5 "Other" Marine Corps; and 412 White, 21 Black, 6 Hispanic, and 3 "Other" Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-40. FY 2001 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number

	SOURCE OF COMMISSION							
GENDER	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
Males	798	1,553	828	722	139	640	1	4,681
Females	141	506	183	123	25	278	0	1,256
Total	939	2,059	1,011	845	164	918	1	5,937
NAVY								
Males	669	649	110	1,112	731	794	6	4,071
Females	127	196	9	166	346	106	1	951
Total	796	845	119	1,278	1,077	900	7	5,022
MARINE CORPS								
Males	131	26	0	961	3	148	11	1,280
Females	31	6	0	67	1	26	0	131
Total	162	32	0	1,028	4	174	11	1,411
AIR FORCE								
Males	708	249	1,168	1,032	519	345	0	4,021
Females	158	86	314	262	267	103	0	1,190
Total	866	335	1,482	1,294	786	448	0	5,211
TOTAL DoD								
Males	2,306	2,477	2,106	3,827	1,392	1,927	18	14,053
Females	457	794	506	618	639	513	1	3,528
Total	2,763	3,271	2,612	4,445	2,031	2,440	19	17,581

Table B-40 (Continued). FY 2001 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent

	SOURCE OF COMMISSION							
GENDER	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
Males	17.05%	33.18%	17.69%	15.42%	2.97%	13.67%	0.02%	100.00%
Females	11.23%	40.29%	14.57%	9.79%	1.99%	22.13%	0.00%	100.00%
Total	15.82%	34.68%	17.03%	14.23%	2.76%	15.46%	0.02%	100.00%
NAVY								
Males	16.43%	15.94%	2.70%	27.32%	17.96%	19.50%	0.15%	100.00%
Females	13.35%	20.61%	0.95%	17.46%	36.38%	11.15%	0.11%	100.00%
Total	15.85%	16.83%	2.37%	25.45%	21.45%	17.92%	0.14%	100.00%
MARINE CORPS								
Males	10.23%	2.03%	0.00%	75.08%	0.23%	11.56%	0.86%	100.00%
Females	23.66%	4.58%	0.00%	51.15%	0.76%	19.85%	0.00%	100.00%
Total	11.48%	2.27%	0.00%	72.86%	0.28%	12.33%	0.78%	100.00%
AIR FORCE								
Males	17.61%	6.19%	29.05%	25.67%	12.91%	8.58%	0.00%	100.00%
Females	13.28%	7.23%	26.39%	22.02%	22.44%	8.66%	0.00%	100.00%
Total	16.62%	6.43%	28.44%	24.83%	15.08%	8.60%	0.00%	100.00%
TOTAL DoD								
Males	16.41%	17.63%	14.99%	27.23%	9.91%	13.71%	0.13%	100.00%
Females	12.95%	22.51%	14.34%	17.52%	18.11%	14.54%	0.03%	100.00%
Total	15.72%	18.61%	14.86%	25.28%	11.55%	13.88%	0.11%	100.00%

Rows may not add to totals due to rounding.

Table B-41. FY 2001 Active Component Officer Corps by Source of Commission, Service, and Gender

a. Number

	SOURCE OF COMMISSION							
GENDER	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
Males	9,580	19,736	12,386	5,420	4,014	3,396	15	54,547
Females	1,009	3,724	1,787	697	1,655	1,376	2	10,250
Total	10,589	23,460	14,173	6,117	5,669	4,772	17	64,797
NAVY								
Males	9,013	8,412	1,034	9,846	7,724	8,007	0	44,036
Females	983	1,145	151	1,473	3,264	876	0	7,892
Total	9,996	9,557	1,185	11,319	10,988	8,883	0	51,928
MARINE CORPS								
Males	1,810	2,263	0	9,982	252	994	0	15,301
Females	143	116	0	511	17	72	0	859
Total	1,953	2,379	0	10,493	269	1,066	0	16,160
AIR FORCE								
Males	11,960	12,319	12,177	11,874	7,465	416	0	56,211
Females	1,401	2,438	1,771	1,806	4,300	111	0	11,827
Total	13,361	14,757	13,948	13,680	11,765	527	0	68,038
TOTAL DoD								
Males	32,363	42,730	25,597	37,122	19,455	12,813	15	170,095
Females	3,536	7,423	3,709	4,487	9,236	2,435	2	30,828
Total	35,899	50,153	29,306	41,609	28,691	15,248	17	200,923

Table B-41 (Continued). FY 2001 Active Component Officer Corps by Source of Commission, Service, and Gender

b. Percent

	SOURCE OF COMMISSION							
GENDER	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
Males	17.56%	36.18%	22.71%	9.94%	7.36%	6.23%	0.03%	100.00%
Females	9.84%	36.33%	17.43%	6.80%	16.15%	13.42%	0.02%	100.00%
Total	16.34%	36.21%	21.87%	9.44%	8.75%	7.36%	0.03%	100.00%
NAVY								
Males	20.47%	19.10%	2.35%	22.36%	17.54%	18.18%	0.00%	100.00%
Females	12.46%	14.51%	1.91%	18.66%	41.36%	11.10%	0.00%	100.00%
Total	19.25%	18.40%	2.28%	21.80%	21.16%	17.11%	0.00%	100.00%
MARINE CORPS								
Males	11.83%	14.79%	0.00%	65.24%	1.65%	6.50%	0.00%	100.00%
Females	16.65%	13.50%	0.00%	59.49%	1.98%	8.38%	0.00%	100.00%
Total	12.09%	14.72%	0.00%	64.93%	1.66%	6.60%	0.00%	100.00%
AIR FORCE								
Males	21.28%	21.92%	21.66%	21.12%	13.28%	0.74%	0.00%	100.00%
Females	11.85%	20.61%	14.97%	15.27%	36.36%	0.94%	0.00%	100.00%
Total	19.64%	21.69%	20.50%	20.11%	17.29%	0.77%	0.00%	100.00%
TOTAL DoD								
Males	19.03%	25.12%	15.05%	21.82%	11.44%	7.53%	0.01%	100.00%
Females	11.47%	24.08%	12.03%	14.55%	29.96%	7.90%	0.01%	100.00%
Total	17.87%	24.96%	14.59%	20.71%	14.28%	7.59%	0.01%	100.00%

Rows may not add to totals due to rounding.

Table B-42. FY 2001 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	
ARMY								
White	779	1,586	625	546	135	680	1	4,352
Black	58	244	207	168	15	107	0	799
Hispanic	42	77	96	70	1	26	0	312
Other	60	152	83	61	13	105	0	474
Total	939	2,059	1,011	845	164	918	1	5,937
NAVY								
White	648	637	100	1,003	845	692	7	3,932
Black	39	65	3	109	85	110	0	411
Hispanic	53	79	8	61	57	35	0	293
Other	56	64	8	105	90	63	0	386
Total	796	845	119	1,278	1,077	900	7	5,022
MARINE CORPS								
White	127	28	0	813	2	148	9	1,127
Black	7	0	0	64	0	8	1	80
Hispanic	14	1	0	78	0	10	1	104
Other	14	3	0	73	2	8	0	100
Total	162	32	0	1,028	4	174	11	1,411
AIR FORCE								
White	775	260	1,189	1,045	614	335	0	4,218
Black	46	19	113	106	72	47	0	403
Hispanic	4	3	18	58	17	10	0	110
Other	41	53	162	85	83	56	0	480
Total	866	335	1,482	1,294	786	448	0	5,211
TOTAL DoD								
White	2,329	2,511	1,914	3,407	1,596	1,855	17	13,629
Black	150	328	323	447	172	272	1	1,693
Hispanic	113	160	122	267	75	81	1	819
Other	171	272	253	324	188	232	0	1,440
Total	2,763	3,271	2,612	4,445	2,031	2,440	19	17,581

Table B-42 (Continued). FY 2001 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	SOURCE OF COMMISSION							
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
White	17.90%	36.44%	14.36%	12.55%	3.10%	15.63%	0.02%	100.00%
Black	7.26%	30.54%	25.91%	21.03%	1.88%	13.39%	0.00%	100.00%
Hispanic	13.46%	24.68%	30.77%	22.44%	0.32%	8.33%	0.00%	100.00%
Other	12.66%	32.07%	17.51%	12.87%	2.74%	22.15%	0.00%	100.00%
Total	15.82%	34.68%	17.03%	14.23%	2.76%	15.46%	0.02%	100.00%
NAVY								
White	16.48%	16.20%	2.54%	25.51%	21.49%	17.60%	0.18%	100.00%
Black	9.49%	15.82%	0.73%	26.52%	20.68%	26.76%	0.00%	100.00%
Hispanic	18.09%	26.96%	2.73%	20.82%	19.45%	11.95%	0.00%	100.00%
Other	14.51%	16.58%	2.07%	27.20%	23.32%	16.32%	0.00%	100.00%
Total	15.85%	16.83%	2.37%	25.45%	21.45%	17.92%	0.14%	100.00%
MARINE CORPS								
White	11.27%	2.48%	0.00%	72.14%	0.18%	13.13%	0.80%	100.00%
Black	8.75%	0.00%	0.00%	80.00%	0.00%	10.00%	1.25%	100.00%
Hispanic	13.46%	0.96%	0.00%	75.00%	0.00%	9.62%	0.96%	100.00%
Other	14.00%	3.00%	0.00%	73.00%	2.00%	8.00%	0.00%	100.00%
Total	11.48%	2.27%	0.00%	72.86%	0.28%	12.33%	0.78%	100.00%
AIR FORCE								
White	18.37%	6.16%	28.19%	24.77%	14.56%	7.94%	0.00%	100.00%
Black	11.41%	4.71%	28.04%	26.30%	17.87%	11.66%	0.00%	100.00%
Hispanic	3.64%	2.73%	16.36%	52.73%	15.45%	9.09%	0.00%	100.00%
Other	8.54%	11.04%	33.75%	17.71%	17.29%	11.67%	0.00%	100.00%
Total	16.62%	6.43%	28.44%	24.83%	15.08%	8.60%	0.00%	100.00%
TOTAL DoD								
White	17.09%	18.42%	14.04%	25.00%	11.71%	13.61%	0.12%	100.00%
Black	8.86%	19.37%	19.08%	26.40%	10.16%	16.07%	0.06%	100.00%
Hispanic	13.80%	19.54%	14.90%	32.60%	9.16%	9.89%	0.12%	100.00%
Other	11.88%	18.89%	17.57%	22.50%	13.06%	16.11%	0.00%	100.00%
Total	15.72%	18.61%	14.86%	25.28%	11.55%	13.88%	0.11%	100.00%

Rows may not add to totals due to rounding.

Table B-43. FY 2001 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	
ARMY								
White	9,049	18,888	9,864	4,575	4,465	3,689	13	50,543
Black	594	2,545	2,591	930	610	426	1	7,697
Hispanic	357	842	914	311	212	147	1	2,784
Other	589	1,185	804	301	382	510	2	3,773
Total	10,589	23,460	14,173	6,117	5,669	4,772	17	64,797
NAVY								
White	8,585	7,922	1,018	9,229	9,118	7,475	0	43,347
Black	450	608	70	886	718	785	0	3,517
Hispanic	465	549	47	673	437	265	0	2,436
Other	496	478	50	531	715	358	0	2,628
Total	9,996	9,557	1,185	11,319	10,988	8,883	0	51,928
MARINE CORPS								
White	1,689	2,153	0	8,762	230	882	0	13,716
Black	112	107	0	719	29	77	0	1,044
Hispanic	100	71	0	611	5	64	0	851
Other	52	48	0	401	5	43	0	549
Total	1,953	2,379	0	10,493	269	1,066	0	16,160
AIR FORCE								
White	11,771	13,292	12,082	12,132	9,983	455	0	59,715
Black	679	925	1,167	714	923	49	0	4,457
Hispanic	390	223	363	397	253	13	0	1,639
Other	521	317	336	437	606	10	0	2,227
Total	13,361	14,757	13,948	13,680	11,765	527	0	68,038
TOTAL DoD								
White	31,094	42,255	22,964	34,698	23,796	12,501	13	167,321
Black	1,835	4,185	3,828	3,249	2,280	1,337	1	16,715
Hispanic	1,312	1,685	1,324	1,992	907	489	1	7,710
Other	1,658	2,028	1,190	1,670	1,708	921	2	9,177
Total	35,899	50,153	29,306	41,609	28,691	15,248	17	200,923

Table B-43 (Continued). FY 2001 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	SOURCE OF COMMISSION							
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS	Direct Appointment	Other	Unknown	TOTAL
ARMY								
White	17.90%	37.37%	19.52%	9.05%	8.83%	7.30%	0.03%	100.00%
Black	7.72%	33.06%	33.66%	12.08%	7.93%	5.53%	0.01%	100.00%
Hispanic	12.82%	30.24%	32.83%	11.17%	7.61%	5.28%	0.04%	100.00%
Other	15.61%	31.41%	21.31%	7.98%	10.12%	13.52%	0.05%	100.00%
Total	16.34%	36.21%	21.87%	9.44%	8.75%	7.36%	0.03%	100.00%
NAVY								
White	19.81%	18.28%	2.35%	21.29%	21.03%	17.24%	0.00%	100.00%
Black	12.79%	17.29%	1.99%	25.19%	20.42%	22.32%	0.00%	100.00%
Hispanic	19.09%	22.54%	1.93%	27.63%	17.94%	10.88%	0.00%	100.00%
Other	18.87%	18.19%	1.90%	20.21%	27.21%	13.62%	0.00%	100.00%
Total	19.25%	18.40%	2.28%	21.80%	21.16%	17.11%	0.00%	100.00%
MARINE CORPS								
White	12.31%	15.70%	0.00%	63.88%	1.68%	6.43%	0.00%	100.00%
Black	10.73%	10.25%	0.00%	68.87%	2.78%	7.38%	0.00%	100.00%
Hispanic	11.75%	8.34%	0.00%	71.80%	0.59%	7.52%	0.00%	100.00%
Other	9.47%	8.74%	0.00%	73.04%	0.91%	7.83%	0.00%	100.00%
Total	12.09%	14.72%	0.00%	64.93%	1.66%	6.60%	0.00%	100.00%
AIR FORCE								
White	19.71%	22.26%	20.23%	20.32%	16.72%	0.76%	0.00%	100.00%
Black	15.23%	20.75%	26.18%	16.02%	20.71%	1.10%	0.00%	100.00%
Hispanic	23.79%	13.61%	22.15%	24.22%	15.44%	0.79%	0.00%	100.00%
Other	23.39%	14.23%	15.09%	19.62%	27.21%	0.45%	0.00%	100.00%
Total	19.64%	21.69%	20.50%	20.11%	17.29%	0.77%	0.00%	100.00%
TOTAL DoD								
White	18.58%	25.25%	13.72%	20.74%	14.22%	7.47%	0.01%	100.00%
Black	10.98%	25.04%	22.90%	19.44%	13.64%	8.00%	0.01%	100.00%
Hispanic	17.02%	21.85%	17.17%	25.84%	11.76%	6.34%	0.01%	100.00%
Other	18.07%	22.10%	12.97%	18.20%	18.61%	10.04%	0.02%	100.00%
Total	17.87%	24.96%	14.59%	20.71%	14.28%	7.59%	0.01%	100.00%

Rows may not add to totals due to rounding.

Table B-44. FY 2001 Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service with Civilian Comparison Groups

	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		LABOR FORCE*	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Warrant Officer Accessions												
Males	908	93.61%	269	90.57%	237	93.68%	0	NA	1,414	93.03%	32,463,103	53.61%
Females	62	6.39%	28	9.43%	16	6.32%	0	NA	106	6.97%	28,090,169	46.39%
TOTAL	970	100.00%	297	100.00%	253	100.00%	0	NA	1,520	100.00%	60,553,272	100.00%
b. FY 2001 Active Component Warrant Officers												
Males	10,401	92.96%	1,697	95.02%	1,770	93.70%	0	NA	13,868	93.30%	56,026,692	53.35%
Females	788	7.04%	89	4.98%	119	6.30%	0	NA	996	6.70%	48,984,295	46.65%
TOTAL	11,189	100.00%	1,786	100.00%	1,889	100.00%	0	NA	14,864	100.00%	105,010,988	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2000-September 2001.

Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 2001.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-45. FY 2001 Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE								TOTAL DoD		CIVILIAN LABOR FORCE*	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Warrant Officer Accessions												
White	709	73.09%	218	73.40%	186	73.52%	0	NA	1,113	73.22%	40,849,563	67.46%
Black	146	15.05%	55	18.52%	36	14.23%	0	NA	237	15.59%	7,886,753	13.02%
Hispanic	54	5.57%	4	1.35%	25	9.88%	0	NA	83	5.46%	8,582,569	14.17%
Other	61	6.29%	20	6.73%	6	2.37%	0	NA	87	5.72%	3,234,387	5.34%
TOTAL	970	100.00%	297	100.00%	253	100.00%	0	NA	1,520	100.00%	60,553,272	100.00%
b. FY 2001 Active Component Warrant Officers												
White	8,157	72.90%	1,371	76.76%	1,409	74.59%	0	NA	10,937	73.58%	73,605,570	70.09%
Black	1,860	16.62%	316	17.69%	304	16.09%	0	NA	2,480	16.68%	13,039,943	12.42%
Hispanic	605	5.41%	28	1.57%	136	7.20%	0	NA	769	5.17%	13,078,758	12.45%
Other	567	5.07%	71	3.98%	40	2.12%	0	NA	678	4.56%	5,286,717	5.03%
TOTAL	11,189	100.00%	1,786	100.00%	1,889	100.00%	0	NA	14,864	100.00%	105,010,988	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2000-September 2001.

Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 2001.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-46. FY 2001 Active Component Enlisted Members by Pay Grade, Service, and Gender

a. Number

GENDER	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
Males	25,931	32,402	52,081	76,471	58,430	48,646	31,665	9,108	2,736	6	337,476
Females	5,282	7,222	11,504	15,745	10,840	6,677	4,195	1,134	227	1	62,827
Total	31,213	39,624	63,585	92,216	69,270	55,323	35,860	10,242	2,963	7	400,303
NAVY											
Males	16,807	22,475	37,911	52,828	64,162	47,921	21,643	6,595	3,107	56	273,505
Females	3,028	4,697	9,819	11,150	9,056	4,444	1,797	492	142	5	44,630
Total	19,835	27,172	47,730	63,978	73,218	52,365	23,440	7,087	3,249	61	318,135
MARINE CORPS											
Males	12,280	18,478	40,582	26,534	21,551	12,971	8,358	3,067	1,317	0	145,138
Females	623	1,316	2,812	1,982	1,431	716	441	191	40	0	9,552
Total	12,903	19,794	43,394	28,516	22,982	13,687	8,799	3,258	1,357	0	154,690
AIR FORCE											
Males	11,039	7,550	39,437	40,163	56,515	37,086	26,206	4,949	2,451	0	225,396
Females	3,195	3,547	12,516	13,060	13,233	5,308	3,010	661	326	0	54,856
Total	14,234	11,097	51,953	53,223	69,748	42,394	29,216	5,610	2,777	0	280,252
TOTAL DoD											
Males	66,057	80,905	170,011	195,996	200,658	146,624	87,872	23,719	9,611	62	981,515
Females	12,128	16,782	36,651	41,937	34,560	17,145	9,443	2,478	735	6	171,865
Total	78,185	97,687	206,662	237,933	235,218	163,769	97,315	26,197	10,346	68	1,153,380

Table B-46 (Continued). FY 2001 Active Component Enlisted Members by Pay Grade, Service, and Gender

b. Percent

GENDER	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
Males	7.68%	9.60%	15.43%	22.66%	17.31%	14.41%	9.38%	2.70%	0.81%	0.00%	100.00%
Females	8.41%	11.50%	18.31%	25.06%	17.25%	10.63%	6.68%	1.80%	0.36%	0.00%	100.00%
Total	7.80%	9.90%	15.88%	23.04%	17.30%	13.82%	8.96%	2.56%	0.74%	0.00%	100.00%
NAVY											
Males	6.15%	8.22%	13.86%	19.32%	23.46%	17.52%	7.91%	2.41%	1.14%	0.02%	100.00%
Females	6.78%	10.52%	22.00%	24.98%	20.29%	9.96%	4.03%	1.10%	0.32%	0.01%	100.00%
Total	6.23%	8.54%	15.00%	20.11%	23.01%	16.46%	7.37%	2.23%	1.02%	0.02%	100.00%
MARINE CORPS											
Males	8.46%	12.73%	27.96%	18.28%	14.85%	8.94%	5.76%	2.11%	0.91%	0.00%	100.00%
Females	6.52%	13.78%	29.44%	20.75%	14.98%	7.50%	4.62%	2.00%	0.42%	0.00%	100.00%
Total	8.34%	12.80%	28.05%	18.43%	14.86%	8.85%	5.69%	2.11%	0.88%	0.00%	100.00%
AIR FORCE											
Males	4.90%	3.35%	17.50%	17.82%	25.07%	16.45%	11.63%	2.20%	1.09%	0.00%	100.00%
Females	5.82%	6.47%	22.82%	23.81%	24.12%	9.68%	5.49%	1.20%	0.59%	0.00%	100.00%
Total	5.08%	3.96%	18.54%	18.99%	24.89%	15.13%	10.42%	2.00%	0.99%	0.00%	100.00%
TOTAL DoD											
Males	6.73%	8.24%	17.32%	19.97%	20.44%	14.94%	8.95%	2.42%	0.98%	0.01%	100.00%
Females	7.06%	9.76%	21.33%	24.40%	20.11%	9.98%	5.49%	1.44%	0.43%	0.00%	100.00%
Total	6.78%	8.47%	17.92%	20.63%	20.39%	14.20%	8.44%	2.27%	0.90%	0.01%	100.00%

Rows may not add to totals due to rounding.

Table B-47. FY 2001 Active Component Enlisted Members by Pay Grade, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	PAY GRADE										
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	TOTAL
ARMY											
White	18,921	23,806	36,993	51,931	37,058	27,323	17,329	4,914	1,331	4	219,610
Black	7,226	9,313	15,371	24,399	21,074	19,970	13,376	3,760	1,207	2	115,698
Hispanic	3,527	4,469	7,433	9,899	6,137	3,875	2,544	841	211	1	38,937
Other	1,539	2,036	3,788	5,987	5,001	4,155	2,611	727	214	0	26,058
Total	31,213	39,624	63,585	92,216	69,270	55,323	35,860	10,242	2,963	7	400,303
NAVY											
White	10,389	14,917	25,201	36,088	43,060	34,392	16,857	5,440	2,532	39	188,915
Black	4,860	6,073	11,377	13,656	16,421	9,959	3,484	837	306	9	66,982
Hispanic	2,908	3,696	6,346	7,825	7,495	3,572	1,100	271	97	6	33,316
Other	1,678	2,486	4,806	6,409	6,242	4,442	1,999	539	314	7	28,922
Total	19,835	27,172	47,730	63,978	73,218	52,365	23,440	7,087	3,249	61	318,135
MARINE CORPS											
White	9,037	13,385	29,185	19,244	14,572	8,631	5,564	1,876	742	0	102,236
Black	1,595	2,627	5,847	3,661	3,922	3,127	2,261	1,003	441	0	24,484
Hispanic	1,756	2,919	6,439	4,335	3,555	1,464	744	291	133	0	21,636
Other	515	863	1,923	1,276	933	465	230	88	41	0	6,334
Total	12,903	19,794	43,394	28,516	22,982	13,687	8,799	3,258	1,357	0	154,690
AIR FORCE											
White	10,965	7,445	36,885	36,932	52,447	31,305	21,255	4,138	2,094	0	203,466
Black	2,165	2,479	9,529	10,002	11,737	8,262	5,988	1,105	495	0	51,762
Hispanic	686	802	3,670	4,049	3,323	1,671	1,081	205	111	0	15,598
Other	418	371	1,869	2,240	2,241	1,156	892	162	77	0	9,426
Total	14,234	11,097	51,953	53,223	69,748	42,394	29,216	5,610	2,777	0	280,252
TOTAL DoD											
White	49,312	59,553	128,264	144,195	147,137	101,651	61,005	16,368	6,699	43	714,227
Black	15,846	20,492	42,124	51,718	53,154	41,318	25,109	6,705	2,449	11	258,926
Hispanic	8,877	11,886	23,888	26,108	20,510	10,582	5,469	1,608	552	7	109,487
Other	4,150	5,756	12,386	15,912	14,417	10,218	5,732	1,516	646	7	70,740
Total	78,185	97,687	206,662	237,933	235,218	163,769	97,315	26,197	10,346	68	1,153,380

Table B-47 (Continued). FY 2001 Active Component Enlisted Members by Pay Grade, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	PAY GRADE										TOTAL
	E1	E2	E3	E4	E5	E6	E7	E8	E9	Unknown	
ARMY											
White	8.62%	10.84%	16.84%	23.65%	16.87%	12.44%	7.89%	2.24%	0.61%	0.00%	100.00%
Black	6.25%	8.05%	13.29%	21.09%	18.21%	17.26%	11.56%	3.25%	1.04%	0.00%	100.00%
Hispanic	9.06%	11.48%	19.09%	25.42%	15.76%	9.95%	6.53%	2.16%	0.54%	0.00%	100.00%
Other	5.91%	7.81%	14.54%	22.98%	19.19%	15.95%	10.02%	2.79%	0.82%	0.00%	100.00%
Total	7.80%	9.90%	15.88%	23.04%	17.30%	13.82%	8.96%	2.56%	0.74%	0.00%	100.00%
NAVY											
White	5.50%	7.90%	13.34%	19.10%	22.79%	18.21%	8.92%	2.88%	1.34%	0.02%	100.00%
Black	7.26%	9.07%	16.99%	20.39%	24.52%	14.87%	5.20%	1.25%	0.46%	0.01%	100.00%
Hispanic	8.73%	11.09%	19.05%	23.49%	22.50%	10.72%	3.30%	0.81%	0.29%	0.02%	100.00%
Other	5.80%	8.60%	16.62%	22.16%	21.58%	15.36%	6.91%	1.86%	1.09%	0.02%	100.00%
Total	6.23%	8.54%	15.00%	20.11%	23.01%	16.46%	7.37%	2.23%	1.02%	0.02%	100.00%
MARINE CORPS											
White	8.84%	13.09%	28.55%	18.82%	14.25%	8.44%	5.44%	1.83%	0.73%	0.00%	100.00%
Black	6.51%	10.73%	23.88%	14.95%	16.02%	12.77%	9.23%	4.10%	1.80%	0.00%	100.00%
Hispanic	8.12%	13.49%	29.76%	20.04%	16.43%	6.77%	3.44%	1.34%	0.61%	0.00%	100.00%
Other	8.13%	13.62%	30.36%	20.15%	14.73%	7.34%	3.63%	1.39%	0.65%	0.00%	100.00%
Total	8.34%	12.80%	28.05%	18.43%	14.86%	8.85%	5.69%	2.11%	0.88%	0.00%	100.00%
AIR FORCE											
White	5.39%	3.66%	18.13%	18.15%	25.78%	15.39%	10.45%	2.03%	1.03%	0.00%	100.00%
Black	4.18%	4.79%	18.41%	19.32%	22.67%	15.96%	11.57%	2.13%	0.96%	0.00%	100.00%
Hispanic	4.40%	5.14%	23.53%	25.96%	21.30%	10.71%	6.93%	1.31%	0.71%	0.00%	100.00%
Other	4.43%	3.94%	19.83%	23.76%	23.77%	12.26%	9.46%	1.72%	0.82%	0.00%	100.00%
Total	5.08%	3.96%	18.54%	18.99%	24.89%	15.13%	10.42%	2.00%	0.99%	0.00%	100.00%
TOTAL DoD											
White	6.90%	8.34%	17.96%	20.19%	20.60%	14.23%	8.54%	2.29%	0.94%	0.01%	100.00%
Black	6.12%	7.91%	16.27%	19.97%	20.53%	15.96%	9.70%	2.59%	0.95%	0.00%	100.00%
Hispanic	8.11%	10.86%	21.82%	23.85%	18.73%	9.67%	5.00%	1.47%	0.50%	0.01%	100.00%
Other	5.87%	8.14%	17.51%	22.49%	20.38%	14.44%	8.10%	2.14%	0.91%	0.01%	100.00%
Total	6.78%	8.47%	17.92%	20.63%	20.39%	14.20%	8.44%	2.27%	0.90%	0.01%	100.00%

Rows or columns may not add to totals due to rounding.

Table B-48. FY 2001 Active Component Officer Corps by Pay Grade, Service, and Gender

a. Number

GENDER	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
Males	6,632	6,819	18,051	12,127	7,378	3,238	147	101	44	10	0	54,547
Females	1,684	1,746	3,448	1,942	1,089	330	9	2	0	0	0	10,250
Total	8,316	8,565	21,499	14,069	8,467	3,568	156	103	44	10	0	64,797
NAVY												
Males	6,413	5,556	14,187	8,698	6,018	2,957	102	70	27	8	0	44,036
Females	1,327	1,059	2,625	1,588	931	352	5	5	0	0	0	7,892
Total	7,740	6,615	16,812	10,286	6,949	3,309	107	75	27	8	0	51,928
MARINE CORPS												
Males	2,293	2,458	4,819	3,327	1,715	610	39	23	13	4	0	15,301
Females	232	209	263	81	54	19	1	0	0	0	0	859
Total	2,525	2,667	5,082	3,408	1,769	629	40	23	13	4	0	16,160
AIR FORCE												
Males	6,774	6,043	18,133	12,873	8,695	3,356	133	81	37	12	74	56,211
Females	1,763	1,685	4,457	2,276	1,285	329	6	3	1	0	22	11,827
Total	8,537	7,728	22,590	15,149	9,980	3,685	139	84	38	12	96	68,038
TOTAL DoD												
Males	22,112	20,876	55,190	37,025	23,806	10,161	421	275	121	34	74	170,095
Females	5,006	4,699	10,793	5,887	3,359	1,030	21	10	1	0	22	30,828
Total	27,118	25,575	65,983	42,912	27,165	11,191	442	285	122	34	96	200,923

Table B-48 (Continued). FY 2001 Active Component Officer Corps by Pay Grade, Service, and Gender

b. Percent

GENDER	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
Males	12.16%	12.50%	33.09%	22.23%	13.53%	5.94%	0.27%	0.19%	0.08%	0.02%	0.00%	100.00%
Females	16.43%	17.03%	33.64%	18.95%	10.62%	3.22%	0.09%	0.02%	0.00%	0.00%	0.00%	100.00%
Total	12.83%	13.22%	33.18%	21.71%	13.07%	5.51%	0.24%	0.16%	0.07%	0.02%	0.00%	100.00%
NAVY												
Males	14.56%	12.62%	32.22%	19.75%	13.67%	6.71%	0.23%	0.16%	0.06%	0.02%	0.00%	100.00%
Females	16.81%	13.42%	33.26%	20.12%	11.80%	4.46%	0.06%	0.06%	0.00%	0.00%	0.00%	100.00%
Total	14.91%	12.74%	32.38%	19.81%	13.38%	6.37%	0.21%	0.14%	0.05%	0.02%	0.00%	100.00%
MARINE CORPS												
Males	14.99%	16.06%	31.49%	21.74%	11.21%	3.99%	0.25%	0.15%	0.08%	0.03%	0.00%	100.00%
Females	27.01%	24.33%	30.62%	9.43%	6.29%	2.21%	0.12%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	15.63%	16.50%	31.45%	21.09%	10.95%	3.89%	0.25%	0.14%	0.08%	0.02%	0.00%	100.00%
AIR FORCE												
Males	12.05%	10.75%	32.26%	22.90%	15.47%	5.97%	0.24%	0.14%	0.07%	0.02%	0.13%	100.00%
Females	14.91%	14.25%	37.68%	19.24%	10.86%	2.78%	0.05%	0.03%	0.01%	0.00%	0.19%	100.00%
Total	12.55%	11.36%	33.20%	22.27%	14.67%	5.42%	0.20%	0.12%	0.06%	0.02%	0.14%	100.00%
TOTAL DoD												
Males	13.00%	12.27%	32.45%	21.77%	14.00%	5.97%	0.25%	0.16%	0.07%	0.02%	0.04%	100.00%
Females	16.24%	15.24%	35.01%	19.10%	10.90%	3.34%	0.07%	0.03%	0.00%	0.00%	0.07%	100.00%
Total	13.50%	12.73%	32.84%	21.36%	13.52%	5.57%	0.22%	0.14%	0.06%	0.02%	0.05%	100.00%

Rows may not add to totals due to rounding.

Table B-49. FY 2001 Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
White	6,063	6,477	16,506	11,170	6,972	3,075	139	91	41	9	0	50,543
Black	1,082	1,057	2,571	1,736	951	277	10	10	3	0	0	7,697
Hispanic	493	472	966	521	239	87	5	1	0	0	0	2,784
Other	678	559	1,456	642	305	129	2	1	0	1	0	3,773
Total	8,316	8,565	21,499	14,069	8,467	3,568	156	103	44	10	0	64,797
NAVY												
White	6,106	5,208	13,604	8,875	6,280	3,067	102	70	27	8	0	43,347
Black	630	554	1,330	614	258	126	2	3	0	0	0	3,517
Hispanic	487	454	848	386	203	54	3	1	0	0	0	2,436
Other	517	399	1,030	411	208	62	0	1	0	0	0	2,628
Total	7,740	6,615	16,812	10,286	6,949	3,309	107	75	27	8	0	51,928
MARINE CORPS												
White	2,069	2,133	4,220	3,014	1,631	575	38	19	13	4	0	13,716
Black	146	216	393	179	73	33	1	3	0	0	0	1,044
Hispanic	173	197	304	118	41	16	1	1	0	0	0	851
Other	137	121	165	97	24	5	0	0	0	0	0	549
Total	2,525	2,667	5,082	3,408	1,769	629	40	23	13	4	0	16,160
AIR FORCE												
White	7,360	6,708	19,654	13,440	8,858	3,353	133	80	37	11	81	59,715
Black	677	535	1,509	899	638	183	5	3	1	1	6	4,457
Hispanic	195	200	562	349	261	67	0	0	0	0	5	1,639
Other	305	285	865	461	223	82	1	1	0	0	4	2,227
Total	8,537	7,728	22,590	15,149	9,980	3,685	139	84	38	12	96	68,038
TOTAL DoD												
White	21,598	20,526	53,984	36,499	23,741	10,070	412	260	118	32	81	167,321
Black	2,535	2,362	5,803	3,428	1,920	619	18	19	4	1	6	16,715
Hispanic	1,348	1,323	2,680	1,374	744	224	9	3	0	0	5	7,710
Other	1,637	1,364	3,516	1,611	760	278	3	3	0	1	4	9,177
Total	27,118	25,575	65,983	42,912	27,165	11,191	442	285	122	34	96	200,923

Table B-49 (Continued). FY 2001 Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity

b. Percent

RACE/ ETHNICITY	PAY GRADE											TOTAL
	O1	O2	O3	O4	O5	O6	O7	O8	O9	O10	Unknown	
ARMY												
White	12.00%	12.81%	32.66%	22.10%	13.79%	6.08%	0.28%	0.18%	0.08%	0.02%	0.00%	100.00%
Black	14.06%	13.73%	33.40%	22.55%	12.36%	3.60%	0.13%	0.13%	0.04%	0.00%	0.00%	100.00%
Hispanic	17.71%	16.95%	34.70%	18.71%	8.58%	3.13%	0.18%	0.04%	0.00%	0.00%	0.00%	100.00%
Other	17.97%	14.82%	38.59%	17.02%	8.08%	3.42%	0.05%	0.03%	0.00%	0.03%	0.00%	100.00%
Total	12.83%	13.22%	33.18%	21.71%	13.07%	5.51%	0.24%	0.16%	0.07%	0.02%	0.00%	100.00%
NAVY												
White	14.09%	12.01%	31.38%	20.47%	14.49%	7.08%	0.24%	0.16%	0.06%	0.02%	0.00%	100.00%
Black	17.91%	15.75%	37.82%	17.46%	7.34%	3.58%	0.06%	0.09%	0.00%	0.00%	0.00%	100.00%
Hispanic	19.99%	18.64%	34.81%	15.85%	8.33%	2.22%	0.12%	0.04%	0.00%	0.00%	0.00%	100.00%
Other	19.67%	15.18%	39.19%	15.64%	7.91%	2.36%	0.00%	0.04%	0.00%	0.00%	0.00%	100.00%
Total	14.91%	12.74%	32.38%	19.81%	13.38%	6.37%	0.21%	0.14%	0.05%	0.02%	0.00%	100.00%
MARINE CORPS												
White	15.08%	15.55%	30.77%	21.97%	11.89%	4.19%	0.28%	0.14%	0.09%	0.03%	0.00%	100.00%
Black	13.98%	20.69%	37.64%	17.15%	6.99%	3.16%	0.10%	0.29%	0.00%	0.00%	0.00%	100.00%
Hispanic	20.33%	23.15%	35.72%	13.87%	4.82%	1.88%	0.12%	0.12%	0.00%	0.00%	0.00%	100.00%
Other	24.95%	22.04%	30.05%	17.67%	4.37%	0.91%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	15.63%	16.50%	31.45%	21.09%	10.95%	3.89%	0.25%	0.14%	0.08%	0.02%	0.00%	100.00%
AIR FORCE												
White	12.33%	11.23%	32.91%	22.51%	14.83%	5.62%	0.22%	0.13%	0.06%	0.02%	0.14%	100.00%
Black	15.19%	12.00%	33.86%	20.17%	14.31%	4.11%	0.11%	0.07%	0.02%	0.02%	0.13%	100.00%
Hispanic	11.90%	12.20%	34.29%	21.29%	15.92%	4.09%	0.00%	0.00%	0.00%	0.00%	0.31%	100.00%
Other	13.70%	12.80%	38.84%	20.70%	10.01%	3.68%	0.04%	0.04%	0.00%	0.00%	0.18%	100.00%
Total	12.55%	11.36%	33.20%	22.27%	14.67%	5.42%	0.20%	0.12%	0.06%	0.02%	0.14%	100.00%
TOTAL DoD												
White	12.91%	12.27%	32.26%	21.81%	14.19%	6.02%	0.25%	0.16%	0.07%	0.02%	0.05%	100.00%
Black	15.17%	14.13%	34.72%	20.51%	11.49%	3.70%	0.11%	0.11%	0.02%	0.01%	0.04%	100.00%
Hispanic	17.48%	17.16%	34.76%	17.82%	9.65%	2.91%	0.12%	0.04%	0.00%	0.00%	0.06%	100.00%
Other	17.84%	14.86%	38.31%	17.55%	8.28%	3.03%	0.03%	0.03%	0.00%	0.01%	0.04%	100.00%
Total	13.50%	12.73%	32.84%	21.36%	13.52%	5.57%	0.22%	0.14%	0.06%	0.02%	0.05%	100.00%

Rows or columns may not add to totals due to rounding.

Appendix C:

Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Table C-1. FY 2001 NPS Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	17,008	6,242	1,632	675	220	34	19	16	136	25,982
Female	5,123	1,442	493	243	82	4	1	2	33	7,423
Total	22,131	7,684	2,125	918	302	38	20	18	169	33,405
ARMY RESERVE										
Male	9,432	3,643	865	291	19	0	0	0	0	14,250
Female	4,549	1,369	404	216	12	0	1	0	0	6,551
Total	13,981	5,012	1,269	507	31	0	1	0	0	20,801
NAVAL RESERVE										
Male	30	89	917	797	567	39	23	11	1	2,474
Female	10	39	423	393	281	23	5	4	0	1,178
Total	40	128	1,340	1,190	848	62	28	15	1	3,652
MARINE CORPS RESERVE										
Male	3,784	1,479	261	50	0	0	0	0	3	5,577
Female	162	82	21	3	0	0	0	0	0	268
Total	3,946	1,561	282	53	0	0	0	0	3	5,845
AIR NATIONAL GUARD										
Male	2,524	1,359	323	124	11	1	0	1	0	4,343
Female	821	404	159	107	8	1	0	0	1	1,501
Total	3,345	1,763	482	231	19	2	0	1	1	5,844
AIR FORCE RESERVE										
Male	764	580	179	87	8	4	4	2	0	1,628
Female	460	321	123	54	8	5	3	1	0	975
Total	1,224	901	302	141	16	9	7	3	0	2,603
TOTAL DoD										
Male	33,542	13,392	4,177	2,024	825	78	46	30	140	54,254
Female	11,125	3,657	1,623	1,016	391	33	10	7	34	17,896
Total	44,667	17,049	5,800	3,040	1,216	111	56	37	174	72,150
17-35 YR OLD CIVILIANS										
Male	5,790,086	8,795,521	8,117,115	9,016,299	1,945,806	NA	NA	NA	0	33,664,827
Female	5,623,889	8,913,478	8,515,365	9,394,860	1,993,476	NA	NA	NA	0	34,441,067
Total	11,413,975	17,708,999	16,632,479	18,411,159	3,939,282	NA	NA	NA	0	68,105,894

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-1 (Continued). FY 2001 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

	AGE GROUP									
GENDER	**17-19**	**20-24**	**25-29**	**30-34**	**35-39**	**40-44**	**45-49**	**50+**	**Unknown**	**TOTAL**
ARMY NATIONAL GUARD										
Male	65.46%	24.02%	6.28%	2.60%	0.85%	0.13%	0.07%	0.06%	0.52%	100.00%
Female	69.02%	19.43%	6.64%	3.27%	1.10%	0.05%	0.01%	0.03%	0.44%	100.00%
Total	66.25%	23.00%	6.36%	2.75%	0.90%	0.11%	0.06%	0.05%	0.51%	100.00%
ARMY RESERVE										
Male	66.19%	25.56%	6.07%	2.04%	0.13%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	69.44%	20.90%	6.17%	3.30%	0.18%	0.00%	0.02%	0.00%	0.00%	100.00%
Total	67.21%	24.09%	6.10%	2.44%	0.15%	0.00%	0.00%	0.00%	0.00%	100.00%
NAVAL RESERVE										
Male	1.21%	3.60%	37.07%	32.22%	22.92%	1.58%	0.93%	0.44%	0.04%	100.00%
Female	0.85%	3.31%	35.91%	33.36%	23.85%	1.95%	0.42%	0.34%	0.00%	100.00%
Total	1.10%	3.50%	36.69%	32.58%	23.22%	1.70%	0.77%	0.41%	0.03%	100.00%
MARINE CORPS RESERVE										
Male	67.85%	26.52%	4.68%	0.90%	0.00%	0.00%	0.00%	0.00%	0.05%	100.00%
Female	60.45%	30.60%	7.84%	1.12%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	67.51%	26.71%	4.82%	0.91%	0.00%	0.00%	0.00%	0.00%	0.05%	100.00%
AIR NATIONAL GUARD										
Male	58.12%	31.29%	7.44%	2.86%	0.25%	0.02%	0.00%	0.02%	0.00%	100.00%
Female	54.70%	26.92%	10.59%	7.13%	0.53%	0.07%	0.00%	0.00%	0.07%	100.00%
Total	57.24%	30.17%	8.25%	3.95%	0.33%	0.03%	0.00%	0.02%	0.02%	100.00%
AIR FORCE RESERVE										
Male	46.93%	35.63%	11.00%	5.34%	0.49%	0.25%	0.25%	0.12%	0.00%	100.00%
Female	47.18%	32.92%	12.62%	5.54%	0.82%	0.51%	0.31%	0.10%	0.00%	100.00%
Total	47.02%	34.61%	11.60%	5.42%	0.61%	0.35%	0.27%	0.12%	0.00%	100.00%
TOTAL DoD										
Male	61.82%	24.68%	7.70%	3.73%	1.52%	0.14%	0.08%	0.06%	0.26%	100.00%
Female	62.16%	20.43%	9.07%	5.68%	2.18%	0.18%	0.06%	0.04%	0.19%	100.00%
Total	61.91%	23.63%	8.04%	4.21%	1.69%	0.15%	0.08%	0.05%	0.24%	100.00%
17-35 YR OLD CIVILIANS										
Male	17.20%	26.13%	24.11%	26.78%	5.78%	NA	NA	NA	0.00%	100.00%
Female	16.33%	25.88%	24.72%	27.28%	5.79%	NA	NA	NA	0.00%	100.00%
Total	16.76%	26.00%	24.42%	27.03%	5.78%	NA	NA	NA	0.00%	100.00%

not add to totals due to rounding.

of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-2. FY 2001 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												MARRIED CIVILIANS 17-35 YEARS OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	24	16	40	12,517	5,025	17,542	12,541	5,041	17,582	0.19%	0.32%	0.23%	7,343	24,074	31,417
18	77	38	115	12,902	3,861	16,763	12,979	3,899	16,878	0.59%	0.97%	0.68%	16,394	67,594	83,988
19	112	68	180	7,910	2,117	10,027	8,022	2,185	10,207	1.40%	3.11%	1.76%	44,202	133,987	178,189
20	177	67	244	4,820	1,168	5,988	4,997	1,235	6,232	3.54%	5.43%	3.92%	89,394	198,021	287,415
21	223	85	308	3,085	821	3,906	3,308	906	4,214	6.74%	9.38%	7.31%	140,019	321,515	461,534
22	242	93	335	1,921	544	2,465	2,163	637	2,800	11.19%	14.60%	11.96%	218,413	412,097	630,510
23	311	119	430	1,362	376	1,738	1,673	495	2,168	18.59%	24.04%	19.83%	315,245	554,573	869,818
24	318	102	420	933	282	1,215	1,251	384	1,635	25.42%	26.56%	25.69%	453,035	629,745	1,082,780
25	315	107	422	623	234	857	938	341	1,279	33.58%	31.38%	32.99%	512,222	693,731	1,205,953
26	340	161	501	663	246	909	1,003	407	1,410	33.90%	39.56%	35.53%	589,335	801,769	1,391,104
27	306	120	426	522	196	718	828	316	1,144	36.96%	37.97%	37.24%	662,768	860,078	1,522,846
28	346	111	457	432	193	625	778	304	1,082	44.47%	36.51%	42.24%	792,778	920,980	1,713,758
29	279	110	389	351	145	496	630	255	885	44.29%	43.14%	43.95%	878,296	1,039,711	1,918,007
30	258	103	361	291	158	449	549	261	810	46.99%	39.46%	44.57%	1,026,381	1,185,202	2,211,583
31	194	101	295	235	138	373	429	239	668	45.22%	42.26%	44.16%	1,082,182	1,182,481	2,264,663
32	191	69	260	159	106	265	350	175	525	54.57%	39.43%	49.52%	1,082,682	1,182,640	2,265,322
33	175	68	243	173	87	260	348	155	503	50.29%	43.87%	48.31%	1,077,531	1,171,893	2,249,424
34	160	85	245	188	101	289	348	186	534	45.98%	45.70%	45.88%	1,174,887	1,208,035	2,382,922
35	152	78	230	156	96	252	308	174	482	49.35%	44.83%	47.72%	1,296,722	1,324,589	2,621,311
36+	307	94	401	364	173	537	671	267	938	45.75%	35.21%	42.75%	NA	NA	NA
Unknown	18	4	22	122	30	152	140	34	174	12.86%	11.76%	12.64%	0	0	0
TOTAL	4,525	1,799	6,324	49,729	16,097	65,826	54,254	17,896	72,150	8.34%	10.05%	8.77%	11,459,828	13,912,715	25,372,543

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-2 (Continued). FY 2001 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEARS OLD		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.53%	0.89%	0.63%	25.17%	31.22%	26.65%	23.12%	28.17%	24.37%	0.06%	0.17%	0.12%
18	1.70%	2.11%	1.82%	25.94%	23.99%	25.47%	23.92%	21.79%	23.39%	0.14%	0.49%	0.33%
19	2.48%	3.78%	2.85%	15.91%	13.15%	15.23%	14.79%	12.21%	14.15%	0.39%	0.96%	0.70%
20	3.91%	3.72%	3.86%	9.69%	7.26%	9.10%	9.21%	6.90%	8.64%	0.78%	1.42%	1.13%
21	4.93%	4.72%	4.87%	6.20%	5.10%	5.93%	6.10%	5.06%	5.84%	1.22%	2.31%	1.82%
22	5.35%	5.17%	5.30%	3.86%	3.38%	3.74%	3.99%	3.56%	3.88%	1.91%	2.96%	2.49%
23	6.87%	6.61%	6.80%	2.74%	2.34%	2.64%	3.08%	2.77%	3.00%	2.75%	3.99%	3.43%
24	7.03%	5.67%	6.64%	1.88%	1.75%	1.85%	2.31%	2.15%	2.27%	3.95%	4.53%	4.27%
25	6.96%	5.95%	6.67%	1.25%	1.45%	1.30%	1.73%	1.91%	1.77%	4.47%	4.99%	4.75%
26	7.51%	8.95%	7.92%	1.33%	1.53%	1.38%	1.85%	2.27%	1.95%	5.14%	5.76%	5.48%
27	6.76%	6.67%	6.74%	1.05%	1.22%	1.09%	1.53%	1.77%	1.59%	5.78%	6.18%	6.00%
28	7.65%	6.17%	7.23%	0.87%	1.20%	0.95%	1.43%	1.70%	1.50%	6.92%	6.62%	6.75%
29	6.17%	6.11%	6.15%	0.71%	0.90%	0.75%	1.16%	1.42%	1.23%	7.66%	7.47%	7.56%
30	5.70%	5.73%	5.71%	0.59%	0.98%	0.68%	1.01%	1.46%	1.12%	8.96%	8.52%	8.72%
31	4.29%	5.61%	4.66%	0.47%	0.86%	0.57%	0.79%	1.34%	0.93%	9.44%	8.50%	8.93%
32	4.22%	3.84%	4.11%	0.32%	0.66%	0.40%	0.65%	0.98%	0.73%	9.45%	8.50%	8.93%
33	3.87%	3.78%	3.84%	0.35%	0.54%	0.39%	0.64%	0.87%	0.70%	9.40%	8.42%	8.87%
34	3.54%	4.72%	3.87%	0.38%	0.63%	0.44%	0.64%	1.04%	0.74%	10.25%	8.68%	9.39%
35	3.36%	4.34%	3.64%	0.31%	0.60%	0.38%	0.57%	0.97%	0.67%	11.32%	9.52%	10.33%
36+	6.78%	5.23%	6.34%	0.73%	1.07%	0.82%	1.24%	1.49%	1.30%	NA	NA	NA
Unknown	0.40%	0.22%	0.35%	0.25%	0.19%	0.23%	0.26%	0.19%	0.24%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	21,349	82.17%	1,864	7.17%	1,735	6.68%	1,034	3.98%	25,982	100.00%
Female	5,609	75.56%	963	12.97%	514	6.92%	337	4.54%	7,423	100.00%
Total	26,958	80.70%	2,827	8.46%	2,249	6.73%	1,371	4.10%	33,405	100.00%
ARMY RESERVE										
Male	8,872	62.26%	2,682	18.82%	1,723	12.09%	973	6.83%	14,250	100.00%
Female	3,107	47.43%	2,276	34.74%	754	11.51%	414	6.32%	6,551	100.00%
Total	11,979	57.59%	4,958	23.84%	2,477	11.91%	1,387	6.67%	20,801	100.00%
NAVAL RESERVE										
Male	1,616	65.32%	362	14.63%	310	12.53%	186	7.52%	2,474	100.00%
Female	566	48.05%	388	32.94%	137	11.63%	87	7.39%	1,178	100.00%
Total	2,182	59.75%	750	20.54%	447	12.24%	273	7.48%	3,652	100.00%
MARINE CORPS RESERVE										
Male	3,884	69.64%	591	10.60%	789	14.15%	313	5.61%	5,577	100.00%
Female	163	60.82%	41	15.30%	53	19.78%	11	4.10%	268	100.00%
Total	4,047	69.24%	632	10.81%	842	14.41%	324	5.54%	5,845	100.00%
AIR NATIONAL GUARD										
Male	3,470	79.90%	376	8.66%	223	5.13%	274	6.31%	4,343	100.00%
Female	1,025	68.29%	267	17.79%	87	5.80%	122	8.13%	1,501	100.00%
Total	4,495	76.92%	643	11.00%	310	5.30%	396	6.78%	5,844	100.00%
AIR FORCE RESERVE										
Male	1,074	65.97%	350	21.50%	82	5.04%	122	7.49%	1,628	100.00%
Female	471	48.31%	367	37.64%	62	6.36%	75	7.69%	975	100.00%
Total	1,545	59.35%	717	27.55%	144	5.53%	197	7.57%	2,603	100.00%
TOTAL DoD										
Male	40,265	74.22%	6,225	11.47%	4,862	8.96%	2,902	5.35%	54,254	100.00%
Female	10,941	61.14%	4,302	24.04%	1,607	8.98%	1,046	5.84%	17,896	100.00%
Total	51,206	70.97%	10,527	14.59%	6,469	8.97%	3,948	5.47%	72,150	100.00%
18-24 YR OLD CIVILIANS										
Male	8,247,730	65.28%	1,686,097	13.35%	2,028,802	16.06%	671,469	5.31%	12,634,098	100.00%
Female	8,153,207	64.29%	1,941,241	15.31%	1,917,994	15.12%	669,338	5.28%	12,681,780	100.00%
Total	16,400,938	64.79%	3,627,338	14.33%	3,946,795	15.59%	1,340,807	5.30%	25,315,878	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-4. FY 2001 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

	COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	228	0.68%	1,117	5.37%	112	3.07%	537	9.19%	102	1.75%	50	1.92%	2,146	2.97%
PUERTO RICAN	864	2.59%	616	2.96%	37	1.01%	50	0.86%	126	2.16%	11	0.42%	1,704	2.36%
CUBAN	13	0.04%	22	0.11%	2	0.05%	4	0.07%	3	0.05%	3	0.12%	47	0.07%
LATIN AMER.	72	0.22%	277	1.33%	51	1.40%	66	1.13%	21	0.36%	13	0.50%	500	0.69%
OTHER HISP.	1,072	3.21%	445	2.14%	245	6.71%	185	3.17%	58	0.99%	67	2.57%	2,072	2.87%
ALEUTIAN	15	0.04%	6	0.03%	0	0.00%	1	0.02%	0	0.00%	0	0.00%	22	0.03%
ESKIMO	77	0.23%	3	0.01%	2	0.05%	0	0.00%	0	0.00%	3	0.12%	85	0.12%
N. AMER. INDIAN	171	0.51%	130	0.62%	43	1.18%	16	0.27%	51	0.87%	7	0.27%	418	0.58%
CHINESE	39	0.12%	111	0.53%	9	0.25%	31	0.53%	13	0.22%	3	0.12%	206	0.29%
JAPANESE	31	0.09%	19	0.09%	6	0.16%	8	0.14%	38	0.65%	0	0.00%	102	0.14%
KOREAN	61	0.18%	127	0.61%	6	0.16%	25	0.43%	18	0.31%	9	0.35%	246	0.34%
INDIAN	13	0.04%	23	0.11%	3	0.08%	6	0.10%	20	0.34%	2	0.08%	67	0.09%
FILIPINO	249	0.75%	219	1.05%	87	2.38%	34	0.58%	54	0.92%	25	0.96%	668	0.93%
VIETNAMESE	21	0.06%	85	0.41%	14	0.38%	23	0.39%	4	0.07%	1	0.04%	148	0.21%
OTHER ASIAN	108	0.32%	102	0.49%	17	0.47%	49	0.84%	23	0.39%	17	0.65%	316	0.44%
MELANESIAN	7	0.02%	4	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	11	0.02%
MICRONESIAN	11	0.03%	10	0.05%	1	0.03%	1	0.02%	2	0.03%	1	0.04%	26	0.04%
POLYNESIAN	104	0.31%	100	0.48%	4	0.11%	0	0.00%	27	0.46%	1	0.04%	236	0.33%
GUAMANIAN	73	0.22%	1	0.00%	0	0.00%	0	0.00%	29	0.50%	32	1.23%	135	0.19%
OTHER PACIFIC	14	0.04%	29	0.14%	22	0.60%	9	0.15%	10	0.17%	13	0.50%	97	0.13%
OTHER/NONE *	30,161	90.29%	17,317	83.25%	2,494	68.29%	4,792	81.98%	5,175	88.55%	2,314	88.90%	62,253	86.28%
UNKNOWN	1	0.00%	38	0.18%	497	13.61%	8	0.14%	70	1.20%	31	1.19%	645	0.89%
TOTAL	33,405	100.00%	20,801	100.00%	3,652	100.00%	5,845	100.00%	5,844	100.00%	2,603	100.00%	72,150	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Table C-5. FY 2001 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY NATIONAL GUARD							
Male	1,205	8,590	5,934	9,550	417	286	25,982
Female	212	2,074	1,808	3,198	70	61	7,423
Total	1,417	10,664	7,742	12,748	487	347	33,405
ARMY RESERVE							
Male	624	3,963	2,839	3,697	249	2,878	14,250
Female	184	1,550	1,522	1,805	71	1,419	6,551
Total	808	5,513	4,361	5,502	320	4,297	20,801
NAVAL RESERVE							
Male	8	73	69	67	20	2,237	2,474
Female	0	19	26	37	6	1,090	1,178
Total	8	92	95	104	26	3,327	3,652
MARINE CORPS RESERVE							
Male	442	2,475	1,292	1,293	25	50	5,577
Female	9	114	86	58	0	1	268
Total	451	2,589	1,378	1,351	25	51	5,845
AIR NATIONAL GUARD							
Male	286	1,418	642	531	0	1,466	4,343
Female	67	398	287	257	0	492	1,501
Total	353	1,816	929	788	0	1,958	5,844
AIR FORCE RESERVE							
Male	46	437	250	214	4	677	1,628
Female	20	209	176	205	1	364	975
Total	66	646	426	419	5	1,041	2,603
TOTAL DoD							
Male	2,611	16,956	11,026	15,352	715	7,594	54,254
Female	492	4,364	3,905	5,560	148	3,427	17,896
Total	3,103	21,320	14,931	20,912	863	11,021	72,150
1980, 18-23 YR OLD CIVILIANS							
Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-5 (Continued). FY 2001 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY NATIONAL GUARD							
Male	4.64%	33.06%	22.84%	36.76%	1.60%	1.10%	100.00%
Female	2.86%	27.94%	24.36%	43.08%	0.94%	0.82%	100.00%
Total	4.24%	31.92%	23.18%	38.16%	1.46%	1.04%	100.00%
ARMY RESERVE							
Male	4.38%	27.81%	19.92%	25.94%	1.75%	20.20%	100.00%
Female	2.81%	23.66%	23.23%	27.55%	1.08%	21.66%	100.00%
Total	3.88%	26.50%	20.97%	26.45%	1.54%	20.66%	100.00%
NAVAL RESERVE							
Male	0.32%	2.95%	2.79%	2.71%	0.81%	90.42%	100.00%
Female	0.00%	1.61%	2.21%	3.14%	0.51%	92.53%	100.00%
Total	0.22%	2.52%	2.60%	2.85%	0.71%	91.10%	100.00%
MARINE CORPS RESERVE							
Male	7.93%	44.38%	23.17%	23.18%	0.45%	0.90%	100.00%
Female	3.36%	42.54%	32.09%	21.64%	0.00%	0.37%	100.00%
Total	7.72%	44.29%	23.58%	23.11%	0.43%	0.87%	100.00%
AIR NATIONAL GUARD							
Male	6.59%	32.65%	14.78%	12.23%	0.00%	33.76%	100.00%
Female	4.46%	26.52%	19.12%	17.12%	0.00%	32.78%	100.00%
Total	6.04%	31.07%	15.90%	13.48%	0.00%	33.50%	100.00%
AIR FORCE RESERVE							
Male	2.83%	26.84%	15.36%	13.14%	0.25%	41.58%	100.00%
Female	2.05%	21.44%	18.05%	21.03%	0.10%	37.33%	100.00%
Total	2.54%	24.82%	16.37%	16.10%	0.19%	39.99%	100.00%
TOTAL DoD							
Male	4.81%	31.25%	20.32%	28.30%	1.32%	14.00%	100.00%
Female	2.75%	24.39%	21.82%	31.07%	0.83%	19.15%	100.00%
Total	4.30%	29.55%	20.69%	28.98%	1.20%	15.28%	100.00%
1980, 18-23 YR OLD CIVILIANS							
Male	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	100.00%
Female	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-6. FY 2001 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
White	1,312	9,563	6,430	9,176	274	203	26,958
Black	30	415	585	1,681	71	45	2,827
Hispanic	24	319	443	1,360	91	12	2,249
Other	51	367	284	531	51	87	1,371
TOTAL	1,417	10,664	7,742	12,748	487	347	33,405
ARMY RESERVE							
White	659	3,816	2,374	2,584	126	2,420	11,979
Black	57	902	1,101	1,685	97	1,116	4,958
Hispanic	27	418	544	910	43	535	2,477
Other	65	377	342	323	54	226	1,387
TOTAL	808	5,513	4,361	5,502	320	4,297	20,801
NAVAL RESERVE							
White	8	61	50	35	20	2,008	2,182
Black	0	10	26	48	2	664	750
Hispanic	0	12	15	16	2	402	447
Other	0	9	4	5	2	253	273
TOTAL	8	92	95	104	26	3,327	3,652
MARINE CORPS RESERVE							
White	372	1,963	896	761	20	35	4,047
Black	22	210	167	220	4	9	632
Hispanic	21	270	248	299	1	3	842
Other	36	146	67	71	0	4	324
TOTAL	451	2,589	1,378	1,351	25	51	5,845
AIR NATIONAL GUARD							
White	317	1,512	675	485	0	1,506	4,495
Black	6	127	118	160	0	232	643
Hispanic	10	64	50	71	0	115	310
Other	20	113	86	72	0	105	396
TOTAL	353	1,816	929	788	0	1,958	5,844
AIR FORCE RESERVE							
White	51	453	252	166	3	620	1,545
Black	7	109	114	196	2	289	717
Hispanic	4	28	23	22	0	67	144
Other	4	56	37	35	0	65	197
TOTAL	66	646	426	419	5	1,041	2,603
TOTAL DoD							
White	2,719	17,368	10,677	13,207	443	6,792	51,206
Black	122	1,773	2,111	3,990	176	2,355	10,527
Hispanic	86	1,111	1,323	2,678	137	1,134	6,469
Other	176	1,068	820	1,037	107	740	3,948
TOTAL	3,103	21,320	14,931	20,912	863	11,021	72,150

Table C-6 (Continued). FY 2001 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	AFQT CATEGORY I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY NATIONAL GUARD							
White	4.87%	35.47%	23.85%	34.04%	1.02%	0.75%	100.00%
Black	1.06%	14.68%	20.69%	59.46%	2.51%	1.59%	100.00%
Hispanic	1.07%	14.18%	19.70%	60.47%	4.05%	0.53%	100.00%
Other	3.72%	26.77%	20.71%	38.73%	3.72%	6.35%	100.00%
TOTAL	4.24%	31.92%	23.18%	38.16%	1.46%	1.04%	100.00%
ARMY RESERVE							
White	5.50%	31.86%	19.82%	21.57%	1.05%	20.20%	100.00%
Black	1.15%	18.19%	22.21%	33.99%	1.96%	22.51%	100.00%
Hispanic	1.09%	16.88%	21.96%	36.74%	1.74%	21.60%	100.00%
Other	4.69%	27.18%	24.66%	23.29%	3.89%	16.29%	100.00%
TOTAL	3.88%	26.50%	20.97%	26.45%	1.54%	20.66%	100.00%
NAVAL RESERVE							
White	0.37%	2.80%	2.29%	1.60%	0.92%	92.03%	100.00%
Black	0.00%	1.33%	3.47%	6.40%	0.27%	88.53%	100.00%
Hispanic	0.00%	2.68%	3.36%	3.58%	0.45%	89.93%	100.00%
Other	0.00%	3.30%	1.47%	1.83%	0.73%	92.67%	100.00%
TOTAL	0.22%	2.52%	2.60%	2.85%	0.71%	91.10%	100.00%
MARINE CORPS RESERVE							
White	9.19%	48.51%	22.14%	18.80%	0.49%	0.86%	100.00%
Black	3.48%	33.23%	26.42%	34.81%	0.63%	1.42%	100.00%
Hispanic	2.49%	32.07%	29.45%	35.51%	0.12%	0.36%	100.00%
Other	11.11%	45.06%	20.68%	21.91%	0.00%	1.23%	100.00%
TOTAL	7.72%	44.29%	23.58%	23.11%	0.43%	0.87%	100.00%
AIR NATIONAL GUARD							
White	7.05%	33.64%	15.02%	10.79%	0.00%	33.50%	100.00%
Black	0.93%	19.75%	18.35%	24.88%	0.00%	36.08%	100.00%
Hispanic	3.23%	20.65%	16.13%	22.90%	0.00%	37.10%	100.00%
Other	5.05%	28.54%	21.72%	18.18%	0.00%	26.52%	100.00%
TOTAL	6.04%	31.07%	15.90%	13.48%	0.00%	33.50%	100.00%
AIR FORCE RESERVE							
White	3.30%	29.32%	16.31%	10.74%	0.19%	40.13%	100.00%
Black	0.98%	15.20%	15.90%	27.34%	0.28%	40.31%	100.00%
Hispanic	2.78%	19.44%	15.97%	15.28%	0.00%	46.53%	100.00%
Other	2.03%	28.43%	18.78%	17.77%	0.00%	32.99%	100.00%
TOTAL	2.54%	24.82%	16.37%	16.10%	0.19%	39.99%	100.00%
TOTAL DoD							
White	5.31%	33.92%	20.85%	25.79%	0.87%	13.26%	100.00%
Black	1.16%	16.84%	20.05%	37.90%	1.67%	22.37%	100.00%
Hispanic	1.33%	17.17%	20.45%	41.40%	2.12%	17.53%	100.00%
Other	4.46%	27.05%	20.77%	26.27%	2.71%	18.74%	100.00%
TOTAL	4.30%	29.55%	20.69%	28.98%	1.20%	15.28%	100.00%

Table C-7. FY 2001 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER						TOTAL	
	TIER 1*		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	18,783	72.29%	3,019	11.62%	4,180	16.09%	25,982	100.00%
Female	5,688	76.63%	600	8.08%	1,135	15.29%	7,423	100.00%
Total	24,471	73.26%	3,619	10.83%	5,315	15.91%	33,405	100.00%
ARMY RESERVE								
Male	13,002	91.24%	256	1.80%	992	6.96%	14,250	100.00%
Female	6,296	96.11%	73	1.11%	182	2.78%	6,551	100.00%
Total	19,298	92.77%	329	1.58%	1,174	5.64%	20,801	100.00%
NAVAL RESERVE								
Male	2,408	97.33%	23	0.93%	43	1.74%	2,474	100.00%
Female	1,152	97.79%	7	0.59%	19	1.61%	1,178	100.00%
Total	3,560	97.48%	30	0.82%	62	1.70%	3,652	100.00%
MARINE CORPS RESERVE								
Male	5,398	96.79%	171	3.07%	8	0.14%	5,577	100.00%
Female	264	98.51%	4	1.49%	0	0.00%	268	100.00%
Total	5,662	96.87%	175	2.99%	8	0.14%	5,845	100.00%
AIR NATIONAL GUARD								
Male	3,500	80.59%	768	17.68%	75	1.73%	4,343	100.00%
Female	1,216	81.01%	251	16.72%	34	2.27%	1,501	100.00%
Total	4,716	80.70%	1,019	17.44%	109	1.87%	5,844	100.00%
AIR FORCE RESERVE								
Male	1,535	94.29%	35	2.15%	58	3.56%	1,628	100.00%
Female	917	94.05%	21	2.15%	37	3.79%	975	100.00%
Total	2,452	94.20%	56	2.15%	95	3.65%	2,603	100.00%
TOTAL DoD								
Male	44,626	82.25%	4,272	7.87%	5,356	9.87%	54,254	100.00%
Female	15,533	86.80%	956	5.34%	1,407	7.86%	17,896	100.00%
Total	60,159	83.38%	5,228	7.25%	6,763	9.37%	72,150	100.00%
18-24 YR OLD CIVILIANS								
Male	9,622,535	76.16%	**	**	3,011,563	23.84%	12,634,098	100.00%
Female	10,408,287	82.07%	**	**	2,273,493	17.93%	12,681,780	100.00%
Total	20,030,822	79.12%	**	**	5,285,057	20.88%	25,315,878	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG-9,066; USAR-2,738; USNR-2; USAFR-70.

** Civilian numbers and percentages combine Tier 1 and Tier 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-8. FY 2001 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	19,342	71.75%	2,972	11.02%	4,644	17.23%	26,958	100.00%
Black	2,315	81.89%	306	10.82%	206	7.29%	2,827	100.00%
Hispanic	1,742	77.46%	231	10.27%	276	12.27%	2,249	100.00%
Other	1,072	78.19%	110	8.02%	189	13.79%	1,371	100.00%
TOTAL	24,471	73.26%	3,619	10.83%	5,315	15.91%	33,405	100.00%
ARMY RESERVE								
White	10,923	91.18%	222	1.85%	834	6.96%	11,979	100.00%
Black	4,745	95.70%	48	0.97%	165	3.33%	4,958	100.00%
Hispanic	2,316	93.50%	36	1.45%	125	5.05%	2,477	100.00%
Other	1,314	94.74%	23	1.66%	50	3.60%	1,387	100.00%
TOTAL	19,298	92.77%	329	1.58%	1,174	5.64%	20,801	100.00%
NAVAL RESERVE								
White	2,134	97.80%	16	0.73%	32	1.47%	2,182	100.00%
Black	730	97.33%	7	0.93%	13	1.73%	750	100.00%
Hispanic	426	95.30%	6	1.34%	15	3.36%	447	100.00%
Other	270	98.90%	1	0.37%	2	0.73%	273	100.00%
TOTAL	3,560	97.48%	30	0.82%	62	1.70%	3,652	100.00%
MARINE CORPS RESERVE								
White	3,912	96.66%	129	3.19%	6	0.15%	4,047	100.00%
Black	619	97.94%	13	2.06%	0	0.00%	632	100.00%
Hispanic	815	96.79%	26	3.09%	1	0.12%	842	100.00%
Other	316	97.53%	7	2.16%	1	0.31%	324	100.00%
TOTAL	5,662	96.87%	175	2.99%	8	0.14%	5,845	100.00%
AIR NATIONAL GUARD								
White	3,560	79.20%	841	18.71%	94	2.09%	4,495	100.00%
Black	567	88.18%	69	10.73%	7	1.09%	643	100.00%
Hispanic	275	88.71%	30	9.68%	5	1.61%	310	100.00%
Other	314	79.29%	79	19.95%	3	0.76%	396	100.00%
TOTAL	4,716	80.70%	1,019	17.44%	109	1.87%	5,844	100.00%
AIR FORCE RESERVE								
White	1,453	94.05%	35	2.27%	57	3.69%	1,545	100.00%
Black	672	93.72%	14	1.95%	31	4.32%	717	100.00%
Hispanic	139	96.53%	3	2.08%	2	1.39%	144	100.00%
Other	188	95.43%	4	2.03%	5	2.54%	197	100.00%
TOTAL	2,452	94.20%	56	2.15%	95	3.65%	2,603	100.00%
TOTAL DoD								
White	41,324	80.70%	4,215	8.23%	5,667	11.07%	51,206	100.00%
Black	9,648	91.65%	457	4.34%	422	4.01%	10,527	100.00%
Hispanic	5,713	88.31%	332	5.13%	424	6.55%	6,469	100.00%
Other	3,474	87.99%	224	5.67%	250	6.33%	3,948	100.00%
TOTAL	60,159	83.38%	5,228	7.25%	6,763	9.37%	72,150	100.00%

currently attending high school. The following numbers of accessions are included in this category: ARNG-9,066;

Table C-9. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	228	7,290	6,835	5,474	3,308	1,635	631	290	49	25,740
Female	70	1,056	884	567	358	200	53	12	2	3,202
Total	298	8,346	7,719	6,041	3,666	1,835	684	302	51	28,942
ARMY RESERVE										
Male	672	4,886	5,087	3,296	1,994	1,113	453	367	1,192	19,060
Female	369	1,782	1,387	780	473	262	99	50	199	5,401
Total	1,041	6,668	6,474	4,076	2,467	1,375	552	417	1,391	24,461
NAVAL RESERVE										
Male	439	2,535	4,074	3,249	1,825	784	238	150	5	13,299
Female	154	563	784	515	405	184	52	43	3	2,703
Total	593	3,098	4,858	3,764	2,230	968	290	193	8	16,002
MARINE CORPS RESERVE										
Male	38	1,463	1,305	435	152	54	14	18	4	3,483
Female	2	100	72	29	12	5	1	0	0	221
Total	40	1,563	1,377	464	164	59	15	18	4	3,704
AIR NATIONAL GUARD										
Male	61	781	1,180	1,061	695	288	106	65	1	4,238
Female	28	255	281	183	119	67	24	3	0	960
Total	89	1,036	1,461	1,244	814	355	130	68	1	5,198
AIR FORCE RESERVE										
Male	16	847	1,256	1,077	716	317	134	112	2	4,477
Female	24	431	469	264	170	92	37	7	0	1,494
Total	40	1,278	1,725	1,341	886	409	171	119	2	5,971
TOTAL DoD										
Male	1,454	17,802	19,737	14,592	8,690	4,191	1,576	1,002	1,253	70,297
Female	647	4,187	3,877	2,338	1,537	810	266	115	204	13,981
Total	2,101	21,989	23,614	16,930	10,227	5,001	1,842	1,117	1,457	84,278
CIVILIAN LABOR FORCE, 20-39 YRS OLD										
Male	0	7,189,258	7,449,466	8,441,156	9,383,223	NA	NA	NA	0	32,463,103
Female	0	6,534,763	6,508,165	7,114,122	7,933,119	NA	NA	NA	0	28,090,169
Total	0	13,724,021	13,957,631	15,555,278	17,316,341	NA	NA	NA	0	60,553,272

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-9 (Continued). FY 2001 Prior Service Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	0.89%	28.32%	26.55%	21.27%	12.85%	6.35%	2.45%	1.13%	0.19%	100.00%
Female	2.19%	32.98%	27.61%	17.71%	11.18%	6.25%	1.66%	0.37%	0.06%	100.00%
Total	1.03%	28.84%	26.67%	20.87%	12.67%	6.34%	2.36%	1.04%	0.18%	100.00%
ARMY RESERVE										
Male	3.53%	25.63%	26.69%	17.29%	10.46%	5.84%	2.38%	1.93%	6.25%	100.00%
Female	6.83%	32.99%	25.68%	14.44%	8.76%	4.85%	1.83%	0.93%	3.68%	100.00%
Total	4.26%	27.26%	26.47%	16.66%	10.09%	5.62%	2.26%	1.70%	5.69%	100.00%
NAVAL RESERVE										
Male	3.30%	19.06%	30.63%	24.43%	13.72%	5.90%	1.79%	1.13%	0.04%	100.00%
Female	5.70%	20.83%	29.00%	19.05%	14.98%	6.81%	1.92%	1.59%	0.11%	100.00%
Total	3.71%	19.36%	30.36%	23.52%	13.94%	6.05%	1.81%	1.21%	0.05%	100.00%
MARINE CORPS RESERVE										
Male	1.09%	42.00%	37.47%	12.49%	4.36%	1.55%	0.40%	0.52%	0.11%	100.00%
Female	0.90%	45.25%	32.58%	13.12%	5.43%	2.26%	0.45%	0.00%	0.00%	100.00%
Total	1.08%	42.20%	37.18%	12.53%	4.43%	1.59%	0.40%	0.49%	0.11%	100.00%
AIR NATIONAL GUARD										
Male	1.44%	18.43%	27.84%	25.04%	16.40%	6.80%	2.50%	1.53%	0.02%	100.00%
Female	2.92%	26.56%	29.27%	19.06%	12.40%	6.98%	2.50%	0.31%	0.00%	100.00%
Total	1.71%	19.93%	28.11%	23.93%	15.66%	6.83%	2.50%	1.31%	0.02%	100.00%
AIR FORCE RESERVE										
Male	0.36%	18.92%	28.05%	24.06%	15.99%	7.08%	2.99%	2.50%	0.04%	100.00%
Female	1.61%	28.85%	31.39%	17.67%	11.38%	6.16%	2.48%	0.47%	0.00%	100.00%
Total	0.67%	21.40%	28.89%	22.46%	14.84%	6.85%	2.86%	1.99%	0.03%	100.00%
TOTAL DoD										
Male	2.07%	25.32%	28.08%	20.76%	12.36%	5.96%	2.24%	1.43%	1.78%	100.00%
Female	4.63%	29.95%	27.73%	16.72%	10.99%	5.79%	1.90%	0.82%	1.46%	100.00%
Total	2.49%	26.09%	28.02%	20.09%	12.13%	5.93%	2.19%	1.33%	1.73%	100.00%
CIVILIAN LABOR FORCE, 20-39 YRS OLD										
Male	0.00%	22.15%	22.95%	26.00%	28.90%	NA	NA	NA	0.00%	100.00%
Female	0.00%	23.26%	23.17%	25.33%	28.24%	NA	NA	NA	0.00%	100.00%
Total	0.00%	22.66%	23.05%	25.69%	28.60%	NA	NA	NA	0.00%	100.00%

[illegible] to totals due to rounding.

[illegible] Statistics Current Population Survey File, October 2000-September 2001.

Table C-10. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												20-39 YEAR OLD MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	1	0	1	299	124	423	300	124	424	0.33%	0.00%	0.24%	NA	NA	NA
18	12	2	14	559	237	796	571	239	810	2.10%	0.84%	1.73%	NA	NA	NA
19	15	33	48	568	251	819	583	284	867	2.57%	11.62%	5.54%	NA	NA	NA
20	64	87	151	1,005	336	1,341	1,069	423	1,492	5.99%	20.57%	10.12%	81,919	120,913	202,832
21	253	162	415	2,251	436	2,687	2,504	598	3,102	10.10%	27.09%	13.38%	129,029	196,421	325,451
22	800	325	1,125	3,579	710	4,289	4,379	1,035	5,414	18.27%	31.40%	20.78%	202,785	258,484	461,269
23	1,210	375	1,585	3,809	725	4,534	5,019	1,100	6,119	24.11%	34.09%	25.90%	295,551	366,130	661,681
24	1,415	377	1,792	3,416	654	4,070	4,831	1,031	5,862	29.29%	36.57%	30.57%	430,836	438,721	869,556
25	1,525	379	1,904	2,944	571	3,515	4,469	950	5,419	34.12%	39.89%	35.14%	485,137	474,718	959,854
26	1,704	361	2,065	2,492	493	2,985	4,196	854	5,050	40.61%	42.27%	40.89%	555,516	574,192	1,129,708
27	1,732	314	2,046	2,041	419	2,460	3,773	733	4,506	45.91%	42.84%	45.41%	631,135	600,855	1,231,990
28	1,849	325	2,174	1,818	387	2,205	3,667	712	4,379	50.42%	45.65%	49.65%	758,861	642,543	1,401,404
29	1,940	282	2,222	1,692	346	2,038	3,632	628	4,260	53.41%	44.90%	52.16%	840,591	745,588	1,586,179
30	2,128	273	2,401	1,594	334	1,928	3,722	607	4,329	57.17%	44.98%	55.46%	983,733	845,958	1,829,691
31	1,927	269	2,196	1,357	283	1,640	3,284	552	3,836	58.68%	48.73%	57.25%	1,040,574	843,909	1,884,483
32	1,674	208	1,882	1,128	246	1,374	2,802	454	3,256	59.74%	45.81%	57.80%	1,043,378	839,801	1,883,179
33	1,441	176	1,617	1,029	176	1,205	2,470	352	2,822	58.34%	50.00%	57.30%	1,032,403	800,328	1,832,731
34	1,433	182	1,615	881	191	1,072	2,314	373	2,687	61.93%	48.79%	60.10%	1,131,712	875,055	2,006,767
35	1,371	169	1,540	775	172	947	2,146	341	2,487	63.89%	49.56%	61.92%	1,249,268	946,223	2,195,491
36	1,207	146	1,353	710	187	897	1,917	333	2,250	62.96%	43.84%	60.13%	1,347,245	1,006,308	2,353,553
37	1,091	164	1,255	635	180	815	1,726	344	2,070	63.21%	47.67%	60.63%	1,294,450	1,044,394	2,338,845
38	1,017	111	1,128	542	149	691	1,559	260	1,819	65.23%	42.69%	62.01%	1,312,171	1,081,861	2,394,033
39	852	126	978	490	133	623	1,342	259	1,601	63.49%	48.65%	61.09%	1,343,009	1,058,674	2,401,683
40	732	112	844	432	115	547	1,164	227	1,391	62.89%	49.34%	60.68%	NA	NA	NA
41	642	90	732	361	103	464	1,003	193	1,196	64.01%	46.63%	61.20%	NA	NA	NA
42	522	63	585	279	76	355	801	139	940	65.17%	45.32%	62.23%	NA	NA	NA
43	412	56	468	234	82	316	646	138	784	63.78%	40.58%	59.69%	NA	NA	NA
44	370	50	420	207	63	270	577	113	690	64.12%	44.25%	60.87%	NA	NA	NA
45+	1,782	182	1,964	796	199	995	2,578	381	2,959	69.12%	47.77%	66.37%	NA	NA	NA
Unknown	145	15	160	1,108	189	1,297	1,253	204	1,457	11.57%	7.35%	10.98%	0	0	0
TOTAL	31,266	5,414	36,680	39,031	8,567	47,598	70,297	13,981	84,278	44.48%	38.72%	43.52%	16,189,305	13,761,076	29,950,381

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-10 (Continued). FY 2001 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									20-39 YEAR OLD MARRIED CIVILIANS IN LABOR FORCE		
	MARRIED			UNMARRIED			TOTAL DoD					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.00%	0.00%	0.00%	0.77%	1.45%	0.89%	0.43%	0.89%	0.50%	NA	NA	NA
18	0.04%	0.04%	0.04%	1.43%	2.77%	1.67%	0.81%	1.71%	0.96%	NA	NA	NA
19	0.05%	0.61%	0.13%	1.46%	2.93%	1.72%	0.83%	2.03%	1.03%	NA	NA	NA
20	0.20%	1.61%	0.41%	2.57%	3.92%	2.82%	1.52%	3.03%	1.77%	0.51%	0.88%	0.68%
21	0.81%	2.99%	1.13%	5.77%	5.09%	5.65%	3.56%	4.28%	3.68%	0.80%	1.43%	1.09%
22	2.56%	6.00%	3.07%	9.17%	8.29%	9.01%	6.23%	7.40%	6.42%	1.25%	1.88%	1.54%
23	3.87%	6.93%	4.32%	9.76%	8.46%	9.53%	7.14%	7.87%	7.26%	1.83%	2.66%	2.21%
24	4.53%	6.96%	4.89%	8.75%	7.63%	8.55%	6.87%	7.37%	6.96%	2.66%	3.19%	2.90%
25	4.88%	7.00%	5.19%	7.54%	6.67%	7.38%	6.36%	6.79%	6.43%	3.00%	3.45%	3.20%
26	5.45%	6.67%	5.63%	6.38%	5.75%	6.27%	5.97%	6.11%	5.99%	3.43%	4.17%	3.77%
27	5.54%	5.80%	5.58%	5.23%	4.89%	5.17%	5.37%	5.24%	5.35%	3.90%	4.37%	4.11%
28	5.91%	6.00%	5.93%	4.66%	4.52%	4.63%	5.22%	5.09%	5.20%	4.69%	4.67%	4.68%
29	6.20%	5.21%	6.06%	4.34%	4.04%	4.28%	5.17%	4.49%	5.05%	5.19%	5.42%	5.30%
30	6.81%	5.04%	6.55%	4.08%	3.90%	4.05%	5.29%	4.34%	5.14%	6.08%	6.15%	6.11%
31	6.16%	4.97%	5.99%	3.48%	3.30%	3.45%	4.67%	3.95%	4.55%	6.43%	6.13%	6.29%
32	5.35%	3.84%	5.13%	2.89%	2.87%	2.89%	3.99%	3.25%	3.86%	6.44%	6.10%	6.29%
33	4.61%	3.25%	4.41%	2.64%	2.05%	2.53%	3.51%	2.52%	3.35%	6.38%	5.82%	6.12%
34	4.58%	3.36%	4.40%	2.26%	2.23%	2.25%	3.29%	2.67%	3.19%	6.99%	6.36%	6.70%
35	4.38%	3.12%	4.20%	1.99%	2.01%	1.99%	3.05%	2.44%	2.95%	7.72%	6.88%	7.33%
36	3.86%	2.70%	3.69%	1.82%	2.18%	1.88%	2.73%	2.38%	2.67%	8.32%	7.31%	7.86%
37	3.49%	3.03%	3.42%	1.63%	2.10%	1.71%	2.46%	2.46%	2.46%	8.00%	7.59%	7.81%
38	3.25%	2.05%	3.08%	1.39%	1.74%	1.45%	2.22%	1.86%	2.16%	8.11%	7.86%	7.99%
39	2.73%	2.33%	2.67%	1.26%	1.55%	1.31%	1.91%	1.85%	1.90%	8.30%	7.69%	8.02%
40	2.34%	2.07%	2.30%	1.11%	1.34%	1.15%	1.66%	1.62%	1.65%	NA	NA	NA
41	2.05%	1.66%	2.00%	0.92%	1.20%	0.97%	1.43%	1.38%	1.42%	NA	NA	NA
42	1.67%	1.16%	1.59%	0.71%	0.89%	0.75%	1.14%	0.99%	1.12%	NA	NA	NA
43	1.32%	1.03%	1.28%	0.60%	0.96%	0.66%	0.92%	0.99%	0.93%	NA	NA	NA
44	1.18%	0.92%	1.15%	0.53%	0.74%	0.57%	0.82%	0.81%	0.82%	NA	NA	NA
45+	5.70%	3.36%	5.35%	2.04%	2.32%	2.09%	3.67%	2.73%	3.51%	NA	NA	NA
Unknown	0.46%	0.28%	0.44%	2.84%	2.21%	2.72%	1.78%	1.46%	1.73%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

[illegible] to totals due to rounding.

[illegible] Statistics Current Population Survey File, October 2000-September 2001.

Table C-11. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	19,719	76.61%	2,733	10.62%	1,986	7.72%	1,302	5.06%	25,740	100.00%
Female	2,166	67.65%	657	20.52%	202	6.31%	177	5.53%	3,202	100.00%
Total	21,885	75.62%	3,390	11.71%	2,188	7.56%	1,479	5.11%	28,942	100.00%
ARMY RESERVE										
Male	10,863	56.99%	4,217	22.12%	1,706	8.95%	2,274	11.93%	19,060	100.00%
Female	2,152	39.84%	2,274	42.10%	427	7.91%	548	10.15%	5,401	100.00%
Total	13,015	53.21%	6,491	26.54%	2,133	8.72%	2,822	11.54%	24,461	100.00%
NAVAL RESERVE										
Male	9,365	70.42%	2,031	15.27%	1,166	8.77%	737	5.54%	13,299	100.00%
Female	1,666	61.64%	679	25.12%	220	8.14%	138	5.11%	2,703	100.00%
Total	11,031	68.94%	2,710	16.94%	1,386	8.66%	875	5.47%	16,002	100.00%
MARINE CORPS RESERVE										
Male	2,254	64.71%	468	13.44%	557	15.99%	204	5.86%	3,483	100.00%
Female	128	57.92%	41	18.55%	39	17.65%	13	5.88%	221	100.00%
Total	2,382	64.31%	509	13.74%	596	16.09%	217	5.86%	3,704	100.00%
AIR NATIONAL GUARD										
Male	3,297	77.80%	426	10.05%	283	6.68%	232	5.47%	4,238	100.00%
Female	650	67.71%	197	20.52%	50	5.21%	63	6.56%	960	100.00%
Total	3,947	75.93%	623	11.99%	333	6.41%	295	5.68%	5,198	100.00%
AIR FORCE RESERVE										
Male	3,279	73.24%	625	13.96%	324	7.24%	249	5.56%	4,477	100.00%
Female	919	61.51%	391	26.17%	104	6.96%	80	5.35%	1,494	100.00%
Total	4,198	70.31%	1,016	17.02%	428	7.17%	329	5.51%	5,971	100.00%
TOTAL DoD										
Male	48,777	69.39%	10,500	14.94%	6,022	8.57%	4,998	7.11%	70,297	100.00%
Female	7,681	54.94%	4,239	30.32%	1,042	7.45%	1,019	7.29%	13,981	100.00%
Total	56,458	66.99%	14,739	17.49%	7,064	8.38%	6,017	7.14%	84,278	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE										
Male	22,019,183	67.83%	3,659,051	11.27%	5,030,584	15.50%	1,754,284	5.40%	32,463,103	100.00%
Female	18,830,380	67.04%	4,227,702	15.05%	3,551,986	12.64%	1,480,102	5.27%	28,090,169	100.00%
Total	40,849,563	67.46%	7,886,753	13.02%	8,582,569	14.17%	3,234,387	5.34%	60,553,272	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-12. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component

	COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	726	2.51%	736	3.01%	485	3.03%	342	9.23%	146	2.81%	220	3.68%	2,655	3.15%
PUERTO RICAN	549	1.90%	699	2.86%	147	0.92%	52	1.40%	106	2.04%	64	1.07%	1,617	1.92%
CUBAN	14	0.05%	21	0.09%	14	0.09%	6	0.16%	2	0.04%	5	0.08%	62	0.07%
LATIN AMER.	159	0.55%	206	0.84%	134	0.84%	48	1.30%	11	0.21%	15	0.25%	573	0.68%
OTHER HISP.	740	2.56%	471	1.93%	606	3.79%	148	4.00%	68	1.31%	124	2.08%	2,157	2.56%
ALEUTIAN	8	0.03%	10	0.04%	9	0.06%	0	0.00%	1	0.02%	0	0.00%	28	0.03%
ESKIMO	16	0.06%	4	0.02%	4	0.02%	1	0.03%	1	0.02%	6	0.10%	32	0.04%
N. AMER. INDIAN	149	0.51%	166	0.68%	192	1.20%	28	0.76%	39	0.75%	34	0.57%	608	0.72%
CHINESE	29	0.10%	26	0.11%	14	0.09%	8	0.22%	8	0.15%	7	0.12%	92	0.11%
JAPANESE	18	0.06%	31	0.13%	7	0.04%	3	0.08%	8	0.15%	13	0.22%	80	0.09%
KOREAN	65	0.22%	84	0.34%	25	0.16%	4	0.11%	8	0.15%	7	0.12%	193	0.23%
INDIAN	19	0.07%	30	0.12%	12	0.07%	6	0.16%	14	0.27%	1	0.02%	82	0.10%
FILIPINO	186	0.64%	190	0.78%	268	1.67%	32	0.86%	49	0.94%	71	1.19%	796	0.94%
VIETNAMESE	27	0.09%	35	0.14%	45	0.28%	12	0.32%	2	0.04%	0	0.00%	121	0.14%
OTHER ASIAN	91	0.31%	91	0.37%	60	0.37%	10	0.27%	29	0.56%	43	0.72%	324	0.38%
MELANESIAN	5	0.02%	6	0.02%	1	0.01%	0	0.00%	0	0.00%	0	0.00%	12	0.01%
MICRONESIAN	10	0.03%	27	0.11%	4	0.02%	5	0.13%	0	0.00%	1	0.02%	47	0.06%
POLYNESIAN	38	0.13%	38	0.16%	3	0.02%	0	0.00%	6	0.12%	6	0.10%	91	0.11%
GUAMANIAN	37	0.13%	3	0.01%	2	0.01%	0	0.00%	9	0.17%	15	0.25%	66	0.08%
OTHER PACIFIC	30	0.10%	42	0.17%	59	0.37%	2	0.05%	6	0.12%	6	0.10%	145	0.17%
OTHER/NONE *	26,026	89.92%	21,481	87.82%	11,306	70.65%	2,979	80.43%	4,591	88.32%	5,314	89.00%	71,697	85.07%
UNKNOWN	0	0.00%	64	0.26%	2,605	16.28%	18	0.49%	94	1.81%	19	0.32%	2,800	3.32%
TOTAL	28,942	100.00%	24,461	100.00%	16,002	100.00%	3,704	100.00%	5,198	100.00%	5,971	100.00%	84,278	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-13. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	22,788	88.53%	2,641	10.26%	311	1.21%	25,740	100.00%
Female	2,929	91.47%	249	7.78%	24	0.75%	3,202	100.00%
Total	25,717	88.86%	2,890	9.99%	335	1.16%	28,942	100.00%
ARMY RESERVE								
Male	16,859	88.45%	1,849	9.70%	352	1.85%	19,060	100.00%
Female	4,900	90.72%	433	8.02%	68	1.26%	5,401	100.00%
Total	21,759	88.95%	2,282	9.33%	420	1.72%	24,461	100.00%
NAVAL RESERVE								
Male	12,907	97.05%	110	0.83%	282	2.12%	13,299	100.00%
Female	2,649	98.00%	29	1.07%	25	0.92%	2,703	100.00%
Total	15,556	97.21%	139	0.87%	307	1.92%	16,002	100.00%
MARINE CORPS RESERVE								
Male	3,365	96.61%	115	3.30%	3	0.09%	3,483	100.00%
Female	215	97.29%	5	2.26%	1	0.45%	221	100.00%
Total	3,580	96.65%	120	3.24%	4	0.11%	3,704	100.00%
AIR NATIONAL GUARD								
Male	4,147	97.85%	89	2.10%	2	0.05%	4,238	100.00%
Female	945	98.44%	14	1.46%	1	0.10%	960	100.00%
Total	5,092	97.96%	103	1.98%	3	0.06%	5,198	100.00%
AIR FORCE RESERVE								
Male	4,450	99.40%	27	0.60%	0	0.00%	4,477	100.00%
Female	1,491	99.80%	3	0.20%	0	0.00%	1,494	100.00%
Total	5,941	99.50%	30	0.50%	0	0.00%	5,971	100.00%
TOTAL DoD								
Male	64,516	91.78%	4,831	6.87%	950	1.35%	70,297	100.00%
Female	13,129	93.91%	733	5.24%	119	0.85%	13,981	100.00%
Total	77,645	92.13%	5,564	6.60%	1,069	1.27%	84,278	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE								
Male	28,287,015	87.14%	*	*	4,176,087	12.86%	32,463,103	100.00%
Female	25,660,243	91.35%	*	*	2,429,926	8.65%	28,090,169	100.00%
Total	53,947,258	89.09%	*	*	6,606,013	10.91%	60,553,272	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-14. FY 2001 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	19,270	88.05%	2,349	10.73%	266	1.22%	21,885	100.00%
Black	3,089	91.12%	265	7.82%	36	1.06%	3,390	100.00%
Hispanic	2,003	91.54%	173	7.91%	12	0.55%	2,188	100.00%
Other	1,355	91.62%	103	6.96%	21	1.42%	1,479	100.00%
Total	25,717	88.86%	2,890	9.99%	335	1.16%	28,942	100.00%
ARMY RESERVE								
White	11,367	87.34%	1,382	10.62%	266	2.04%	13,015	100.00%
Black	5,814	89.57%	578	8.90%	99	1.53%	6,491	100.00%
Hispanic	1,892	88.70%	212	9.94%	29	1.36%	2,133	100.00%
Other	2,686	95.18%	110	3.90%	26	0.92%	2,822	100.00%
Total	21,759	88.95%	2,282	9.33%	420	1.72%	24,461	100.00%
NAVAL RESERVE								
White	10,720	97.18%	89	0.81%	222	2.01%	11,031	100.00%
Black	2,661	98.19%	21	0.77%	28	1.03%	2,710	100.00%
Hispanic	1,330	95.96%	18	1.30%	38	2.74%	1,386	100.00%
Other	845	96.57%	11	1.26%	19	2.17%	875	100.00%
Total	15,556	97.21%	139	0.87%	307	1.92%	16,002	100.00%
MARINE CORPS RESERVE								
White	2,299	96.52%	80	3.36%	3	0.13%	2,382	100.00%
Black	498	97.84%	10	1.96%	1	0.20%	509	100.00%
Hispanic	572	95.97%	24	4.03%	0	0.00%	596	100.00%
Other	211	97.24%	6	2.76%	0	0.00%	217	100.00%
Total	3,580	96.65%	120	3.24%	4	0.11%	3,704	100.00%
AIR NATIONAL GUARD								
White	3,859	97.77%	85	2.15%	3	0.08%	3,947	100.00%
Black	617	99.04%	6	0.96%	0	0.00%	623	100.00%
Hispanic	326	97.90%	7	2.10%	0	0.00%	333	100.00%
Other	290	98.31%	5	1.69%	0	0.00%	295	100.00%
Total	5,092	97.96%	103	1.98%	3	0.06%	5,198	100.00%
AIR FORCE RESERVE								
White	4,174	99.43%	24	0.57%	0	0.00%	4,198	100.00%
Black	1,013	99.70%	3	0.30%	0	0.00%	1,016	100.00%
Hispanic	427	99.77%	1	0.23%	0	0.00%	428	100.00%
Other	327	99.39%	2	0.61%	0	0.00%	329	100.00%
Total	5,941	99.50%	30	0.50%	0	0.00%	5,971	100.00%
TOTAL DoD								
White	51,689	91.55%	4,009	7.10%	760	1.35%	56,458	100.00%
Black	13,692	92.90%	883	5.99%	164	1.11%	14,739	100.00%
Hispanic	6,550	92.72%	435	6.16%	79	1.12%	7,064	100.00%
Other	5,714	94.96%	237	3.94%	66	1.10%	6,017	100.00%
Total	77,645	92.13%	5,564	6.60%	1,069	1.27%	84,278	100.00%

due to rounding.

Table C-15. FY 2001 Selected Reserve Enlisted Members by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	27,638	60,724	44,216	41,362	38,282	26,037	15,884	21,990	57	276,190
Female	7,905	11,542	6,060	4,636	4,007	2,887	1,313	700	10	39,060
Total	35,543	72,266	50,276	45,998	42,289	28,924	17,197	22,690	67	315,250
ARMY RESERVE										
Male	14,386	27,850	18,830	17,405	17,366	12,445	7,214	7,714	354	123,564
Female	6,676	11,430	6,543	5,239	4,609	3,456	1,911	1,272	60	41,196
Total	21,062	39,280	25,373	22,644	21,975	15,901	9,125	8,986	414	164,760
NAVAL RESERVE										
Male	442	3,928	9,624	14,151	13,337	7,376	3,428	2,423	9	54,718
Female	216	1,097	2,795	3,517	3,398	1,754	775	601	1	14,154
Total	658	5,025	12,419	17,668	16,735	9,130	4,203	3,024	10	68,872
MARINE CORPS RESERVE										
Male	4,539	17,590	6,668	2,837	1,577	625	210	146	3	34,195
Female	179	804	335	168	117	62	15	6	0	1,686
Total	4,718	18,394	7,003	3,005	1,694	687	225	152	3	35,881
AIR NATIONAL GUARD										
Male	3,296	9,641	9,957	12,901	15,138	10,546	6,768	10,127	1	78,375
Female	1,206	3,201	2,749	2,832	2,743	2,115	1,183	656	0	16,685
Total	4,502	12,842	12,706	15,733	17,881	12,661	7,951	10,783	1	95,060
AIR FORCE RESERVE										
Male	797	3,315	5,048	7,752	10,007	7,082	4,577	5,989	1	44,568
Female	485	1,811	2,068	2,165	2,333	1,718	1,061	610	0	12,251
Total	1,282	5,126	7,116	9,917	12,340	8,800	5,638	6,599	1	56,819
TOTAL DoD										
Male	51,098	123,048	94,343	96,408	95,707	64,111	38,081	48,389	425	611,610
Female	16,667	29,885	20,550	18,557	17,207	11,992	6,258	3,845	71	125,032
Total	67,765	152,933	114,893	114,965	112,914	76,103	44,339	52,234	496	736,642
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	3,337,944	7,708,599	7,897,212	8,869,683	9,685,113	10,308,999	9,084,871	18,228,043	0	75,120,462
Female	3,170,559	6,904,166	6,812,128	7,505,843	8,317,632	9,001,220	8,174,119	15,629,229	0	65,514,895
Total	6,508,503	14,612,764	14,709,340	16,375,525	18,002,745	19,310,219	17,258,990	33,857,272	0	140,635,358

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-15 (Continued). FY 2001 Selected Reserve Enlisted Members by Age Group, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	10.01%	21.99%	16.01%	14.98%	13.86%	9.43%	5.75%	7.96%	0.02%	100.00%
Female	20.24%	29.55%	15.51%	11.87%	10.26%	7.39%	3.36%	1.79%	0.03%	100.00%
Total	11.27%	22.92%	15.95%	14.59%	13.41%	9.17%	5.46%	7.20%	0.02%	100.00%
ARMY RESERVE										
Male	11.64%	22.54%	15.24%	14.09%	14.05%	10.07%	5.84%	6.24%	0.29%	100.00%
Female	16.21%	27.75%	15.88%	12.72%	11.19%	8.39%	4.64%	3.09%	0.15%	100.00%
Total	12.78%	23.84%	15.40%	13.74%	13.34%	9.65%	5.54%	5.45%	0.25%	100.00%
NAVAL RESERVE										
Male	0.81%	7.18%	17.59%	25.86%	24.37%	13.48%	6.26%	4.43%	0.02%	100.00%
Female	1.53%	7.75%	19.75%	24.85%	24.01%	12.39%	5.48%	4.25%	0.01%	100.00%
Total	0.96%	7.30%	18.03%	25.65%	24.30%	13.26%	6.10%	4.39%	0.01%	100.00%
MARINE CORPS RESERVE										
Male	13.27%	51.44%	19.50%	8.30%	4.61%	1.83%	0.61%	0.43%	0.01%	100.00%
Female	10.62%	47.69%	19.87%	9.96%	6.94%	3.68%	0.89%	0.36%	0.00%	100.00%
Total	13.15%	51.26%	19.52%	8.37%	4.72%	1.91%	0.63%	0.42%	0.01%	100.00%
AIR NATIONAL GUARD										
Male	4.21%	12.30%	12.70%	16.46%	19.31%	13.46%	8.64%	12.92%	0.00%	100.00%
Female	7.23%	19.18%	16.48%	16.97%	16.44%	12.68%	7.09%	3.93%	0.00%	100.00%
Total	4.74%	13.51%	13.37%	16.55%	18.81%	13.32%	8.36%	11.34%	0.00%	100.00%
AIR FORCE RESERVE										
Male	1.79%	7.44%	11.33%	17.39%	22.45%	15.89%	10.27%	13.44%	0.00%	100.00%
Female	3.96%	14.78%	16.88%	17.67%	19.04%	14.02%	8.66%	4.98%	0.00%	100.00%
Total	2.26%	9.02%	12.52%	17.45%	21.72%	15.49%	9.92%	11.61%	0.00%	100.00%
TOTAL DoD										
Male	8.35%	20.12%	15.43%	15.76%	15.65%	10.48%	6.23%	7.91%	0.07%	100.00%
Female	13.33%	23.90%	16.44%	14.84%	13.76%	9.59%	5.01%	3.08%	0.06%	100.00%
Total	9.20%	20.76%	15.60%	15.61%	15.33%	10.33%	6.02%	7.09%	0.07%	100.00%
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	4.44%	10.26%	10.51%	11.81%	12.89%	13.72%	12.09%	24.27%	0.00%	100.00%
Female	4.84%	10.54%	10.40%	11.46%	12.70%	13.74%	12.48%	23.86%	0.00%	100.00%
	4.63%	10.39%	10.46%	11.64%	12.80%	13.73%	12.27%	24.07%	0.00%	100.00%

Survey File, September 2001.

Table C-16. FY 2001 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY												MARRIED CIVILIANS*		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	13	2	15	5,965	2,425	8,390	5,978	2,427	8,405	0.22%	0.08%	0.18%	3,023	9,276	12,299
18	82	47	129	19,586	6,935	26,521	19,668	6,982	26,650	0.42%	0.67%	0.48%	9,633	40,109	49,741
19	372	164	536	25,080	7,094	32,174	25,452	7,258	32,710	1.46%	2.26%	1.64%	26,858	60,210	87,068
20	799	404	1,203	24,011	6,294	30,305	24,810	6,698	31,508	3.22%	6.03%	3.82%	42,696	71,243	113,939
21	1,599	681	2,280	23,472	5,615	29,087	25,071	6,296	31,367	6.38%	10.82%	7.27%	162,193	240,727	402,920
22	2,896	1,018	3,914	22,392	4,977	27,369	25,288	5,995	31,283	11.45%	16.98%	12.51%	213,652	252,849	466,501
23	4,299	1,298	5,597	20,167	4,382	24,549	24,466	5,680	30,146	17.57%	22.85%	18.57%	311,399	353,129	664,528
24	5,771	1,510	7,281	17,642	3,706	21,348	23,413	5,216	28,629	24.65%	28.95%	25.43%	421,742	448,698	870,441
25	6,486	1,554	8,040	14,183	2,997	17,180	20,669	4,551	25,220	31.38%	34.15%	31.88%	494,250	536,118	1,030,368
26	7,374	1,592	8,966	12,083	2,730	14,813	19,457	4,322	23,779	37.90%	36.83%	37.71%	589,876	624,460	1,214,336
27	8,093	1,715	9,808	9,978	2,399	12,377	18,071	4,114	22,185	44.78%	41.69%	44.21%	655,752	667,013	1,322,764
28	8,932	1,642	10,574	8,782	2,111	10,893	17,714	3,753	21,467	50.42%	43.75%	49.26%	821,738	655,994	1,477,732
29	10,141	1,781	11,922	8,291	2,029	10,320	18,432	3,810	22,242	55.02%	46.75%	53.60%	960,987	737,343	1,698,331
30	11,794	1,991	13,785	8,283	2,142	10,425	20,077	4,133	24,210	58.74%	48.17%	56.94%	1,054,783	886,418	1,941,201
31	12,620	1,912	14,532	7,569	2,044	9,613	20,189	3,956	24,145	62.51%	48.33%	60.19%	1,121,570	792,787	1,914,357
32	12,560	1,923	14,483	6,513	1,748	8,261	19,073	3,671	22,744	65.85%	52.38%	63.68%	1,086,674	928,651	2,015,325
33	12,586	1,787	14,373	5,892	1,569	7,461	18,478	3,356	21,834	68.11%	53.25%	65.83%	1,153,950	845,510	1,999,460
34	12,974	1,813	14,787	5,617	1,628	7,245	18,591	3,441	22,032	69.79%	52.69%	67.12%	1,105,118	844,086	1,949,204
35	13,433	1,776	15,209	5,286	1,547	6,833	18,719	3,323	22,042	71.76%	53.45%	69.00%	1,220,585	993,259	2,213,844
36	13,924	1,856	15,780	5,152	1,694	6,846	19,076	3,550	22,626	72.99%	52.28%	69.74%	1,405,241	1,042,419	2,447,660
37	14,791	1,847	16,638	5,264	1,684	6,948	20,055	3,531	23,586	73.75%	52.31%	70.54%	1,341,305	1,084,316	2,425,621
38	14,741	1,909	16,650	4,908	1,611	6,519	19,649	3,520	23,169	75.02%	54.23%	71.86%	1,357,921	1,144,611	2,502,532
39	13,804	1,756	15,560	4,404	1,527	5,931	18,208	3,283	21,491	75.81%	53.49%	72.40%	1,454,944	1,193,012	2,647,956
40	12,428	1,700	14,128	3,938	1,417	5,355	16,366	3,117	19,483	75.94%	54.54%	72.51%	1,587,119	1,191,894	2,779,013
41	11,050	1,343	12,393	3,478	1,224	4,702	14,528	2,567	17,095	76.06%	52.32%	72.49%	1,452,787	1,192,809	2,645,596
42	9,419	1,305	10,724	2,885	1,121	4,006	12,304	2,426	14,730	76.55%	53.79%	72.80%	1,474,713	1,094,914	2,569,627
43	8,422	1,025	9,447	2,356	986	3,342	10,778	2,011	12,789	78.14%	50.97%	73.87%	1,338,330	1,292,506	2,630,836
44	7,871	972	8,843	2,264	899	3,163	10,135	1,871	12,006	77.66%	51.95%	73.65%	1,484,312	1,156,880	2,641,192
45+	71,505	5,015	76,520	14,965	5,088	20,053	86,470	10,103	96,573	82.69%	49.64%	79.24%	21,314,253	15,240,135	36,554,388
Unknown	56	9	65	369	62	431	425	71	496	13.18%	12.68%	13.10%	0	0	0
TOTAL	310,835	43,347	354,182	300,775	81,685	382,460	611,610	125,032	736,642	50.82%	34.67%	48.08%	45,667,403	35,621,377	81,288,780

* Civilian labor force, 17 years and older.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-16 (Continued). FY 2001 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									MARRIED CIVILIANS*		
	MARRIED			UNMARRIED			TOTAL DoD					
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.00%	0.00%	0.00%	1.98%	2.97%	2.19%	0.98%	1.94%	1.14%	0.01%	0.03%	0.02%
18	0.03%	0.11%	0.04%	6.51%	8.49%	6.93%	3.22%	5.58%	3.62%	0.02%	0.11%	0.06%
19	0.12%	0.38%	0.15%	8.34%	8.68%	8.41%	4.16%	5.80%	4.44%	0.06%	0.17%	0.11%
20	0.26%	0.93%	0.34%	7.98%	7.71%	7.92%	4.06%	5.36%	4.28%	0.09%	0.20%	0.14%
21	0.51%	1.57%	0.64%	7.80%	6.87%	7.61%	4.10%	5.04%	4.26%	0.36%	0.68%	0.50%
22	0.93%	2.35%	1.11%	7.44%	6.09%	7.16%	4.13%	4.79%	4.25%	0.47%	0.71%	0.57%
23	1.38%	2.99%	1.58%	6.71%	5.36%	6.42%	4.00%	4.54%	4.09%	0.68%	0.99%	0.82%
24	1.86%	3.48%	2.06%	5.87%	4.54%	5.58%	3.83%	4.17%	3.89%	0.92%	1.26%	1.07%
25	2.09%	3.59%	2.27%	4.72%	3.67%	4.49%	3.38%	3.64%	3.42%	1.08%	1.51%	1.27%
26	2.37%	3.67%	2.53%	4.02%	3.34%	3.87%	3.18%	3.46%	3.23%	1.29%	1.75%	1.49%
27	2.60%	3.96%	2.77%	3.32%	2.94%	3.24%	2.95%	3.29%	3.01%	1.44%	1.87%	1.63%
28	2.87%	3.79%	2.99%	2.92%	2.58%	2.85%	2.90%	3.00%	2.91%	1.80%	1.84%	1.82%
29	3.26%	4.11%	3.37%	2.76%	2.48%	2.70%	3.01%	3.05%	3.02%	2.10%	2.07%	2.09%
30	3.79%	4.59%	3.89%	2.75%	2.62%	2.73%	3.28%	3.31%	3.29%	2.31%	2.49%	2.39%
31	4.06%	4.41%	4.10%	2.52%	2.50%	2.51%	3.30%	3.16%	3.28%	2.46%	2.23%	2.36%
32	4.04%	4.44%	4.09%	2.17%	2.14%	2.16%	3.12%	2.94%	3.09%	2.38%	2.61%	2.48%
33	4.05%	4.12%	4.06%	1.96%	1.92%	1.95%	3.02%	2.68%	2.96%	2.53%	2.37%	2.46%
34	4.17%	4.18%	4.17%	1.87%	1.99%	1.89%	3.04%	2.75%	2.99%	2.42%	2.37%	2.40%
35	4.32%	4.10%	4.29%	1.76%	1.89%	1.79%	3.06%	2.66%	2.99%	2.67%	2.79%	2.72%
36	4.48%	4.28%	4.46%	1.71%	2.07%	1.79%	3.12%	2.84%	3.07%	3.08%	2.93%	3.01%
37	4.76%	4.26%	4.70%	1.75%	2.06%	1.82%	3.28%	2.82%	3.20%	2.94%	3.04%	2.98%
38	4.74%	4.40%	4.70%	1.63%	1.97%	1.70%	3.21%	2.82%	3.15%	2.97%	3.21%	3.08%
39	4.44%	4.05%	4.39%	1.46%	1.87%	1.55%	2.98%	2.63%	2.92%	3.19%	3.35%	3.26%
40	4.00%	3.92%	3.99%	1.31%	1.73%	1.40%	2.68%	2.49%	2.64%	3.48%	3.35%	3.42%
41	3.55%	3.10%	3.50%	1.16%	1.50%	1.23%	2.38%	2.05%	2.32%	3.18%	3.35%	3.25%
42	3.03%	3.01%	3.03%	0.96%	1.37%	1.05%	2.01%	1.94%	2.00%	3.23%	3.07%	3.16%
43	2.71%	2.36%	2.67%	0.78%	1.21%	0.87%	1.76%	1.61%	1.74%	2.93%	3.63%	3.24%
44	2.53%	2.24%	2.50%	0.75%	1.10%	0.83%	1.66%	1.50%	1.63%	3.25%	3.25%	3.25%
45+	23.00%	11.57%	21.60%	4.98%	6.23%	5.24%	14.14%	8.08%	13.11%	46.67%	42.78%	44.97%
Unknown	0.02%	0.02%	0.02%	0.12%	0.08%	0.11%	0.07%	0.06%	0.07%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-17. FY 2001 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	202,622	73.36%	41,560	15.05%	21,353	7.73%	10,655	3.86%	276,190	100.00%
Female	23,679	60.62%	10,901	27.91%	2,639	6.76%	1,841	4.71%	39,060	100.00%
Total	226,301	71.78%	52,461	16.64%	23,992	7.61%	12,496	3.96%	315,250	100.00%
ARMY RESERVE										
Male	72,612	58.76%	29,474	23.85%	13,710	11.10%	7,768	6.29%	123,564	100.00%
Female	17,533	42.56%	17,306	42.01%	3,923	9.52%	2,434	5.91%	41,196	100.00%
Total	90,145	54.71%	46,780	28.39%	17,633	10.70%	10,202	6.19%	164,760	100.00%
NAVAL RESERVE										
Male	39,163	71.57%	8,039	14.69%	4,751	8.68%	2,765	5.05%	54,718	100.00%
Female	8,477	59.89%	3,748	26.48%	1,206	8.52%	723	5.11%	14,154	100.00%
Total	47,640	69.17%	11,787	17.11%	5,957	8.65%	3,488	5.06%	68,872	100.00%
MARINE CORPS RESERVE										
Male	22,885	66.92%	3,964	11.59%	5,121	14.98%	2,225	6.51%	34,195	100.00%
Female	970	57.53%	318	18.86%	275	16.31%	123	7.30%	1,686	100.00%
Total	23,855	66.48%	4,282	11.93%	5,396	15.04%	2,348	6.54%	35,881	100.00%
AIR NATIONAL GUARD										
Male	62,849	80.19%	6,266	7.99%	4,517	5.76%	4,743	6.05%	78,375	100.00%
Female	11,809	70.78%	2,739	16.42%	952	5.71%	1,185	7.10%	16,685	100.00%
Total	74,658	78.54%	9,005	9.47%	5,469	5.75%	5,928	6.24%	95,060	100.00%
AIR FORCE RESERVE										
Male	32,179	72.20%	7,239	16.24%	2,792	6.26%	2,358	5.29%	44,568	100.00%
Female	7,226	58.98%	3,595	29.34%	751	6.13%	679	5.54%	12,251	100.00%
Total	39,405	69.35%	10,834	19.07%	3,543	6.24%	3,037	5.35%	56,819	100.00%
TOTAL DoD										
Male	432,310	70.68%	96,542	15.78%	52,244	8.54%	30,514	4.99%	611,610	100.00%
Female	69,694	55.74%	38,607	30.88%	9,746	7.79%	6,985	5.59%	125,032	100.00%
Total	502,004	68.15%	135,149	18.35%	61,990	8.42%	37,499	5.09%	736,642	100.00%
18-49 YR OLD CIVILIAN LABOR FORCE										
Male	39,507,324	70.52%	6,122,188	10.93%	7,545,378	13.47%	2,851,802	5.09%	56,026,692	100.00%
Female	34,098,246	69.61%	6,917,755	14.12%	5,533,380	11.30%	2,434,914	4.97%	48,984,296	100.00%
Total	73,605,570	70.09%	13,039,943	12.42%	13,078,758	12.45%	5,286,717	5.03%	105,010,988	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-18. FY 2001 Selected Reserve Enlisted Members by Ethnicity and Component

	COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	5,863	1.86%	5,802	3.52%	2,054	2.98%	3,239	9.03%	2,136	2.25%	1,877	3.30%	20,971	2.85%
PUERTO RICAN	10,379	3.29%	7,014	4.26%	804	1.17%	468	1.30%	1,900	2.00%	536	0.94%	21,101	2.86%
CUBAN	188	0.06%	170	0.10%	68	0.10%	51	0.14%	46	0.05%	62	0.11%	585	0.08%
LATIN AMER.	1,067	0.34%	1,579	0.96%	766	1.11%	393	1.10%	236	0.25%	70	0.12%	4,111	0.56%
OTHER HISP.	6,495	2.06%	3,068	1.86%	2,265	3.29%	1,245	3.47%	1,151	1.21%	998	1.76%	15,222	2.07%
ALEUTIAN	52	0.02%	50	0.03%	13	0.02%	4	0.01%	6	0.01%	1	0.00%	126	0.02%
ESKIMO	529	0.17%	32	0.02%	11	0.02%	6	0.02%	16	0.02%	20	0.04%	614	0.08%
N. AMER. INDIAN	1,527	0.48%	973	0.59%	624	0.91%	126	0.35%	1,354	1.42%	350	0.62%	4,954	0.67%
CHINESE	284	0.09%	445	0.27%	88	0.13%	186	0.52%	178	0.19%	84	0.15%	1,265	0.17%
JAPANESE	427	0.14%	241	0.15%	77	0.11%	45	0.13%	676	0.71%	90	0.16%	1,556	0.21%
KOREAN	422	0.13%	554	0.34%	75	0.11%	149	0.42%	127	0.13%	53	0.09%	1,380	0.19%
INDIAN	153	0.05%	222	0.13%	62	0.09%	66	0.18%	207	0.22%	20	0.04%	730	0.10%
FILIPINO	1,920	0.61%	1,656	1.01%	1,356	1.97%	383	1.07%	1,054	1.11%	864	1.52%	7,233	0.98%
VIETNAMESE	213	0.07%	350	0.21%	127	0.18%	125	0.35%	43	0.05%	11	0.02%	869	0.12%
OTHER ASIAN	719	0.23%	751	0.46%	203	0.29%	202	0.56%	323	0.34%	317	0.56%	2,515	0.34%
MELANESIAN	40	0.01%	33	0.02%	4	0.01%	2	0.01%	4	0.00%	0	0.00%	83	0.01%
MICRONESIAN	83	0.03%	198	0.12%	8	0.01%	13	0.04%	6	0.01%	8	0.01%	316	0.04%
POLYNESIAN	534	0.17%	671	0.41%	28	0.04%	13	0.04%	263	0.28%	19	0.03%	1,528	0.21%
GUAMANIAN	585	0.19%	81	0.05%	5	0.01%	2	0.01%	224	0.24%	150	0.26%	1,047	0.14%
OTHER PACIFIC	322	0.10%	421	0.26%	172	0.25%	55	0.15%	167	0.18%	54	0.10%	1,191	0.16%
OTHER/NONE *	283,443	89.91%	140,413	85.22%	48,938	71.06%	29,052	80.97%	84,833	89.24%	51,185	90.08%	637,864	86.59%
UNKNOWN	5	0.00%	36	0.02%	11,124	16.15%	56	0.16%	110	0.12%	50	0.09%	11,381	1.54%
TOTAL	315,250	100.00%	164,760	100.00%	68,872	100.00%	35,881	100.00%	95,060	100.00%	56,819	100.00%	736,642	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-19. FY 2001 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	254,829	92.27%	78	0.03%	21,283	7.71%	276,190	100.00%
Female	34,079	87.25%	10	0.03%	4,971	12.73%	39,060	100.00%
Total	288,908	91.64%	88	0.03%	26,254	8.33%	315,250	100.00%
ARMY RESERVE								
Male	103,896	84.08%	17,228	13.94%	2,440	1.97%	123,564	100.00%
Female	35,892	87.12%	4,764	11.56%	540	1.31%	41,196	100.00%
Total	139,788	84.84%	21,992	13.35%	2,980	1.81%	164,760	100.00%
NAVAL RESERVE								
Male	53,432	97.65%	605	1.11%	681	1.24%	54,718	100.00%
Female	13,974	98.73%	100	0.71%	80	0.57%	14,154	100.00%
Total	67,406	97.87%	705	1.02%	761	1.10%	68,872	100.00%
MARINE CORPS RESERVE								
Male	33,295	97.37%	852	2.49%	48	0.14%	34,195	100.00%
Female	1,656	98.22%	29	1.72%	1	0.06%	1,686	100.00%
Total	34,951	97.41%	881	2.46%	49	0.14%	35,881	100.00%
AIR NATIONAL GUARD								
Male	76,988	98.23%	1,237	1.58%	150	0.19%	78,375	100.00%
Female	16,260	97.45%	384	2.30%	41	0.25%	16,685	100.00%
Total	93,248	98.09%	1,621	1.71%	191	0.20%	95,060	100.00%
AIR FORCE RESERVE								
Male	44,407	99.64%	122	0.27%	39	0.09%	44,568	100.00%
Female	12,205	99.62%	30	0.24%	16	0.13%	12,251	100.00%
Total	56,612	99.64%	152	0.27%	55	0.10%	56,819	100.00%
TOTAL DoD								
Male	566,847	92.68%	20,122	3.29%	24,641	4.03%	611,610	100.00%
Female	114,066	91.23%	5,317	4.25%	5,649	4.52%	125,032	100.00%
Total	680,913	92.43%	25,439	3.45%	30,290	4.11%	736,642	100.00%
18-49 YR OLD CIVILIAN LABOR FORCE								
Male	48,755,466	87.02%	*	*	7,271,227	12.98%	56,026,692	100.00%
Female	44,823,926	91.51%	*	*	4,160,369	8.49%	48,984,295	100.00%
Total	93,579,392	89.11%	*	*	11,431,596	10.89%	105,010,988	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-20. FY 2001 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	207,025	91.48%	2	0.00%	19,274	8.52%	226,301	100.00%
Black	48,239	91.95%	0	0.00%	4,222	8.05%	52,461	100.00%
Hispanic	22,270	92.82%	1	0.00%	1,721	7.17%	23,992	100.00%
Other	11,374	91.02%	85	0.68%	1,037	8.30%	12,496	100.00%
Total	288,908	91.64%	88	0.03%	26,254	8.33%	315,250	100.00%
ARMY RESERVE								
White	76,641	85.02%	11,568	12.83%	1,936	2.15%	90,145	100.00%
Black	39,482	84.40%	6,711	14.35%	587	1.25%	46,780	100.00%
Hispanic	14,869	84.32%	2,468	14.00%	296	1.68%	17,633	100.00%
Other	8,796	86.22%	1,245	12.20%	161	1.58%	10,202	100.00%
Total	139,788	84.84%	21,992	13.35%	2,980	1.81%	164,760	100.00%
NAVAL RESERVE								
White	46,645	97.91%	481	1.01%	514	1.08%	47,640	100.00%
Black	11,588	98.31%	100	0.85%	99	0.84%	11,787	100.00%
Hispanic	5,754	96.59%	90	1.51%	113	1.90%	5,957	100.00%
Other	3,419	98.02%	34	0.97%	35	1.00%	3,488	100.00%
Total	67,406	97.87%	705	1.02%	761	1.10%	68,872	100.00%
MARINE CORPS RESERVE								
White	23,204	97.27%	618	2.59%	33	0.14%	23,855	100.00%
Black	4,185	97.73%	91	2.13%	6	0.14%	4,282	100.00%
Hispanic	5,259	97.46%	129	2.39%	8	0.15%	5,396	100.00%
Other	2,303	98.08%	43	1.83%	2	0.09%	2,348	100.00%
Total	34,951	97.41%	881	2.46%	49	0.14%	35,881	100.00%
AIR NATIONAL GUARD								
White	73,207	98.06%	1,298	1.74%	153	0.20%	74,658	100.00%
Black	8,847	98.25%	140	1.55%	18	0.20%	9,005	100.00%
Hispanic	5,374	98.26%	84	1.54%	11	0.20%	5,469	100.00%
Other	5,820	98.18%	99	1.67%	9	0.15%	5,928	100.00%
Total	93,248	98.09%	1,621	1.71%	191	0.20%	95,060	100.00%
AIR FORCE RESERVE								
White	39,256	99.62%	112	0.28%	37	0.09%	39,405	100.00%
Black	10,800	99.69%	24	0.22%	10	0.09%	10,834	100.00%
Hispanic	3,530	99.63%	8	0.23%	5	0.14%	3,543	100.00%
Other	3,026	99.64%	8	0.26%	3	0.10%	3,037	100.00%
Total	56,612	99.64%	152	0.27%	55	0.10%	56,819	100.00%
TOTAL DoD								
White	465,978	92.82%	14,079	2.80%	21,947	4.37%	502,004	100.00%
Black	123,141	91.11%	7,066	5.23%	4,942	3.66%	135,149	100.00%
Hispanic	57,056	92.04%	2,780	4.48%	2,154	3.47%	61,990	100.00%
Other	34,738	92.64%	1,514	4.04%	1,247	3.33%	37,499	100.00%
TOTAL	680,913	92.43%	25,439	3.45%	30,290	4.11%	736,642	100.00%

Rows may not add to totals due to rounding.

Table C-21. FY 2001 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY NATIONAL GUARD											
Male	72,920	8,759	14,615	9,873	6,697	29,288	40,947	11,567	30,572	50,952	276,190
Female	143	747	756	3,757	1,020	13,354	2,136	857	4,776	11,514	39,060
Total	73,063	9,506	15,371	13,630	7,717	42,642	43,083	12,424	35,348	62,466	315,250
ARMY RESERVE											
Male	14,683	2,933	5,133	10,395	4,722	23,590	16,063	7,826	21,526	16,693	123,564
Female	496	460	1,183	7,004	1,134	15,344	1,694	1,087	5,329	7,465	41,196
Total	15,179	3,393	6,316	17,399	5,856	38,934	17,757	8,913	26,855	24,158	164,760
NAVAL RESERVE											
Male	6,427	6,142	3,745	4,436	433	8,467	12,178	9,568	2,814	508	54,718
Female	950	1,242	750	2,373	140	6,087	1,348	445	671	148	14,154
Total	7,377	7,384	4,495	6,809	573	14,554	13,526	10,013	3,485	656	68,872
MARINE CORPS RESERVE											
Male	10,297	1,127	2,620	0	418	3,983	4,544	1,120	5,121	4,965	34,195
Female	19	23	128	0	16	843	138	40	321	158	1,686
Total	10,316	1,150	2,748	0	434	4,826	4,682	1,160	5,442	5,123	35,881
AIR NATIONAL GUARD											
Male	7,365	8,291	2,653	2,437	3,757	12,308	23,847	5,959	4,714	7,044	78,375
Female	653	501	692	2,072	587	7,932	950	268	1,049	1,981	16,685
Total	8,018	8,792	3,345	4,509	4,344	20,240	24,797	6,227	5,763	9,025	95,060
AIR FORCE RESERVE											
Male	6,355	2,708	1,235	3,103	1,743	9,337	12,196	3,188	2,150	2,553	44,568
Female	791	246	546	2,934	174	5,008	675	234	618	1,025	12,251
Total	7,146	2,954	1,781	6,037	1,917	14,345	12,871	3,422	2,768	3,578	56,819
TOTAL DoD											
Male	118,047	29,960	30,001	30,244	17,770	86,973	109,775	39,228	66,897	82,715	611,610
Female	3,052	3,219	4,055	18,140	3,071	48,568	6,941	2,931	12,764	22,291	125,032
Total	121,099	33,179	34,056	48,384	20,841	135,541	116,716	42,159	79,661	105,006	736,642

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-21 (Continued). FY 2001 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY NATIONAL GUARD											
Male	26.40%	3.17%	5.29%	3.57%	2.42%	10.60%	14.83%	4.19%	11.07%	18.45%	100.00%
Female	0.37%	1.91%	1.94%	9.62%	2.61%	34.19%	5.47%	2.19%	12.23%	29.48%	100.00%
Total	23.18%	3.02%	4.88%	4.32%	2.45%	13.53%	13.67%	3.94%	11.21%	19.81%	100.00%
ARMY RESERVE											
Male	11.88%	2.37%	4.15%	8.41%	3.82%	19.09%	13.00%	6.33%	17.42%	13.51%	100.00%
Female	1.20%	1.12%	2.87%	17.00%	2.75%	37.25%	4.11%	2.64%	12.94%	18.12%	100.00%
Total	9.21%	2.06%	3.83%	10.56%	3.55%	23.63%	10.78%	5.41%	16.30%	14.66%	100.00%
NAVAL RESERVE											
Male	11.75%	11.22%	6.84%	8.11%	0.79%	15.47%	22.26%	17.49%	5.14%	0.93%	100.00%
Female	6.71%	8.77%	5.30%	16.77%	0.99%	43.01%	9.52%	3.14%	4.74%	1.05%	100.00%
Total	10.71%	10.72%	6.53%	9.89%	0.83%	21.13%	19.64%	14.54%	5.06%	0.95%	100.00%
MARINE CORPS RESERVE											
Male	30.11%	3.30%	7.66%	0.00%	1.22%	11.65%	13.29%	3.28%	14.98%	14.52%	100.00%
Female	1.13%	1.36%	7.59%	0.00%	0.95%	50.00%	8.19%	2.37%	19.04%	9.37%	100.00%
Total	28.75%	3.21%	7.66%	0.00%	1.21%	13.45%	13.05%	3.23%	15.17%	14.28%	100.00%
AIR NATIONAL GUARD											
Male	9.40%	10.58%	3.39%	3.11%	4.79%	15.70%	30.43%	7.60%	6.01%	8.99%	100.00%
Female	3.91%	3.00%	4.15%	12.42%	3.52%	47.54%	5.69%	1.61%	6.29%	11.87%	100.00%
Total	8.43%	9.25%	3.52%	4.74%	4.57%	21.29%	26.09%	6.55%	6.06%	9.49%	100.00%
AIR FORCE RESERVE											
Male	14.26%	6.08%	2.77%	6.96%	3.91%	20.95%	27.36%	7.15%	4.82%	5.73%	100.00%
Female	6.46%	2.01%	4.46%	23.95%	1.42%	40.88%	5.51%	1.91%	5.04%	8.37%	100.00%
Total	12.58%	5.20%	3.13%	10.62%	3.37%	25.25%	22.65%	6.02%	4.87%	6.30%	100.00%
TOTAL DoD											
Male	19.30%	4.90%	4.91%	4.94%	2.91%	14.22%	17.95%	6.41%	10.94%	13.52%	100.00%
Female	2.44%	2.57%	3.24%	14.51%	2.46%	38.84%	5.55%	2.34%	10.21%	17.83%	100.00%
Total	16.44%	4.50%	4.62%	6.57%	2.83%	18.40%	15.84%	5.72%	10.81%	14.25%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-22. FY 2001 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Commu-nications	Medical	Other Technical	Admin-istrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY NATIONAL GUARD											
White	54,893	6,858	12,248	9,330	5,847	27,384	32,456	9,362	23,271	44,652	226,301
Black	8,491	1,717	1,630	2,420	1,059	9,915	6,018	2,194	8,251	10,766	52,461
Hispanic	6,525	615	957	1,220	539	3,509	3,068	489	2,683	4,387	23,992
Other	3,154	316	536	660	272	1,834	1,541	379	1,143	2,661	12,496
Total	73,063	9,506	15,371	13,630	7,717	42,642	43,083	12,424	35,348	62,466	315,250
ARMY RESERVE											
White	9,668	1,889	4,342	9,155	3,280	17,126	10,586	5,443	14,653	14,003	90,145
Black	3,149	901	1,052	5,201	1,626	15,477	3,976	1,645	8,120	5,633	46,780
Hispanic	1,168	382	521	1,831	647	3,966	2,220	1,246	2,867	2,785	17,633
Other	1,194	221	401	1,212	303	2,365	975	579	1,215	1,737	10,202
Total	15,179	3,393	6,316	17,399	5,856	38,934	17,757	8,913	26,855	24,158	164,760
NAVAL RESERVE											
White	5,197	5,387	3,477	4,596	456	8,725	9,270	8,077	2,054	401	47,640
Black	1,219	1,218	588	1,113	64	3,553	2,133	821	936	142	11,787
Hispanic	669	492	281	652	29	1,420	1,294	754	307	59	5,957
Other	292	287	149	448	24	856	829	361	188	54	3,488
Total	7,377	7,384	4,495	6,809	573	14,554	13,526	10,013	3,485	656	68,872
MARINE CORPS RESERVE											
White	7,590	779	1,699	0	326	2,528	3,224	860	3,352	3,497	23,855
Black	751	103	321	0	31	1,061	462	105	820	628	4,282
Hispanic	1,407	178	529	0	49	836	701	118	900	678	5,396
Other	568	90	199	0	28	401	295	77	370	320	2,348
Total	10,316	1,150	2,748	0	434	4,826	4,682	1,160	5,442	5,123	35,881
AIR NATIONAL GUARD											
White	6,537	7,175	2,616	3,336	3,693	14,658	20,638	4,972	4,344	6,689	74,658
Black	594	509	270	611	265	3,011	1,406	492	749	1,098	9,005
Hispanic	488	451	221	274	193	1,249	1,338	343	335	577	5,469
Other	399	657	238	288	193	1,322	1,415	420	335	661	5,928
Total	8,018	8,792	3,345	4,509	4,344	20,240	24,797	6,227	5,763	9,025	95,060
AIR FORCE RESERVE											
White	5,629	2,366	1,358	3,632	1,474	8,553	9,865	2,516	1,795	2,217	39,405
Black	856	333	246	1,525	228	3,831	1,665	526	719	905	10,834
Hispanic	431	122	106	487	106	893	803	209	156	230	3,543
Other	230	133	71	393	109	1,068	538	171	98	226	3,037
Total	7,146	2,954	1,781	6,037	1,917	14,345	12,871	3,422	2,768	3,578	56,819
TOTAL DoD											
White	89,514	24,454	25,740	30,049	15,076	78,974	86,039	31,230	49,469	71,459	502,004
Black	15,060	4,781	4,107	10,870	3,273	36,848	15,660	5,783	19,595	19,172	135,149
Hispanic	10,688	2,240	2,615	4,464	1,563	11,873	9,424	3,159	7,248	8,716	61,990
Other	5,837	1,704	1,594	3,001	929	7,846	5,593	1,987	3,349	5,659	37,499
Total	121,099	33,179	34,056	48,384	20,841	135,541	116,716	42,159	79,661	105,006	736,642

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-22 (Continued). FY 2001 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA*										
	Infantry, Gun Crews, & Seamanship**	Electronics	Communications	Medical	Other Technical	Administrators	Electrical	Craftsman	Supply	Non-Occupational***	TOTAL
ARMY NATIONAL GUARD											
White	24.26%	3.03%	5.41%	4.12%	2.58%	12.10%	14.34%	4.14%	10.28%	19.73%	100.00%
Black	16.19%	3.27%	3.11%	4.61%	2.02%	18.90%	11.47%	4.18%	15.73%	20.52%	100.00%
Hispanic	27.20%	2.56%	3.99%	5.09%	2.25%	14.63%	12.79%	2.04%	11.18%	18.29%	100.00%
Other	25.24%	2.53%	4.29%	5.28%	2.18%	14.68%	12.33%	3.03%	9.15%	21.29%	100.00%
Total	23.18%	3.02%	4.88%	4.32%	2.45%	13.53%	13.67%	3.94%	11.21%	19.81%	100.00%
ARMY RESERVE											
White	10.72%	2.10%	4.82%	10.16%	3.64%	19.00%	11.74%	6.04%	16.25%	15.53%	100.00%
Black	6.73%	1.93%	2.25%	11.12%	3.48%	33.08%	8.50%	3.52%	17.36%	12.04%	100.00%
Hispanic	6.62%	2.17%	2.95%	10.38%	3.67%	22.49%	12.59%	7.07%	16.26%	15.79%	100.00%
Other	11.70%	2.17%	3.93%	11.88%	2.97%	23.18%	9.56%	5.68%	11.91%	17.03%	100.00%
Total	9.21%	2.06%	3.83%	10.56%	3.55%	23.63%	10.78%	5.41%	16.30%	14.66%	100.00%
NAVAL RESERVE											
White	10.91%	11.31%	7.30%	9.65%	0.96%	18.31%	19.46%	16.95%	4.31%	0.84%	100.00%
Black	10.34%	10.33%	4.99%	9.44%	0.54%	30.14%	18.10%	6.97%	7.94%	1.20%	100.00%
Hispanic	11.23%	8.26%	4.72%	10.95%	0.49%	23.84%	21.72%	12.66%	5.15%	0.99%	100.00%
Other	8.37%	8.23%	4.27%	12.84%	0.69%	24.54%	23.77%	10.35%	5.39%	1.55%	100.00%
Total	10.71%	10.72%	6.53%	9.89%	0.83%	21.13%	19.64%	14.54%	5.06%	0.95%	100.00%
MARINE CORPS RESERVE											
White	31.82%	3.27%	7.12%	0.00%	1.37%	10.60%	13.51%	3.61%	14.05%	14.66%	100.00%
Black	17.54%	2.41%	7.50%	0.00%	0.72%	24.78%	10.79%	2.45%	19.15%	14.67%	100.00%
Hispanic	26.07%	3.30%	9.80%	0.00%	0.91%	15.49%	12.99%	2.19%	16.68%	12.56%	100.00%
Other	24.19%	3.83%	8.48%	0.00%	1.19%	17.08%	12.56%	3.28%	15.76%	13.63%	100.00%
Total	28.75%	3.21%	7.66%	0.00%	1.21%	13.45%	13.05%	3.23%	15.17%	14.28%	100.00%
AIR NATIONAL GUARD											
White	8.76%	9.61%	3.50%	4.47%	4.95%	19.63%	27.64%	6.66%	5.82%	8.96%	100.00%
Black	6.60%	5.65%	3.00%	6.79%	2.94%	33.44%	15.61%	5.46%	8.32%	12.19%	100.00%
Hispanic	8.92%	8.25%	4.04%	5.01%	3.53%	22.84%	24.47%	6.27%	6.13%	10.55%	100.00%
Other	6.73%	11.08%	4.01%	4.86%	3.26%	22.30%	23.87%	7.09%	5.65%	11.15%	100.00%
Total	8.43%	9.25%	3.52%	4.74%	4.57%	21.29%	26.09%	6.55%	6.06%	9.49%	100.00%
AIR FORCE RESERVE											
White	14.28%	6.00%	3.45%	9.22%	3.74%	21.71%	25.03%	6.38%	4.56%	5.63%	100.00%
Black	7.90%	3.07%	2.27%	14.08%	2.10%	35.36%	15.37%	4.86%	6.64%	8.35%	100.00%
Hispanic	12.16%	3.44%	2.99%	13.75%	2.99%	25.20%	22.66%	5.90%	4.40%	6.49%	100.00%
Other	7.57%	4.38%	2.34%	12.94%	3.59%	35.17%	17.71%	5.63%	3.23%	7.44%	100.00%
Total	12.58%	5.20%	3.13%	10.62%	3.37%	25.25%	22.65%	6.02%	4.87%	6.30%	100.00%
TOTAL DoD											
White	17.83%	4.87%	5.13%	5.99%	3.00%	15.73%	17.14%	6.22%	9.85%	14.23%	100.00%
Black	11.14%	3.54%	3.04%	8.04%	2.42%	27.26%	11.59%	4.28%	14.50%	14.19%	100.00%
Hispanic	17.24%	3.61%	4.22%	7.20%	2.52%	19.15%	15.20%	5.10%	11.69%	14.06%	100.00%
Other	15.57%	4.54%	4.25%	8.00%	2.48%	20.92%	14.92%	5.30%	8.93%	15.09%	100.00%
Total	16.44%	4.50%	4.62%	6.57%	2.83%	18.40%	15.84%	5.72%	10.81%	14.25%	100.00%

* Because of changes in occupational coding procedures in FY 1998, data may not be comparable with figures in previous years' Population Representation reports.

** Although women do not serve in infantry positions, they do serve in other positions, such as gun crews, air crews, and seamanship specialties, included in the "infantry" area.

*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-23. FY 2001 Selected Reserve Officer Accessions by Age Group and Component with Civilian Comparison Group

COMPONENT	AGE GROUP								TOTAL
	17-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
a. Number									
ARMY NATIONAL GUARD	436	865	889	338	106	53	24	6	2,717
ARMY RESERVE	153	782	1,307	1,268	726	469	351	232	5,288
NAVAL RESERVE	14	298	913	698	533	366	237	0	3,059
MARINE CORPS RESERVE	56	119	274	179	115	43	17	0	803
AIR NATIONAL GUARD	58	218	370	207	76	29	21	1	980
AIR FORCE RESERVE	20	276	647	505	206	91	61	0	1,806
TOTAL DoD	737	2,558	4,400	3,195	1,762	1,051	711	239	14,653
CIVILIAN COLLEGE GRADUATES, 21-35	2,140,885	4,852,211	5,690,111	1,177,149	0	0	0	0	13,860,356
b. Percent									
ARMY NATIONAL GUARD	16.05%	31.84%	32.72%	12.44%	3.90%	1.95%	0.88%	0.22%	100.00%
ARMY RESERVE	2.89%	14.79%	24.72%	23.98%	13.73%	8.87%	6.64%	4.39%	100.00%
NAVAL RESERVE	0.46%	9.74%	29.85%	22.82%	17.42%	11.96%	7.75%	0.00%	100.00%
MARINE CORPS RESERVE	6.97%	14.82%	34.12%	22.29%	14.32%	5.35%	2.12%	0.00%	100.00%
AIR NATIONAL GUARD	5.92%	22.24%	37.76%	21.12%	7.76%	2.96%	2.14%	0.10%	100.00%
AIR FORCE RESERVE	1.11%	15.28%	35.83%	27.96%	11.41%	5.04%	3.38%	0.00%	100.00%
TOTAL DoD	5.03%	17.46%	30.03%	21.80%	12.02%	7.17%	4.85%	1.63%	100.00%
CIVILIAN COLLEGE GRADUATES, 21-35	15.45%	35.01%	41.05%	8.49%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2000-September 2001.

Table C-24. FY 2001 Selected Reserve Officers by Age Group and Component with Civilian Comparison Group

COMPONENT	AGE GROUP								
a. Number	**18-24**	**25-29**	**30-34**	**35-39**	**40-44**	**45-49**	**50+**	**Unknown**	**TOTAL**
ARMY NATIONAL GUARD	859	3,231	7,171	7,605	4,386	2,638	3,104	8	29,002
ARMY RESERVE	216	2,140	6,076	8,926	7,641	6,301	6,549	269	38,118
NAVAL RESERVE	14	449	2,912	5,370	4,774	3,129	2,155	5	18,808
MARINE CORPS RESERVE	25	142	656	1,072	955	503	159	0	3,512
AIR NATIONAL GUARD	68	850	2,331	3,612	2,998	1,887	1,675	4	13,425
AIR FORCE RESERVE	18	616	2,389	4,356	4,112	2,981	2,461	5	16,938
TOTAL DoD	1,200	7,428	21,535	30,941	24,866	17,439	16,103	291	119,803
CIVILIAN COLLEGE GRADUATES*	1,904,497	4,468,604	5,392,545	5,378,393	5,547,428	5,603,313	10,649,431	0	38,944,211
b. Percent									
ARMY NATIONAL GUARD	2.96%	11.14%	24.73%	26.22%	15.12%	9.10%	10.70%	0.03%	100.00%
ARMY RESERVE	0.57%	5.61%	15.94%	23.42%	20.05%	16.53%	17.18%	0.71%	100.00%
NAVAL RESERVE	0.07%	2.39%	15.48%	28.55%	25.38%	16.64%	11.46%	0.03%	100.00%
MARINE CORPS RESERVE	0.71%	4.04%	18.68%	30.52%	27.19%	14.32%	4.53%	0.00%	100.00%
AIR NATIONAL GUARD	0.51%	6.33%	17.36%	26.91%	22.33%	14.06%	12.48%	0.03%	100.00%
AIR FORCE RESERVE	0.11%	3.64%	14.10%	25.72%	24.28%	17.60%	14.53%	0.03%	100.00%
TOTAL DoD	1.00%	6.20%	17.98%	25.83%	20.76%	14.56%	13.44%	0.24%	100.00%
CIVILIAN COLLEGE GRADUATES*	4.89%	11.47%	13.85%	13.81%	14.24%	14.39%	27.35%	0.00%	100.00%

* Includes college graduates, 21 years and older, in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2001.

Table C-25. FY 2001 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL DoD	CIVILIAN COLLEGE GRADUATES*
	ARNG	USAR	USNR	USMCR	ANG	USAFR		
a. FY 2001 Reserve Officer Accessions								
Male								
Number	2,381	4,142	2,604	750	839	1,363	12,079	6,397,925
Percent	87.63%	78.33%	85.13%	93.40%	85.61%	75.47%	82.43%	46.16%
Female								
Number	336	1,146	455	53	141	443	2,574	7,462,432
Percent	12.37%	21.67%	14.87%	6.60%	14.39%	24.53%	17.57%	53.84%
TOTAL								
Number	2,717	5,288	3,059	803	980	1,806	14,653	13,860,356
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
b. FY 2001 Reserve Component Officers								
Male								
Number	26,005	28,557	15,585	3,328	11,427	12,777	97,679	14,680,894
Percent	89.67%	74.92%	82.86%	94.76%	85.12%	75.43%	81.53%	51.89%
Female								
Number	2,997	9,561	3,223	184	1,998	4,161	22,124	13,613,886
Percent	10.33%	25.08%	17.14%	5.24%	14.88%	24.57%	18.47%	48.11%
TOTAL								
Number	29,002	38,118	18,808	3,512	13,425	16,938	119,803	28,294,780
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.
Comparison group for reserve component officer corps includes college graduates in the civilian work force (21-49 years old), September 2001.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-26. FY 2001 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL	CIVILIAN
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	COLLEGE GRADUATES*
a. FY 2001 Reserve Officer Accessions								
Male								
Married	54.81%	61.47%	57.95%	67.87%	69.01%	73.88%	61.72%	49.83%
Unmarried	45.19%	38.53%	42.05%	32.13%	30.99%	26.12%	38.28%	50.17%
Female								
Married	39.58%	48.87%	43.08%	54.72%	56.74%	62.53%	49.53%	54.46%
Unmarried	60.42%	51.13%	56.92%	45.28%	43.26%	37.47%	50.47%	45.54%
TOTAL								
Married	52.93%	58.74%	55.74%	67.00%	67.24%	71.10%	59.58%	52.32%
Unmarried	47.07%	41.26%	44.26%	33.00%	32.76%	28.90%	40.42%	47.68%
b. FY 2001 Reserve Component Officers								
Male								
Married	75.65%	75.88%	78.43%	80.68%	80.84%	79.96%	78.17%	71.24%
Unmarried	24.35%	24.12%	21.57%	19.32%	19.16%	20.04%	21.83%	28.76%
Female								
Married	54.65%	54.53%	61.77%	57.61%	60.06%	64.84%	58.60%	61.73%
Unmarried	45.35%	45.47%	38.23%	42.39%	39.94%	35.16%	41.40%	38.27%
TOTAL								
Married	73.48%	70.52%	75.57%	79.47%	77.75%	76.25%	74.05%	66.90%
Unmarried	26.52%	29.48%	24.43%	20.53%	22.25%	23.75%	25.95%	33.10%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 2000-September 2001.
Comparison group for reserve component officer corps includes college graduates in the civilian work force (21 years and older), September 2001.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-27. FY 2001 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Reserve Officer Accessions										
ARMY NATIONAL GUARD	2,290	84.28%	153	5.63%	126	4.64%	148	5.45%	2,717	100.00%
ARMY RESERVE	3,792	71.71%	755	14.28%	238	4.50%	503	9.51%	5,288	100.00%
NAVAL RESERVE	2,744	89.70%	139	4.54%	68	2.22%	108	3.53%	3,059	100.00%
MARINE CORPS RESERVE	683	85.06%	50	6.23%	38	4.73%	32	3.99%	803	100.00%
AIR NATIONAL GUARD	850	86.73%	55	5.61%	36	3.67%	39	3.98%	980	100.00%
AIR FORCE RESERVE	1,541	85.33%	101	5.59%	38	2.10%	126	6.98%	1,806	100.00%
TOTAL DoD	11,900	81.21%	1,253	8.55%	544	3.71%	956	6.52%	14,653	100.00%
CIVILIAN COLLEGE GRADUATES*	10,567,229	76.24%	1,133,545	8.18%	798,407	5.76%	1,361,176	9.82%	13,860,356	100.00%
b. FY 2001 Reserve Component Officers										
ARMY NATIONAL GUARD	24,448	84.30%	2,200	7.59%	1,370	4.72%	984	3.39%	29,002	100.00%
ARMY RESERVE	28,095	73.71%	5,976	15.68%	1,820	4.77%	2,227	5.84%	38,118	100.00%
NAVAL RESERVE	16,938	90.06%	734	3.90%	391	2.08%	745	3.96%	18,808	100.00%
MARINE CORPS RESERVE	3,133	89.21%	157	4.47%	119	3.39%	103	2.93%	3,512	100.00%
AIR NATIONAL GUARD	11,682	87.02%	701	5.22%	422	3.14%	620	4.62%	13,425	100.00%
AIR FORCE RESERVE	14,707	86.83%	998	5.89%	448	2.64%	785	4.63%	16,938	100.00%
TOTAL DoD	99,003	82.64%	10,766	8.99%	4,570	3.81%	5,464	4.56%	119,803	100.00%
CIVILIAN COLLEGE GRADUATES**	22,177,620	78.38%	2,426,025	8.57%	1,439,629	5.09%	2,251,506	7.96%	28,294,780	100.00%

* Comparison group for accessions includes 21-35 year old college gradutes in the non-institutional civilian population, October 2000-September 2001.

** Comparison group for reserve component officers includes college graduates in the civilian work force (21-49 years old), September 2001.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-28. FY 2001 Selected Reserve Officer Accessions and Officers by Education and Component

COMPONENT	EDUCATION: LESS THAN COLLEGE GRADUATE #	%	COLLEGE GRADUATE #	%	GREATER THAN COLLEGE GRADUATE #	%	UNKNOWN #	%	TOTAL #	%
a. FY 2001 Reserve Officer Accessions										
ARMY NATIONAL GUARD	805	29.63%	1,639	60.32%	272	10.01%	1	0.04%	2,717	100.00%
ARMY RESERVE	1,083	20.48%	2,515	47.56%	970	18.34%	720	13.62%	5,288	100.00%
NAVAL RESERVE	42	1.37%	1,029	33.64%	574	18.76%	1,414	46.22%	3,059	100.00%
MARINE CORPS RESERVE	18	2.24%	640	79.70%	143	17.81%	2	0.25%	803	100.00%
AIR NATIONAL GUARD	217	22.14%	471	48.06%	206	21.02%	86	8.78%	980	100.00%
AIR FORCE RESERVE	122	6.76%	947	52.44%	617	34.16%	120	6.64%	1,806	100.00%
TOTAL DoD	2,287	15.61%	7,241	49.42%	2,782	18.99%	2,343	15.99%	14,653	100.00%
b. FY 2001 Reserve Component Officers										
ARMY NATIONAL GUARD	3,941	13.59%	18,759	64.68%	6,294	21.70%	8	0.03%	29,002	100.00%
ARMY RESERVE	7,517	19.72%	17,766	46.61%	11,460	30.06%	1,375	3.61%	38,118	100.00%
NAVAL RESERVE	248	1.32%	8,201	43.60%	6,771	36.00%	3,588	19.08%	18,808	100.00%
MARINE CORPS RESERVE	23	0.65%	2,419	68.88%	1,068	30.41%	2	0.06%	3,512	100.00%
AIR NATIONAL GUARD	710	5.29%	8,648	64.42%	3,960	29.50%	107	0.80%	13,425	100.00%
AIR FORCE RESERVE	543	3.21%	7,973	47.07%	8,292	48.96%	130	0.77%	16,938	100.00%
TOTAL DoD	12,982	10.84%	63,766	53.23%	37,845	31.59%	5,210	4.35%	119,803	100.00%

Rows may not add to totals due to rounding.

Table C-29. FY 2001 Selected Reserve Officer Accessions by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
a. Number										
ARMY NATIONAL GUARD	3	619	76	153	50	132	87	140	1,453	2,713
ARMY RESERVE	9	1,010	259	413	313	1,072	323	488	1,401	5,288
NAVAL RESERVE	3	1,485	283	218	143	457	265	135	70	3,059
MARINE CORPS RESERVE	0	388	50	52	43	0	53	112	83	781
AIR NATIONAL GUARD	0	299	20	75	40	97	36	16	396	979
AIR FORCE RESERVE	2	657	115	210	97	316	103	96	208	1,804
TOTAL DoD	17	4,458	803	1,121	686	2,074	867	987	3,611	14,624
b. Percent										
ARMY NATIONAL GUARD	0.11%	22.82%	2.80%	5.64%	1.84%	4.87%	3.21%	5.16%	53.56%	100.00%
ARMY RESERVE	0.17%	19.10%	4.90%	7.81%	5.92%	20.27%	6.11%	9.23%	26.49%	100.00%
NAVAL RESERVE	0.10%	48.55%	9.25%	7.13%	4.67%	14.94%	8.66%	4.41%	2.29%	100.00%
MARINE CORPS RESERVE	0.00%	49.68%	6.40%	6.66%	5.51%	0.00%	6.79%	14.34%	10.63%	100.00%
AIR NATIONAL GUARD	0.00%	30.54%	2.04%	7.66%	4.09%	9.91%	3.68%	1.63%	40.45%	100.00%
AIR FORCE RESERVE	0.11%	36.42%	6.37%	11.64%	5.38%	17.52%	5.71%	5.32%	11.53%	100.00%
TOTAL DoD	0.12%	30.48%	5.49%	7.67%	4.69%	14.18%	5.93%	6.75%	24.69%	100.00%

* Calculations do not include 1 ARNG, 22 USMCR, 1 ANG, and 2 USAFR O-6 officers classified as general or executive officers.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-30. FY 2001 Selected Reserve Officers by Occupational Area and Component

COMPONENT	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
a. Number										
ARMY NATIONAL GUARD	168	13,391	867	2,244	1,077	3,020	1,781	3,015	3,433	28,996
ARMY RESERVE	115	6,979	1,733	3,268	3,794	12,132	3,276	5,149	1,666	38,112
NAVAL RESERVE	54	7,334	2,086	1,960	767	3,880	1,204	1,306	217	18,808
MARINE CORPS RESERVE	10	1,867	175	243	211	0	206	494	54	3,260
AIR NATIONAL GUARD	155	4,983	338	1,857	611	2,137	1,225	871	1,003	13,180
AIR FORCE RESERVE	83	5,182	1,216	1,951	1,458	4,315	1,033	1,322	222	16,782
TOTAL DoD	585	39,736	6,415	11,523	7,918	25,484	8,725	12,157	6,595	119,138
b. Percent										
ARMY NATIONAL GUARD	0.58%	46.18%	2.99%	7.74%	3.71%	10.42%	6.14%	10.40%	11.84%	100.00%
ARMY RESERVE	0.30%	18.31%	4.55%	8.57%	9.95%	31.83%	8.60%	13.51%	4.37%	100.00%
NAVAL RESERVE	0.29%	38.99%	11.09%	10.42%	4.08%	20.63%	6.40%	6.94%	1.15%	100.00%
MARINE CORPS RESERVE	0.31%	57.27%	5.37%	7.45%	6.47%	0.00%	6.32%	15.15%	1.66%	100.00%
AIR NATIONAL GUARD	1.18%	37.81%	2.56%	14.09%	4.64%	16.21%	9.29%	6.61%	7.61%	100.00%
AIR FORCE RESERVE	0.49%	30.88%	7.25%	11.63%	8.69%	25.71%	6.16%	7.88%	1.32%	100.00%
TOTAL DoD	0.49%	33.35%	5.38%	9.67%	6.65%	21.39%	7.32%	10.20%	5.54%	100.00%

* Calculations do not include 665 O-6 officers classified as general or executive officers by the Services (6 ARNG, 6 USAR, 252 USMCR, 245 ANG, and 156 USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-31. FY 2001 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD										
Male	165	13,178	746	1,933	1,025	2,168	1,339	2,436	3,011	26,001
Female	3	213	121	311	52	852	442	579	422	2,995
Total	168	13,391	867	2,244	1,077	3,020	1,781	3,015	3,433	28,996
ARMY RESERVE										
Male	109	6,782	1,393	2,735	3,375	6,539	2,248	4,092	1,278	28,551
Female	6	197	340	533	419	5,593	1,028	1,057	388	9,561
Total	115	6,979	1,733	3,268	3,794	12,132	3,276	5,149	1,666	38,112
NAVAL RESERVE										
Male	52	7,161	1,751	1,837	653	2,164	633	1,136	198	15,585
Female	2	173	335	123	114	1,716	571	170	19	3,223
Total	54	7,334	2,086	1,960	767	3,880	1,204	1,306	217	18,808
MARINE CORPS RESERVE										
Male	10	1,858	159	219	198	0	148	447	52	3,091
Female	0	9	16	24	13	0	58	47	2	169
Total	10	1,867	175	243	211	0	206	494	54	3,260
AIR NATIONAL GUARD										
Male	149	4,800	261	1,606	535	1,391	854	727	862	11,185
Female	6	183	77	251	76	746	371	144	141	1,995
Total	155	4,983	338	1,857	611	2,137	1,225	871	1,003	13,180
AIR FORCE RESERVE										
Male	80	4,890	858	1,606	1,200	2,106	660	1,036	186	12,622
Female	3	292	358	345	258	2,209	373	286	36	4,160
Total	83	5,182	1,216	1,951	1,458	4,315	1,033	1,322	222	16,782
TOTAL DoD										
Male	565	38,669	5,168	9,936	6,986	14,368	5,882	9,874	5,587	97,035
Female	20	1,067	1,247	1,587	932	11,116	2,843	2,283	1,008	22,103
Total	585	39,736	6,415	11,523	7,918	25,484	8,725	12,157	6,595	119,138

* Calculations do not include 644 male and 21 female O-6 officers classified as general or executive officers by the Services (4 male, 2 female ARNG; 6 male USAR; 237 male, 15 female USMCR; 242 male, 3 female ANG; 155 male, 1 female USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-31 (Continued). FY 2001 Selected Reserve Officers by Occupational Area, Component, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD										
Male	0.63%	50.68%	2.87%	7.43%	3.94%	8.34%	5.15%	9.37%	11.58%	100.00%
Female	0.10%	7.11%	4.04%	10.38%	1.74%	28.45%	14.76%	19.33%	14.09%	100.00%
Total	0.58%	46.18%	2.99%	7.74%	3.71%	10.42%	6.14%	10.40%	11.84%	100.00%
ARMY RESERVE										
Male	0.38%	23.75%	4.88%	9.58%	11.82%	22.90%	7.87%	14.33%	4.48%	100.00%
Female	0.06%	2.06%	3.56%	5.57%	4.38%	58.50%	10.75%	11.06%	4.06%	100.00%
Total	0.30%	18.31%	4.55%	8.57%	9.95%	31.83%	8.60%	13.51%	4.37%	100.00%
NAVAL RESERVE										
Male	0.33%	45.95%	11.24%	11.79%	4.19%	13.89%	4.06%	7.29%	1.27%	100.00%
Female	0.06%	5.37%	10.39%	3.82%	3.54%	53.24%	17.72%	5.27%	0.59%	100.00%
Total	0.29%	38.99%	11.09%	10.42%	4.08%	20.63%	6.40%	6.94%	1.15%	100.00%
MARINE CORPS RESERVE										
Male	0.32%	60.11%	5.14%	7.09%	6.41%	0.00%	4.79%	14.46%	1.68%	100.00%
Female	0.00%	5.33%	9.47%	14.20%	7.69%	0.00%	34.32%	27.81%	1.18%	100.00%
Total	0.31%	57.27%	5.37%	7.45%	6.47%	0.00%	6.32%	15.15%	1.66%	100.00%
AIR NATIONAL GUARD										
Male	1.33%	42.91%	2.33%	14.36%	4.78%	12.44%	7.64%	6.50%	7.71%	100.00%
Female	0.30%	9.17%	3.86%	12.58%	3.81%	37.39%	18.60%	7.22%	7.07%	100.00%
Total	1.18%	37.81%	2.56%	14.09%	4.64%	16.21%	9.29%	6.61%	7.61%	100.00%
AIR FORCE RESERVE										
Male	0.63%	38.74%	6.80%	12.72%	9.51%	16.69%	5.23%	8.21%	1.47%	100.00%
Female	0.07%	7.02%	8.61%	8.29%	6.20%	53.10%	8.97%	6.88%	0.87%	100.00%
Total	0.49%	30.88%	7.25%	11.63%	8.69%	25.71%	6.16%	7.88%	1.32%	100.00%
TOTAL DoD										
Male	0.58%	39.85%	5.33%	10.24%	7.20%	14.81%	6.06%	10.18%	5.76%	100.00%
Female	0.09%	4.83%	5.64%	7.18%	4.22%	50.29%	12.86%	10.33%	4.56%	100.00%
Total	0.49%	33.35%	5.38%	9.67%	6.65%	21.39%	7.32%	10.20%	5.54%	100.00%

* Calculations do not include 644 male and 21 female O-6 officers classified as general or executive officers by the Services (4 male, 2 female ARNG; 6 male USAR; 237 male, 15 female USMCR; 242 male, 3 female ANG; 155 male, 1 female USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

FY 2001 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

RACE/ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD										
White	154	11,864	739	1,787	956	2,502	1,357	2,408	2,677	24,444
Black	6	602	51	274	58	241	250	374	343	2,199
Hispanic	3	563	41	106	40	159	110	138	209	1,369
Other	5	362	36	77	23	118	64	95	204	984
Total	168	13,391	867	2,244	1,077	3,020	1,781	3,015	3,433	28,996
ARMY RESERVE										
White	103	5,664	1,456	2,316	3,199	8,602	2,220	3,450	1,080	28,090
Black	8	786	126	641	306	1,921	746	1,181	260	5,975
Hispanic	0	263	71	183	130	592	178	314	89	1,820
Other	4	266	80	128	159	1,017	132	204	237	2,227
Total	115	6,979	1,733	3,268	3,794	12,132	3,276	5,149	1,666	38,112
NAVAL RESERVE										
White	54	6,762	1,900	1,750	699	3,396	1,030	1,154	193	16,938
Black	0	198	65	51	30	202	108	75	5	734
Hispanic	0	132	40	53	12	94	30	26	4	391
Other	0	242	81	106	26	188	36	51	15	745
Total	54	7,334	2,086	1,960	767	3,880	1,204	1,306	217	18,808
MARINE CORPS RESERVE										
White	8	1,709	159	199	194	0	174	411	46	2,900
Black	2	49	2	25	5	0	16	42	3	144
Hispanic	0	63	6	8	8	0	7	21	2	115
Other	0	46	8	11	4	0	9	20	3	101
Total	10	1,867	175	243	211	0	206	494	54	3,260
AIR NATIONAL GUARD										
White	145	4,535	302	1,572	523	1,819	973	721	861	11,451
Black	6	134	13	102	46	132	141	67	57	698
Hispanic	1	110	14	77	12	70	47	38	51	420
Other	3	204	9	106	30	116	64	45	34	611
Total	155	4,983	338	1,857	611	2,137	1,225	871	1,003	13,180
AIR FORCE RESERVE										
White	78	4,792	1,062	1,689	1,295	3,470	880	1,099	191	14,556
Black	2	125	50	112	84	419	84	113	8	997
Hispanic	3	115	33	39	23	150	25	50	8	446
Other	0	150	71	111	56	276	44	60	15	783
Total	83	5,182	1,216	1,951	1,458	4,315	1,033	1,322	222	16,782
TOTAL DoD										
White	542	35,326	5,618	9,313	6,866	19,789	6,634	9,243	5,048	98,379
Black	24	1,894	307	1,205	529	2,915	1,345	1,852	676	10,747
Hispanic	7	1,246	205	466	225	1,065	397	587	363	4,561
Other	12	1,270	285	539	298	1,715	349	475	508	5,451
Total	585	39,736	6,415	11,523	7,918	25,484	8,725	12,157	6,595	119,138

* Calculations do not include 624 White, 19 Black, 9 Hispanic and 13 Other O-6 officers classified as general or executive officers by the Services (4 White, 1 Black, 1 Hispanic ARNG; 5 White, 1 Black USAR; 233 White, 13 Black, 4 Hispanic, 2 Other USMCR; 231 White, 3 Black, 2 Hispanic, 9 Other ANG; 151 White, 1 Black, 2 Hispanic, 2 Other USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-32 (Continued). FY 2001 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent

RACE/ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD										
White	0.63%	48.54%	3.02%	7.31%	3.91%	10.24%	5.55%	9.85%	10.95%	100.00%
Black	0.27%	27.38%	2.32%	12.46%	2.64%	10.96%	11.37%	17.01%	15.60%	100.00%
Hispanic	0.22%	41.12%	2.99%	7.74%	2.92%	11.61%	8.04%	10.08%	15.27%	100.00%
Other	0.51%	36.79%	3.66%	7.83%	2.34%	11.99%	6.50%	9.65%	20.73%	100.00%
Total	0.58%	46.18%	2.99%	7.74%	3.71%	10.42%	6.14%	10.40%	11.84%	100.00%
ARMY RESERVE										
White	0.37%	20.16%	5.18%	8.24%	11.39%	30.62%	7.90%	12.28%	3.84%	100.00%
Black	0.13%	13.15%	2.11%	10.73%	5.12%	32.15%	12.49%	19.77%	4.35%	100.00%
Hispanic	0.00%	14.45%	3.90%	10.05%	7.14%	32.53%	9.78%	17.25%	4.89%	100.00%
Other	0.18%	11.94%	3.59%	5.75%	7.14%	45.67%	5.93%	9.16%	10.64%	100.00%
Total	0.30%	18.31%	4.55%	8.57%	9.95%	31.83%	8.60%	13.51%	4.37%	100.00%
NAVAL RESERVE										
White	0.32%	39.92%	11.22%	10.33%	4.13%	20.05%	6.08%	6.81%	1.14%	100.00%
Black	0.00%	26.98%	8.86%	6.95%	4.09%	27.52%	14.71%	10.22%	0.68%	100.00%
Hispanic	0.00%	33.76%	10.23%	13.55%	3.07%	24.04%	7.67%	6.65%	1.02%	100.00%
Other	0.00%	32.48%	10.87%	14.23%	3.49%	25.23%	4.83%	6.85%	2.01%	100.00%
Total	0.29%	38.99%	11.09%	10.42%	4.08%	20.63%	6.40%	6.94%	1.15%	100.00%
MARINE CORPS RESERVE										
White	0.28%	58.93%	5.48%	6.86%	6.69%	0.00%	6.00%	14.17%	1.59%	100.00%
Black	1.39%	34.03%	1.39%	17.36%	3.47%	0.00%	11.11%	29.17%	2.08%	100.00%
Hispanic	0.00%	54.78%	5.22%	6.96%	6.96%	0.00%	6.09%	18.26%	1.74%	100.00%
Other	0.00%	45.54%	7.92%	10.89%	3.96%	0.00%	8.91%	19.80%	2.97%	100.00%
Total	0.31%	57.27%	5.37%	7.45%	6.47%	0.00%	6.32%	15.15%	1.66%	100.00%
AIR NATIONAL GUARD										
White	1.27%	39.60%	2.64%	13.73%	4.57%	15.89%	8.50%	6.30%	7.52%	100.00%
Black	0.86%	19.20%	1.86%	14.61%	6.59%	18.91%	20.20%	9.60%	8.17%	100.00%
Hispanic	0.24%	26.19%	3.33%	18.33%	2.86%	16.67%	11.19%	9.05%	12.14%	100.00%
Other	0.49%	33.39%	1.47%	17.35%	4.91%	18.99%	10.47%	7.36%	5.56%	100.00%
Total	1.18%	37.81%	2.56%	14.09%	4.64%	16.21%	9.29%	6.61%	7.61%	100.00%
AIR FORCE RESERVE										
White	0.54%	32.92%	7.30%	11.60%	8.90%	23.84%	6.05%	7.55%	1.31%	100.00%
Black	0.20%	12.54%	5.02%	11.23%	8.43%	42.03%	8.43%	11.33%	0.80%	100.00%
Hispanic	0.67%	25.78%	7.40%	8.74%	5.16%	33.63%	5.61%	11.21%	1.79%	100.00%
Other	0.00%	19.16%	9.07%	14.18%	7.15%	35.25%	5.62%	7.66%	1.92%	100.00%
Total	0.49%	30.88%	7.25%	11.63%	8.69%	25.71%	6.16%	7.88%	1.32%	100.00%
TOTAL DoD										
White	0.55%	35.91%	5.71%	9.47%	6.98%	20.12%	6.74%	9.40%	5.13%	100.00%
Black	0.22%	17.62%	2.86%	11.21%	4.92%	27.12%	12.52%	17.23%	6.29%	100.00%
Hispanic	0.15%	27.32%	4.49%	10.22%	4.93%	23.35%	8.70%	12.87%	7.96%	100.00%
Other	0.22%	23.30%	5.23%	9.89%	5.47%	31.46%	6.40%	8.71%	9.32%	100.00%
Total	0.49%	33.35%	5.38%	9.67%	6.65%	21.39%	7.32%	10.20%	5.54%	100.00%

* Calculations do not include 624 White, 19 Black, 9 Hispanic and 13 Other O-6 officers classified as general or executive officers by the Services (4 White, 1 Black, 1 Hispanic ARNG; 5 White, 1 Black USAR; 233 White, 13 Black, 4 Hispanic, 2 Other USMCR; 231 White, 3 Black, 2 Hispanic, 9 Other ANG; 151 White, 1 Black, 2 Hispanic, 2 Other USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.

Table C-33. FY 2001 Selected Reserve Officer Accessions by Source of Commission and Component

COMPONENT	SOURCE OF COMMISSION								
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	Unknown	TOTAL
a. Number									
ARMY NATIONAL GUARD	58	99	209	5	69	74	2,187	16	2,717
ARMY RESERVE	227	799	1,462	243	406	1,081	11	1,059	5,288
NAVAL RESERVE	481	634	120	580	0	852	132	260	3,059
MARINE CORPS RESERVE	45	0	114	623	0	0	0	21	803
AIR NATIONAL GUARD	108	46	115	117	255	188	151	0	980
AIR FORCE RESERVE	330	289	353	207	53	554	20	0	1,806
TOTAL DoD	1,249	1,867	2,373	1,775	783	2,749	2,501	1,356	14,653
b. Percent									
ARMY NATIONAL GUARD	2.13%	3.64%	7.69%	0.18%	2.54%	2.72%	80.49%	0.59%	100.00%
ARMY RESERVE	4.29%	15.11%	27.65%	4.60%	7.68%	20.44%	0.21%	20.03%	100.00%
NAVAL RESERVE	15.72%	20.73%	3.92%	18.96%	0.00%	27.85%	4.32%	8.50%	100.00%
MARINE CORPS RESERVE	5.60%	0.00%	14.20%	77.58%	0.00%	0.00%	0.00%	2.62%	100.00%
AIR NATIONAL GUARD	11.02%	4.69%	11.73%	11.94%	26.02%	19.18%	15.41%	0.00%	100.00%
AIR FORCE RESERVE	18.27%	16.00%	19.55%	11.46%	2.93%	30.68%	1.11%	0.00%	100.00%
TOTAL DoD	8.52%	12.74%	16.19%	12.11%	5.34%	18.76%	17.07%	9.25%	100.00%

Rows may not add to totals due to rounding.

Table C-34. FY 2001 Selected Reserve Officers by Source of Commission and Component

COMPONENT	SOURCE OF COMMISSION								
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	Unknown	TOTAL
a. Number									
ARMY NATIONAL GUARD	0	1,819	8,341	927	11,825	4,536	959	595	29,002
ARMY RESERVE	1,783	5,473	11,558	2,147	1,996	13,001	247	1,913	38,118
NAVAL RESERVE	2,065	2,889	595	3,551	0	7,519	845	1,344	18,808
MARINE CORPS RESERVE	178	0	469	2,865	0	0	0	0	3,512
AIR NATIONAL GUARD	876	720	1,670	1,503	5,031	3,407	218	0	13,425
AIR FORCE RESERVE	1,701	2,186	3,115	2,960	376	6,504	96	0	16,938
TOTAL DoD	6,603	13,087	25,748	13,953	19,228	34,967	2,365	3,852	119,803
b. Percent									
ARMY NATIONAL GUARD	0.00%	6.27%	28.76%	3.20%	40.77%	15.64%	3.31%	2.05%	100.00%
ARMY RESERVE	4.68%	14.36%	30.32%	5.63%	5.24%	34.11%	0.65%	5.02%	100.00%
NAVAL RESERVE	10.98%	15.36%	3.16%	18.88%	0.00%	39.98%	4.49%	7.15%	100.00%
MARINE CORPS RESERVE	5.07%	0.00%	13.35%	81.58%	0.00%	0.00%	0.00%	0.00%	100.00%
AIR NATIONAL GUARD	6.53%	5.36%	12.44%	11.20%	37.47%	25.38%	1.62%	0.00%	100.00%
AIR FORCE RESERVE	10.04%	12.91%	18.39%	17.48%	2.22%	38.40%	0.57%	0.00%	100.00%
TOTAL DoD	5.51%	10.92%	21.49%	11.65%	16.05%	29.19%	1.97%	3.22%	100.00%

Rows may not add to totals due to rounding.

Table C-35. FY 2001 Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL DoD	CIVILIAN LABOR FORCE*
	ARNG	USAR	USNR	USMCR	ANG	USAFR		
a. FY 2001 Reserve Warrant Officer Accessions								
Male								
Number	497	183	20	34	0	0	734	32,463,103
Percent	93.07%	89.71%	86.96%	89.47%	NA	NA	91.86%	53.61%
Female								
Number	37	21	3	4	0	0	65	28,090,169
Percent	6.93%	10.29%	13.04%	10.53%	NA	NA	8.14%	46.39%
TOTAL								
Number	534	204	23	38	0	0	799	60,553,272
Percent	100.00%	100.00%	100.00%	100.00%	NA	NA	100.00%	100.00%
b. FY 2001 Reserve Component Warrant Officers								
Male								
Number	7,147	2,422	217	372	0	0	10,158	56,026,692
Percent	94.32%	88.07%	93.13%	89.21%	NA	NA	92.54%	53.35%
Female								
Number	430	328	16	45	0	0	819	48,984,295
Percent	5.68%	11.93%	6.87%	10.79%	NA	NA	7.46%	46.65%
TOTAL								
Number	7,577	2,750	233	417	0	0	10,977	105,010,988
Percent	100.00%	100.00%	100.00%	100.00%	NA	NA	100.00%	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2000-September 2001.

Comparison group for reserve component warrant officers includes 18-49 year old members of the civilian labor force, September 2001.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-36. FY 2001 Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component with Civilian Comparison Groups

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
COMPONENT	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Reserve Warrant Officer Accessions										
ARMY NATIONAL GUARD	490	91.76%	18	3.37%	15	2.81%	11	2.06%	534	100.00%
ARMY RESERVE	166	81.37%	18	8.82%	9	4.41%	11	5.39%	204	100.00%
NAVAL RESERVE	21	91.30%	1	4.35%	1	4.35%	0	0.00%	23	100.00%
MARINE CORPS RESERVE	33	86.84%	2	5.26%	2	5.26%	1	2.63%	38	100.00%
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	710	88.86%	39	4.88%	27	3.38%	23	2.88%	799	100.00%
20-39 YR OLD CIVILIANS*	40,849,563	67.46%	7,886,753	13.02%	8,582,569	14.17%	3,234,387	5.34%	60,553,272	100.00%
b. FY 2001 Reserve Component Warrant Officers										
ARMY NATIONAL GUARD	6,917	91.29%	275	3.63%	221	2.92%	164	2.16%	7,577	100.00%
ARMY RESERVE	2,189	79.60%	325	11.82%	147	5.35%	89	3.24%	2,750	100.00%
NAVAL RESERVE	208	89.27%	14	6.01%	6	2.58%	5	2.15%	233	100.00%
MARINE CORPS RESERVE	335	80.34%	50	11.99%	21	5.04%	11	2.64%	417	100.00%
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	9,649	87.90%	664	6.05%	395	3.60%	269	2.45%	10,977	100.00%
18-49 YR OLD CIVILIANS**	73,605,570	70.09%	13,039,943	12.42%	13,078,758	12.45%	5,286,717	5.03%	105,010,988	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 2000-September 2001.

** Comparison group for reserve component warrant officers includes 18-49 year old members of the civilian labor force, September 2001.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Appendix D:

Longitudinal Data Tables

Table D-1. Number of 18-Year-Old Youth by Gender and Military NPS Accession Requirements, 1950-2010 (in Thousands)

YEAR	18-YEAR-OLD CIVILIANS MALE	18-YEAR-OLD CIVILIANS FEMALE	ACCESSION REQUIREMENTS
1950	1090	1074	
1951	1049	1036	
1952	1037	1021	
1953	1089	1071	
1954	1075	1060	576
1955	1074	1068	623
1956	1132	1113	482
1957	1148	1126	457
1958	1164	1143	367
1959	1228	1203	392
1960	1323	1289	389
1961	1507	1469	395
1962	1424	1393	519
1963	1409	1377	370
1964	1398	1365	477
1965	1929	1876	414
1966	1792	1743	903
1967	1794	1751	770
1968	1791	1749	843
1969	1858	1818	822
1970	1914	1868	632
1971	1962	1917	544
1972	2010	1966	418
1973	2052	2000	406
1974	2078	2024	389
1975	2159	2097	410
1976	2164	2101	283
1977	2159	2099	375
1978	2157	2090	304
1979	2196	2121	307
1980	2156	2089	352
1981	2128	2058	301
1982	2107	2030	301
1983	2022	1955	299
1984	1922	1852	305
1985	1877	1809	297
1986	1849	1774	313
1987	1892	1812	295
1988	1947	1856	271
1989	1994	1894	277
1990	1849	1755	223
1991	1740	1651	205
1992	1696	1615	202
1993	1740	1653	203
1994	1716	1633	176
1995	1796	1710	168
1996	1812	1726	179
1997	1869	1780	189
1998	1965	1872	186
1999	1965	1873	185
2000	2011	1918	195
2001	2037	1933	194
2002	2001	1898	190
2003	2063	1957	186
2004	2074	1966	191
2005	2081	1975	191
2006	2110	2005	190
2007	2160	2050	190
2008	2241	2127	
2008	2253	2140	
2010	2234	2127	

Sources: America's Volunteers: A Report on the All-Volunteer Forces (Washington, DC: DoD, December 1978); Patterson, D.A., & Haskins, J.A., The Air Force, Conscription, and the All-Volunteer Force (Montgomery, AL: Air University Press, December 1987); the Defense Manpower Data Center; and OASD (FMP)(MPP)(AP). Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993).

Accessions reported for 1954-1963 include males only; including females would increase accessions by less than 2 percent.

Table D-2. Ratio of NPS Active Component Enlisted Accessions to Applicants, FYs 1976-2001

FISCAL YEAR	ACCESSIONS*	APPLICANTS	RATIO
1976	282,985	609,054	0.465
1977	374,828	762,086	0.492
1978	303,734	585,820	0.518
1979	306,758	609,361	0.503
1980	351,693	768,532	0.458
1981	300,970	800,103	0.376
1982	300,955	793,738	0.379
1983	299,455	728,657	0.411
1984	305,063	629,281	0.485
1985	297,354	626,218	0.475
1986	312,621	628,532	0.497
1987	295,225	600,769	0.491
1988	270,994	509,172	0.532
1989	277,113	571,884	0.485
1990	223,401	487,819	0.458
1991	204,882	428,321	0.478
1992	201,565	372,554	0.541
1993	202,909	379,291	0.535
1994	176,409	343,176	0.514
1995	167,287	355,641	0.470
1996	179,133	373,473	0.480
1997	188,895	391,666	0.482
1998	180,031	346,735	0.519
1999	183,768	343,945	0.534
2000	178,833	365,348	0.489
2001	182,976	369,780	0.495

* Accessions are based on the DMDC edit version of the MEPCOM file. Before FY 1994, these numbers differ from accessions reported in Tables D3-D14, which are based on the unedited file received from MEPCOM.

Table D-3. NPS Active Component Enlisted Accessions by Service, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
1973	169,517	41.79%	93,648	23.09%	48,946	12.07%	93,539	23.06%	405,650	100.00%
1974	179,968	46.30%	90,051	23.17%	45,323	11.66%	73,376	18.88%	388,718	100.00%
1975	180,311	44.00%	98,455	24.03%	57,122	13.94%	73,870	18.03%	409,758	100.00%
1976	178,916	45.48%	91,380	23.23%	51,484	13.09%	71,582	18.20%	393,362	100.00%
1977	216,883	43.81%	129,280	26.11%	57,579	11.63%	91,367	18.45%	495,109	100.00%
1978	122,399	40.05%	78,060	25.54%	38,146	12.48%	67,039	21.93%	305,644	100.00%
1979	128,289	41.29%	76,980	24.78%	38,726	12.46%	66,684	21.46%	310,679	100.00%
1980	158,630	43.97%	88,536	24.54%	42,085	11.67%	71,494	19.82%	360,745	100.00%
1981	109,209	35.86%	85,995	28.24%	38,830	12.75%	70,472	23.14%	304,506	100.00%
1982	120,114	39.32%	80,095	26.22%	37,956	12.43%	67,294	22.03%	305,459	100.00%
1983	132,650	43.71%	73,909	24.36%	36,628	12.07%	60,274	19.86%	303,461	100.00%
1984	129,682	42.51%	77,161	25.29%	39,119	12.82%	59,101	19.37%	305,063	100.00%
1985	119,082	39.56%	82,930	27.55%	34,051	11.31%	64,954	21.58%	301,017	100.00%
1986	126,740	40.39%	88,315	28.15%	34,669	11.05%	64,053	20.41%	313,777	100.00%
1987	120,376	40.62%	87,753	29.61%	33,528	11.31%	54,668	18.45%	296,325	100.00%
1988	105,728	38.98%	89,779	33.10%	34,960	12.89%	40,777	15.03%	271,244	100.00%
1989	112,091	40.35%	89,606	32.25%	32,941	11.86%	43,182	15.54%	277,820	100.00%
1990	84,516	37.78%	70,559	31.54%	32,901	14.71%	35,749	15.98%	223,725	100.00%
1991	77,638	37.78%	68,472	33.32%	29,635	14.42%	29,756	14.48%	205,501	100.00%
1992	76,573	37.98%	58,464	29.00%	31,768	15.76%	34,817	17.27%	201,622	100.00%
1993	73,937	36.40%	63,154	31.09%	34,735	17.10%	31,289	15.40%	203,115	100.00%
1994	61,401	34.81%	53,496	30.32%	31,756	18.00%	29,756	16.87%	176,409	100.00%
1995	57,401	34.31%	47,152	28.19%	31,946	19.10%	30,788	18.40%	167,287	100.00%
1996	69,910	39.03%	46,144	25.76%	32,531	18.16%	30,548	17.05%	179,133	100.00%
1997	75,727	40.09%	49,131	26.01%	33,949	17.97%	30,088	15.93%	188,895	100.00%
1998	68,321	37.95%	46,726	25.95%	33,450	18.58%	31,534	17.52%	180,031	100.00%
1999	67,007	36.46%	51,436	27.99%	32,998	17.96%	32,327	17.59%	183,768	100.00%
2000	66,399	37.13%	49,338	27.59%	30,232	16.91%	32,864	18.38%	178,833	100.00%
2001	69,109	37.77%	49,870	27.25%	30,147	16.48%	33,850	18.50%	182,976	100.00%

Table D-4. NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comp

a. Number

FISCAL YEAR	DoD					18-24 YR OLD CIVILIANS				
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other	TOTAL
1973	311,143	69,333	21,951	3,223	405,650	NA	NA	NA	NA	NA
1974	280,346	81,138	21,846	5,388	388,718	NA	NA	NA	NA	NA
1975	307,230	73,323	21,881	7,324	409,758	NA	NA	NA	NA	NA
1976	267,221	51,749	69,776	4,616	393,362	NA	NA	NA	NA	NA
1977	354,670	99,756	30,005	10,678	495,109	21,730,284	3,307,340	1,589,228	474,827	27,101,678
1978	209,935	70,019	18,638	7,052	305,644	21,890,932	3,386,537	1,683,094	510,018	27,470,580
1979	202,622	80,330	19,566	8,161	310,679	22,071,649	3,453,212	1,741,633	530,870	27,797,364
1980	253,734	79,563	16,993	10,455	360,745	22,428,497	3,602,332	1,925,289	717,424	28,673,541
1981	225,412	58,219	12,168	8,707	304,506	22,452,932	3,707,097	2,052,281	756,337	28,968,646
1982	228,530	57,514	10,898	8,517	305,459	22,368,445	3,775,319	2,025,521	757,281	28,926,565
1983	229,496	54,520	10,775	8,670	303,461	22,140,109	3,828,947	2,028,490	768,593	28,766,138
1984	228,226	55,717	11,674	9,446	305,063	21,693,757	3,844,514	2,029,331	796,190	28,363,792
1985	223,530	55,937	11,219	10,331	301,017	20,803,019	3,718,625	2,275,029	805,421	27,602,095
1986	229,560	59,922	13,155	11,140	313,777	19,947,062	3,637,110	2,483,653	770,172	26,837,998
1987	213,241	58,723	15,104	9,257	296,325	19,261,510	3,581,552	2,579,195	778,697	26,200,954
1988	190,831	56,419	15,284	8,710	271,244	18,752,423	3,518,923	2,637,116	849,530	25,757,992
1989	191,820	60,004	17,220	8,776	277,820	18,308,611	3,472,237	2,709,534	889,339	25,379,721
1990	155,014	46,213	15,544	6,954	223,725	18,030,299	3,493,823	2,708,565	850,963	25,083,650
1991	150,016	33,882	14,908	6,695	205,501	17,576,619	3,475,377	2,750,787	901,289	24,704,072
1992	146,225	33,467	15,305	6,625	201,622	17,209,448	3,458,851	2,761,473	947,194	24,376,966
1993	146,911	33,888	15,351	6,965	203,115	16,964,142	3,463,246	2,790,458	967,280	24,185,126
1994	124,749	31,624	13,547	6,489	176,409	17,176,858	3,558,868	3,253,751	1,022,177	25,011,654
1995	114,248	30,820	15,080	7,139	167,287	17,093,530	3,576,769	3,489,912	907,466	25,067,677
1996	118,400	34,287	17,564	8,882	179,133	16,464,697	3,558,606	3,533,023	1,162,487	24,718,814
1997	121,644	37,565	18,453	11,233	188,895	16,432,120	3,566,710	3,607,728	1,249,958	24,856,516
1998	114,476	35,335	18,750	11,470	180,031	16,607,142	3,586,467	3,781,602	1,222,904	25,198,115
1999	115,468	36,500	19,820	11,980	183,768	16,939,623	3,671,712	3,908,748	1,269,600	25,789,683
2000	111,809	35,744	20,011	11,269	178,833	17,254,436	3,755,630	3,945,279	1,334,646	26,289,991
2001	115,487	35,694	20,668	11,127	182,976	16,400,938	3,627,338	3,946,795	1,340,807	25,315,878

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-4 (Continued). NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-2001

b. Percent

FISCAL YEAR	DoD					18-24 YR OLD CIVILIANS				
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other	TOTAL
1973	76.70%	17.09%	5.41%	0.79%	100.00%	NA	NA	NA	NA	NA
1974	72.12%	20.87%	5.62%	1.39%	100.00%	NA	NA	NA	NA	NA
1975	74.98%	17.89%	5.34%	1.79%	100.00%	NA	NA	NA	NA	NA
1976	67.93%	13.16%	17.74%	1.17%	100.00%	NA	NA	NA	NA	NA
1977	71.63%	20.15%	6.06%	2.16%	100.00%	80.18%	12.20%	5.86%	1.75%	100.00%
1978	68.69%	22.91%	6.10%	2.31%	100.00%	79.69%	12.33%	6.13%	1.86%	100.00%
1979	65.22%	25.86%	6.30%	2.63%	100.00%	79.40%	12.42%	6.27%	1.91%	100.00%
1980	70.34%	22.06%	4.71%	2.90%	100.00%	78.22%	12.56%	6.71%	2.50%	100.00%
1981	74.03%	19.12%	4.00%	2.86%	100.00%	77.51%	12.80%	7.08%	2.61%	100.00%
1982	74.82%	18.83%	3.57%	2.79%	100.00%	77.33%	13.05%	7.00%	2.62%	100.00%
1983	75.63%	17.97%	3.55%	2.86%	100.00%	76.97%	13.31%	7.05%	2.67%	100.00%
1984	74.81%	18.26%	3.83%	3.10%	100.00%	76.48%	13.55%	7.15%	2.81%	100.00%
1985	74.26%	18.58%	3.73%	3.43%	100.00%	75.37%	13.47%	8.24%	2.92%	100.00%
1986	73.16%	19.10%	4.19%	3.55%	100.00%	74.32%	13.55%	9.25%	2.87%	100.00%
1987	71.96%	19.82%	5.10%	3.12%	100.00%	73.51%	13.67%	9.84%	2.97%	100.00%
1988	70.35%	20.80%	5.63%	3.21%	100.00%	72.80%	13.66%	10.24%	3.30%	100.00%
1989	69.04%	21.60%	6.20%	3.16%	100.00%	72.14%	13.68%	10.68%	3.50%	100.00%
1990	69.29%	20.66%	6.95%	3.11%	100.00%	71.88%	13.93%	10.80%	3.39%	100.00%
1991	73.00%	16.49%	7.25%	3.26%	100.00%	71.15%	14.07%	11.13%	3.65%	100.00%
1992	72.52%	16.60%	7.59%	3.29%	100.00%	70.60%	14.19%	11.33%	3.89%	100.00%
1993	72.33%	16.68%	7.56%	3.43%	100.00%	70.14%	14.32%	11.54%	4.00%	100.00%
1994	70.72%	17.93%	7.68%	3.68%	100.00%	68.68%	14.23%	13.01%	4.09%	100.00%
1995	68.29%	18.42%	9.01%	4.27%	100.00%	68.19%	14.27%	13.92%	3.62%	100.00%
1996	66.10%	19.14%	9.81%	4.96%	100.00%	66.61%	14.40%	14.29%	4.70%	100.00%
1997	64.40%	19.89%	9.77%	5.95%	100.00%	66.11%	14.35%	14.51%	5.03%	100.00%
1998	63.59%	19.63%	10.41%	6.37%	100.00%	65.91%	14.23%	15.01%	4.85%	100.00%
1999	62.83%	19.86%	10.79%	6.52%	100.00%	65.68%	14.24%	15.16%	4.92%	100.00%
2000	62.52%	19.99%	11.19%	6.30%	100.00%	65.63%	14.29%	15.01%	5.08%	100.00%
2001	63.12%	19.51%	11.30%	6.08%	100.00%	64.79%	14.33%	15.59%	5.30%	100.00%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Rows may not add to totals due to rounding.

Table D-5. White NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	122,434	72.23%	78,962	84.32%	34,493	70.47%	75,254	80.45%	311,143	76.70%	NA
1974	115,680	64.28%	75,441	83.78%	31,780	70.12%	57,445	78.29%	280,346	72.12%	NA
1975	125,857	69.80%	81,242	82.52%	40,669	71.20%	59,462	80.50%	307,230	74.98%	NA
1976	105,642	59.05%	69,962	76.56%	34,068	66.17%	57,549	80.40%	267,221	67.93%	NA
1977	133,476	61.54%	105,303	81.45%	40,120	69.68%	75,771	82.93%	354,670	71.63%	79.70%
1978	68,566	56.02%	62,718	80.35%	24,860	65.17%	53,791	80.24%	209,935	68.69%	79.40%
1979	67,834	52.88%	59,533	77.34%	23,619	60.99%	51,636	77.43%	202,622	65.22%	78.20%
1980	96,990	61.14%	70,854	80.03%	28,694	68.18%	57,196	80.00%	253,734	70.34%	77.50%
1981	70,149	64.23%	69,703	81.05%	28,900	74.43%	56,660	80.40%	225,412	74.03%	77.30%
1982	82,133	68.38%	64,387	80.39%	28,729	75.69%	53,281	79.18%	228,530	74.82%	77.00%
1983	95,128	71.71%	57,780	78.18%	28,050	76.58%	48,538	80.53%	229,496	75.63%	76.50%
1984	91,781	70.77%	59,069	76.55%	29,381	75.11%	47,995	81.21%	228,226	74.81%	75.40%
1985	84,168	70.68%	63,013	75.98%	25,080	73.65%	51,269	78.93%	223,530	74.26%	74.30%
1986	89,084	70.29%	64,953	73.55%	25,429	73.35%	50,094	78.21%	229,560	73.16%	73.50%
1987	83,203	69.12%	62,110	70.78%	24,246	72.32%	43,682	79.90%	213,241	71.96%	72.80%
1988	70,818	66.98%	62,285	69.38%	24,896	71.21%	32,832	80.52%	190,831	70.35%	72.77%
1989	72,953	65.08%	60,218	67.20%	23,541	71.46%	35,108	81.30%	191,820	69.04%	72.14%
1990	55,465	65.63%	47,092	66.74%	23,280	70.76%	29,177	81.62%	155,014	69.29%	71.88%
1991	54,944	70.77%	48,420	70.72%	22,018	74.30%	24,634	82.79%	150,016	73.00%	71.15%
1992	53,467	69.82%	40,331	68.98%	23,792	74.89%	28,635	82.24%	146,225	72.52%	70.60%
1993	51,366	69.47%	44,718	70.81%	25,926	74.64%	24,901	79.58%	146,911	72.33%	70.14%
1994	41,199	67.10%	37,375	69.87%	23,214	73.10%	22,961	77.16%	124,749	70.72%	68.68%
1995	37,800	65.85%	30,887	65.51%	22,639	70.87%	22,922	74.45%	114,248	68.30%	68.19%
1996	44,412	63.53%	29,154	63.18%	22,572	69.39%	22,262	72.88%	118,400	66.10%	66.60%
1997	47,085	62.18%	30,170	61.41%	23,272	68.55%	21,117	70.18%	121,644	64.40%	66.11%
1998	41,982	61.45%	27,826	59.55%	22,933	68.56%	21,735	68.93%	114,476	63.57%	65.91%
1999	40,295	60.14%	30,501	59.30%	22,434	67.99%	22,238	68.79%	115,468	62.83%	65.68%
2000	40,714	61.32%	28,573	57.91%	20,309	67.18%	22,213	67.59%	111,809	62.52%	65.63%
2001	42,885	62.05%	28,449	57.05%	20,467	67.89%	23,686	69.97%	115,487	63.12%	64.79%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-6. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	35,031	20.67%	10,275	10.97%	10,504	21.46%	13,523	14.46%	69,333	17.09%	NA
1974	49,237	27.36%	9,984	11.09%	9,754	21.52%	12,163	16.58%	81,138	20.87%	NA
1975	41,059	22.77%	10,000	10.16%	11,485	20.11%	10,779	14.59%	73,323	17.89%	NA
1976	33,112	18.51%	5,612	6.14%	6,271	12.18%	6,754	9.44%	51,749	13.16%	NA
1977	63,561	29.31%	14,450	11.18%	11,495	19.96%	10,250	11.22%	99,756	20.15%	12.20%
1978	41,841	34.18%	9,924	12.71%	9,158	24.01%	9,096	13.57%	70,019	22.91%	12.30%
1979	47,054	36.68%	12,012	15.60%	10,679	27.58%	10,585	15.87%	80,330	25.86%	12.40%
1980	46,988	29.62%	12,116	13.68%	9,722	23.10%	10,737	15.02%	79,563	22.06%	12.60%
1981	30,298	27.74%	10,998	12.79%	6,904	17.78%	10,019	14.22%	58,219	19.12%	12.80%
1982	29,426	24.50%	10,974	13.70%	6,626	17.46%	10,488	15.59%	57,514	18.83%	13.10%
1983	29,037	21.89%	10,548	14.27%	6,216	16.97%	8,719	14.47%	54,520	17.97%	13.30%
1984	29,263	22.57%	11,445	14.83%	6,852	17.52%	8,157	13.80%	55,717	18.26%	13.60%
1985	26,699	22.42%	12,715	15.33%	6,400	18.80%	10,123	15.58%	55,937	18.58%	13.50%
1986	28,381	22.39%	15,234	17.25%	5,963	17.20%	10,344	16.15%	59,922	19.10%	13.60%
1987	28,226	23.45%	16,640	18.96%	6,051	18.05%	7,806	14.28%	58,723	19.82%	13.70%
1988	26,530	25.09%	17,980	20.03%	6,420	18.36%	5,489	13.46%	56,419	20.80%	13.70%
1989	29,486	26.31%	19,158	21.38%	5,887	17.87%	5,473	12.67%	60,004	21.60%	13.68%
1990	21,319	25.22%	14,576	20.66%	5,786	17.59%	4,532	12.68%	46,213	20.66%	13.93%
1991	15,535	20.01%	10,956	16.00%	4,193	14.15%	3,198	10.75%	33,882	16.49%	14.07%
1992	15,649	20.44%	9,832	16.82%	4,118	12.96%	3,868	11.11%	33,467	16.60%	14.19%
1993	15,103	20.43%	10,619	16.81%	4,201	12.09%	3,965	12.67%	33,888	16.68%	14.32%
1994	13,643	22.22%	9,760	18.24%	4,041	12.73%	4,180	14.05%	31,624	17.93%	14.23%
1995	12,901	22.48%	9,219	19.55%	4,233	13.25%	4,467	14.51%	30,820	18.42%	14.27%
1996	16,383	23.43%	8,871	19.22%	4,416	13.57%	4,617	15.11%	34,287	19.14%	14.40%
1997	17,735	23.42%	9,896	20.14%	4,742	13.97%	5,192	17.26%	37,565	19.89%	14.35%
1998	15,877	23.24%	9,357	20.03%	4,396	13.14%	5,705	18.09%	35,335	19.65%	14.23%
1999	16,085	24.00%	10,260	19.95%	4,308	13.06%	5,847	18.09%	36,500	19.86%	14.24%
2000	15,286	23.02%	10,252	20.78%	3,874	12.81%	6,332	19.27%	35,744	19.99%	14.29%
2001	15,444	22.35%	10,429	20.91%	3,662	12.15%	6,159	18.19%	35,694	19.51%	14.33%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-7. Hispanic NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	10,303	6.08%	4,085	4.36%	3,567	7.29%	3,996	4.27%	21,951	5.41%	NA
1974	11,496	6.39%	4,194	4.66%	3,304	7.29%	2,852	3.89%	21,846	5.62%	NA
1975	10,239	5.68%	4,512	4.58%	4,330	7.58%	2,800	3.79%	21,881	5.34%	NA
1976	37,507	20.96%	15,236	16.67%	10,563	20.52%	6,470	9.04%	69,776	17.74%	NA
1977	14,850	6.85%	6,419	4.97%	4,924	8.55%	3,812	4.17%	30,005	6.06%	5.90%
1978	8,811	7.20%	3,700	4.74%	3,245	8.51%	2,882	4.30%	18,638	6.10%	6.10%
1979	9,664	7.53%	3,573	4.64%	3,395	8.77%	2,934	4.40%	19,566	6.30%	6.30%
1980	9,315	5.87%	3,250	3.67%	2,390	5.68%	2,038	2.85%	16,993	4.71%	6.70%
1981	5,322	4.87%	3,079	3.58%	1,801	4.64%	1,966	2.79%	12,168	4.00%	7.10%
1982	4,912	4.09%	2,752	3.44%	1,417	3.73%	1,817	2.70%	10,898	3.57%	7.00%
1983	4,671	3.52%	3,379	4.57%	1,259	3.44%	1,466	2.43%	10,775	3.55%	7.10%
1984	4,610	3.55%	4,179	5.42%	1,481	3.79%	1,404	2.38%	11,674	3.83%	7.20%
1985	4,114	3.45%	4,192	5.05%	1,288	3.78%	1,625	2.50%	11,219	3.73%	8.20%
1986	4,882	3.85%	5,093	5.77%	1,653	4.77%	1,527	2.38%	13,155	4.19%	9.30%
1987	5,269	4.38%	6,140	7.00%	2,063	6.15%	1,632	2.99%	15,104	5.10%	9.80%
1988	5,132	4.85%	6,334	7.06%	2,518	7.20%	1,300	3.19%	15,284	5.63%	10.20%
1989	6,276	5.60%	7,052	7.87%	2,433	7.39%	1,459	3.38%	17,220	6.20%	10.68%
1990	5,199	6.15%	6,392	9.06%	2,748	8.35%	1,205	3.37%	15,544	6.95%	10.80%
1991	4,748	6.12%	6,647	9.71%	2,447	8.26%	1,066	3.58%	14,908	7.25%	11.13%
1992	5,093	6.65%	6,188	10.58%	2,733	8.60%	1,291	3.71%	15,305	7.59%	11.33%
1993	4,963	6.71%	5,685	9.00%	3,354	9.66%	1,349	4.31%	15,351	7.56%	11.54%
1994	4,431	7.22%	4,245	7.94%	3,429	10.80%	1,442	4.85%	13,547	7.68%	13.01%
1995	4,503	7.84%	4,743	10.06%	3,921	12.27%	1,913	6.21%	15,080	9.01%	13.92%
1996	6,199	8.87%	5,109	11.07%	4,219	12.97%	2,037	6.67%	17,564	9.81%	14.30%
1997	7,236	9.56%	5,001	10.18%	4,175	12.30%	2,041	6.78%	18,453	9.77%	14.51%
1998	7,020	10.28%	5,167	11.06%	4,365	13.05%	2,198	6.97%	18,750	10.42%	15.01%
1999	7,145	10.66%	5,771	11.22%	4,571	13.85%	2,333	7.22%	19,820	10.79%	15.16%
2000	7,261	10.94%	5,904	11.97%	4,411	14.59%	2,435	7.41%	20,011	11.19%	15.01%
2001	7,642	11.06%	6,283	12.60%	4,393	14.57%	2,350	6.94%	20,668	11.30%	15.59%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-8. Other Race NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	1,749	1.03%	326	0.35%	382	0.78%	766	0.82%	3,223	0.79%	NA
1974	3,555	1.98%	432	0.48%	485	1.07%	916	1.25%	5,388	1.39%	NA
1975	3,156	1.75%	2,701	2.74%	638	1.12%	829	1.12%	7,324	1.79%	NA
1976	2,655	1.48%	570	0.62%	582	1.13%	809	1.13%	4,616	1.17%	NA
1977	4,996	2.30%	3,108	2.40%	1,040	1.81%	1,534	1.68%	10,678	2.16%	1.80%
1978	3,181	2.60%	1,718	2.20%	883	2.31%	1,270	1.89%	7,052	2.31%	1.90%
1979	3,737	2.91%	1,862	2.42%	1,033	2.67%	1,529	2.29%	8,161	2.63%	1.90%
1980	5,337	3.36%	2,316	2.62%	1,279	3.04%	1,523	2.13%	10,455	2.90%	2.50%
1981	3,440	3.15%	2,215	2.58%	1,225	3.15%	1,827	2.59%	8,707	2.86%	2.60%
1982	3,643	3.03%	1,982	2.47%	1,184	3.12%	1,708	2.54%	8,517	2.79%	2.60%
1983	3,814	2.88%	2,202	2.98%	1,103	3.01%	1,551	2.57%	8,670	2.86%	2.70%
1984	4,028	3.11%	2,468	3.20%	1,405	3.59%	1,545	2.61%	9,446	3.10%	2.80%
1985	4,101	3.44%	3,010	3.63%	1,283	3.77%	1,937	2.98%	10,331	3.43%	2.90%
1986	4,393	3.47%	3,035	3.44%	1,624	4.68%	2,088	3.26%	11,140	3.55%	2.90%
1987	3,678	3.06%	2,863	3.26%	1,168	3.48%	1,548	2.83%	9,257	3.12%	3.00%
1988	3,248	3.07%	3,180	3.54%	1,126	3.22%	1,156	2.83%	8,710	3.21%	3.30%
1989	3,376	3.01%	3,178	3.55%	1,080	3.28%	1,142	2.64%	8,776	3.16%	3.50%
1990	2,533	3.00%	2,499	3.54%	1,087	3.30%	835	2.34%	6,954	3.11%	3.39%
1991	2,411	3.11%	2,449	3.58%	977	3.30%	858	2.88%	6,695	3.26%	3.65%
1992	2,364	3.09%	2,113	3.61%	1,125	3.54%	1,023	2.94%	6,625	3.29%	3.89%
1993	2,505	3.39%	2,132	3.38%	1,254	3.61%	1,074	3.43%	6,965	3.43%	4.00%
1994	2,128	3.47%	2,116	3.96%	1,072	3.38%	1,173	3.94%	6,489	3.68%	4.09%
1995	2,197	3.83%	2,303	4.88%	1,153	3.61%	1,486	4.83%	7,139	4.27%	3.62%
1996	2,916	4.17%	3,010	6.52%	1,324	4.07%	1,632	5.34%	8,882	4.96%	4.70%
1997	3,671	4.85%	4,064	8.27%	1,760	5.18%	1,738	5.78%	11,233	5.95%	5.03%
1998	3,442	5.04%	4,376	9.37%	1,756	5.25%	1,896	6.01%	11,470	6.37%	4.85%
1999	3,482	5.20%	4,904	9.53%	1,685	5.11%	1,909	5.91%	11,980	6.52%	4.92%
2000	3,138	4.73%	4,609	9.34%	1,638	5.42%	1,884	5.73%	11,269	6.30%	5.08%
2001	3,138	4.54%	4,709	9.44%	1,625	5.39%	1,655	4.89%	11,127	6.08%	5.30%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-9. Female NPS Active Duty Enlisted Personnel

FISCAL YEAR*	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%	54.1%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	3.9%	54.3%
1971	5,193	3.0%	2,453	3.0%	1,097	2.0%	4,189	4.0%	12,932	3.1%	53.3%
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%	52.3%
1973	8,336	4.9%	4,949	5.3%	691	1.4%	6,339	6.8%	20,315	5.0%	52.0%
1974	15,083	8.4%	6,711	7.5%	850	1.9%	8,174	11.1%	30,818	7.9%	52.0%
1975	18,540	10.3%	6,781	6.9%	1,325	2.3%	9,752	13.2%	36,398	8.9%	51.8%
1976	15,792	8.8%	5,128	5.6%	1,261	2.5%	8,613	12.0%	30,794	7.8%	51.5%
1977	18,921	8.7%	5,921	4.6%	1,783	3.1%	12,276	13.4%	38,901	7.9%	51.5%
1978	17,315	14.2%	5,627	7.2%	2,192	5.8%	12,409	18.5%	37,543	12.3%	51.1%
1979	17,196	13.4%	8,705	11.3%	2,137	5.5%	13,307	20.0%	41,345	13.3%	51.0%
1980	22,386	14.1%	10,697	12.1%	2,250	5.4%	13,474	18.9%	48,807	13.5%	50.9%
1981	17,064	15.6%	8,987	10.5%	2,143	5.5%	9,719	13.8%	37,913	12.5%	50.8%
1982	15,183	12.6%	8,238	10.3%	2,226	5.9%	8,520	12.7%	34,167	11.2%	50.8%
1983	16,576	12.5%	8,245	11.2%	1,987	5.4%	8,759	14.5%	35,567	11.7%	50.6%
1984	16,900	13.0%	7,715	10.0%	2,121	5.4%	8,649	14.6%	35,385	11.6%	50.8%
1985	15,401	12.9%	9,733	11.7%	2,174	6.4%	10,943	16.9%	38,251	12.7%	50.8%
1986	15,332	12.1%	8,802	10.0%	2,147	6.2%	11,778	18.4%	38,059	12.1%	50.9%
1987	16,262	13.5%	7,705	8.8%	1,790	5.3%	10,149	18.6%	35,906	12.1%	50.8%
1988	14,265	13.5%	9,799	10.9%	2,101	6.0%	8,011	19.7%	34,176	12.6%	51.2%
1989	16,048	14.3%	10,790	12.0%	2,092	6.4%	9,157	21.2%	38,087	13.7%	51.3%
1990	12,603	14.9%	7,951	11.3%	1,747	5.3%	7,298	20.4%	29,599	13.2%	51.1%
1991	11,266	14.5%	6,394	9.3%	1,606	5.4%	6,452	21.7%	25,718	12.5%	51.0%
1992	12,452	16.3%	8,190	14.0%	1,595	5.0%	7,538	21.7%	29,775	14.8%	50.9%
1993	11,801	16.0%	8,013	12.7%	1,595	4.6%	6,966	22.3%	28,375	14.0%	50.7%
1994	11,168	18.2%	8,989	16.8%	1,720	5.4%	7,085	23.8%	28,962	16.4%	50.4%
1995	10,749	18.7%	9,371	19.9%	1,882	5.9%	7,443	24.2%	29,445	17.6%	50.3%
1996	14,138	20.2%	6,861	14.9%	2,174	6.7%	7,953	26.0%	31,126	17.4%	50.3%
1997	15,271	20.2%	6,935	14.1%	2,440	7.2%	8,422	28.0%	33,068	17.5%	50.0%
1998	12,913	18.9%	8,897	19.0%	2,486	7.4%	8,246	26.1%	32,542	18.1%	49.9%
1999	13,252	19.8%	9,268	18.0%	2,300	7.0%	8,692	26.9%	33,512	18.2%	50.2%
2000	13,883	20.9%	9,095	18.4%	2,145	7.1%	8,496	25.9%	33,619	18.8%	50.2%
2001	14,144	20.5%	9,198	18.4%	2,095	6.9%	8,218	24.3%	33,655	18.4%	50.1%

* Data for FYs 1964 and 1970-1972 are based upon voluntary enlistments only. They do not include drafted inductees.

** FY 1964 was the last pre-Vietnam conscription year.

Source: Civilian data 1964, 1970-1972 from Labor Force Statistics derived from the Current Population Survey, 1948-87 (Washington, DC: Bureau of Labor Statistics, August, 1988); Civilian data 1973-present from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year. Service data 1964, 1970-1972 from Patterson, D.A., & Haskins, J.A., The Air Force, Conscription, and the All-Volunteer Force (Montgomery, AL: Air University Press, December 1987) and OASD(FMP)(MPP)(AP). Service data 1973-present from the Defense Manpower Data Center.

Table D-10. NPS Active Component Enlisted Accessions by Marital Status and Service with Civilian Comparison Group, FYs 1976-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1976	10.15%	89.85%	4.32%	95.68%	3.50%	96.50%	11.88%	88.12%	8.24%	91.76%	NA	NA
1977	10.76%	89.24%	4.25%	95.75%	3.58%	96.42%	11.40%	88.60%	8.34%	91.66%	34.1%	65.9%
1978	9.60%	90.40%	3.45%	96.55%	3.09%	96.91%	11.13%	88.87%	7.55%	92.45%	32.3%	67.7%
1979	9.99%	90.01%	3.74%	96.26%	2.88%	97.12%	11.48%	88.52%	7.87%	92.13%	31.2%	68.8%
1980	10.80%	89.20%	4.23%	95.77%	3.38%	96.62%	11.24%	88.76%	8.41%	91.59%	29.9%	70.1%
1981	10.38%	89.62%	5.05%	94.95%	3.40%	96.60%	10.02%	89.98%	7.90%	92.10%	29.1%	70.9%
1982	12.37%	87.63%	6.69%	93.31%	4.09%	95.91%	11.02%	88.98%	9.55%	90.45%	28.4%	71.6%
1983	12.88%	87.12%	6.92%	93.08%	4.49%	95.51%	13.47%	86.53%	10.53%	89.47%	26.6%	73.4%
1984	11.33%	88.67%	6.82%	93.18%	4.25%	95.75%	13.15%	86.85%	9.63%	90.37%	25.7%	74.3%
1985	11.57%	88.43%	6.20%	93.80%	4.23%	95.77%	12.01%	87.99%	9.35%	90.65%	25.3%	74.7%
1986	13.05%	86.95%	6.52%	93.48%	4.31%	95.69%	12.18%	87.82%	10.07%	89.93%	24.8%	75.2%
1987	12.96%	87.04%	6.47%	93.53%	4.12%	95.88%	12.04%	87.96%	9.87%	90.13%	23.6%	76.4%
1988	11.71%	88.29%	5.58%	94.42%	3.56%	96.44%	11.10%	88.90%	8.54%	91.46%	22.4%	77.6%
1989	11.90%	88.10%	5.74%	94.26%	3.29%	96.71%	10.95%	89.05%	8.75%	91.25%	20.4%	79.6%
1990	12.23%	87.77%	5.84%	94.16%	3.78%	96.22%	10.46%	89.54%	8.70%	91.30%	20.1%	79.9%
1991	14.84%	85.16%	6.48%	93.52%	5.17%	94.83%	11.68%	88.32%	10.20%	89.80%	19.0%	81.0%
1992	14.40%	85.60%	5.46%	94.54%	3.38%	96.62%	12.25%	87.75%	9.70%	90.30%	18.2%	81.8%
1993	16.80%	83.20%	4.50%	95.50%	3.10%	96.90%	11.90%	88.10%	9.90%	90.10%	18.3%	81.7%
1994	16.40%	83.60%	4.42%	95.58%	3.01%	96.99%	10.64%	89.36%	9.38%	90.62%	18.1%	81.9%
1995	14.51%	85.49%	4.91%	95.09%	4.07%	95.93%	10.96%	89.04%	9.15%	90.85%	17.7%	82.3%
1996	14.62%	85.38%	5.06%	94.94%	4.19%	95.81%	10.65%	89.35%	9.59%	90.41%	17.0%	83.0%
1997	15.92%	84.08%	5.19%	94.81%	4.24%	95.76%	10.00%	90.00%	10.09%	89.91%	16.0%	84.0%
1998	14.38%	85.62%	5.22%	94.78%	4.27%	95.73%	9.33%	90.67%	9.24%	90.76%	14.8%	85.2%
1999	13.95%	86.05%	6.10%	93.90%	3.90%	96.10%	9.70%	90.30%	9.20%	90.80%	14.7%	85.3%
2000	13.16%	86.84%	6.04%	93.96%	3.30%	96.70%	8.56%	91.44%	8.68%	91.32%	14.9%	85.1%
2001	12.93%	87.07%	5.74%	94.26%	3.06%	96.94%	9.23%	90.77%	8.66%	91.34%	14.2%	85.8%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-11. NPS Active Component Enlisted Accessions with High School Diplomas by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-24 YR OLD CIVILIANS*
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	98,618	58.18%	66,328	70.83%	21,829	44.60%	79,464	84.95%	266,239	65.64%	NA
1974	89,173	49.55%	61,879	68.72%	20,985	46.30%	63,001	85.86%	235,038	60.47%	NA
1975	103,566	57.44%	72,596	73.74%	26,804	46.92%	64,016	86.66%	266,982	65.16%	NA
1976	103,780	58.00%	71,406	78.14%	32,518	63.16%	65,017	90.83%	272,721	69.33%	NA
1977	131,786	60.76%	96,554	74.69%	41,338	71.79%	84,421	92.40%	354,099	71.52%	79.1%
1978	89,427	73.06%	56,851	72.83%	26,824	70.32%	57,509	85.78%	230,611	75.45%	78.7%
1979	82,437	64.26%	57,321	74.46%	28,136	72.65%	55,941	83.89%	223,835	72.05%	79.0%
1980	82,541	52.03%	65,132	73.57%	29,299	69.62%	59,747	83.57%	236,719	65.62%	78.9%
1981	82,902	75.91%	65,247	75.87%	28,569	73.57%	62,699	88.97%	239,417	78.62%	78.8%
1982	97,331	81.03%	62,364	77.86%	29,428	77.53%	63,476	94.33%	252,599	82.69%	79.2%
1983	111,464	84.03%	66,967	90.61%	31,221	85.24%	59,179	98.18%	268,831	88.59%	79.5%
1984	111,901	86.29%	71,255	92.35%	34,976	89.41%	58,349	98.73%	276,481	90.63%	80.0%
1985	102,615	86.17%	73,374	88.48%	30,765	90.35%	64,248	98.91%	271,002	90.03%	79.8%
1986	114,608	90.43%	75,264	85.22%	31,279	90.22%	63,353	98.91%	284,504	90.67%	80.5%
1987	109,835	91.24%	79,591	90.70%	30,292	90.35%	54,158	99.07%	273,876	92.42%	79.8%
1988	98,136	92.82%	81,875	91.20%	33,377	95.47%	40,394	99.06%	253,782	93.56%	79.9%
1989	99,347	88.63%	77,834	86.86%	31,158	94.59%	42,763	99.03%	251,102	90.38%	80.1%
1990	79,631	94.22%	63,257	89.65%	30,695	93.30%	35,421	99.08%	209,004	93.42%	79.0%
1991	74,830	96.38%	64,317	93.93%	28,399	95.83%	29,427	98.89%	196,973	95.85%	79.2%
1992	75,548	98.66%	56,234	96.19%	30,953	97.43%	34,331	98.60%	197,066	97.74%	79.9%
1993	68,778	93.02%	58,241	92.22%	33,361	96.04%	30,890	98.72%	191,270	94.17%	79.9%
1994	57,047	92.91%	49,968	93.41%	30,275	95.34%	29,351	98.64%	166,641	94.46%	80.1%
1995	53,866	93.84%	43,566	92.39%	30,315	94.89%	30,371	98.65%	158,118	94.52%	79.3%
1996	65,260	93.35%	42,168	91.38%	30,909	95.01%	30,198	98.85%	168,535	94.08%	78.7%
1997	68,173	90.02%	46,708	95.07%	32,669	96.23%	29,699	98.71%	177,249	93.83%	78.8%
1998	61,383	89.84%	44,001	94.17%	32,015	95.71%	31,087	98.58%	168,486	93.59%	78.8%
1999	59,074	88.16%	45,303	88.08%	31,489	95.43%	31,787	98.33%	167,653	91.23%	78.8%
2000	57,409	86.46%	43,731	88.64%	28,853	95.44%	32,473	98.81%	162,466	90.85%	78.8%
2001	57,657	83.43%	44,457	89.15%	28,939	95.99%	33,511	99.00%	164,564	89.94%	79.1%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-12. NPS Active Component Enlisted Accessions by AFQT Category, FYs 1973-2001

FISCAL YEAR	AFQT CATEGORY I		II		IIIA		IIIB		IV		Other/Unknown		TOTAL	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	14,759	3.64%	124,521	30.70%	95,526	23.55%	113,552	27.99%	51,525	12.70%	5,767	1.42%	405,650	100.00%
1974	9,051	2.33%	103,422	26.61%	89,018	22.90%	115,617	29.74%	38,853	10.00%	32,757	8.43%	388,718	100.00%
1975	13,507	3.30%	131,647	32.13%	109,515	26.73%	121,399	29.63%	25,962	6.34%	7,728	1.89%	409,758	100.00%
1976	17,700	4.50%	137,534	34.96%	100,410	25.53%	116,895	29.72%	19,467	4.95%	1,356	0.34%	393,362	100.00%
1977*	19,708	3.98%	89,437	18.06%	57,888	11.69%	105,454	21.30%	134,181	27.10%	88,441	17.86%	495,109	100.00%
1978*	13,798	4.51%	68,383	22.37%	46,061	15.07%	80,886	26.46%	83,340	27.27%	13,176	4.31%	305,644	100.00%
1979*	12,005	3.86%	61,779	19.89%	44,009	14.17%	84,575	27.22%	101,707	32.74%	6,604	2.13%	310,679	100.00%
1980*	17,952	4.98%	72,417	20.07%	85,462	23.69%	152,157	42.18%	31,380	8.70%	1,377	0.38%	360,745	100.00%
1981*	13,381	4.39%	77,396	25.42%	53,263	17.49%	94,720	31.11%	64,729	21.26%	1,017	0.33%	304,506	100.00%
1982	15,108	4.95%	86,120	28.19%	57,559	18.84%	99,075	32.43%	46,438	15.20%	1,159	0.38%	305,459	100.00%
1983	17,569	5.79%	94,318	31.08%	62,542	20.61%	95,344	31.42%	32,449	10.69%	1,239	0.41%	303,461	100.00%
1984	17,667	5.79%	94,876	31.10%	65,017	21.31%	97,593	31.99%	28,857	9.46%	1,053	0.35%	305,063	100.00%
1985	13,961	4.64%	97,461	32.38%	69,801	23.19%	96,134	31.94%	22,699	7.54%	961	0.32%	301,017	100.00%
1986	11,842	3.77%	105,323	33.57%	78,679	25.07%	101,937	32.49%	15,265	4.86%	731	0.23%	313,777	100.00%
1987	13,774	4.65%	106,756	36.03%	77,866	26.28%	83,414	28.15%	13,922	4.70%	593	0.20%	296,325	100.00%
1988	12,007	4.43%	97,046	35.78%	71,242	26.26%	76,249	28.11%	13,361	4.93%	1,339	0.49%	271,244	100.00%
1989	10,827	3.90%	94,554	34.03%	73,504	26.46%	78,967	28.42%	17,802	6.41%	2,166	0.78%	277,820	100.00%
1990	9,293	4.15%	79,711	35.63%	63,079	28.19%	63,357	28.32%	6,830	3.05%	1,455	0.65%	223,725	100.00%
1991	9,527	4.64%	79,694	38.78%	58,873	28.65%	54,521	26.53%	1,075	0.52%	1,811	0.88%	205,501	100.00%
1992	9,419	4.67%	80,609	39.98%	60,887	30.20%	49,460	24.53%	374	0.19%	873	0.43%	201,622	100.00%
1993	8,996	4.43%	77,387	38.10%	58,014	28.56%	56,228	27.68%	1,628	0.80%	862	0.42%	203,115	100.00%
1994	8,391	4.76%	66,789	37.86%	49,430	28.02%	49,892	28.28%	1,207	0.68%	700	0.40%	176,409	100.00%
1995	8,157	4.88%	62,280	37.23%	46,777	27.96%	48,099	28.75%	1,114	0.67%	860	0.51%	167,287	100.00%
1996	8,427	4.70%	65,343	36.48%	48,981	27.34%	53,782	30.02%	1,325	0.74%	1,274	0.71%	179,132	100.00%
1997	8,045	4.26%	67,619	35.80%	53,387	28.26%	57,180	30.27%	1,794	0.95%	870	0.46%	188,895	100.00%
1998	7,728	4.29%	62,029	34.45%	51,810	28.78%	55,914	31.06%	1,864	1.04%	686	0.38%	180,031	100.00%
1999	7,000	3.81%	61,027	33.21%	51,545	28.05%	60,563	32.96%	2,589	1.41%	1,044	0.57%	183,768	100.00%
2000	6,854	3.81%	59,543	33.30%	51,254	28.66%	59,189	33.10%	1,231	0.69%	762	0.43%	178,833	100.00%
2001	7,054	3.86%	61,329	33.52%	52,161	28.51%	60,250	32.93%	1,562	0.85%	620	0.34%	182,976	100.00%

* Values reflect ASVAB misnorming.

Rows may not add to totals due to rounding.

Table D-13. High Quality* NPS Active Component Enlisted Accessions by Service, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
1973	63,476	37.4%	43,174	46.1%	12,190	24.9%	54,751	58.5%	173,591	42.8%
1974	55,770	31.0%	39,526	43.9%	12,999	28.7%	43,144	58.8%	151,439	39.0%
1975	68,464	38.0%	48,535	49.3%	18,320	32.1%	46,819	63.4%	182,138	44.5%
1976	64,739	36.2%	51,465	56.3%	22,920	44.5%	51,891	72.5%	191,015	48.6%
1977**	39,688	18.3%	42,360	32.8%	14,097	24.5%	38,128	41.7%	134,273	27.1%
1978**	28,496	23.3%	29,270	37.5%	10,961	28.7%	31,980	47.7%	100,707	33.0%
1979**	23,747	18.5%	27,710	36.0%	10,586	27.3%	28,850	43.3%	90,893	29.3%
1980**	32,483	20.5%	38,982	44.0%	14,705	34.9%	39,776	55.6%	125,946	34.9%
1981**	30,258	27.7%	34,968	40.7%	14,179	36.5%	36,241	51.4%	115,646	38.0%
1982	45,300	37.7%	34,906	43.6%	15,246	40.2%	37,653	56.0%	133,105	43.6%
1983	58,062	43.8%	39,021	52.8%	16,592	45.3%	39,452	65.5%	153,127	50.5%
1984	59,342	45.8%	40,771	52.8%	18,161	46.4%	40,744	68.9%	159,018	52.1%
1985	58,328	49.0%	40,201	48.5%	16,567	48.7%	43,371	66.8%	158,467	52.7%
1986	65,880	52.0%	41,084	46.5%	20,513	59.2%	43,925	68.6%	171,402	54.6%
1987	69,676	57.9%	45,676	52.1%	20,630	61.5%	41,374	75.7%	177,356	59.9%
1988	61,836	58.5%	46,294	51.6%	22,399	64.1%	33,105	81.2%	163,634	60.4%
1989	60,242	53.7%	41,949	46.8%	20,689	62.8%	35,825	83.0%	158,705	57.1%
1990	51,749	61.2%	37,708	53.4%	20,130	61.2%	30,151	84.3%	139,738	62.4%
1991	55,353	71.3%	41,035	59.9%	19,451	65.6%	25,135	84.5%	140,974	68.6%
1992	58,514	76.4%	37,760	64.6%	21,872	68.8%	29,274	84.1%	147,420	73.1%
1993	47,741	64.6%	39,797	63.0%	22,734	65.4%	24,638	78.7%	134,910	66.4%
1994	39,329	64.1%	33,526	62.7%	20,045	63.1%	23,588	79.3%	116,488	66.0%
1995	36,494	63.6%	28,059	59.5%	19,842	62.1%	25,355	82.4%	109,750	65.6%
1996	42,595	60.9%	26,935	58.4%	20,054	61.7%	24,702	80.9%	114,286	63.8%
1997	43,754	57.6%	30,165	61.4%	20,974	61.8%	23,314	77.4%	118,207	62.5%
1998	38,696	56.6%	27,334	58.5%	20,134	60.2%	23,469	74.4%	109,633	60.9%
1999	34,990	52.2%	27,376	53.2%	19,726	59.8%	23,339	72.2%	105,431	57.4%
2000	35,569	53.6%	25,964	52.6%	18,021	59.6%	22,864	69.6%	102,418	57.3%
2001	36,262	52.5%	26,049	52.2%	18,211	60.4%	24,438	72.2%	104,960	57.4%

* High quality individuals are high school graduates who are in AFQT categories I through IIIA.

** Values reflect ASVAB misnorming.

Table D-14. NPS Active Component Enlisted Accessions by Geographical Region, FYs 1973-2001

FISCAL YEAR	GEOGRAPHICAL REGION										TOTAL	
	NORTHEAST		NORTH CENTRAL		SOUTH		WEST		OTHER			
	#	%	#	%	#	%	#	%	#	%	#	%
1973	73,483	18.1%	110,341	27.2%	143,050	35.3%	75,895	18.7%	2,881	0.7%	405,650	100.00%
1974	67,411	17.3%	97,988	25.2%	144,099	37.1%	75,213	19.3%	4,007	1.0%	388,718	100.00%
1975	81,796	20.0%	108,691	26.5%	138,550	33.8%	77,237	18.8%	3,484	0.9%	409,758	100.00%
1976	82,137	20.9%	109,656	27.9%	123,670	31.4%	74,163	18.9%	3,736	0.9%	393,362	100.00%
1977	109,749	22.2%	132,362	26.7%	159,027	32.1%	88,674	17.9%	5,297	1.1%	495,109	100.00%
1978	65,893	21.6%	75,726	24.8%	108,162	35.4%	50,936	16.7%	4,927	1.6%	305,644	100.00%
1979	64,710	20.8%	75,325	24.2%	113,320	36.5%	52,024	16.7%	5,300	1.7%	310,679	100.00%
1980	74,806	20.7%	94,045	26.1%	122,158	33.9%	64,150	17.8%	5,586	1.5%	360,745	100.00%
1981	62,772	20.6%	82,844	27.2%	102,365	33.6%	52,462	17.2%	4,063	1.3%	304,506	100.00%
1982	63,433	20.8%	86,216	28.2%	100,906	33.0%	51,019	16.7%	3,885	1.3%	305,459	100.00%
1983	60,335	19.9%	86,134	28.4%	101,003	33.3%	52,562	17.3%	3,427	1.1%	303,461	100.00%
1984	55,059	18.0%	87,977	28.8%	104,689	34.3%	53,343	17.5%	3,995	1.3%	305,063	100.00%
1985	59,118	19.6%	83,273	27.7%	102,097	33.9%	53,034	17.6%	3,495	1.2%	301,017	100.00%
1986	56,079	17.9%	84,710	27.0%	110,384	35.2%	59,319	18.9%	3,285	1.0%	313,777	100.00%
1987	49,030	16.5%	79,799	26.9%	108,117	36.5%	56,613	19.1%	2,766	0.9%	296,325	100.00%
1988	41,553	15.3%	71,881	26.5%	103,424	38.1%	51,926	19.1%	2,460	0.9%	271,244	100.00%
1989	38,660	13.9%	70,773	25.5%	110,103	39.6%	53,745	19.3%	4,539	1.6%	277,820	100.00%
1990	32,783	14.7%	56,002	25.0%	91,168	40.8%	41,606	18.6%	2,166	1.0%	223,725	100.00%
1991	30,949	15.1%	50,828	24.7%	83,159	40.5%	38,759	18.9%	1,806	0.9%	205,501	100.00%
1992	30,285	15.0%	48,191	23.9%	83,919	41.6%	37,868	18.8%	1,359	0.7%	201,622	100.00%
1993	30,243	14.9%	47,291	23.3%	84,796	41.7%	39,607	19.5%	1,178	0.6%	203,115	100.00%
1994	26,388	15.0%	39,461	22.4%	74,308	42.1%	34,942	19.8%	1,310	0.7%	176,409	100.00%
1995	25,865	15.5%	32,778	19.6%	71,184	42.6%	34,377	20.5%	3,083	1.8%	167,287	100.00%
1996	28,240	15.8%	36,535	20.4%	75,113	41.9%	37,656	21.0%	1,589	0.9%	179,133	100.00%
1997	29,302	15.5%	37,899	20.1%	79,316	42.0%	40,339	21.4%	2,039	1.1%	188,895	100.00%
1998	26,878	14.9%	34,574	19.2%	76,302	42.4%	40,164	22.3%	2,113	1.2%	180,031	100.00%
1999	27,568	15.0%	35,396	19.3%	77,201	42.0%	41,012	22.3%	2,591	1.4%	183,768	100.00%
2000	25,535	14.3%	34,801	19.5%	74,708	41.8%	40,369	22.6%	3,420	1.9%	178,833	100.00%
2001	25,298	13.8%	36,906	20.2%	77,565	42.4%	41,198	22.5%	2,009	1.1%	182,976	100.00%

Table D-15. Active Component Enlisted Strength, FYs 1964, 1973-2001 (in Thousands)

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1964	860.5	585.4	172.9	720.6	2329.4
1973	682.0	490.0	176.8	571.8	1921.0
1974	674.5	475.5	170.1	529.1	1849.0
1975	678.3	466.1	177.4	503.2	1825.0
1976	677.7	457.7	173.5	481.2	1790.1
1977	680.1	462.2	173.1	469.9	1785.2
1978	669.6	463.2	172.4	469.9	1775.0
1979	657.2	457.1	167.0	458.9	1740.3
1980	673.9	459.6	170.3	455.9	1759.7
1981	675.1	470.2	172.3	466.5	1784.0
1982	672.7	481.2	173.4	476.5	1803.8
1983	669.4	484.6	174.1	483.0	1811.1
1984	667.7	491.3	175.9	486.4	1821.3
1985	666.6	495.4	177.9	488.6	1828.5
1986	666.7	504.4	178.6	494.7	1844.3
1987	668.4	510.2	177.0	495.2	1853.3
1988	660.4	515.6	177.3	466.9	1820.1
1989	658.3	515.9	176.9	462.8	1813.9
1990	623.5	501.5	176.5	430.8	1732.4
1991	602.6	494.5	174.1	409.4	1680.5
1992	511.3	467.5	165.2	375.7	1519.8
1993	480.3	438.9	160.1	356.1	1435.4
1994	451.4	401.7	156.3	341.3	1350.7
1995	421.5	370.9	156.8	317.9	1267.2
1996	405.1	354.1	157.0	308.6	1224.9
1997	408.1	334.2	156.2	299.4	1197.9
1998	402.0	322.1	155.3	291.6	1170.9
1999	396.2	314.3	154.8	286.2	1151.4
2000	402.2	314.1	155.0	282.3	1153.6
2001	400.3	318.1	154.7	280.3	1153.4

Table D-16. Mean Age and Months of Service of Active Component Enlisted Members, FYs 1973-2001

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	25.02	69.82
1974	24.97	69.59
1975	24.92	68.17
1976	24.93	67.60
1977	24.93	66.52
1978	25.01	67.26
1979	25.07	67.74
1980	25.01	66.51
1981	25.14	67.07
1982	25.37	68.63
1983	25.56	69.99
1984	25.69	71.09
1985	25.81	72.29
1986	25.92	73.12
1987	26.09	74.76
1988	26.26	76.73
1989	26.36	78.01
1990	26.66	81.77
1991	26.95	84.80
1992	27.08	86.35
1993	27.21	87.70
1994	27.33	89.58
1995	27.36	89.33
1996	27.41	89.64
1997	27.41	89.20
1998	27.34	88.37
1999	27.26	87.28
2000	27.10	85.53
2001	27.03	84.38

Table D-17. Black Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-44 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	125,538	18.41%	37,569	7.67%	29,862	16.92%	76,614	13.40%	269,583	14.04%	NA
1974	143,449	21.27%	39,905	8.41%	30,757	18.08%	75,225	14.22%	289,336	15.65%	NA
1975	150,458	22.19%	36,593	7.86%	32,128	18.11%	73,209	14.55%	292,388	16.03%	NA
1976	159,531	23.55%	35,940	7.87%	29,366	16.92%	70,435	14.64%	295,272	16.50%	NA
1977	178,945	26.31%	39,755	8.61%	30,194	17.44%	68,569	14.59%	317,463	17.79%	10.6%
1978	194,700	29.09%	43,209	9.35%	32,597	18.91%	69,619	14.82%	340,125	19.17%	10.8%
1979	210,802	32.09%	48,417	10.61%	35,693	21.38%	72,224	15.74%	367,136	21.11%	10.7%
1980	221,442	32.87%	52,687	11.49%	38,161	22.41%	74,495	16.33%	386,785	21.99%	10.7%
1981	223,817	33.17%	56,292	12.00%	37,919	22.00%	77,800	16.65%	395,828	22.20%	10.7%
1982	220,129	32.73%	59,832	12.47%	37,499	21.40%	81,291	17.05%	398,751	22.10%	10.9%
1983	210,345	31.43%	62,072	12.84%	35,830	20.47%	82,190	17.00%	390,437	21.56%	11.1%
1984	203,669	30.51%	64,322	13.13%	35,057	19.93%	82,429	16.95%	385,477	21.18%	11.1%
1985	198,981	29.87%	67,020	13.52%	36,112	20.30%	83,751	17.14%	385,864	21.11%	11.1%
1986	197,820	29.67%	71,719	14.22%	36,717	20.55%	85,525	17.29%	391,781	21.24%	11.2%
1987	200,243	29.96%	77,366	15.09%	37,217	20.73%	85,755	17.32%	400,581	21.59%	11.2%
1988	201,049	30.45%	81,784	15.90%	37,023	20.88%	82,028	17.57%	401,884	22.10%	11.2%
1989	205,808	31.27%	87,286	16.97%	36,700	20.76%	80,457	17.38%	410,251	22.64%	11.3%
1990	200,300	32.12%	88,904	17.73%	36,482	20.66%	76,047	17.65%	401,733	23.19%	13.9%
1991	191,516	31.79%	87,807	17.76%	34,801	19.99%	71,074	17.36%	385,198	22.92%	11.5%
1992	161,237	31.53%	83,442	17.85%	31,319	18.95%	64,394	17.14%	340,392	22.40%	11.5%
1993	147,526	30.71%	78,456	17.88%	28,747	17.96%	60,158	16.89%	314,887	21.94%	11.6%
1994	136,800	30.31%	72,712	18.10%	27,038	17.29%	57,418	16.82%	293,968	21.76%	11.8%
1995	127,056	30.14%	69,285	18.68%	26,654	17.00%	53,811	16.92%	276,806	21.84%	12.1%
1996	121,085	29.89%	67,591	19.09%	26,329	16.77%	52,592	17.04%	267,597	21.85%	12.0%
1997	121,138	29.68%	65,276	19.53%	26,205	16.78%	52,069	17.39%	264,688	22.10%	12.3%
1998	118,420	29.46%	64,148	19.92%	25,837	16.64%	51,793	17.76%	260,198	22.22%	12.3%
1999	116,391	29.38%	63,645	20.25%	25,591	16.53%	51,597	18.03%	257,224	22.34%	12.6%
2000	116,925	29.07%	64,813	20.64%	25,119	16.20%	51,988	18.42%	258,845	22.44%	12.4%
2001	115,698	28.90%	66,982	21.05%	24,484	15.83%	51,762	18.47%	258,926	22.45%	12.7%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-18. Hispanic Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-44 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	0	0.00%	22,536	4.66%	0	0.00%	0	0.00%	22,536	1.17%	NA
1974	0	0.00%	22,414	4.72%	0	0.00%	1	0.00%	22,415	1.21%	NA
1975	0	0.00%	13,552	2.91%	0	0.00%	11,757	2.34%	25,309	1.39%	NA
1976	23,543	3.47%	14,033	3.07%	6,496	3.74%	12,492	2.60%	56,564	3.16%	NA
1977	24,822	3.65%	13,780	2.99%	9,625	5.56%	14,551	3.10%	62,778	3.52%	5.2%
1978	26,008	3.89%	12,836	2.78%	10,635	6.17%	16,378	3.49%	65,857	3.71%	5.4%
1979	27,375	4.17%	12,680	2.78%	10,496	6.29%	17,153	3.74%	67,704	3.89%	5.5%
1980	29,553	4.39%	13,263	2.89%	10,178	5.98%	17,512	3.84%	70,506	4.01%	5.8%
1981	30,118	4.46%	14,497	3.09%	9,453	5.49%	18,308	3.92%	72,376	4.06%	6.0%
1982	30,012	4.46%	15,132	3.15%	8,837	5.04%	18,861	3.96%	72,842	4.04%	6.1%
1983	27,816	4.16%	16,577	3.43%	8,642	4.94%	19,070	3.94%	72,105	3.98%	6.1%
1984	26,704	4.00%	17,641	3.60%	8,616	4.90%	18,916	3.89%	71,877	3.95%	6.1%
1985	25,823	3.88%	18,666	3.77%	8,786	4.94%	18,745	3.84%	72,020	3.94%	6.8%
1986	26,436	3.97%	20,700	4.10%	9,228	5.16%	18,435	3.73%	74,799	4.06%	7.4%
1987	27,054	4.05%	23,616	4.61%	9,953	5.54%	18,491	3.73%	79,114	4.26%	7.8%
1988	27,247	4.13%	25,795	5.02%	10,717	6.04%	17,546	3.76%	81,305	4.47%	8.1%
1989	27,818	4.23%	28,578	5.56%	12,100	6.85%	17,352	3.75%	85,848	4.74%	8.4%
1990	27,546	4.42%	30,326	6.05%	12,890	7.30%	16,458	3.82%	87,220	5.03%	8.6%
1991	27,061	4.49%	32,101	6.49%	13,200	7.58%	15,504	3.79%	87,866	5.23%	8.9%
1992	24,354	4.76%	32,664	6.99%	13,089	7.92%	14,202	3.78%	84,309	5.55%	9.1%
1993	24,423	5.08%	31,535	7.19%	13,653	8.53%	13,536	3.80%	83,147	5.79%	9.2%
1994	24,037	5.33%	28,644	7.13%	14,312	9.15%	13,440	3.94%	80,433	5.95%	10.6%
1995	23,685	5.62%	28,136	7.59%	15,853	10.11%	13,258	4.17%	80,932	6.39%	10.9%
1996	25,169	6.21%	28,760	8.12%	17,291	11.01%	13,715	4.44%	84,935	6.93%	11.2%
1997	28,447	6.97%	28,539	8.54%	18,083	11.58%	14,296	4.78%	89,365	7.46%	11.9%
1998	30,690	7.63%	29,043	9.02%	19,054	12.27%	14,778	5.07%	93,565	7.99%	12.5%
1999	32,963	8.32%	29,653	9.44%	19,984	12.91%	15,301	5.35%	97,901	8.50%	12.5%
2000	36,646	9.11%	31,188	9.93%	20,911	13.49%	15,528	5.50%	104,273	9.04%	13.1%
2001	38,937	9.73%	33,316	10.47%	21,636	13.99%	15,598	5.57%	109,487	9.49%	13.4%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-19. Female Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1964, 1970-2001

FISCAL YEAR	SERVICE										18-44 YR OLD CIVILIANS
	ARMY		NAVY		MARINE CORPS		AIR FORCE		DoD		
	#	%	#	%	#	%	#	%	#	%	%
1964*	7,958	0.9%	4,863	0.8%	1,320	0.8%	4,845	0.7%	18,986	0.8%	NA
1970	11,476	1.0%	5,366	0.9%	2,119	0.9%	8,987	1.4%	27,948	1.1%	NA
1971	11,825	1.2%	5,476	1.0%	1,981	1.0%	10,132	1.6%	29,414	1.2%	NA
1972	12,349	1.8%	5,723	1.1%	2,066	1.2%	11,725	2.0%	31,863	1.6%	NA
1973	16,448	2.4%	8,835	1.8%	1,973	1.1%	15,022	2.6%	42,278	2.2%	NA
1974	26,320	3.9%	13,143	2.8%	2,402	1.4%	19,463	3.7%	61,328	3.3%	NA
1975	37,703	5.6%	17,357	3.7%	2,841	1.6%	25,232	5.0%	83,133	4.6%	NA
1976	43,806	6.5%	19,194	4.2%	3,065	1.8%	29,235	6.1%	95,300	5.3%	NA
1977	46,093	6.8%	19,210	4.2%	3,509	2.0%	34,609	7.4%	103,421	5.8%	41.8%
1978	50,288	7.5%	20,937	4.5%	4,652	2.7%	40,710	8.7%	116,587	6.6%	42.5%
1979	54,815	8.3%	24,751	5.4%	5,501	3.3%	45,954	10.0%	131,021	7.5%	43.0%
1980	61,349	9.1%	29,806	6.5%	6,219	3.7%	51,397	11.3%	148,771	8.5%	43.4%
1981	64,877	9.6%	34,348	7.3%	7,090	4.1%	53,902	11.5%	160,217	9.0%	43.7%
1982	64,261	9.6%	37,024	7.7%	7,874	4.5%	54,064	11.3%	163,223	9.0%	44.0%
1983	66,056	9.9%	39,873	8.3%	8,286	4.7%	54,864	11.4%	169,079	9.3%	44.3%
1984	66,664	10.0%	41,579	8.5%	8,577	4.9%	55,339	11.4%	172,159	9.5%	44.5%
1985	67,930	10.2%	44,492	9.0%	9,041	5.1%	57,586	11.8%	179,049	9.8%	44.9%
1986	69,200	10.4%	45,602	9.0%	9,246	5.2%	60,694	12.3%	184,742	10.0%	45.1%
1987	71,136	10.6%	45,938	9.0%	9,140	5.1%	62,666	12.7%	188,880	10.2%	45.4%
1988	71,519	10.8%	47,539	9.2%	8,959	5.1%	60,981	13.1%	188,998	10.4%	45.5%
1989	73,780	11.2%	49,602	9.6%	8,975	5.1%	63,175	13.7%	195,532	10.8%	45.7%
1990	70,741	11.4%	49,275	9.8%	8,647	4.9%	60,250	14.0%	188,913	10.9%	45.7%
1991	67,229	11.2%	48,172	9.7%	8,278	4.8%	58,540	14.3%	182,219	10.8%	45.5%
1992	61,211	12.0%	47,688	10.2%	7,704	4.7%	55,598	14.8%	172,201	11.3%	45.6%
1993	59,668	12.4%	45,919	10.5%	7,228	4.5%	53,940	15.1%	166,755	11.6%	45.7%
1994	58,395	12.9%	44,339	11.0%	7,029	4.5%	53,433	15.7%	163,196	12.1%	46.1%
1995	56,666	13.4%	44,375	12.0%	7,402	4.7%	51,478	16.2%	159,921	12.6%	46.2%
1996	58,084	14.3%	43,240	12.2%	7,823	5.0%	52,129	16.9%	161,276	13.2%	46.4%
1997	61,661	15.1%	41,309	12.4%	8,499	5.4%	53,167	17.8%	164,636	13.7%	46.5%
1998	60,830	15.1%	41,367	12.8%	8,925	5.7%	53,542	18.4%	164,664	14.1%	46.4%
1999	60,283	15.2%	41,399	13.2%	9,276	6.0%	53,968	18.9%	164,926	14.3%	46.5%
2000	62,491	15.5%	42,750	13.6%	9,499	6.1%	54,344	19.3%	169,084	14.7%	46.6%
2001	62,827	15.7%	44,630	14.0%	9,552	6.2%	54,856	19.6%	171,865	14.9%	46.5%

* FY 1964 was the last pre-Vietnam conscription year.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year. Service data 1964, 1970-1972 from OASD(FMP)(MPP)(AP). Service data 1973-present from the Defense Manpower Data Center.

Table D-20. Active Component Enlisted Members by Marital Status* and Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		18-44 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1973	24.40%	75.60%	38.80%	61.20%	34.70%	65.30%	61.60%	38.40%	40.10%	59.90%	NA	NA
1974	29.70%	70.30%	41.00%	59.00%	36.00%	64.00%	62.90%	37.10%	42.70%	57.30%	NA	NA
1975	38.00%	62.00%	39.30%	60.70%	33.48%	66.52%	64.10%	35.90%	45.20%	54.80%	NA	NA
1976	45.20%	54.80%	40.90%	59.10%	34.20%	65.80%	64.90%	35.10%	48.30%	51.70%	NA	NA
1977	47.80%	52.20%	44.80%	55.20%	33.40%	66.60%	63.40%	36.60%	49.70%	50.30%	64.3%	35.7%
1978	47.80%	52.20%	43.40%	56.60%	32.70%	67.30%	62.00%	38.00%	49.00%	51.00%	63.0%	37.0%
1979	47.70%	52.30%	42.20%	57.80%	31.40%	68.60%	60.50%	39.50%	48.10%	51.90%	62.5%	37.5%
1980	46.30%	53.70%	40.70%	59.30%	30.60%	69.40%	58.90%	41.10%	46.60%	53.40%	61.3%	38.7%
1981	47.30%	52.70%	40.90%	59.10%	31.10%	68.90%	58.10%	41.90%	46.90%	53.10%	60.4%	39.6%
1982	49.10%	50.90%	43.10%	56.90%	34.50%	65.50%	58.60%	41.40%	48.60%	51.40%	59.9%	40.1%
1983	50.40%	49.60%	44.40%	55.60%	38.10%	61.90%	60.10%	39.90%	50.20%	49.80%	59.3%	40.7%
1984	51.10%	48.90%	45.60%	54.40%	39.80%	60.20%	60.70%	39.30%	51.10%	48.90%	59.2%	40.8%
1985	51.00%	49.00%	45.70%	54.30%	41.20%	58.80%	60.70%	39.30%	51.20%	48.80%	59.1%	40.9%
1986	51.50%	48.50%	45.90%	54.10%	41.90%	58.10%	61.00%	39.00%	51.60%	48.40%	59.0%	41.0%
1987	52.10%	47.90%	47.00%	53.00%	42.70%	57.30%	61.40%	38.60%	52.30%	47.70%	59.0%	41.0%
1988	53.00%	47.00%	47.20%	52.80%	43.20%	56.80%	63.20%	36.80%	53.00%	47.00%	58.5%	41.5%
1989	53.30%	46.70%	47.10%	52.90%	43.60%	56.40%	63.60%	36.40%	53.20%	46.80%	55.8%	44.2%
1990	54.60%	45.40%	48.70%	51.30%	44.20%	55.80%	65.20%	34.80%	54.50%	45.50%	55.9%	44.1%
1991	54.80%	45.20%	49.90%	50.10%	45.10%	54.90%	66.30%	33.70%	55.10%	44.90%	55.7%	44.3%
1992	52.90%	47.10%	51.20%	48.80%	45.80%	54.20%	66.30%	33.70%	54.90%	45.10%	55.1%	44.9%
1993	56.20%	43.80%	52.50%	47.50%	44.90%	55.10%	66.90%	33.10%	56.40%	43.60%	55.0%	45.0%
1994	57.18%	42.82%	54.25%	45.75%	44.57%	55.43%	67.12%	32.88%	57.36%	42.64%	54.9%	45.1%
1995	57.24%	42.76%	55.37%	44.63%	44.36%	55.64%	65.95%	34.05%	57.29%	42.71%	54.9%	45.2%
1996	55.99%	44.01%	55.47%	44.53%	43.61%	56.39%	65.18%	34.82%	56.57%	43.43%	54.3%	45.7%
1997	53.96%	46.04%	55.41%	44.59%	42.51%	57.49%	64.13%	35.87%	55.41%	44.59%	53.4%	46.6%
1998	52.07%	47.93%	52.39%	47.61%	41.46%	58.54%	62.56%	37.44%	53.36%	46.64%	52.4%	47.6%
1999	51.22%	48.78%	48.46%	51.54%	40.82%	59.18%	61.10%	38.90%	51.52%	48.48%	52.1%	48.0%
2000	49.66%	50.34%	45.80%	54.20%	40.25%	59.75%	59.37%	40.63%	49.72%	50.28%	51.5%	48.5%
2001	48.51%	51.49%	43.80%	56.20%	40.28%	59.72%	57.05%	42.95%	48.18%	51.82%	51.0%	49.0%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

* Affected by large number of unknowns in FYs 1973-1976. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Table D-21. Active Component Officer Accessions, FYs 1973-2001

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	10,928	7,369	2,631	10,635	31,563
1974	8,282	6,503	1,969	8,548	25,302
1975	8,065	5,637	2,216	7,685	23,603
1976	7,943	5,912	2,035	6,097	21,987
1977	7,863	5,718	1,689	6,324	21,594
1978	9,109	5,423	1,613	7,494	23,639
1979	8,579	5,740	1,624	10,132	26,075
1980	8,055	6,015	1,522	9,450	25,042
1981	8,254	6,707	1,506	8,086	24,553
1982	7,248	6,262	1,784	8,700	23,994
1983	7,618	6,626	1,923	9,034	25,201
1984	8,185	5,405	1,627	9,170	24,387
1985	8,051	6,942	1,407	9,109	25,509
1986	7,564	6,772	1,592	7,727	23,655
1987	6,794	5,781	1,374	6,731	20,680
1988	6,818	5,921	1,351	6,679	20,769
1989	7,457	5,944	1,652	7,427	22,480
1990	6,457	6,184	1,384	5,276	19,301
1991	5,531	4,814	1,292	5,035	16,672
1992	5,269	4,851	1,377	4,732	16,229
1993	5,104	3,992	1,040	4,683	14,819
1994	5,703	4,051	1,221	4,755	15,730
1995	5,578	4,041	1,257	4,870	15,746
1996	4,964	3,858	1,565	4,566	14,953
1997	5,736	3,981	1,428	4,573	15,718
1998	5,381	4,007	1,443	4,763	15,594
1999	5,303	4,518	1,446	5,090	16,357
2000	5,820	4,801	1,470	5,457	17,548
2001	5,937	5,022	1,411	5,211	17,581

Table D-22. Black Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	267	2.44%	189	2.56%	111	4.22%	328	3.08%	895	2.84%	NA
1974	211	2.55%	136	2.09%	103	5.23%	401	4.69%	851	3.36%	NA
1975	312	3.87%	123	2.18%	135	6.09%	344	4.48%	914	3.87%	NA
1976	469	5.90%	151	2.55%	107	5.26%	369	6.05%	1,096	4.98%	NA
1977	675	8.58%	224	3.92%	69	4.09%	485	7.67%	1,453	6.73%	5.5%
1978	652	7.16%	209	3.85%	61	3.78%	568	7.58%	1,490	6.30%	5.5%
1979	580	6.76%	165	2.87%	67	4.13%	845	8.34%	1,657	6.35%	5.8%
1980	522	6.48%	195	3.24%	52	3.42%	674	7.13%	1,443	5.76%	5.8%
1981	505	6.12%	215	3.21%	58	3.85%	487	6.02%	1,265	5.15%	5.9%
1982	550	7.59%	232	3.70%	70	3.92%	626	7.20%	1,478	6.16%	5.9%
1983	490	6.43%	268	4.04%	118	6.14%	712	7.88%	1,588	6.30%	6.1%
1984	848	10.36%	224	4.14%	96	5.90%	560	6.11%	1,728	7.09%	6.5%
1985	927	11.51%	319	4.60%	89	6.33%	483	5.30%	1,818	7.13%	6.4%
1986	868	11.48%	277	4.09%	78	4.90%	353	4.57%	1,576	6.66%	6.6%
1987	792	11.66%	245	4.24%	79	5.75%	339	5.04%	1,455	7.04%	6.8%
1988	782	11.47%	301	5.08%	70	5.18%	413	6.18%	1,566	7.54%	7.1%
1989	855	11.47%	308	5.18%	102	6.17%	425	5.72%	1,690	7.52%	7.0%
1990	766	11.86%	414	6.69%	66	4.77%	311	5.89%	1,557	8.07%	6.9%
1991	621	11.23%	274	5.69%	54	4.18%	281	5.58%	1,230	7.38%	6.9%
1992	515	9.77%	294	6.06%	75	5.45%	232	4.90%	1,116	6.88%	6.6%
1993	443	8.68%	262	6.56%	73	7.02%	313	6.68%	1,091	7.36%	6.8%
1994	619	10.85%	326	8.05%	96	7.86%	231	4.86%	1,272	8.09%	7.4%
1995	563	10.09%	317	7.84%	96	7.64%	270	5.54%	1,246	7.91%	7.7%
1996	516	10.39%	267	6.92%	131	8.37%	326	7.14%	1,240	8.29%	7.3%
1997	565	9.85%	297	7.46%	127	8.89%	341	7.46%	1,330	8.46%	7.2%
1998	573	10.65%	310	7.74%	135	9.36%	312	6.55%	1,330	8.53%	7.8%
1999	617	11.63%	335	7.48%	105	7.26%	351	6.90%	1,408	8.63%	7.4%
2000	700	12.03%	366	7.62%	84	5.71%	435	7.97%	1,585	9.03%	7.9%
2001	799	13.46%	411	8.18%	80	5.67%	403	7.73%	1,693	9.63%	8.2%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

FY 1999 Navy data provided by U.S. Navy, Minority Affairs Office.

Table D-23. Hispanic Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE										CIVILIAN COLLEGE GRADS
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		
	#	%	#	%	#	%	#	%	#	%	%
1973	214	1.96%	85	1.15%	45	1.71%	129	1.21%	473	0.15%	NA
1974	195	2.35%	99	1.52%	41	2.08%	153	1.79%	488	0.18%	NA
1975	48	0.60%	33	0.59%	0	0.00%	80	1.04%	161	0.22%	NA
1976	43	0.54%	30	0.51%	27	1.33%	74	1.21%	174	0.79%	NA
1977	53	0.67%	52	0.91%	18	1.07%	109	1.72%	232	1.07%	1.9%
1978	44	0.48%	20	0.37%	32	1.98%	133	1.77%	229	0.97%	2.0%
1979	42	0.49%	40	0.70%	31	1.91%	178	1.76%	291	1.12%	2.0%
1980	41	0.51%	68	1.13%	9	0.59%	159	1.68%	277	1.11%	2.4%
1981	67	0.81%	84	1.25%	7	0.46%	170	2.10%	328	1.34%	2.5%
1982	41	0.57%	85	1.36%	12	0.67%	180	2.07%	318	1.33%	2.6%
1983	25	0.33%	145	2.19%	52	2.70%	174	1.93%	396	1.57%	2.5%
1984	44	0.54%	151	2.79%	41	2.52%	164	1.79%	400	1.64%	2.7%
1985	45	0.56%	152	2.19%	32	2.27%	210	2.31%	439	1.72%	3.3%
1986	141	1.86%	219	3.23%	60	3.77%	132	1.71%	552	2.33%	3.6%
1987	140	2.06%	159	2.75%	34	2.47%	134	1.99%	467	2.26%	3.6%
1988	160	2.35%	193	3.26%	59	4.37%	123	1.84%	535	2.58%	3.8%
1989	204	2.74%	255	4.29%	64	3.87%	95	1.28%	618	2.75%	3.7%
1990	177	2.74%	248	4.01%	52	3.76%	60	1.14%	537	2.78%	3.5%
1991	132	2.39%	181	3.76%	48	3.72%	58	1.15%	419	2.51%	3.9%
1992	142	2.70%	185	3.81%	62	4.50%	58	1.23%	447	2.75%	3.9%
1993	141	2.76%	198	4.96%	49	4.71%	50	1.07%	438	2.96%	3.7%
1994	210	3.68%	196	4.84%	63	5.16%	30	0.63%	499	3.17%	4.4%
1995	227	4.07%	229	5.67%	86	6.84%	76	1.56%	618	3.92%	4.6%
1996	214	4.31%	199	5.16%	100	6.39%	89	1.95%	602	4.03%	4.9%
1997	230	4.01%	223	5.60%	84	5.88%	97	2.12%	634	4.03%	5.3%
1998	265	4.92%	243	6.06%	103	7.14%	51	1.07%	662	4.25%	5.5%
1999	246	4.64%	248	5.53%	118	8.16%	82	1.61%	694	4.25%	5.3%
2000	341	5.86%	289	6.02%	93	6.33%	79	1.45%	802	4.57%	5.4%
2001	312	5.26%	293	5.83%	104	7.37%	110	2.11%	819	4.66%	5.8%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.
FY 1999 Navy data provided by U.S. Navy, Minority Affairs Office.

Table D-24. Female Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	714	6.53%	887	12.04%	87	3.31%	802	7.54%	2,490	7.89%	NA
1974	922	11.13%	776	11.93%	59	3.00%	904	10.58%	2,661	10.52%	NA
1975	955	11.84%	483	8.57%	66	2.98%	1,009	13.13%	2,513	10.65%	NA
1976	943	11.87%	448	7.58%	78	3.83%	815	13.37%	2,284	10.39%	NA
1977	1,208	15.36%	618	10.81%	61	3.61%	1,093	17.28%	2,980	13.80%	44.9%
1978	1,332	14.62%	652	12.02%	56	3.47%	1,341	17.89%	3,381	14.30%	45.1%
1979	1,342	15.64%	729	12.70%	66	4.06%	1,824	18.00%	3,961	15.19%	45.4%
1980	1,333	16.55%	885	14.71%	74	4.86%	1,827	19.33%	4,119	16.45%	46.2%
1981	1,357	16.44%	801	11.94%	85	5.64%	1,288	15.93%	3,531	14.38%	46.5%
1982	1,219	16.82%	749	11.96%	81	4.54%	1,466	16.85%	3,515	14.65%	46.8%
1983	1,201	15.77%	917	13.84%	92	4.78%	1,413	15.64%	3,623	14.38%	47.2%
1984	1,458	17.81%	725	13.41%	67	4.12%	1,561	17.02%	3,811	15.63%	48.1%
1985	1,426	17.71%	827	11.91%	53	3.77%	1,624	17.83%	3,930	15.41%	48.8%
1986	1,368	18.09%	919	13.57%	47	2.95%	1,433	18.55%	3,767	15.92%	48.8%
1987	1,315	19.36%	598	10.34%	65	4.73%	1,367	20.31%	3,345	16.18%	48.9%
1988	1,218	17.86%	712	12.02%	52	3.85%	1,450	21.71%	3,432	16.52%	49.2%
1989	1,335	17.90%	807	13.58%	79	4.78%	1,617	21.77%	3,838	17.07%	50.1%
1990	1,226	18.99%	998	16.14%	45	3.25%	1,142	21.65%	3,411	17.67%	50.6%
1991	1,093	19.76%	788	16.37%	56	4.33%	1,130	22.44%	3,067	18.40%	51.1%
1992	982	18.64%	923	19.03%	36	2.61%	1,004	21.22%	2,945	18.15%	50.8%
1993	965	18.91%	706	17.69%	59	5.67%	1,007	21.50%	2,737	18.47%	51.0%
1994	1,111	19.48%	661	16.32%	72	5.90%	1,096	23.05%	2,940	18.69%	51.3%
1995	1,071	19.20%	717	17.74%	83	6.00%	1,073	22.03%	2,944	18.55%	51.5%
1996	816	16.44%	623	16.15%	109	6.96%	1,110	24.31%	2,658	17.78%	52.2%
1997	1,121	19.54%	687	17.26%	104	7.28%	1,131	24.73%	3,043	19.36%	52.6%
1998	1,053	19.57%	689	17.19%	132	9.15%	1,107	23.24%	2,981	19.12%	53.2%
1999	1,142	21.53%	820	18.15%	115	7.95%	1,209	23.75%	3,286	20.09%	53.6%
2000	1,198	20.58%	904	18.83%	119	8.10%	1,211	22.19%	3,432	19.56%	53.3%
2001	1,256	21.16%	951	18.94%	131	9.28%	1,190	22.84%	3,528	20.07%	53.8%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-25. Active Component Officer Strength, FYs 1973-2001

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	101,194	66,337	17,784	114,962	300,277
1974	91,872	63,380	17,421	110,437	283,110
1975	87,215	60,422	17,080	102,849	267,566
1976	85,600	59,992	17,594	99,228	262,414
1977	84,627	60,274	17,524	96,244	258,669
1978	84,330	59,672	17,180	95,462	256,644
1979	84,496	59,189	16,934	96,129	256,748
1980	85,352	60,237	16,974	97,901	260,464
1981	87,923	62,678	17,091	99,630	267,322
1982	88,984	64,571	17,712	102,188	273,455
1983	91,084	66,874	18,583	104,879	281,420
1984	92,796	65,796	18,945	106,239	283,783
1985	94,372	67,521	18,697	108,400	288,990
1986	94,845	68,922	18,734	109,051	291,552
1987	93,160	69,071	18,730	107,340	288,301
1988	92,170	69,576	18,558	105,127	285,431
1989	91,900	69,475	18,466	103,699	283,540
1990	89,672	69,426	18,105	100,047	277,250
1991	88,747	67,980	17,775	96,600	271,102
1992	81,312	66,253	17,270	90,378	255,213
1993	75,062	63,608	16,547	84,076	239,293
1994	72,410	59,265	16,003	81,004	228,682
1995	70,814	56,408	15,852	78,444	221,518
1996	68,971	55,602	16,028	76,389	216,990
1997	67,994	54,382	16,002	73,984	212,362
1998	66,980	53,206	16,075	71,893	208,154
1999	66,104	52,136	16,055	70,321	204,616
2000	65,352	51,540	16,008	69,022	201,922
2001	64,797	51,928	16,160	68,038	200,923

Table D-26. Mean Age and Months of Service of Active Component Officers, FYs 1973-2001

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	32.08	116.33
1974	32.37	117.21
1975	32.54	118.06
1976	32.74	120.44
1977	32.86	121.82
1978	32.96	122.11
1979	32.87	120.10
1980	32.80	118.36
1981	32.89	118.16
1982	32.95	118.12
1983	33.00	118.16
1984	32.94	117.88
1985	32.95	118.26
1986	33.05	119.57
1987	33.20	121.52
1988	33.35	123.33
1989	33.39	123.14
1990	33.62	124.25
1991	33.86	126.24
1992	34.00	126.85
1993	34.11	127.71
1994	33.93	127.43
1995	34.03	127.80
1996	34.11	128.98
1997	34.15	129.75
1998	34.23	130.31
1999	34.31	130.96
2000	34.30	132.07
2001	34.29	130.74

Table D-27. Black Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE										CIVILIAN
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS
	#	%	#	%	#	%	#	%	#	%	%
1973	3,968	3.92%	687	1.04%	317	1.78%	2,240	1.95%	7,212	2.40%	NA
1974	4,039	4.40%	758	1.20%	400	2.30%	2,461	2.23%	7,658	2.70%	NA
1975	4,219	4.84%	810	1.34%	529	3.10%	2,681	2.61%	8,239	3.08%	NA
1976	4,540	5.30%	925	1.54%	593	3.37%	2,821	2.84%	8,879	3.38%	NA
1977	5,185	6.13%	1,104	1.83%	608	3.47%	3,104	3.23%	10,001	3.87%	5.5%
1978	5,426	6.43%	1,271	2.13%	607	3.53%	3,449	3.61%	10,753	4.19%	5.6%
1979	5,822	6.89%	1,317	2.23%	629	3.71%	4,071	4.23%	11,839	4.61%	5.7%
1980	6,273	7.35%	1,446	2.40%	627	3.69%	4,567	4.66%	12,913	4.96%	5.5%
1981	7,098	8.07%	1,649	2.63%	635	3.72%	4,813	4.83%	14,195	5.31%	5.8%
1982	7,808	8.77%	1,790	2.77%	667	3.77%	5,155	5.04%	15,420	5.64%	5.8%
1983	8,245	9.05%	1,925	2.88%	742	3.99%	5,532	5.27%	16,444	5.84%	5.9%
1984	9,111	9.82%	1,964	2.98%	795	4.20%	5,677	5.34%	17,547	6.18%	6.2%
1985	9,666	10.24%	2,144	3.18%	817	4.37%	5,831	5.38%	18,458	6.39%	6.1%
1986	9,838	10.37%	2,261	3.28%	833	4.45%	5,820	5.34%	18,752	6.43%	6.3%
1987	9,817	10.54%	2,304	3.34%	837	4.47%	5,742	5.35%	18,700	6.49%	6.4%
1988	9,896	10.74%	2,433	3.50%	838	4.52%	5,722	5.44%	18,889	6.62%	6.5%
1989	10,052	10.94%	2,536	3.65%	880	4.77%	5,727	5.52%	19,195	6.77%	6.3%
1990	10,045	11.20%	2,721	3.92%	835	4.61%	5,612	5.61%	19,213	6.93%	6.0%
1991	10,050	11.32%	2,784	4.10%	819	4.61%	5,529	5.72%	19,182	7.08%	6.3%
1992	9,431	11.60%	2,860	4.32%	794	4.60%	5,184	5.74%	18,269	7.16%	6.1%
1993	8,375	11.16%	2,881	4.53%	766	4.63%	4,773	5.68%	16,795	7.02%	6.2%
1994	8,159	11.27%	2,908	4.91%	779	4.87%	4,601	5.68%	16,447	7.19%	7.1%
1995	7,980	11.27%	2,989	5.30%	806	5.80%	4,420	5.63%	16,195	7.37%	7.7%
1996	7,714	11.18%	3,063	5.51%	874	5.45%	4,381	5.74%	16,032	7.39%	7.3%
1997	7,494	11.02%	3,144	5.78%	944	5.90%	4,389	5.93%	15,971	7.52%	8.3%
1998	7,449	11.12%	3,226	6.06%	1,015	6.31%	4,348	6.05%	16,038	7.70%	7.8%
1999	7,439	11.25%	3,267	6.27%	1,039	6.47%	4,359	6.20%	16,104	7.87%	7.6%
2000	7,457	11.41%	3,354	6.51%	1,036	6.47%	4,422	6.41%	16,269	8.06%	8.1%
2001	7,697	11.88%	3,517	6.77%	1,044	6.46%	4,457	6.55%	16,715	8.32%	8.6%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-28. Hispanic Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	1,626	1.61%	537	0.81%	228	1.28%	1,390	1.21%	3,781	0.15%	NA
1974	1,599	1.74%	566	0.89%	249	1.43%	1,431	1.30%	3,845	0.18%	NA
1975	825	0.95%	260	0.43%	51	0.30%	818	0.80%	1,954	0.22%	NA
1976	868	1.01%	294	0.49%	107	0.61%	920	0.93%	2,189	0.83%	NA
1977	795	0.94%	340	0.56%	129	0.74%	1,058	1.10%	2,322	0.90%	1.9%
1978	789	0.94%	347	0.58%	155	0.90%	1,184	1.24%	2,475	0.96%	1.9%
1979	825	0.98%	363	0.61%	170	1.00%	1,365	1.42%	2,723	1.06%	2.0%
1980	865	1.01%	412	0.68%	165	0.97%	1,525	1.56%	2,967	1.14%	2.3%
1981	980	1.11%	485	0.77%	161	0.94%	1,692	1.70%	3,318	1.24%	2.3%
1982	1,066	1.20%	562	0.87%	172	0.97%	1,823	1.78%	3,623	1.32%	2.4%
1983	1,090	1.20%	673	1.01%	240	1.29%	1,966	1.87%	3,969	1.41%	2.3%
1984	1,116	1.20%	818	1.24%	274	1.45%	2,007	1.89%	4,215	1.49%	2.5%
1985	1,132	1.20%	925	1.37%	278	1.49%	2,139	1.97%	4,474	1.55%	2.9%
1986	1,232	1.30%	1,184	1.72%	316	1.69%	2,157	1.98%	4,889	1.68%	3.1%
1987	1,288	1.38%	1,243	1.80%	332	1.77%	2,165	2.02%	5,028	1.74%	3.2%
1988	1,345	1.46%	1,360	1.95%	360	1.94%	2,138	2.03%	5,203	1.82%	3.4%
1989	1,500	1.63%	1,528	2.20%	404	2.19%	2,105	2.03%	5,537	1.95%	2.9%
1990	1,599	1.78%	1,643	2.37%	429	2.37%	2,034	2.03%	5,705	2.06%	3.0%
1991	1,708	1.92%	1,697	2.50%	451	2.54%	1,954	2.02%	5,810	2.14%	3.1%
1992	1,754	2.16%	1,745	2.63%	476	2.76%	1,832	2.03%	5,807	2.28%	3.3%
1993	1,852	2.47%	1,786	2.81%	474	2.86%	1,656	1.97%	5,768	2.41%	3.4%
1994	2,007	2.77%	1,783	3.01%	497	3.11%	1,575	1.94%	5,862	2.56%	3.6%
1995	2,170	3.06%	1,864	3.30%	534	3.37%	1,549	1.97%	6,117	2.76%	3.9%
1996	2,268	3.29%	1,941	3.49%	603	3.76%	1,563	2.05%	6,375	2.94%	4.3%
1997	2,334	3.43%	2,046	3.76%	656	4.10%	1,590	2.15%	6,626	3.12%	4.6%
1998	2,431	3.63%	2,133	4.01%	719	4.47%	1,539	2.14%	6,822	3.28%	4.4%
1999	2,503	3.79%	2,706	5.19%	783	4.88%	1,525	2.17%	7,517	3.67%	4.6%
2000	2,670	4.09%	2,811	5.45%	810	5.06%	1,548	2.24%	7,839	3.88%	5.2%
2001	2,784	4.30%	2,436	4.69%	851	5.27%	1,639	2.41%	7,710	3.84%	5.1%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-29. Female Active Component Officers by Service with Civilian Comparison Group, FYs 1973-2001

FISCAL YEAR*	SERVICE								TOTAL DoD		CIVILIAN COLLEGE GRADS
	ARMY		NAVY		MARINE CORPS		AIR FORCE				
	#	%	#	%	#	%	#	%	#	%	%
1973	4,269	4.2%	3,445	5.2%	303	1.7%	4,733	4.1%	12,750	4.2%	NA
1974	4,356	4.7%	3,639	5.7%	323	1.9%	4,769	4.3%	13,087	4.6%	NA
1975	4,813	5.5%	3,486	5.8%	342	2.0%	5,038	4.9%	13,679	5.1%	NA
1976	5,115	6.0%	3,567	5.9%	386	2.2%	5,052	5.1%	14,120	5.4%	NA
1977	5,652	6.7%	3,779	6.3%	408	2.3%	5,383	5.6%	15,222	5.9%	36.1%
1978	6,214	7.4%	3,967	6.6%	411	2.4%	6,010	6.3%	16,602	6.5%	36.4%
1979	6,786	8.0%	4,292	7.3%	433	2.6%	7,276	7.6%	18,787	7.3%	37.3%
1980	7,498	8.8%	4,859	8.1%	459	2.7%	8,493	8.7%	21,309	8.2%	38.2%
1981	8,254	9.4%	5,329	8.5%	500	2.9%	9,117	9.2%	23,200	8.7%	38.7%
1982	8,877	10.0%	5,724	8.9%	535	3.0%	9,955	9.7%	25,091	9.2%	39.4%
1983	9,307	10.2%	6,303	9.4%	588	3.2%	10,578	10.1%	26,776	9.5%	39.9%
1984	9,989	10.8%	6,532	9.9%	614	3.2%	11,235	10.6%	28,370	10.0%	41.1%
1985	10,540	11.2%	6,888	10.2%	609	3.3%	11,927	11.0%	29,964	10.4%	41.6%
1986	10,946	11.5%	7,213	10.5%	595	3.2%	12,377	11.3%	31,131	10.7%	41.9%
1987	11,215	12.0%	7,195	10.4%	602	3.2%	12,642	11.8%	31,654	11.0%	42.4%
1988	11,359	12.3%	7,324	10.5%	603	3.2%	12,899	12.3%	32,185	11.3%	42.8%
1989	11,746	12.8%	7,449	10.7%	622	3.4%	13,403	12.9%	33,220	11.7%	42.2%
1990	11,914	13.3%	7,779	11.2%	596	3.3%	13,331	13.3%	33,620	12.1%	42.7%
1991	11,935	13.4%	7,888	11.6%	594	3.3%	13,323	13.8%	33,740	12.4%	42.8%
1992	11,238	13.8%	8,150	12.3%	548	3.2%	12,683	14.0%	32,619	12.8%	42.9%
1993	10,631	14.2%	8,113	12.8%	532	3.2%	12,252	14.6%	31,528	13.2%	43.6%
1994	10,337	14.3%	7,847	13.2%	529	3.3%	12,322	15.2%	31,035	13.6%	44.3%
1995	10,197	14.4%	7,775	13.8%	566	3.6%	12,068	15.4%	30,606	13.8%	49.3%
1996	9,865	14.3%	7,748	13.9%	625	3.9%	12,048	15.8%	30,286	14.0%	47.1%
1997	9,660	14.2%	7,704	14.2%	668	4.2%	12,009	16.2%	30,041	14.2%	48.1%
1998	9,609	14.3%	7,694	14.5%	738	4.6%	11,971	16.7%	30,012	14.4%	47.8%
1999	9,740	14.7%	7,669	14.7%	781	4.9%	11,841	16.8%	30,031	14.7%	48.2%
2000	9,997	15.3%	7,736	15.0%	812	5.1%	11,819	17.1%	30,364	15.0%	48.3%
2001	10,250	15.8%	7,892	15.2%	859	5.3%	11,827	17.4%	30,828	15.3%	48.1%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey monthly files. Civilian data prior to 1989 represent calendar year.

Table D-30. Reserve Component Enlisted Strength, FYs 1974-2001

FISCAL YEAR	COMPONENT						TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
1974	356,374	193,855	94,048	29,069	82,017	35,309	790,672
1975	356,286	183,866	81,157	28,615	82,162	39,235	771,321
1976	332,696	156,221	78,670	26,952	79,865	36,945	711,349
1977	320,733	153,736	72,281	28,371	80,621	38,211	693,953
1978	306,690	149,890	65,166	30,134	80,517	41,158	673,555
1979	309,679	154,408	71,070	30,800	81,876	43,768	691,601
1980	329,298	169,165	70,010	33,002	84,382	45,954	731,811
1981	350,645	188,103	72,608	34,559	85,915	52,686	784,516
1982	367,214	208,617	75,674	37,104	88,140	50,553	827,302
1983	375,500	216,218	88,474	39,005	89,500	52,810	861,507
1984	392,412	222,188	98,187	37,444	92,178	55,340	897,749
1985	397,612	238,220	106,529	38,204	96,361	59,599	936,525
1986	402,628	253,070	116,640	38,123	99,231	62,505	972,197
1987	406,487	255,291	121,938	38,721	100,827	63,855	987,119
1988	406,966	253,467	121,653	39,930	101,261	65,567	988,844
1989	406,848	256,872	122,537	39,948	101,980	66,126	994,311
1990	394,060	248,326	123,117	40,903	103,637	66,566	976,609
1991	395,988	249,626	123,727	41,472	103,670	67,603	982,086
1992	378,904	245,135	115,341	38,748	104,758	65,806	948,692
1993	363,263	219,610	105,254	38,092	102,920	64,720	893,859
1994	351,390	206,849	86,300	36,860	99,711	63,411	844,521
1995	331,559	191,558	79,827	36,292	96,305	62,144	797,685
1996	328,141	179,967	77,376	37,256	97,153	57,615	777,508
1997	329,288	168,596	75,373	37,254	96,713	56,068	763,295
1998	323,150	161,286	73,490	36,620	94,861	56,032	745,439
1999	319,161	161,930	69,999	35,947	92,424	55,557	735,018
2000	315,645	165,053	67,999	35,699	93,019	55,676	733,091
2001	315,250	164,760	68,872	35,881	95,060	56,819	736,642

Table D-30. Reserve Component Enlisted Strength, FYs 1974-2001

FISCAL YEAR	COMPONENT						TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
1974	356,374	193,855	94,048	29,069	82,017	35,309	790,672
1975	356,286	183,866	81,157	28,615	82,162	39,235	771,321
1976	332,696	156,221	78,670	26,952	79,865	36,945	711,349
1977	320,733	153,736	72,281	28,371	80,621	38,211	693,953
1978	306,690	149,890	65,166	30,134	80,517	41,158	673,555
1979	309,679	154,408	71,070	30,800	81,876	43,768	691,601
1980	329,298	169,165	70,010	33,002	84,382	45,954	731,811
1981	350,645	188,103	72,608	34,559	85,915	52,686	784,516
1982	367,214	208,617	75,674	37,104	88,140	50,553	827,302
1983	375,500	216,218	88,474	39,005	89,500	52,810	861,507
1984	392,412	222,188	98,187	37,444	92,178	55,340	897,749
1985	397,612	238,220	106,529	38,204	96,361	59,599	936,525
1986	402,628	253,070	116,640	38,123	99,231	62,505	972,197
1987	406,487	255,291	121,938	38,721	100,827	63,855	987,119
1988	406,966	253,467	121,653	39,930	101,261	65,567	988,844
1989	406,848	256,872	122,537	39,948	101,980	66,126	994,311
1990	394,060	248,326	123,117	40,903	103,637	66,566	976,609
1991	395,988	249,626	123,727	41,472	103,670	67,603	982,086
1992	378,904	245,135	115,341	38,748	104,758	65,806	948,692
1993	363,263	219,610	105,254	38,092	102,920	64,720	893,859
1994	351,390	206,849	86,300	36,860	99,711	63,411	844,521
1995	331,559	191,558	79,827	36,292	96,305	62,144	797,685
1996	328,141	179,967	77,376	37,256	97,153	57,615	777,508
1997	329,288	168,596	75,373	37,254	96,713	56,068	763,295
1998	323,150	161,286	73,490	36,620	94,861	56,032	745,439
1999	319,161	161,930	69,999	35,947	92,424	55,557	735,018
2000	315,645	165,053	67,999	35,699	93,019	55,676	733,091
2001	315,250	164,760	68,872	35,881	95,060	56,819	736,642

Table D-31. Reserve Component Officer* Strength, FYs 1974-2001

FISCAL YEAR	COMPONENT						TOTAL DoD
	ARNG	USAR	USNR	USMCR	ANG	USAFR	
1974	28,260	34,566	17,350	2,294	11,527	11,703	105,700
1975	27,502	34,308	17,181	2,196	11,379	11,576	104,142
1976	27,472	32,372	18,030	2,038	11,225	12,108	103,245
1977	27,079	32,152	17,207	2,242	11,130	12,174	101,984
1978	27,287	32,222	16,851	2,208	11,084	12,722	102,374
1979	28,468	32,034	16,520	2,123	11,447	12,889	103,481
1980	29,616	32,861	16,050	2,001	11,832	12,963	105,323
1981	30,396	34,030	16,247	2,104	12,348	13,054	108,179
1982	32,094	43,902	17,413	2,427	12,500	13,887	122,223
1983	32,892	45,685	19,993	2,493	12,657	14,415	128,135
1984	32,856	48,362	21,750	2,647	12,824	14,976	133,415
1985	33,163	49,195	22,737	2,846	13,029	15,614	136,584
1986	34,164	51,834	24,356	2,922	13,357	16,013	142,646
1987	35,748	53,554	25,646	3,023	13,766	16,559	148,296
1988	38,293	54,553	27,326	3,138	13,959	16,548	153,817
1989	40,233	57,491	28,532	3,144	14,080	17,087	160,567
1990	40,545	57,011	29,275	3,130	14,149	17,246	161,356
1991	40,732	55,460	27,387	2,971	14,116	16,935	157,601
1992	38,642	53,217	26,609	2,989	14,325	16,067	151,849
1993	37,600	51,829	26,775	3,142	14,242	15,842	149,430
1994	36,686	48,800	21,021	3,352	13,876	16,210	139,945
1995	34,932	45,789	20,470	4,150	13,520	16,123	134,984
1996	33,504	42,999	20,283	4,299	13,331	16,053	130,469
1997	32,585	41,304	19,664	4,232	13,306	15,918	127,009
1998	31,306	40,665	19,405	3,760	13,235	15,938	124,309
1999	30,418	41,933	18,907	3,565	13,291	16,215	124,329
2000	29,664	38,956	18,691	3,544	13,346	16,664	120,865
2001	29,002	38,118	18,808	3,512	13,425	16,938	119,803

* Excluding warrant officers

Appendix E:

Coast Guard Active Component Applicant, and Active Component and Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps Tables

Table E-1. FY 2001 Coast Guard Applicants* for Active Component Enlistment by Age and Gender

	NUMBER			PERCENT		
AGE	**Males**	**Females**	**Total**	**Males**	**Females**	**Total**
16-17	777	226	1,003	10.28%	16.79%	11.27%
18	1,684	289	1,973	22.29%	21.47%	22.17%
19	1,306	215	1,521	17.29%	15.97%	17.09%
20	989	173	1,162	13.09%	12.85%	13.05%
21	711	103	814	9.41%	7.65%	9.15%
22	578	110	688	7.65%	8.17%	7.73%
23	413	66	479	5.47%	4.90%	5.38%
24	331	46	377	4.38%	3.42%	4.24%
25+	766	118	884	10.14%	8.77%	9.93%
Total	7,555	1,346	8,901	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Columns may not add to totals due to rounding.

Table E-2. FY 2001 Coast Guard Applicants* for Active Component Enlistment by Race/Ethnicity and Gender

RACE/ ETHNICITY	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
White	5,993	990	6,983	79.31%	73.61%	78.45%
Black	451	144	595	5.97%	10.71%	6.68%
Hispanic	707	105	812	9.36%	7.81%	9.12%
Other	405	106	511	5.36%	7.88%	5.74%
TOTAL	7,556	1,345	8,901	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2000.

Columns may not add to totals due to rounding.

Table E-3. FY 2001 Coast Guard Applicants* for Active Component Enlistment by AFQT Category, Gender and Race/Ethnicity

a. Number

	AFQT CATEGORY							
GENDER	**I**	**II**	**IIIA**	**IIIB**	**IV**	**V**	**Other/Unk.**	**TOTAL**
Males	253	2,447	1,899	1,938	877	126	16	7,556
Females	42	423	342	359	171	4	4	1,345
RACE/ETHNICITY								
White	268	2,521	1,858	1,704	581	37	14	6,983
Black	6	87	124	193	154	27	4	595
Hispanic	8	133	166	250	214	41	0	812
Other	13	129	93	150	99	25	2	511
Total	295	2,870	2,241	2,297	1,048	130	20	8,901

b. Percent

	AFQT CATEGORY							
GENDER	**I**	**II**	**IIIA**	**IIIB**	**IV**	**V**	**Other/Unk.**	**TOTAL**
Males	3.35%	32.38%	25.13%	25.65%	11.61%	1.67%	0.21%	100.00%
Females	3.12%	31.45%	25.43%	26.69%	12.71%	0.30%	0.30%	100.00%
RACE/ETHNICITY								
White	3.84%	36.10%	26.61%	24.40%	8.32%	0.53%	0.20%	100.00%
Black	1.01%	14.62%	20.84%	32.44%	25.88%	4.54%	0.67%	100.00%
Hispanic	0.99%	16.38%	20.44%	30.79%	26.35%	5.05%	0.00%	100.00%
Other	2.54%	25.24%	18.20%	29.35%	19.37%	4.89%	0.39%	100.00%
Total	3.31%	32.24%	25.18%	25.81%	11.77%	1.46%	0.22%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Rows may not add to totals due to rounding.

Table E-4. FY 2001 Coast Guard Applicants* for Active Component Enlistment by Education, Gender and Race/Ethnicity

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
Males	6,762	89.49%	731	9.67%	63	0.83%	7,556	100.00%
Females	1,202	89.37%	129	9.59%	14	1.04%	1,345	100.00%
RACE/ETHNICITY								
White	6,231	89.23%	693	9.92%	59	0.84%	6,983	100.00%
Black	533	89.58%	54	9.08%	8	1.34%	595	100.00%
Hispanic	755	92.98%	55	6.77%	2	0.25%	812	100.00%
Other	445	87.08%	58	11.35%	8	1.57%	511	100.00%
Total	7,964	89.47%	860	9.66%	77	0.87%	8,901	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 2001.

Rows may not add to totals due to rounding.

Table E-5. FY 2001 Coast Guard NPS Active Component Enlisted Accessions by Age and Gender

	NUMBER			PERCENT		
AGE	Males	Females	Total	Males	Females	Total
17	103	25	128	3.04%	5.27%	3.32%
18	828	148	976	24.45%	31.22%	25.28%
19	764	95	859	22.56%	20.04%	22.25%
20	489	65	554	14.44%	13.71%	14.35%
21	327	39	366	9.66%	8.23%	9.48%
22	257	35	292	7.59%	7.38%	7.56%
23	190	19	209	5.61%	4.01%	5.41%
24	145	17	162	4.28%	3.59%	4.20%
25+	283	31	314	8.36%	6.54%	8.13%
TOTAL	3,386	474	3,860	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-6. FY 2001 Coast Guard NPS Active Component Enlisted Accessions by Race/Ethnicity and Gender

RACE/ ETHNICITY	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
White	2,861	372	3,233	84.49%	78.48%	83.76%
Black	123	30	153	3.63%	6.33%	3.96%
Hispanic	269	42	311	7.94%	8.86%	8.06%
Other	133	30	163	3.93%	6.33%	4.22%
TOTAL	3,386	474	3,860	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-7. FY 2001 Coast Guard NPS Active Component Enlisted Accessions by AFQT Category, Gender and Race/Ethnicity

a. Number

	AFQT CATEGORY						
GENDER	**I**	**II**	**IIIA**	**IIIB**	**IV**	**Unkown**	**TOTAL**
Males	137	1,372	1,114	762	0	1	3,386
Females	16	184	166	108	0	0	474
RACE/ETHNICITY							
White	141	1,372	1,069	650	0	1	3,233
Black	3	40	56	54	0	0	153
Hispanic	6	85	102	118	0	0	311
Other	3	59	53	48	0	0	163
Total	153	1,556	1,280	870	0	1	3,860

b. Percent

	AFQT CATEGORY						
GENDER	**I**	**II**	**IIIA**	**IIIB**	**IV**	**Unknown**	**TOTAL**
Males	4.05%	40.52%	32.90%	22.50%	0.00%	0.03%	100.00%
Females	3.38%	38.82%	35.02%	22.78%	0.00%	0.00%	100.00%
RACE/ETHNICITY							
White	4.36%	42.44%	33.07%	20.11%	0.00%	0.03%	100.00%
Black	1.96%	26.14%	36.60%	35.29%	0.00%	0.00%	100.00%
Hispanic	1.93%	27.33%	32.80%	37.94%	0.00%	0.00%	100.00%
Other	1.84%	36.20%	32.52%	29.45%	0.00%	0.00%	100.00%
Total	3.96%	40.31%	33.16%	22.54%	0.00%	0.03%	100.00%

Rows may not add to totals due to rounding.

Table E-8. FY 2001 Coast Guard NPS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
Males	3,050	90.08%	334	9.86%	2	0.06%	3,386	100.00%
Females	439	92.62%	35	7.38%	0	0.00%	474	100.00%
RACE/ETHNICITY								
White	2,927	90.54%	305	9.43%	1	0.03%	3,233	100.00%
Black	130	84.97%	22	14.38%	1	0.65%	153	100.00%
Hispanic	289	92.93%	22	7.07%	0	0.00%	311	100.00%
Other	143	87.73%	20	12.27%	0	0.00%	163	100.00%
Total	3,489	90.39%	369	9.56%	2	0.05%	3,860	100.00%

Rows may not add to totals due to rounding.

Table E-9. FY 2001 Coast Guard NPS Active Component Enlisted Accessions by Quality, Gender and Race/Ethnicity

	QUALITY					
	HIGH QUALITY *		NON-HIGH QUALITY		TOTAL	
GENDER	#	%	#	%	#	%
Males	2,313	68.31%	1,073	31.69%	3,386	100.00%
Females	329	69.41%	145	30.59%	474	100.00%
RACE/ETHNICITY						
White	2,282	70.58%	951	29.42%	3,233	100.00%
Black	85	55.56%	68	44.44%	153	100.00%
Hispanic	174	55.95%	137	44.05%	311	100.00%
Other	101	61.96%	62	38.04%	163	100.00%
Total	2,642	68.45%	1,218	31.55%	3,860	100.00%

* High quality accessions are AFQT Category I - IIIA, high school graduates.

Table E-10. FY 2001 Coast Guard PS Active Component Enlisted Accessions by Age and Gender

	NUMBER			PERCENTAGE		
AGE	Males	Females	Total	Males	Females	Total
17	0	0	0	0.00%	0.00%	0.00%
18	2	0	2	1.42%	0.00%	1.32%
19	10	1	11	7.09%	10.00%	7.28%
20	5	2	7	3.55%	20.00%	4.64%
21	15	1	16	10.64%	10.00%	10.60%
22	16	1	17	11.35%	10.00%	11.26%
23	14	0	14	9.93%	0.00%	9.27%
24	16	1	17	11.35%	10.00%	11.26%
25+	63	4	67	44.68%	40.00%	44.37%
TOTAL	141	10	151	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-11. FY 2001 Coast Guard PS Active Component Enlisted Accessions by Race/Ethnicity and Gender

RACE/ ETHNICITY	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
White	112	6	118	79.43%	60.00%	78.15%
Black	12	2	14	8.51%	20.00%	9.27%
Hispanic	11	1	12	7.80%	10.00%	7.95%
Other	6	1	7	4.26%	10.00%	4.64%
TOTAL	141	10	151	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-12. FY 2001 Coast Guard PS Active Component Enlisted Accessions by Quality, Gender and Race/Ethnicity

	QUALITY				TOTAL	
	HIGH QUALITY *		NON-HIGH QUALITY			
GENDER	#	%	#	%	#	%
Males	103	73.05%	38	26.95%	141	100.00%
Females	8	80.00%	2	20.00%	10	100.00%
RACE/ETHNICITY						
White	91	77.12%	27	22.88%	118	100.00%
Black	8	57.14%	6	42.86%	14	100.00%
Hispanic	7	58.33%	5	41.67%	12	100.00%
Other	5	71.43%	2	28.57%	7	100.00%
Total	111	73.51%	40	26.49%	151	100.00%

* High quality accessions are AFQT Category I-IIIA, high school graduates.

Table E-13. FY 2001 Coast Guard PS Active Component Enlisted Accessions by Education, Gender and Race/Ethnicity

	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
GENDER	#	%	#	%	#	%	#	%
Males	129	91.49%	12	8.51%	0	0.00%	141	100.00%
Females	10	100.00%	0	0.00%	0	0.00%	10	100.00%
RACE/ETHNICITY								
White	109	92.37%	9	7.63%	0	0.00%	118	100.00%
Black	11	78.57%	3	21.43%	0	0.00%	14	100.00%
Hispanic	12	100.00%	0	0.00%	0	0.00%	12	100.00%
Other	7	100.00%	0	0.00%	0	0.00%	7	100.00%
Total	139	92.05%	12	7.95%	0	0.00%	151	100.00%

Rows may not add to totals due to rounding.

Table E-14. FY 2001 Coast Guard Active Component Enlisted Members by Age Group and Gender

AGE	NUMBER			PERCENT		
	Males	Females	Total	Males	Females	Total
17-19	1,805	293	2,098	7.14%	10.53%	7.47%
20-24	8,158	1,113	9,271	32.26%	40.01%	33.03%
25-29	5,171	579	5,750	20.45%	20.81%	20.49%
30-34	3,811	301	4,112	15.07%	10.82%	14.65%
35-39	3,737	309	4,046	14.78%	11.11%	14.42%
40-44	2,130	148	2,278	8.42%	5.32%	8.12%
45-49	402	27	429	1.59%	0.97%	1.53%
50+	71	12	83	0.28%	0.43%	0.30%
Unknown	0	0	0	0.00%	0.00%	0.00%
TOTAL	25,285	2,782	28,067	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-15. FY 2001 Coast Guard Active Component Enlisted Members by Race/Ethnicity and Gender

RACE/	NUMBER			PERCENTAGE		
ETHNICITY	Males	Females	Total	Males	Females	Total
White	20,981	2,099	23,080	82.98%	75.45%	82.23%
Black	1,376	321	1,697	5.44%	11.54%	6.05%
Hispanic	1,820	201	2,021	7.20%	7.23%	7.20%
Other	1,108	161	1,269	4.38%	5.79%	4.52%
TOTAL	25,285	2,782	28,067	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table E-16. FY 2001 Coast Guard Active Component Enlisted Members by Occupational Area, Gender and Race/Ethnicity

a. Number

	OCCUPATIONAL AREA										
GENDER	**Infantry, Gun Crews, & Seamanship**	**Electronics**	**Commu-nications**	**Medical**	**Other Technical**	**Admin-istrators**	**Electrical**	**Craftsman**	**Supply**	**Non-Occupational***	**TOTAL**
Males	4,122	2,119	1,381	522	1,442	2,990	4,522	3,412	327	4,448	25,285
Females	247	68	199	162	146	1,023	188	86	3	660	2,782
RACE/ETHNICITY											
White	3,904	1,852	1,268	471	1,348	2,731	3,899	2,968	302	4,337	23,080
Black	61	95	124	86	74	670	219	147	2	219	1,697
Hispanic	234	126	120	82	79	390	369	255	11	355	2,021
Other	170	114	68	45	87	222	223	128	15	197	1,269
Total	4,369	2,187	1,580	684	1,588	4,013	4,710	3,498	330	5,108	28,067

b. Percent

	OCCUPATIONAL AREA										
GENDER	**Infantry, Gun Crews, & Seamanship**	**Electronics**	**Commu-nications**	**Medical**	**Other Technical**	**Admin-istrators**	**Electrical**	**Craftsman**	**Supply**	**Non-Occupational***	**TOTAL**
Males	16.30%	8.38%	5.46%	2.06%	5.70%	11.83%	17.88%	13.49%	1.29%	17.59%	100.00%
Females	8.88%	2.44%	7.15%	5.82%	5.25%	36.77%	6.76%	3.09%	0.11%	23.72%	100.00%
ETHNICITY											
White	16.92%	8.02%	5.49%	2.04%	5.84%	11.83%	16.89%	12.86%	1.31%	18.79%	100.00%
Black	3.59%	5.60%	7.31%	5.07%	4.36%	39.48%	12.91%	8.66%	0.12%	12.91%	100.00%
Hispanic	11.58%	6.23%	5.94%	4.06%	3.91%	19.30%	18.26%	12.62%	0.54%	17.57%	100.00%
Other	13.40%	8.98%	5.36%	3.55%	6.86%	17.49%	17.57%	10.09%	1.18%	15.52%	100.00%
Total	15.57%	7.79%	5.63%	2.44%	5.66%	14.30%	16.78%	12.46%	1.18%	18.20%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table E-17. FY 2001 Coast Guard Active Component Officer Accessions and Officer Corps by Age

AGE	COAST GUARD #	COAST GUARD %
a. FY 1999 Active Component Officer Accessions		
17-20	0	0.00%
21	10	2.51%
22	125	31.33%
23	45	11.28%
24	14	3.51%
25	17	4.26%
26	22	5.51%
27	17	4.26%
28	15	3.76%
29	17	4.26%
30	11	2.76%
31	21	5.26%
32	14	3.51%
33	13	3.26%
34	8	2.01%
35	9	2.26%
36+	41	10.28%
Unknown	0	0.00%
TOTAL	399	100.00%
b. FY 1999 Active Component Officer Corps		
17-19	0	0.00%
20-24	513	9.24%
25-29	1,076	19.39%
30-34	1,120	20.18%
35-39	1,118	20.14%
40-44	1,079	19.44%
45-49	487	8.77%
50+	157	2.83%
Unknown	0	0.00%
TOTAL	5,550	100.00%

Columns may not add to totals due to rounding.

Table E-18. FY 2001 Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
a. FY 2000 Active Component Officer Accessions										
Male	261	81.06%	20	6.21%	24	7.45%	17	5.28%	322	100.00%
Female	67	87.01%	3	3.90%	5	6.49%	2	2.60%	77	100.00%
TOTAL	328	82.21%	23	5.76%	29	7.27%	19	4.76%	399	100.00%
b. FY 2000 Active Component Officer Corps										
Male	4,208	87.18%	219	4.54%	207	4.29%	193	4.00%	4,827	100.00%
Female	584	80.77%	48	6.64%	40	5.53%	51	7.05%	723	100.00%
TOTAL	4,792	86.34%	267	4.81%	247	4.45%	244	4.40%	5,550	100.00%

Columns may not add to totals due to rounding.

Table E-19. FY 2001 Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity

a. Number

	OCCUPATIONAL AREA									
GENDER	**General Officers**	**Tactical Operations**	**Intelligence**	**Engineering and Maintenance**	**Scientists and Professionals**	**Health Care**	**Admin-istration**	**Supply, Procurement, and Allied**	**Non-Occupational***	**TOTAL**
Males	31	2,011	25	1,579	27	18	466	37	633	4,827
Females	2	322	5	190	11	3	62	2	126	723
RACE/ETHNICITY										
White	32	2,052	25	1,543	33	17	459	31	600	4,792
Black	1	79	0	90	1	3	22	2	69	267
Hispanic	0	94	4	63	2	1	23	3	57	247
Other	0	108	1	73	2	0	24	3	33	244
Total	33	2,333	30	1,769	38	21	528	39	759	5,550

b. Percent

	OCCUPATIONAL AREA									
GENDER	**General Officers**	**Tactical Operations**	**Intelligence**	**Engineering and Maintenance**	**Scientists and Professionals**	**Health Care**	**Admin-istration**	**Supply, Procurement, and Allied**	**Non-Occupational***	**TOTAL**
Males	0.64%	41.66%	0.52%	32.71%	0.56%	0.37%	9.65%	0.77%	13.11%	100.00%
Females	0.28%	44.54%	0.69%	26.28%	1.52%	0.41%	8.58%	0.28%	17.43%	100.00%
RACE/ETHNICITY										
White	0.67%	42.82%	0.52%	32.20%	0.69%	0.35%	9.58%	0.65%	12.52%	100.00%
Black	0.37%	29.59%	0.00%	33.71%	0.37%	1.12%	8.24%	0.75%	25.84%	100.00%
Hispanic	0.00%	38.06%	1.62%	25.51%	0.81%	0.40%	9.31%	1.21%	23.08%	100.00%
Other	0.00%	44.26%	0.41%	29.92%	0.82%	0.00%	9.84%	1.23%	13.52%	100.00%
Total	0.59%	42.04%	0.54%	31.87%	0.68%	0.38%	9.51%	0.70%	13.68%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table E-20. FY 2001 Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity

a. FY 2001 Active Component Officer Accession

	SOURCE OF COMMISSION															
	Academy		ROTC Scholarship		ROTC Non-Scholarship		OCS/OTS		Direct Appointment*		Other		Unknown		TOTAL	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Males	117	36.34%	0	0.00%	0	0.00%	146	45.34%	1	0.31%	56	17.39%	2	0.62%	322	100.00%
Females	39	50.65%	0	0.00%	0	0.00%	26	33.77%	0	0.00%	10	12.99%	2	2.60%	77	100.00%
RACE/ETHNICITY																
White	133	40.55%	0	0.00%	0	0.00%	133	40.55%	1	0.30%	57	17.38%	4	1.22%	328	100.00%
Black	6	26.09%	0	0.00%	0	0.00%	14	60.87%	0	0.00%	3	13.04%	0	0.00%	23	100.00%
Hispanic	10	34.48%	0	0.00%	0	0.00%	16	55.17%	0	0.00%	3	10.34%	0	0.00%	29	100.00%
Other	7	36.84%	0	0.00%	0	0.00%	9	47.37%	0	0.00%	3	15.79%	0	0.00%	19	100.00%
Total	156	39.10%	0	0.00%	0	0.00%	172	43.11%	1	0.25%	66	16.54%	4	1.00%	399	100.00%

b. FY 2001 Active Component Officers

	SOURCE OF COMMISSION															
	Academy		ROTC Scholarship		ROTC Non-Scholarship		OCS/OTS		Direct Appointment*		Other		Unknown		TOTAL	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Males	2,319	48.04%	0	0.00%	0	0.00%	1,573	32.59%	279	5.78%	656	13.59%	0	0.00%	4,827	100.00%
Females	339	46.89%	0	0.00%	0	0.00%	281	38.87%	9	1.24%	94	13.00%	0	0.00%	723	100.00%
RACE/ETHNICITY																
White	2,399	50.06%	0	0.00%	0	0.00%	1,462	30.51%	262	5.47%	669	13.96%	0	0.00%	4,792	100.00%
Black	59	22.10%	0	0.00%	0	0.00%	177	66.29%	7	2.62%	24	8.99%	0	0.00%	267	100.00%
Hispanic	69	27.94%	0	0.00%	0	0.00%	133	53.85%	12	4.86%	33	13.36%	0	0.00%	247	100.00%
Other	131	53.69%	0	0.00%	0	0.00%	82	33.61%	7	2.87%	24	9.84%	0	0.00%	244	100.00%
Total	2,658	47.89%	0	0.00%	0	0.00%	1,854	33.41%	288	5.19%	750	13.51%	0	0.00%	5,550	100.00%

* Although the Coast Guard has a direct commissioning program, Coast Guard data provided to DMDC do not allow calculation of direct appointment by gender and race/ethnicity.

Rows may not add to totals due to rounding.

Table E-21. FY 2001 Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Active Component Warrant Officer Accessions										
Male	177	84.69%	16	7.66%	9	4.31%	7	3.35%	209	100.00%
Female	10	83.33%	2	16.67%	0	0.00%	0	0.00%	12	100.00%
TOTAL	187	84.62%	18	8.14%	9	4.07%	7	3.17%	221	100.00%
b. FY 2001 Active Component Warrant Officers										
Male	1,197	87.56%	85	6.22%	47	3.44%	38	2.78%	1,367	100.00%
Female	47	73.44%	9	14.06%	4	6.25%	4	6.25%	64	100.00%
TOTAL	1,244	86.93%	94	6.57%	51	3.56%	42	2.94%	1,431	100.00%

Columns may not add to totals due to rounding.

Table E-22. FY 2001 NPS Coast Guard Reserve Enlisted Accessions by Age Group and Gender

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	81	66	29	4	1	0	0	0	0	181
Female	25	21	9	0	0	0	0	0	0	55
Total	106	87	38	4	1	0	0	0	0	236

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	44.75%	36.46%	16.02%	2.21%	0.55%	0.00%	0.00%	0.00%	0.00%	100.00%
Female	45.45%	38.18%	16.36%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	44.92%	36.86%	16.10%	1.69%	0.42%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-23. FY 2001 NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
Male	168	92.82%	2	1.10%	4	2.21%	7	3.87%	181	100.00%
Female	45	81.82%	4	7.27%	5	9.09%	1	1.82%	55	100.00%
Total	213	90.25%	6	2.54%	9	3.81%	8	3.39%	236	100.00%

Rows may not add to totals due to rounding.

Table E-24. FY 2001 Prior Service Coast Guard Reserve Enlisted Accessions by Age Group and Gender

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	27	239	260	193	113	34	36	67	0	969
Female	8	62	59	39	15	9	5	3	0	200
Total	35	301	319	232	128	43	41	70	0	1,169

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	2.79%	24.66%	26.83%	19.92%	11.66%	3.51%	3.72%	6.91%	0.00%	100.00%
Female	4.00%	31.00%	29.50%	19.50%	7.50%	4.50%	2.50%	1.50%	0.00%	100.00%
Total	2.99%	25.75%	27.29%	19.85%	10.95%	3.68%	3.51%	5.99%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-25. FY 2001 Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender

	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
GENDER	#	%	#	%	#	%	#	%	#	%
Male	835	86.17%	30	3.10%	67	6.91%	37	3.82%	969	85.90%
Female	162	81.00%	13	6.50%	15	7.50%	10	5.00%	200	14.10%
Total	997	85.29%	43	3.68%	82	7.01%	47	4.02%	1,169	100.00%

Rows may not add to totals due to rounding.

Table E-26. FY 2001 Coast Guard Reserve Enlisted Members by Age Group and Gender

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	157	698	846	1,040	870	716	595	890	0	5,812
Female	46	187	176	141	114	107	85	103	0	959
Total	203	885	1,022	1,181	984	823	680	993	0	6,771

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
Male	2.70%	12.01%	14.56%	17.89%	14.97%	12.32%	10.24%	15.31%	0.00%	100.00%
Female	4.80%	19.50%	18.35%	14.70%	11.89%	11.16%	8.86%	10.74%	0.00%	100.00%
Total	3.00%	13.07%	15.09%	17.44%	14.53%	12.15%	10.04%	14.67%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-27. FY 2001 Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
Male	5,008	86.17%	240	4.13%	344	5.92%	220	3.79%	5,812	100.00%
Female	740	77.16%	98	10.22%	67	6.99%	54	5.63%	959	100.00%
Total	5,748	84.89%	338	4.99%	411	6.07%	274	4.05%	6,771	100.00%

Rows may not add to totals due to rounding.

Table E-28. FY 2001 Coast Guard Reserve Officer Accessions and Officer Corps by Age Group

	AGE GROUP								
	17-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
a. FY 2000 Reserve Officer Accessions									
Number	8	38	47	22	18	21	18	0	172
Percent	4.65%	22.09%	27.33%	12.79%	10.47%	12.21%	10.47%	0.00%	100.00%
b. FY 2000 Reserve Component Officers									
Number	15	97	227	232	192	132	133	0	1,028
Percent	1.46%	9.44%	22.08%	22.57%	18.68%	12.84%	12.94%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table E-29. FY 2001 Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender

	RACE									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
GENDER	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Reserve Officer Accessions										
Male	120	88.24%	8	5.88%	3	2.21%	5	3.68%	136	100.00%
Female	31	86.11%	1	2.78%	1	2.78%	3	8.33%	36	100.00%
Total	151	87.79%	9	5.23%	4	2.33%	8	4.65%	172	100.00%
b. FY 2001 Reserve Component Officers										
Male	761	88.90%	36	4.21%	28	3.27%	31	3.62%	856	100.00%
Female	154	89.53%	3	1.74%	6	3.49%	9	5.23%	172	100.00%
Total	915	89.01%	39	3.79%	34	3.31%	40	3.89%	1,028	100.00%

Rows may not add to totals due to rounding.

Table E-30. FY 2001 Coast Guard Reserve Officer Accessions and Officer Corps by Source of Commission

	SOURCE OF COMMISSION								
	Academy	ROTC Scholarship	ROTC Non-Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	Unknown	TOTAL
a. FY 2001 Reserve Officer Accessions									
Number	2	0	0	47	0	0	14	109	172
Percent	1.16%	0.00%	0.00%	27.33%	0.00%	0.00%	8.14%	63.37%	100.00%
b. FY 2001 Reserve Component Officers									
Number	4	0	0	297	0	0	51	676	1,028
Percent	0.39%	0.00%	0.00%	28.89%	0.00%	0.00%	4.96%	65.76%	100.00%

Rows may not add to totals due to rounding.

Table E-31. FY 2001 Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender

	RACE									
	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
GENDER	#	%	#	%	#	%	#	%	#	%
a. FY 2001 Reserve Warrant Officer Accessions										
Male	23	95.83%	1	4.17%	0	0.00%	0	0.00%	24	100.00%
Female	2	100.00%	0	0.00%	0	0.00%	0	0.00%	2	100.00%
Total	25	96.15%	1	3.85%	0	0.00%	0	0.00%	26	100.00%
b. FY 2001 Reserve Component Warrant Officers										
Male	146	94.19%	4	2.58%	3	1.94%	2	1.29%	155	100.00%
Female	17	77.27%	5	22.73%	0	0.00%	0	0.00%	22	100.00%
Total	163	92.09%	9	5.08%	3	1.69%	2	1.13%	177	100.00%

Rows may not add to totals due to rounding.