

**Population Representation in the  
Military Services:  
Fiscal Year 2010 Summary Report**

# Introduction

This is the 38<sup>th</sup> annual Department of Defense (DoD) report describing U.S. military personnel. The goal of the *Population Representation in the Military Services* (Pop Rep) report is to provide the most up-to-date, reliable, and consistent data on military personnel for policy-makers, the media, and the general public.<sup>1</sup>

Today's recruiting environment is good. For the last two years, the Services have experienced banner recruiting years. Several factors are affecting this success. While, regrettably, economic uncertainty permeates the nation's collective thinking and unemployment remains relatively high, this operates to the advantage of those who are hiring, including the U.S. military. Times like this make recruiting less challenging than it might otherwise be. In addition, our overseas commitments have improved significantly, and there is more positive media coverage of the wars than in previous years.

There are other factors, however, that continue to challenge the Services' abilities to attract bright, young Americans into the Armed Forces: the lower likelihood of influencers of youth (e.g., parents, teachers, guidance counselors, and coaches) recommending service; high numbers of youth going directly to college from high school; the continuing concerns about the prolonged and irregular worldwide campaign with its concomitant high operational tempo; and a large and growing proportion of today's youth who are ineligible to serve in the military.

With respect to the proportion of youth ineligible to serve, we should not lose sight of the fact that, although the overall youth population is large, only a relatively small proportion of American youth is qualified to enlist. Over one-third of youth (35 percent) have a medical disqualification, with obesity a large contributing factor. Drug or alcohol abuse removes 18 percent, and another 23 percent do not meet our standards for reasons such as criminal misbehavior, low aptitude scores, or having more dependents than can reliably be accommodated in the early career. This leaves only 25 percent that are eligible to serve.<sup>2</sup> If we subtract the estimated 10 percent who are qualified but attending college we are left with only 15 percent of the youth population who are eligible and available to serve.

Therefore, we are in uncharted waters, with significant factors—both negative and positive—directly affecting military recruiting efforts and, in turn, military readiness. Although the recruiting environment today is good, we know that tough recruiting periods will return. If we enter these difficult periods with insufficient resources, it will exacerbate the problem and contribute to the “boom and bust” recruiting cycle characteristic of the

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<sup>1</sup>*Population Representation in the Military Services* summaries and appendixes for FY97 through FY09 are online at <http://prhome.defense.gov/MPP/ACCESSION%20POLICY/poprep.asp>.

<sup>2</sup> These percentages are based on calculations found in the following two reports from The Lewin Group: (1) Carol Moore et al. *Qualified Military Available: New Estimates of the Eligible Youth Population*. Apr. 2005; and (2) Rita Furst Seifert et al. *Estimating Qualified Military Available. Final Report*. Nov. 2007.

past. While some fluctuation is desirable, if resources are inadequate when recruiting becomes challenging, failure may occur. It is quick and easy to cut budgets during successful recruiting periods. It is very difficult, time-consuming, and expensive to “ramp back up” during difficult recruiting periods, particularly so for advertising and recruiters, which are used to affect both youth and influencer awareness, attitudes, and the propensity to enlist. We must be vigilant and learn from the past, when fluctuating resources – up in tough recruiting environments, down in favorable ones – caused recruiting failure and jeopardized military readiness.

The FY10 technical appendixes (A through E), located on the Pop Rep website, provide current data on the demographics, including education and aptitude, of new recruits, enlisted personnel, and officers of the active and reserve components (AC and RC), as well as historical data for selected demographic and service-related characteristics. Except where otherwise noted, data are provided by the Defense Manpower Data Center (DMDC).

In this summary report, we highlight recent and historical personnel trends in the DoD services (the Army, the Air Force, the Marine Corps, and the Navy) and the U.S. Coast Guard, which is part of the Department of Homeland Security. We look at both the AC and the RC in all services. This report describes demographic characteristics of applicants, accessions, enlisted personnel, and officers, referencing data from the tables in the technical appendixes, as well as from previous Pop Rep reports.

Furthermore, in this year’s summary, we include a section focusing on non-citizens in the military. Non-citizens have been a recent topic of interest because of the continued need for people with language and cultural skills critical to the war effort and the implementation of the Military Accessions Vital to the National Interest (MAVNI) program, which allows some legal temporary residents to enter U.S. military service. Recent debates over the Development, Relief, and Education for Alien Minors (DREAM) Act, which would allow children brought to the United States illegally, to obtain conditional permanent residency after military service or college attendance, have also garnered public interest in the non-citizen population.

The remainder of this report is organized as follows: In section I, we present an overall summary of the armed services. Sections II and III cover the DoD’s AC and RC, respectively. In section IV, we discuss the U.S. Coast Guard. The special focus section, section V, describes non-citizen servicemembers in terms of accessions and their overall number in the DoD services.

## Section I: Summary statistics

Each year, Congress sets authorized endstrength—the number of servicemembers—for each service. However, actual endstrength may differ from authorized endstrength. Actual endstrength refers to the number of servicemembers as of the 30th of September in a given fiscal year. To meet authorized endstrength, each service balances retention with accessions (i.e., those entering the service).<sup>3</sup> In this report, “endstrength” refers to *actual* endstrength.

We show individual service total endstrength—the sum of enlisted members, commissioned officers, and warrant officers—and accessions for FY08, FY09, and FY10 in the first three columns of tables 1 and 2, respectively. The remaining columns break down FY10 endstrength (accessions) by personnel type.

Fiscal year 2010 DoD AC endstrength totaled 1.42 million servicemembers. This represents a slight increase from the FY09 AC total of 1.41 million. In FY10, the Army, the largest of the military services, had 562,000 active duty servicemembers, an increase of 13,000 from FY09. The Army expansion accounted for half of AC growth between FY08 and FY09, but for nearly all of the growth between FY09 and FY10. The Marine Corps and Air Force each grew by 2 percent from FY08 to FY09, but they changed little in size from FY09 to FY10. The Navy shrank by 2,500 personnel between FY08 and FY09, and continued to decrease between FY09 and FY10 by 1,000.

Like the AC, the DoD RC grew between FY09 and FY10, but by less than half the rate as the previous year; growth between FY08 and FY09 was 0.9 percent, while growth between FY09 and FY10 was 0.4 percent. RC endstrength in FY10 totaled 849,300 servicemembers; the corresponding FY08 and FY09 figures were 838,300 and 845,900, respectively. The Army National Guard (ARNG), the largest reserve component, grew by over 3,500 soldiers, after decreasing by 2,000 between FY08 and FY09. The Army Reserve (USAR) experienced no growth between FY09 and FY10, but it remained the second-largest reserve component in FY10, after growing by roughly 8,000 soldiers from FY08 to FY09. The Air Force Reserve (USAFR) grew by 2,000 personnel from FY09 to FY10, but only by 400 between FY08 and FY09. The remaining three reserve elements changed in size by no more than 2,000 servicemembers.

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<sup>3</sup> Here “accessions” refers to both officer and enlisted personnel. However, “gains” is a more appropriate term for officers and RC servicemembers, as officers and RC members can exit one component and enter another. Specifically, OSD definitions for accessions and gains are as follows:

- Accessions: Number associated with recruiters’ productivity and used in reporting the achievements of the services’ recruiting commands (and other accessioning agencies).
- Gains: Are associated with transactions in a database and reflect the addition of an SSN that was not in the previous file.

**Table 1. Actual endstrength by service and personnel type, FY08–FY10**

	Endstrength			FY10 endstrength, by personnel type		
	FY08	FY09	FY10	Enlisted	Commissioned Officers	Warrant Officers
<b>Component</b>						
<b>Active Duty</b>						
Army	539,675	549,015	561,979	467,537	78,983	15,549
Navy	326,684	324,239	323,139	270,460	51,059	1,620
Marine Corps	198,415	203,075	202,612	181,221	19,377	2,014
Air Force	322,900	328,847	329,640	263,439	66,201	0
<b>DoD Total</b>	<b>1,387,674</b>	<b>1,405,176</b>	<b>1,417,370</b>	<b>1,182,657</b>	<b>215,530</b>	<b>19,183</b>
<b>Reserve</b>						
ARNG	360,351	358,391	362,015	319,846	34,184	7,985
USAR	197,024	205,297	205,281	168,717	33,453	3,111
USNR	68,136	66,508	65,006	50,718	14,174	114
USMCR	37,523	38,510	39,222	33,423	3,475	324
ANG	107,679	109,196	107,676	93,287	14,389	0
USAFR	67,565	67,986	70,119	55,559	14,560	0
<b>DoD Total</b>	<b>838,278</b>	<b>845,888</b>	<b>849,319</b>	<b>723,550</b>	<b>114,235</b>	<b>11,534</b>
<b>U.S. Coast Guard</b>						
AC	41,362	42,426	41,327	32,890	3,742	1,695
RC	7,970	7,693	7,942	6,598	1,183	161
<b>Total</b>	<b>49,332</b>	<b>50,119</b>	<b>49,269</b>	<b>39,488</b>	<b>7,925</b>	<b>1,856</b>

Notes:

1. The RC consists of the Army National Guard (ARNG), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USMCR), the Air National Guard (ANG), and the Air Force Reserve (USAFR).
2. Data come from appendix tables B-15, B-22, B-34, C-11, C-17, C-28, E-12, E-15, E-19, E-24, E-26, and E-29.

Unlike AC endstrength, which grew between FY08 and FY10, DoD AC accessions fell. In FY10, accessions numbered 183,600, down by 5,600 from FY09 and by more than 20,000 from FY08. Accessions were highest in the Army in FY10; Army accessions totaled 81,900 – 2,500 more than in FY09, but 7,700 fewer than in FY08. The Navy, the second largest in terms of FY10 accessions, added 38,500 personnel, down by 1,200 from FY09 and by 4,100 from FY08. The third largest in FY10 was the Air Force, with 33,100 accessions, which is 3,600 fewer than in FY09, but 1,100 more than in FY08. Lastly, the Marine Corps had 30,000 accessions in FY10, down by 3,300 from FY09 and by exactly 10,000 from FY08.

**Table 2. Number of NPS and PS accessions by service and personnel type, FY08–FY10**

	Total accessions			FY10 accessions, by personnel type		
	FY08	FY09	FY10	Enlisted	Commissioned Officers	Warrant Officers
<b>Component</b>						
<b>Active Duty</b>						
Army	89,632	79,383	83,608	74,573	7,715	1,320
Navy	42,678	39,733	38,562	34,179	4,208	175
Marine Corps	40,044	33,350	30,045	28,039	1,759	247
Air Force	31,949	36,694	33,062	28,493	4,569	0
<b>DoD Total</b>	<b>204,303</b>	<b>189,160</b>	<b>185,277</b>	<b>165,284</b>	<b>18,251</b>	<b>1,742</b>
<b>Reserve</b>						
ARNG	71,658	63,395	61,497	56,599	3,930	968
USAR	44,843	40,914	32,653	27,559	4,696	398
USNR	17,561	14,015	12,519	10,257	2,245	17
USMCR	8,490	10,360	10,595	9,602	942	51
ANG	11,935	11,204	8,007	6,952	1,055	0
USAFR	9,073	10,646	11,321	9,753	1,568	0
<b>DoD Total</b>	<b>163,560</b>	<b>150,534</b>	<b>136,592</b>	<b>120,722</b>	<b>14,436</b>	<b>1,434</b>
<b>U.S. Coast Guard</b>						
AC	4,536	4,619	2,953	2,363	380	210
RC	743	1,123	1,628	1,439	160	29
<b>Total</b>	<b>5,279</b>	<b>5,742</b>	<b>4,581</b>	<b>3,802</b>	<b>540</b>	<b>239</b>

Notes:

1. Enlisted accessions for all components include both non-prior-service (NPS) and prior-service (PS) accessions.
2. The RC consists of the Army National Guard (ARNG), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USMCR), the Air National Guard (ANG), and the Air Force Reserve (USAFR).
3. Data come from appendix tables B-1, B-12, B-22, B-34, C-1, C-16, C-28, E-5, E-10, E-15, E-19, E-20, E-22, E-26, and E-29.

In FY10, DoD RC accessions totaled 136,600 across all the reserve elements. This is 13,900 fewer than in FY09 and almost 27,000 fewer than in FY08. Four of the six RC elements experienced a decrease in accessions since FY08. They are the ARNG, the USAR, the USNR, and the ANG. The ARNG had the most accessions in FY10, with 61,500; this is 1,900 fewer than in FY09 and 10,200 fewer than in FY08. The USAR accessed 32,700 in FY10, down by 8,300 from FY09 and by 12,200 from FY08. The USNR had 12,500 accessions in FY10—1,500 fewer than in FY09 and 5,000 fewer than in FY08. The ANG had 8,000 accessions in FY10, down by 3,200 from FY09 and by 3,900 from FY08. The two remaining reserve elements, the USMCR and the USAFR, experienced an increase in accessions; both accessed roughly 11,000 in FY10—an increase of less than 700 from FY09 and over 2,000 from FY08.

Unlike the Air Force, the Army, the Marine Corps, and the Navy (which are part of the DoD), the U.S. Coast Guard is part of the Department of Homeland Security (DHS). In

FY10, the U.S. Coast Guard's total endstrength was 49,000; its AC endstrength was 41,300 and its RC endstrength was 7,900. There is little difference between the AC's and RC's respective FY08 and FY10 endstrength; however, the AC grew by 1,100 between FY08 and FY09 and then shrank by the same amount between FY09 and FY10, while the RC shrank and then grew by 250, respectively.

Enlisted personnel make up a majority of total endstrength and accessions for all DoD services (AC and RC) and the U.S. Coast Guard. In FY10, enlisted personnel made up between 78 and 90 percent of endstrength, and between 80 and 93 percent of accessions, depending on the service. Commissioned officers made up 9 to 21 percent of endstrength, and 5 to 16 percent of accessions, while warrant officers made up between 0 and 5 percent of both endstrength and accessions. Since warrant officers are a small percentage of endstrength, the remainder of this report will focus on enlisted personnel and commissioned officers.<sup>4</sup>

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<sup>4</sup> The Air Force does not have warrant officers.

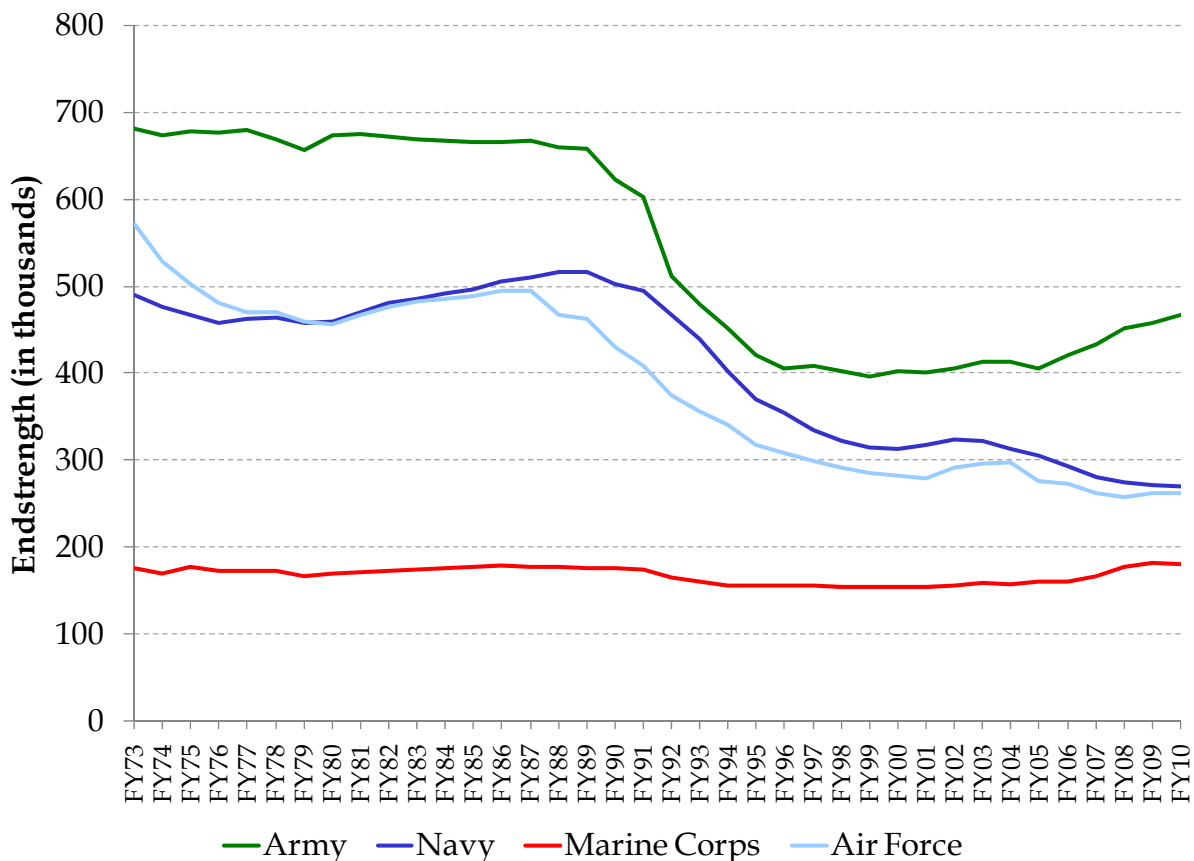
## Section II: DoD active component (AC)

This section describes the applicant pool, accessions, and endstrength for both enlisted personnel and commissioned officers in the AC. After discussing level trends for these groups, we provide descriptive statistics on age, quality, marital status, race/ethnicity, gender, and geographic representation.

### Enlisted endstrength and accessions

The active duty enlisted endstrength was 1,183,000 in FY10, comprising 83 percent of the total AC endstrength for the year (see figure 1).

**Figure 1. AC enlisted endstrength, by service, FY73–FY10**



Note: Data are from appendix table D-11. Enlisted endstrength includes non-prior service (NPS) and prior service (PS) enlisted members.

The Army’s enlisted endstrength decreased over the 1990s to 58 percent of its FY73 size. It stabilized around 400,000 during the early 2000s, and, between FY06 and FY10, it



grew to 470,000.<sup>5</sup> In FY10, Army enlisted personnel made up 40 percent of all DoD AC enlisted personnel – its highest proportion since FY73. The Marine Corps has been the smallest of the DoD services for the past 40 years, but, while all the services shrank during the 1990s, the Marine Corps shrank the least.<sup>6</sup> By FY99, the Marine Corps was 88 percent of its FY73 enlisted endstrength, while the Air Force, Army, and Navy were 50, 58, and 64 percent of their respective FY73 totals. In fact, as a proportion of DoD enlisted endstrength, the Marine Corps grew from 9 to 15 percent between FY73 and FY10, reaching an FY10 enlisted endstrength of 181,000; the Marine Corps increased its enlisted endstrength when Congress increased authorized endstrength for the Army and the Marine Corps in FY07. Enlisted endstrength in the Navy and Air Force were approximately equal in size and experienced similar growth patterns between FY73 and FY10; each made up 23 percent of DoD enlisted personnel in FY10, down from their respective FY73 proportions of 26 and 30 percent. From FY01 to FY10, the Army and the Marine Corps grew while the Navy and Air Force contracted, largely because of their wartime roles.

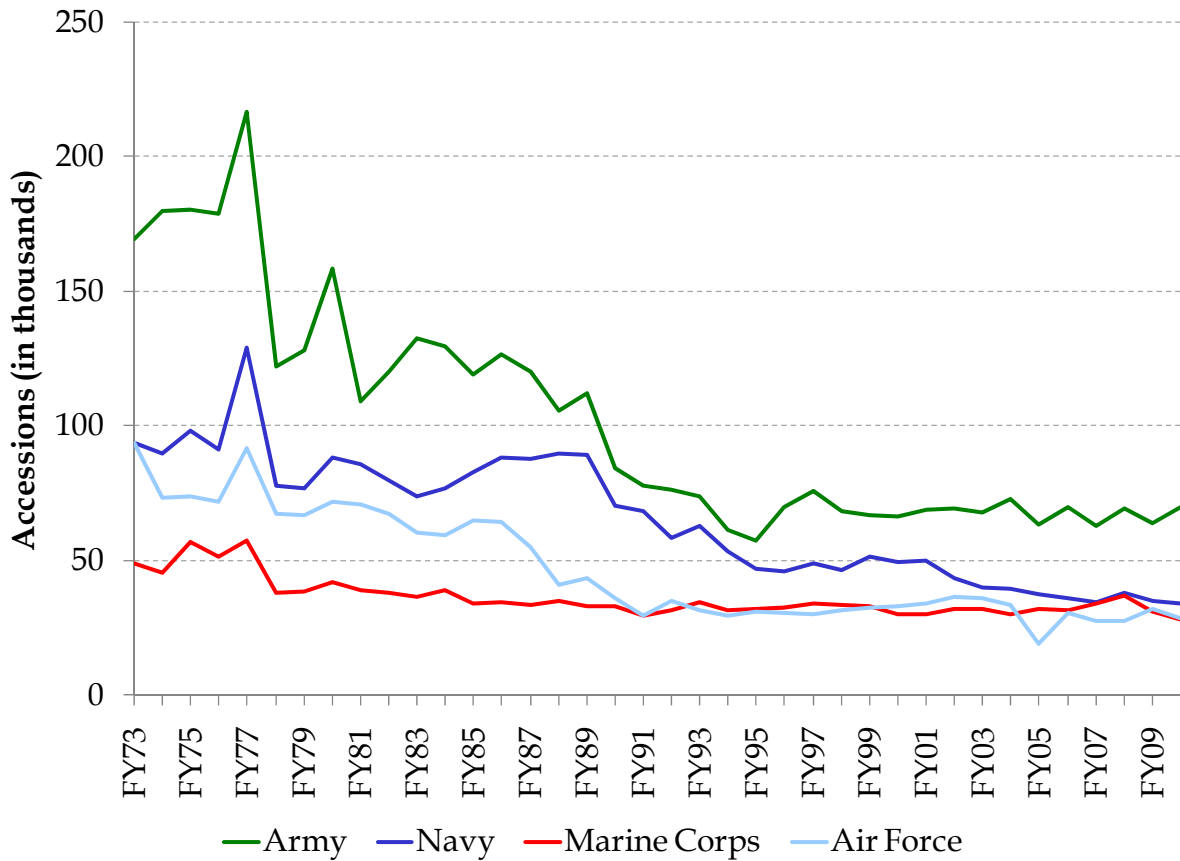
In figure 2, we show the number of non-prior service (NPS) enlisted accessions from FY73 to FY10. Since prior service (PS) enlisted accessions make up only a small fraction of total enlisted accessions – 4 percent in FY10 – we do not present PS accessions in our figures. Similar to enlisted endstrength, accessions declined between FY73 and FY10; however, unlike enlisted endstrength, which sharply declined during the 1990s, accessions steadily fell between the late 1970s and early 1990s. In FY10, Army, Air Force, and Navy NPS accessions were less than half the size of their FY73 accessions, while enlisted endstrength for these three services were more than half of their FY73 totals. Fewer accessions for a given endstrength contribute to an older enlisted population. In contrast, the Marine Corps' FY10 accessions were just as high as the Navy's and Air Force's, despite its smaller size, because – by design – it tends to be a younger force. From FY08 to FY10, however, the Marine Corps' endstrength stayed relatively constant and its accessions decreased; the difference is due to increased retention.

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<sup>5</sup> The data shown in all figures in sections II, III, and IV are for all years available from the appendix tables, unless otherwise noted.

<sup>6</sup> The U.S. Coast Guard is not included in this section because it is part of DHS (non-DoD); section IV describes the U.S. Coast Guard.

**Figure 2. AC enlisted accessions, FY73–FY10**



Note: Data are from appendix table D-4. Enlisted accessions include only NPS accessions. The data point for FY77 is unusually high because of an extra “transition quarter” when the end of the fiscal year was changed from June 30 to September 30.

## AC officer gains, officer corps, and enlisted-to-officer ratio

In this subsection, we describe the historical trends in DoD AC commissioned officer gains and the commissioned officer corps, as well as the enlisted-to-officer ratio for each of the services.<sup>7</sup> For simplicity, we refer to commissioned officers simply as “officers” for the remainder of the report.<sup>8</sup>

Starting from a high of 300,000 in FY73, the DoD officer corps shrank by 20 percent after the institution of the all-volunteer force. The officer corps grew by 20 percent during the 1980s and gradually fell again to 215,000 in FY10 (see appendix table D-17). In comparison, officer gains reached 32,000 in FY73, but they dropped to about 25,500 in

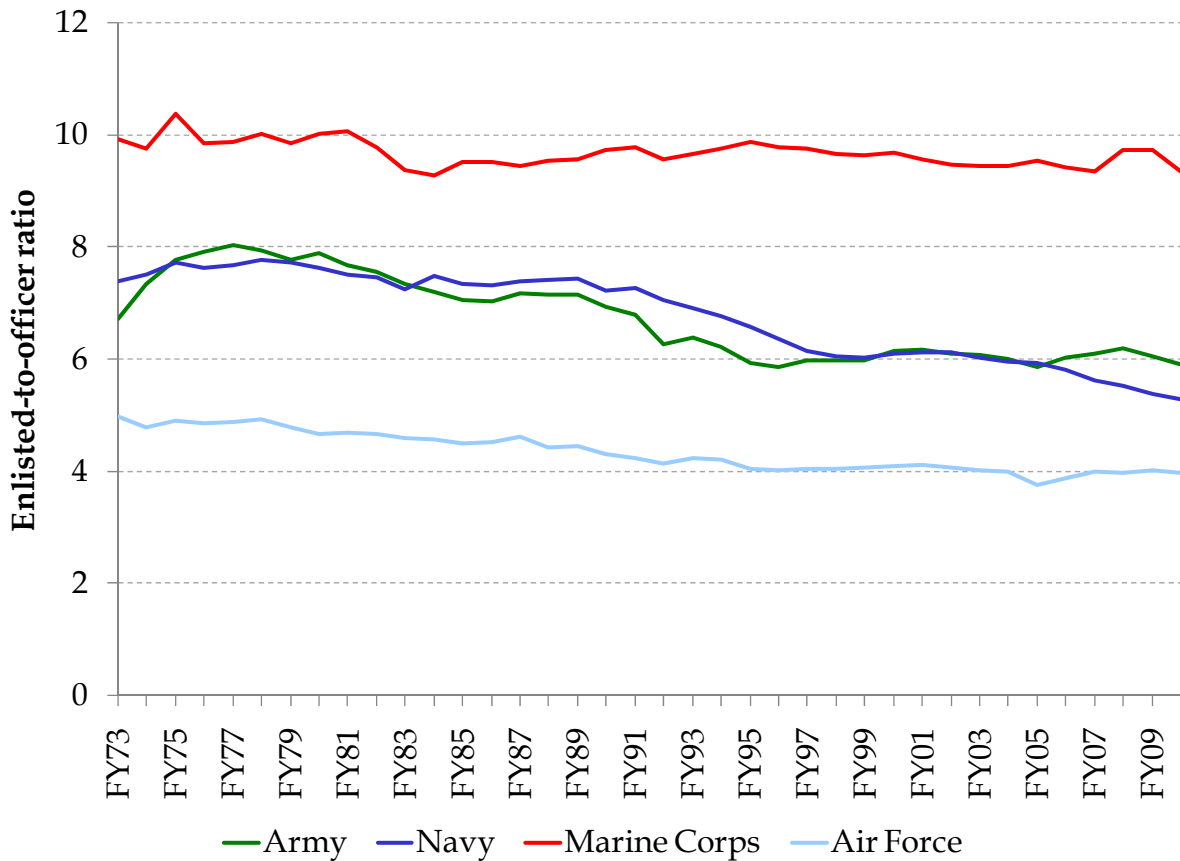
<sup>7</sup> Officer gains are officers new to DMDC’s officer database, whereas the officer corps is the total number of officers available in a particular service. See footnote 2 in section I for a precise definition.

<sup>8</sup> As noted above, given the small number of warrant officers we exclude warrant officers from our analysis.

FY85 and fell even further to 15,000 in FY93. They rose to 21,500 in FY02 but dropped back to 18,000 by FY10 (see appendix table D-15).<sup>9</sup> In terms of percentages, officer gains fell by more than the officer corps (44 percent compared with 28 percent).

Although Congress sets authorized endstrength, each service determines its own enlisted-to-officer ratio (see figure 3). The Marine Corps, notably, has the highest ratio of enlisted personnel to officers, ranging from 9.3 to 10.4 over nearly 40 years. The Air Force is at the other end of the spectrum; in FY73, there were only 5.0 enlisted personnel for every officer, and, in FY10, that ratio fell to 4.0. The Army and Navy have similar historical trends; both had highs of 8.0 enlisted personnel per officer in the late FY70s, but their ratios fell to 5.9 and 5.3, respectively, in FY10.

**Figure 3. AC enlisted-to-officer ratio, by service, FY73–FY10**



Note: Data are from appendix table D-17.

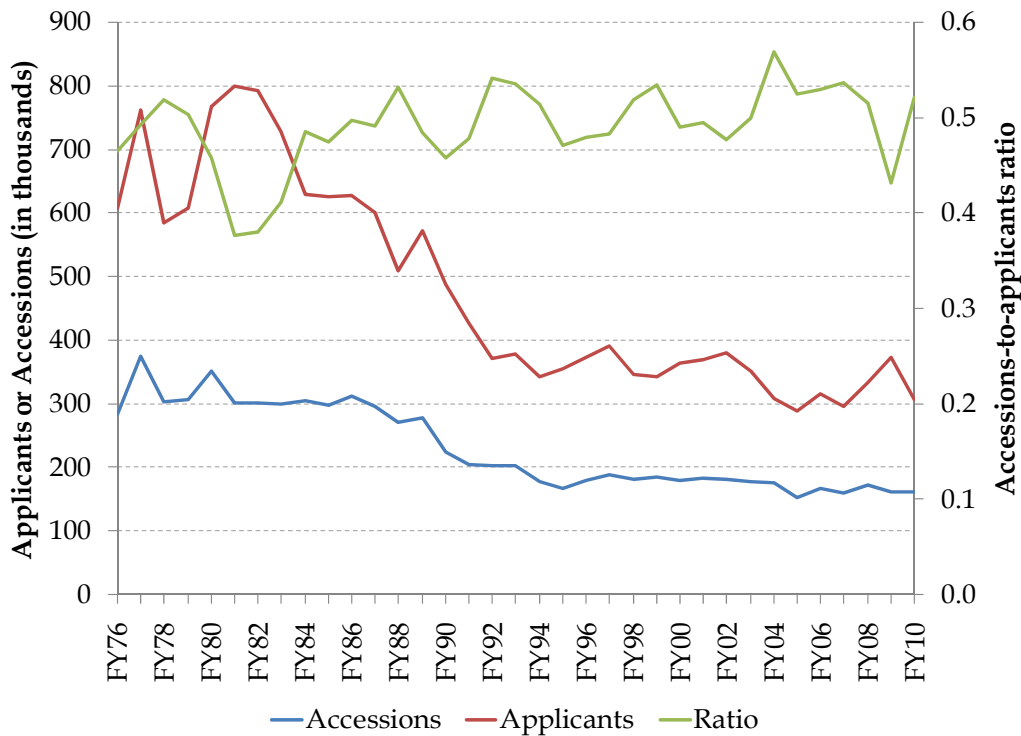
<sup>9</sup> See footnote 2 in section I for a formal definition of accessions and gains.

## NPS enlisted applicants, enlisted accessions, and enlisted endstrength

In figure 4, we present the number of applicants and NPS accessions across all DoD services for FY76 to FY10. Over 308,000 people applied for enlisted service in FY10, while NPS accessions across the four services totaled 160,510 in FY10—half of the FY76 applicant and accession levels. Because the number of applicants fell more rapidly than accessions, the enlisted accession-to-applicant ratio grew, albeit with much fluctuation, from 38 percent of applicants accessed in the early 1980s to one accession for every two applicants (52 percent) in FY10.

There are a number of reasons why an applicant for enlisted service may not be permitted to serve or does not end up serving in the U.S. military. An applicant will not be accessed if his or her Armed Services Vocational Aptitude Battery (ASVAB) score is too low or if he or she fails the physical fitness or psychological standards exams. In addition, an applicant will not be accessed if he or she has disqualifying prior drug use or criminal activity, unless he or she is eligible for an accession waiver. Furthermore, some applicants simply change their minds and decide not to enter military service.

**Figure 4. AC enlisted applicants, NPS enlisted accessions, and the accessions-to-applicants ratio, FY76–FY10**

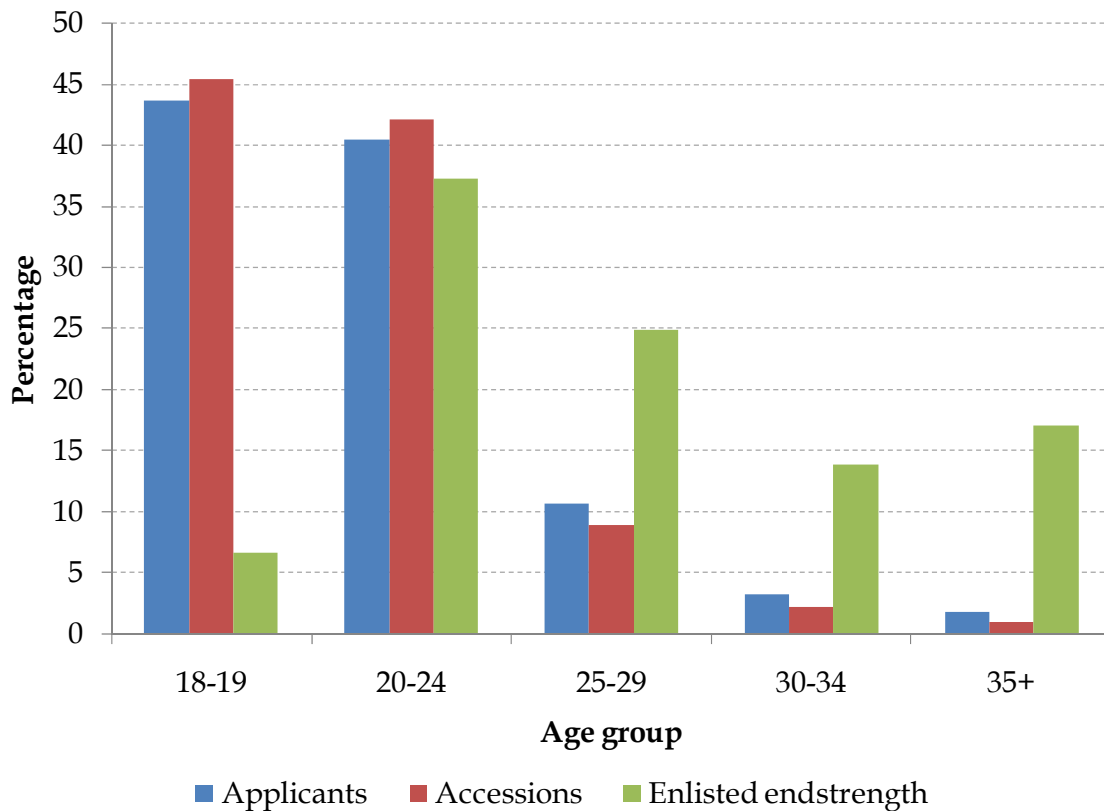


Note: Data are from appendix table D-3. Enlisted accessions include only NPS enlisted personnel. Applicant data are not available prior to FY76.

When we compare FY10 applicants with enlisted accessions, we find that accessions were slightly younger than applicants (see figure 5).<sup>10</sup> Roughly, 85 percent of both applicants and accessions were 18 to 24 years old in FY10.

Marine Corps applicants, in particular, were much younger than other DOD applicants (see appendix table A-1). Thirty-two percent were 16 to 17 years old, as compared with 15 percent in the Air Force, 12 percent in the Navy, and 11 percent in the Army. As a result, accessions were also much younger in the Marine Corps. Thirty-nine percent were 18 years old, as compared with 23 percent in the Air Force, 21 percent in the Army, and 19 percent in the Navy (see appendix table B-1).<sup>11</sup>

**Figure 5. AC enlisted applicants, NPS enlisted accessions, and enlisted endstrength, by age group, FY10**



Note: Data are from appendix tables A-1, B-1, and B-16. Enlisted accessions include only NPS enlisted personnel.

<sup>10</sup> Because enlisted endstrength data are not available for 17 year olds, we restrict the data to those aged 18 and older in order to make comparisons between the age distributions of applicants, accessions, and enlisted endstrength. Accessions cannot be younger than 17 years old. Even then, a 17-year-old accession requires parental consent to enter the military service. In appendix table A-1, we see that 16 percent of all enlisted applicants for AC were 16 or 17 years old, while 2 percent of accessions were 17 years old and 24 percent were 18 years old (appendix tables B-1).

<sup>11</sup> The age breakdown by service is available in the appendix tables for applicants and accessions but not for each service's total endstrength.

## Quality of enlisted applicants and accessions

DoD sets quality standards for the aptitude and educational background of recruits. The Armed Forces Qualification Test (AFQT), a nationally normalized test of math and verbal skills, measures aptitude, which is used to predict training and job performance. DoD requires that 60 percent of its accessions score in the 50th percentile or higher. In FY10, 72 percent of accessions did so. Virtually all remaining accessions scored above the 35th percentile.

In addition, DoD requires that at least 90 percent of recruits be classified as Tier 1, high school diploma graduates. The type of education credential earned by a recruit predicts how well the recruit will adapt to the military lifestyle. Traditional high school diploma graduates are more likely to complete their first years of service than recruits with alternate credentials. The majority of recruits with Tier 1 credentials are those who graduated from a traditional high school with a high school diploma; those with an adult education diploma or with one semester of college are also included in Tier 1 to increase enlistment opportunities for those with non-traditional credentials. Also included in Tier 1 are those with associates, bachelors, or graduate degrees.<sup>12</sup> A recruit is considered “high quality” if he or she has a Tier 1 education credential *and* scores above the 50th percentile on the AFQT.

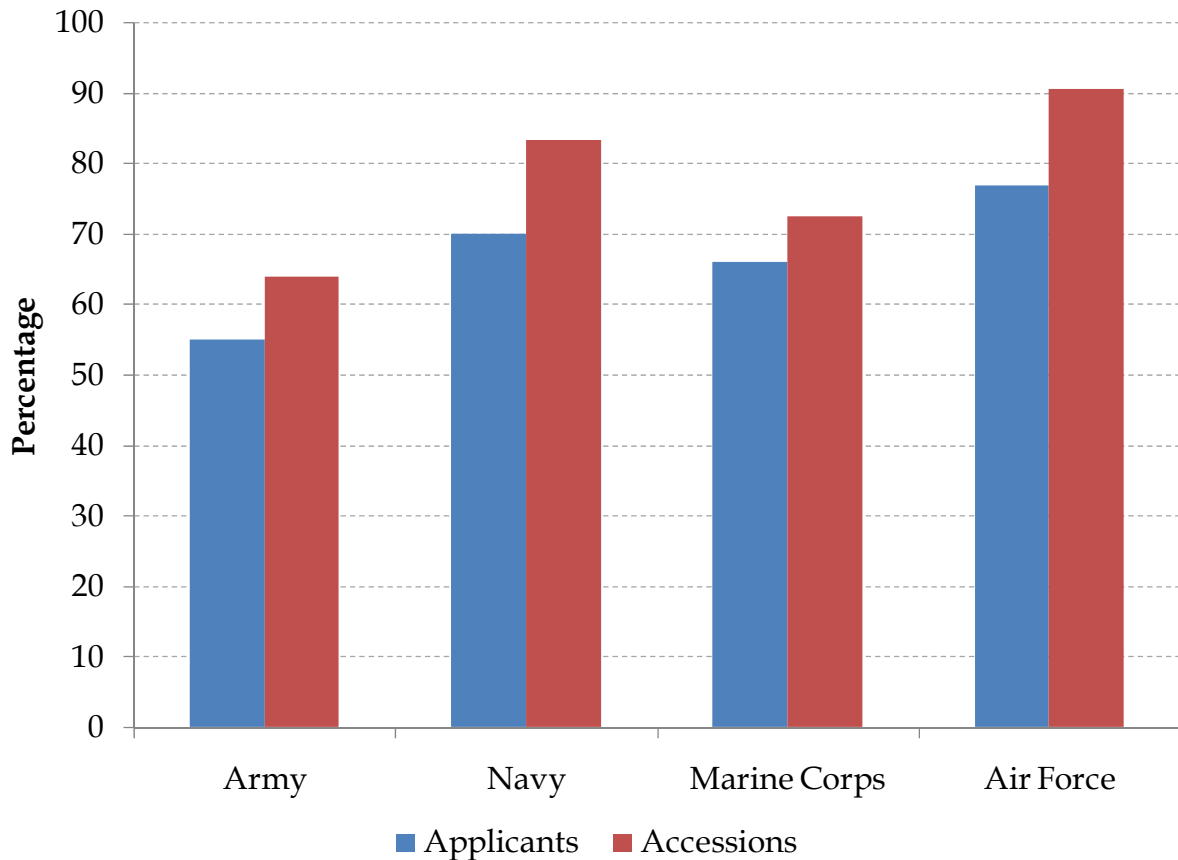
In figure 6, we show the percentage of FY10 applicants and enlisted accessions who scored at or above the 50th percentile on the AFQT. The Air Force had the highest percentage of applicants in this group (77 percent), followed by the Navy (70 percent), the Marine Corps (66 percent), and the Army (55 percent). As nearly all DoD applicants had Tier 1 educational credentials (95.6 percent), the main delineation for becoming a high-quality applicant or accession is the AFQT score.

Across the DoD services, a higher proportion of male than female applicants scored in the AFQT’s 50th percentile or above; overall, 57 percent of female applicants and 66 percent of male applicants scored in the top half of the distribution (see appendix tables A-4 and A-5). The percentage of female applicants who scored in the top half of the AFQT distribution was highest in the Air Force (68 percent) and lowest in the Army (48 percent).

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<sup>12</sup> Tier 2 educational credentials include a General Education Degree (GED) or alternate credential, and those with Tier 3 credentials are non-high school graduates.

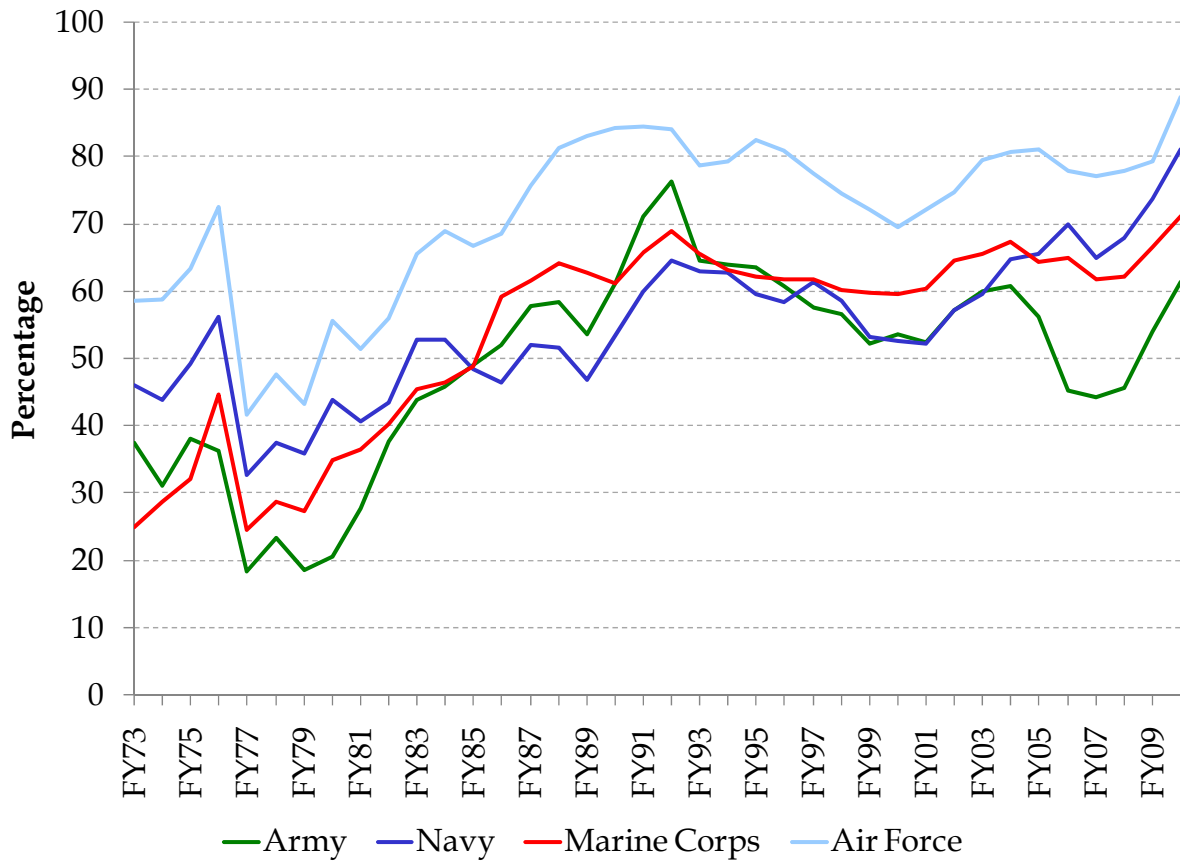
**Figure 6. Percent at or above the 50<sup>th</sup> percentile on the AFQT, AC enlisted applicants and NPS accessions, by service, FY10.**



Note: Data are from appendix tables A-4, A-6, B-4, B-6, and B-8. Enlisted accessions include only NPS enlisted personnel. Data on high quality applicants are not available.

When comparing the percentage of high-quality accessions over time, we find significant increases between FY73 and FY10 (see figure 7). Between FY78 to FY85, each service gained 20 to 30 percentage points in high-quality accessions – driven by both an increase in high school graduation rates and an increase in recruits’ AFQT scores. Of all the services, the Air Force had the highest percentage of high-quality recruits from FY73 to FY10. From FY77 to FY10, the percentage of high-quality recruits increased in all services: the Army made the largest strides, more than tripling its share of high-quality accessions from 18.3 to 61.4 percent, followed by the Marine Corps, which almost tripled its percentage from 24.5 to 71.1 percent. The Navy and the Air Force more than doubled their high-quality accession shares; the Navy went from 32.8 percent of accessions being high quality in FY77 to 81.0 percent in FY10, and the Air Force went from 41.7 to 88.8 percent.

**Figure 7. Percent high quality, AC NPS enlisted accessions, by service, FY73–FY10.**



Note: Data are from appendix table D-9. Enlisted accessions include only NPS enlisted personnel.

## Marital status of AC enlisted personnel

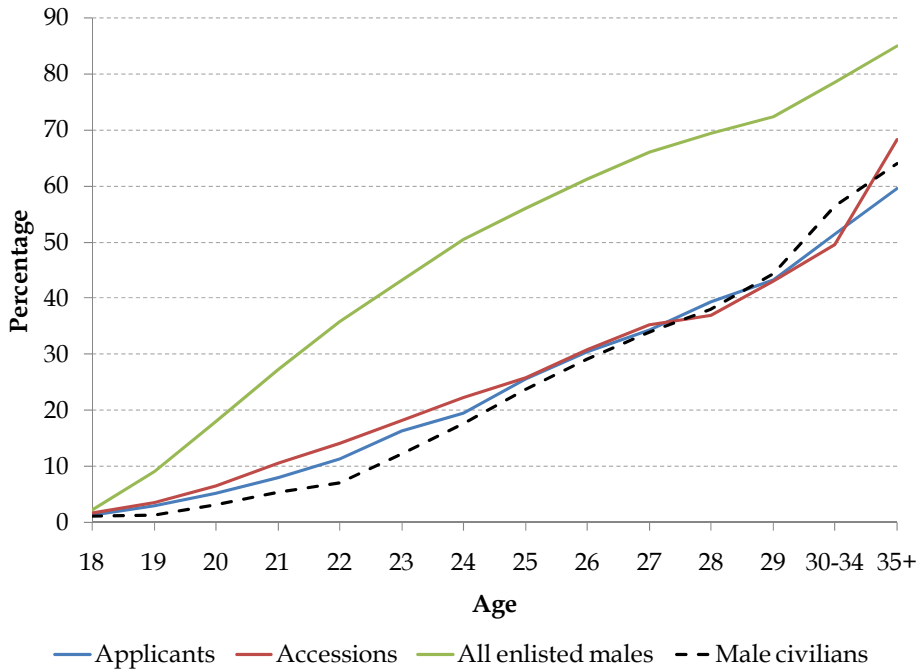
In this subsection, we contrast the marriage rates of AC applicants, enlisted accessions, and enlisted endstrength with the comparable civilian population.

Men in the enlisted force, especially those 20 years and older, are considerably more likely than their civilian counterparts to be married. While figure 8 shows data for FY10, the differences are long-standing. In contrast, both male applicants and enlisted accessions closely approximate the age-specific marriage rates of their civilian counterparts.

Women enlisted in the military are more likely to be married than civilian women until age 30 (see figure 9). At age 30 and above, however, civilian women are more likely than military women to be married. Age-specific marriage rates for female applicants and accessions are similar to those of civilian women. Since marriage rates are higher among all enlisted servicemembers than among enlisted accessions, it follows that servicemembers are getting married while they are in the military.

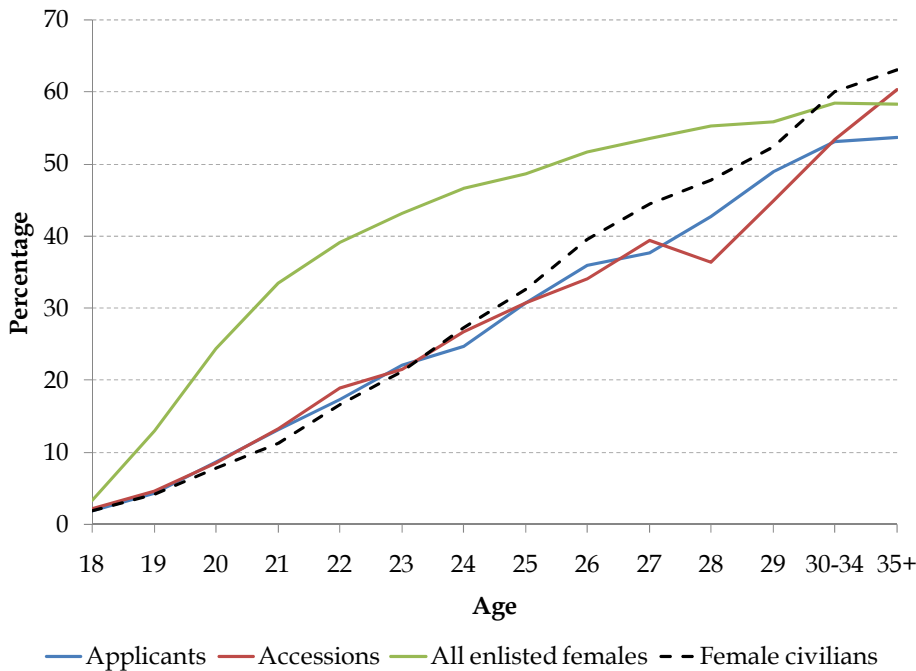


**Figure 8. Male marriage rates of AC enlisted applicants, NPS enlisted accessions, enlisted endstrength, and civilians, by age, FY10**



Note: Data are from appendix tables A-2, B-2, and B-16. Enlisted accessions include only NPS enlisted personnel.

**Figure 9. Female marriage rates of AC enlisted applicants, NPS enlisted accessions, enlisted endstrength, and civilians, by age, FY10**



Note: Data are from appendix tables A-2, B-2, and B-16. Enlisted accessions include only NPS enlisted personnel.

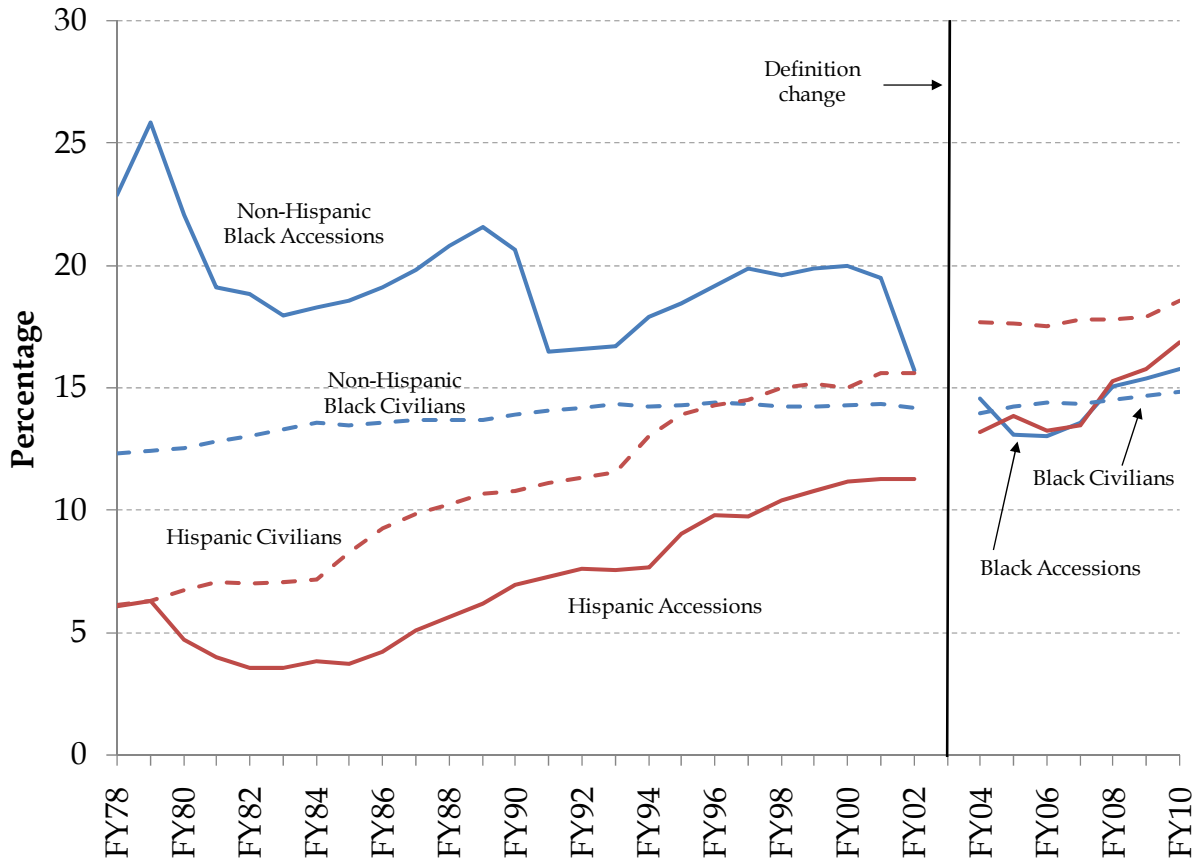
## Race and ethnicity of AC accessions, enlisted force, and officer corps

Prior to FY03, self-identified race and ethnicity were reported in combined categories (e.g., non-Hispanic white or non-Hispanic black). Since FY03, race and ethnicity are reported separately; the ethnic category is either Hispanic or non-Hispanic. While a Hispanic accession can be of any race, the vast majority identify themselves as white. In FY10, 72.3 percent of Hispanic accessions identified themselves as white and 8.4 percent identified themselves as black. Also in FY03, a category for two or more races was added; 8.7 percent of FY10 Hispanic accessions and 3.9 percent of non-Hispanic accessions claimed two or more races (see appendix table B-10). Figures 10 and 11 present data from single race categories for enlisted accessions and civilians. We indicate the change in race and ethnicity definitions in these figures with a vertical line.

In figure 10, we compare the Hispanic and black proportions of DoD accessions with those of the 18 to 24 year-old civilian population. The Hispanic population has grown rapidly. In FY78, Hispanics made up 6 percent of both accessions and comparatively aged civilians; in FY10, they made up 17 percent of accessions and 19 percent of civilians. In FY10, Hispanics were proportionally most represented in the Navy (24 percent), in the Marine Corps (18 percent) and the Air Force (18 percent), but remained underrepresented in the Army (12 percent, see appendix table D-26).

Prior to FY03, the percentage of non-Hispanic blacks was larger in DoD accessions than in the comparatively-aged civilian population. There was a sharp decline in non-Hispanic black accessions after the first Gulf War, but since FY03, the percentages of black accessions and black civilians are similar.

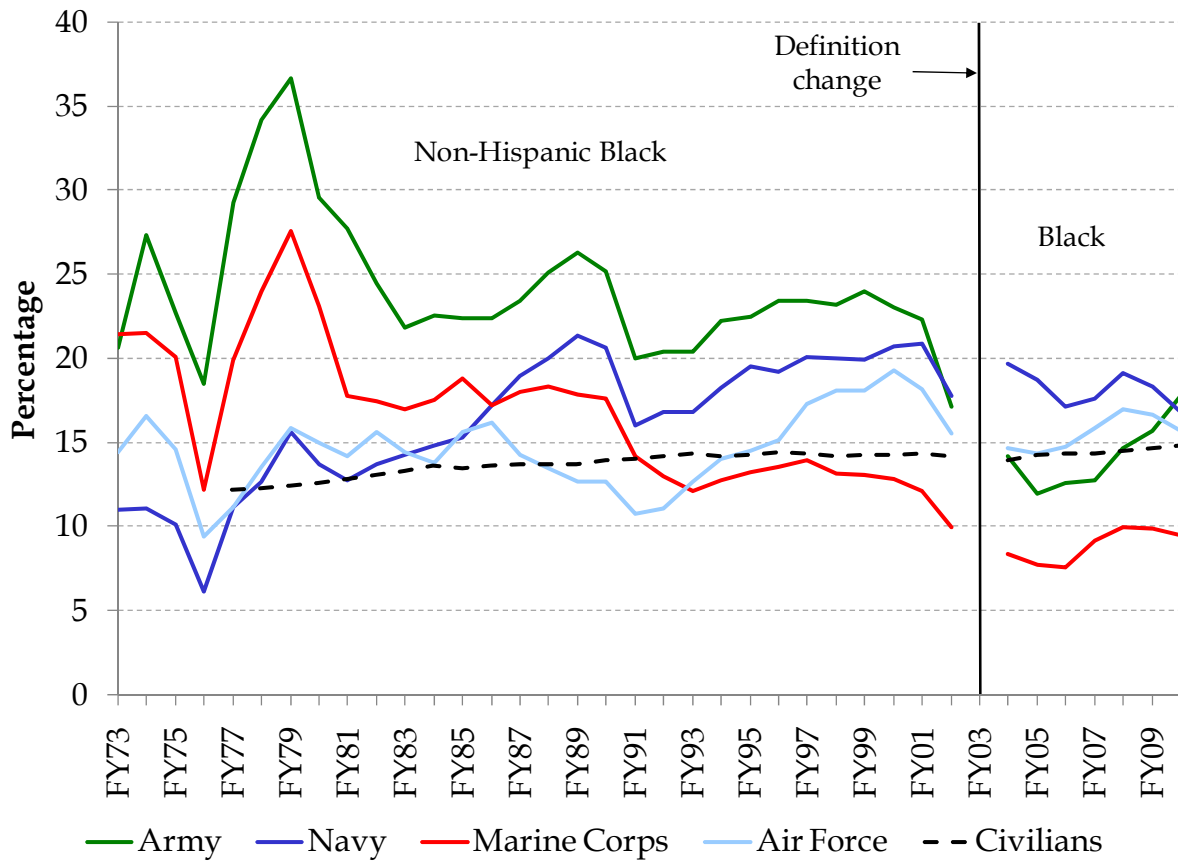
**Figure 10. Percent black or Hispanic, AC NPS enlisted accessions and 18 to 24 year-old civilians, FY78-FY10**



Note: Accession and civilian data are from appendix tables D-22 and D-23. Enlisted accessions include only NPS enlisted personnel.

Historically, the Army has had the highest percentage of non-Hispanic black accessions of all the services (see figure 11), considerably exceeding the comparable civilian population. Since FY03, however, blacks represented a higher percentage of accessions in the Navy than in other services.

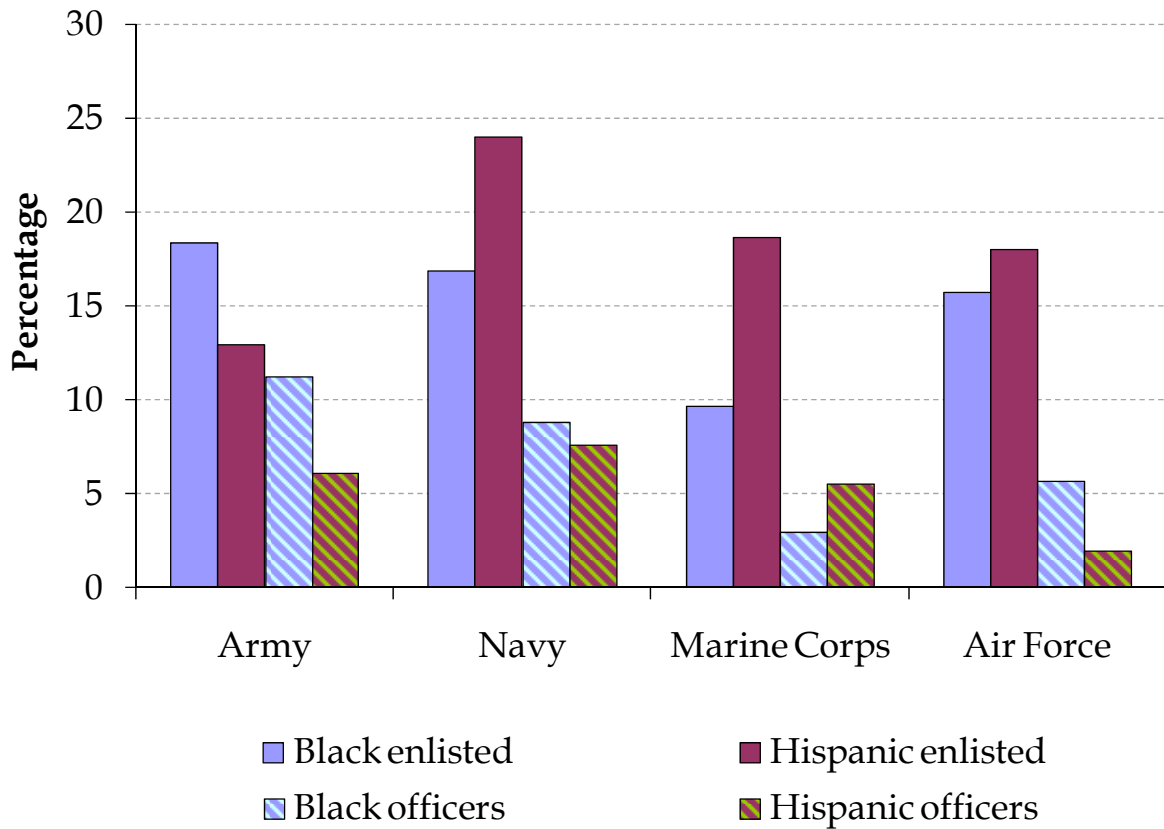
**Figure 11. Percent black, AC NPS enlisted accessions, by service, FY73–FY10**



Note: Data for FY03 to FY10 accessions and 18 to 24 year-old civilians are from appendix table D-26. Data for FY73 to FY02 accessions and civilian college graduates are from appendix table D-6 in the FY02 Pop Rep report. Enlisted accessions include only NPS enlisted personnel.

We find that enlisted accessions were more diverse than officer gains in FY10 (see figure 12). In FY10, 51 percent of Navy enlisted accessions were non-white, and roughly one-third of the other services’ accessions were non-white (see appendix table B-10). Racial and ethnic diversity among officer gains was similar across the services, with less than one-quarter coming from a minority group. The Navy had the highest percentages of Hispanic enlisted accessions and officer gains, and the Army had the highest percentages of black accessions and gains. The difference between the percentages of enlisted accessions and officer gains that were black was largest in the Air Force (10.1 percentage points) and smallest in the Marine Corps (6.7 percentage points). The difference between the percentages of enlisted accessions and officer gains that were Hispanic was largest in the Navy (16.4 percentage points) and smallest in the Army (6.9 percentage points).

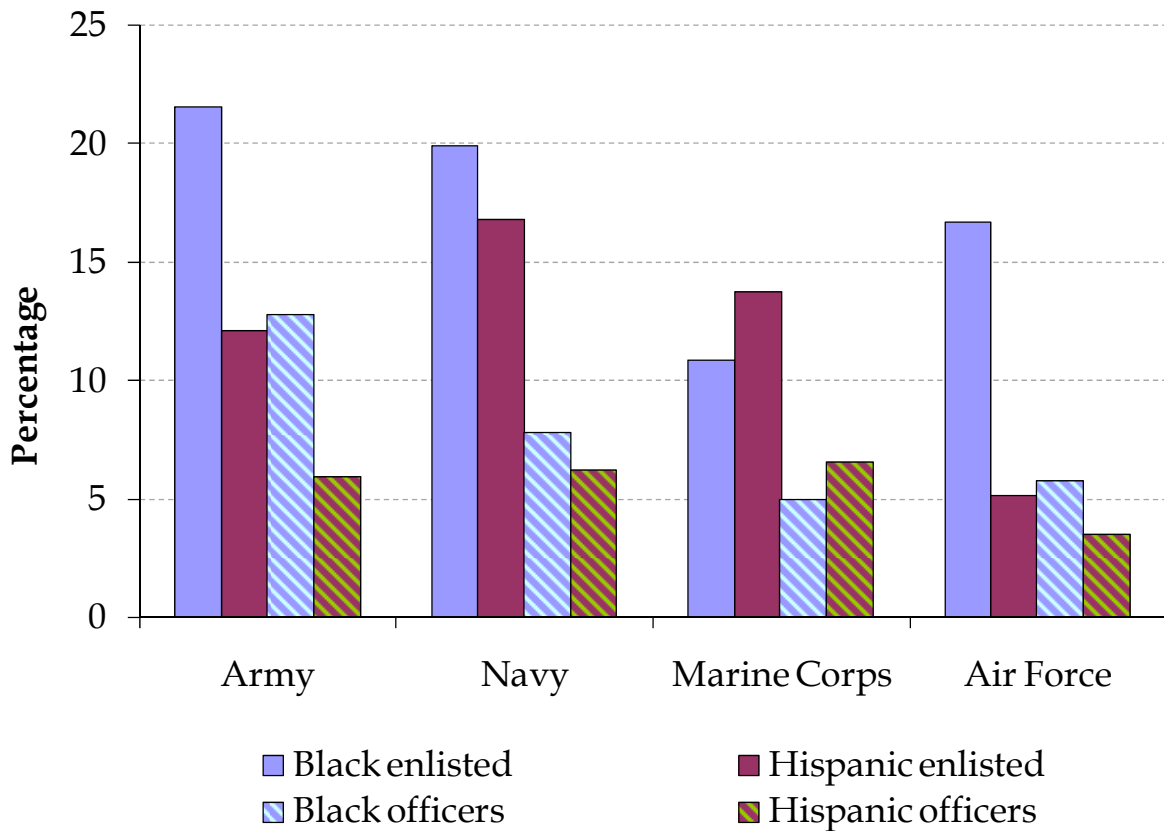
**Figure 12. Percent black or Hispanic, AC NPS enlisted accessions and officer gains, by service, FY10**



Note: Data are from appendix tables B-10 and B-25. Enlisted accessions include only NPS enlisted personnel.

In FY10, a higher percentage of endstrength (enlisted and officer) was black than Hispanic in all services but the Marine Corps (see figure 13). The percentages of black enlisted personnel and officers were highest in the Army and lowest in the Marine Corps. The percentage of Hispanics in the enlisted force was highest in the Navy. For the officer corps, the Marine Corps' had the highest percentage of Hispanics.

**Figure 13. Percent black or Hispanic, AC enlisted endstrength and officer corps, by service, FY10**



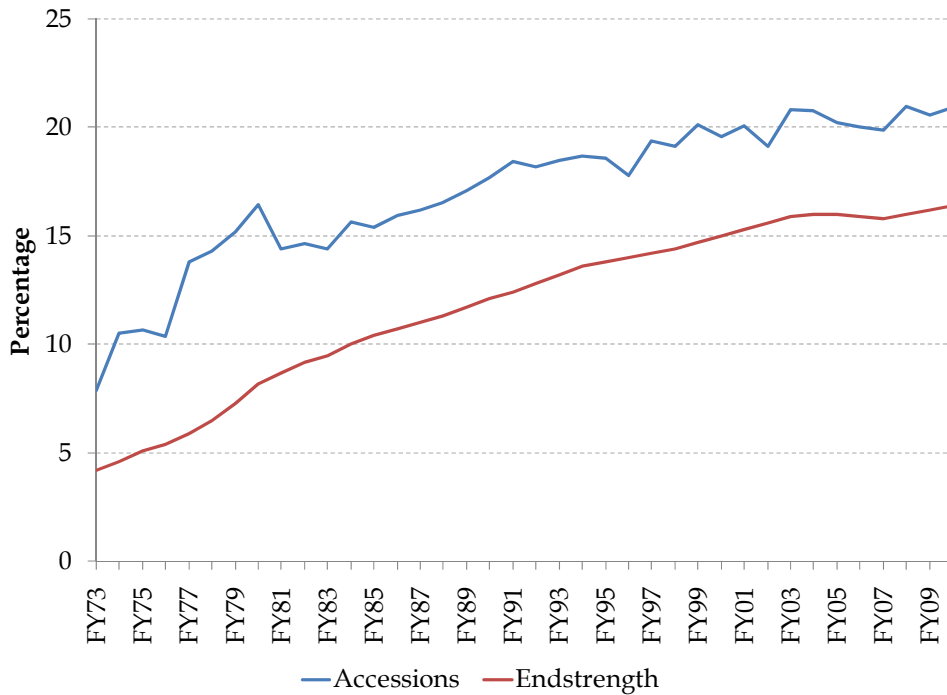
Note: Data are from appendix tables B-17 and B-25.

## Women in AC accessions, enlisted endstrength, and the officer corps

In this subsection, we discuss historical trends in female representation in enlisted accessions, enlisted endstrength, and the officer corps.

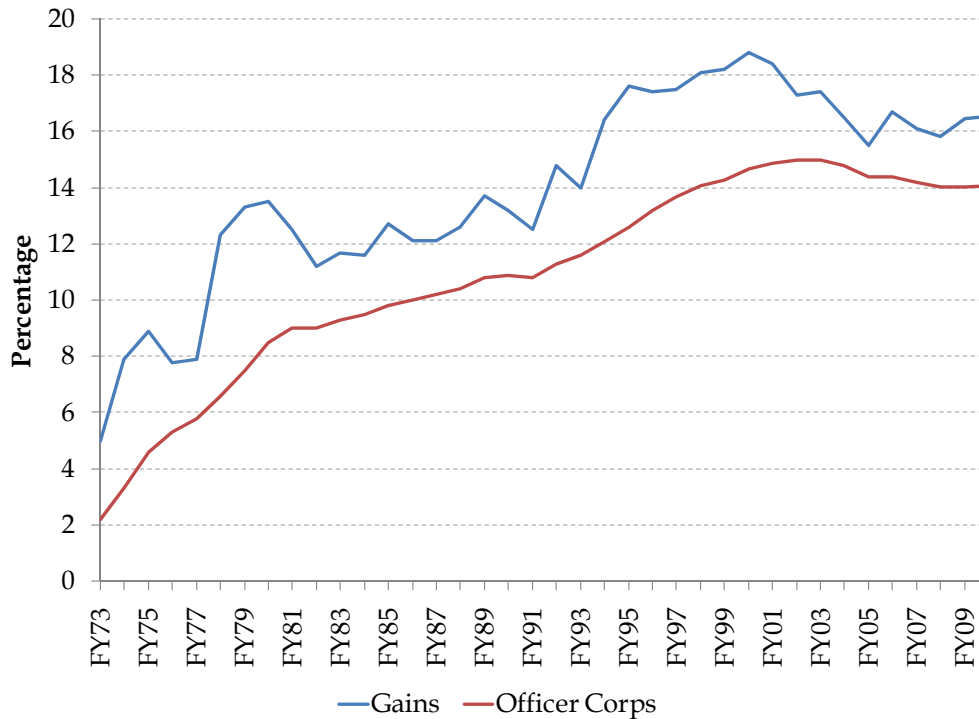
Figures 14 and 15 display the percentage of female DoD enlisted accessions or officer gains and their respective endstrengths. The percentage of female strength in the enlisted force and in the officer corps have been increasing over time, with some flattening of the enlisted trend in recent years. Female enlisted accessions and female officer gains are more volatile than are endstrength numbers.

**Figure 14. Female share of NPS enlisted accessions and enlisted endstrength, FY73-FY10**



Note: Data are from appendix tables D-5 and D-16. Enlisted accessions include only NPS enlisted personnel.

**Figure 15. Female share of officer gains and officer corps, FY73-FY10**



Note: Data are from appendix tables D-16 and D-19.

In FY70, no service had more than a 6-percent female share of enlisted accessions. Between FY70 and FY05, the Air Force was the most female, followed by the Army, the Navy, and the Marine Corps. The percentage of female enlisted accessions in the Air Force increased sharply to 20 percent during the 1970s; the Air Force led the services in terms of female accessions during the 1980s, and, by the late 1990s, female accessions rose to over 25 percent. Since then, the percentage of female accessions in the Air Force has fallen. The Army had a similar female accession pattern, but at a lower scale — peaking at 20 percent in FY00. Like the Air Force, the Army has seen its share of female enlisted accessions fall since the late 1990s. The Navy’s percentage of female accessions tracks just below the Army’s, but instead of falling since the late 1990s, the percentage of women rose from 16 percent in FY06 to 22 percent in FY10 — overtaking both the Army and Air Force. In FY10, less than 10 percent of Marine Corps accessions were female.

## **Geographic representation of AC enlisted accessions<sup>13</sup>**

In this subsection, we describe where enlisted accessions come from.

There are marked differences in the regional affiliation of accessions before and after FY85 (see figure 16). The Census Bureau divides the country into four regions: Northeastern, North Central, South, and West. The Northeast includes states in the New England and Middle Atlantic Census divisions; the North Central region includes states in the East North Central and West North Central divisions; the South includes states in the South Atlantic, East South Central, and West South Central divisions; and the West region includes states in the Mountain and Pacific divisions. For completeness, accessions from U.S. territories, possessions, or “unknown” regions are grouped together in the “other” category.

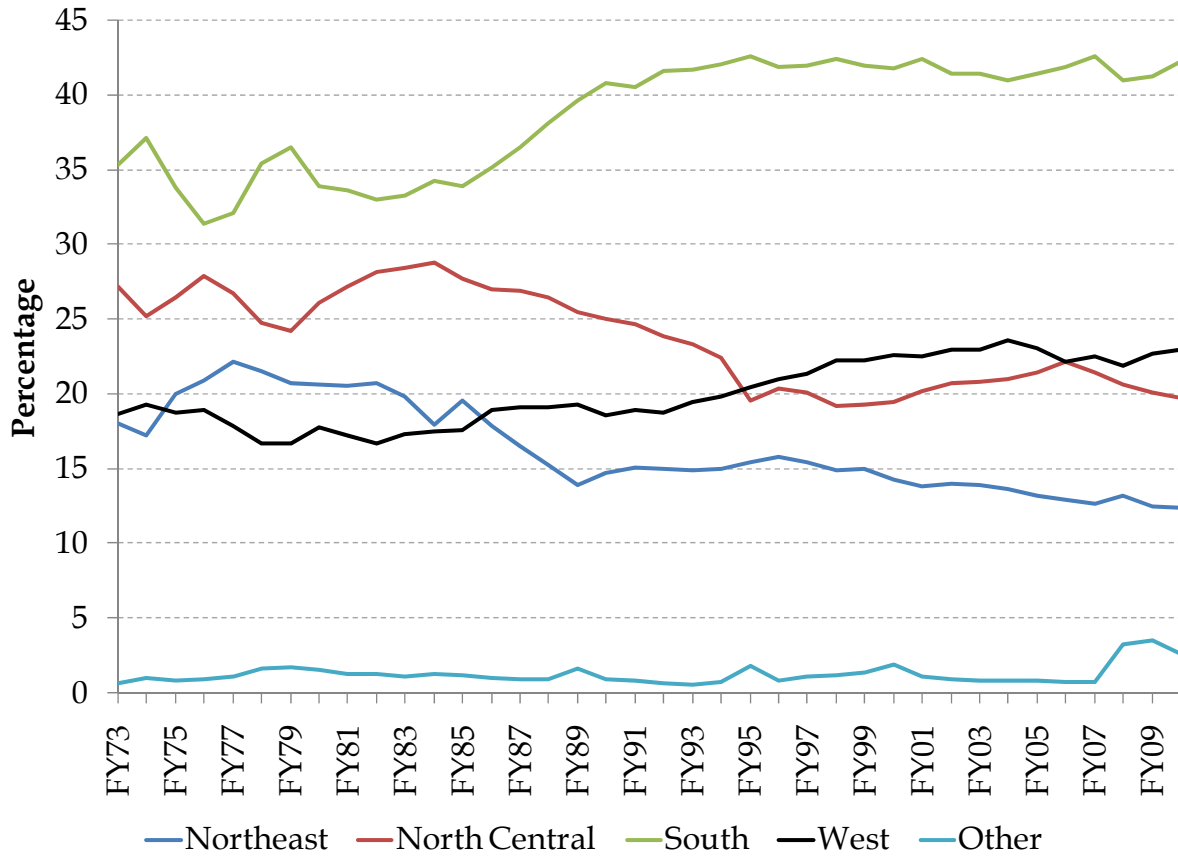
From FY73 to FY85, roughly 35 percent of enlisted accessions came from the South and 25 percent from the North Central region, while the remaining 40 percent of accessions came from the West and the Northeast. After FY85, accessions were drawn more heavily from the South and the West and less so from the Northeast and North Central regions. This reflects general population trends, as the “Sunbelt” states in the South and West regions made up an increasingly larger share of the U.S. population in the 1980s and 1990s. Recruiting commands take into account the geographic shifts in population, as well as the propensity to serve, as they place recruiters across the country. In this way, they can determine where the majority of accessions will come from.

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<sup>13</sup> Data on the geographic representation of AC enlisted endstrength, officer gains, and the officer corps are not available in the technical appendixes.



**Figure 16. Geographic distribution of NPS enlisted accessions, FY73–FY10**



Note: Data are from appendix table D-10. Enlisted accessions include only NPS enlisted personnel. In this analysis, we use the geographic regions as defined by the Census Bureau. The Northeast region includes states in the New England and Middle Atlantic Census divisions; the North Central region includes states in the East North Central and West North Central divisions; the South region includes states in the South Atlantic, East South Central, and West South Central divisions; the West region includes states in the Mountain and Pacific divisions; and “other” includes territories, possessions, and unknowns.

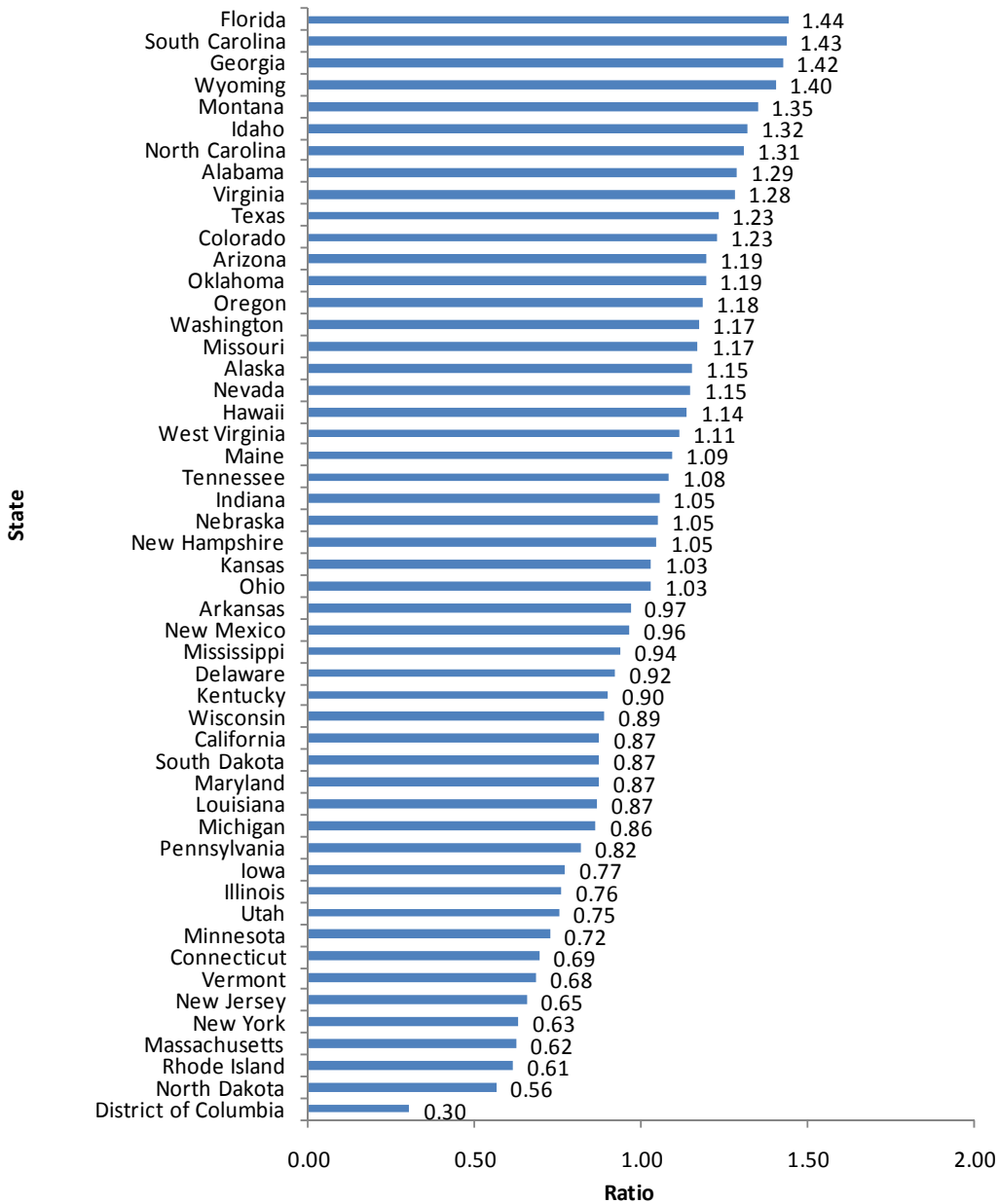
In figure 17, we show the ratio of a state’s FY10 accession share to the state’s share of the U.S. 18 to 24 year-old population. A ratio of one implies that a state’s share of DoD accessions was equal to its share of 18 to 24 year-olds. A ratio greater than one implies that relative to its proportion of the 18 to 24 year-old population, the state had a larger percentage of accessions. A ratio of less than one implies a smaller percentage of accessions relative to a state’s proportion of the 18 to 24 year-old population.

The FY10 ratios ranged from 0.30 to 1.44. No state had a ratio of one – where its share of accessions matched its share of the 18 to 24 year-old population. Twenty-seven states could be considered overrepresented in accessions (ratios greater than one), while 23 states and the District of Columbia (D.C.) could be considered underrepresented (ratios less than one). Florida had the highest ratio at 1.44. Specifically, 7.5 percent of FY10 enlisted accessions came from Florida, which is home to only 5.2 percent of the 18 to 24 year-old U.S. population. D.C. contributed the fewest accessions relative to its age-

relevant population, with a representation ratio of 0.30. Only 0.07 percent of new recruits were from D.C., but 0.22 percent of 18 to 24 year-olds lived in D.C. Differences in the ratios can be explained by several factors, including the following:

- The available recruiting resources in a state
- A higher share of the age-relevant population that is qualified to enlist
- An age-relevant population with a higher propensity to enlist

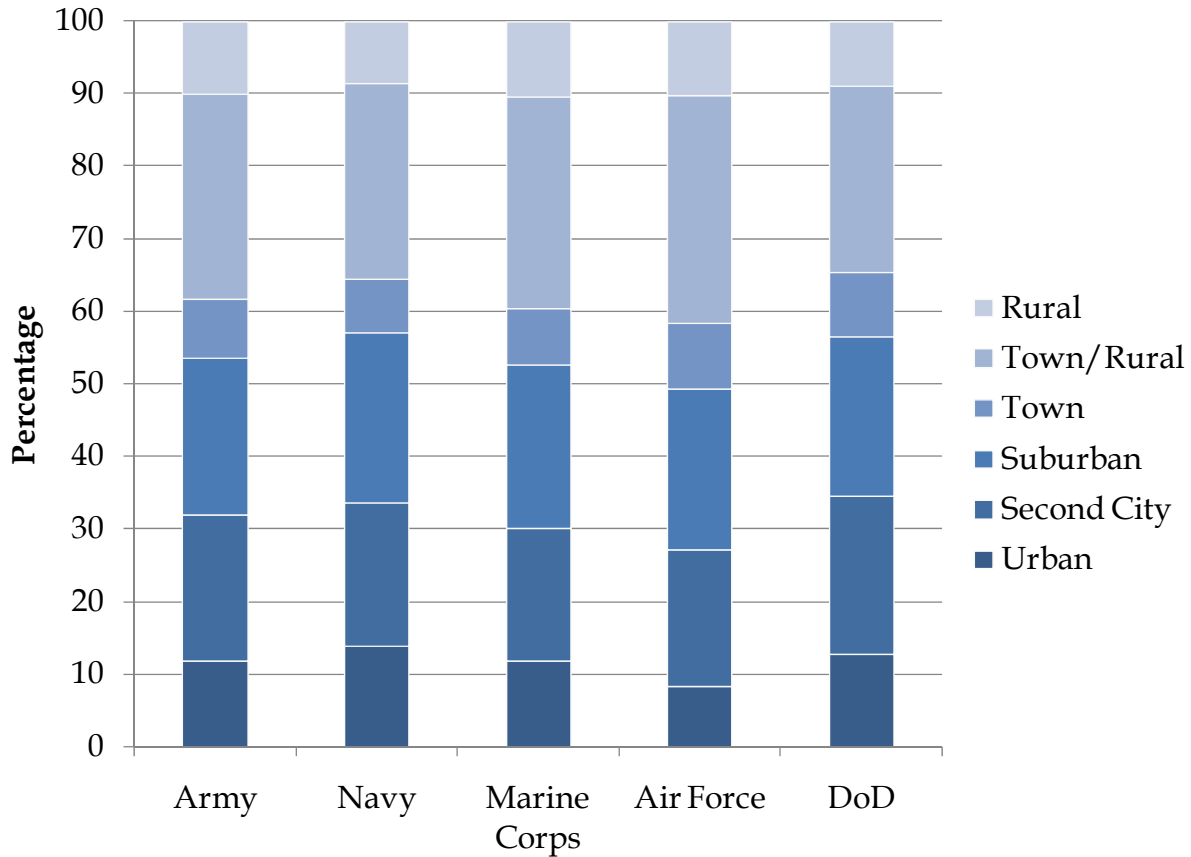
**Figure 17: Enlisted accession-share-to-civilian-share ratios, by state, FY10**



Note: Data are from appendix table B-46. Enlisted accessions include only NPS enlisted personnel.

Next, we look to the urbanicity of accessions' home communities in figure 18. Urbanicity is defined by an area's population density. To illustrate the differences in population density, the bars in figure 18 get progressively lighter. The darkest portions (bottom of the graph) represent the percentage of enlisted accessions that come from urban communities (most dense), and the lightest portions (top of the graph) represent the percentage of accessions that come from rural areas (least dense).

**Figure 18. Urbanization of home communities of AC NPS enlisted accessions, by service, FY10**



Note: Data are from appendix table B-41. Enlisted accessions include only NPS enlisted personnel. The Claritas Demographic Estimation Program defines areas by population density: urban areas are the most dense and rural areas are the least dense. Second cities are closer in population density to suburban than urban areas, but are the population center of the surrounding community.

This section highlighted trends in the AC of the DoD services. In the next section, we consider the RC.

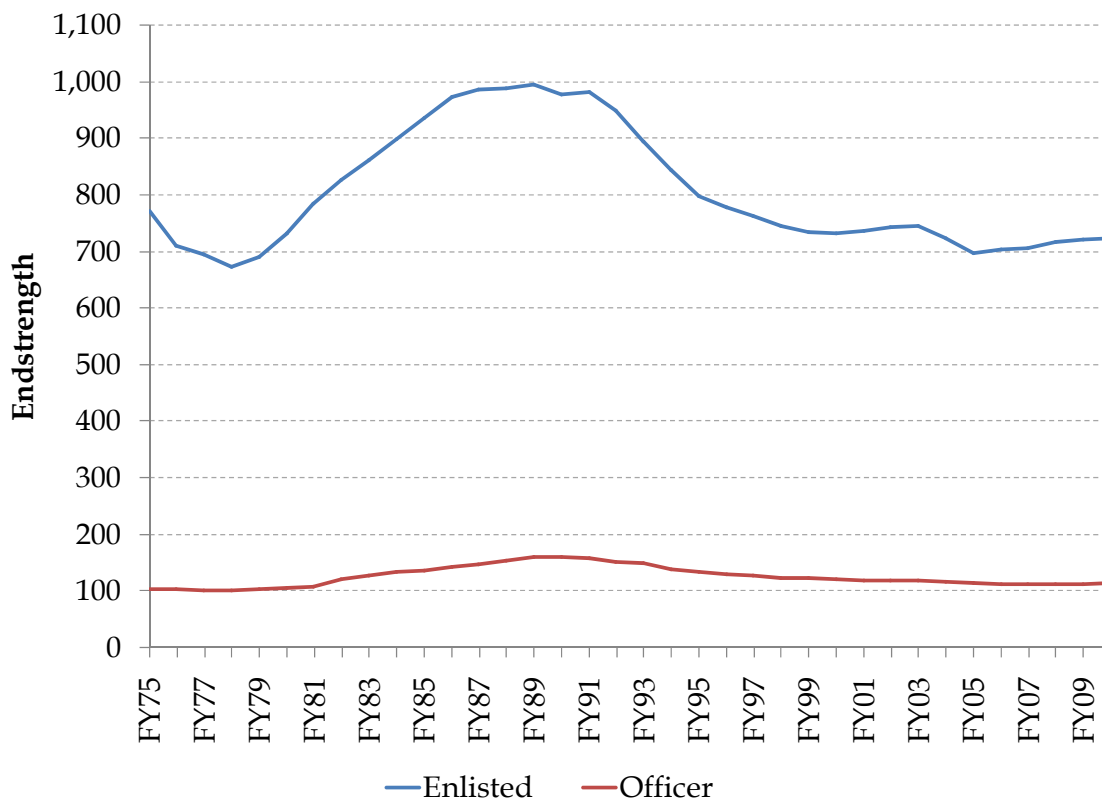
## Section III: DoD Reserve Component (RC)

The DoD RC consists of six elements: the Army National Guard (ARNG), the Army Reserve (USAR), the Navy Reserve (USNR), the Marine Corps Reserve (USMCR), the Air National Guard (ANG), and the Air Force Reserve (USAFR).

In FY10, the RC gained 64,404 NPS enlisted personnel, 92,980 PS enlisted personnel, and 14,436 officers. Endstrength totaled 723,550 enlisted personnel and 114,423 officers.<sup>14</sup>

Figure 19 tracks DoD RC enlisted and officer endstrength since FY75. In the past five years, enlisted endstrength steadily increased by an average of 0.8 percent each year, growing from 696,500 in FY05 to 723,550 in FY10. The officer corps, on the other hand, declined by roughly 1 percent each year between FY05 and FY08, from 144,600 to 112,100. Between FY08 and FY10, the officer corps grew by 1 percent each year, to 114,200 in FY10.

**Figure 19. RC endstrength, enlisted and officer, FY75–FY10**

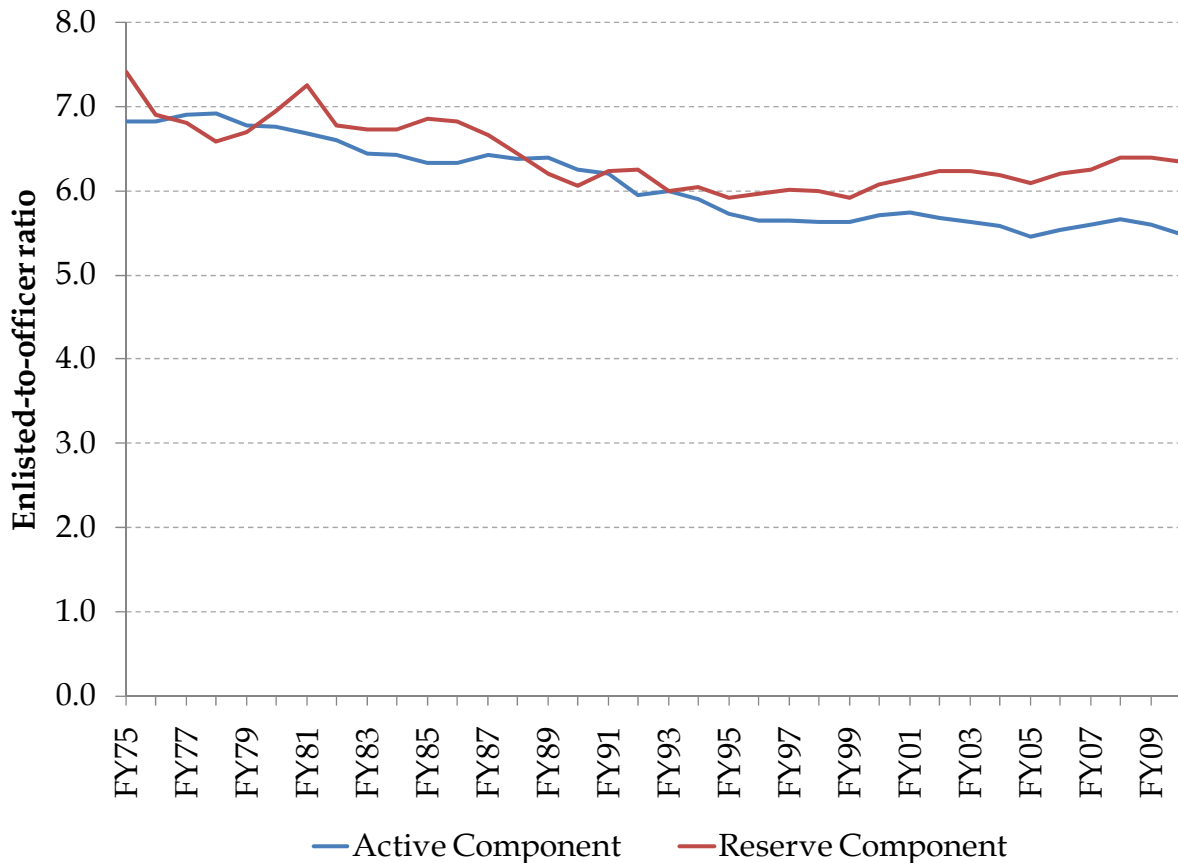


Note: Data are from appendix tables D-20 and D-21.

<sup>14</sup> For definition of “gains” see footnote 3 in section I.

In FY10, the RC was approximately 60 percent the size of the AC, and the RC had a larger proportion of enlisted personnel than the AC. To illustrate the relative personnel composition of the AC and RC, we show the enlisted-to-officer ratio for both components since FY75 in figure 20. In general, the RC has had a higher enlisted-to-officer ratio than the AC, except for the period between FY88 and FY93. Since the early 1990s, the difference between the RC and AC ratios has been increasing. In FY93, both components had an enlisted-to-officer ratio of 6 to 1. By FY10, there were 6.3 enlisted personnel per officer in the RC, but only 5.5 enlisted per officer in the AC.

**Figure 20. DoD AC and RC enlisted-to-officer ratios, FY75–FY10**



Note: Data are from appendix tables D-11, D-17, D-20, and D-21.

In figure 21, we show the historical distribution of RC endstrength (enlisted plus officers) across the six service elements since FY75. Approximately two-thirds of reserve endstrength has been in the ARNG and USAR, with the USAFR, USNR, and USMCR making up progressively smaller shares. Specifically, in FY10, the composition of RC endstrength broken out by element was as follows:

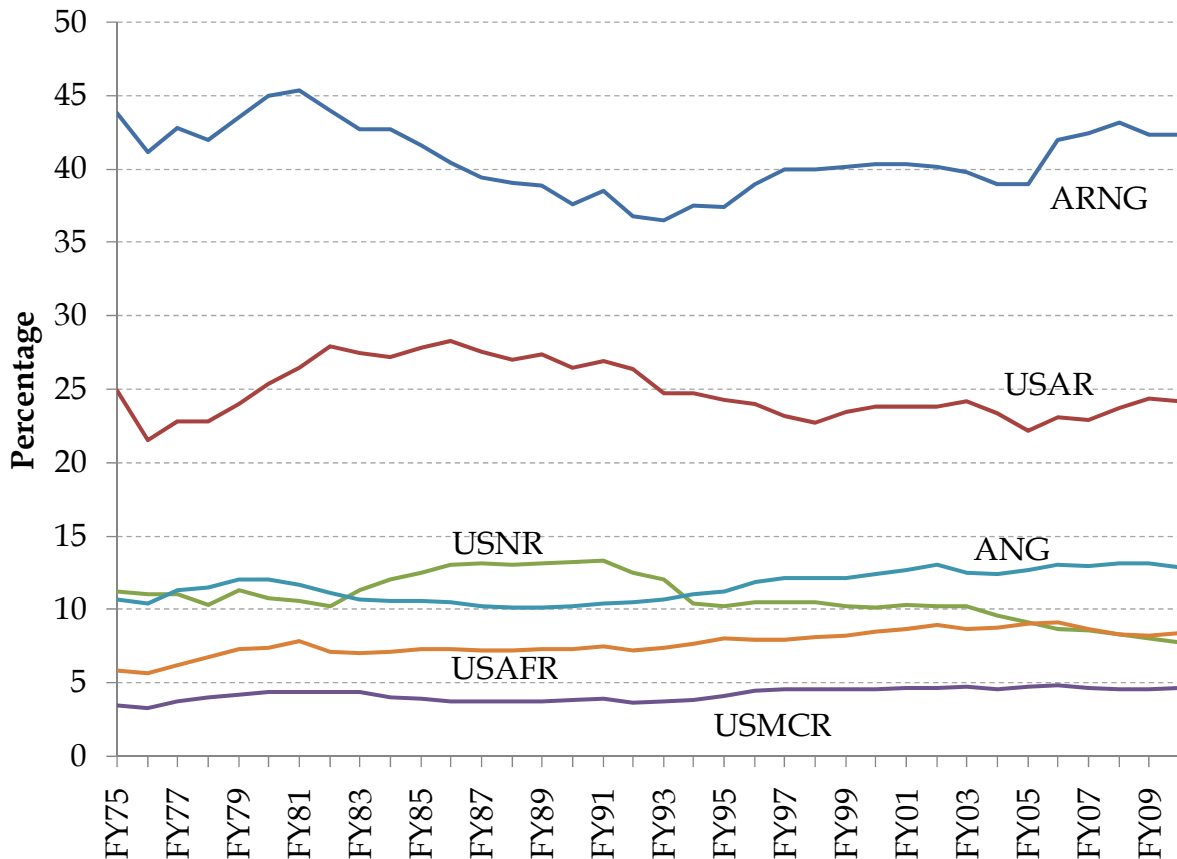
- 42.3 percent in the ARNG
- 24.1 percent in the USAR
- 12.9 percent in the ANG

- 8.4 percent in the USAFR
- 7.8 percent in the USNR
- 4.7 percent in the USMCR

In examining figure 21, we make the following observations:

- The ARNG and the USAR shares move in opposite directions – when the proportion of one element increases, the other decreases.
- In FY90, the share in the USNR peaked at 13.4 percent. Since then, the proportion has been steadily declining.
- The USMCR share has been increasing since the early 1990s.
- Although small, both Air Force reserve elements have been increasing in proportion since the mid-1990s.

**Figure 21. RC shares by service element, FY75–FY10**



Note: Data are from appendix tables D-20 and D-21.

## Quality of RC enlisted gains

Like the AC, the RC prefers to recruit mostly those with Tier 1 education credentials and AFQT score at or above the 50<sup>th</sup> percentile.<sup>15</sup> In FY10, the RC had a smaller proportion of Tier 1 enlisted gains than the AC; a little more than 90 percent of RC enlisted gains were Tier 1 (see appendix table C-6), compared with 97.6 percent of AC accessions (see appendix table B-7). The USMCR and the USAFR had the highest percentages of Tier 1 enlisted gains, with 99 and 99.5 percent, respectively.

Similar to the AC, approximately 70 percent of all RC enlisted gains had an AFQT score in the top half of the distribution in FY10 (see appendix table C-4). For each service's guard and reserve elements, over 60 percent of gains scored above the 50<sup>th</sup> percentile on the AFQT. The ANG had the highest percentage of enlisted gains in the top half of the AFQT score distribution (78 percent), and the ARNG had the lowest (68 percent).<sup>16</sup>

## RC Marriage rates, gender, and racial/ethnic representation

In this subsection, we provide statistics on marriage rates, the female share, and the racial and ethnic distribution of enlisted and officer personnel in the RC.

In general, RC men are more likely to be married than RC women. More RC officers are married than RC enlisted personnel, likely because officers tend to be older than enlisted personnel (see appendix tables C-11 and C-17).

Like the AC, the RC strives for a diverse force. Overall, in FY10, roughly 20 percent of both enlisted and officer gains were women. In FY10, women made up almost 18 percent of enlisted endstrength and 19 percent of the officer corps.

We show the racial and ethnic distribution of minority RC enlisted personnel and officers in figures 22 and 23. The racial groups include black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander, two or more races, and unknown.<sup>17</sup> White enlisted personnel and officers, make up 75 percent of both enlisted gains and enlisted endstrength in FY10. The vertical line in the graph designates a change from race categories to the ethnic category of Hispanic.

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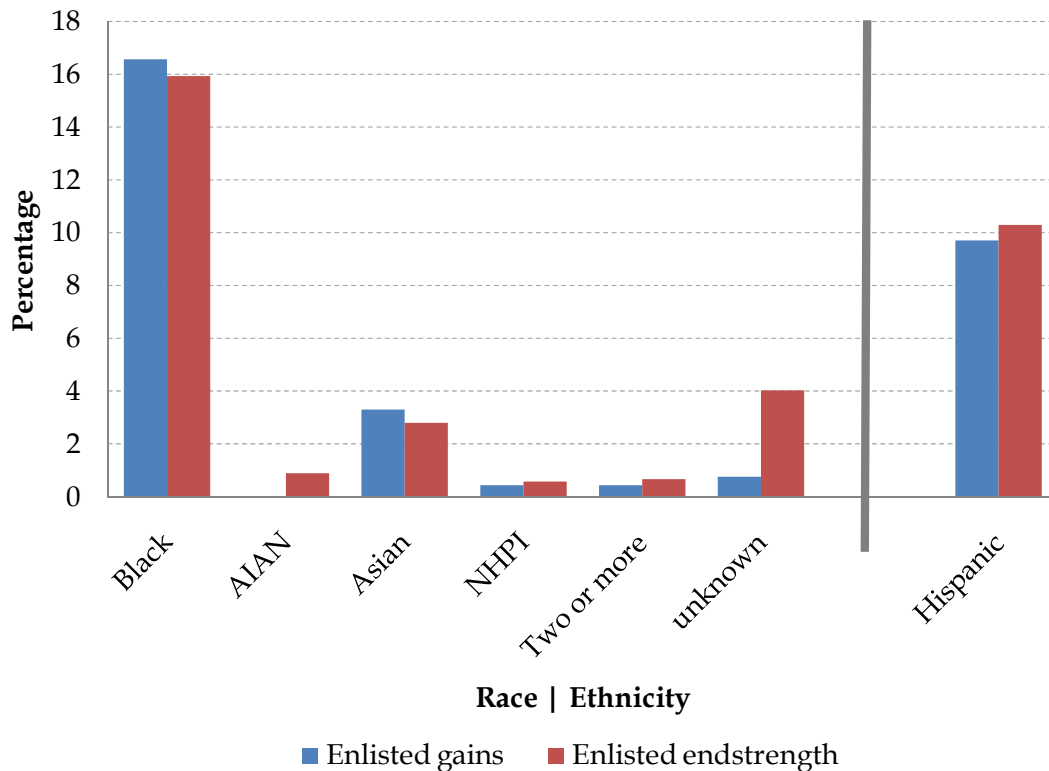
<sup>15</sup> Tier 1 educational credentials include a high school diploma, an adult education diploma, or one semester of college.

<sup>16</sup> Although appendix table C-4 shows that only 28 percent of Navy enlisted accessions had an AFQT score above 50, 63 percent have "other/unknown" scores.

<sup>17</sup> Both Hispanics and non-Hispanics are included in all race categories. For example, the black category includes both Hispanic blacks and non-Hispanic blacks.

In figure 22, blacks made up 16.6 percent of enlisted gains and 15.9 percent of enlisted endstrength. Asians made up the third largest racial group for both enlisted accessions and endstrength; Asians made up 3.3 percent of enlisted gains and 2.8 percent of enlisted endstrength. The racial distribution of the RC enlisted endstrength in FY10 was similar to the distribution in FY09 with one exception – the percentage of Asians in FY10 was 0.6 percentage points higher than in FY09. The proportion of Hispanics also increased between FY09 and FY10.<sup>18</sup>

**Figure 22. Minority race and ethnicity distributions, RC enlisted gains and enlisted endstrength, FY10**



Note: Data are from appendix tables C-3 and C-13. Enlisted gains include only NPS enlisted personnel. AIAN denotes American Indian/Alaskan Native and NHPI is Native Hawaiian/Pacific Islander.

Although the racial composition of RC enlisted endstrength did not change greatly between FY09 and FY10, the same is not true for the RC officer corps. As shown in figure 23, 75.9 percent of officer gains and 80.8 percent of the officer corps were white in FY10; this is lower than the FY09 percentages – 77.9 percent and 81.2 percent, respectively. In FY10, blacks made up 10.2 percent of officer gains and 9.8 percent of the officer corps, while Asians made up 4.5 percent of officer gains and 3.1 percent of the officer corps. In terms of ethnicity, 8.4 percent of FY10 officer gains and 5.5 percent of

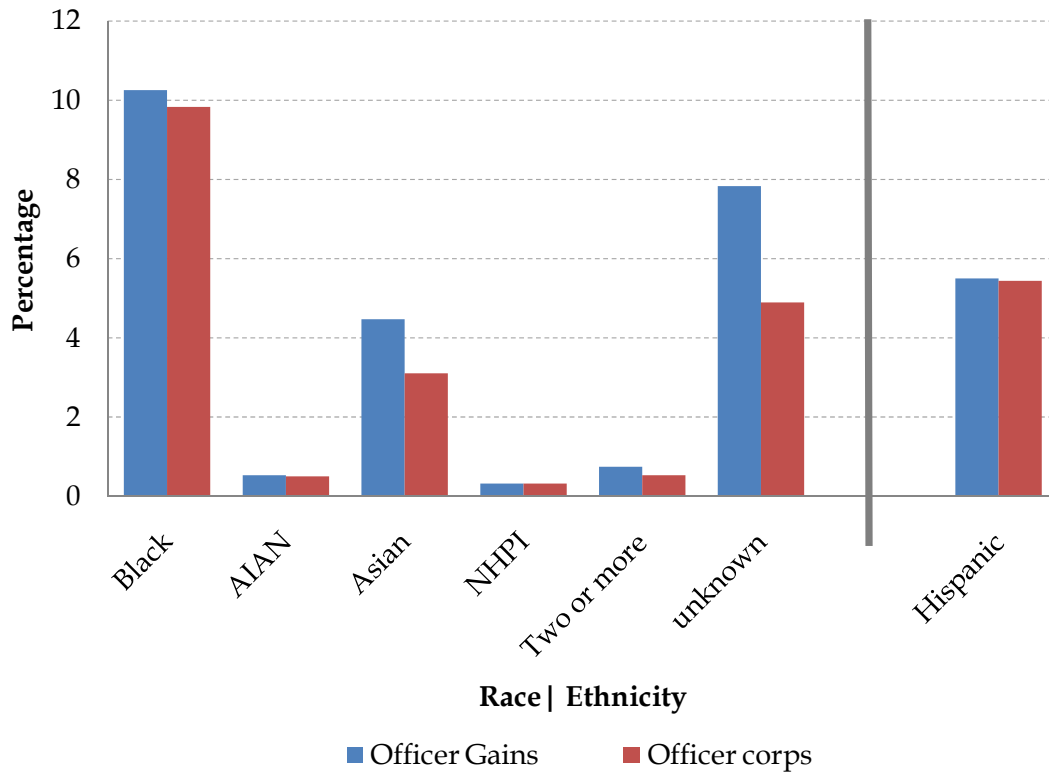
<sup>18</sup> FY09 data are from the FY09 Pop Rep appendix tables C-3 and C-14.



the officer corps were Hispanic. The FY10 share of Hispanic gains was slightly smaller than the FY09 share (5.7 percent), but the percentage of Hispanics in the officer corps increased from its FY09 share of 5.3 percent to 5.5 percent in FY10.<sup>19</sup>

Service element comparisons show that the ANG had the smallest percentage of non-whites – 18.4 percent of enlisted endstrength and 11.7 percent of the officer corps. The USNR had the largest percentage of non-white enlisted endstrength (37.5 percent), while the USAR had the largest percentage of non-white officers (27.6 percent) in FY10.

**Figure 23. Minority race and ethnicity distributions, RC officer gains and officer corps, FY10**



Note: Data are from appendix table C-20. AIAN denotes American Indian/Alaskan Native and NHPI is Native Hawaiian/Pacific Islander.

We have now completed our analysis of DoD servicemembers, both enlisted personnel and officers. In section IV, we turn to the DHS service – the U.S. Coast Guard.

<sup>19</sup> FY09 data are from the FY09 Pop Rep appendix table C-20.

## Section IV: U.S. Coast Guard

The U.S. Coast Guard is the smallest of the five armed services. The Coast Guard is part of the Department of Homeland Security (DHS); however, in wartime, the Coast Guard may be called to join the Navy, and therefore fall under DoD jurisdiction.<sup>20</sup>

In FY10, U.S. Coast Guard AC endstrength was made up of 33,000 enlisted personnel and 7,000 officers. This was a decrease of 3.4 percent in enlisted endstrength and an increase of 0.3 percent in the officer corps from FY09 levels. U.S. Coast Guard RC endstrength consisted of 6,600 enlisted members and 1,200 officers in FY10. RC enlisted endstrength grew by 4.7 percent between FY09 and FY10, while the RC officer corps shrank by 3.2 percent.

### Quality of AC enlisted applicants and accessions

The U.S. Coast Guard AC had 5,600 applicants and some 2,200 NPS enlisted accessions in FY10.<sup>21</sup> Almost 30 percent of both applicants and accessions were women, which is higher than in any of the DoD services.

Like the DoD services, the U.S. Coast Guard prefers recruits with a high AFQT score (above the 50th percentile) and with Tier 1 educational credentials.<sup>22</sup> In figure 24, we present the FY10 percentages of AC applicants and enlisted accessions with an AFQT score at or above the 50th percentile and the percentages with Tier 1 educational credentials. Then, in figure 25, we compare the quality of AC enlisted accessions across the five armed services (DoD and Coast Guard).<sup>23</sup>

We find that the U.S. Coast Guard's AC applicant distribution across AFQT score categories in FY10 was similar to that of the other military services. Almost 69 percent of U.S. Coast Guard applicants scored above the 50th percentile in FY10 (see figure 24). Despite an applicant pool that was similar to those of the other services, the Coast Guard had the highest proportion of accessions who scored in the top half of the AFQT distribution (95 percent), had Tier 1 education credentials (99.3 percent), and were classified as high quality (94.6 percent) (see figure 25).

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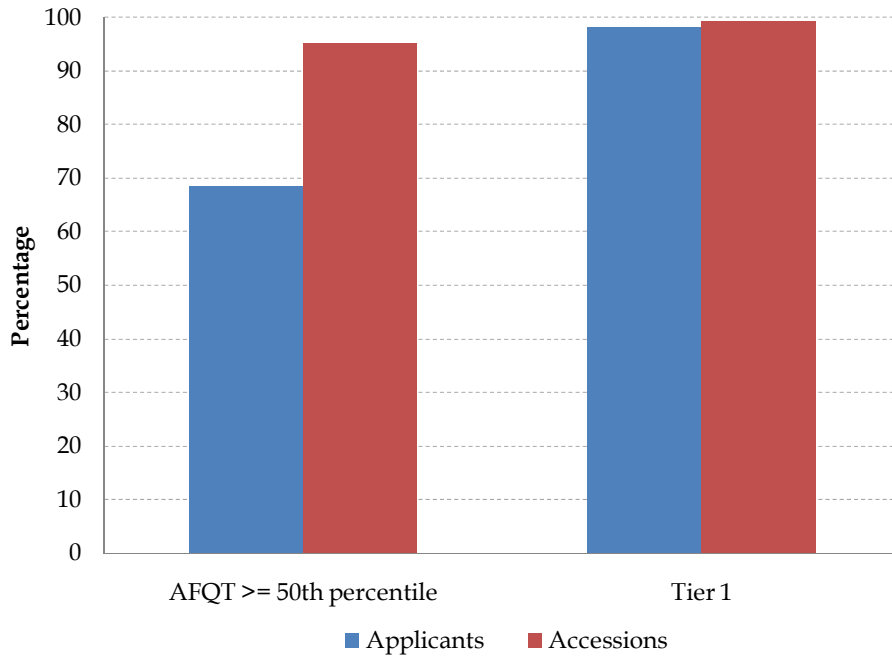
<sup>20</sup> Title 14 of the United States Code governs the process by which authority over the Coast Guard may be transferred to DoD in wartime.

<sup>21</sup> As in the DoD sections (II and III), enlisted accessions include only NPS enlisted personnel because PS enlisted accessions make up a relatively small percentage of all enlisted accessions.

<sup>22</sup> Tier 1 educational credentials include a high school diploma, an adult education diploma, and one semester of college.

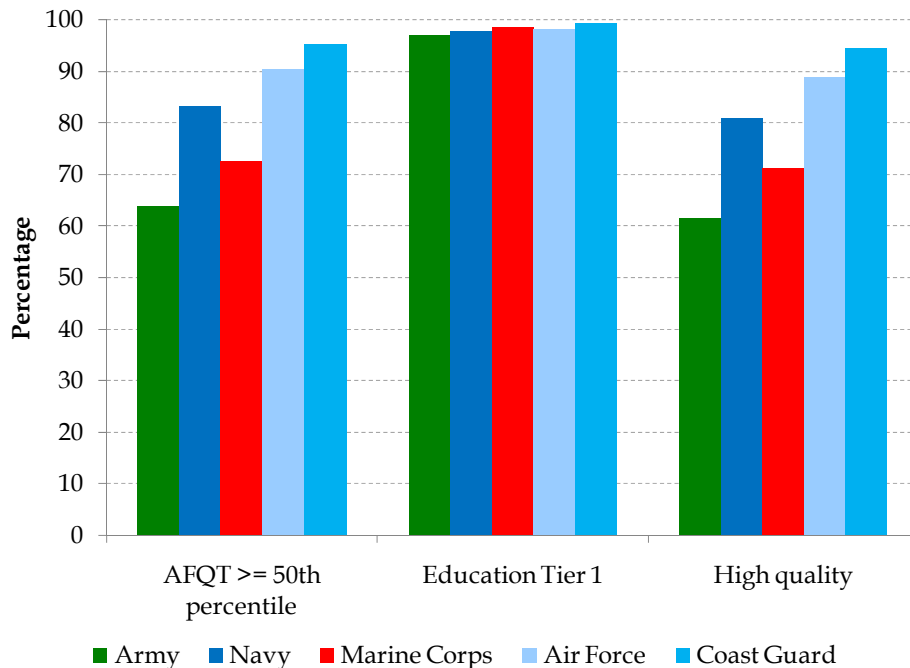
<sup>23</sup> Data on the quality of U.S. Coast Guard RC applicants, accessions, and endstrength are not provided.

**Figure 24. Quality of U.S. Coast Guard AC enlisted applicants and accessions, FY10**



Note: Applicant data are from appendix tables E-3 (AFQT score) and E-4 (education). Enlisted accession data are from appendix tables E-7 (AFQT score) and E-8 (education). Enlisted accessions include only NPS enlisted personnel.

**Figure 25. Quality of AC enlisted accessions, by service, FY10**



Note: DoD accession data are from appendix tables B-4 (AFQT score), B-6 (education), and B-8 (high quality). U.S. Coast Guard accession data are from appendix tables E-7 (AFQT scores), E-8 (education), and E-9 (high quality). Enlisted accessions include only NPS enlisted personnel.

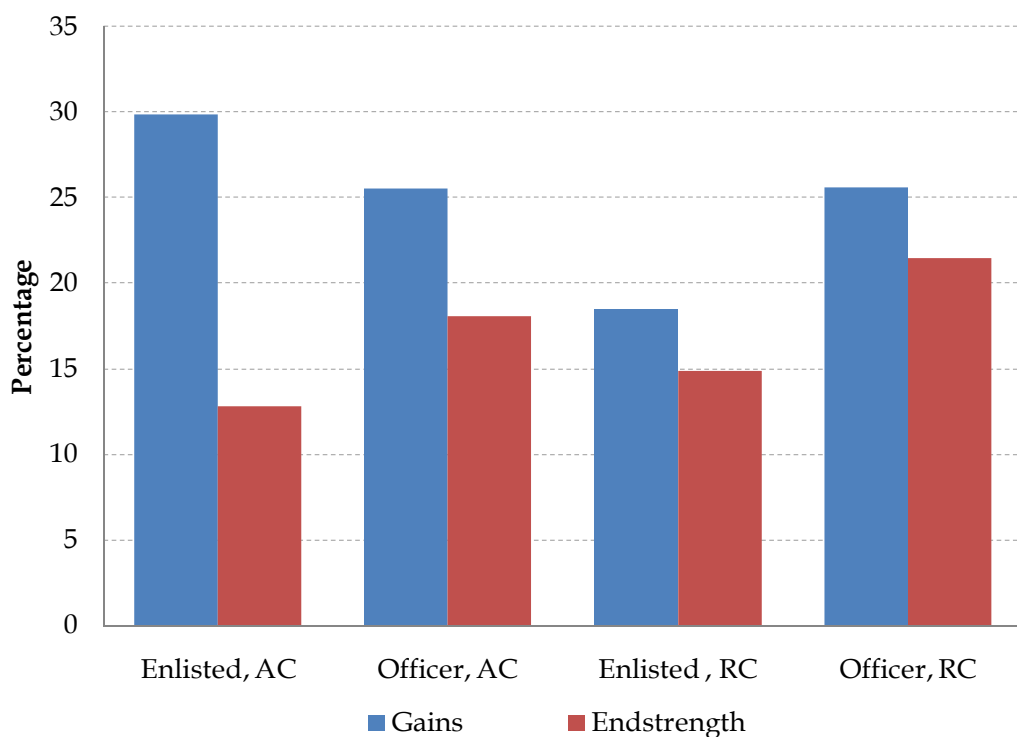
## Gender, race, and ethnicity in the U.S. Coast Guard

Like the other services, the U.S. Coast Guard strives for diversity in its force. In figures 26, 27, and 28, we provide a snapshot of what the U.S. Coast Guard looked like in terms of gender, race, and ethnicity in FY10.

In FY10, a higher proportion of female accessions resulted in larger shares of women in the U.S. Coast Guard's AC and RC than in FY09.<sup>24</sup> In FY10, as we see in figure 26:

- The percentages of women in AC and RC enlisted endstrength were smaller than their corresponding percentages for officers.
- The female share of the AC enlisted population was 12.8 percent (0.4 percentage points higher than the FY09 percentage).
- The female share of AC officers was 18.1 percent (up 0.2 percentage points from FY09).
- Women made up 14.6 percent of the RC enlisted population.
- Women made up 21.3 percent of the RC officer population.

**Figure 26. Female share of U.S. Coast Guard AC gains and endstrength, enlisted and officer, FY10**



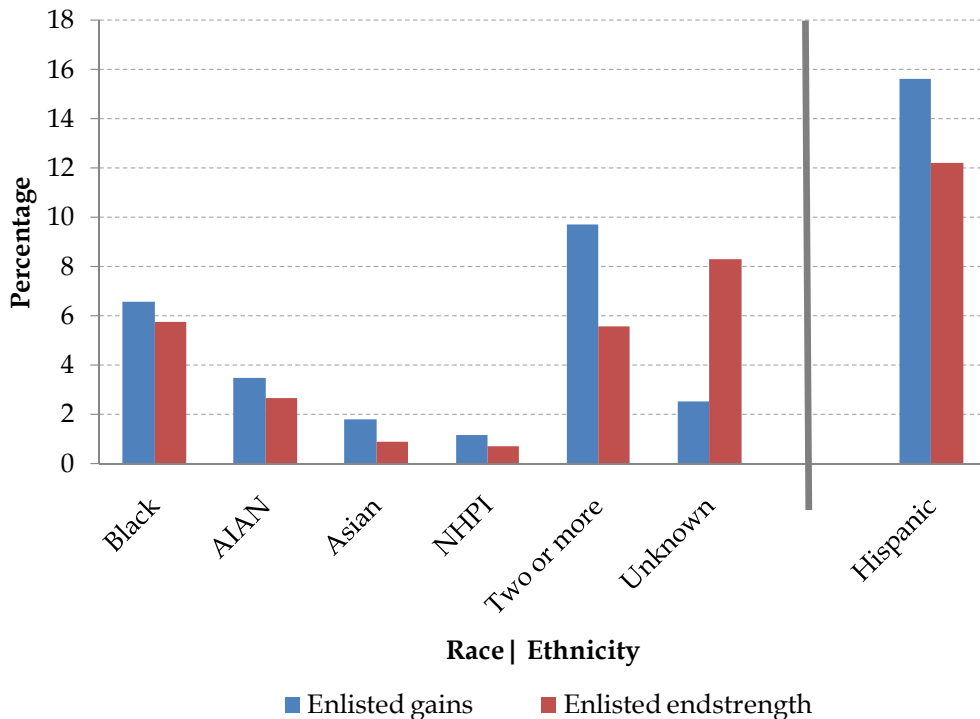
Note: Data are from appendix tables E-5, E-12, E-16, E-20, E-24, and E-27.

<sup>24</sup> FY09 data are from the FY09 Pop Rep appendix tables E-5, E-12, E-16, E-20, E-24, and E-27.

The FY10 racial and ethnic compositions of the Coast Guard’s AC enlisted endstrength and officer corps are shown in figures 27 and 28. The racial groups include black, American Indian/Alaska Native (AIAN), Asian, Native Hawaiian/Pacific Islander, two or more races, and unknown.<sup>25</sup> The percentage of Hispanics is shown on the right side of the graph, and the vertical line designates a change from the race categories to the ethnicity category. Three-quarters of the AC enlisted endstrength and 80 percent of AC officers were white (not shown). Blacks made up 5.8 percent of the Coast Guard AC enlisted endstrength and 4.6 percent of the officer population. Those who self-identify with more than one race made up 5.6 percent of enlisted endstrength and 5.1 percent of the officer corps. Hispanics made up slightly over 12 percent of enlisted personnel.

Between FY09 and FY10, the U.S. Coast Guard became more diverse in its racial and ethnic composition. The enlisted proportions of blacks, Asians, those with more than one race, and Hispanics all increased. The largest growth was in the percentage of Hispanics in the AC. In FY09, the enlisted force was 11.9 percent Hispanic, rising to 12.2 in FY10. The share of Hispanics also grew for AC officers, from 6.1 percent in FY09 to 6.4 percent in FY10.

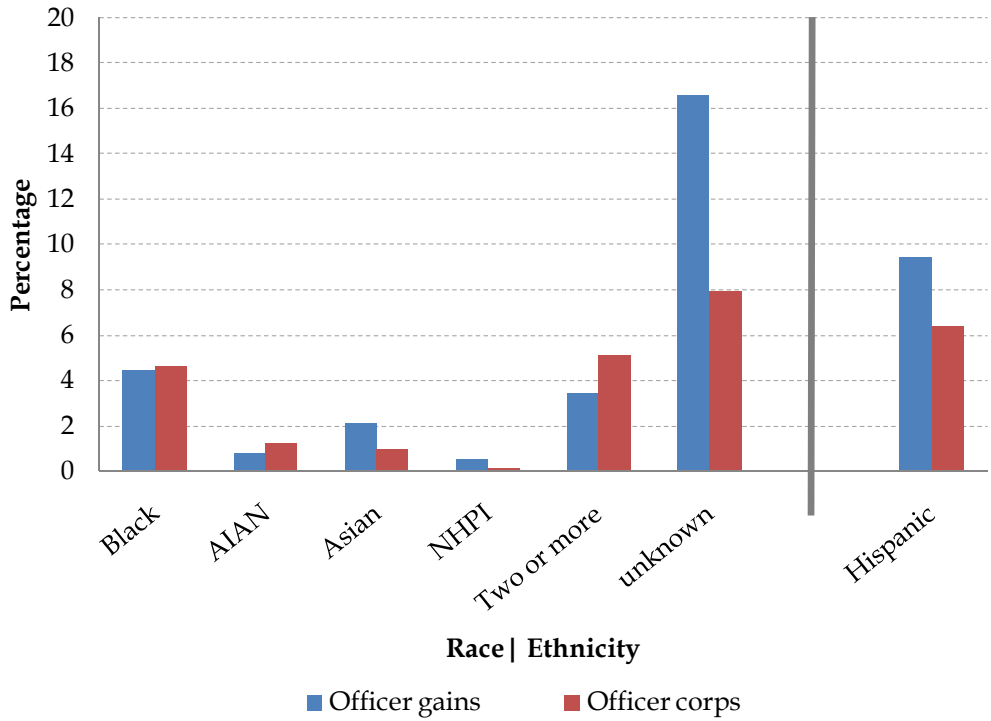
**Figure 27. Minority race and ethnicity of U.S. Coast Guard AC enlisted accessions and enlisted endstrength, FY10**



Note: Data are from appendix tables E-6 and E-13. AIAN denotes American Indian/Alaskan Native and NHPI is Native Hawaiian/Pacific Islander. Enlisted accessions include only NPS enlisted personnel.

<sup>25</sup> Both Hispanics and non-Hispanics are included in all race categories. For example, the black category includes both Hispanic blacks and non-Hispanic blacks.

**Figure 28. Minority race and ethnicity of U.S. Coast Guard AC officer gains and officer corps, FY10**



Note: Data are from appendix table E-16. AIAN denotes American Indian/Alaskan Native and NHPI is Native Hawaiian/Pacific Islander.

This completes our review of the characteristics of U.S. armed services personnel. We now turn to our special focus section on non-citizen recruits.

## Section V: Non-citizen recruits

Non-citizens with green cards are permitted to join the enlisted force, but all regular officers must be citizens. In this section, we focus on the non-citizen enlisted population of the active components of the Air Force, the Army, the Navy, and the Marine Corps. As a large portion of the growth in the U.S. population is from immigration, non-citizens represent a growing source of potential military recruits. Non-citizens are also a potential source of language and cultural skills that are of strategic importance to military operations outside of the U.S.

In the next subsection, we begin our analysis with statistics on the number of non-citizens enlisted in each service. We follow this with a short discussion on the non-citizen population living in the U.S. and the number of non-citizens recruited into the military over the past decade.<sup>26</sup>

### Non-citizens in the enlisted force

In June of 2010, approximately 16,500 non-citizens were serving in the military, making up 1.4 percent of the enlisted force.<sup>27</sup> In figures 29 and 30, we see that both the number and the share of non-citizens in the enlisted force declined between FY02 and FY10. The decline in the number of non-citizens is the result of fewer non-citizen accessions (see next subsection) and the effect of the FY02 executive order, which reduced the time non-citizen servicemembers had to wait to apply for citizenship to 1 day of honorable service, on servicemembers' citizenship status.<sup>28</sup> McIntosh and Sayala (2011) show that (1) the time it took to become a citizen fell for those non-citizens that accessed around the time of the executive order and (2) that the number of non-citizens obtaining citizenship increased.<sup>29</sup> These factors, when combined with fewer non-citizen accessions, result in fewer non-citizen servicemembers in each fiscal year.

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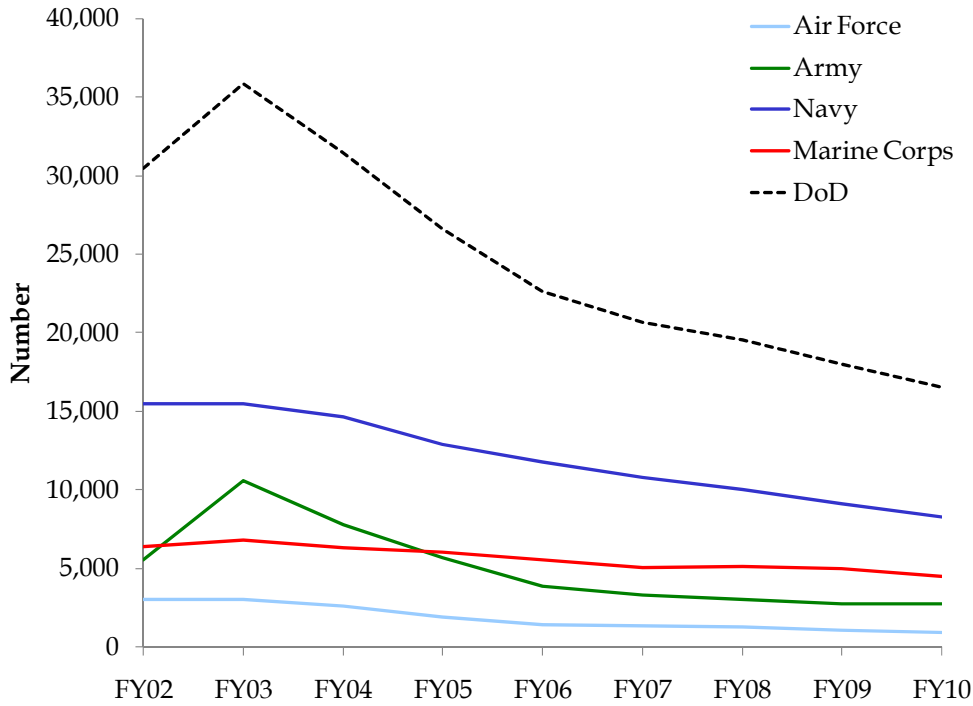
<sup>26</sup> CNA published a report on non-citizens for the Office of the Secretary of Defense, Accession Policy: Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011. This report includes an analysis of non-citizen accessions' first-term attrition rates, their likelihood of becoming a U.S. citizen, and the time it takes a non-citizen to naturalize.

<sup>27</sup> These are calculations using DMDC non-citizen counts from June 2010.

<sup>28</sup> Executive Order no. 13,269, *Expedited Naturalization of Aliens and Noncitizen Nationals Serving in an Active-Duty Status During the War on Terrorism* (June 2002).

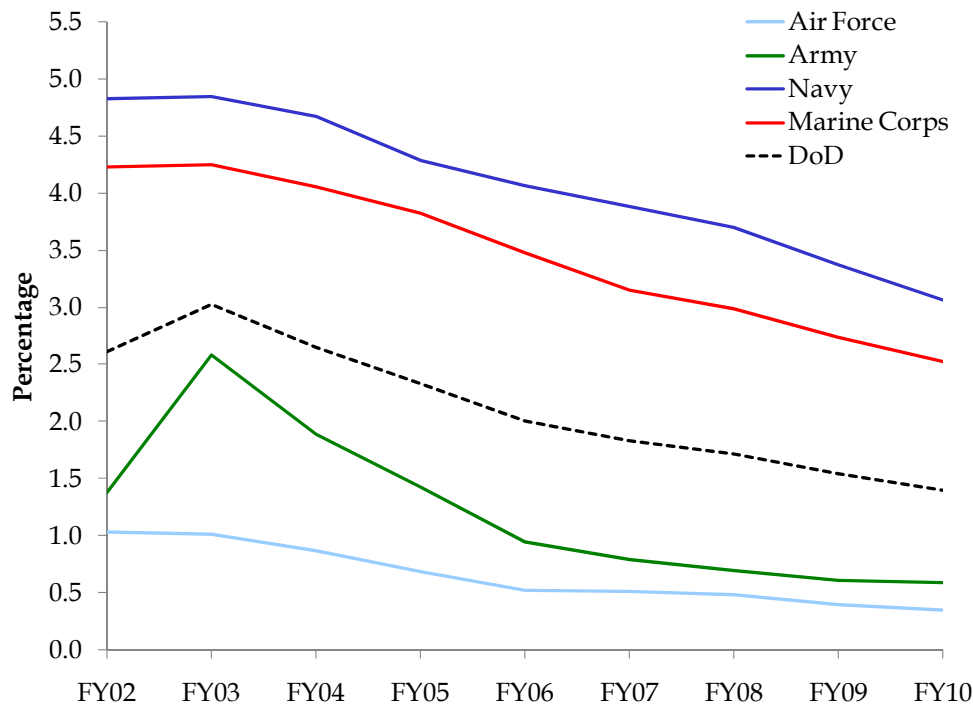
<sup>29</sup> Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011.

**Figure 29. Number of enlisted non-citizens, by service, FY02–FY10**



Note: Data are DMDC counts from June of each year. Prior to FY02, non-citizen counts for the Army are not available.

**Figure 30. Non-citizen share of endstrength, by service, FY02–FY10**



Note: Data are DMDC counts from June of each year. Prior to FY02, non-citizen counts for the Army are not available.



Of all the services, the Navy had the highest number and percent of non-citizens – in FY10, its share of non-citizens was twice that of the total DoD force. The Air Force has the fewest non-citizens and the smallest share of all the services. In FY10, only 0.4 percent of those in the enlisted Air Force were non-citizens. Relative to the other services, the Marine Corps has the second largest share of non-citizens.

## Non-citizen accessions

To be eligible to serve in the U.S. military, non-citizens must be legal permanent residents, have at least a high school diploma, and speak English well enough to meet the individual service requirements. There are an estimated 1.2 million non-citizens – half of which are male – between the ages of 18 and 29 (target recruiting ages) in the population who may be eligible to enlist.<sup>30</sup>

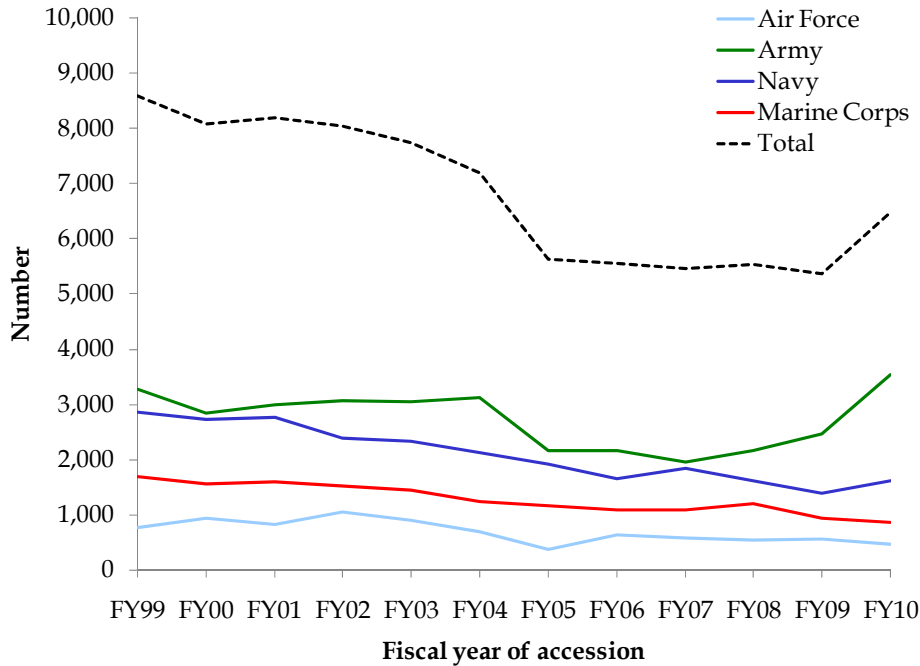
Recruitable non-citizens living in the U.S. possess an array of language and cultural skills. Half of non-citizens eligible for service are from the Americas. Other notable regions of origin include Asia (17 percent), Europe (12 percent), India or Pakistan (9 percent), and the Middle East (3 percent). An estimated 85 percent of the eligible non-citizen population speaks a foreign language at home. Spanish speakers make up 39 percent of non-citizens, and Spanish is the most common foreign language spoken. Chinese is spoken by 5 percent of non-citizens, and another 10 percent speak another Asian or Pacific Island language. Other notable languages include those spoken in India (spoken by 15 percent of non-citizens) and the Middle East (spoken by 4 percent of non-citizens).

Figures 31 and 32 show the non-citizen accession levels and percentages, respectively, for each service from FY99 to FY10. During this period, some 80,000 non-citizens enlisted across all four services, accounting for 4 percent of all accessions. The Army accessed the most non-citizens, and the Air Force accessed the fewest. Across all services, the number of non-citizen accessions per fiscal year declined by over 2,100 recruits (approximately 34 percent) between FY99 and FY10.

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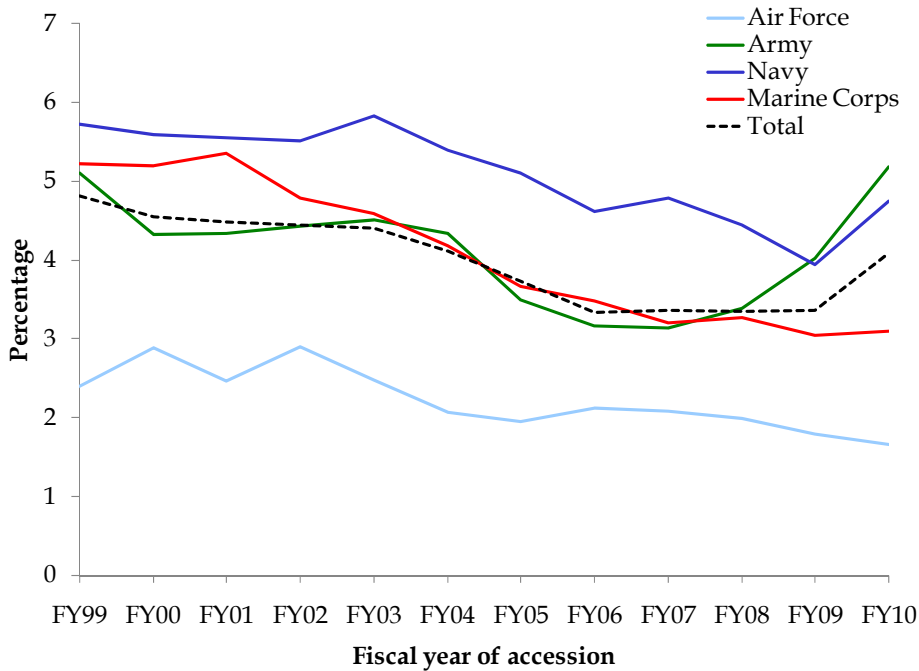
<sup>30</sup> These and all estimates and statistics presented in the remainder of this section are from Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011.

**Figure 31. Number of non-citizen accessions, by service and fiscal year of accession, FY99-FY10**



Note: The figure is from Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011.

**Figure 32. Non-citizen share of accessions, by service and fiscal year of accession, FY99-FY10**



Note: The figure is from Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011.

The Navy has the largest share of non-citizen accessions at roughly 5.2 percent over the entire period. The Army and the Marine Corps follow, each with approximately a 4 percent share. The Air Force share is 2.3 percent. Across all services, the percentage of non-citizen accessions declined about 15 percent between FY99 and FY10. The Marine Corps and the Air Force showed the steepest declines, at 41 and 31 percent, respectively. The Navy's percentage of non-citizen accessions declined roughly 17 percent, but the Army's *grew* by almost 2 percent.

## Citizenship status at accession

Non-citizenship status varies over time, as servicemembers can apply for and become U.S. citizens while serving. Today, non-citizens can apply for citizenship after 1 day of honorable service.<sup>31</sup> Since we are interested in comparing those who enlist as non-citizens with those who enlist as U.S. citizens, we define non-citizens based on a recruit's *citizenship status at accession* rather than citizenship status at a particular point in time. Therefore, a non-citizen refers to someone who was not a U.S. citizen when he or she enlisted.

For the group of non-citizens who entered the military between FY99 and FY08, we show the percentages of non-citizen and citizen recruits with selected demographic and service-related characteristics in table 3. Non-citizen recruits are more likely to be female, minority, older, married or with dependents than citizen recruits, but they are less likely to be "high quality" or have an enlistment waiver at accession. Table 3 also shows the percentage of non-citizen and citizen recruits who join each of the four services. A larger percentage of non-citizens join the Navy (30.9 percent) than citizen recruits (22.9 percent), while a smaller percentage of non-citizen recruits join the Air Force (10.8 percent compared to 18.7 percent). The differences between the percentage of non-citizens who join the Army or the Marine Corps is not statistically different from the percentage of citizen recruits.

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<sup>31</sup> Executive Order no. 13,269, *Expedited Naturalization of Aliens and Noncitizen Nationals Serving in an Active-Duty Status During the War on Terrorism* (June 2002).

**Table 3. Characteristics of FY99–FY08 accessions, by citizenship status**

	Citizenship status at accession	
	Non-Citizen	Citizen
<b>Service-related characteristics (%)</b>		
Army*	39.7	39.0
Air Force	10.8	18.7
Navy	30.9	22.9
Marine Corps*	18.6	19.0
High quality	46.2	59.6
Waiver recipient	0.2	0.3
<b>Demographic characteristics (%)</b>		
Female	19.4	16.8
Non-white	56.0	20.7
Married or with dependents	17.9	11.4
18 years old or younger	25.8	37.0
19 years old	18.5	22.4
20 to 24 years old	37.1	33.5
25 years old or older	18.6	7.1
High school dropout*	3.3	3.1
GED recipient	4.0	8.4
High school diploma graduate	81.4	82.0
Adult education graduate	4.0	3.1
Two-year college	7.2	3.4

Note: Except where noted with an asterisk (\*), the difference between non-citizens and citizens is statistically significant at the 5-percent level. Data are from Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011.

This concludes the special focus section on non-citizens in the U.S. military services, and the Population Representation in the Military Services 2010 summary report. For more analysis on non-citizens in the enlisted U.S. military see the CNA report.<sup>32</sup>

<sup>32</sup> See Molly F. McIntosh and Seema Sayala, with David Gregory. *Non-Citizens in the Enlisted U.S. Military*. CNA Research Memorandum D0025768.A2/Final, November 2011. This report includes an analysis of non-citizen accessions' first-term attrition rates, their likelihood of becoming a U.S. citizen, and the time it takes a non-citizen to naturalize.

# Conclusion

Since 1974, the DoD has provided an annual report on the demographic and service-characteristics of U.S. military personnel; since 1997, these reports have been available electronically, making them easily accessible by policy-makers, the media, and the public. This executive summary highlights trends found in the appendix tables and includes a special focus section on non-citizens in the DoD services.

In section I, we provide an overall summary. In section II, we address the AC, specifically looking at (1) enlisted applicants for each service, (2) AC enlisted accessions and AC officer gains for each service, and (3) the AC enlisted force and AC officer corps for each service. In section III, we present similar analysis for the RC. In section IV, we focus on FY10 demographic characteristics of the U.S. Coast Guard. In the final section, we address non-citizens in the military. In particular, we emphasize historical trends in and the demographic characteristics of non-citizen accessions from FY99 to FY10, as well as their first-term attrition rates compared with citizen accessions and their time-to-citizenship.