

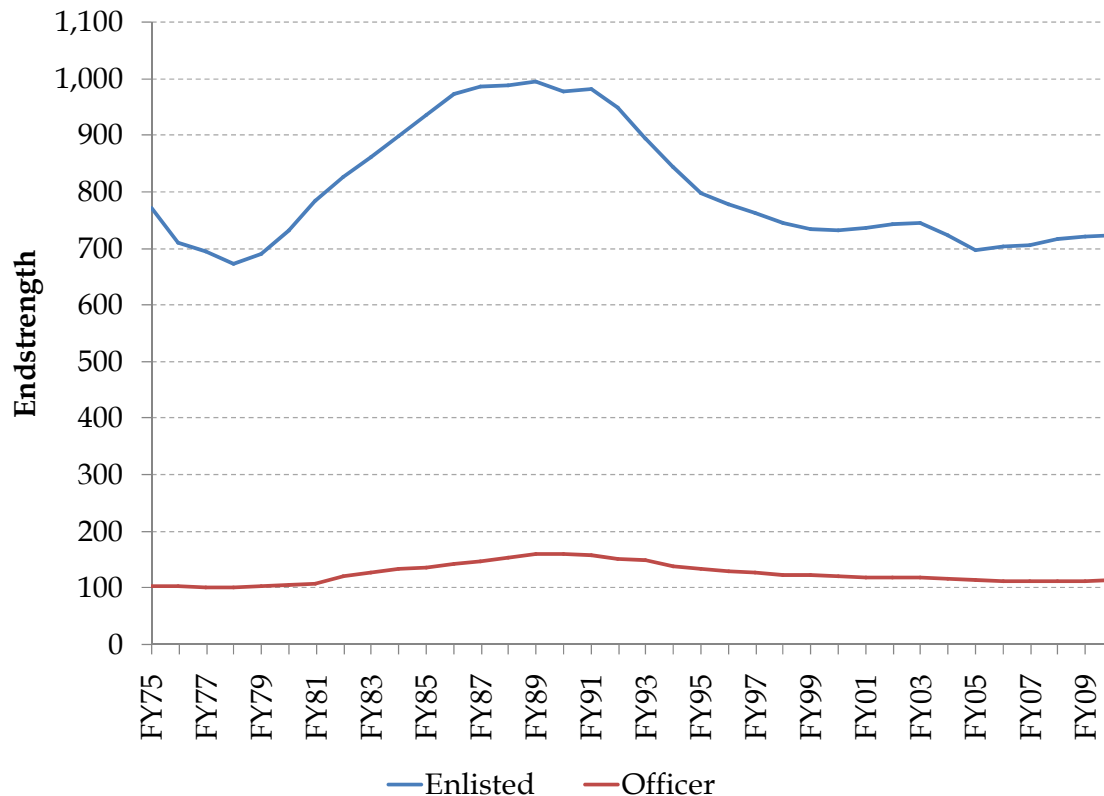
## Section III: DoD Reserve Component (RC)

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**

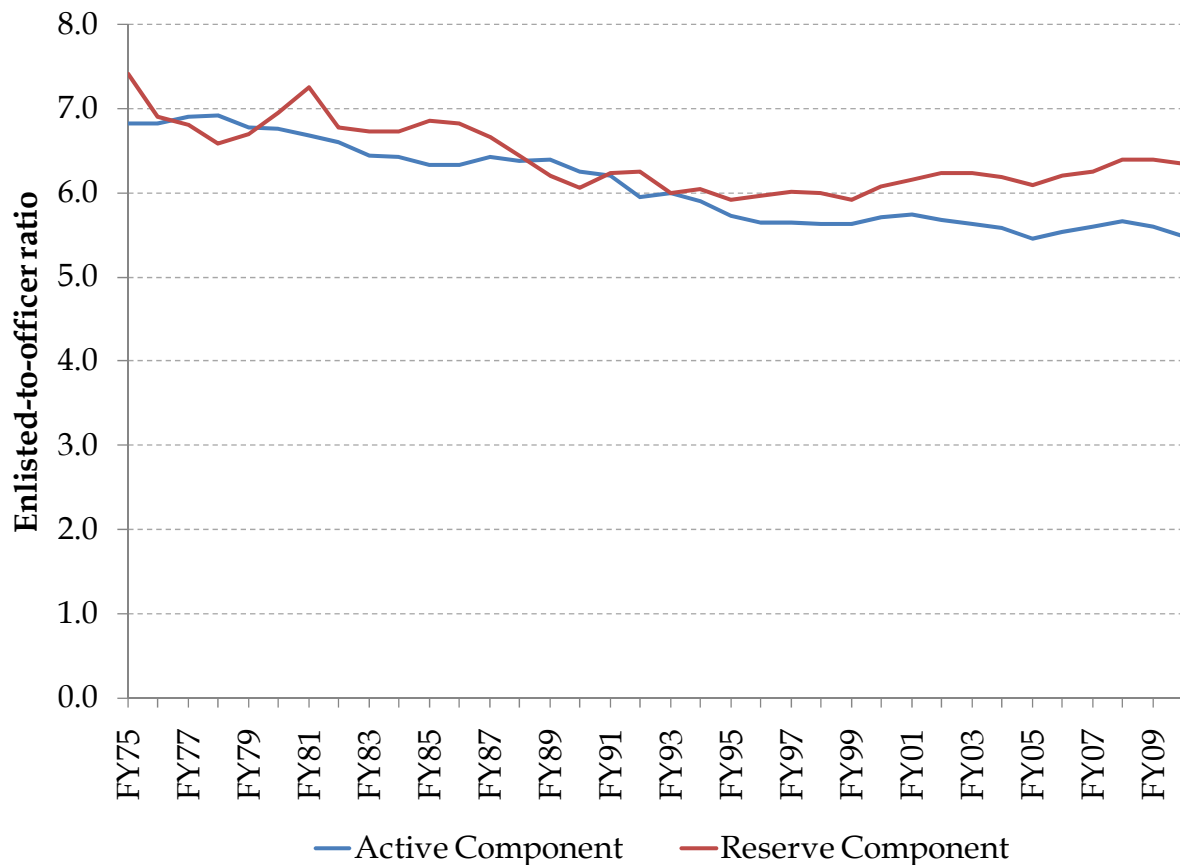


Note: Data are from appendix tables D-20 and D-21.

<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:

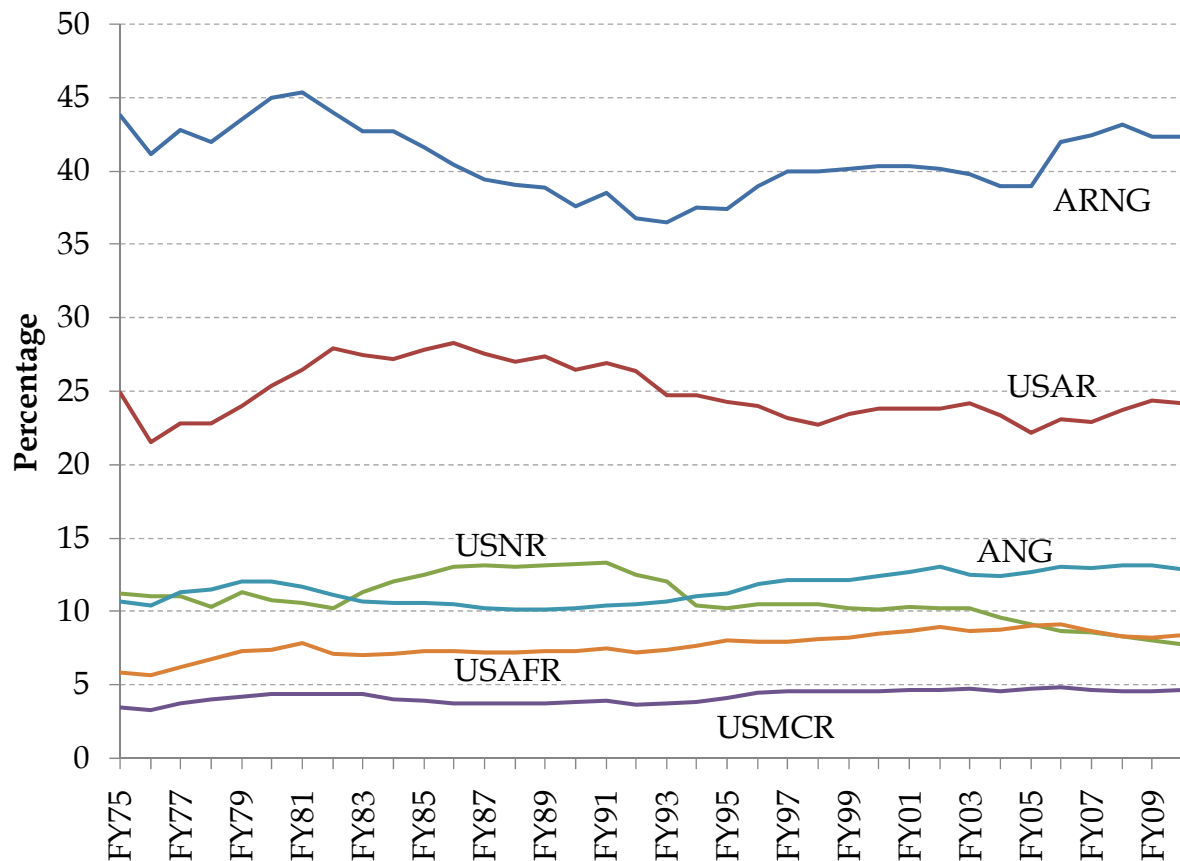
- 42.3 percent in the ARNG
- 24.1 percent in the USAR
- 12.9 percent in the ANG

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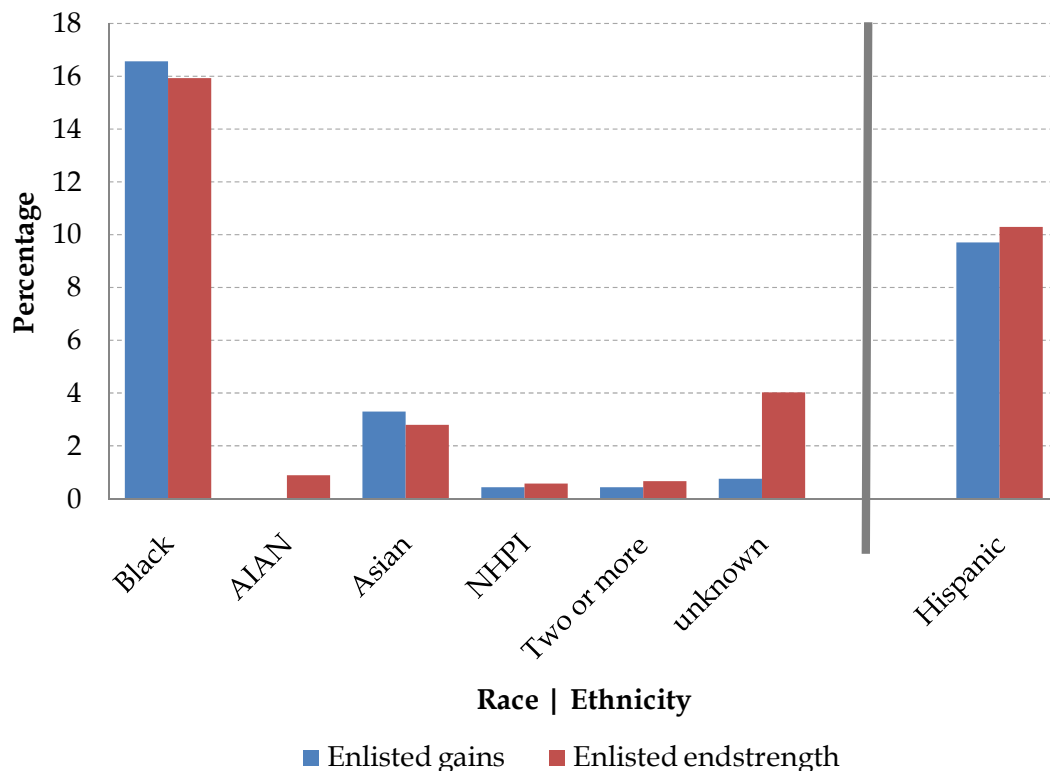
<sup>15</sup> Tier 1 educational credentials include a high school diploma, an adult education diploma, or one semester of college.

<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.

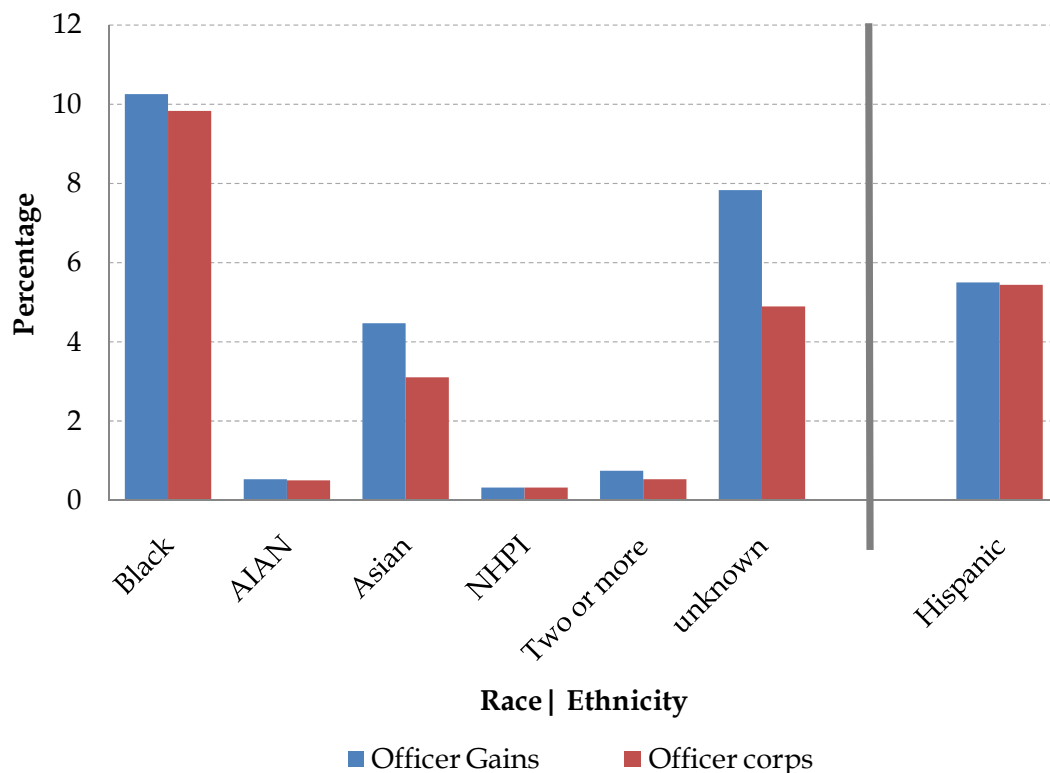
Although the racial composition of RC enlisted endstrength did not change greatly between FY09 and FY10, the same is not true for the RC officer corps. As shown in figure 23, 75.9 percent of officer gains and 80.8 percent of the officer corps were white in FY10; this is lower than the FY09 percentages – 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.