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MAR 12 2003

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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,

A handwritten signature in cursive script that reads "Charles S. Abell".

Charles S. Abell
Principal Deputy

Enclosure:
As stated

cc:
The Honorable Ike Skelton,
Ranking Member

HOUSE COMMITTEE ON
1975 APR 03

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Final Report

**Population
Representation
in the Military Services**

Fiscal Year 2001

March 2003

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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-III A (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.)

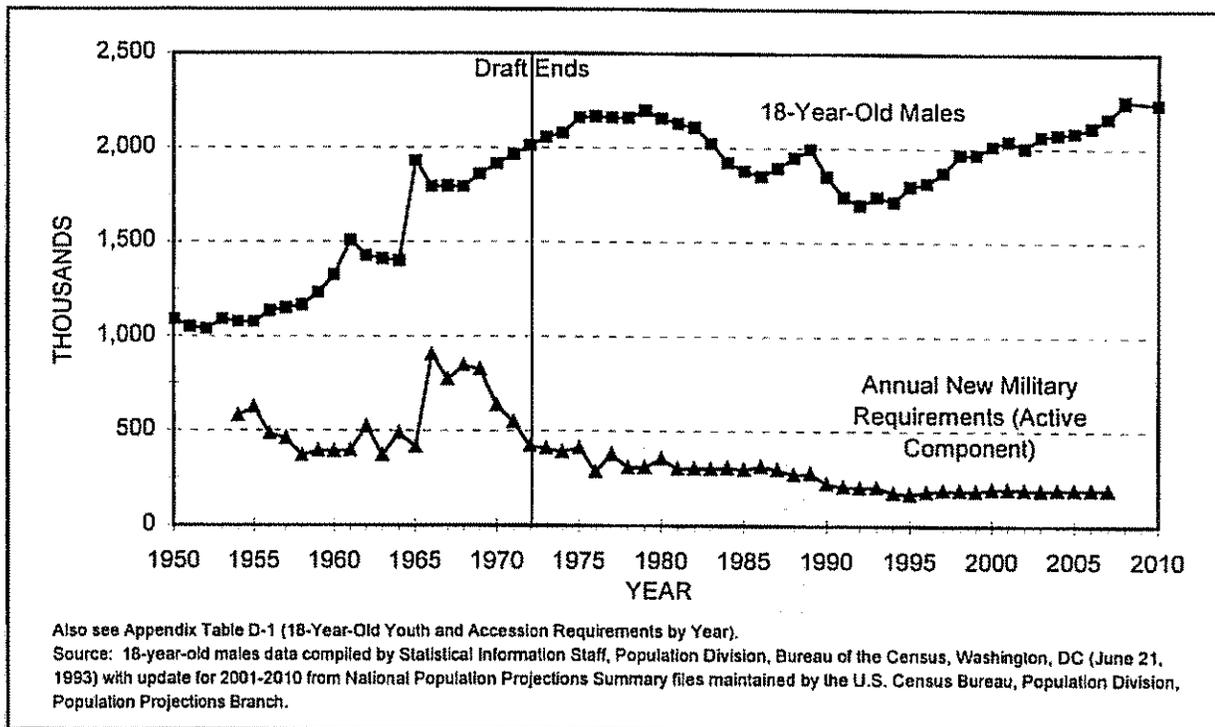


Figure 1.1. The population of 18-year-old males and Active Component non-prior service (NPS) recruiting requirements for fiscal years 1950–2010 (projected).

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 specialties.

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.

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:

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).

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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

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

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–III; 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

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).

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				
Service	Enlisted Accessions			Non-Prior Service Percent of Service Total
	Prior Service	Non-Prior 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.

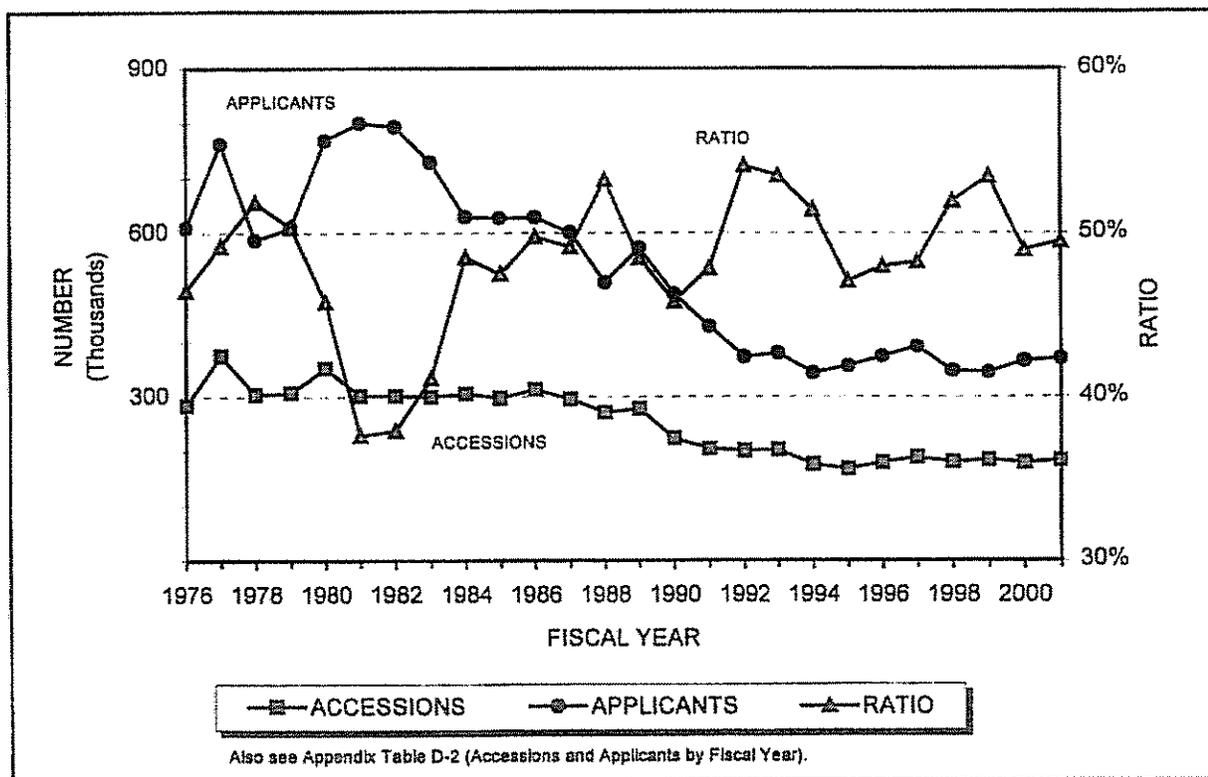


Figure 2.1. Number of accessions and applicants with ratio of accessions to applicants, FYs 1976–2001.

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).

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						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
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

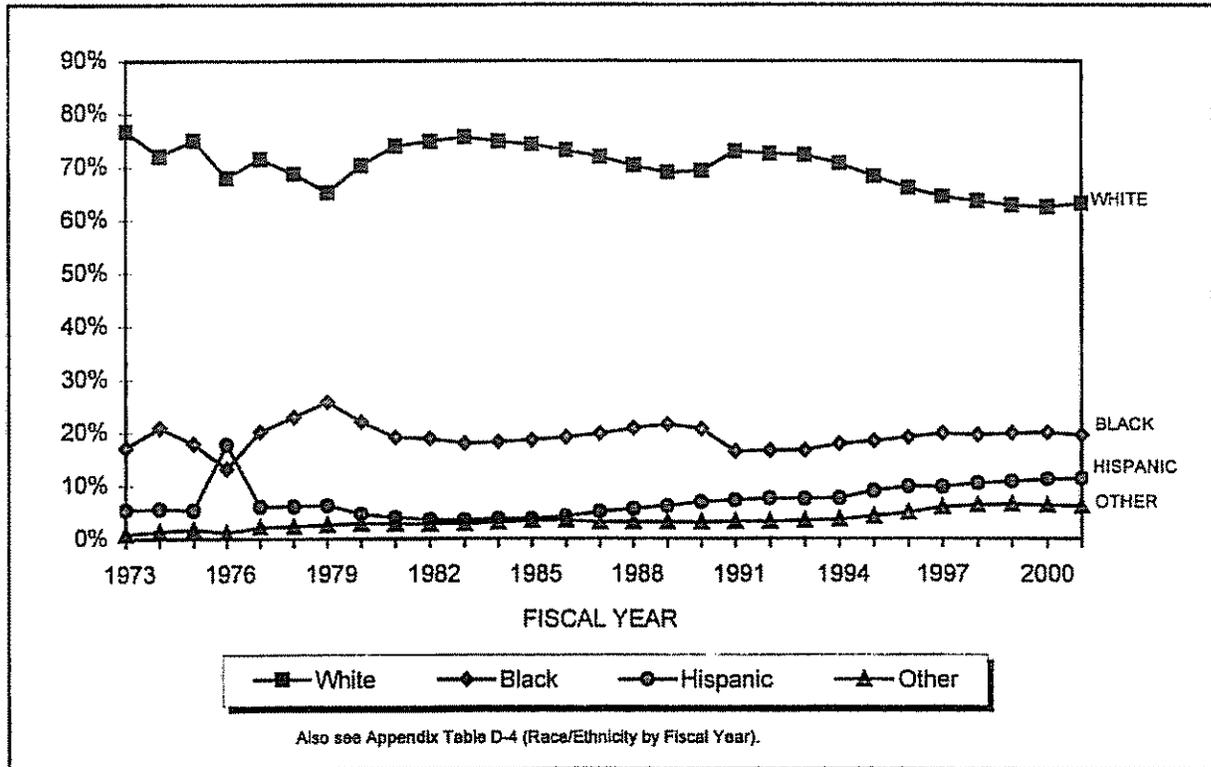


Figure 2.2. Race/ethnicity of Active Component NPS accessions, FYs 1973–2001.

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

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.

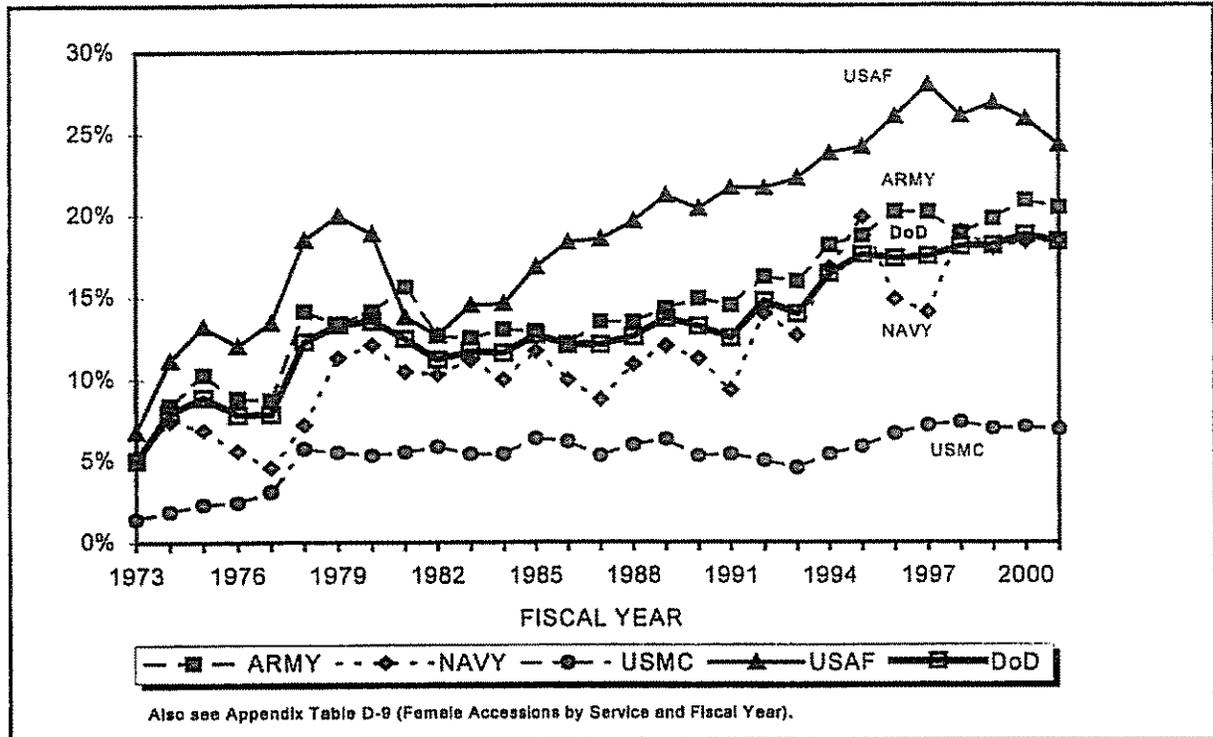


Figure 2.3. Women as a percentage of Active Component NPS accessions, FYs 1973–2001.

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

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.

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.

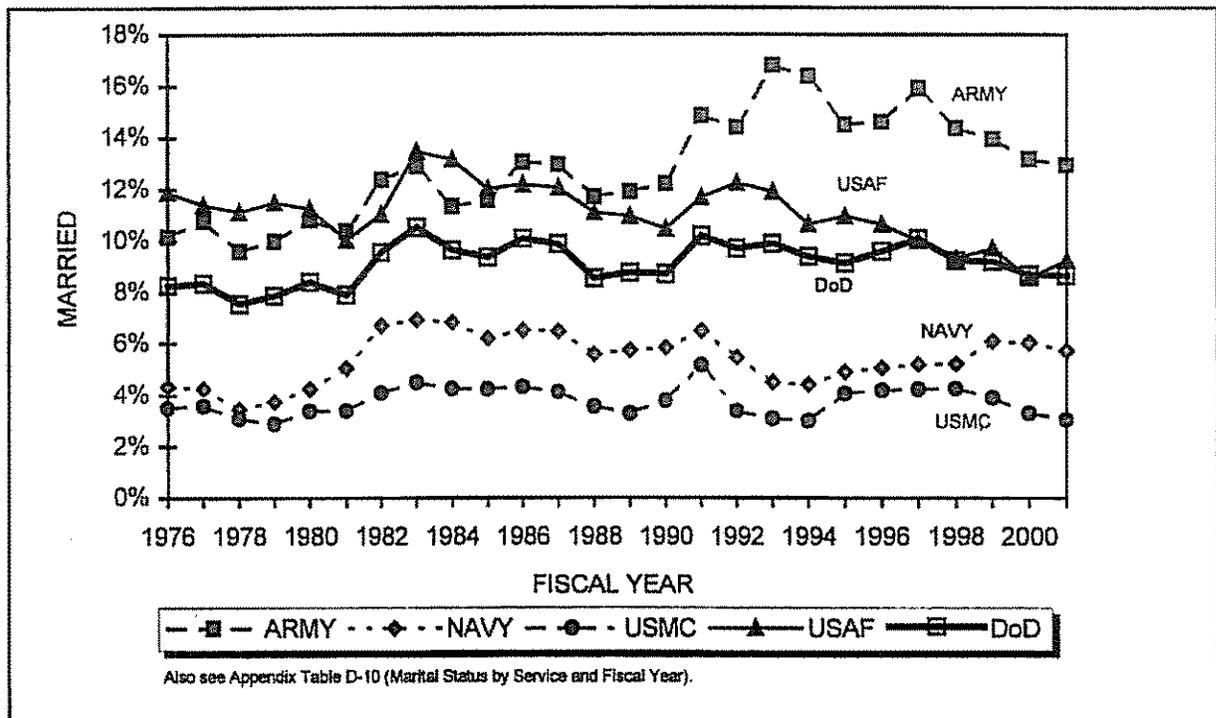


Figure 2.4. Marital status trends of Active Component NPS accessions, by Service, FYs 1976–2001.

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

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 4,000 Active Component and 2,000 Reserve Component applicants who have earned a GED certificate or have no education credential to enlist without counting against the 90 percent Tier 1 benchmark for NPS enlisted accessions. To qualify for the GED+ program, recruits must have

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.

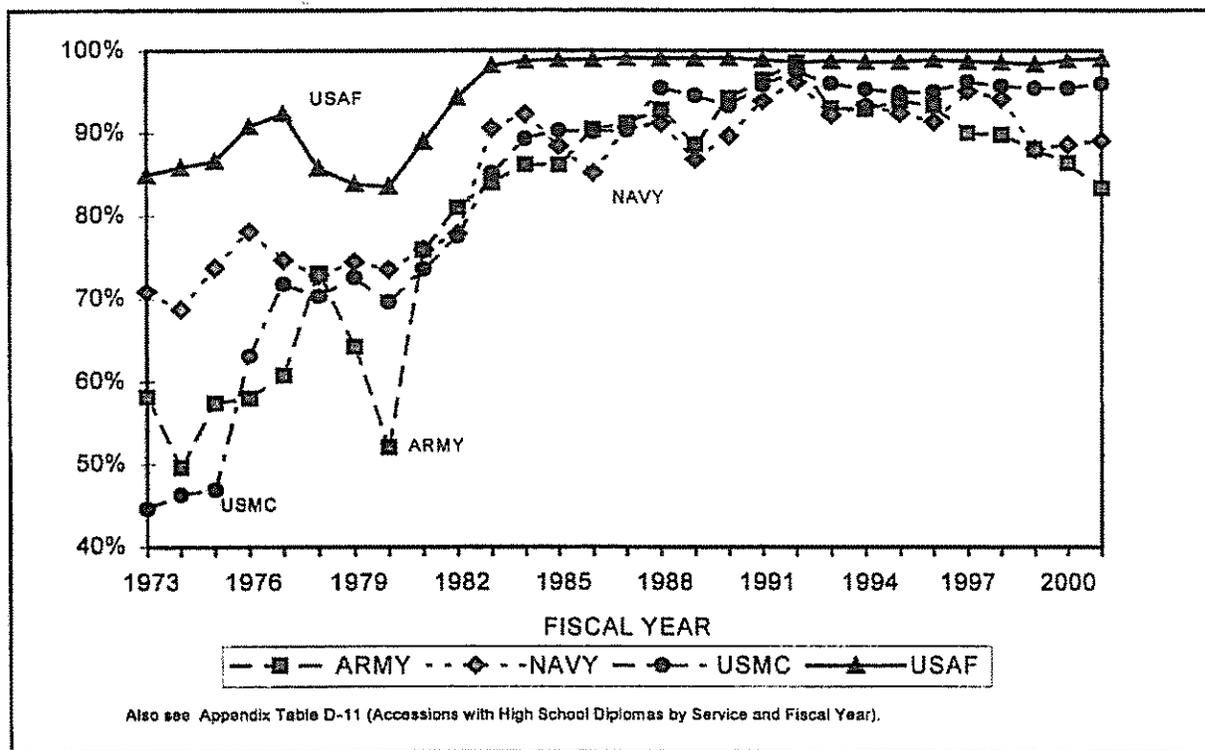


Figure 2.5. Active Component NPS accessions with high school diplomas, FYs 1973–2001.

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-III A) since FY 1973. Numerical data are in Appendix D, Table D-12. The drop in Category I-III A 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.

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

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

³⁴ 10 U.S.C. 520.

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 <i>Profile of American Youth</i> (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 AFQT (Categories I–IIIA). Air Force recruits scored higher than those of the other three Services. Seventy-five percent of Air Force recruits scored in Categories I–IIIA, compared to 65 percent of 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 a number of career fields with incumbents assuming a more diverse workload and greater responsibilities. The redesign both increased the number of tasks assigned to an individual, and required incumbents to perform new tasks of greater complexity. The Services believe that as the levels of job/task difficulty and importance increase, so will the need to bring in and retain greater proportions of individuals with above-average aptitude.³⁶ The Services define high-quality recruits as high school diploma graduates who also score in the top 50 percent on the AFQT, Categories I through IIIA. Figure 2.9 shows the trends in the proportion of high-quality accessions since FY 1973. In FY 2001, the percentage of high-quality recruits ranged from 52 percent in the Army and Navy to 72 percent in the Air Force.

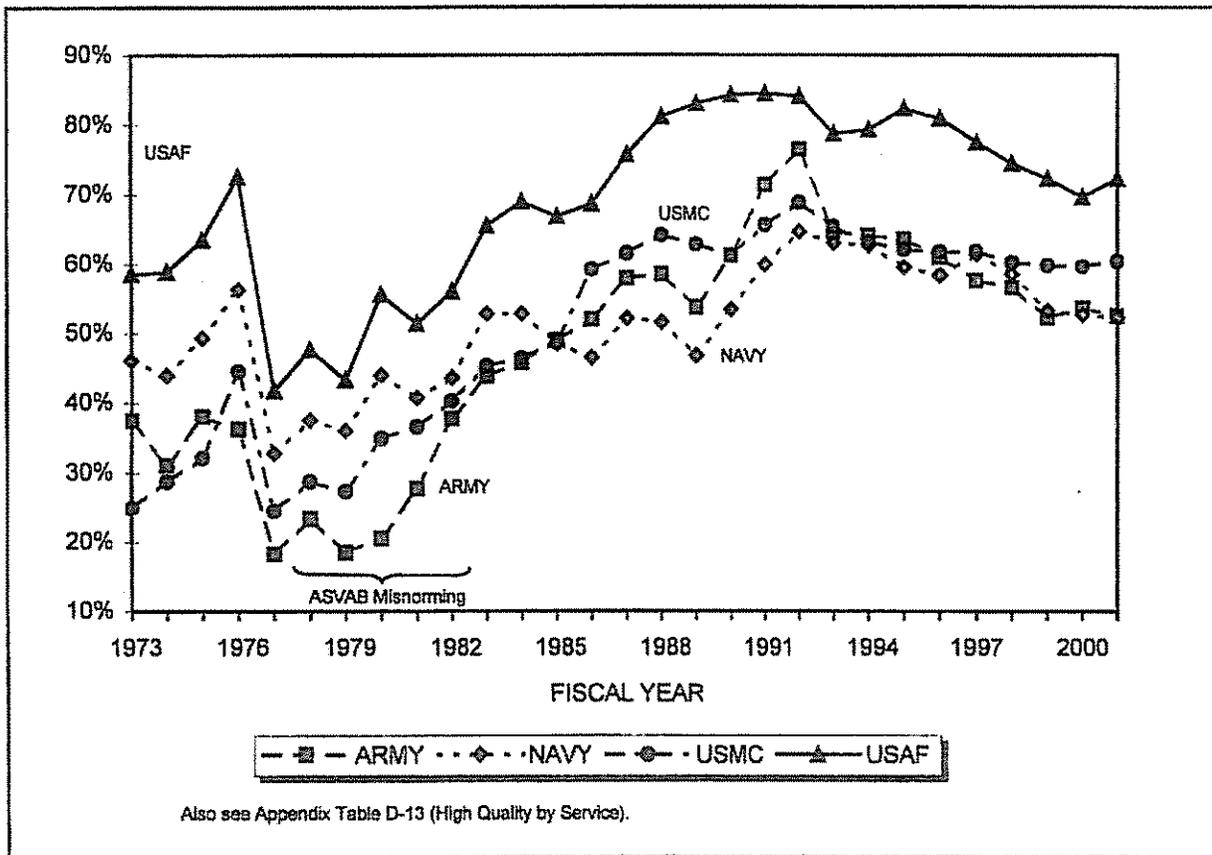


Figure 2.9. Percentage of high-quality NPS accessions, FYs 1973–2001.

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

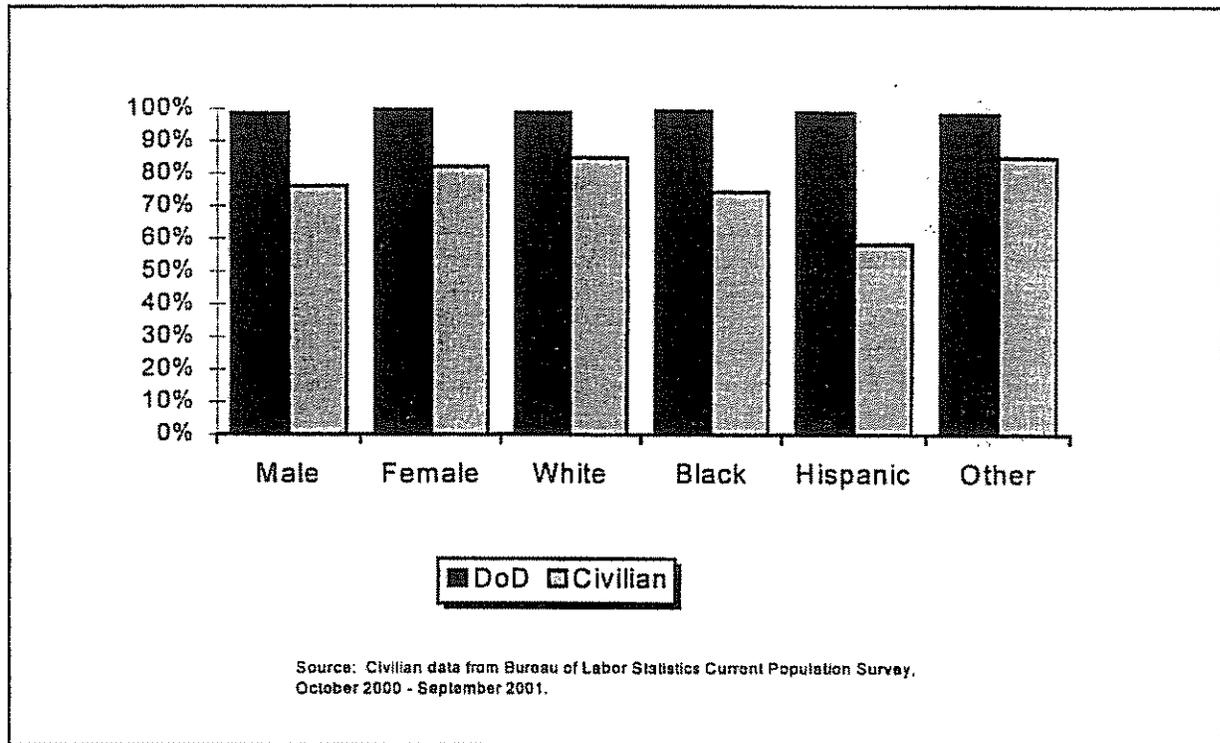


Figure 2.6. FY 2001 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

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-III A.³⁵ Fifteen years later, in FY 1992, the majority of minority accessions achieved scores in the I-III A 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 III A 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 III A, 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 III A from FY 1992 to FY 1999, from 75 to 63 percent. During FY 2001, recruit quality increased slightly to 66 percent in Categories I-III A.

³⁵ Data from Defense Manpower Data Center.

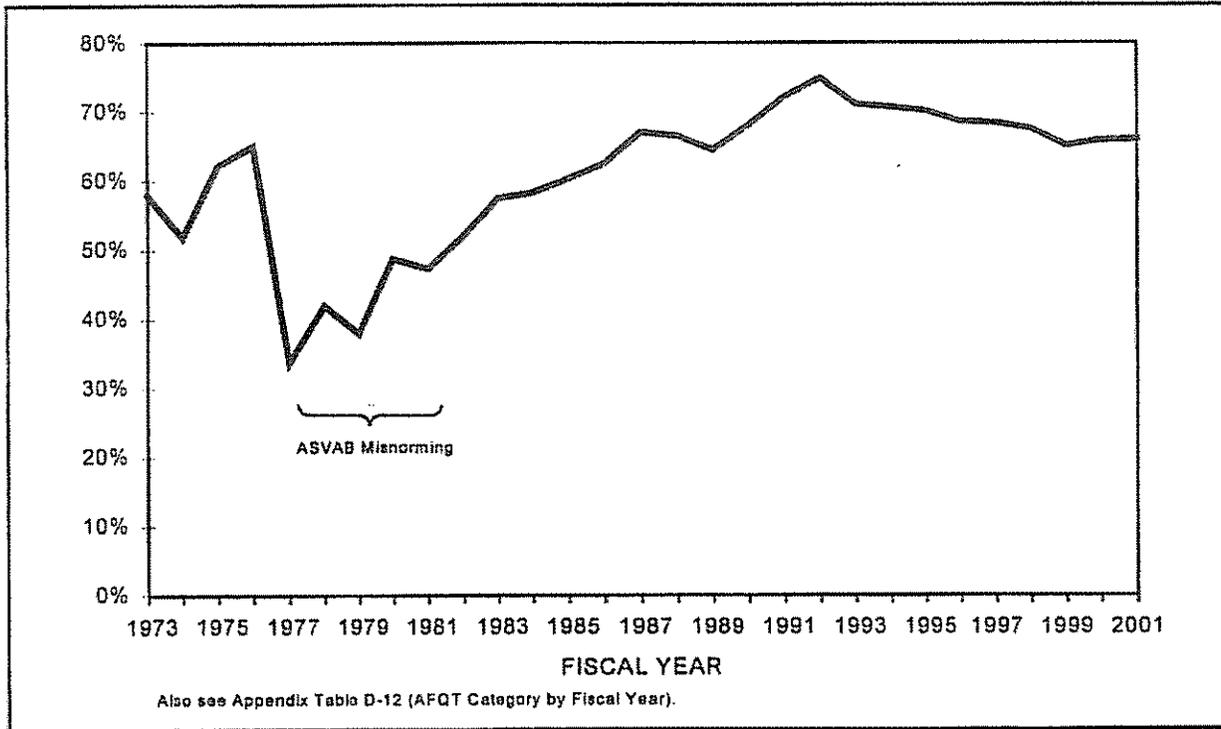


Figure 2.7. Percentage of NPS accessions in AFQT categories I-III A, FYs 1973-2001.

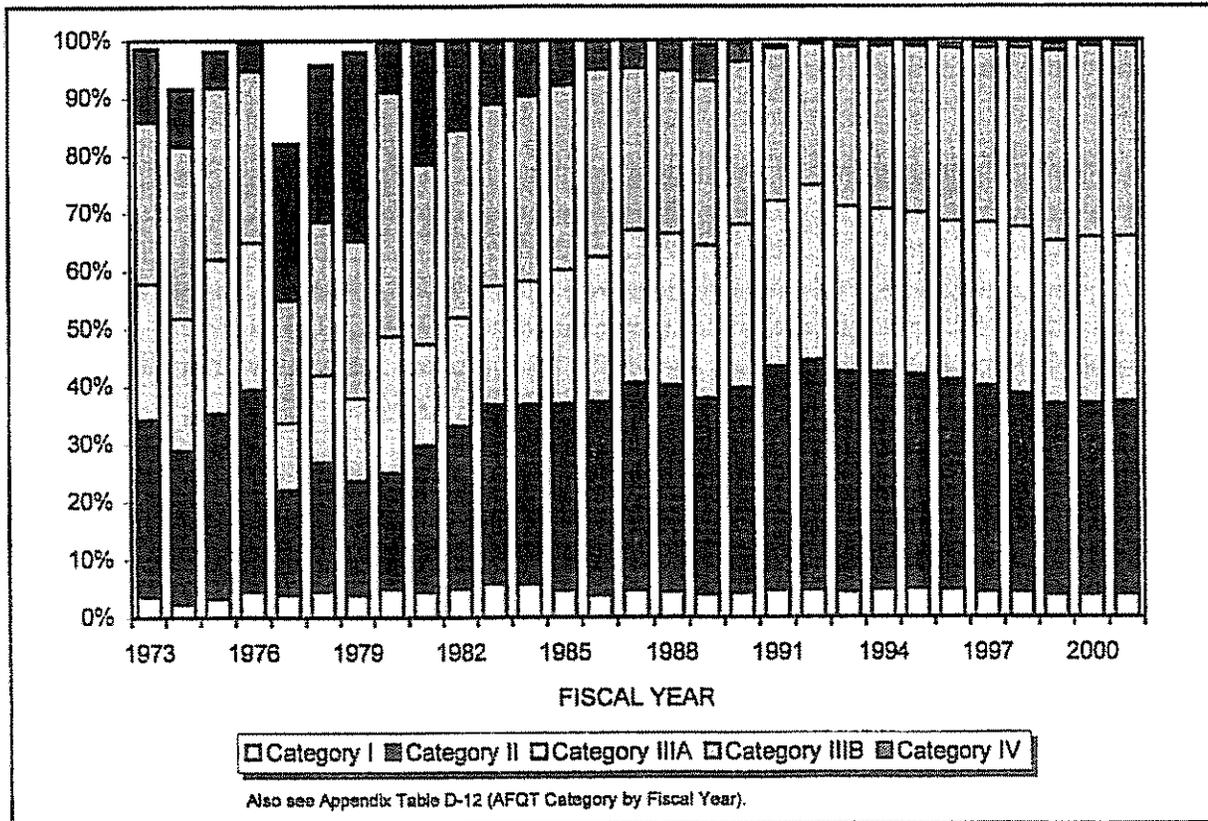


Figure 2.8. Percentage of NPS accessions in AFQT categories I-IV, FYs 1973-2001.

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

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).

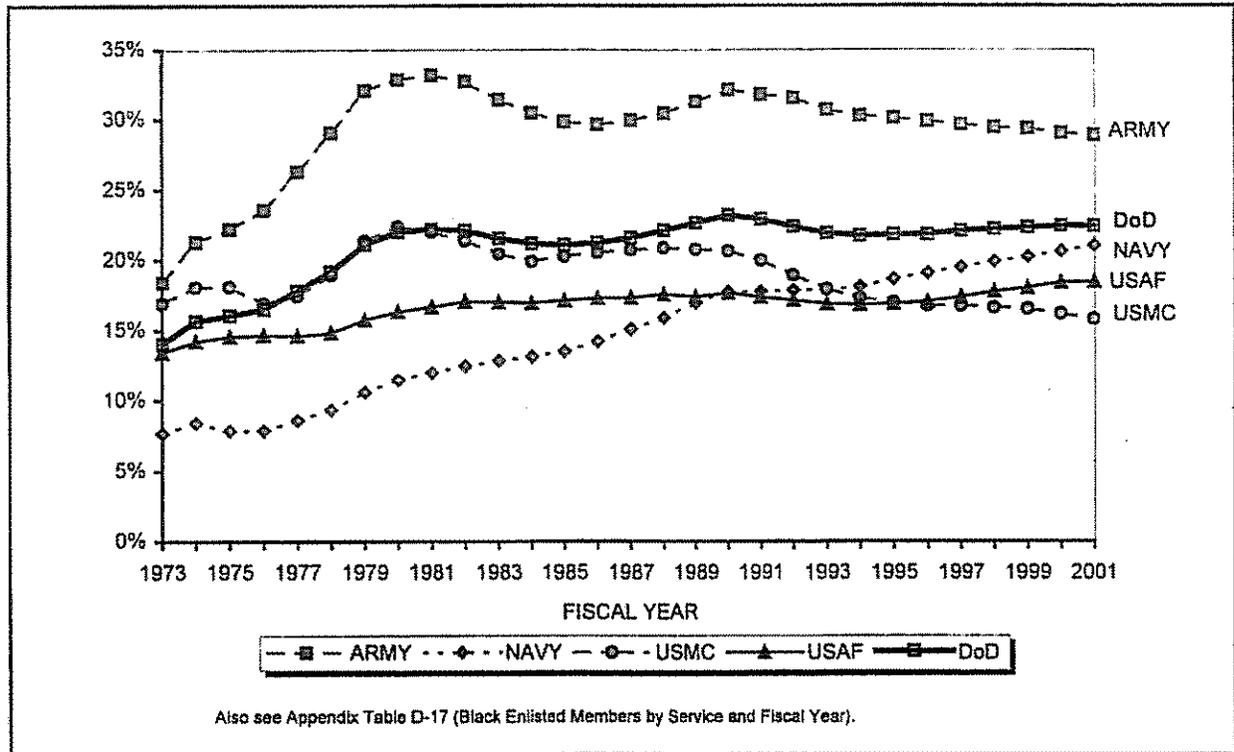


Figure 3.3. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973–2001.

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

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.

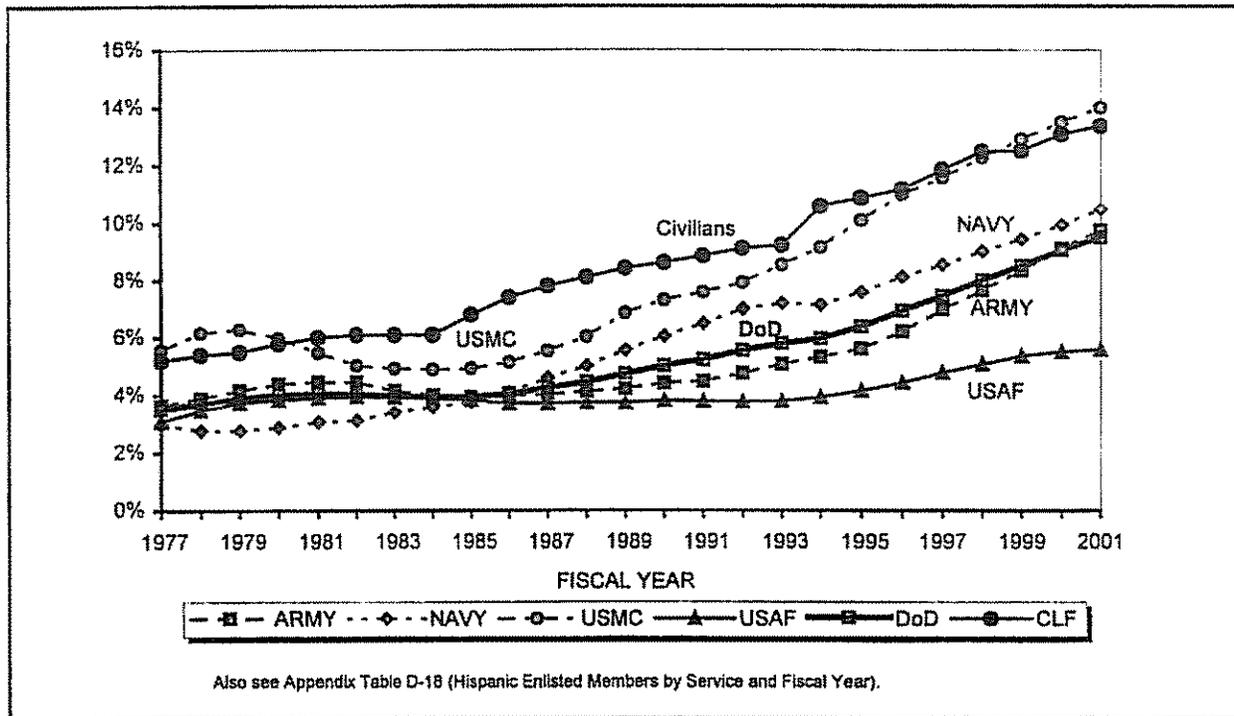


Figure 3.4. Hispanics as a percentage of Active Component enlisted members, by Service, with the civilian labor force, FYs 1977–2001.

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

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.

math scores were 531 for Whites and 426 for Blacks.⁷ In light of these and other factors (e.g., fierce labor market competition for college-educated minorities),⁸ 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.

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	100.0	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 and 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 of 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.

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).

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.