

# **Population Representation in the Military Services**

**Fiscal Year 2000**

*February 2002*

## Chapter 1

### INTRODUCTION

This is the 27<sup>th</sup> 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 characteristics of deployed Servicemembers is included in this report. Representation of forces deployed to Bosnia, Kosovo, and the Persian Gulf during FY 2000 is analyzed. Such analysis allows policy makers to monitor whether undue burdens of serving in the Armed Forces are being placed disproportionately on particular social or demographic groups.

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 2000: Equal Opportunities**

A diverse cadre of military members stands ready for the 21<sup>st</sup> century. Men and women from majority and minority racial and ethnic groups train and perform their duties within a multitude of occupational specialties so as to accomplish military missions on land, at sea, and in the air. People from various social lines and geographic areas manage, operate, maintain, and coordinate complicated weapon systems gaining critical technical and leadership experience as they progress through the ranks. Their contributions to national defense are even more impressive given the sacrifices they are called upon to make.

Recruiting and retention success is affected by the benefits *and* burdens of service. The representation of minority members, women, and married members with dependents is vital to accomplishing today's warfighting, peacekeeping, humanitarian, and other missions. Although it may be a departure from the military's single white male manpower roots, diversity in the forces is now a fact. Results from the Armed Forces Equal Opportunity Survey demonstrate the military's commitment to equal opportunity.<sup>1</sup> Results show that a majority of Servicemembers believe that racial/ethnic relations have improved in the Services and tend to be better within the military community than in civilian society. In addition, most respondents noted that they had formed friendships across racial/ethnic lines to a greater extent than they had before they joined the Services. However, responses do point to several areas where improvements can be made. For example, there are differences in the way Servicemembers of different race/ethnicity view the degree of equal opportunity within the Armed Services. However, all in all, the statistics from the survey along with those in this report convey that the U.S. Armed Forces is a diverse group of 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.

Blacks maintain their 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 2000, they made up only 19 and 20 percent of enlisted and officer accessions, respectively. However, these figures are 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

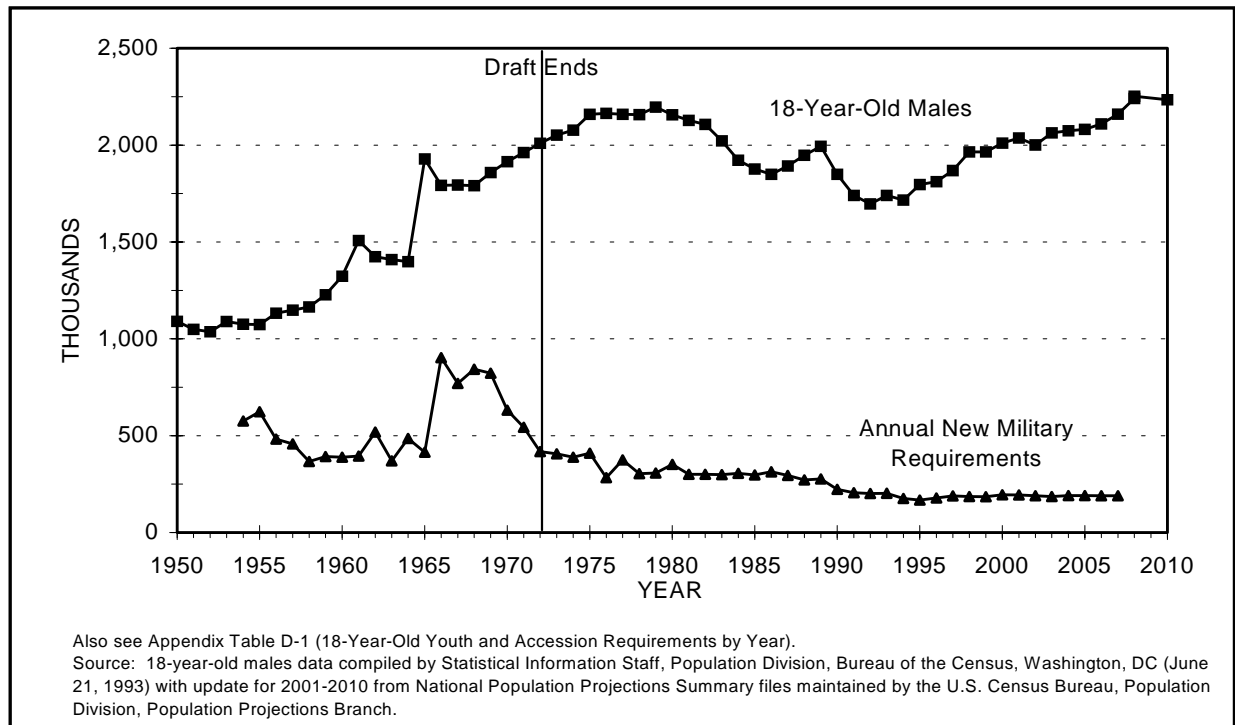
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<sup>1</sup> Scarville, J., Button, S.B., Edwards, J.E., Lancaster, A.R., & Elig, T.W. *Armed Forces Equal Opportunity Survey* (Arlington, VA: Defense Manpower Data Center, 1999).

been opened to women. However, women remain underutilized by the Services. The military is (and must continue) considering current and future roles for women in uniform.

### The Youth Population

At the close of FY 2000, the Total Force stood at just under 1.4 million active duty members and more than 865,000 Selected Reservists. (Data for the past half century are shown in Figure 1.1, with some projections for the future.) A booming economy, with full employment, increasing college enrollment rates, not to mention attitudes on the part of youth that may not be in sync with military enlistment, present challenges to recruiting today’s youth for tomorrow’s military. Recruit marketing, amid the multiple options available to the next generation, must not only reach youth, but inspire the volunteer spirit among them, men and women, majority and minority members alike. Recruiting challenges of recent years have led the Services to consider alternative venues for marketing the military, including, but not limited to the internet, auto racing, as well as other professional sporting events. 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.



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

Attracting and keeping quality troops cannot be taken for granted. In the past, recruiting goals were met in the face of the declining male youth population of the 1980s 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.<sup>2</sup> 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. Particular attention must be paid to equal opportunity policies and perceptions of fair treatment in the Services by members of all racial/ethnic groups.

## 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 Component 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—recently added—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 the past two years, FYs 1999 and 2000, have introduced some coding changes to more accurately reflect the characteristics of interest. As a result, there are some noticeable differences throughout the report in comparisons between last year (FY 1999) and this year (FY 2000). A brief description of the data sources for FY 2000 follows:

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<sup>2</sup> 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 1999 through  
September 2000.

Enlisted Accessions

DMDC USMEPCOM Edit Files,  
October 1999 through September 2000.

Enlisted Force

DMDC Active and Loss Edit File,  
September 2000.

Officer Accessions

DMDC Officer Gain Files, October 1999  
through September 2000.

Officer Corps

DMDC Officer Master and Loss Edit  
File, September 2000.

Reserve Components

Selected Reserve Enlisted  
and Officer Accessions

DMDC Reserve Components Common  
Personnel Data System (RCCPDS),  
October 1999 through September 2000.

Selected Reserve Enlisted  
Force and Officer Corps

DMDC Reserve Components Common  
Personnel Data System (RCCPDS),  
September 2000.

Civilian Comparisons

Civilian Comparison Groups  
for Applicants, Accessions,  
and Active and Reserve  
Members

Bureau of Labor Statistics Current  
Population Survey Files, October 1999  
through September 2000.

Civilian Socioeconomic  
Comparison Data

Bureau of Labor Statistics Current  
Population Survey Files, October 1999  
through September 2000.

Civilian Comparisons for  
Military Entrance Test Data

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

## Chapter 2

### ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

The Services are one of the largest employers in the United States, enlisting more than 180,000 young men and women in the Active Components in FY 2000. 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.<sup>1</sup>

As the United States experiences very low unemployment rates,<sup>2</sup> 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).<sup>3</sup> About 63 percent of the graduates of the high school class of 1999 actually enrolled in college in the Fall after their senior year, compared to about half of high school graduates 20 years ago.<sup>4</sup> 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.<sup>5</sup> Despite being faced with relatively low propensity, record low unemployment rates, and increasing competition with colleges and universities, the hard work of military recruiters and innovative incentive programs helped all active Services meet their FY 2000 accession requirements. 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

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

<sup>2</sup> 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>.

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

<sup>4</sup> U.S. Department of Education, *The Digest of Education Statistics 2000* (NCES 2001-034) (Washington, DC: National Center for Education Statistics, 2001), Table 185.

<sup>5</sup> 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.

cohort (high school graduates with above average aptitude) in FY 2000.<sup>6</sup> This chapter introduces the Active Component 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.<sup>7</sup>

**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.<sup>8</sup> 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 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.

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

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<sup>6</sup> Rutherford, G., *Recruiting from the College-Oriented Market* – information paper (Washington, DC: Office of the Assistant Secretary of Defense, July 6, 2001).

<sup>7</sup> 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.

<sup>8</sup> 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.



- 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.

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

The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.<sup>9</sup> Current research continues to show that education attainment of youth predicts first-term military attrition.<sup>10</sup> In conjunction with the National Academy of Sciences, the Defense Department developed a mathematical model that links recruit quality and recruiting resources to job performance.<sup>11</sup> The model was then used to establish the recruit quality benchmarks now specified in Defense Planning Guidance. Service programs are required to ensure that a minimum of 90 percent of non-prior service (NPS) recruits are high school diploma graduates. At least 60 percent of recruits must be drawn from AFQT Categories I–IIIA; no more than 4 percent of the recruits can come from Category IV. This DoD policy does not prohibit the Services from setting their own targets above these benchmarks. These benchmarks were set by examining the relationship between costs associated with recruiting, training, attrition, and

<sup>9</sup> 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).

<sup>10</sup> 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.

<sup>11</sup> 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).

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.<sup>12</sup>

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. In 1999, an estimated 850,000 students were being home schooled, more than double the approximately 345,000 in 1994.<sup>13</sup> 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 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.<sup>14</sup>

**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 a 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

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<sup>12</sup> Sellman, W.S., *Public Policy Implications for Military Entrance Standards*, Keynote Address presented at the 39<sup>th</sup> Annual Conference of the International Military Testing Association, Sydney, Australia, October 1998.

<sup>13</sup> 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.

<sup>14</sup> 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.

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 75 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 85 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.<sup>15</sup> The DEP controls recruit flow into training "seats" at technical schools. Average time in the DEP is about 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.

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<sup>15</sup> 10 U.S.C. 513, as amended October 1999.

Not all DEP enlistees actually enter active duty. By Service, an average of 8 to 21 percent—down from last year’s 15 to 24 percent—of individuals in the DEP changed their minds and asked to be released from their enlistment contracts in FY 2000. 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 2000, approximately 365,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1), up from nearly 344,000 in FY 1999. The distribution of FY 2000 Active Component NPS applicants by race/ethnicity and gender is shown in Table 2.2.

Table 2.2. Race/Ethnicity and Gender of FY 2000 Active Component NPS Applicants,* by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
<b>MALES</b>					
White	61.3	56.7	65.8	68.3	61.9
Black	21.8	21.2	14.4	19.1	20.0
Hispanic	11.6	12.1	14.0	6.8	11.5
Other	5.3	9.9	5.8	5.9	6.7
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>					
White	45.7	47.5	57.3	56.4	48.9
Black	37.1	29.7	21.9	29.4	33.0
Hispanic	11.3	12.8	14.2	7.6	11.1
Other	5.9	10.1	6.6	6.6	7.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>TOTAL</b>					
Male	74.1	78.9	91.6	69.3	77.2
Female	25.9	21.1	8.4	30.7	22.8
<small>Columns may not add to total due to rounding.            * Applicant data reported for FY 2000 are based on the DMDC edit version of the USMEPCOM file, which has been "cleaned" by the edit process. FY 2000 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).</small>					

Seventy-seven percent of the applicants were male, of whom 62 percent were White, 20 percent Black, 12 percent Hispanic, and 7 percent “Other.”<sup>16</sup> For female applicants, approximately 50 percent were White, 33 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.

<sup>16</sup> Includes Native Americans, Asians, and Pacific Islanders.

## Characteristics of Active Component Accessions

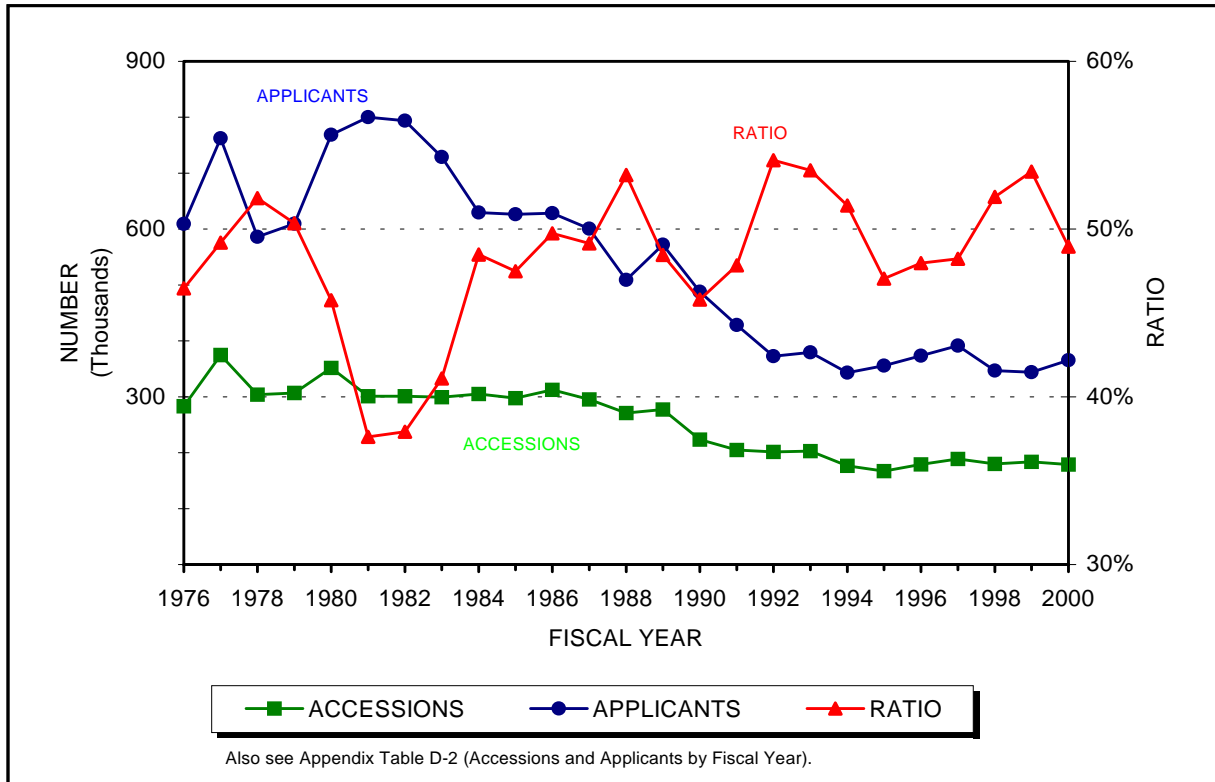
During FY 2000, 178,833 Active Component non-prior service recruits (individuals who had not previously served in the military) and 9,887 prior service recruits (individuals with military experience) shipped to recruit training centers (Table 2.3). This does not include individuals who entered the DEP in FY 2000 but had not been sent to basic training by September 30, 2000, nor does it include Reserve Component recruits (see Chapter 5 for Reserve Component enlisted accession data).

Table 2.3. FY 2000 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	5,804	66,399	72,203	92.0
Navy	2,498	49,338	51,836	95.2
Marine Corps	290	30,232	30,522	99.0
Air Force	1,295	32,864	34,159	96.2
<b>DoD Total</b>	9,887	178,833	188,720	94.8

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

In the Active Component, almost 95 percent of accessions have never served in the military before. The nearly 10,000 prior service accessions representing approximately 5 percent of Active Component enlistees in FY 2000 is significantly larger than last year's cohort of less than 6,000. 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 2000 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 1976–2000 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 1976–2000.

Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPSs. In FY 2000, approximately 365,000 applicants were processed through MEPSs to access nearly 179,000 new recruits, a 49 percent ratio of accessions to applicants, declining from the 53 percent ratio achieved in FY 1999.

**Age.** By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.<sup>17</sup> 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 28<sup>th</sup> birthday, and the Marine Corps age limit is 29.

The age distribution of FY 2000 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 19.7 for the Army. Approximately, 87 percent of new recruits are 18- to 24-year-olds, compared to about 36 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 (19 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 (37 percent).

<sup>17</sup> 10 U.S.C. 505.

Table 2.4. Age of FY 2000 Active Component NPS Accessions, by Service, and Civilians 17–35 Years Old (Percent)							
Age	Army	Navy	Marine Corps	Air Force	DoD	17- to 35-Year-Old Civilians	Number of Accessions per 1,000 Civilians
17	6.8	6.0	7.7	5.4	6.5	5.6	2.9
18	30.3	35.1	43.6	35.9	34.9	5.5	15.5
19	20.5	22.3	23.9	23.6	22.1	5.7	9.6
20	11.9	12.1	10.0	12.9	11.8	5.3	5.5
21	7.7	7.3	5.5	7.9	7.3	5.0	3.6
22	5.6	4.8	3.4	5.3	5.0	5.1	2.4
23	4.3	3.5	2.0	3.2	3.5	5.0	1.7
24	3.2	2.3	1.4	2.2	2.5	4.9	1.2
>24	9.7	6.7	2.7	3.7	6.6	58.0	0.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	2.5

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 1999 - September 2000.

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 2000. For example, an average of 15.5 of every 1,000 18-year-olds and 1.2 of every 1,000 24-year-olds enlisted in FY 2000.

**Race/Ethnicity.** Significant racial/ethnic differences exist among the Services, as shown in Table 2.5. Approximately 39 and 42 percent of Army and Navy accessions, respectively, are minorities, as compared to 33 percent of Marine Corps recruits and 32 percent of Air Force recruits. The overall percentage of minority recruits increased slightly from 37 percent in FY 1999 to 38 percent in FY 2000. The larger proportion of minority recruits generally mirrors the trend in the comparable civilian population.

Figure 2.2 illustrates the race/ethnicity distribution of enlisted accessions for the 28-year period, FYs 1973–2000.<sup>18</sup> 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 2000. The increase of minorities coincided with a 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

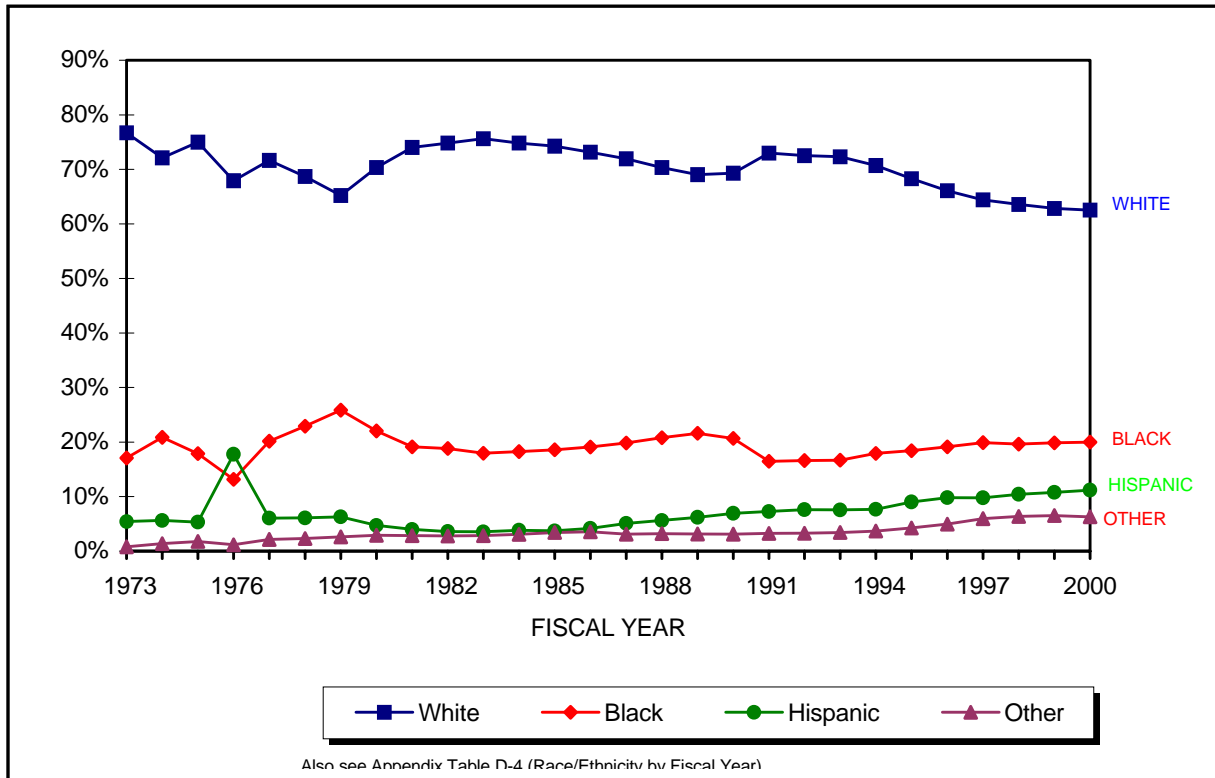
<sup>18</sup> See Appendix Tables D-5 (White Accessions), D-6 (Black Accessions), D-7 (Hispanic Accessions), and D-8 ("Other" Accessions) by Service and Fiscal Year.

scores, on average, are generally lower than those of Whites), increased during the miscalibration period. The error was corrected by September 1980.<sup>19</sup>

Table 2.5. Race/Ethnicity and Gender of FY 2000 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
	Army	Navy	Marine Corps	Air Force	DoD	
<b>MALES</b>						
White	64.8	59.5	67.8	70.7	64.9	
Black	19.5	19.2	12.4	16.9	17.6	
Hispanic	11.1	12.0	14.5	7.1	11.3	
Other	4.6	9.3	5.3	5.4	6.2	
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	
<b>FEMALES</b>						
White	48.2	50.9	59.5	58.8	52.3	
Black	36.3	27.8	18.0	26.2	30.3	
Hispanic	10.2	11.9	16.1	8.3	10.6	
Other	5.3	9.4	6.4	6.7	6.8	
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	
<b>TOTAL</b>						
Male	79.1	81.6	92.9	74.1	81.2	
Female	20.9	18.4	7.1	25.9	18.8	
White	61.3	57.9	67.2	67.6	62.5	
Black	23.0	20.8	12.8	19.3	20.0	
Hispanic	10.9	12.0	14.6	7.4	11.2	
Other	4.7	9.3	5.4	5.7	6.3	
<b>NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD</b>						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
65.6	14.3	15.0	5.1	100.0	49.8	50.2
<small>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 1999 – September 2000.</small>						

<sup>19</sup> 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).





**Figure 2.2.** Race/ethnicity of Active Component NPS accessions, FYs 1973–2000.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.<sup>20</sup> 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 (29 percent), compared to Whites and Blacks (7 and 13 percent, respectively), confound the recruitment of qualified Hispanic applicants.<sup>21</sup> The Services have accessed a greater proportion 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 2000, Blacks comprised nearly 20 percent of enlisted recruits, approximately 6 percentage points more than in the civilian population (14 percent). The Army continues to have the highest percentage of Black accessions, 23 percent in FY 2000. 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 2000 there were slight increases in Black accession rates most years, nearly reaching pre-drawdown levels of 21 percent Black accessions.

<sup>20</sup> Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

<sup>21</sup> See U.S. Department of Education, *The Digest of Education Statistics 2000* (NCES 2001-034) (Washington, DC: National Center for Education Statistics, 2001), Table 106; and U.S. Department of Education, *Dropout Rates in the United States: 1999* (NCES 2001-022) (Washington, DC: National Center for Education Statistics, 2000), Table A.

While Black men comprise nearly 18 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 2000 comprised 36 percent of Army female recruits, 28 percent of Navy female recruits, 18 percent of Marine Corps female recruits, and 26 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 Army 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 2000, 11 percent of recruits compared to 15 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (15 percent) in FY 2000, followed by the Navy, Army, and Air Force (12, 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.<sup>22</sup> In FY 2000, 57 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 84 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 female accessions by Service in FY 1964 and FYs 1970 through 2000. 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.

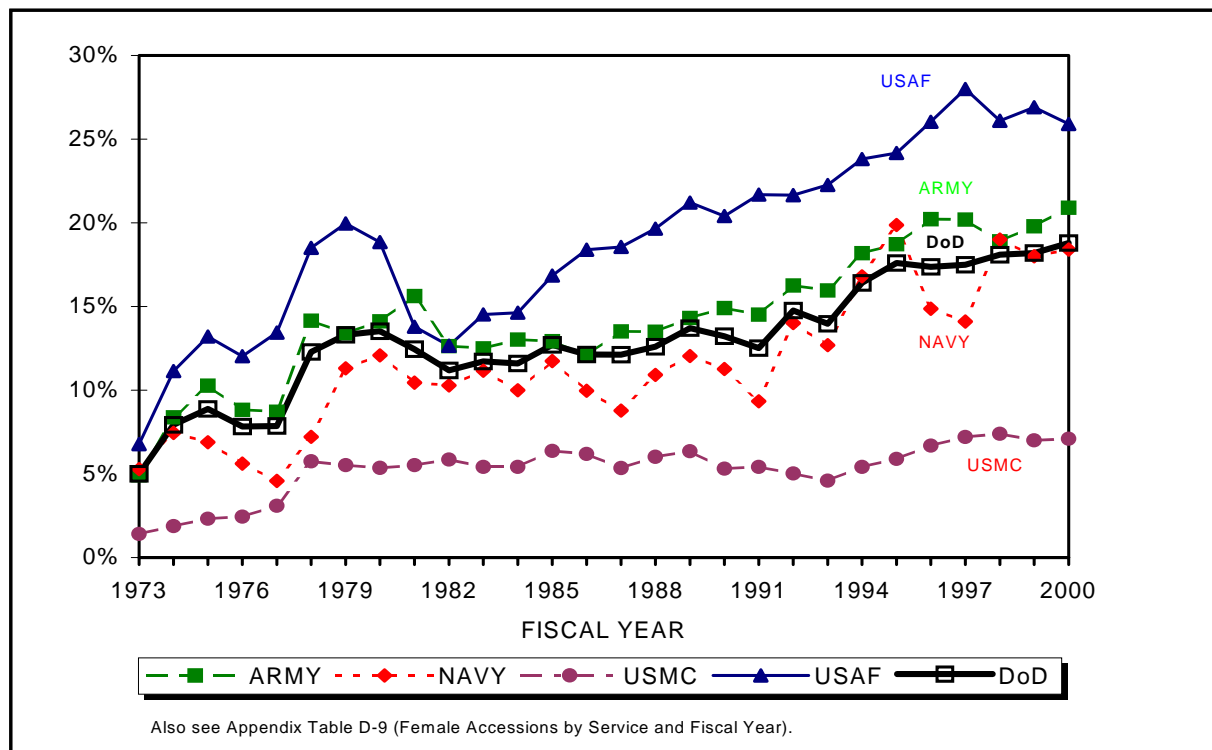
The proportion of NPS women accessing into the Services, 19 percent in FY 2000, is not comparable to female representation in the civilian population (50 percent). One reason for the difference is the lower inclination of women than men to apply for and enter the military.<sup>23</sup> With

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<sup>22</sup> See U.S. Department of Education, *The Condition of Education 2001* (NCES 2001-072) (Washington, DC: National Center for Education Statistics, 2001), p. 51; U.S. Department of Education, *Dropout Rates in the United States 1999* (NCES 2001-022) (Washington, DC: National Center for Education Statistics, 2000), pp. 17-19; and previous *Population Representation* reports.

<sup>23</sup> 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.

policy changes concerning women in combat,<sup>24</sup> more women may enter the Services and retention may increase among female members. The gender-integration policy has been in effect for six years—FY 1995 was the first year under the new rules—and during this time there has been a continued gradual increase in the number and percentage of women enlisting in the Services.<sup>25</sup>



**Figure 2.3.** Women as a percentage of Active Component NPS accessions, FYs 1973–2000.

Under a gender-neutral recruiting program since FY 1990, the Air Force leads the Services in the proportion of female accessions. The Air Force has increased its proportion of female recruits, from 20 percent in FY 1990 to 26 percent in FY 2000, a slight decrease from 27 percent in FY 1999 (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

<sup>24</sup> Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993; Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

<sup>25</sup> Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

drop of female accessions from FY 1995 to FY 1997 (from 20 to 14 percent).<sup>26</sup> 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 2000, 8 percent of male and 11 percent of female recruits were married, compared to 51 and 41 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 (15 versus 9 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 1976–2000 by Service.

Table 2.6. FY 2000 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18–24 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians
Males	12.3	5.8	3.1	8.4	8.1	10.8
Females	16.3	7.0	5.7	8.9	11.3	19.1
<b>Total</b>	13.2	6.0	3.3	8.6	8.7	14.9

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 1999 – September 2000.

Research shows that marriage is important to a member’s long-term career and can enhance individual readiness.<sup>27</sup> 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.

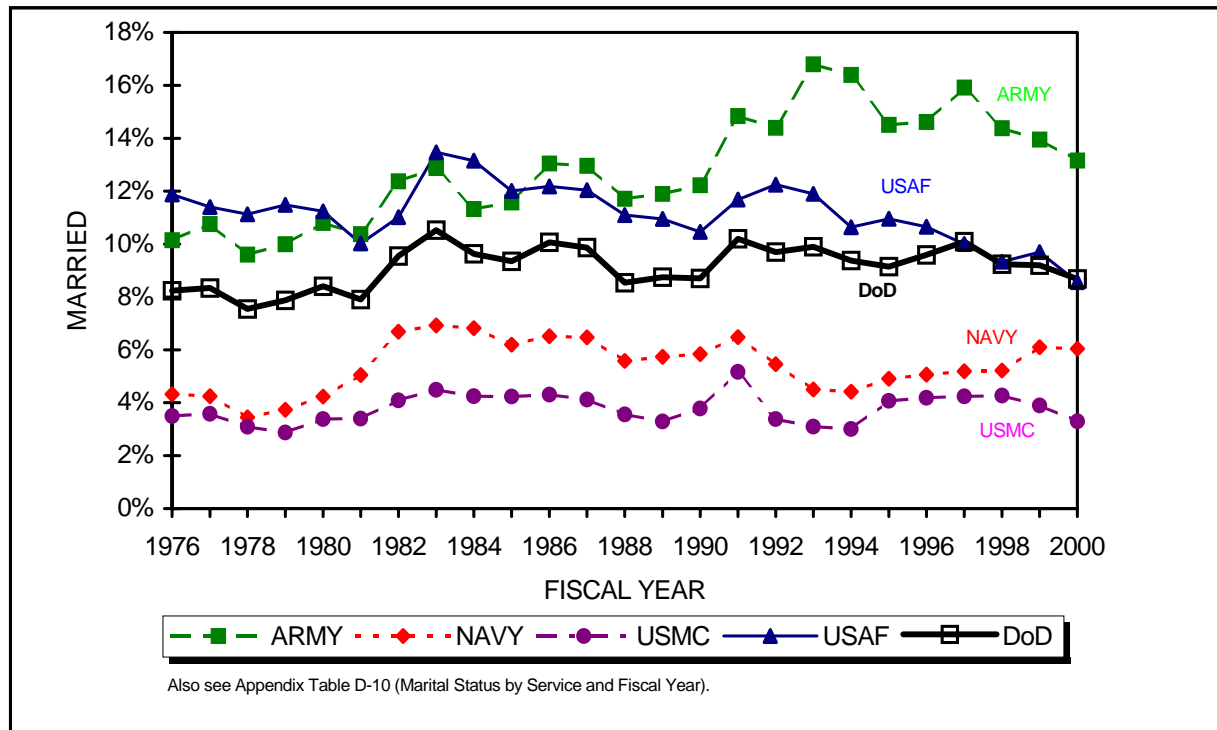
**Education.** More than 30 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment (80 percent versus 50 percent).<sup>28</sup> In the late 1960s and early 1970s, the Services gave high school

<sup>26</sup> 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]).

<sup>27</sup> 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).

<sup>28</sup> 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.

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.



**Figure 2.4.** Marital status trends of Active Component NPS accessions, by Service, FYs 1976–2000.

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.<sup>29</sup> In 1987, DoD implemented a three-tier classification of education credentials. Table 2.7 shows the percentage of FY 2000 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 2 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.

<sup>29</sup> Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, September 1987; Laurence, J.H., Ramsberger, P.F., and Arabian, J.M., *Education Credential Tier Evaluation* (Alexandria, VA: Human Resources Research Organization, September 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 105<sup>th</sup> Annual Convention of the American Psychological Association, Chicago, August 1997.

Table 2.7 Levels of Education of FY 2000 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
Education Level <sup>1</sup>	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	86.2 (91.2**)	90.0	95.2	99.2	91.1 (93.0**)	78.8
Tier 2: GED, Alternative Credentials	13.8	5.4	3.0	0.8	7.4	
Tier 3: No Credentials	0.0	4.6	1.8	0.0	1.5	
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) <sup>2</sup>	7.4	4.9	1.6	14.3	6.5	46.1
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. <sup>1</sup> 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. <sup>2</sup> 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 OASD(FMP)(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 1999 – September 2000.						

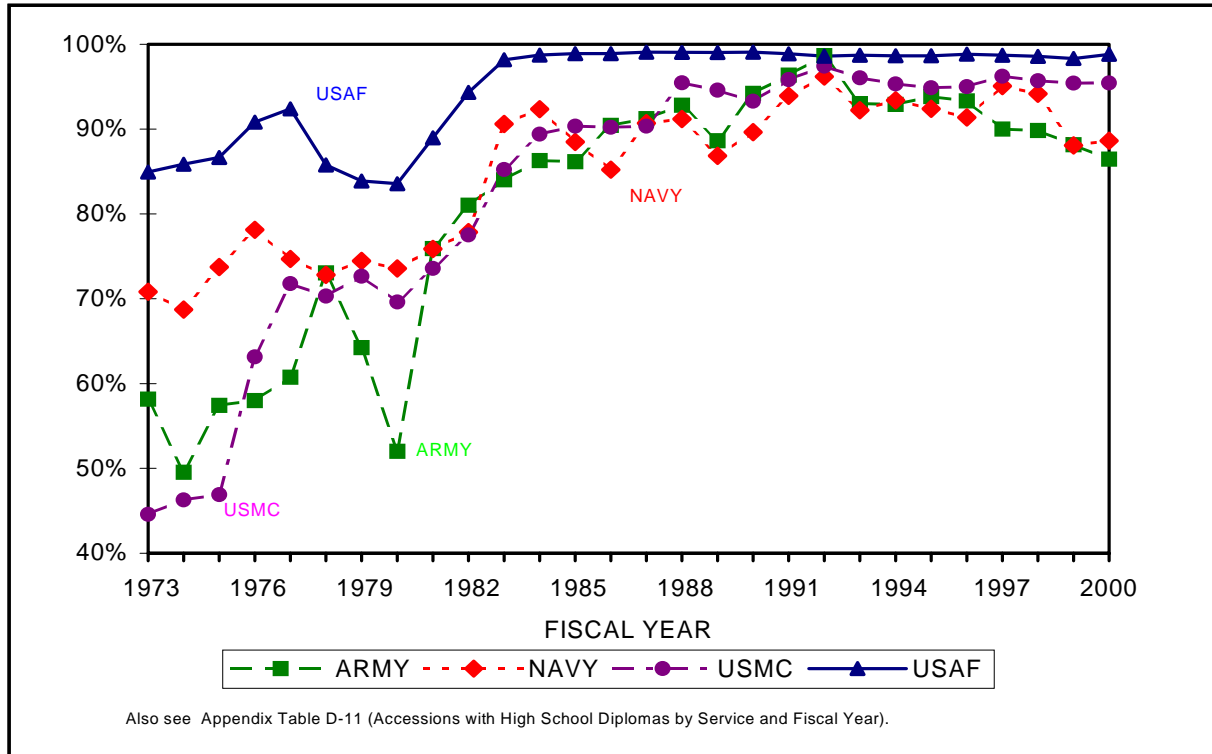
While nearly 99 percent of FY 2000 accessions were in Tiers 1 and 2, only 79 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences among Services in FY 2000 high school graduate accessions were small, ranging from 99 percent (Air Force) to 86 percent (Army). The Army had the highest proportion of recruits with Tier 2 credentials (14 percent); the Air Force had the lowest (1 percent). In FY 2000, the Army and the Air Force did not enlist any applicants without education credentials; the Marine Corps and the Navy accepted very few recruits with no high school credentials (2 and 5 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.<sup>30</sup>

The proportion of accessions with high school diplomas by Service for FYs 1973 through 2000 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

<sup>30</sup> 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).

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 1973–2000.

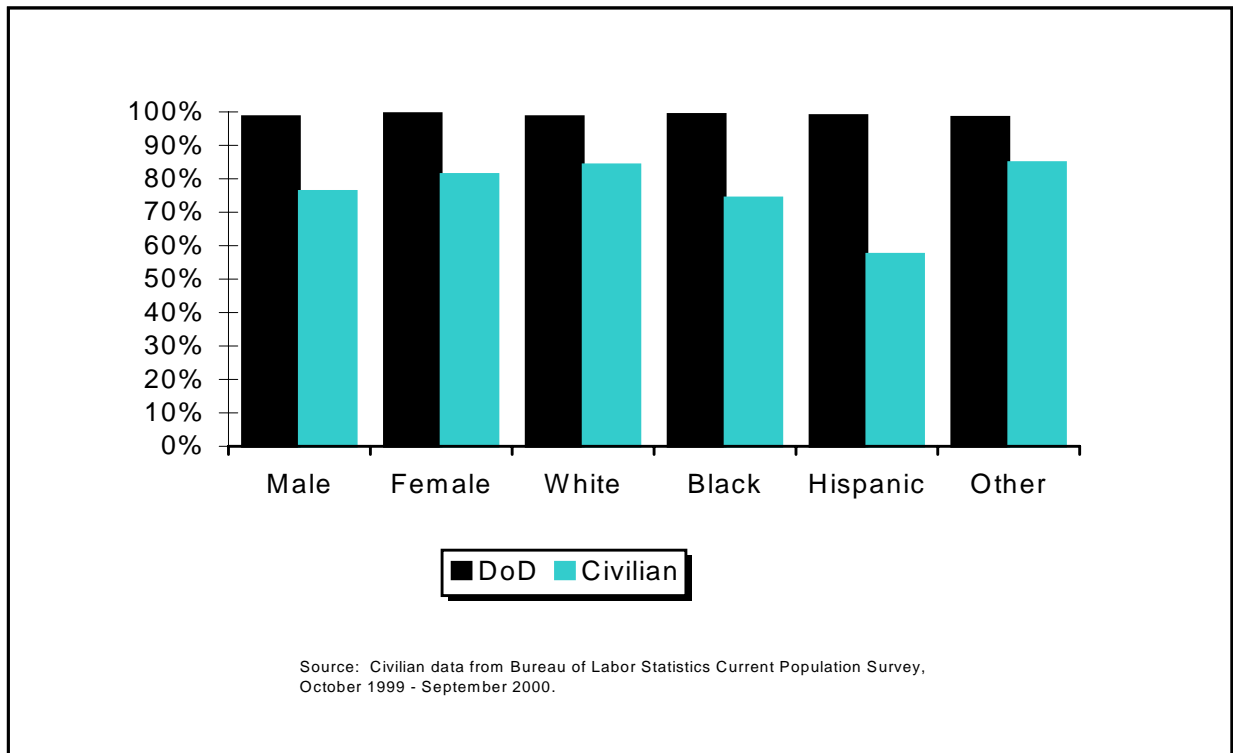
During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of shrinking military benefits and significant gaps in pay comparability with the civilian sector. Media articles cited the hemorrhage of talent from the Services due to 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 force with either a form of national service or a return to the draft.<sup>31</sup> 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

<sup>31</sup> 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.

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. As previously stated, in FY 2000 the proportion of high school diploma graduates was 91 percent.

Figure 2.6 compares FY 2000 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 57 percent of Hispanic civilians have high school diplomas or alternative credentials. Given these percentages, the Services' minority recruiting pool is limited. Thus, the race/ethnicity representation comparisons should be interpreted with these data in mind.

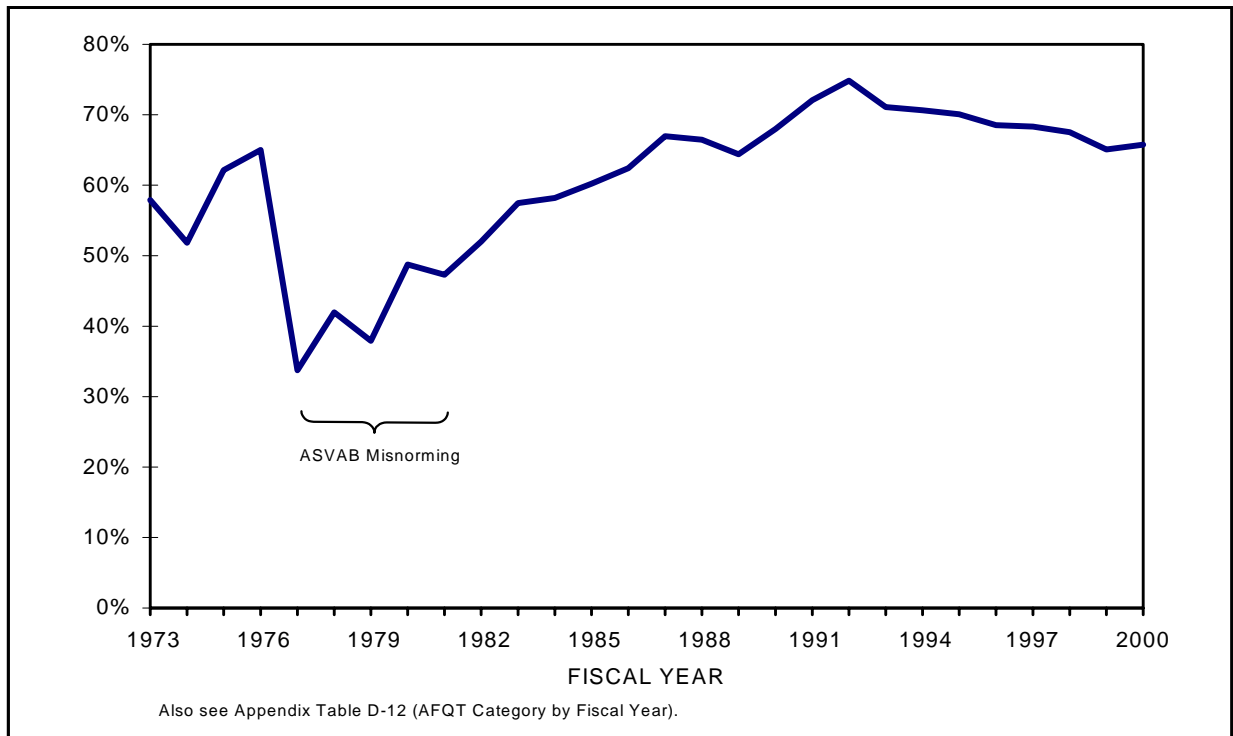


**Figure 2.6.** FY 2000 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

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



recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.<sup>32</sup> 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.<sup>33</sup> 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.



**Figure 2.7.** Percentage of NPS accessions in AFQT categories I-III, FYs 1973-2000.

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. <sup>34</sup> Fifteen years later, in FY 1992, the majority of minority accessions achieved scores in the I-III range (Blacks - 56 percent, Hispanics - 67 percent,

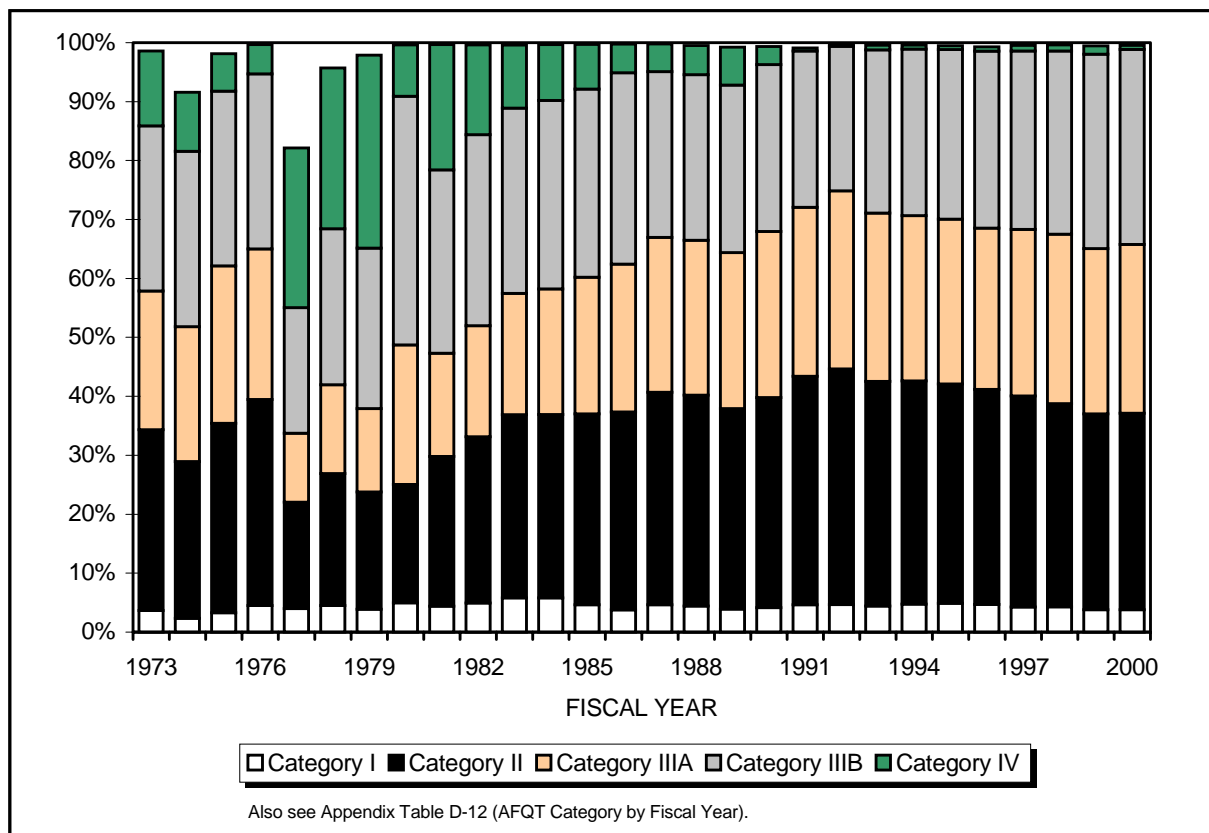
<sup>32</sup> See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Services Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analyses, September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, Who Pays?* (New York: Praeger, 1991).

<sup>33</sup> 10 U.S.C. 520.

<sup>34</sup> Data from Defense Manpower Data Center.

"Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to IIIA accessions from FY 1977 to FY 1992.

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



**Figure 2.8.** Percentage of NPS accessions in AFQT categories I-IV, FYs 1973-2000.

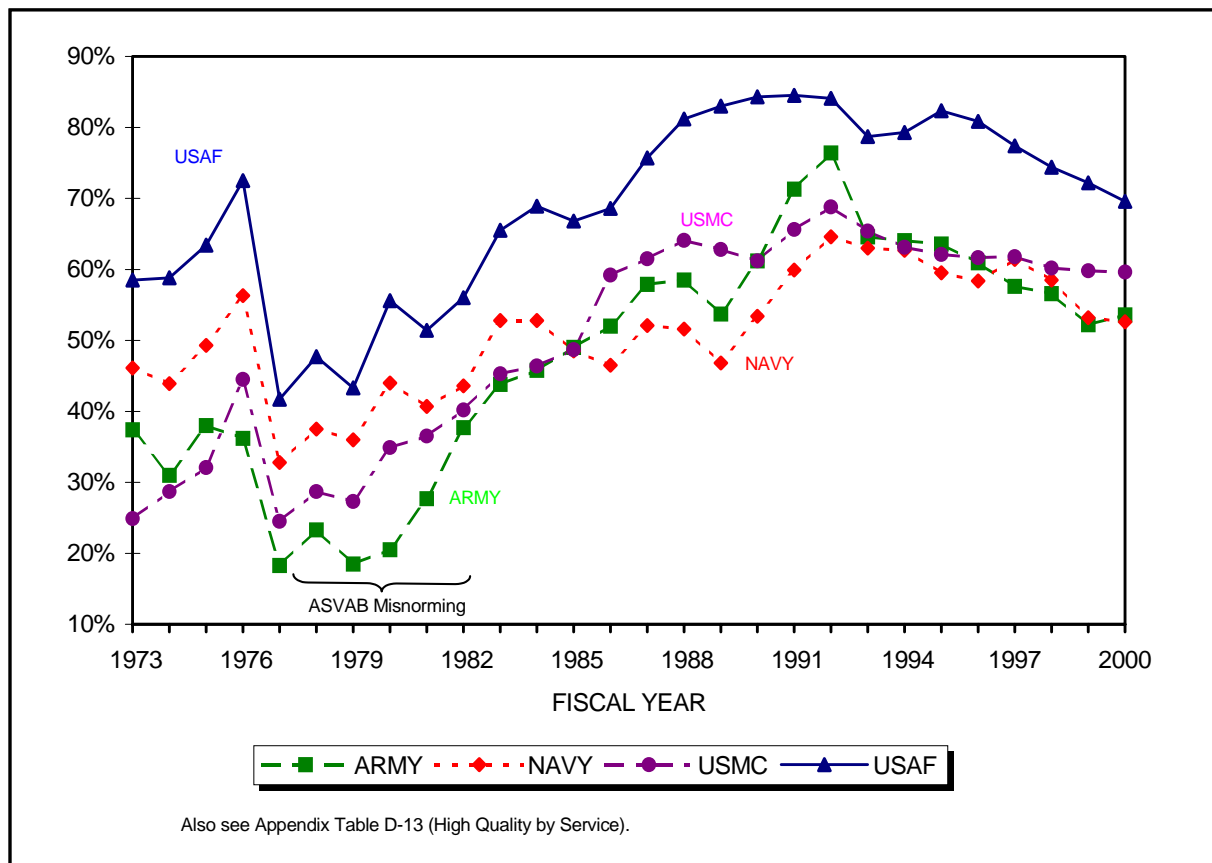
The percentages of FY 2000 active duty NPS accessions in each AFQT category are shown in Table 2.8. The percentage of recruits in Categories I and II was approximately the same as their civilian counterparts (males - 38 versus 39 percent; females - 32 versus 33 percent). Category III accessions greatly exceeded civilian proportions (males - 61 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 2000 Active Component NPS Accessions, by Gender and Service (Percent)					
AFQT Category <sup>1</sup>	Army	Navy	Marine Corps	Air Force	DoD
<b>MALES</b>					
I	4.1	4.4	3.3	4.8	4.1
II	32.7	33.4	32.9	41.1	34.3
IIIA	29.9	26.9	27.3	28.6	28.4
IIIB	31.2	35.3	35.4	25.3	32.2
IV	2.1	0.0	1.1	0.2	1.0
V	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>					
I	2.5	2.6	3.7	2.2	2.5
II	26.4	29.9	32.3	31.9	29.0
IIIA	30.7	29.8	32.8	32.9	31.1
IIIB	39.1	37.7	31.1	32.9	36.7
IV	1.3	0.0	0.1	0.1	0.6
V	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<p>Columns may not add to total due to rounding.</p> <p><sup>1</sup> 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).</p> <p>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).</p>					

In FY 2000, 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-three percent of Air Force recruits scored in Categories I–IIIA, compared to 65 percent of Army, 64 percent of Marine Corps, and 64 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.<sup>35</sup> 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 2000, the percentage of high-quality recruits ranged from 53 percent in the Navy to 70 percent in the Air Force.



**Figure 2.9.** Percentage of high-quality NPS accessions, FYs 1973–2000.

**Reading Ability.** Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.<sup>36</sup> Table 2.9 shows that the mean RGL for FY 2000 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1984 accession.

Differences in RGL were relatively small in FY 2000, with mean RGLs ranging from 11.0 for the Navy and Marine Corps to 11.2 for the Air Force. The 1980 nationally

<sup>35</sup> 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.

<sup>36</sup> See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

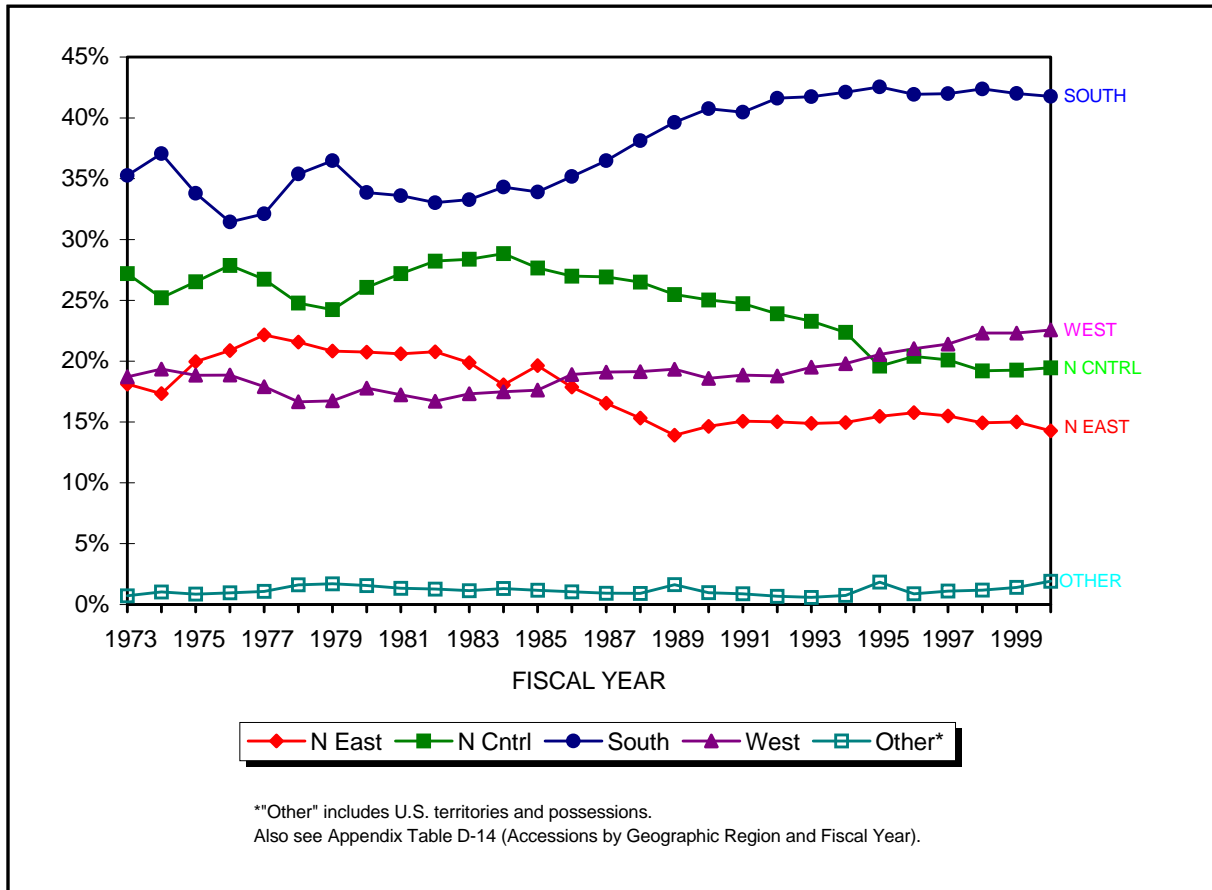
Table 2.9. Mean Reading Grade Level of FY 1984–2000 Active Component NPS Accessions, By Service, and 1980 Civilians 18–23 Years Old						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1984	10.0	10.2	9.8	10.5	10.1	10.3
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
1995	11.3	11.3	11.2	11.7	11.4	
1996	11.3	11.3	11.1	11.7	11.4	
1997	11.2	11.2	11.1	11.6	11.3	
1998	11.2	11.2	11.1	11.5	11.2	
1999	11.0	11.1	11.1	11.2	11.1	
2000	11.1	11.0	11.0	11.2	11.1	

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

**Geography.** The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force. However, as Figure 2.10 illustrates, in other regions some substantial shifts have taken place. The percentage of accessions from the Northeast dropped 8 points from a high of 22 percent in FY 1977 to a low of less than 14 percent in FY 1989. Today, slightly more than 14 percent of enlisted recruits are Northeasterners. The proportion of accessions from the South increased 9 percentage points from 34 percent in FY 1985 to 43 percent in FY 1995. In FY 2000, 42 percent of new recruits were from the South.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates, which vary widely across regions of the country.<sup>37</sup> Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

<sup>37</sup> Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).



**Figure 2.10.** NPS accessions by geographic region, FYs 1973–2000.

Table 2.10 presents FY 2000 accession statistics by geographic region, division, and state. The third and fourth columns show percentages of accessions and percentages of the 18- to 24-year-old civilian population, respectively, in each area. The fifth column presents military/civilian representation ratios—the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population—for example, 8 percent of all recruits and 8 percent of all youth aged 18–24. A ratio of less than 1.00 means that relatively few youth in an area enlist in the military, while a ratio of more than 1.00 indicates above-average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I–IIIA) and mean AFQT scores for each area.

The South region had the greatest ratio of enlistees (1.2). The South Atlantic and West South Central divisions had the strongest representation (1.3 each). The Northeast and North Central regions had representation ratios of 0.8 and the West region had a ratio of 1.0.

Slightly more than half of the states had representation ratios of 1.0 or more. These included: Maine and New Hampshire in the Northeast; Missouri and the Dakotas in the North Central; all states except Utah and California in the West; and all states except Kentucky, Tennessee, and the District of Columbia in the South. Among all states, the ratios ranged from a low of 0.5 in Massachusetts to a high of 1.8 in Montana and Wyoming.

Table 2.10. Selected Statistics for FY 2000 NPS Accessions by Region, Division, and State, and Civilians 18-24 Years Old

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Representa- tion Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
<b>NORTHEAST REGION</b>	25,535	14.6	18.0	0.8	57.4	59.2
<i>New England Division</i>	5,501	3.1	4.4	0.7	57.6	60.8
Maine	934	0.5	0.4	1.3	62.9	62.2
New Hampshire	632	0.4	0.4	1.0	68.0	64.0
Vermont	338	0.2	0.2	0.9	68.0	62.9
Massachusetts	2,005	1.1	2.2	0.5	59.6	60.2
Rhode Island	438	0.2	0.3	0.7	59.6	58.9
Connecticut	1,154	0.7	0.8	0.8	56.9	59.0
<i>Middle Atlantic Division</i>	20,034	11.4	13.6	0.8	57.4	58.7
New York	9,342	5.3	6.6	0.8	55.7	58.2
New Jersey	3,894	2.2	2.7	0.8	55.7	57.5
Pennsylvania	6,798	3.9	4.3	0.9	60.6	60.1
<b>NORTH CENTRAL REGION</b>	34,801	19.8	23.6	0.8	60.6	60.5
<i>East North Central Division</i>	24,134	13.8	16.6	0.8	60.0	60.1
Ohio	6,820	3.9	4.3	0.9	59.7	59.7
Indiana	3,205	1.8	1.9	0.9	63.9	61.9
Illinois	6,681	3.8	4.6	0.8	57.6	58.6
Michigan	4,908	2.8	3.9	0.7	57.2	59.4
Wisconsin	2,520	1.4	1.9	0.7	67.5	64.1
<i>West North Central Division</i>	10,667	6.1	7.0	0.9	62.0	61.3
Minnesota	1,853	1.1	1.7	0.6	64.6	63.1
Iowa	1,527	0.9	1.0	0.9	63.1	63.0
Missouri	3,555	2.0	2.0	1.0	58.7	59.3
North Dakota	389	0.2	0.2	0.9	68.1	63.1
South Dakota	580	0.3	0.3	1.1	63.1	62.4
Nebraska	1,127	0.6	0.7	0.9	66.6	61.8
Kansas	1,636	0.9	1.1	0.8	60.2	60.8
<b>SOUTH REGION</b>	74,708	42.6	35.1	1.2	55.0	57.6
<i>South Atlantic Division</i>	36,985	21.1	16.7	1.3	55.7	57.7
Delaware	470	0.3	0.3	1.0	57.7	58.1
Maryland	3,543	2.0	1.5	1.3	56.8	57.7
District of Columbia	226	0.1	0.2	0.6	42.5	52.3
Virginia	5,512	3.1	2.2	1.4	54.8	58.0
West Virginia	1,449	0.8	0.7	1.2	52.4	56.7
North Carolina	5,228	3.0	2.6	1.1	57.8	58.4
South Carolina	3,430	2.0	1.3	1.5	52.0	55.6
Georgia	5,509	3.1	2.9	1.1	53.6	56.4
Florida	11,618	6.6	5.1	1.3	57.4	58.6
<i>East South Central Division</i>	11,371	6.5	6.4	1.0	52.3	56.9
Kentucky	2,290	1.3	1.5	0.9	53.4	56.9
Tennessee	3,064	1.7	2.0	0.9	56.9	59.4
Alabama	3,977	2.3	1.7	1.3	51.0	56.6
Mississippi	2,040	1.2	1.1	1.0	46.7	53.3
<i>West South Central Division</i>	26,352	15.0	12.0	1.3	55.3	57.8
Arkansas	1,907	1.1	1.0	1.1	52.0	56.5
Louisiana	3,910	2.2	1.8	1.2	49.3	54.8
Oklahoma	2,989	1.7	1.2	1.5	57.1	58.6
Texas	17,546	10.0	8.1	1.2	56.7	58.4

(Continued)

Table 2.10. Selected Statistics for FY 2000 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old (Continued)

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year- Olds	Representa- tion Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile Score
<b>WEST REGION</b>	40,369	23.0	23.4	1.0	58.7	59.6
<i>Mountain Division</i>	<i>13,025</i>	<i>7.4</i>	<i>6.6</i>	<i>1.1</i>	<i>59.8</i>	<i>60.8</i>
Montana	1,063	0.6	0.3	1.8	64.2	62.6
Idaho	1,129	0.6	0.6	1.2	61.3	62.2
Wyoming	534	0.3	0.2	1.8	63.3	61.1
Colorado	2,556	1.5	1.4	1.0	60.3	62.3
New Mexico	1,699	1.0	0.6	1.7	55.5	57.4
Arizona	3,486	2.0	1.9	1.1	58.7	60.0
Utah	1,124	0.6	1.0	0.6	62.6	62.1
Nevada	1,434	0.8	0.7	1.2	59.3	60.5
<i>Pacific Division</i>	<i>27,344</i>	<i>15.6</i>	<i>16.8</i>	<i>0.9</i>	<i>58.2</i>	<i>59.0</i>
Washington	3,983	2.3	2.2	1.0	62.3	63.0
Oregon	2,527	1.4	1.2	1.2	63.7	63.0
California	19,346	11.0	12.6	0.9	56.8	57.7
Alaska	583	0.3	0.2	1.5	61.1	62.6
Hawaii	905	0.5	0.4	1.2	51.9	55.0
<b>Total (50 STATES + D.C.)</b>	175,413**	100.0	100.0	1.0	57.3	58.8
Columns may not add to total due to rounding.						
* High-quality accessions are high school graduates who score at or above the 50 <sup>th</sup> percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area.						
** Does not include 3,420 recruits from the territories and unknowns.						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.						

The sixth column of Table 2.10 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 2000. The proportion of high-quality accessions by region ranged from a low of 55 percent in the South to a high of 61 percent in the North Central region. Differences across divisions were somewhat larger. Nearly 10 percentage points separated the East South Central and West North Central divisions. Differences at the state level were still larger, ranging from 43 percent in the District of Columbia to 68 percent in Vermont and North Dakota.

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

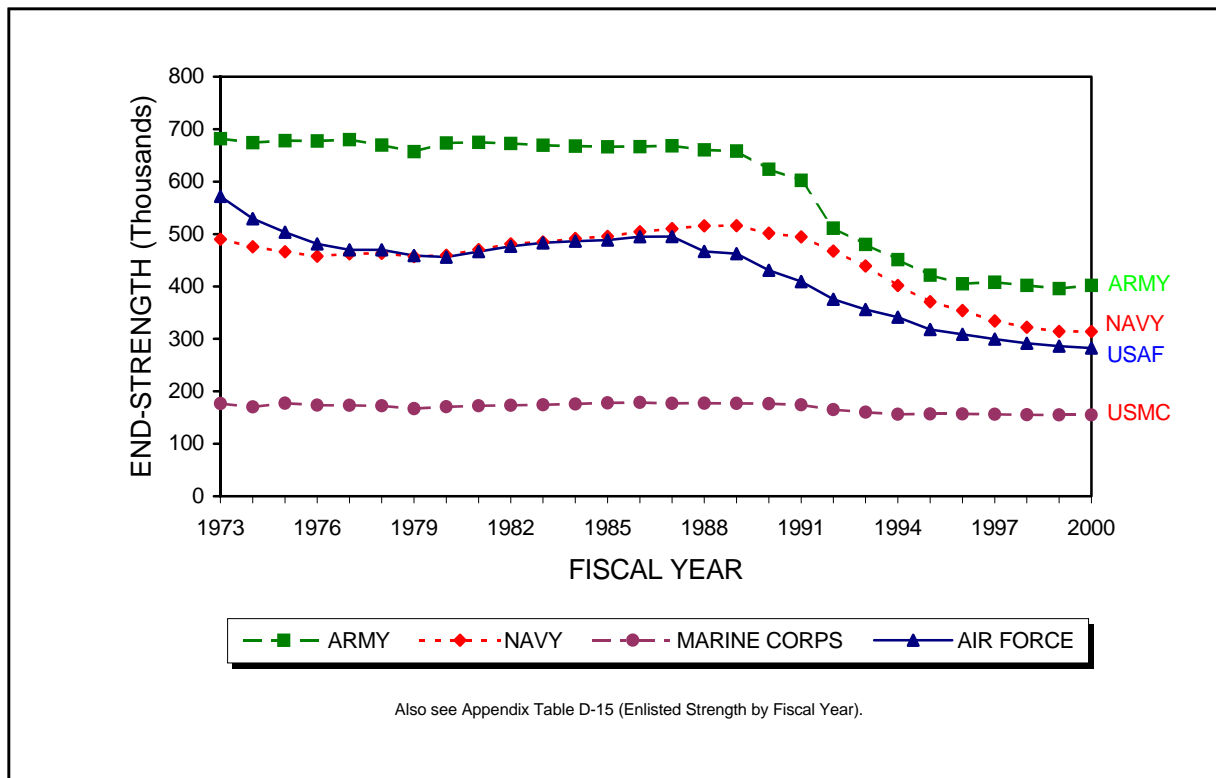


Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.10 reflect the mean AFQT percentile scores for accessions in each state. Percentiles displayed in Table 2.10 are all above 50 because low-scoring applicants are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

## Chapter 3

### ACTIVE COMPONENT ENLISTED FORCE

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



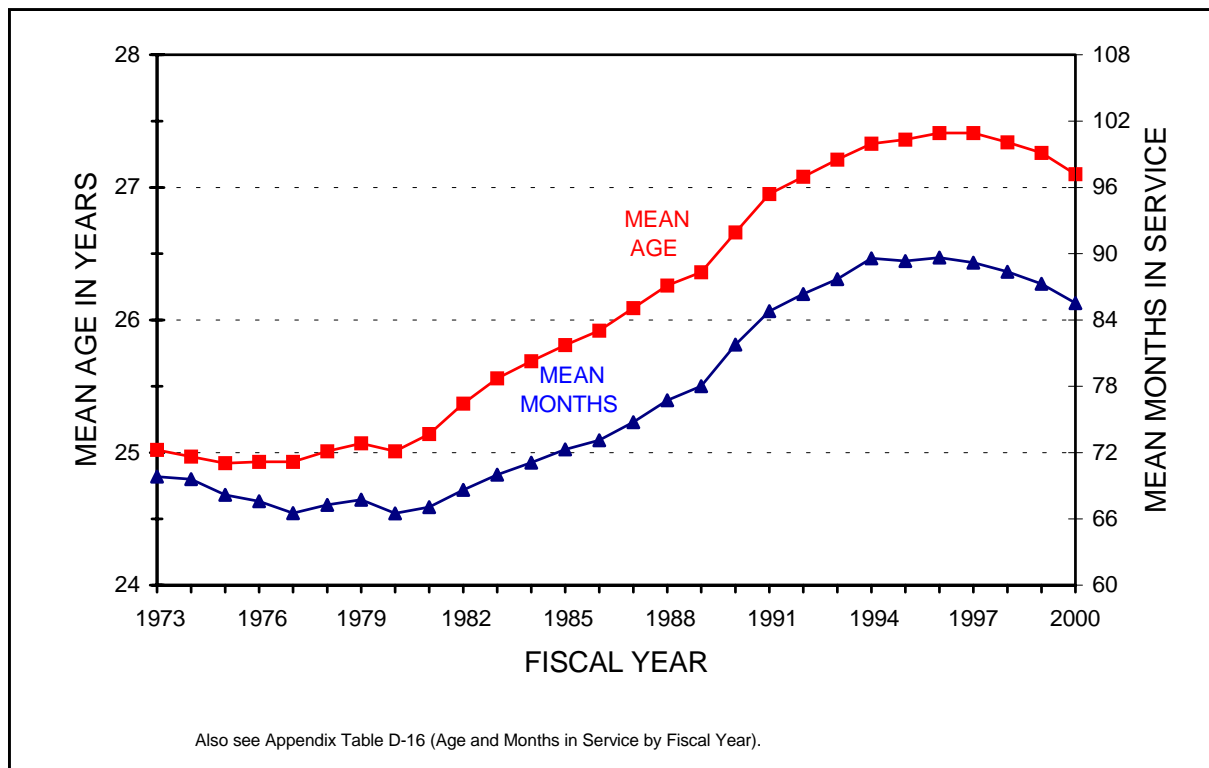
**Figure 3.1.** Active Component enlisted force end-strength, by Service, FYs 1973–2000.

#### Characteristics of Active Component Enlisted Force

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

The mean number of months in service per enlisted Servicemember is highlighted in Figure 3.2. Mean time in service rose from 75 months in FY 1987 to 90 months in FY 1996 and then dropped slightly to 86 months in FY 2000. Although the cumulative effect of various policies put in place since the early 1980s resulted in an increase in the mean age of the Services'

enlisted force from 25 years old in FY 1980 to more than 27 years old in FY 1997, current retention problems have led to a slight decrease in mean age and time in service during the last few years.



**Figure 3.2.** Active Component enlisted force average age and months in service, FYs 1973–2000.

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

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

Table 3.1. FY 2000 Pay Grade of Active Component Enlisted Members, by Service (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
E1	6.9	7.1	8.9	5.6	6.9
E2	10.0	8.8	12.8	3.6	8.5
E3	13.5	14.2	28.3	18.6	16.9
E4	25.6	20.7	18.2	19.9	21.9
E5	17.7	21.8	14.4	24.2	20.0
E6	13.7	17.2	8.8	14.9	14.3
E7	9.0	7.4	5.7	10.2	8.4
E8	2.6	2.0	2.2	2.0	2.2
E9	0.8	1.0	0.8	1.0	0.9
Unknown	*	0.0	0.0	0.0	*
<b>Total</b>	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 2000, 47 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 (47, 45, 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 39 percent under age 25, and 9 percent older than 39. 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 the Air Force did not meet its FY 2000 retention goals, Air Force retention, particularly in the first term, was higher than retention in the other Services.

Although 47 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 (23 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 2000 (37 and 31 percent, respectively). However, Hispanics were underrepresented among enlisted members (9 percent versus 13 percent).

Table 3.2. FY 2000 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	12.2	11.6	18.2	8.6	12.0	4.7
20-24	35.0	33.5	49.8	29.9	35.4	10.3
25-29	21.3	19.0	15.4	18.6	19.2	10.8
30-34	14.5	14.3	7.2	15.3	13.6	11.7
35-39	11.3	14.3	6.5	18.8	13.3	13.3
40-44	4.2	5.5	2.4	7.5	5.1	13.9
45-49	1.1	1.5	0.5	1.3	1.2	12.0
50+	0.2	0.2	0.1	0.1	0.2	23.3
Unknown	*	0.0	0.0	0.0	*	0.0
<b>Total</b>	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 2000.

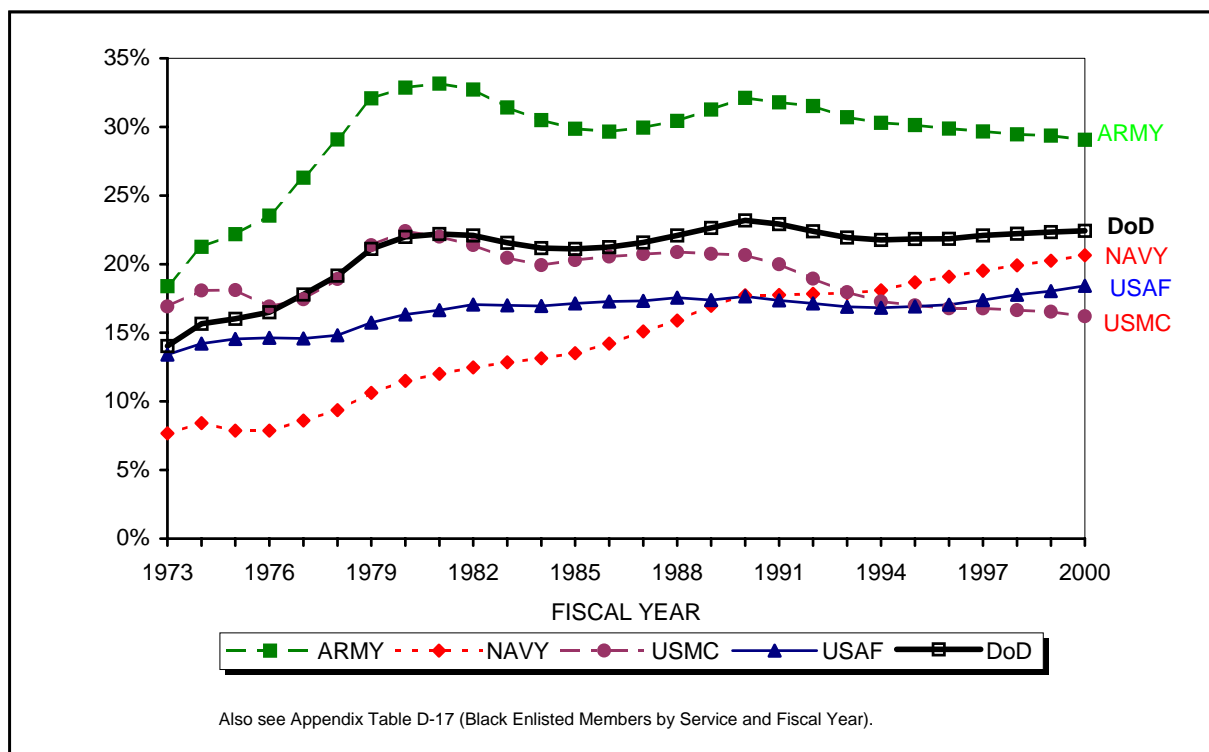
Table 3.3. FY 2000 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Race/Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
White	55.2	60.6	66.3	72.8	62.5	69.5
Black	29.1	20.6	16.2	18.4	22.4	12.4
Hispanic	9.1	9.9	13.5	5.5	9.0	13.1
Other	6.6	8.8	4.0	3.3	6.0	5.0
<b>Total</b>	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 2000.

In FY 2000, 22 percent of the enlisted force was Black, compared with 12 percent of the civilian labor force (18-44 year-olds). This near 2:1 ratio for Black members was higher than for FY 2000 accessions, primarily because retention was higher among Blacks than Whites. The Army had the highest proportion of Black enlisted members in FY 2000 (29 percent).

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 2000. 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.<sup>2</sup> 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 2000. 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).



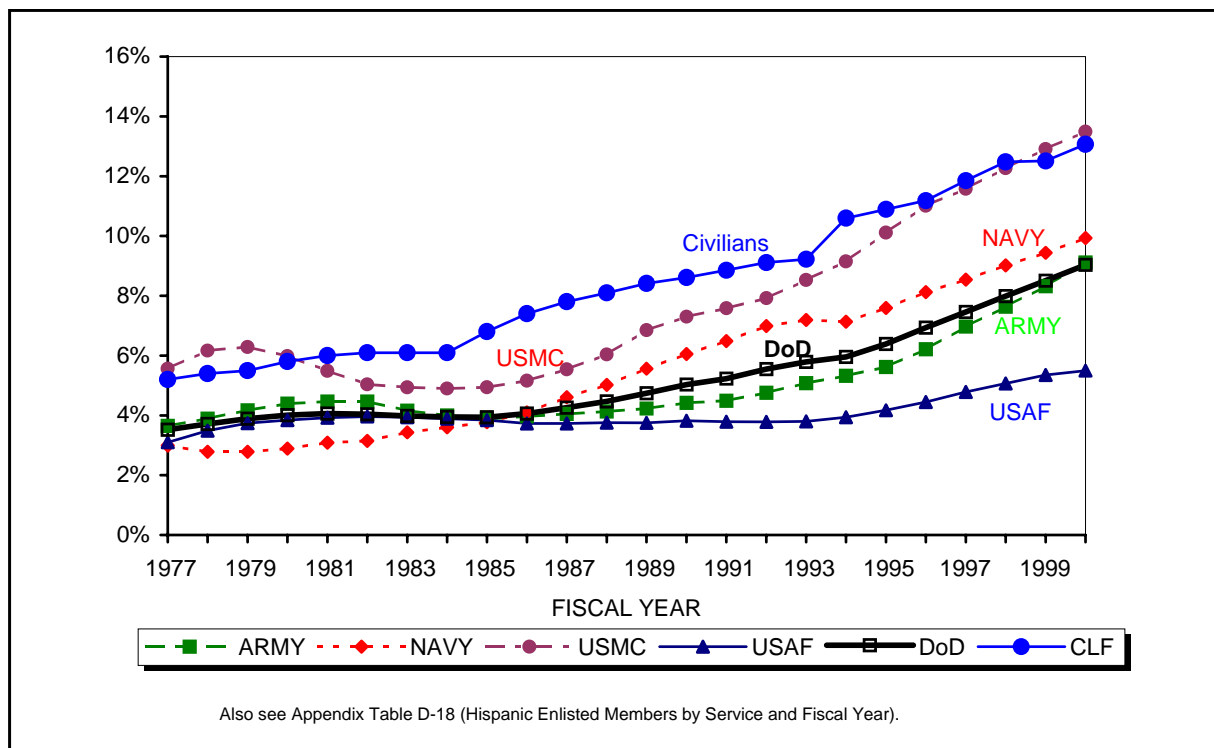
**Figure 3.3.** Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973–2000.

In FY 2000, 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 2000, the Services have made consistent gains 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

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

1994, the civilian population boasted more than 10 percent Hispanics, compared to less than 6 percent in the DoD. By FY 2000, Hispanics made up more than 13 percent of the civilian labor force, with projections of continuing increases.<sup>3</sup> 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.

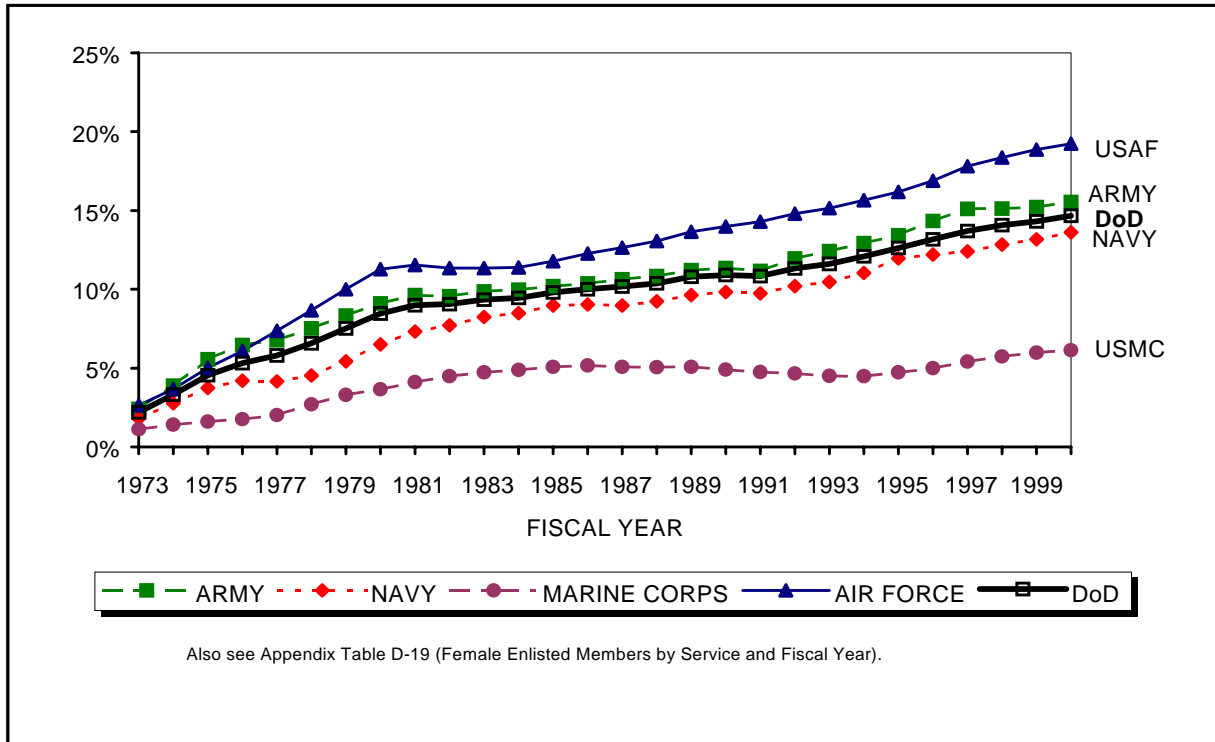


**Figure 3.4.** Hispanics as a percentage of Active Component enlisted members, by Service, with the civilian labor force, FYs 1977–2000.

**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.<sup>4</sup> 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.

<sup>3</sup> 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>

<sup>4</sup> 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.



**Figure 3.5.** Women as a percentage of Active Component enlisted members, by Service, FYs 1973–2000.

Four factors affect the proportion of enlisted female members. First, women tend to have a lower inclination to enlist than men do.<sup>5</sup> Second, combat exclusion policies restrict the positions and skills in which women may serve. However, as directed by former Secretary of Defense Les Aspin, the Services have opened more positions for women. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play virtually no role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military may not change much from current levels unless there are significant increases in female recruiting or retention.

As a result of policy and social changes, the number of active duty enlisted women increased from nearly 32,000 in FY 1972 to a pre-drawdown peak of 196,000 in FY 1989, then down to 160,000 in FY 1995. The number and proportion of women has increased to more than 169,000, almost 15 percent of enlisted members, in FY 2000. The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

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



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

As shown in Table 3.4, the Air Force has the highest proportion of women on active duty (19 percent), while the Marine Corps has the lowest (6 percent). Percentages in the Army and Navy are 16 and 14 percent, respectively. The differences are primarily a function of the proportion of positions closed to women in each Service. Overall, the proportion of enlisted women has gradually increased (about half a percentage point each year) over the past seven years, from 11.6 to 14.7 percent from FY 1993 to FY 2000 (Appendix Table D-19).

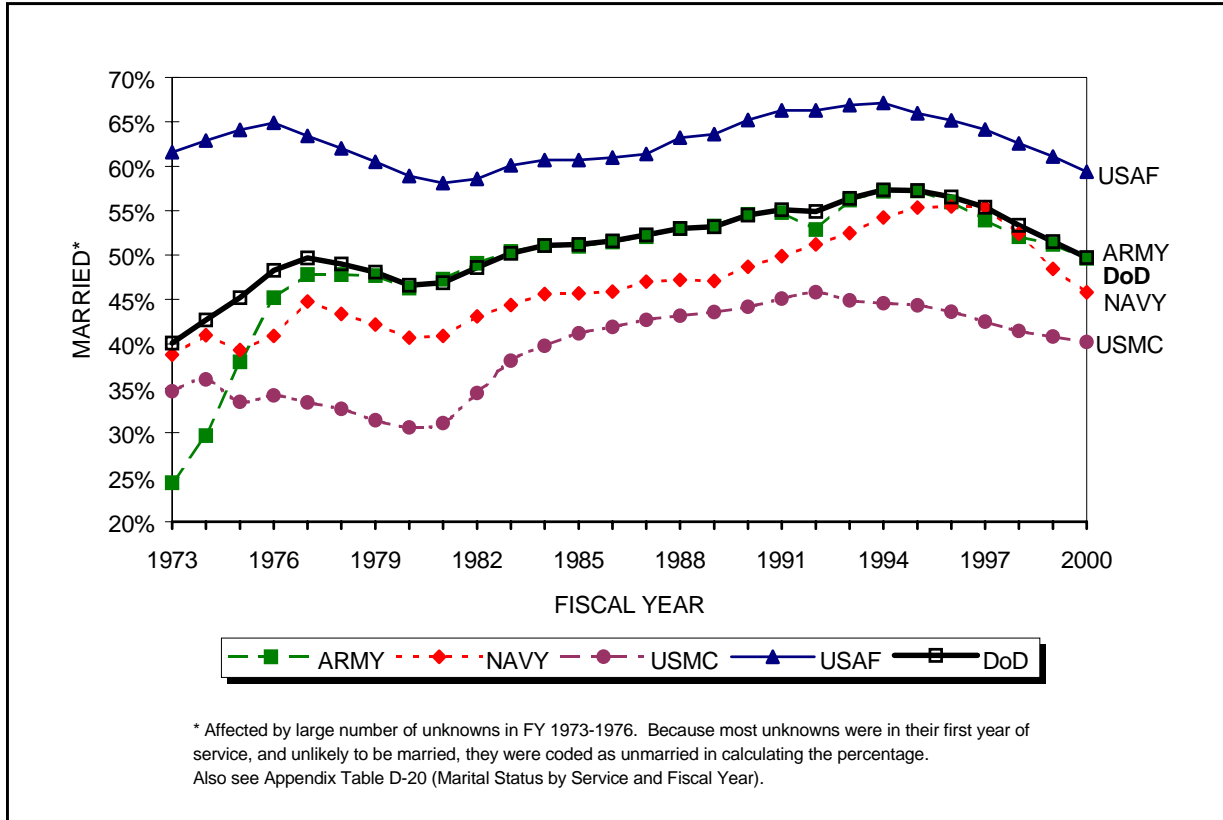
Table 3.4. FY 2000 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	84.5	86.4	93.9	80.7	85.3	53.5
Female	15.5	13.6	6.1	19.3	14.7	46.5
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-23 (Age by Service and Gender).						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.						

**Marital Status.** Although only 9 percent of first-time enlisted recruits are married, a majority of enlisted Servicemembers are (50 percent). By the end of the first term of service (typically four years), approximately 42 percent of male enlisted members have become married.<sup>7</sup> Trends in marital status of active duty members are shown in Figure 3.6. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase until a peak of 57 percent in FY 1994. Since FY 1994, the proportion of married members has dropped to less than 50 percent in FY 2000. Marital status varies by Service. Air Force members are most likely to be married (59 percent), while Marines are least likely to be married (40 percent).

The percentages of FY 2000 Active Component enlisted married males and females are shown by Service in Table 3.5 and by age in Appendix Table B-24. Proportionally, more Servicemen were married than Servicewomen (51 and 41 percent, respectively). Similarly, more civilian men were married than civilian women (53 versus 51 percent, respectively). The proportion of married Servicemen was slightly smaller than married 18- to 44-year-old men in the civilian population (51 and 53 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (41 and 51 percent, respectively).

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

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



**Figure 3.6.** Percentage of Active Component enlisted members who were married, by Service, FYs 1973–2000.

Gender	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Male	51.1	48.0	40.3	62.2	51.2	52.5
Female	42.1	31.6	39.7	47.3	41.0	50.5
<b>Total</b>	49.7	45.8	40.3	59.4	49.7	51.5

Also see Appendix Table B-24 (Age by Marital Status and Gender).  
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.

The percentage of married military women has changed significantly since FY 1973.<sup>8</sup> Twenty-five years ago women constituted 2 percent of military members. Military women were not expected to be married; retention directives implicitly encouraged separation of married enlisted women. In FY 1973, 18 percent of military women were married, increasing to 36 percent in FY 1978 and to 41 percent in FY 2000.

During and after the Persian Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are

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

military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.6.

Table 3.6. FY 2000 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
<b>ARMY</b>					
Male	339,659	173,382	51.1	11,088	6.4
Female	62,491	26,321	42.1	11,050	42.0
<b>Total</b>	402,150	199,703	49.7	22,138	11.1
<b>NAVY</b>					
Male	271,333	130,337	48.0	6,648	5.1
Female	42,750	13,508	31.6	5,015	37.1
<b>Total</b>	314,083	143,845	45.8	11,663	8.1
<b>MARINE CORPS</b>					
Male	145,539	58,639	40.3	3,093	5.3
Female	9,499	3,766	39.7	2,421	64.3
<b>Total</b>	155,038	62,405	40.3	5,514	8.8
<b>AIR FORCE</b>					
Male	227,960	141,881	62.2	13,998	9.9
Female	54,344	25,713	47.3	14,331	55.7
<b>Total</b>	282,304	167,594	59.4	28,329	16.9
<b>DoD</b>					
Male	984,491	504,239	51.2	34,827	6.9
Female	169,084	69,308	41.0	32,817	47.4
<b>Total</b>	1,153,575	573,547	49.7	67,644	11.8
* There are some differences between the number of males and females reporting dual-service marriages.					
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 11,088 male Army enlisted personnel are in dual-service marriages. That is, 6.4 percent of married male Army enlisted members (173,382) are in dual-service marriages.					

Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (47 percent of married women versus 7 percent of married men; Table 3.6). The Marine Corps has the greatest variance, with 5 percent of married men but 64 percent of married women in dual-service marriages. Proportionally, more

Air Force personnel are members of dual-service marriages (17 percent). Across the Services, 12 percent of enlisted members are in dual-service marriages.

**Education.** The majority of the enlisted force have high school diplomas (over 95 percent), as indicated in Table 3.7. In FY 2000, 98 percent of female and 95 percent of male enlisted personnel were high school diploma graduates (Tier 1). These results are very similar to FY 1999. Other trends that continue are that there were fewer people with no credentials in the military than in the civilian labor force (less than 1 versus 12 percent), and fewer people with college experience (27 versus 56 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (97 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

Table 3.7. FY 2000 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	94.9	92.4	95.4	99.8	95.5	88.5
Tier 2: GED, Alternative Credentials	4.8	5.6	4.4	0.2	3.8	
Tier 3: No Credentials	0.3	2.1	0.2	**	0.7	11.5
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
College Experience <sup>1</sup> (Part of Tier 1)	8.9	5.7	3.6	90.0	27.1	56.0
* Civilian percentages combine Tiers 1 and 2. ** Less than one-tenth of one percent. <sup>1</sup> Due to coding differences, the Air Force reports one year of college, whereas the other Services report 2-year college graduates. Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 4 for a discussion of officers. Also see Appendix Table B-27 (Education by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.						

The Army and Marine Corps each had roughly 95 percent of high school diploma graduate enlisted members in FY 2000. The Navy dropped slightly from 94 percent in FY 1999 to 92 percent in FY 2000. Almost all Air Force members held diplomas (99+ percent). The Navy had the largest proportion without at least a high school diploma (6 percent). The Air Force had the smallest proportion (two-tenths of one percent).

The Services encourage enlisted members to continue their education while in the military. Many college-level classes and degree programs are offered on military installations around the world. A new program, Army University Access Online, facilitates enrollment in college-level distance learning courses, assists soldiers in securing course credit for military training, and aids participants in earning degrees. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover the majority of

the cost of off-duty college and technical courses.<sup>9</sup> The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.<sup>10</sup>

**Representation Within Occupations.** The percentages of enlisted personnel by occupational area in FY 2000 are shown in Table 3.8. No shifts in the occupational distribution of the force occurred this year. The majority of enlisted members serve in electrical/mechanical equipment repair (20 percent), infantry, gun crews, and seamanship (17 percent), or functional support and administration (16 percent). These occupational areas have been predominant in the Armed Services at least since FY 1976, the earliest that reliable data are available.<sup>11</sup>

Table 3.8. FY 2000 Occupational Areas of Active Component Enlisted Personnel by Gender (Percent)				
Occupational Code and Area		Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	18.9	5.4	16.9
1	Electronic Equipment Repairers	10.3	6.1	9.7
2	Communications and Intelligence Specialists	8.8	9.2	8.8
3	Medical and Dental Specialists	5.2	15.3	6.7
4	Other Allied Specialists	3.0	3.0	3.0
5	Functional Support and Administration	13.1	33.5	16.1
6	Electrical/Mechanical Equipment Repairers	21.8	7.9	19.7
7	Craftsmen	3.8	1.7	3.5
8	Service and Supply Handlers	8.2	9.6	8.4
9	Non-occupational*	7.0	8.3	7.2
<b>Total</b>		100.0	100.0	100.0
Columns may not add to total due to rounding.				
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.				
See Appendix Tables B-29 (Occupational Area by Service and Gender) and B-30 (Occupational Area by Service and Race/Ethnicity).				

Occupations such as infantry and related specialties, craftsmen, and service and supply included less than one-third (29 percent) of enlisted personnel. Many enlisted members (43 percent) were in jobs requiring mid-level skills, including medical and dental specialties, functional support and administration, and electrical/mechanical equipment repair. The high-skilled and high-tech areas—electronic equipment repair, communications and intelligence specialists, and other allied specialists—made up about 22 percent of the force. The remaining 7 percent were non-occupational, to include patients, students, and those with unassigned duties.

<sup>9</sup> Department of Defense, *Biennial Report to Congress on the Montgomery GI Bill Education Benefits Program* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], May 1998).

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

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

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

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

Men tend to score higher than women on the ASVAB tests in the mechanical and electronics composites, while women tend to do better on administrative measures. On average, Whites have higher test scores than Hispanics and “Other” minorities, who in turn have higher scores than Blacks. Within each demographic group, there is wide variation in ASVAB test scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified determine the occupations to which individuals are assigned.

Representation of women within occupations. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in "non-traditional" jobs. In the early 1970s, most enlisted women (88 percent) were in two occupational areas: functional support and administration, and medical/dental.<sup>13</sup> In FY 2000, 34 and 15 percent, respectively, served in these occupations. Viewed another way, approximately 12 percent of enlisted women in the 1970s served in areas considered non-traditional (gun crews, communications, craftsmen, etc.), and in FY 2000 half of all Servicewomen were in these occupations (51 percent).

Women are ineligible for infantry and other positions in which the primary mission is to physically engage the enemy.<sup>14</sup> However, the direct ground combat rule allows women to serve on aircraft and ships engaged in combat. The proportion of women in occupational code 0 (infantry, gun crews, and seamanship specialists) in FY 2000 was 5 percent. The percentage of men in these occupations was approximately four times that of women because of the direct ground combat exclusion policy for women.

The occupational differences by gender are illustrated in Table 3.8. In FY 2000, the percentage of women in functional support and administration as well as medical and dental occupations was approximately two and a half times that of men. Although the percentages of

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

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

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

women in the technical and craftsmen occupations are greater now than when women first joined the military, men account for the preponderance of Servicemembers in these areas.

Representation of minorities within occupations. In FY 2000, the proportions of Blacks, Whites, and Hispanics were similar in four of the nine occupational areas—communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen (Table 3.9). In electronic equipment repair, where the proportions of Blacks, Hispanics, and “Others” were very similar, the proportion of Whites was higher. The proportions of Hispanics, “Others,” and Whites were approximately the same in service and supply handlers, and were lower than Blacks. In electrical/mechanical equipment repair, Whites and “Others” were similar and were higher than Blacks and Hispanics. Blacks were more heavily represented in the functional support and administration area and, to a lesser extent, the service and supply area.

Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	18.4	12.6	18.2	15.3
1	Electronic Equipment Repairers	11.0	7.2	8.0	7.4
2	Communications and Intelligence Specialists	9.7	7.7	7.3	6.4
3	Medical and Dental Specialists	5.8	8.1	7.5	10.5
4	Other Allied Specialists	3.3	2.5	2.4	2.6
5	Functional Support and Administration	11.9	26.4	17.8	18.0
6	Electrical/Mechanical Equipment Repairers	21.8	14.5	18.3	20.6
7	Craftsmen	3.7	2.9	3.1	3.6
8	Service and Supply Handlers	7.1	11.9	8.5	8.7
9	Non-occupational*	7.4	6.1	9.1	7.0
<b>Total</b>		100.0	100.0	100.0	100.0

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

**Pay Grade.** Enlisted pay grades, E1 to E9, correspond to the ranks of Private in the Army and Marine Corps, Seaman Recruit in the Navy, and Airman Basic in the Air Force through Sergeant Major in the Army and Marine Corps, Master Chief Petty Officer in the Navy, and Chief Master Sergeant in the Air Force. Enlisted personnel in grades E1 and E2 are trainees. Members in pay grades E3 and E4 are at the apprentice level, working under journeymen, who are at pay grades E5 and E6. Supervisor positions are at pay grades E7 through E9. Soldiers, marines, and airmen at pay grades E5 and above and some at E4 are noncommissioned officers (NCOs), with demonstrated ability in the job and as a leader. In the Navy, those at pay grades E4 and above are petty officers, with leadership responsibilities. Servicemembers in NCO and

petty officer positions are required to lead, supervise, and train entry-level enlisted personnel. They perform the work as well as direct the work of others.

More than half of the enlisted force is in pay grades E1 through E4 (54 percent). Grades E4 and E5 have the largest concentration of the enlisted force (22 and 20 percent, respectively). This distribution is necessary to provide a sufficient number of trained leaders to fill the higher ranks; not all personnel in the lower ranks reenlist and progress to the higher grades. There are slight variations among racial/ethnic groups (Table 3.10) as well as differences between male and female enlisted members (Table 3.11).

Table 3.10. FY 2000 Pay Grade of Active Component Enlisted Members, by Race/Ethnicity (Percent)					
Pay Grade	White	Black	Hispanic	Other	Total DoD
E1	6.8	6.4	8.7	6.3	6.9
E2	8.3	7.8	10.9	8.6	8.5
E3	16.9	15.3	21.3	17.0	16.9
E4	21.5	21.1	25.1	23.2	21.9
E5	20.3	20.1	17.4	19.1	20.0
E6	14.3	16.1	9.5	14.7	14.3
E7	8.5	9.7	5.1	8.1	8.4
E8	2.2	2.6	1.5	2.1	2.2
E9	0.9	0.9	0.5	0.9	0.9
Unknown	*	0.0	0.0	0.0	*
<b>Total</b>	100.0	100.0	100.0	100.0	100.0

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

A comparison of pay grade distributions by race/ethnicity shows a larger percentage of Blacks at pay grades E6 through E8 than any other racial/ethnic group. Hispanics fill the lower grades (E1 through E4) in greater proportions than any other racial/ethnic group. Retention rates play a role in these distributions. Blacks traditionally have higher retention rates than other racial/ethnic groups.

As shown in Table 3.11, a larger proportion of women fill pay grades E1 to E4 (64 percent) than men (52 percent). At higher pay grades, there are more men. The primary reason for the difference by gender is lower retention rates among enlisted women.

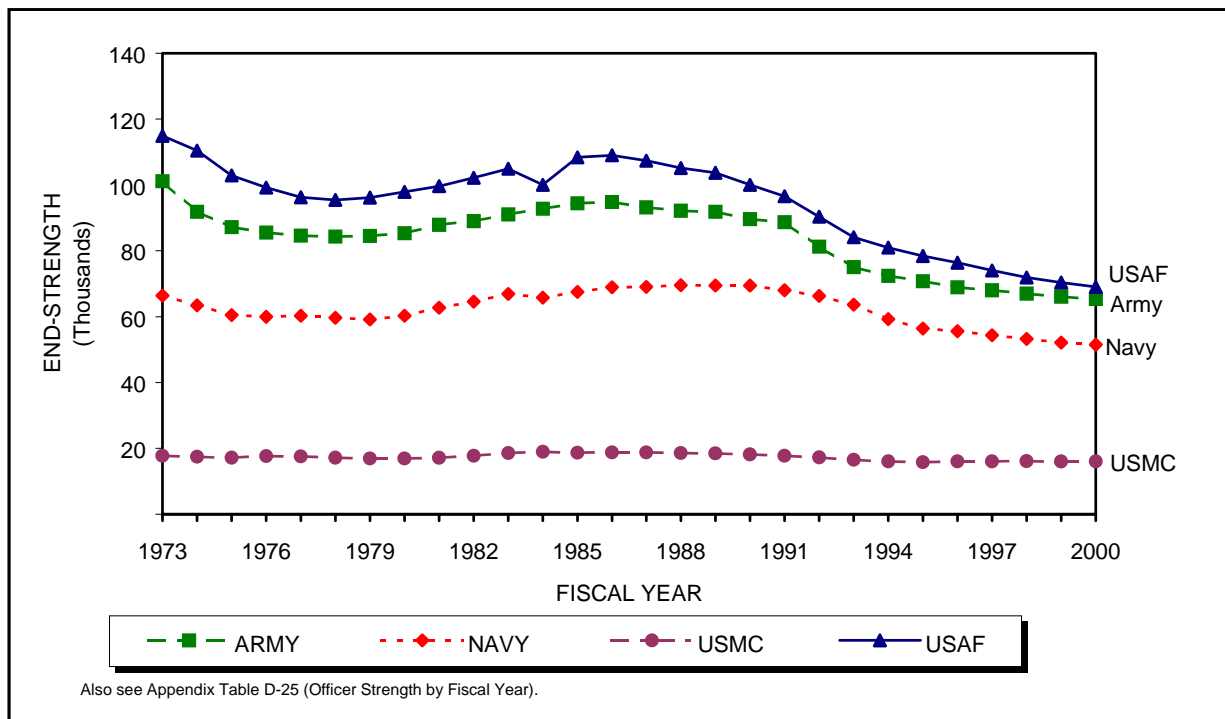


Table 3.11. FY 2000 Pay Grade of Active Component Enlisted Personnel, by Gender (Percent)			
Pay Grade	Male	Female	Total DoD
E1	6.7	7.7	6.9
E2	8.2	9.8	8.5
E3	16.4	20.2	16.9
E4	21.1	26.4	21.9
E5	20.2	18.4	20.0
E6	15.0	10.0	14.3
E7	8.9	5.6	8.4
E8	2.4	1.4	2.2
E9	1.0	0.4	0.9
Unknown	*	*	*
<b>Total</b>	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-46 (Active Component by Pay Grade and Gender).			

## Chapter 4

### ACTIVE COMPONENT OFFICERS

The commissioned officer corps (with civilian oversight) is the senior leadership and management of the Armed Forces. This chapter presents a view of the demographic and social characteristics of both Active Component officer accessions and the commissioned officer corps in FY 2000.<sup>1</sup> Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service since 1973. Supporting data are provided in Appendix Table D-25.

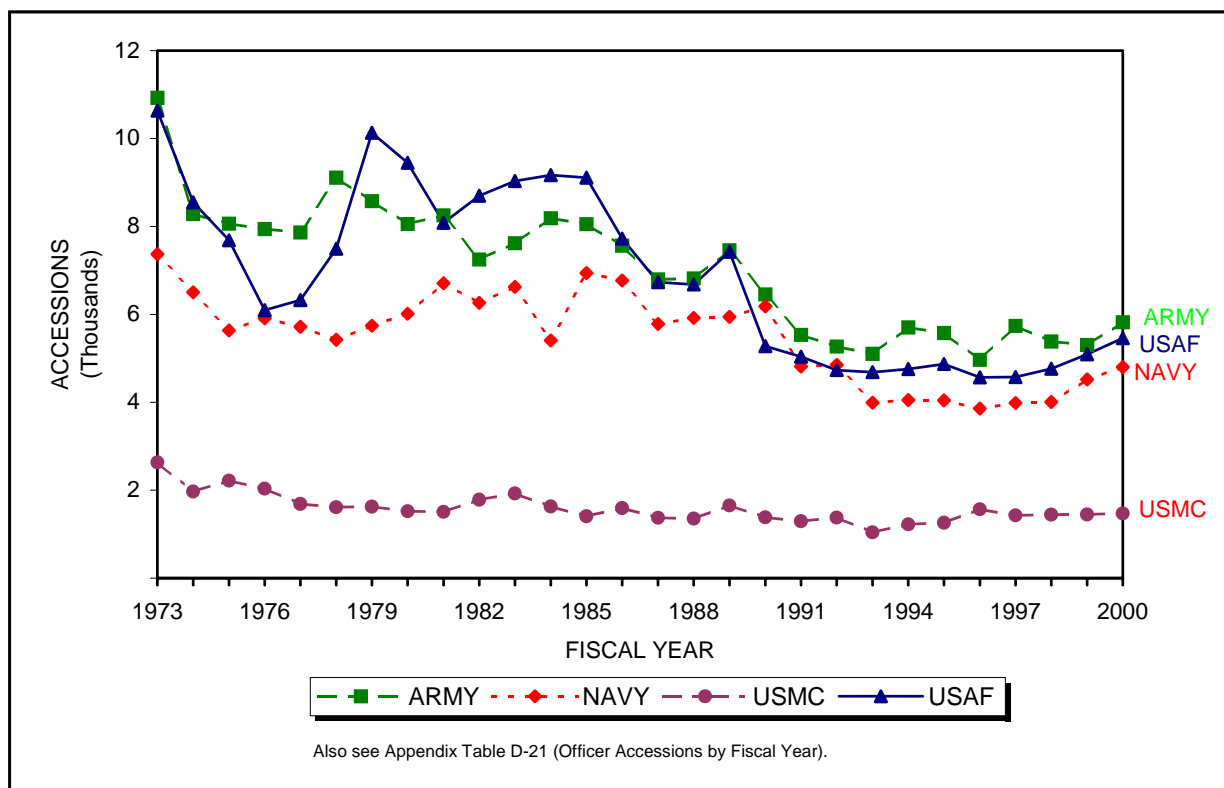


**Figure 4.1.** Active Component officer end-strength, by Service, FYs 1973–2000.

These data depict two drawdowns and one buildup in the Active Component officer corps. These changes in military strength can be attributed, at least partially, to changes in the world situation. The first decline, during the 1973 to 1979 period, occurred during the demobilization following the end of the Vietnam Conflict; the defense buildup of the 1980s was generated by the escalation of the Cold War; and the current drawdown is the result of the fall of communism and the end of the Cold War. At somewhat less than 202,000, the FY 2000 Active Component officer end-strength is a little over 1 percent smaller than in FY 1999 and less than 70 percent the size of the FY 1986 officers corps, which was the peak of the buildup. The FY 2000 officer end-strength represents the smallest officer corps since the advent of the All Volunteer Force 28 years ago.

<sup>1</sup> Data are for commissioned officers; warrant officers are excluded. A brief sketch of warrant officers is presented at the end of this chapter.

The overall number of individuals commissioned by the Services increased approximately 7 percent in FY 2000 to more than 17,500 (Figure 4.2). FY 2000 is the second consecutive year the officer accessions have increased, and represents the highest level of accessions since FY 1990. Officer accessions increased for all Services, with the highest increase for the Army, at nearly 10 percent. The Navy and Air Force also had moderate increases of 6 and 7 percent, respectively. The Marine Corps officer accession cohort grew modestly, and was less than 2 percent greater than it was in FY 1999.



**Figure 4.2.** Active Component officer accessions, by Service, FYs 1973–2000.

### Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 2000 Active Component officer accessions and officers by Service. In total personnel, the Army is the largest Service, but the Air Force has the highest commissioned officer content. The Air Force stood at slightly more than 69,000 active duty officers in contrast to the Army's approximately 65,400. This variation in force structure is most likely due to variations in mission requirements (e.g., number of pilots) of the two Services.

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

Table 4.1. FY 2000 Active Component Officer Accessions and Officer Corps (Number and Percent) <sup>1</sup>				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,820	33.2	65,352	32.4
Navy	4,801	27.4	51,540	25.6
Marine Corps	1,470	8.4	16,008	7.9
Air Force	5,457	31.1	69,022	34.2
<b>Total</b>	17,548	100.0	201,922	100.0

Columns may not add to total due to rounding.

<sup>1</sup> Number of active component officer corps (end-strength) reflects commissioned officers only (it excludes warrant officers).

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

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

As Table 4.2 shows, the force structure of the officer corps is that of a pyramid with the company grade officers making up the broad base (59 percent of officers in FY 2000), followed by field grade officers representing the narrower middle (41 percent of officers in FY 2000), and general/flag officers representing the pinnacle (less than 1 percent of officers in FY 2000). This pay grade distribution is influenced not only by the military's emphasis on youth and fitness, but also by the choices and competition engendered by "up or out" career progression policies.

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

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

Table 4.2. FY 2000 Active Component Officer Corps, by Rank/Pay Grade <sup>1</sup> and Service (Percent)						
Rank*	Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
Second Lieutenant (Ensign)	O-1	12.5	13.9	15.9	12.3	13.1
First Lieutenant (Lieutenant Jr. Grade)	O-2	13.5	11.8	16.1	10.1	12.1
Captain (Lieutenant)	O-3	32.9	34.2	31.5	35.0	33.8
Major (Lieutenant Commander)	O-4	22.0	19.7	21.1	22.1	21.4
Lieutenant Colonel (Commander)	O-5	13.2	13.5	11.1	14.7	13.6
Colonel (Captain)	O-6	5.4	6.6	3.9	5.4	5.6
Brigadier General (Rear Admiral - Lower Half)	O-7	0.2	0.2	0.3	0.2	0.2
Major General (Rear Admiral - Upper Half)	O-8	0.2	0.2	0.2	0.1	0.1
Lieutenant General (Vice Admiral)	O-9	0.1	0.1	0.1	0.1	0.1
General (Admiral)	O-10	**	**	**	**	**
<b>Total</b>		100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.						
* Ranks in parenthesis are Navy designations.						
** Less than one-tenth of one percent.						
<sup>1</sup> Excludes those with unknown rank/pay grade.						
Also see Appendix Table B-48 (Pay Grade by Gender and Service).						

With few exceptions, a 4-year college degree is a prerequisite for commissioning. To this end, two of the primary commissioning programs, the Service academies and the Reserve Officers Training Corps (ROTC), are administered in conjunction with an individual's academic preparation. The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USFA) each offer room, board, medical and dental care, salary, and tuition throughout a 4-year undergraduate program of instruction leading to a baccalaureate degree.<sup>3</sup> Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship options.<sup>4</sup>

The two remaining primary commissioning programs, Officers Candidate/Training School (OCS/OTS) and Direct Commissioning, are designed almost exclusively for individuals who already possess at least a baccalaureate degree. OCS/OTS exists as a rather quick commissioning source for college graduates who did not receive military training or

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

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

indoctrination as part of their undergraduate education. This source also provides a means for promising enlisted personnel to earn a commission. Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees and/or work experience, officers directly appointed are often commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that, together with the primary programs, ensure that the Services have access to a number of different pools of personnel with diverse skills.

Table 4.3 highlights the flexibility in officer procurement afforded by the alternative commissioning programs. The largest proportion of FY 2000 officer accessions (37 percent) came through ROTC programs—and most were recipients of a college scholarship (26 percent of all officer accessions and 69 percent of ROTC accessions). Direct appointments and academy graduates accounted for 19 percent and 17 percent of incoming officers, respectively. OCS/OTS produced about 22 percent of FY 2000 Active Component officer accessions.

Table 4.3. FY 2000 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
<b>ACTIVE COMPONENT OFFICER ACCESSIONS</b>					
Academy	17.0	16.9	11.2	17.1	16.5
ROTC–Scholarship	38.5	17.3	14.8	22.5	25.8
ROTC–No Scholarship	16.7	2.5	0.0	16.8	11.4
OCS/OTS	9.4	25.1	61.5	22.8	22.2
Direct Appointment	18.3	22.0	0.7	20.5	18.5
Other *	0.1	16.2	11.8	0.3	5.5
Unknown	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>ACTIVE COMPONENT OFFICER CORPS</b>					
Academy	16.7	19.5	12.0	19.9	18.1
ROTC–Scholarship	36.3	18.8	16.0	22.6	25.5
ROTC–No Scholarship	22.4	2.3	0.0	18.7	14.3
OCS/OTS	8.8	21.3	64.1	20.7	20.4
Direct Appointment	15.8	21.3	0.9	18.0	16.7
Other *	0.1	16.8	7.0	0.1	4.9
Unknown	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	100.0	100.00	100.00	100.00	100.00
Columns may not add to total due to rounding.					
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).					
Also see Appendix Tables B-40 (Active Component Officer Accessions by Source of Commission, Service, and Gender) and B-41 (Active Component Officer Corps by Source of Commission, Service, and Gender).					

The Services differ in their reliance on the various commissioning sources. For example, 62 percent of the Marine Corps’ newly commissioned officers came through OCS-type pipelines, while comparable figures for the other Services were between 9 percent and 25 percent. Fewer than one percent of Marine Corps officer accessions were recipients of direct commissions

compared to 22 percent in the Navy. In fact, the Marine Corps does not have a Service academy or ROTC program. Midshipmen at the Naval Academy and in the Navy’s ROTC program can opt to enter the Marine Corps upon program completion. The Marine Corps relies on the Navy for officers in medical and dental specialties and chaplains, thereby lowering its need for direct commissioning. The Service differences are probably influenced by retention rates, budget considerations, and historical fluctuations in officer recruiting needs.

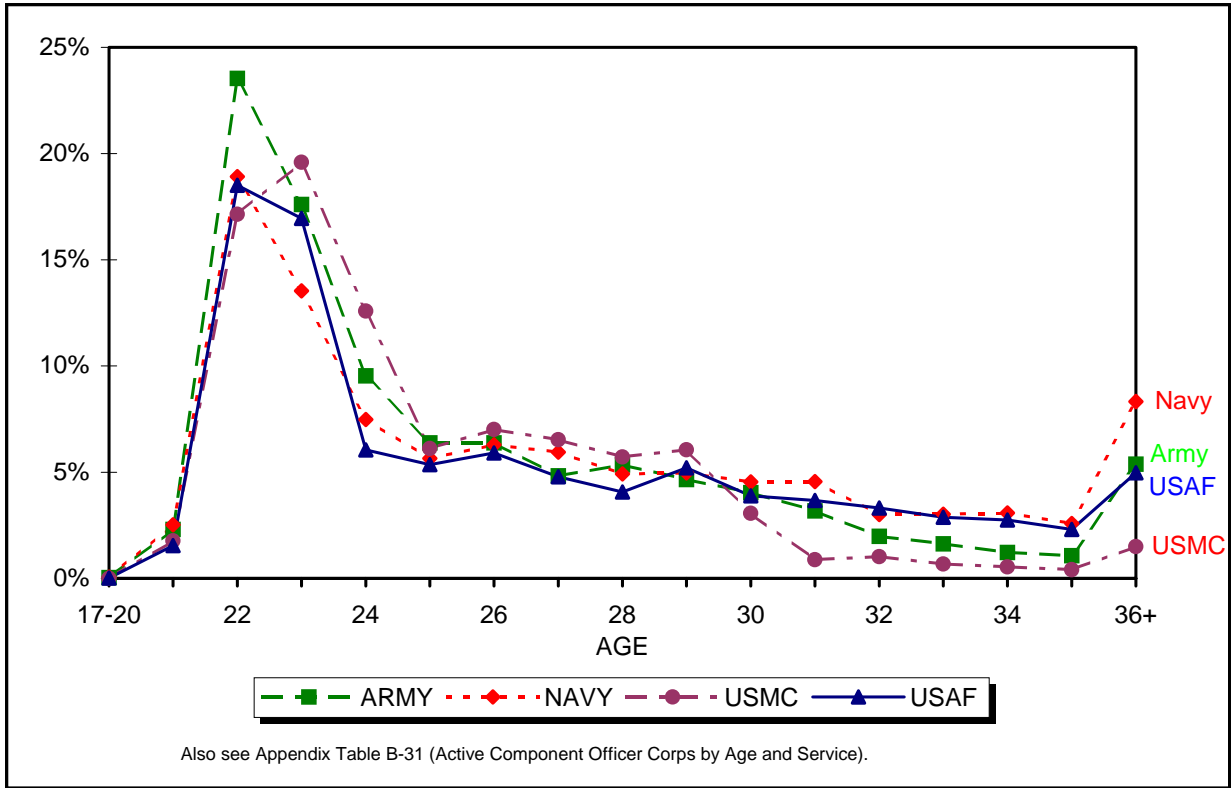
**Age.** As shown in Table 4.4, officers, on average, tend to be older than enlisted personnel. Upon commissioning in FY 2000, the average officer was more than 26 years old in contrast to 19 years old for the average enlisted accession. The mean age of all active officers was 34 years, while that of enlisted members was 27 years. The mean age of officer accessions varies by source of commission. In FY 2000, the average age of newly commissioned officers ranged from less than 23 years for Service academy graduates to over 31 years for officers accessed through direct appointment or “other” commissioning sources.<sup>5</sup>

Table 4.4. FY 2000 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel		
	Officers	Enlisted
Active Component Accessions	26.4	19.4
Active Component Force	34.3	27.3
Also see Appendix Table B-31 (Age by Service).		

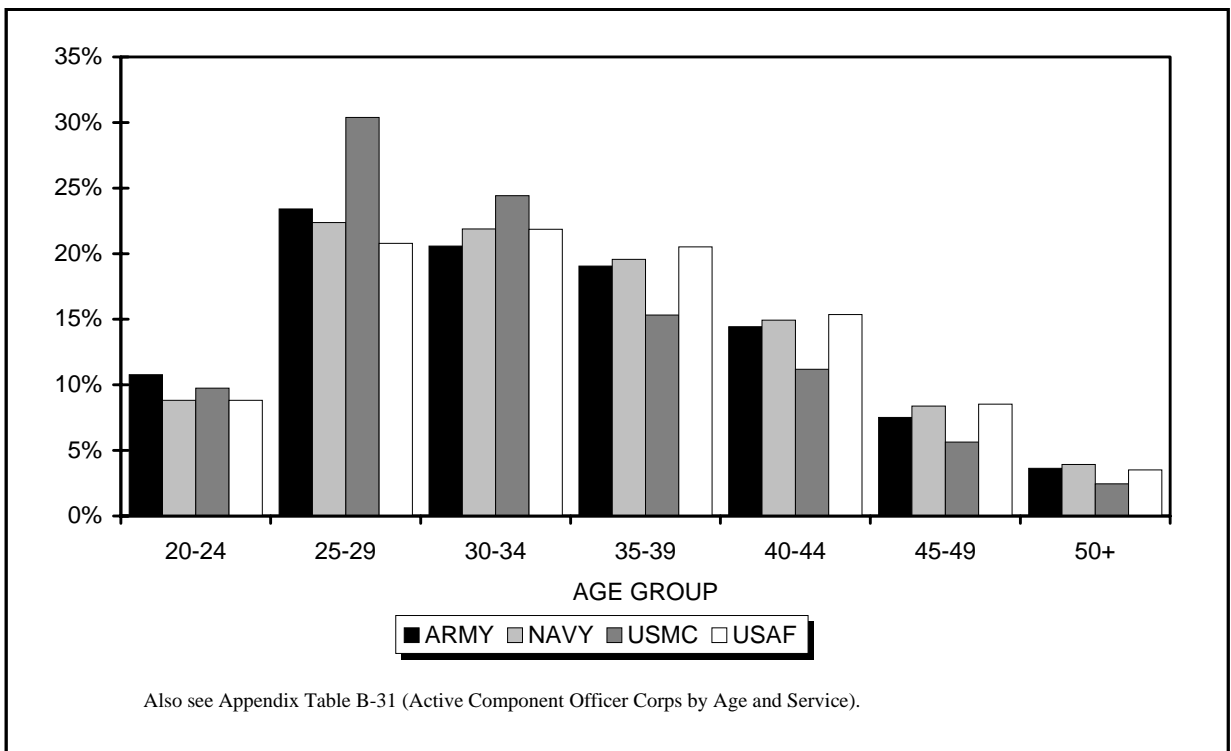
Figures 4.3 and 4.4 (together with Appendix Table B-31) highlight the military's emphasis on youth. In particular, Marine Corps officer accessions and officer corps were younger than those in other Services. About 6 percent of Marine Corps officers were 31 or older upon entry. The proportion within this age range among the other Services' newly commissioned officers was greater but still notably small. The percentage who were 31 years or older was 15 percent in the Army, 24 percent in the Navy, and 22 percent in the Air Force. The rigorous physical demands and rapid deployment of Marines, and this Service’s absence of officers in medical and ministry fields, no doubt are related to the relative youth of Marine Corps officers.

Figure 4.5 shows that along with age, there has been a steady increase in the tenure of officers. On average, as of FY 2000, the typical commissioned officer was 34 years old and had been in uniform for 11 years.

<sup>5</sup> Data from Defense Manpower Data Center.

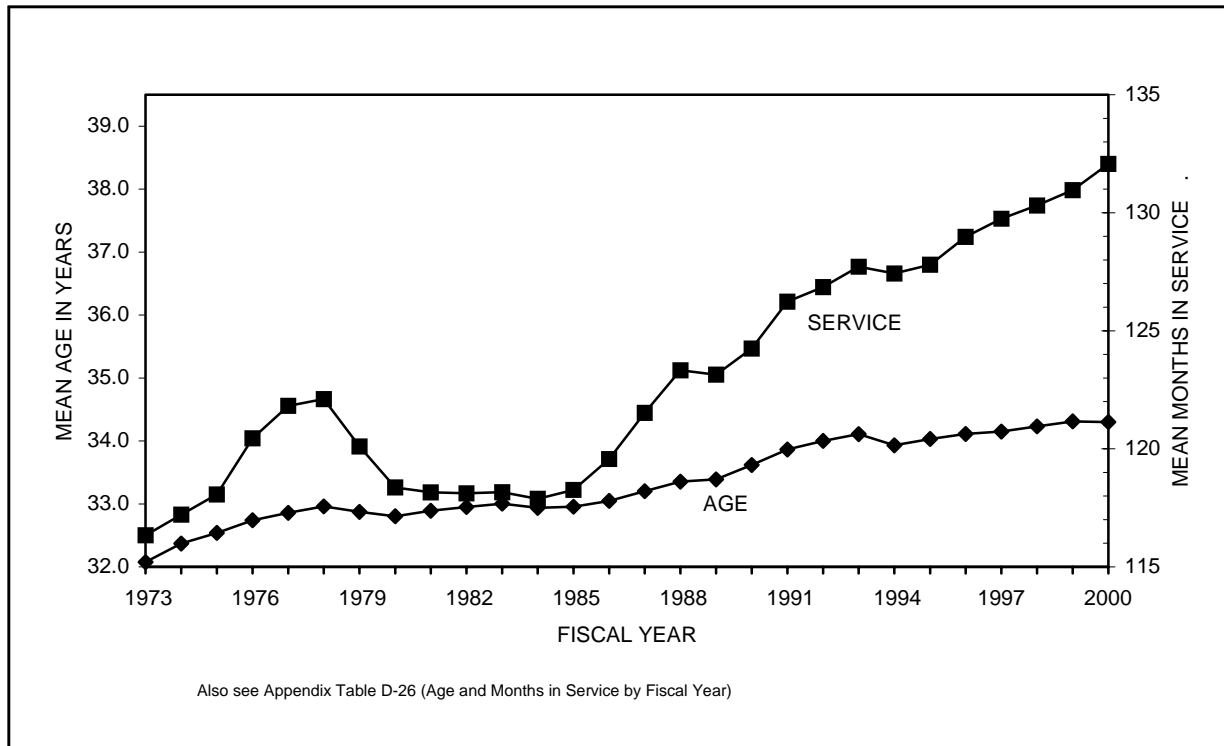


**Figure 4.3.** Age of FY 2000 Active Component officer accessions, by Service.



**Figure 4.4.** Age of FY 2000 Active Component officer corps, by Service.





**Figure 4.5.** Active Component officers’ mean years of age and months of service, FYs 1973–2000.

**Race/Ethnicity.** The percentages of minorities among newly commissioned officers and the Active Component officer corps are shown in Table 4.5. In FY 2000, over 21 percent of entering officers were minorities—Blacks, Hispanics, and “Others” (e.g., Native Americans, Asians, and Pacific Islanders)—and over 16 percent of all commissioned officers on active duty were members of minority groups. The Marine Corps had the smallest proportion of minority officer accessions at 17 percent, and the Army had the largest proportion at more than 25 percent. The most populous minority group, Blacks, represented 9 percent of officer accessions and 8 percent of all active duty officers.

Over the last few years the focus on minority representation within the officer corps has increased. Concern stems from the appearance of underrepresentation among officers in stark contrast to the trends for the enlisted ranks. A number of factors contribute to the seeming underrepresentation of Blacks and Hispanics (though not “Other” minorities) in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from poverty and disorderly learning environments.<sup>6</sup> These risk factors take their toll in the form of lower college enrollment and graduation rates, and, on average, lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 2000 were 528 for Whites and 434 for

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

Blacks; mean math scores were 530 for Whites and 426 for Blacks.<sup>7</sup> In light of these and other factors (e.g., fierce labor market competition for college-educated minorities),<sup>8</sup> 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 7.9 percent Black, 5.4 percent Hispanic, and 9.0 percent “Other.” Blacks are slightly overrepresented among officer accessions, while Hispanics and “Other” minorities are slightly underrepresented.

Table 4.5. FY 2000 Active Component Minority Officer Accessions and Officer Corps, by Service (Percent)					
Minority	Army	Navy	Marine Corps	Air Force	DoD
<b>ACTIVE COMPONENT OFFICER ACCESSIONS</b>					
Black	12.0	7.6	5.7	8.0	9.0
Hispanic	5.9	6.0	6.3	1.5	4.6
Other	7.6	7.3	4.8	9.3	7.8
<b>Total Minority Officer Accessions</b>	25.5	21.0	16.9	18.7	21.4
<b>ACTIVE COMPONENT OFFICER CORPS</b>					
Black	11.4	6.5	6.5	6.4	8.1
Hispanic	4.1	5.5	5.1	2.2	3.9
Other	5.5	4.8	3.1	3.0	4.3
<b>Total Minority Officers</b>	21.0	16.8	14.7	11.7	16.2
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 2000, 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 roughly half as likely to have received a direct appointment than members of other race/ethnic groups. For the overall Active Component officer corps in FY 2000, Black officers were less likely to have attended a Service academy, but more likely to have graduated from an ROTC program. Among the FY 2000 officer corps, “Other” minorities were more likely than other groups to be given a direct appointment.

<sup>7</sup> See U.S. Department of Education, *Digest of Education Statistics 2000* (NCES 2001-034) (Washington, DC: National Center for Education Statistics, 2001), Table 133.

<sup>8</sup> 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 2000 Source of Commission of Active Component Officer Accessions, by Race/Ethnicity and Gender (Percent)						
Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	17.8	10.6	12.3	13.8	17.5	12.7
ROTC–Scholarship	25.8	24.7	26.8	25.8	24.9	29.3
ROTC–No Scholarship	10.1	15.8	17.8	16.2	12.0	9.3
OCS/OTS	22.2	23.9	26.6	18.5	24.2	14.0
Direct Appointment*	18.6	18.9	10.0	22.3	15.4	31.2
Other**	5.6	6.2	6.5	3.5	6.1	3.4
Unknown	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	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).						
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 2000 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	11.3	22.2	19.2	19.4	11.2
ROTC–Scholarship	25.9	25.8	21.2	22.5	25.8	24.1
ROTC–No Scholarship	13.4	22.9	16.4	13.3	14.7	11.5
OCS/OTS	20.6	18.8	23.7	16.9	21.5	14.3
Direct Appointment*	16.6	16.3	12.6	24.0	13.4	35.8
Other**	4.9	5.0	3.9	4.1	5.2	3.0
Unknown	0.0	0.0	0.0	0.4	0.0	0.0
<b>Total</b>	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).						
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 9 percent of Blacks, for example, among officer accessions in FY 2000 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 slightly over 8 percent by the end of this fiscal year. 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 2000 Pay Grade <sup>1</sup> of Active Component Officers, by Service and Race/Ethnicity (Percent)					
Race/Ethnicity and Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
<b>White</b>					
O-1 through O-3	57.3	56.9	61.2	56.8	57.4
O-4 through O-6	42.2	42.6	38.2	42.8	42.2
O-7 through O-10	0.5	0.5	0.6	0.4	0.5
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>Black</b>					
O-1 through O-3	60.6	71.5	73.4	61.0	63.7
O-4 through O-6	39.1	28.3	26.4	38.8	36.0
O-7 through O-10	0.3	0.2	0.3	0.2	0.2
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>Hispanic</b>					
O-1 through O-3	69.6	77.3	79.3	55.6	70.6
O-4 through O-6	30.3	22.6	20.5	44.4	29.3
O-7 through O-10	0.1	0.1	0.2	0.1	0.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>Other</b>					
O-1 through O-3	70.9	74.7	76.4	65.9	71.1
O-4 through O-6	29.0	25.3	23.6	34.0	28.8
O-7 through O-10	0.1	0.1	0.0	0.1	0.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
<sup>1</sup> Excludes those with unknown rank/pay grade.					
Also see Appendix Table B-49 (Active Component Officer Corps by Pay Grade, Service, and Race/Ethnicity).					

Compared to Whites, higher percentages of minority members are found in the lower grades (O-1 through O-3). More notable differences between Whites and minorities were found

in the Navy and Marine Corps, where 57 and 61 percent of Whites, respectively, held the rank of captain or lower but 72 and 73 percent of Blacks and 77 and 79 percent of Hispanics, respectively, were company grade officers. The pay grade distributions were closest in the Air Force, with approximately 4 percentage points separating Whites and Blacks in terms of the percentage in grade O-3 and below. Additionally, the Air Force has a slightly greater proportion of Hispanics than Whites in field grade positions. 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.<sup>9</sup>

**Gender.** As shown in Table 4.9, women constituted about 20 percent of officer accessions and 15 percent of the officer corps in FY 2000. 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 2000 Active Component Female Officer Accessions and Officer Corps (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	20.6	18.8	8.1	22.2	19.6
Active Component Officer Corps	15.3	15.0	5.1	17.1	15.0

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

The primary source of commission for women in FY 2000 continued to be the direct appointment (31 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. There were pay grade differences between the genders, though not to the same degree as among racial/ethnic groups. Across DoD, 42 percent of male officers were O-4s through O-6s, whereas the percentage of women in these grades was 9 percentage points lower at 33 percent.

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. However, assignment differences and command restrictions, as well as networking obstacles, may retard retention, continuation, and hence career progression for women.

<sup>9</sup> Department of Defense, *Career Progression of Minority and Women Officers* (Washington, DC: Office of the Under Secretary of Defense [Personnel and Readiness], August 1999).

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 2000 Pay Grade <sup>1</sup> of Active Component Officers, by Service and Gender (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
<b>MALES</b>					
O-1 through O-3	57.5	59.2	62.5	55.3	57.6
O-4 through O-6	42.0	40.3	37.0	44.2	41.9
O-7 through O-10	0.5	0.5	0.5	0.5	0.5
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>					
O-1 through O-3	66.9	63.5	80.4	67.1	66.5
O-4 through O-6	33.1	36.4	19.5	32.8	33.4
O-7 through O-10	0.1	0.2	0.1	0.1	0.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
<sup>1</sup> 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 53 percent of women officers had a spouse. Furthermore, whereas male officers were slightly more likely than 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.

Table 4.11. FY 2000 Married Active Component Officer Corps and Enlisted Personnel, by Gender (Percent)		
Gender	Officers	Enlisted
Males	72.5	51.2
Females	52.5	41.0
<b>Total</b>	69.5	49.7
Also see Appendix Table B-33 (Marital Status by Service).		

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 approximately eight times more likely

than married male officers to have a spouse in uniform. This trend is more than a curiosity, as dual-service marriages pose unique challenges to assignment and deployment, in addition to affecting Servicemembers' satisfaction with military life.

Table 4.12. FY 2000 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent
<b>ARMY</b>					
Male	55,355	40,592	73.3	2,541	6.3
Female	9,997	5,391	53.9	2,600	48.2
<b>Total</b>	<b>65,352</b>	<b>45,983</b>	<b>70.4</b>	<b>5,141</b>	<b>11.2</b>
<b>NAVY</b>					
Male	43,804	29,373	67.1	473	1.6
Female	7,736	3,538	45.7	619	17.5
<b>Total</b>	<b>51,540</b>	<b>32,911</b>	<b>63.9</b>	<b>1,092</b>	<b>3.3</b>
<b>MARINE CORPS</b>					
Male	15,196	10,534	69.3	361	3.4
Female	812	336	41.4	220	65.5
<b>Total</b>	<b>16,008</b>	<b>10,870</b>	<b>67.9</b>	<b>581</b>	<b>5.3</b>
<b>AIR FORCE</b>					
Male	57,203	43,919	76.8	2,365	5.4
Female	11,819	6,673	56.5	2,488	37.3
<b>Total</b>	<b>69,022</b>	<b>50,592</b>	<b>73.3</b>	<b>4,853</b>	<b>9.6</b>
<b>DoD</b>					
Male	171,558	124,418	72.5	5,740	4.6
Female	30,364	15,938	52.5	5,927	37.2
<b>Total</b>	<b>201,922</b>	<b>140,356</b>	<b>69.5</b>	<b>11,667</b>	<b>8.3</b>
* There are some differences between the number of males and females reporting dual-service marriages.					

**Education.** There are few exceptions to the Service requirements that commissioned officers have at least a 4-year college degree, so the education levels of FY 2000 Active Component officer accessions come as no surprise. Table 4.13 clearly shows the officer corps' reliance on the college-educated. Approximately 4 percent of officers commissioned in FY 2000 did not have at least a bachelor's degree; most likely these officers were former enlisted

personnel. A notable percentage of newly commissioned officers (16 percent)—mostly lawyers, chaplains, and health care professionals (i.e., physicians, dentists, etc.)—held advanced degrees.

Table 4.13. FY 2000 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy	Marine Corps*	Air Force*	DoD
<b>ACTIVE COMPONENT OFFICER ACCESSIONS</b>					
Less than College Graduate	1.2	15.7	1.7	**	4.2
College Graduate (B.A., B.S., etc.)	82.4	65.9	95.2	82.7	79.8
Advanced Degree (M.A., Ph.D., etc.)	16.4	18.4	3.2	17.3	16.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>ACTIVE COMPONENT OFFICER CORPS</b>					
Less than College Graduate	0.3	7.8	5.4	0.8	2.7
College Graduate (B.A., B.S., etc.)	57.5	54.0	76.8	43.4	53.3
Advanced Degree (M.A., Ph.D., etc.)	42.1	38.1	17.9	55.8	44.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
*Education credential information in the DMDC active and loss edit file is not always updated on a frequent basis. The Marine Corps and Air Force accession data were provided by the U.S. Marine Corps and Air Force, respectively, for more accurate information.					
** Less than one-tenth of one percent.					
Percentages do not include "Unknown" data.					
Also see Appendix Table B-35 (Education by Service).					

Not only are college graduates amply represented among newly commissioned officers, but the education levels in the officer corps indicate that the Services promote continuing education. Significant proportions of officers attained advanced degrees while serving. The Air Force had the greatest proportion (56 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees. The Marine Corps had fewer officers with advanced degrees than the other Services. A contributing factor may be that the Navy provides the Marine Corps with health professionals, chaplains, or other such direct appointees, who typically have advanced degrees.

**Representation Within Occupations.** Tables 4.14 and 4.15 present the distribution of officers across occupational areas by gender and race/ethnic group, respectively. At a glance, the data suggest the need for officers to have technical knowledge in addition to more general leadership and management skills. More than one-third of officers were working in jobs classified as part of tactical operation. Together, the second, third, and fourth most populous occupations—health care, engineering and maintenance, and supply—approximated the manning levels of tactical operations. Appendix Table B-37 provides FY 2000 occupational area data by Service, including personnel classified as non-occupational.

Representation of women within occupations. Table 4.14 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields, as has been the case in FY 2000. Significantly greater percentages of men than women were in tactical operations (42 and 9 percent, respectively), whereas greater percentages of women than men were in



"traditional" female occupations of administration (12 and 6 percent, respectively) and health care (43 and 14 percent, respectively). Appendix Table B-38 shows the assignment patterns by Service and gender.

Table 4.14. FY 2000 Occupational Areas of Active Component Officer Corps, by Gender (Percent)			
Occupational Area	Males	Females	Total
General Officers and Executives	0.5	0.1	0.4
Tactical Operations	41.6	9.4	36.8
Intelligence	4.9	5.9	5.0
Engineering and Maintenance	12.0	10.5	11.8
Scientists and Professionals	4.7	4.9	4.8
Health Care	14.1	43.0	18.5
Administration	5.8	12.4	6.8
Supply, Procurement, and Allied Occupations	8.6	9.1	8.7
Non-Occupational*	7.7	4.8	7.3
<b>Total</b>	100.0	100.0	100.0

Columns may not add to total due to rounding.  
Calculations exclude 610 male and 16 female Marine Corps and 463 male and 24 female Air Force O-6 officers classified as general officers by the Services.  
\* Non-occupational includes patients, students, those with unassigned duties, and unknowns.  
Also see Appendix Table B-38 (Occupational Area by Service and Gender).

Representation of minorities within occupations. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.15. In FY 2000, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although fewer Blacks, Hispanics, and “Others” were assigned to tactical operations. Greater percentages of officers in the “Other” racial category than Whites, Blacks, or Hispanics were in health care positions. Larger proportions of Hispanics than Whites and “Other” minorities were in administration, while smaller proportions were in health care occupations. Proportionately more Blacks than other racial/ethnic groups were in the engineering and maintenance and supply occupations. Blacks were also more prevalent in administration than either Whites or “Other” minorities. The Services strive to achieve racial/ethnic balance during the assignment process. Such a focus is important because occupational assignment is related to promotion opportunities and success as an officer.

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

Table 4.15. FY 2000 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Area	White	Black	Hispanic	Other
General Officers and Executives	0.5	0.3	0.1	0.1
Tactical Operations	38.5	24.8	33.4	28.6
Intelligence	5.1	4.8	5.3	4.7
Engineering and Maintenance	11.5	15.0	11.0	11.8
Scientists and Professionals	4.9	4.2	3.7	4.3
Health Care	18.2	19.2	14.2	27.4
Administration	6.1	11.2	12.3	7.3
Supply, Procurement, and Allied Occupations	8.0	15.1	10.1	8.5
Non-Occupational*	7.3	5.5	10.0	7.3
<b>Total</b>	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations exclude 571 White, 34 Black, 17 Hispanic, and 4 "Other" Marine Corps and 462 White, 18 Black, 4 Hispanic, and 3 "Other" Air Force O-6 officers classified as general officers by the Services. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-39 (Occupational Area by Service and Race/Ethnicity).				

## Warrant Officers<sup>10</sup>

Warrant officers comprise a relatively small but vital group of technicians and specialists who serve in the Army, Navy, and Marine Corps. These Servicemembers ordinarily do not assume typical officer command responsibilities, and their careers emphasize depth rather than breadth of experience, in contrast to commissioned officers.<sup>11, 12</sup> The status and duties of these experts, trainers, and specialty managers have grown and otherwise changed since their grades were established around 1920. Today, they can be found advancing within military careers such as aviation, physicians' assistant, nuclear weapons, and administration.

Although some warrant officers may enter directly from civilian life (e.g., helicopter pilots), most warrant officers previously were in the upper enlisted ranks. In FY 2000, 1,504 warrant officer accessions were added to the force and the overall total force of warrant officers on active duty stood at 15,181. Table 4.16 presents gender and race/ethnicity statistics on FY

<sup>10</sup> For more detailed information on warrant officers, see Department of Defense, *DoD Report on the "Warrant Officer Management Act" (WOMA)* (Washington, DC: Author, 1989).

<sup>11</sup> Upper-level warrant officers, however, frequently function in foreman-type roles within their system specialties.

<sup>12</sup> The Air Force discontinued its warrant officer program in 1959 and increased promotion opportunities for senior enlisted personnel.

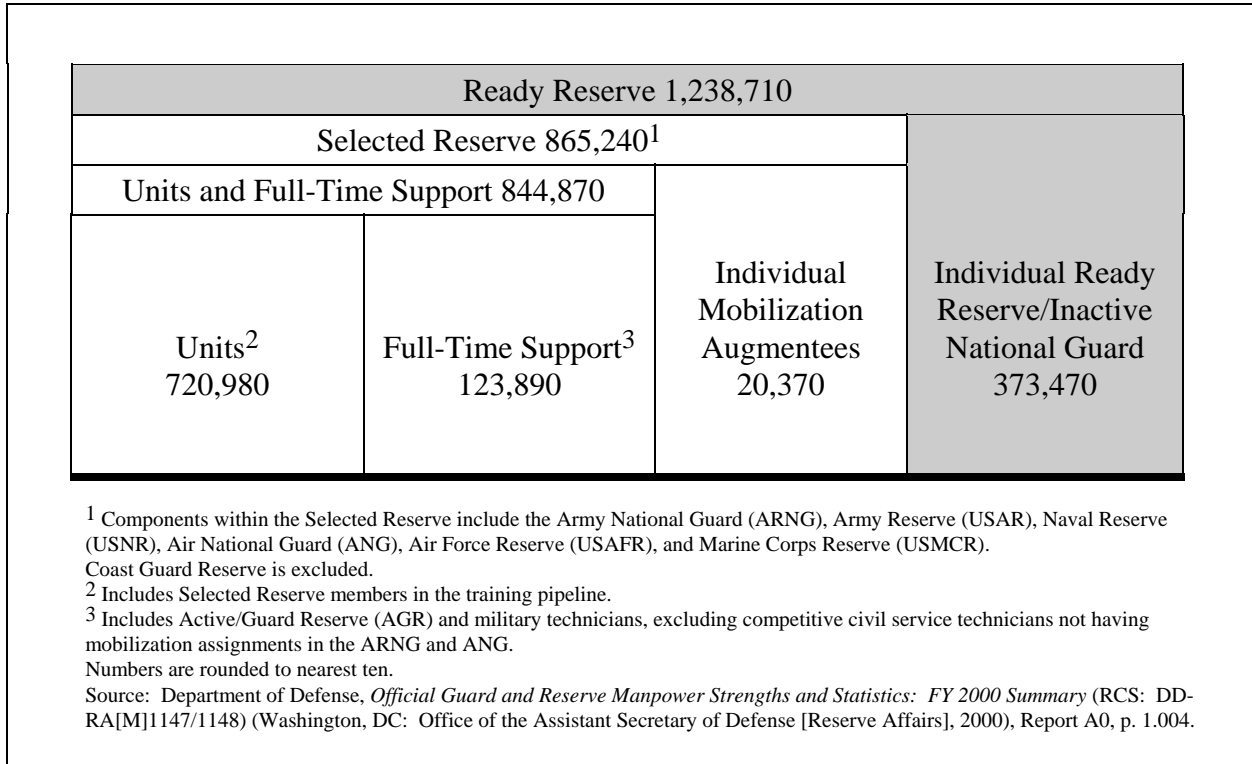
2000 warrant officers. They are overwhelmingly male (94 percent) but have greater minority representation than commissioned officers. Blacks, in particular, are more highly represented among warrant officers, accounting for 16 percent of active duty warrant officers (in contrast to 8 percent of commissioned officers). Appendix Tables B-44 and B-45 provide a glimpse of warrant officer accessions and the corps of warrant officers on active duty by gender and race/ethnicity.

Table 4.16. FY 2000 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service* (Percent)				
Race/Ethnicity and Gender	Army	Navy	Marine Corps	DoD
<b>ACTIVE COMPONENT WARRANT OFFICER ACCESSIONS</b>				
White	74.3	73.8	70.2	73.5
Black	14.2	21.7	19.8	16.5
Hispanic	5.3	1.1	7.3	4.8
Other	6.3	3.5	2.8	5.2
Male	92.2	96.5	93.2	93.2
Female	7.8	3.5	6.9	6.8
<b>Total</b>	100.0	100.0	100.0	100.0
<b>ACTIVE COMPONENT WARRANT OFFICER CORPUS</b>				
White	74.5	76.7	75.3	74.8
Black	15.7	17.4	15.8	15.9
Hispanic	5.1	1.5	6.9	4.9
Other	4.7	4.4	2.1	4.3
Male	93.1	95.4	93.8	93.5
Female	6.9	4.6	6.2	6.5
<b>Total</b>	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.				
* The Air Force does not have warrant officers.				
Also see Appendix Tables B-44 (Warrant Officer Accessions and Officers by Gender) and B-45 (Warrant Officer Accessions and Officers by Race/Ethnicity).				

## Chapter 5

### SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 2000 strength of almost 1.3 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 5.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component data in this report include only the Selected Reserve.



**Figure 5.1.** FY 2000 composition of the Selected Reserve within the Ready Reserve.

The Selected Reserve includes three types of personnel: (1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; (2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and (3) those in the training pipeline (including personnel currently on or awaiting initial active duty for training, personnel awaiting the second part of initial active duty training, Active Guard/Reserve [AGR] currently on or awaiting initial active duty training, personnel in simultaneous membership programs [SMP], and personnel in other training programs).<sup>1</sup> Reservists and Guardsmen in the training pipeline may not deploy. Selected Reservists assigned to units and some IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational

<sup>1</sup> Department of Defense, *Official Guard and Reserve Manpower Strengths and Statistics: FY 2000 Summary* (RCS: DD-RA(M)1147/1148) (Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2000), Appendix C, p. 3.003.

units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

### **The Selected Reserve Recruiting Process**

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

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

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

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements—in numbers, skills, and quality. More than half (62 percent in FY 2000) of Selected Reserve accessions have prior service experience, primarily from active duty. However, a sizable proportion of new recruits enter the National Guard or Reserve without previous military affiliation. Recruiting must target both populations. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force and among recent veterans, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, effect of recent mobilizations on enlistment, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

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

The occupational distribution among the Active and Reserve Components varies (e.g., 9 percent of active Navy enlistees serve in administration while 21 percent of Naval Reserve [USNR] members serve in administration). Some units have to recruit more NPS individuals to fill unit vacancies. Another factor that can create large differences in manning success across skills is marketability, including civilian skill transferability, quality of training, equipment, and promotion opportunity. To combat the limited training opportunities, expense of field training, and lack of access to training facilities, the Reserve Component Virtual Training Program was created at the Mounted Warfare Simulation Training Center in Fort Knox, Kentucky. It provides structured, simulation-based training currently used in the Army National Guard (ARNG).<sup>3</sup>

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

This chapter provides demographic characteristics and the distribution of FY 2000 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are described and, where applicable, are compared to prior service accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 6.

### **Characteristics of Selected Reserve Accessions**

FY 2000 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 2000, the Reserve Component recruited 159,687 enlisted persons compared to the Active Component's almost 184,000. The ARNG has the largest Reserve Component recruiting program, followed by the Army Reserve (USAR). The ARNG recruited approximately 33,200 NPS enlistees, about 11,000 more than the USAR. Both the ARNG and USAR recruited about the same number of prior service recruits, more than 29,000. Recognizing the importance of experience provided by qualified prior service personnel to the Reserve Forces, Congress established additional prior service accessions for the ARNG as part of the Army Guard Combat Reform Initiative: "The Secretary of the Army shall increase the number of qualified prior active-duty enlisted members in the Army National Guard."<sup>4</sup> While the legislation applies only to the ARNG, the Secretary of the Army has required the Army Reserve to comply, which would explain the large number of prior service accessions to the USAR and the ARNG.

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<sup>3</sup> Hoffman, R.G., Graves, C.R., Koger, M.E., Flynn, M.R., and Sever, R.S., *Developing the Reserve Component Virtual Training Program: History and Lessons Learned* (Fort Knox, KY: U.S. Army Research Institute for the Behavioral and Social Sciences, 1994).

<sup>4</sup> Army National Guard Combat Readiness Reform Act of 1992, 10 U.S.C. 10105, as amended January 2000.

Table 5.1. FY 2000 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
Component	Enlisted Accessions				Enlisted End-Strength
	Non-Prior Service	Prior Service	Total	Prior Service Percent of Component Total	
Army National Guard	33,243	29,567	62,810	47.1	315,645
Army Reserve	22,183	29,019	51,202	56.7	165,053
Naval Reserve	3,073	14,432	17,505	82.4	67,999
USMC Reserve	6,141	3,692	9,833	37.5	35,699
Air National Guard	5,100	5,583	10,683	52.3	93,019
Air Force Reserve	1,730	5,924	7,654	77.4	55,676
<b>DoD Total</b>	<b>71,470</b>	<b>88,217</b>	<b>159,687</b>	<b>55.2</b>	<b>733,091</b>
Also see Appendix Tables C-1 (NPS Age by Component and Gender), C-9 (Prior Service Age by Component and Gender), and C-15 (Enlisted Member Age by Component and Gender).					

Selected Reserve recruiting achievements increased by more than 15,000 enlisted accessions from FY 1999 to FY 2000 (from almost 144,000 to nearly 160,000). The Naval Reserve experienced cuts while all other components increased.

Due to differences in mission and force structure, the size of recruit cohorts by component varied greatly. Therefore, comparisons between the Reserve Component percentages must be interpreted with care. The Army Components—the ARNG and USAR—had the largest Selected Reserve recruit cohorts, recruiting 71 percent of total Reserve Component accessions (39 and 32 percent for the ARNG and USAR, respectively) in FY 2000. The Naval Reserve (USNR) and Air Force Reserve (USAFR) had the highest proportion of prior service recruits (82 percent and 77 percent of their total recruiting efforts, respectively). The Marine Corps Reserve (USMCR) had the lowest proportion of recruits with past military experience (38 percent). Prior service accessions provide the Reserve Component with a more experienced personnel base, contributing to increased readiness to meet future missions.

The increase in availability of prior service recruits, a temporary phenomenon due to the larger number of active duty members leaving service during the drawdown, has ended. The result is fewer prior service individuals from which the Reserve Component can recruit. In fact, the more successful the Military Services are in retaining active duty members, the smaller the prior service pool becomes. Thus, the Reserve Component must recruit NPS individuals, in direct competition with the Active Component. The numerical effects of the drawdown, changes in the Reserve mission with increased combat risks due to an increased operating tempo (OpTempo), as well as quality of life and compensation issues have made Reserve recruiting difficult as we enter the 21<sup>st</sup> century. Potential recruits are likely to find combat risk, family hardships, and financial losses during a mobilization more important in the Reserve participation decision today and in the future."<sup>5</sup>

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

**Age.** The largest proportions of FY 2000 NPS Reserve Component accessions were in the 17- to 19-year age group (Table 5.2). The one exception to this trend was the USNR, which had 68 percent falling in the 25- to 34-year age group. This was true, despite the high percentage of unknown age for NPS Reserve Component accessions to the USNR (15 percent in FY 2000).

Table 5.2. FY 2000 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17–35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	17- to 35-Year-Old Civilians
17–19	65.9	66.5	0.3	66.6	57.4	43.7	62.2	16.7
20–24	22.7	24.3	2.2	27.8	30.5	37.9	23.7	25.2
25–29	6.7	6.4	41.9	4.6	8.3	11.4	8.2	25.0
30–34	2.9	2.6	33.3	0.9	3.3	6.4	4.1	26.9
35–39	1.0	0.1	21.1	0.0	0.5	0.6	1.5	6.1
40–44	0.2	*	0.2	0.0	*	0.0	0.1	
45–49	*	0.0	0.2	0.0	0.0	0.0	*	
50+	*	0.0	0.1	0.0	*	0.0	*	
Unknown	0.4	0.0	0.8	0.0	0.0	0.0	0.2	
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.								
* Less than one-tenth of one percent.								
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.								

Several factors contribute to age differences within the Reserve Component, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 2000, 40 percent of ARNG NPS recruits were students still enrolled in high school. This is an increase of 7-percentage points from FY 1999. Twenty-one percent of USAR NPS recruits were students still enrolled in high school.

**Race/Ethnicity.** Table 5.3 presents the racial/ethnic makeup of FY 2000 NPS enlisted accessions by Selected Reserve Component. These figures are similar to those seen in FY 1999, with no component increasing or decreasing by more than 3 percentage points. The greatest change was a decrease of 2.7 percentage points in prior service Whites in the Army Reserve.



Table 5.3. FY 2000 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race/Ethnicity, and Civilians (Percent)								
Race/Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians*
<b>NON-PRIOR SERVICE</b>								
White	73.5	55.8	58.3	68.5	74.9	54.1	66.6	65.6
Black	15.1	22.9	22.5	11.1	11.2	29.5	17.6	14.3
Hispanic	7.0	10.8	13.4	13.9	5.5	8.2	8.9	15.0
Other	4.4	10.5	5.8	6.5	8.4	8.2	6.9	5.1
<b>PRIOR SERVICE</b>								
White	68.4	54.9	69.2	63.2	76.8	69.8	64.5	68.5
Black	19.8	26.3	17.5	13.9	11.9	17.8	20.7	12.9
Hispanic	7.2	7.6	8.2	17.2	6.0	6.7	7.8	13.6
Other	4.6	11.2	5.0	5.7	5.3	5.6	7.0	5.0
<b>TOTAL ACCESSIONS</b>								
White	71.1	55.3	67.3	66.5	75.9	66.3	65.4	
Black	17.3	24.8	18.4	12.2	11.6	20.5	19.3	
Hispanic	7.1	9.0	9.1	15.1	5.7	7.1	8.3	
Other	4.5	10.9	5.2	6.2	6.8	6.2	6.9	
Columns may not add to total due to rounding.								
* NPS civilian comparison is 18- to 24-year-old civilians; prior service civilian comparison is 20- to 39-year-old civilian labor force.								
Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender).								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.								

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

Black females represented the largest proportion of minority Reserve accessions (see Appendix Tables C-3 and C-11). Across the Reserve Component, the proportion of Black women (27 and 34 percent for NPS and prior service, respectively) was nearly twice that of Black men (14 and 18 percent for NPS and prior service, respectively). The USAR had the highest proportion of Black female recruits (32 percent of NPS and 41 percent of prior service).

**Gender.** The proportion of Selected Reserve accessions in FY 2000 who were women was slightly greater (21 percent) than in the Active Component (15 percent). Table 5.4 reflects the gender percentages for NPS and prior service accessions by Component. The USAR and

USAFR had the highest proportion of female accessions in the Selected Reserve (27 and 28 percent, respectively), while the USMCR had the lowest (5 percent). With the exception of the USMCR, the proportion of prior service female recruits was lower than NPS female recruits.

Table 5.4. FY 2000 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender (Percent)						
Component	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	78.6	21.4	89.0	11.0	83.5	16.5
Army Reserve	68.0	32.0	77.8	22.2	73.5	26.5
Naval Reserve	64.5	35.5	81.7	18.3	78.7	21.3
USMC Reserve	95.3	4.7	94.0	6.0	94.8	5.2
Air National Guard	71.6	28.4	81.4	18.6	76.7	23.3
Air Force Reserve	61.8	38.2	74.7	25.3	71.8	28.2
<b>DoD Total</b>	75.2	24.8	82.9	17.1	79.4	20.6

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

**Marital Status.** Approximately 10 percent of FY 2000 Selected Reserve NPS enlisted accessions were married (Table 5.5). The marriage rates of prior service recruits look markedly different, with 43 percent married. The FY 2000 prior service cohort, predominantly those leaving active duty enlisted service who chose to affiliate with the Reserves, were less likely to be married than active duty enlisted members (50 percent). Also, prior service Reserve recruits were less likely to be married than their civilian counterparts, 20- to 39-year-old civilians in the labor force (50 percent). Among FY 2000 prior service Reserve accessions, a somewhat larger proportion of males were married than females, consistent with the trend in the 20- to 39-year-old civilian population. There were practically no marital status differences by gender for FY 2000 NPS Reserve accessions.

Table 5.5. FY 2000 Married Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions and Active Component Non-Prior Service Enlisted Accessions and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Non-Prior Service Reserve Accessions	Civilians, 17-35 Years Old	Prior Service Reserve Accessions	Civilian Labor Force, 20-39 Years Old	Non-Prior Service Active Component Accessions	Active Component Enlisted Members
Male	8.6	34.5	44.2	50.2	8.1	51.2
Female	10.4	41.3	38.9	49.6	11.3	41.0
<b>Total</b>	9.1	37.9	43.3	49.9	8.7	49.7

Also see Appendix Tables B-2 (NPS Active Component Enlisted Accession by Age, Marital Status and Gender), B-24 (Active Component Enlisted Members by Age, Marital Status, and Gender), C-2 (NPS Age by Marital Status and Gender), and C-10 (Prior Service Age by Marital Status and Gender).  
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.

**Education.** More Selected Reserve NPS recruits completed high school than was the case for their civilian peers, as indicated in Table 5.6. Approximately 98 percent of FY 2000 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 79 percent of 18- to 24-year-old civilians. The most marked differences among the Reserve Components in FY 2000 high school graduate NPS recruits were between the Army Reserve and ANG Components. In the Army Reserve, 83 percent of NPS enlistees were high school diploma graduates. This is an increase of 12 percentage points from FY 1999. Excluding those enlisted under the GED+ program, the USAR recruited 91 percent in tier 1. The Air National Guard decreased 10 percentage points, from 93 percent in FY 1999 to 83 percent in FY 2000. In comparison, the USMCR, accessed 97 percent NPS high school graduates. The Army National Guard, Army Reserve and Air National Guard had the highest proportion of Tier 2 accessions (11, 12, and 16 percent, respectively). These are all increases from FY 1999 (8, 2, and 6 percentage points, respectively). After an increase to 27 percent in FY 1999, the Army Reserve experienced a significant decrease in Tier 3 accessions to 5 percent in FY 2000.

Table 5.6. FY 2000 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18–24 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	88.0	83.0 (91.2***)	96.4	96.6	82.6	93.1	87.3 (89.8***)	78.8
Tier 2: GED, Alternative Credentials	11.1	12.4	0.2	3.2	15.5	2.3	10.4	
Tier 3: No Credentials	0.9	4.6	3.4	0.2	1.9	4.6	2.3	21.2
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) <sup>1</sup>	4.6	6.3	29.1	3.0	8.4	5.9	6.4	46.1
Columns may not add to total due to rounding. *Civilian percentages combine Tiers 1 and 2. **Tier 1 includes members still in high school. ***Tier 1 data excluding GED+ participants from total accessions. GED+ is an experimental program enlisting up to 2,000 USAR applicants with a GED or no credential who have met special screening criteria for enlistment. <sup>1</sup> These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 6 for a discussion of Reserve officers. Also see Appendix Tables C-7 (Education by Component and Gender) and C-8 (Education by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.								

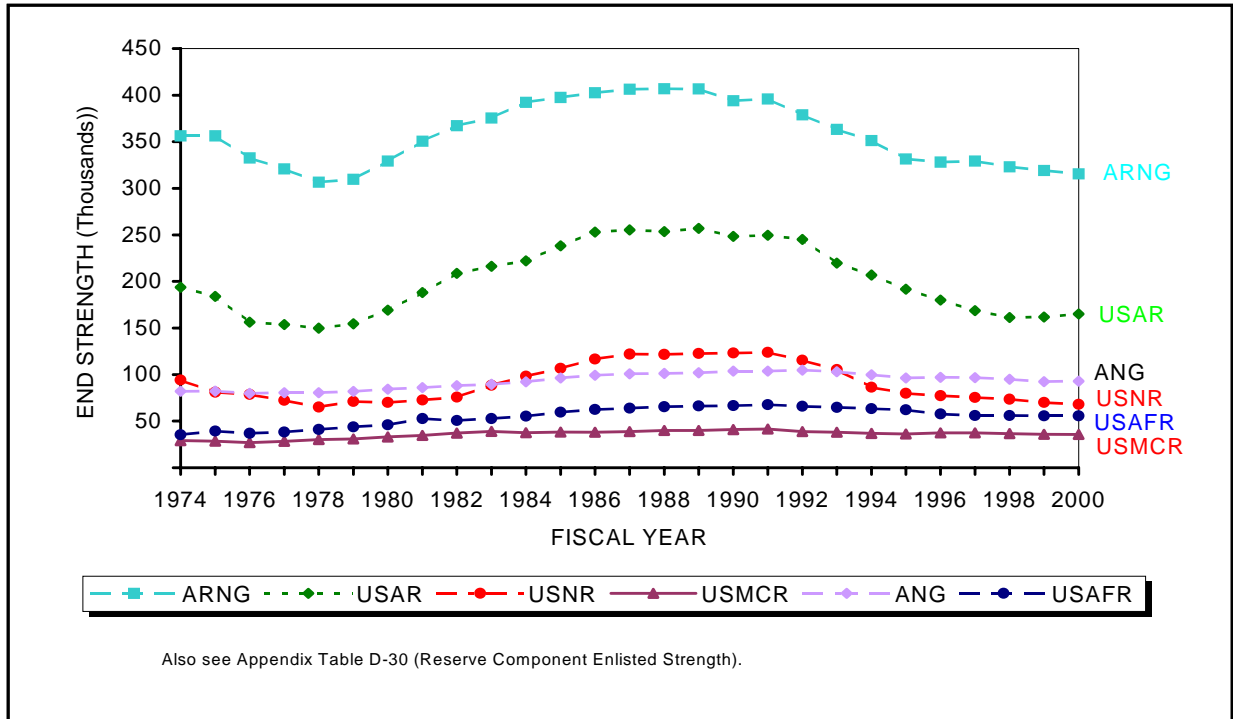
College experience refers to individuals who have completed at least one semester in junior college or a 4-year institution. The USNR had, by far, the highest proportion of accessions with college experience (29 percent), in part, due to college credit given by the Navy for technical training through their TechPrep program. Most enlisted occupations are generally comparable to civilian jobs not requiring college education.

**AFQT.** FY 2000 Selected Reserve NPS accessions are compared with civilian youth by AFQT category, gender, and Reserve Components in Table 5.7. The percentage of Reserve male recruits who scored in AFQT Categories I to IIIA was greater than for comparable civilians (61 versus 50 percent). Seventy-five to 80 percent of USMCR, ANG, and USAFR NPS male accessions were in AFQT Categories I through IIIA, compared to 50 percent in the civilian group. Approximately 60 percent of ARNG and USAR NPS male recruits scored in AFQT Categories I to IIIA. The differences between scores of female recruits and their comparable civilian group were similar to male accessions; however, ARNG NPS female recruits scored 2 percentage points higher in AFQT Categories I–IIIA than the comparable civilian group.

Table 5.7. FY 2000 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component (Percent)							
AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
<b>MALES</b>							
I	4.7	5.3	0.2	8.6	9.1	5.1	5.4
II	32.4	32.0	0.5	43.0	48.3	46.7	33.7
IIIA	22.8	23.7	2.2	23.0	22.6	24.1	22.3
IIIB	35.7	32.7	1.5	23.3	19.5	22.1	30.9
IV	2.5	2.5	*	0.5	0.0	0.0	2.0
Unknown	1.9	3.8	95.7	1.7	0.5	2.1	5.8
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>							
I	2.3	3.8	*	4.1	4.5	2.0	3.0
II	28.0	29.1	0.2	45.0	37.9	35.0	28.1
IIIA	24.4	27.1	0.7	32.7	28.7	28.0	24.7
IIIB	42.5	34.0	1.0	16.8	28.3	34.2	34.6
IV	1.4	1.6	0.0	0.0	0.0	0.0	1.2
Unknown	1.4	4.4	98.0	1.4	0.6	0.8	8.4
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Less than one-tenth of one percent.							
Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity).							
Source: Service data from Defense Manpower Data Center. The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Civilian data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).							

## Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of a national emergency and assist the Active Component in meeting its peacetime operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 2000.



**Figure 5.2.** Reserve Component enlisted end-strength, FYs 1974–2000.

**Age.** Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.8. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members with 33 and 36 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly different from the Active Component and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

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

**Race/Ethnicity.** As shown in Table 5.9, the proportion of minority Servicemembers varies by Reserve Component. The proportion of Blacks is higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Component (22 percent). The USAR has the largest proportion of Blacks (28 percent), while the ANG has the lowest (9 percent). The USMCR has the greatest proportion of Hispanic members (15 percent). The USAR and USMCR have the greatest proportion of "Other" racial minorities (7 percent each), while the ANG is close behind with 6 percent. All of these percentages are very similar to those of FY 1999.

Table 5.8. FY 2000 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	10.3	12.4	0.9	13.2	3.9	1.4	8.5	4.7
20-24	21.7	23.1	8.1	50.6	12.2	8.1	19.9	10.3
25-29	17.6	16.7	19.2	19.7	14.1	13.2	16.9	10.8
30-34	14.8	13.8	25.0	8.6	17.2	18.5	15.8	11.7
35-39	13.9	13.5	23.3	4.9	19.6	22.4	15.6	13.3
40-44	8.9	9.4	12.6	1.9	12.7	14.9	10.0	13.9
45-49	5.7	5.4	6.1	0.7	8.9	9.9	6.1	12.0
50+	7.2	5.4	4.8	0.5	11.5	11.6	7.1	23.3
Unknown	*	0.3	*	*	0.0	0.0	*	0.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.  
 \* Less than one-tenth of one percent.  
 Also see Appendix Table C-15 (Age by Component and Gender).  
 Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 16 percent of the male enlisted Selected Reserve, Black females represent 31 percent of females. Approximately 57 percent of USAR females are minorities: 42 percent Black, 9 percent Hispanic, and 6 percent in the "Other" racial category. Conversely, the ANG has the lowest proportion of minority females (29 percent), comparable to the 18- to 49-year-old civilian labor force.

**Gender.** The proportion of enlisted women is slightly higher in the Selected Reserve than in the Active Component (17 versus 15 percent, respectively) which is a change from FY 1999 (16 versus 18 percent, respectively). Table 5.10 illustrates that there are more differences in the proportion of women among the Reserve Components. The Component with the highest proportion of women is the USAR (25 percent), while the ARNG has 12 percent and the USMCR, with the lowest proportion, has 5 percent (up from 2 percent in FY 1999). Differences in gender composition are the result of the types of units in the Components. For example, the ARNG and USMCR have mainly combat units and the USAR has primarily combat support and combat service support units.

**Marital Status.** Just under half of Selected Reserve members are married (Table 5.11). This proportion is lower than for the comparable civilian population (55 percent), and for enlisted members in the Active Component (50 percent). The proportion of married female Selected Reserve members (35 percent) is much lower than the proportion of married female civilians (53 percent). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts.

Table 5.9. FY 2000 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18–49 Years Old (Percent)							
Race/Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
<b>MALES</b>							
White	73.5	59.1	72.4	67.4	80.3	72.7	71.0
Black	15.1	23.9	14.5	11.6	7.9	16.1	15.8
Hispanic	7.6	10.4	8.3	14.5	5.7	6.1	8.3
Other	3.8	6.6	4.8	6.5	6.1	5.1	5.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>FEMALES</b>							
White	61.1	43.3	61.5	58.7	71.3	60.4	56.3
Black	28.0	41.8	25.8	19.1	16.2	28.6	30.8
Hispanic	6.4	8.6	8.0	14.8	5.6	5.8	7.3
Other	4.5	6.3	4.7	7.4	6.9	5.3	5.6
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL</b>							
White	72.1	55.1	70.2	67.0	78.8	70.1	68.5
Black	16.6	28.4	16.8	12.0	9.3	18.7	18.3
Hispanic	7.5	10.0	8.3	14.5	5.6	6.1	8.1
Other	3.8	6.5	4.8	6.6	6.3	5.2	5.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>CIVILIAN LABOR FORCE 18–49 YEARS OLD</b>							
White	Black	Hispanic	Other	<b>Total</b>			
70.6	12.2	12.3	4.9	100.0			

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

Table 5.10. FY 2000 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 18–49 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians
Male	88.4	75.0	79.7	95.4	82.9	79.1	83.5	53.5
Female	11.6	25.0	20.3	4.6	17.1	20.9	16.5	46.5

Also see Appendix Table C-15 (Age by Component and Gender).  
 Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.

**Education.** As shown in Table 5.12, 99 percent of FY 2000 Selected Reserve enlisted members have a high school diploma or alternative credential (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 5.6 (education levels of Selected Reserve accessions) with Table 5.12 suggests that a significant number of enlisted members gain college experience while in the Selected Reserve (6 percent of NPS accessions versus 29 percent of enlisted members).

Table 5.11. FY 2000 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force 18–49 Years Old (Percent)		
Gender	DoD	18- to 49-Year-Old Civilians
Male	52.0	56.1
Female	35.4	52.9
<b>Total</b>	49.3	54.6

Also see Appendix Table C-16 (Age by Marital Status and Gender).  
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.

Table 5.12. FY 2000 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18–49 Years Old (Percent) <sup>1</sup>								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	89.3	65.2	97.9	97.4	98.3	99.7	87.0	88.9
Tier 2: GED, Alternative Credentials	9.4	32.3	1.1	2.5	1.5	0.2	11.8	
Tier 3: No Credentials	1.3	2.5	1.1	0.1	0.2	0.1	1.2	11.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	21.1	15.4	32.6	7.8	84.7	24.9	28.6	56.6

Columns may not add to total due to rounding.  
\* Civilian percentages combine Tiers 1 and 2.  
<sup>1</sup> Comparisons between FY 2000 data and previous years' data may show some large changes due to extensive updates and corrections made to the education data in October 1999.  
Also see Appendix Tables C-19 (Education by Component and Gender) and C-20 (Education by Component and Race/Ethnicity).  
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2000.

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

Table 5.14 indicates that the occupational distribution among Active and Reserve Components varies. The differences reflect each Reserve Component's unique mission requirements and force structure. These differences may preclude some direct transfers from active duty to the National Guard and Reserve within the same skill. For example, 15 percent of active Navy enlisted members serve in electronics specialties, but Naval Reserve requirements account for only 10 percent of this skill area. On the other hand, only 10 percent of active Navy enlistees serve in administration while 21 percent of USNR enlistees serve in administration. Similar occupational differences are found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS



individuals to fill unit vacancies or retrain those with prior service. The occupational distribution percentages for FY 2000 are relatively similar to those of FY 1999.

Table 5.13. Comparison of FY 2000 Reserve and Active Enlisted Occupational Areas (Percent)			
Occupational Code and Area		Reserve	Active
0	Infantry, Gun Crews, and Seamanship Specialists	17.8	16.9
1	Electronic Equipment Repairers	4.6	9.7
2	Communications and Intelligence Specialists	4.6	8.8
3	Medical and Dental Specialists	6.8	6.7
4	Other Allied Specialists	2.8	3.0
5	Functional Support and Administration	18.5	16.1
6	Electrical/Mechanical Equipment Repairers	16.0	19.7
7	Craftsmen	5.7	3.5
8	Service and Supply Handlers	10.6	8.4
9	Non-occupational*	12.6	7.2
<b>Total</b>		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Tables B-29 (Active Component Enlisted by Occupational Area, Service, and Gender), B-30 (Active Component Enlisted by Occupational Area, Service, and Race/Ethnicity), C-21 (Reserve Component Enlisted by Occupational Area, Component, and Gender), and C-22 (Reserve Component Enlisted by Occupational Area, Component, and Race/Ethnicity).			

Table 5.14. Comparison of FY 2000 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
<b>ARMY</b>										
Active Component	25.3	6.8	10.6	7.8	3.4	16.8	14.5	2.1	12.3	0.5
Army National Guard	23.8	3.1	4.9	4.4	2.4	13.6	13.8	3.8	11.0	19.1
Army Reserve	14.6	2.2	4.0	11.2	3.5	23.3	10.8	5.4	15.7	9.4
<b>NAVY</b>										
Active Component	10.6	14.9	8.4	7.8	2.1	10.1	25.3	5.2	4.3	11.4
Naval Reserve	10.9	10.4	6.3	10.0	0.8	21.2	20.0	14.3	5.0	1.0
<b>MARINE CORPS</b>										
Active Component	21.8	6.4	7.3	0.0	2.5	16.1	16.3	2.5	13.0	14.2
USMC Reserve	27.5	3.1	7.4	0.0	1.2	13.2	13.0	3.1	15.3	16.1
<b>AIR FORCE</b>										
Active Component	9.3	9.6	7.6	7.7	3.7	21.6	22.9	4.2	4.9	8.4
Air National Guard	8.1	9.7	3.6	4.9	4.7	22.0	26.2	7.0	5.9	7.9
USAF Reserve	11.8	5.4	3.1	11.0	3.2	26.4	23.5	6.2	4.9	4.7
* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsmen, 8=Supply, 9=Non-occupational.										

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

Table 5.15. FY 2000 Occupational Areas of Selected Reserve Enlisted Personnel within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	18.9	13.1	19.4	17.8
1	Electronic Equipment Repairers	4.9	3.6	3.7	4.9
2	Communications and Intelligence Specialists	5.1	3.1	4.2	4.4
3	Medical and Dental Specialists	6.2	8.4	7.4	8.7
4	Other Allied Specialists	3.0	2.4	2.5	2.2
5	Functional Support and Administration	16.1	27.1	18.8	19.7
6	Electrical/Mechanical Equipment Repairers	17.2	11.8	15.5	15.1
7	Craftsmen	6.2	4.2	5.0	5.9
8	Service and Supply Handlers	9.7	14.2	11.6	8.5
9	Non-occupational*	12.7	12.1	12.1	13.1
<b>Total</b>		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).					

Representation of women within occupations. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.16. Most National Guard and Reserve enlisted women are assigned to two occupational areas: functional support (40 percent) and medical (15 percent). Enlisted men are assigned primarily to infantry (21 percent) and electrical/mechanical equipment repair (18 percent).

The April 1993 policy<sup>6</sup> to open more specialties and assignments to women resulted in new opportunities for women in both the Active and Reserve Components. Women are not permitted to serve in direct ground combat roles, but positions on ships and aircraft engaging in combat are now open to women. In FY 2000, 4 percent of women served in infantry, gun crew, and seamanship specialties, as illustrated in Table 5.16 and the same as in FY 1999.

The proportion of Selected Reserve women in non-traditional occupations, such as technical and craftsmen, was relatively low in FY 2000. Women were nearly three times more likely than men to serve in the traditional occupational areas of medical and administration. In the future, the proportion of women enlisting in non-traditional positions in the National Guard and Reserves will depend to a considerable extent on the number of Active Component women in non-traditional skills, their willingness to join a Selected Reserve unit upon separating from active duty, and the proportion of technical skill vacancies in Guard and Reserve units. However, with the end of the military drawdown, there are fewer prior service women available to enter the Selected Reserve. Consequently, it is important to continue monitoring occupational trends by gender in both the Active and Reserve Components.

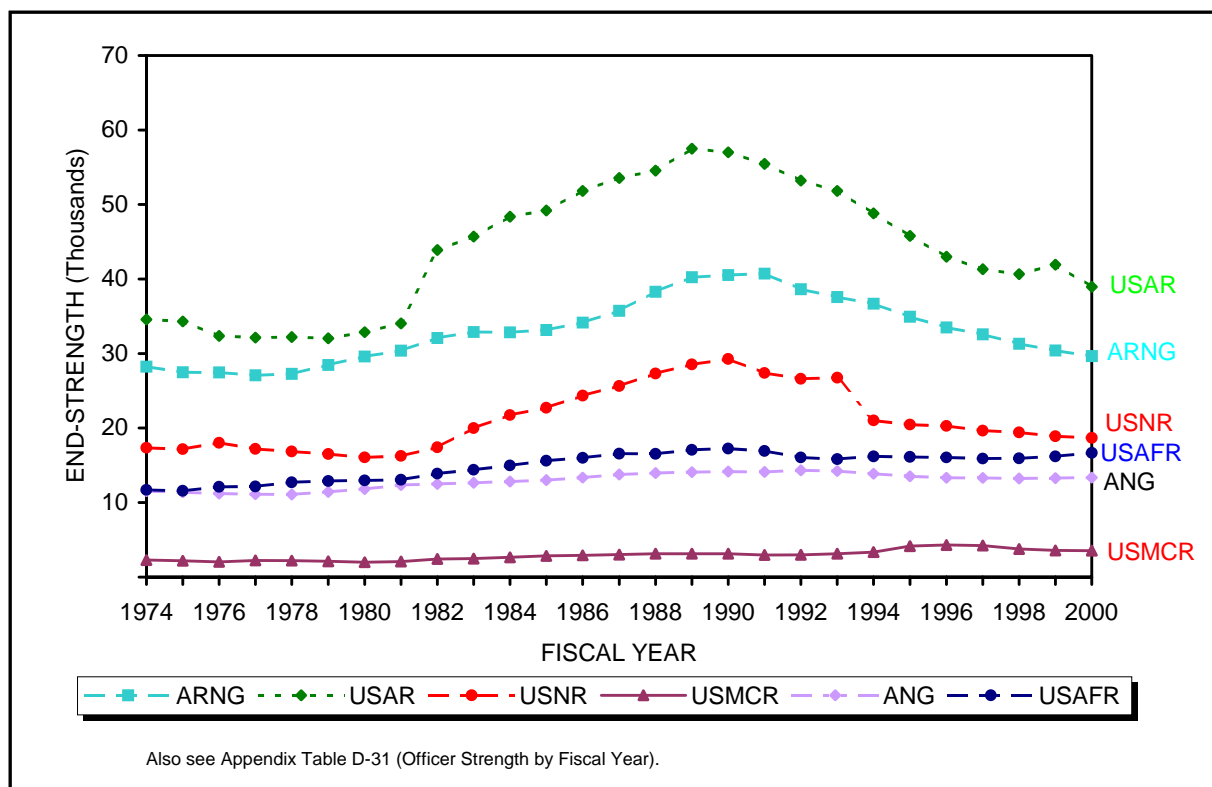
<sup>6</sup> Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Table 5.16. FY 2000 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender (Percent)			
Occupational Code and Area		Male	Female
0	Infantry, Gun Crews, and Seamanship Specialists	20.5	4.4
1	Electronic Equipment Repairers	5.0	2.7
2	Communications and Intelligence Specialists	4.9	3.3
3	Medical and Dental Specialists	5.1	15.3
4	Other Allied Specialists	2.9	2.5
5	Functional Support and Administration	14.3	39.6
6	Electrical/Mechanical Equipment Repairers	18.1	5.5
7	Craftsmen	6.4	2.3
8	Service and Supply Handlers	10.8	9.7
9	Non-occupational*	12.1	14.7
<b>Total</b>		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-21 (Occupational Area by Component and Gender).			

## Chapter 6

### SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 2000.<sup>1</sup> The total officer accessions for Reserves decreased in FY 2000 (from 17,447 in FY 1999 to 15,097 in FY 2000). Similarly, the size of the officer corps decreased from 124,309 in FY 1999 to 120,865 in FY 2000. Figure 6.1 shows the Reserve Component officer corps end-strengths for FYs 1974 to 2000.



**Figure 6.1.** Reserve Component officer corps end-strength, FYs 1974–2000.

Table 6.1 compares the number and proportion of Reserve officer accessions with the officer corps. The ARNG and the USAR account for the largest proportion of Selected Reserve officers. The two Army components comprise 56 percent of Reserve officer accessions and 57 percent of Reserve officer end-strength. With the exception of the ARNG and USMCR, accessions decreased for all components in FY 2000. End-strength decreased in the ARNG, USAR, USNR, and USMCR, but increased in the Air Force components, ANG and USAFR.

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

Table 6.1. FY 2000 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Component	Reserve Officer Accessions		Reserve Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	2,648	17.5	29,664	24.5
Army Reserve	5,842	38.7	38,956	32.2
Naval Reserve	2,486	16.5	18,691	15.5
USMC Reserve	980	6.5	3,544	2.9
Air National Guard	1,140	7.6	13,346	11.0
Air Force Reserve	2,001	13.3	16,664	13.8
<b>Total</b>	15,097	100.0	120,865	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

### Characteristics of Selected Reserve Officer Accessions and Officer Corps

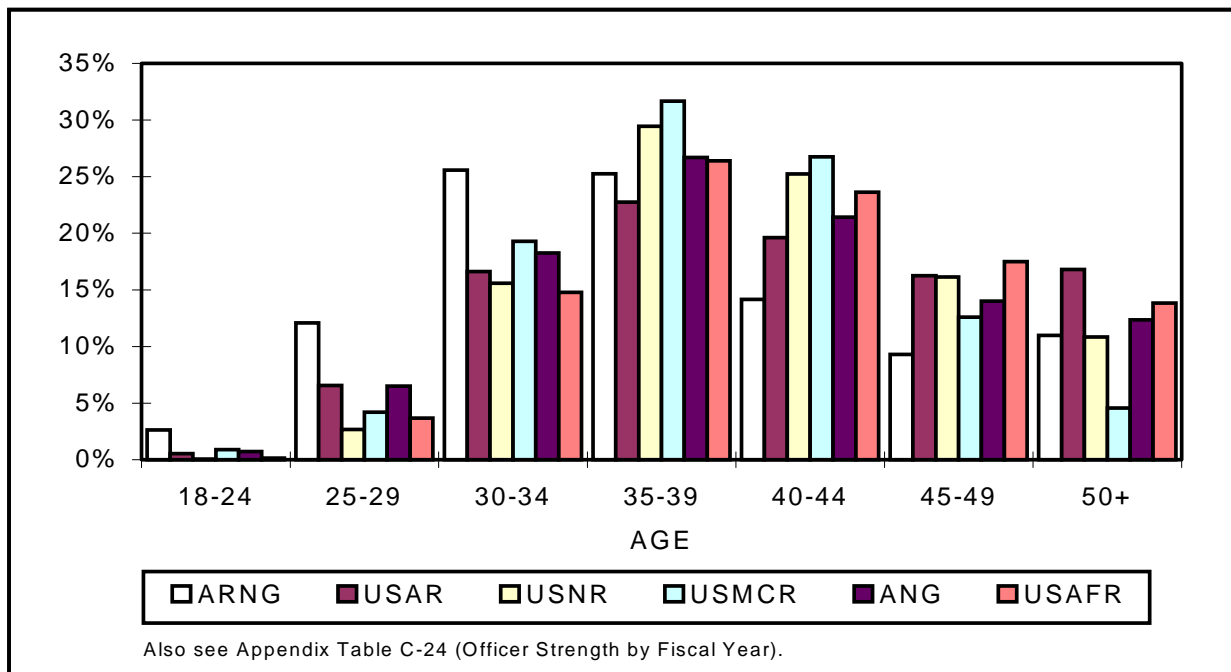
**Age.** The differing missions and force structures of the Reserve Component affect the age composition of the officer corps as shown in Figure 6.2. The USAR, USAFR and USNR have the largest proportions of officers aged 40 and older (53, 55, and 52 percent, respectively). Conversely, the ARNG, USMCR and ANG have smaller proportions of officers 40 or older (34, 44, and 48 percent, respectively). The ARNG, ANG and USAR have the greatest proportions of officers aged 29 and younger (15, 7 and 7, percent, respectively), while the USNR has the smallest proportion of officers aged 29 and younger (3 percent).

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

**Race/Ethnicity.** Table 6.2 shows the FY 2000 Selected Reserve officer accessions and officer corps by race/ethnicity. The proportions of Black and Hispanic officer accessions in the Selected Reserve (10 and 4 percent, respectively) are comparable to the proportions in the Active Component (9 and 5 percent, respectively). In FY 2000, the Selected Reserve accessed fewer new officers of "Other" race/ethnicity than the Active Component (6 percent versus 8 percent).

The Army components of the Selected Reserve have the highest proportions of Black (ARNG – 8 percent, USAR – 16 percent) and Hispanic (ARNG and USAR 5 percent, each) officers. The USNR has the lowest percentage of Blacks (4 percent); the USNR and USAFR have 2 and 3 percent Hispanic officers, respectively – the lowest of the Reserve Components. In the remaining components, the proportion of Black officers is approximately 4 to 6 percent and

the proportion of Hispanic officers is 3 percent. The Reserve Component maintained an equal percentage of officers of the “Other” race/ethnicity group as the Active Component (4 percent).



**Figure 6.2.** Percent of Selected Reserve officer corps by age group, FY 2000.

**Gender.** Women comprise 18 percent of Selected Reserve officer accessions and 19 percent of the Selected Reserve officer corps, as shown in Table 6.3. The proportion of Selected Reserve female officer accessions is lower than in the Active Component (18 and 20 percent, respectively). However, the proportion of women in the Selected Reserve officer corps is larger than in the Active Component (19 and 15 percent, respectively), due to higher retention among female officers in the Reserve Component.

The impact of force structure and mission diversity is reflected in the distribution of women officers among the Reserve Component. The proportion of female officers in the USMCR is 6 percent, while 25 percent each of the USAR and USAFR officers are female. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

**Marital Status.** In FY 2000, the proportion of Selected Reserve officer accessions and officers who were married was higher than for enlisted members (Table 6.4). As in the Active Component, more males were married than females. Appendix Table C-26 shows that the proportion of married male Selected Reserve officers (78 percent) is larger than the proportion of the male civilian college graduate labor force who are married (71 percent). The proportion of married female Selected Reserve officers (58 percent) is lower than for the comparable married, female, civilian college graduate labor force (61 percent).

Table 6.2. FY 2000 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Component	White	Black	Hispanic	Other	Total
<b>SELECTED RESERVE OFFICER ACCESSIONS</b>					
Army National Guard	80.9	9.0	5.6	4.5	100.0
Army Reserve	71.8	14.6	4.1	9.5	100.0
Naval Reserve	90.1	4.1	2.1	3.7	100.0
USMC Reserve	86.8	5.6	4.6	3.0	100.0
Air National Guard	88.0	5.4	2.6	4.0	100.0
Air Force Reserve	87.0	6.7	2.2	4.2	100.0
<b>Total DoD</b>	80.6	9.6	3.7	6.1	100.0
<b>SELECTED RESERVE OFFICER CORPS</b>					
Army National Guard	84.5	7.6	4.6	3.2	100.0
Army Reserve	74.4	15.5	4.5	5.7	100.0
Naval Reserve	90.4	3.7	1.9	3.9	100.0
USMC Reserve	89.8	4.5	3.2	2.5	100.0
Air National Guard	87.2	5.2	3.1	4.6	100.0
Air Force Reserve	87.3	5.8	2.6	4.3	100.0
<b>Total DoD</b>	83.0	9.0	3.7	4.4	100.0
Rows may not add to total due to rounding. Also see Appendix Table C-27 (Race/Ethnicity by Component).					

Table 6.3. FY 2000 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	11.7	21.9	16.1	6.1	16.9	23.2	17.9
Officer Corps	10.2	25.2	17.1	5.5	14.9	24.5	18.5
Also see Appendix Table C-25 (Gender by Component).							

**Source of Commission.** Each Reserve Component applies its own selection procedures for officer candidates. Many officers who transfer from an Active Component already possess at least a college degree. Officer candidates who do not have a degree undergo rigorous selection procedures and must successfully complete an officer candidate or training school. In FY 2000, approximately 24 percent of ARNG officer accessions, excluding a large number of unknown source of commission data, received their commissions through the ARNG Officer Candidate

Schools (OCS) located in each state and territory. Just under one-third of all ANG officer accessions were commissioned through the ANG Academy of Military Sciences (AMS) and slightly less than half of USAR's officer accessions were commissioned through the Reserve Officers Training Corps (ROTC; Table 6.5).

Table 6.4. FY 2000 Married Selected Reserve Officers and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Reserve Officer Accessions	21- to 35-Year-Old Civilian College Graduates	Reserve Officer Corps	Civilian College Graduates in the Work Force	Reserve Enlisted Members	18- to 49-Year-Old Civilians
Male	62.9	49.4	78.1	71.1	52.0	56.1
Female	51.4	54.8	58.2	61.1	35.4	52.9
<b>Total</b>	60.8	52.2	74.0	66.5	49.3	54.6

Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Gender, Marital Status, and Component).  
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1999 – September 2000.

Table 6.5. FY 2000 Source of Commission of Selected Reserve Officer Accessions (Percent)							
Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DOD Total
Service Academy	2.3	5.3	14.4	5.9	43.5	18.9	11.0
ROTC–Scholarship	6.3	14.4	20.2	0.0	6.0	14.4	12.4
ROTC–No Scholarship	11.8	30.0	3.6	14.5	15.0	18.6	18.8
OCS/OTS/PLC	0.9	4.8	20.0	79.6	10.0	13.2	13.0
ANG AMS/ARNG OCS	9.4	7.0	0.0	0.0	0.0	0.0	4.4
Direct Appointment	4.2	19.0	33.8	0.0	24.2	34.0	20.0
Other	4.6	0.2	5.9	0.0	1.3	0.7	2.1
Unknown	60.4	19.3	2.2	0.0	0.0	0.0	18.4
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.  
Also see Appendix Table C-33 (Officers by Source of Commission and Component).

Table 6.5 shows the sources of commission that each of the Reserve Components most frequently use. In the USNR and USAFR, the largest source of commissions was through direct appointments. The overwhelming majority of USMCR officer accessions (80 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program in which candidates normally attend officer training in the summers after their junior and senior years of college. The Army components rely heavily on ROTC, primarily



without scholarships. For last fiscal year (1999), approximately 9 percent of officer accessions were commissioned from other programs, primarily through the aviation cadet and aviation training programs.<sup>2</sup> This number has decreased to 2 percent for FY 2000.

**Education.** The Reserve Component also tends to vary in the educational attainment levels of its officer accessions (Table 6.6). Overall in FY 2000, 86 percent of Reserve officer accessions were at least college graduates (bachelor and/or advanced degrees). The USMCR had the highest proportion of officer accessions with at least a college degree (over 99 percent). In the other components, the percentage of officer accessions with degrees ranged from 77 percent in the ANG to just under 99 percent in the Naval Reserve.

Table 6.6. FY 2000 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
<b>SELECTED RESERVE OFFICER ACCESSIONS</b>							
Less than College Graduate	17.5	18.7	1.4	0.7	23.3	4.1	13.7
College Graduate (B.A., B.S., etc.)	70.4	61.6	58.9	78.0	51.4	56.1	62.5
Advanced Degree (M.A., Ph.D., etc.)	12.1	19.8	39.7	21.3	25.4	39.9	23.9
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>SELECTED RESERVE OFFICER CORPS</b>							
Less than College Graduate	14.6	21.4	1.5	0.9	5.0	2.5	11.8
College Graduate (B.A., B.S., etc.)	64.0	57.1	54.3	68.9	65.8	48.7	58.6
Advanced Degree (M.A., Ph.D., etc.)	21.4	21.6	44.2	30.2	29.2	48.8	29.6
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Columns may not add to total due to rounding.							
* Excludes unknowns.							
Also see Appendix Table C-28 (Education by Component).							

Overall in the Reserve Component, the proportion of officers with at least an undergraduate degree is higher than that of its officer accessions, though the difference is slight. This difference is most evident, however, in the ANG where 75 percent of the accessions and 95 percent of the officer corps have a college degree.

Several factors help explain why more officers have college degrees than do officer accessions. A number of Selected Reserve accessions have college credits but have not yet earned a degree when they join the Selected Reserve. Because of Service emphasis on an

<sup>2</sup> For Reserve Component commissioned officer accessions, "other" sources of commission are defined as: Merchant Marine Academy, Aviation Cadet, and Aviation Training Program.

educated officer corps, many individuals join to take advantage of educational opportunities and education financing (e.g., the Montgomery G.I. Bill), and many non-degreed officers complete their college education while serving in the Selected Reserve.

**Representation Within Occupations.** The distribution of officers across occupational areas is shown in Table 6.7 for both Active and Reserve Components. The largest proportions of Reserve Component officers and Active Component officers are assigned to tactical operations and health care positions (55 percent for each). However, due to assigned missions, the Reserve Component has a smaller proportion than the Active Component in tactical operations (34 and 37 percent, respectively), but a greater proportion of officers in health care (21 and 19 percent, respectively).

Table 6.7. FY 2000 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	Active Component	Reserve Component
General Officers and Executives *	0.4	0.5
Tactical Operations	36.8	33.8
Intelligence	5.0	5.4
Engineering and Maintenance	11.8	9.9
Scientists and Professionals	4.8	6.5
Health Care	18.5	21.1
Administration	6.8	7.6
Supply, Procurement, and Allied Occupations	8.7	10.5
Non-Occupational**	7.3	4.8
<b>Total</b>	100.0	100.0
Columns may not add to total due to rounding. * Reserve Component calculations do not include 701 O-6 officers classified as general or executive officers by the Services (3 - ARNG, 6 - USAR, 250 - USMCR, 286 - ANG, and 156 - USAFR). ** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-31 (Occupational Area by Component).		

Differences in occupational assignment among the Reserve Component are shown in Table 6.8. With the exception of the USAR, the largest proportion of officers in each component is in tactical operations. The ARNG and USMCR have the greatest proportions of officers in tactical operations (47 and 57 percent, respectively). The USAR has the smallest proportion of officers in tactical operations (19 percent).

Many Selected Reserve officers are health care professionals. The USAR and USAFR have the greatest proportion of officers in health care occupations (30 and 27 percent, respectively). Health care comprises the second largest percentage of officers in the USAFR, ANG and USNR (27, 16 and 21 percent, respectively). Relatively few Reserve officers are in intelligence, science and professional, and administrative occupations.

Table 6.8. Comparison of FY 2000 Occupational Area Distribution of Officers, by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0**	1	2	3	4	5	6	7	8
<b>ARMY</b>									
Active Component	0.5	36.2	6.0	10.9	4.1	20.6	5.6	10.2	6.0
Army National Guard	0.6	47.0	2.8	7.9	3.7	10.6	6.3	10.5	10.7
Army Reserve	0.3	19.3	4.6	8.9	9.5	30.5	9.0	13.8	4.3
<b>NAVY</b>									
Active Component	0.4	37.6	3.8	10.1	3.8	21.3	8.3	5.1	9.5
Naval Reserve	0.3	38.5	11.1	10.5	4.1	21.0	6.2	7.2	1.2
<b>MARINE CORPS</b>									
Active Component	0.5	51.6	4.7	8.0	2.6	0.0	6.0	13.5	13.1
USMC Reserve	0.3	56.9	5.5	7.5	6.1	0.0	6.5	15.5	1.8
<b>AIR FORCE</b>									
Active Component	0.4	33.3	5.1	14.8	6.6	18.4	7.0	8.9	5.5
Air National Guard	1.1	39.4	2.7	15.2	4.7	16.3	10.3	7.0	3.5
USAF Reserve	0.5	30.2	7.3	11.8	8.9	26.5	6.2	7.9	0.8

Rows may not add to total due to rounding.  
\* Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administration, 7=Supply, Procurement, and Allied, 8=Non-occupational.  
\*\* Reserve Component calculations do not include 701 O-6 officers classified as general or executive officers by the Services (3 - ARNG, 6 - USAR, 250 - USMCR, 286 - ANG, and 156 - USAFR).  
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-30 (Occupational Area by Component).

Representation of women within occupations. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.9. More than half (51 percent) of all female officers are assigned to health care positions, 13 percent to administration positions, and 11 percent to supply, procurement and allied occupations. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across components, female officers serving in health care positions range from 30 percent in the ARNG to 57 percent in the USAR. Two percent of USAR female officers hold tactical operations positions compared to 10 percent in the ANG. As in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of Active Component female officers possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and direct ground combat exclusion policies.

Representation of minorities within occupations. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 6.10. More than half of Whites, Hispanics, and "Others" serve in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers are in tactical operations (36 and 28 percent, respectively); the largest percentages of Black and "Other" racial category officers are in health care occupations (27 and 31 percent, respectively).

As detailed in Appendix Table C-32, there are race/ethnicity differences among the Reserve Components by occupational areas. For example, 49 percent of White officers in the ARNG have occupations in tactical operations, while only 28 percent of Black officers do. Other occupational areas such as health care attract members of different race/ethnic groups more uniformly. For example, in the USAFR, 42 percent of Blacks, 38 percent of "Other" minorities, and 33 percent of Hispanics serve in health care, compared to 25 percent of Whites.

Table 6.9. FY 2000 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)			
Occupational Area	Male	Female	Total
General Officers and Executives*	0.6	0.1	0.5
Tactical Operations	40.5	4.5	33.8
Intelligence	5.3	5.6	5.4
Engineering and Maintenance	10.5	7.3	9.9
Scientists and Professionals	7.1	3.9	6.5
Health Care	14.4	50.7	21.1
Administration	6.3	13.3	7.6
Supply, Procurement, and Allied Occupations	10.5	10.6	10.5
Non-Occupational**	4.9	4.1	4.8
<b>Total</b>	100.0	100.0	100.0
Columns may not add to total due to rounding.			
* Calculations do not include 682 male and 19 female O-6 officers classified as general or executive officers by the Services.			
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-31 (Occupational Area by Component and Gender).			

Table 6.10. FY 2000 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)					
Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives*	0.5	0.2	0.2	0.2	0.5
Tactical Operations	36.3	18.4	28.2	24.5	33.8
Intelligence	5.7	2.6	4.8	5.2	5.4
Engineering and Maintenance	9.7	11.5	10.6	9.9	9.9
Scientists and Professionals	6.9	4.8	4.5	4.8	6.5
Health Care	20.0	26.6	22.3	30.5	21.1
Administration	6.9	13.2	9.1	6.8	7.6
Supply, Procurement, and Allied Occupations	9.7	17.5	13.3	8.8	10.5
Non-Occupational**	4.3	5.3	7.0	9.4	4.8
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Calculations do not include 660 White, 19 Black, 10 Hispanic, and 12 Other O-6 officers classified as general or executive officers by the Services.					
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.					
Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).					

## Chapter 7

### U. S. COAST GUARD

The U.S. Coast Guard (USCG), the “Guardian of the Seas,” is the nation’s oldest continuous seagoing service. The USCG can trace its history to 1790 with the introduction of the Revenue Cutter Service, whose mission was the enforcement of the first tariff laws enacted by Congress under the Constitution. What we know as today’s Coast Guard is actually a combination of five Federal agencies. In addition to the Cutter Service, these agencies included the Lighthouse Service, the Steamboat Inspection Service, the Bureau of Navigation, and the Lifesaving Service.<sup>1</sup> The multiple missions and responsibilities of today’s Coast Guard can be traced back to these initial agencies with five strategic goals today—maritime safety, maritime security, marine environmental protection, maritime mobility, and national defense.<sup>2</sup>

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

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

#### **Characteristics of Active Component Non-Prior Service Applicants**

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

In FY 2000, a total of 9,034 individuals without prior military experience applied to serve in the USCG, up from 7,823 in FY 1999. The distribution of FY 2000 USCG and overall DoD Active Component NPS applicants’ race/ethnicity by gender is shown in Table 7.1. Eighty-four percent of the USCG applicants were male (Appendix Table E-2), of whom 79 percent were White, 6 percent Black, 9 percent Hispanic, and 6 percent “Other.” For female applicants, approximately 76 percent were White, 9 percent Black, 8 percent Hispanic, and 7 percent “Other.” Additional statistics on applicant characteristics (e.g., age, education levels, and AFQT

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<sup>1</sup> URL: [http://www.uscg.mil/hq/g-cp/history/h\\_USCGhistory.html](http://www.uscg.mil/hq/g-cp/history/h_USCGhistory.html).

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

<sup>3</sup> Ibid.

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

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

Table 7.1. Race/Ethnicity by Gender of FY 2000 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18–24 Years Old (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
<b>NPS ACTIVE COMPONENT APPLICANTS</b>						
White	78.5	76.0	78.1	61.9	48.9	58.9
Black	6.3	9.0	6.8	20.0	33.0	22.9
Hispanic	9.4	8.5	9.2	11.5	11.1	11.4
Other	5.8	6.5	6.0	6.7	7.1	6.8
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>NPS ACTIVE COMPONENT ACCESSIONS</b>						
White	84.5	80.3	83.9	64.9	52.3	62.5
Black	4.0	7.7	4.4	17.6	30.3	20.0
Hispanic	7.3	6.9	7.2	11.3	10.6	11.2
Other	4.3	5.1	4.4	6.2	6.8	6.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD</b>						
White	Black	Hispanic	Other	Total	Male	Female
65.6	14.3	15.0	5.1	100.0	49.8	50.2

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

### Characteristics of Active Component Non-Prior Service Accessions

Of the 9,034 individuals who applied for service in the USCG, a total of 4,197 actually accessed. This number represents a 47-percent accession-to-applicant ratio, down slightly from 48 percent in FY 1999. The distribution of race/ethnicity by gender for FY 2000 Coast Guard and overall DoD Active Component NPS accessions is shown in Table 7.1. Eighty-seven percent of USCG NPS accessions were male (Appendix Table E-6), of whom 85 percent were White, 4 percent Black, 7 percent Hispanic, and 4 percent “Other.” Of the female USCG accessions, 80 percent were White, 8 percent Black, 7 percent Hispanic, and 5 percent “Other.” Overall, USCG accessions were more likely to be White and male than accessions in DoD. The proportion of USCG accessions who were Black is approximately one fifth of the percentage for the overall DoD.

**Age.** While the overall acceptable age range for enlistment in the Armed Services is between 17 and 35, the USCG further restricts its new accessions to the 17 to 27 age range. In FY 2000, 91 percent of USCG NPS accessions were between the ages of 18 and 24 as compared to 87 percent of overall DoD accessions, and 36 percent of the comparable civilian population. Age differences are explained, in part, by different age requirements in each Service. The Army and Navy (accounting for 65 percent of overall DoD NPS accessions) accept 17 to 35 year olds.

For detailed age statistics, see Appendix Table E-5 for USCG and Appendix Table B-1 for overall DoD figures.

**Education.** As shown in Table 7.2, almost 91 percent of USCG NPS accessions in FY 2000 were regular high school diploma graduates, down from 96 percent in FY 1999. The USCG accepted significantly more GED holders (9 percent) this year. For both the USCG and DoD as a whole, the overall percentage of accessions with high school credentials, either diplomas or GED certificates, was 99 percent, exceeding the comparable civilian group at 79 percent.

Table 7.2. Education Levels and AFQT Categories of FY 2000 USCG and DoD Active Component NPS Accessions and Civilians 18–24 Years Old (Percent)			
Education Level	Coast Guard	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	90.8	91.0	78.8
Tier 2: GED, Alternative Credentials	9.1	7.5	
Tier 3: No Credentials	0.1	1.5	
<b>Total</b>	100.0	100.0	100.0
College Experience (Part of Tier 1)	3.3	6.5	46.1
AFQT CATEGORY			
MALE			
	Coast Guard	DoD	
I	4.2	4.1	
II	40.6	34.3	
III A	31.9	28.4	
III B	23.3	32.2	
IV	**	1.0	
<b>Total</b>	100.0	100.0	
FEMALE			
I	4.5	2.5	
II	38.5	29.0	
III A	34.0	31.1	
III B	23.1	36.7	
IV	0.0	0.6	
<b>Total</b>	100.0	100.0	
Columns may not add to total due to rounding.			
* Civilian numbers/percentages for education combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates.			
** Less than one-tenth of one percent.			
Also see Appendix Tables B-5 (NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender), B-7 (NPS Active Component Enlisted Accessions by Education, Service, and Gender), E-7 (Coast Guard NPS Active Component Enlisted Accessions by AFQT Category, Gender, and Race/Ethnicity), and E-8 (Coast Guard NPS Active Component Enlisted Accessions by Education, Gender, and Race/Ethnicity).			

**AFQT.** The primary measure of a recruit’s potential for success in training is his or her AFQT score. Table 7.2 shows FY 2000 USCG accessions were more likely than their DoD counterparts to be in AFQT Categories I – IIIA (i.e., top 50 percent). The overall proportion of FY 2000 USCG accessions in AFQT Categories I–IIIA was greater than the distribution in the

Military Services (77 percent compared to 66 percent, respectively). The USCG requires a minimum of 40 on the ASVAB (Category IIIB or higher) unless an applicant is bilingual (less than 1 percent of applicants).

### Characteristics of Active Component Enlisted Force

At the end of FY 2000, the enlisted end-strength of the USCG stood at 27,825, up from 27,392 in FY 1999. The FY 2000 Coast Guard enlisted force was 90 percent male and 10 percent female. Relative to the overall DoD, proportionally the Coast Guard has more male enlisted members (90 and 85 percent, respectively).

**Race/Ethnicity.** The distribution of race/ethnicity by gender for FY 2000 USCG and overall DoD Active Component enlisted members along with the applicable civilian comparison group is shown in Table 7.3. Relative to the comparable civilian population, the USCG enlisted force was more likely to be White (82 and 70 percent, respectively) and less likely to be Black (6 and 12 percent, respectively) or Hispanic (7 and 13 percent, respectively). Furthermore, compared to the overall DoD enlisted force, the USCG is more likely to enlist Whites and less likely to enlist minorities, particularly Blacks (6 percent Blacks in the USCG vs. 22 percent Blacks in the DoD).

Table 7.3. Race/Ethnicity by Gender of FY 2000 USCG and DoD Active Component Enlisted Members and Civilians 18–24 Years Old (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
<b>ACTIVE COMPONENT ENLISTED MEMBERS</b>						
White	82.6	75.7	81.9	64.7	49.8	62.5
Black	5.7	11.7	6.3	20.2	35.3	22.4
Hispanic	7.2	6.8	7.2	9.1	8.8	9.0
Other	4.5	5.8	4.6	6.0	6.2	6.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>CIVILIANS 18–44 YEARS OLD</b>						
White	Black	Hispanic	Other	Total	Male	Female
69.5	12.4	13.1	5.0	100.0	53.4	46.6

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

**Age.** The USCG enlisted force tends to be older than the overall DoD enlisted force, but still younger than the comparable civilian group. Forty-three percent of the USCG enlisted force was 30 years of age or older as compared to 33 percent of the overall DoD, and 74 percent of the civilian group (Table 7.4).

**Education.** Overall, enlisted members of the USCG and DoD, as a whole, were more likely than the comparable civilian group to have high school graduation credentials, but the civilians were more likely to have college experience (Table 7.4). While the USCG participates in tuition assistance programs and the Montgomery GI Bill, the enlisted members of the USCG



were less likely than the overall DoD group to have college experience. However, it should be noted that the percentage of individuals with college experience in the overall DoD was skewed; the percentage of enlisted personnel reporting college experience, by Service, ranges from 4 percent in the Marine Corps to 90 percent in the Air Force. Comparisons of enlisted members in the USCG and the Navy show that they had similar rates, on average, of post-secondary education (5 and 6 percent, respectively). Enlisted jobs do not require college experience and thus are generally comparable to civilian occupations not needing college education.

Table 7.4. Age and Education Level of FY 2000 USCG and DoD Active Component Enlisted Members and Civilians (Percent)			
	Coast Guard	DoD	Civilian Comparison
Age			Civilian Labor Force 17 and Older
17–19	7.7	12.0	4.7
20–24	31.4	35.4	10.3
25–29	20.6	19.2	10.8
30–34	14.8	13.6	11.7
35–39	16.3	13.3	13.3
40–44	7.6	5.1	13.9
45–49	1.3	1.2	12.0
50+	0.3	0.2	23.3
Unknown	0.0	0.1	0.0
<b>Total</b>	100.0	100.0	100.0
Education Level			18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	95.4	95.5	88.5
Tier 2: GED, Alternative Credentials	3.7	3.8	
Tier 3: No Credentials	0.9	0.7	11.5
<b>Total</b>	100.0	100.0	100.0
College Experience (Part of Tier 1)	4.9	27.1	56.1
Columns may not add to total due to rounding.			
* Civilian numbers/percentages for education combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates. Also see Appendix Tables B-23 (Active Component Enlisted Members by Age Group, Service, and Gender), B-27 (Active Component Enlisted Members by Education, Service, and Gender), E-14 (Coast Guard Active Component Enlisted Members by Age Group and Gender), and E-16 (Coast Guard Active Component Enlisted Members by Education, Gender, and Race/Ethnicity).			

**Representation Within Occupations.** The representation of USCG enlisted force by race/ethnicity and gender in occupational areas with the overall DoD rates for comparison is presented in Table 7.5. The USCG is unique in that all occupations are open to both men and women—there are no combat restrictions. However, women were still underrepresented in the infantry, gun crews, and seamanship specialties compared to men in the USCG (7 and 15 percent, respectively). Restructuring of the Coast Guard’s aviation rating from late FY 1997 through FY 1999 led to some changes in occupational area distributions during this time. The most notable differences were an increase in the number of positions classified as infantry, gun crews, and seamanship with a corresponding decrease in electrical/mechanical equipment repair. However, in FY 2000 there was a decrease in infantry, gun crews, and seamanship with increases in electrical/mechanical equipment repair and electronic equipment repair.

Historically, all new USCG enlisted members were directly assigned to field units before attending specialty training in the A-schools where the introductory job-specific training courses are taught. Presently, an effort is being made to assign more recruits directly to A-schools in critical specialties. Approximately 15 percent of USCG recruits go directly to advanced training after basic training. A USCG member is admitted to any A-school for which he or she is qualified based on the individual's ASVAB scores.<sup>5</sup> Training takes place as openings become available, which may explain the higher percentage of those classified as non-occupational in the USCG enlisted force compared to the overall DoD (19 and 7 percent, respectively).

Occupational Code and Area		Coast Guard						USCG Total	DoD Total
		Male	Female	White	Black	Hispanic	Other		
0	Infantry, Gun Crews, and Seamanship Specialists	15.1	7.2	15.6	3.4	11.0	11.7	14.3	16.9
1	Electronic Equipment Repairers	14.5	6.1	13.9	8.7	12.7	16.0	13.6	9.7
2	Communications and Intelligence Specialists	5.5	7.1	5.5	7.3	6.2	5.3	5.7	8.8
3	Medical and Dental Specialists	2.1	5.6	2.0	4.9	4.1	3.7	2.4	6.7
4	Other Allied Specialists	5.6	4.4	5.7	4.1	3.9	6.3	5.5	3.0
5	Functional Support and Administration	11.9	36.5	11.7	40.2	19.4	17.6	14.3	16.1
6	Electrical/Mechanical Equipment Repairers	12.5	3.2	11.6	10.2	12.0	11.7	11.6	19.7
7	Craftsmen	13.4	3.0	12.8	8.6	12.2	10.0	12.4	3.5
8	Service and Supply Handlers	1.3	0.1	1.3	0.1	0.6	1.2	1.2	8.4
9	Non-Occupational*	18.2	26.9	19.8	12.7	18.1	16.6	19.1	7.2
<b>Total</b>		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

## Characteristics of Active Component Officers

The USCG uses a variety of officer commissioning programs. These include programs for civilians and active USCG enlisted members and warrant officers to become commissioned officers. In FY 2000, the USCG commissioned a total of 437 new officers, up from 329 in FY 1999. The USCG commissioned officer corps stood at 5,542 at the end of FY 2000, also up from FY 1999 when the end-strength stood at 5,504. In Table 7.6, the distribution of new USCG officers (accessions) and current officers (corps) by source of commission and level of education is presented with applicable overall DoD figures for comparison.

<sup>5</sup> USCG Frequently Asked Questions About Recruiting. URL: <http://www.gocoastguard.com/faq.html>.

Table 7.6. FY 2000 USCG and DoD Active Component Officer Accessions and Officer Corps by Source of Commission and Educational Attainment (Percent)				
	Officer Accessions		Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Source of Commission				
Academy	40.3	16.5	49.2	18.2
ROTC – Scholarship	0.0	25.8	0.0	25.5
ROTC – No Scholarship	0.0	11.4	0.0	14.3
OCS/OTS	40.7	22.2	32.8	20.4
Direct Appointment	0.7	18.5	4.9	16.7
Other	18.3	5.5	13.1	4.9
<b>Total</b>	100.0	100.0	100.0	100.0
Education Level				
Less than College Graduate	16.3	7.6	13.6	2.7
College Graduate (B.A., B.S., etc.)	78.3	76.3	71.7	53.3
Advanced Degree (M.A., Ph.D., etc.)	5.4	16.1	14.7	44.0
<b>Total</b>	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include “Unknown” data. Also see Appendix Tables B-35 (Active Component Officer Accessions and Officer Corps by Education and Service), B-40 (Active Component Officer Accessions by Source of Commission, Service, and Gender), B-41 (Active Component Officer Corps by Source of Commission, Service, and Gender), E-20 (Coast Guard Active Component Officer Accessions and Officer Corps by Education), and E-22 (Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity).				

**Source of Commission.** The USCG relies heavily on the U. S. Coast Guard Academy for its officer accessions. The USCG gets more than 80 percent of its new officers from its Academy and Officer Candidate School as compared to less than half that (39 percent) for DoD as a whole, as shown in Table 7.6. This large difference can be at least partially explained by the fact that the USCG does not have an ROTC program. The fact that an even greater proportion of the USCG officer corps compared to USCG officer accessions were academy graduates is an indication that the retention rate for graduates is higher than for the other sources of officers.

**Educational Attainment.** Table 7.6 shows that USCG officer accessions and members of the officer corps were less likely than their overall DoD counterparts to possess a college degree. The USCG has two commissioning programs that provide opportunities for a commission without a college degree. An enlisted member of the USCG who has attained the grade of E-5 and has at least 30 college credits can apply to attend the USCG’s Officer Candidate School (OCS), thereby making a commission possible without college completion. In a related program, a USCG member who achieves the rank of chief warrant officer may apply for OCS attendance or a commission via the “Warrant-to-Lieutenant” program.<sup>6</sup> These programs are indicative of USCG’s emphasis on experience and education in its commissioning decisions.

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

**Race/Ethnicity and Gender.** The USCG percentage of Whites was slightly higher than the overall DoD rate for officer accessions (80 and 79 percent, respectively) and officers (87 and 84 percent, respectively), as shown in Table 7.7. By gender, the USCG officer accessions were slightly more likely to be female than were DoD officer accessions (25 and 20 percent, respectively), but members of the USCG's officer corps were slightly more likely to be male than were DoD officers (87 and 85 percent, respectively).

Table 7.7. Race/Ethnicity and Gender of FY 2000 USCG and DoD Active Component Officer Accessions and Officer Corps (Percent)				
	Officer Accessions		Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Race/Ethnicity				
White	80.1	78.6	87.0	83.8
Black	7.3	9.0	4.6	8.1
Hispanic	6.2	4.6	4.0	3.9
Other	6.4	7.8	4.4	4.3
<b>Total</b>	100.0	100.0	100.0	100.0
Gender				
Male	74.8	80.4	87.4	85.0
Female	25.2	19.6	12.6	15.0
<b>Total</b>	100.0	100.0	100.0	100.0

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

**Representation Within Occupations.** As was noted previously, the USCG does not have any combat restrictions. By gender, more USCG female officers were in tactical operations than male officers. Women were underrepresented in engineering and maintenance, and overrepresented in the non-occupational area (Table 7.8). By race/ethnicity, Black officers were underrepresented in tactical operations and Hispanic officers were underrepresented in engineering and maintenance. Compared to the overall DoD, the USCG officer corps comprised, proportionally, more engineering and maintenance officers and fewer health care providers. The difference in health care can be partially explained by the USCG's reliance on the Public Health Service for some of its medical and dental care.

### Warrant Officers

In FY 2000, the USCG accessed a total of 228 new warrant officers; the warrant officer end-strength was 1,437. The distribution by race/ethnicity and gender of USCG warrant officer accessions and warrant officers with overall DoD rates for comparison is presented in Table 7.9. In general, USCG warrant officers were more likely to be White and male than their overall DoD counterparts.

Table 7.8. Occupational Areas of FY 2000 USCG and DoD Active Component Officer Personnel by Race/Ethnicity and Gender (Percent)								
Occupational Area	Coast Guard							DoD Total
	Male	Female	White	Black	Hispanic	Other	USCG Total	
General Officers and Executives	0.6	0.1	0.6	0.4	0.0	0.0	0.6	0.4
Tactical Operations	44.8	49.4	46.0	33.3	44.6	46.5	45.4	36.8
Intelligence	0.6	0.7	0.6	0.0	1.4	0.4	0.6	5.0
Engineering and Maintenance	35.0	29.1	34.5	36.5	28.8	33.7	34.3	11.8
Scientists and Professionals	0.8	1.7	1.0	0.4	0.9	0.8	0.9	4.8
Health Care	0.4	0.4	0.4	1.2	0.5	0.0	0.4	18.5
Administration	10.2	9.6	10.2	8.6	10.4	10.3	10.1	6.8
Supply, Procurement, and Allied Occupations	0.8	0.3	0.7	1.2	0.9	0.8	0.7	8.7
Non-Occupational	6.7	8.7	6.0	18.4	12.6	7.4	6.9	7.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Table 7.9. FY 2000 USCG and DoD Active Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
	Warrant Officer Accessions		Warrant Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
<b>Race/Ethnicity</b>				
White	80.7	73.5	87.7	74.8
Black	8.3	16.5	5.9	15.9
Hispanic	5.7	4.8	3.3	4.9
Other	5.3	5.2	3.1	4.3
<b>Total</b>	100.0	100.0	100.0	100.0
<b>Gender</b>				
Male	92.5	93.2	95.9	93.5
Female	7.5	6.8	4.1	6.5
<b>Total</b>	100.0	100.0	100.0	100.0

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

### Characteristics of USCG Reserve Enlisted Accessions

In FY 2000, the USCG Reserve accessed a total of 1,540 new enlisted personnel down from 2,313 in FY 1999. Of these, 476 (31 percent) had no prior military experience, and 1,064 (69 percent) had served in the Armed Forces previously.

**Race/Ethnicity and Gender.** Compared to the overall DoD, USCG Reserve enlisted accessions were more likely to be White, as shown in Table 7.10. In FY 2000, 74 percent of USCG Reserve NPS enlisted accessions were male and 26 percent were female (Appendix E, Table E-25), comparable to the overall DoD Reserve Component (75 percent male and 25 percent female).

Table 7.10. Race/Ethnicity by Gender of FY 2000 USCG and DoD Reserve Component Enlisted Accessions and Civilians (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
<b>NON-PRIOR SERVICE</b>						
White	80.6	73.8	78.8	69.9	56.6	66.6
Black	7.1	8.7	7.6	14.4	27.3	17.6
Hispanic	8.0	10.3	8.6	9.0	8.7	8.9
Other	4.3	7.1	5.0	6.7	7.5	6.9
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>PRIOR SERVICE</b>						
White	81.2	80.4	81.1	67.0	52.4	64.5
Black	5.1	7.4	5.4	18.0	34.0	20.7
Hispanic	9.0	4.1	8.3	8.1	6.5	7.8
Other	4.8	8.1	5.3	7.0	7.1	7.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL ACCESSIONS</b>						
White	81.0	77.4	80.4	68.2	54.6	65.4
Black	5.6	8.0	6.0	16.4	30.4	19.3
Hispanic	8.7	6.9	8.4	8.5	7.7	8.3
Other	5.3	7.7	5.2	7.4	7.3	7.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>18-24/20-39 YEAR-OLD NON-INSTITUTIONALIZED CIVILIANS</b>						
White	Black	Hispanic	Other	Total	Male	Female
65.6/68.5	14.3/12.9	15.0/13.6	5.1/5.0	100.0	49.8/53.7	50.2/46.3
Columns may not add to total due to rounding. Also see Appendix Tables C-3 (NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), C-11 (Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender), E-25 (NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender), and E-29 (Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender).						

**Educational Attainment.** Table 7.11 shows that 91 percent of FY 2000 USCG Reserve accessions had earned high school diplomas compared with 91 percent active Coast Guard NPS accessions and 89 percent of overall DoD Reserve accessions (90 percent excluding GED+ participants). The USCG Reserve accessed fewer individuals, proportionally, with GEDs and more individuals, proportionally, with no credentials, than did the overall DoD. Relative to the

comparable civilian group, USCG Reserve enlisted accessions were more likely to have high school credentials.

Table 7.11. Education Level of FY 2000 USCG and DoD Reserve Component Accessions and Civilians (Percent)			
Education Level	Coast Guard	DoD	Civilian Comparison*
<b>NON-PRIOR SERVICE RESERVE COMPONENT ACCESSIONS</b>			
Tier 1: Regular High School Graduate or Higher	88.7	87.3 89.8**	78.8***
Tier 2: GED, Alternative Credentials	2.3	10.4	
Tier 3: No Credentials	9.0	2.3	21.2
<b>Total</b>	100.0	100.0	100.0
College Experience (Part of Tier 1)	13.5	6.4	46.1
<b>PRIOR SERVICE RESERVE COMPONENT ACCESSIONS</b>			
Tier 1: Regular High School Graduate or Higher	92.7	89.9	89.3***
Tier 2: GED, Alternative Credentials	5.6	8.7	
Tier 3: No Credentials	1.7	1.4	10.7
<b>Total</b>	100.0	100.0	100.0
College Experience (Part of Tier 1)	21.8	10.8	53.9
<b>TOTAL RESERVE COMPONENT ACCESSIONS</b>			
Tier 1: Regular High School Graduate or Higher	91.4	88.8 89.9**	
Tier 2: GED, Alternative Credentials	4.6	9.5	
Tier 3: No Credentials	4.0	1.8	
<b>Total</b>	100.0	100.0	
College Experience (Part of Tier 1)	19.2	8.8	
Columns may not add to total due to rounding.			
* NPS civilian comparison is 18–24 year-old civilians; prior service civilian comparison is 20–39 year-old civilian labor force.			
** Tier 1 data excluding GED+ participants. GED+ is an experimental program enlisting up to 2,000 NPS USAR applicants with a GED or no credential who have met special screening criteria for enlistment.			
*** Civilian numbers/percentages for education combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates.			
Also see Appendix Tables C-7 (NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender), C-13 (Prior Service Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity), E-27 (NPS Coast Guard Reserve Enlisted Accessions by Education, Gender, and Race/Ethnicity), and E-30 (Prior Service Coast Guard Reserve Enlisted Accessions by Education, Gender, and Race/Ethnicity).			

### Characteristics of Reserve Component Enlisted Force

At the end of FY 2000, the USCG Reserve enlisted force stood at 6,761 down from 6,808 in FY 1999. The race/ethnicity by gender distribution of these enlisted members is presented in Table 7.12.

**Race/Ethnicity and Gender.** Overall, USCG Reserve enlisted members were more likely to be White than either the overall DoD or the comparable civilian group. USCG Reserve enlisted members were also slightly less likely to be female than were their DoD counterparts (14 and 16 percent, respectively).

**Age.** In general, USCG Reserve enlisted members tended to be older than the DoD comparison group. Almost 40 percent of USCG Reserve enlisted members were 40 years of age or older, while only 23 percent of the DoD Reserve comparison group fell into this category, but more than 49 percent of the civilian comparison group was 40 or older (Table 7.13). This can be

explained, in part, by the proportion of prior service individuals in each Service. The Coast Guard Reserve relies more on prior service recruits to fill its enlisted ranks than the overall DoD Reserve Components (69 and 55 percent prior service accessions in FY 2000, respectively). Therefore, members of the USCG enlisted force joined the Coast Guard Reserve at an older age, on average, than those joining the overall DoD Reserve Components.

Table 7.12. Race/Ethnicity by Gender of FY 2000 USCG and DoD Reserve Component Enlisted Members and Civilian Labor Force 18–49 Years Old (Percent)						
Race/Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
<b>RESERVE ENLISTED MEMBERS</b>						
White	85.7	77.8	84.7	71.0	56.3	68.5
Black	4.4	10.3	5.2	15.8	30.8	18.3
Hispanic	6.0	6.4	6.1	8.3	7.3	8.1
Other	3.9	5.5	4.1	5.0	5.6	5.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>CIVILIAN LABOR FORCE 18–49 YEARS OLD</b>						
White	Black	Hispanic	Other	Total	Male	Female
70.6	12.2	12.3	4.9	100.0	53.2	46.8
Columns may not add to total due to rounding. Also see Appendix Tables C-17 (Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender) and E-32 (Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender).						

Table 7.13. Age and Education Level of FY 2000 USCG and DoD Reserve Component Enlisted Members and Civilians (Percent)			
	Coast Guard	DoD	Civilian Comparison
Age			Civilian Labor Force
17–19	3.9	8.5	4.7
20–24	11.3	19.9	10.3
25–29	15.9	16.9	10.8
30–34	16.5	15.8	11.7
35–39	15.4	15.6	13.3
40–44	11.9	10.0	13.9
45–49	10.5	6.1	12.0
50+	14.7	7.1	23.3
Unknown	0.0	0.1	0.0
<b>Total</b>	100.0	100.0	100.0
Education Level			18- to 49-Year-Old Civilian Labor Force
Tier 1: Regular High School Graduate or Higher	96.2	87.0	88.9*
Tier 2: GED, Alternative Credentials	1.3	11.8	
Tier 3: No Credentials	2.5	1.2	
<b>Total</b>	100.0	100.0	100.0
College Experience (Part of Tier 1)	18.9	28.6	56.6
Columns may not add to total due to rounding. * Civilian numbers/percentages for education combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates. Also see Appendix Tables C-15 (Selected Reserve Enlisted Members by Age Group, Component, and Gender), C-19 (Selected Reserve Enlisted Members by Education, Component, and Gender), E-31 (Coast Guard Reserve Enlisted Members by Age Group and Gender), and E-33 (Coast Guard Enlisted Members by Education, Gender, and Race/Ethnicity).			



**Educational Attainment.** Nearly 98 percent of the USCG Reserve enlisted members have at least high school credentials, exceeding the civilian comparison of 89 percent (Table 7.13). As far as college experience, USCG Reserve enlisted members were less likely than their DoD Reserve counterparts to have college experience, who were less likely than the civilian comparison group to have at least some college.

**Representation Within Occupations.** FY 2000 occupational representation of the USCG Reserve enlisted force by gender and race is presented in Table 7.14. Female and Black USCG Reserve enlisted members were overrepresented in the functional support and administration occupational area (45 and 35 percent, respectively, compared to 14 percent for the USCG Reserve as a whole). Relative, proportionally, to DoD, the USCG had more craftsmen, other allied specialists, and service and supply handlers; and fewer electrical/mechanical equipment repairers and medical and dental specialists. Some of the difference between the USCG Reserve and DoD Reserve Components in the medical and dental specialties may be explained by the fact that the USCG uses both internal and external sources (i.e., Public Health Service personnel) for medical/dental services.

Table 7.14. Occupational Areas of FY 2000 USCG and DoD Reserve Component Enlisted Personnel by Race/Ethnicity and Gender (Percent)									
Occupational Code and Area		Coast Guard						USCG Total	DoD Total
		Male	Female	White	Black	Hispanic	Other		
0	Infantry, Gun Crews, and Seamanship Specialists	21.0	11.4	21.1	8.3	12.7	15.1	19.7	17.8
1	Electronic Equipment Repairers	4.4	1.6	4.1	3.4	3.9	4.3	4.0	4.6
2	Communications and Intelligence Specialists	3.3	6.9	3.7	4.6	4.2	3.9	3.8	4.6
3	Medical and Dental Specialists	1.4	3.6	1.5	3.4	2.4	1.4	1.7	6.8
4	Other Allied Specialists	11.6	8.2	11.3	9.7	9.3	13.3	11.1	2.8
5	Functional Support and Administration	9.2	45.2	12.7	34.9	13.9	19.0	14.2	18.5
6	Electrical/Mechanical Equipment Repairers	6.2	1.3	5.6	3.4	7.3	5.0	5.6	16.0
7	Craftsmen	16.8	1.8	15.4	6.6	13.5	12.9	14.8	5.7
8	Service and Supply Handlers	17.1	4.2	15.2	14.3	19.8	11.8	15.3	10.6
9	Non-Occupational*	8.9	15.8	9.4	11.4	13.0	13.3	9.9	12.6
<b>Total</b>		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.  
 \*Non-occupational includes patients, students, those with unassigned duties, and unknowns.  
 Also see Appendix Tables C-21 (Selected Reserve Enlisted Members by Occupational Area, Component, and Gender) and E-34 (Coast Guard Reserve Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).

### Characteristics of Reserve Component Officers

In FY 2000, the USCG Reserve accessed a total of 172 new officers and the overall Reserve officer corps end-strength stood at 1,015. Accessions were up, and the corps was down from FY 1999 (155 accessions and 1,078 end-strength). By race/ethnicity and gender, members of the overall USCG Reserve officer corps were more likely to be White and male than were their DoD Reserve counterparts, as shown in Table 7.15.

Table 7.15. Race/Ethnicity and Gender of FY 2000 USCG and DoD Reserve Component Officer Accessions and Officer Corps (Percent)				
	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
<b>Race/Ethnicity</b>				
White	84.9	80.6	89.3	83.0
Black	5.2	9.6	3.7	9.0
Hispanic	5.2	3.7	3.7	3.7
Other	4.7	6.1	3.3	4.4
<b>Total</b>	100.0	100.0	100.0	100.0
<b>Gender</b>				
Male	79.1	82.1	84.5	81.6
Female	20.9	17.9	15.5	18.5
<b>Total</b>	100.0	100.0	100.0	100.0

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

**Source of Commission.** Table 7.16 presents source of commission for Reserve officer accessions and Reserve officers in the Coast Guard and overall DoD Reserve Components. The most often cited source of commission for both new USCG Reserve officer accessions and members of the USCG Reserve officer corps was OCS/OTS. The remainder of new officer accessions or officer corps members were commissioned via either the Coast Guard Academy or “Other” sources, such as officers trained in one Service, but accessed or serving in another Service. The Coast Guard Reserve does not have an ROTC program.

Table 7.16. FY 2000 USCG and DoD Reserve Component Officer Accessions and Officer Corps by Source of Commission and Educational Attainment (Percent)				
	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
<b>Source of Commission</b>				
Academy	1.0	13.5	0.9	10.3
ROTC – Scholarship	0.0	15.2	0.0	10.9
ROTC – No Scholarship	0.0	23.1	0.0	22.7
OCS/OTS	91.3	15.9	84.7	12.4
ANG AMS/ARNG OCS	0.0	5.4	0.0	12.1
Direct Appointment	0.0	24.5	0.0	30.1
Other	7.8	2.5	14.4	1.5
<b>Total</b>	100.0	100.0	100.0	100.0
<b>Education Level</b>				
Less than College Graduate	35.7	13.6	25.8	11.8
College Graduate (B.A., B.S., etc.)	49.7	62.4	55.9	58.6
Advanced Degree (M.A., Ph.D., etc.)	14.6	23.9	18.3	29.6
<b>Total</b>	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.  
Percentages do not include “Unknown” data.  
Also see Appendix Tables C-28 (Selected Reserve Officer Accessions and Officers by Education), C-33 (Selected Reserve Officer Accessions by Source of Commission), C-34 (Selected Reserve Officers by Source of Commission), and E-37 (Coast Guard Selected Reserve Officer Accessions and Officers by Education), and E-40 (Coast Guard Reserve Officer Accessions and Officers by Source of Commission).

**Educational Attainment.** Both Coast Guard Reserve officer accessions and officer corps members were less likely than their DoD comparison groups to be college graduates (Table 7.16). As was mentioned for the Active Component, USCG has specialized programs that offer commissions to enlisted members who are traditionally less likely to have college credentials.

### Reserve Component Warrant Officers

In FY 2000, the USCG Reserve accessed a total of 25 new warrant officers; their end-strength was 189. The number of USCG Reserve warrant officer accessions was approximately the same as in FY 1999; end-strength decreased by 35 from 224 in FY 1999. Any differences between the USCG and overall DoD information should be interpreted with caution given the small numbers of USCG Reserve warrant officer accessions and warrant officers (Table 7.17).

Table 7.17. FY 2000 USCG and DoD Reserve Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
	Reserve Warrant Officer Accessions		Reserve Warrant Officer Corps	
	USCG	DoD	USCG	DoD
Race/Ethnicity				
White	92.0	82.9	92.6	88.2
Black	4.0	7.9	4.8	5.9
Hispanic	4.0	5.0	1.6	3.6
Other	0.0	4.3	1.1	2.4
<b>Total</b>	100.0	100.0	100.0	100.0
Gender				
Male	88.0	88.1	87.3	92.8
Female	12.0	11.9	12.7	7.2
<b>Total</b>	100.0	100.0	100.0	100.0

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

### Closing

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

<sup>7</sup> Scheina, R. The Coast Guard at War. URL: [http://www.uscg.mil/hq/g-cp/history/h\\_CGatwar.html](http://www.uscg.mil/hq/g-cp/history/h_CGatwar.html).

## Chapter 8

### REPRESENTATION IN FISCAL YEAR 2000 DEPLOYMENTS

One critical reason for monitoring social representation within the military stems from the difficulties and dangers Servicemembers face during deployments. As individuals and units respond to threats to our national security and vital interests in distant lands, it is incumbent upon personnel policy makers to consider the background of those deployed so as to monitor whether undue burdens are being placed on particular social and/or demographic groups.

The population representation of deployed Servicemembers has been a critical concern at times when these deployments placed them at considerable risk. For example, during Operations Desert Shield and Desert Storm, several Black leaders expressed concern that a disproportionate number of minorities were required to risk their lives for their country.<sup>1</sup> Indeed, editions of this report from the time of the Gulf War indicated that Blacks made up a substantially larger proportion of the Military Services than their share of the civilian population.<sup>2</sup> Minority representation among the participants in Operations Desert Shield and Desert Storm reflected the racial/ethnic composition of the Services at that time.

A Servicemember is considered to be deployed when that individual is on orders and performing duties in a training exercise or operation at a location that makes it infeasible to spend off-duty time at home. Students, trainees, members performing guard or detail duties in garrison, and those who are hospitalized or unavailable because of disciplinary action are not considered to be deployed. Neither are members who are assigned to a remote location, such as Korea, unaccompanied by their families.

The Department of Defense has collected information on some deployments since the end of Operations Desert Shield and Desert Storm. The Undersecretary of Defense for Personnel and Readiness authorized the Defense Manpower Data Center to collect data that identifies individuals who are deployed on specified operations. For FY 2000, data were obtained for Servicemembers supporting operations in Kosovo, Bosnia, or the Persian Gulf. The data cover all members deployed to accomplish these missions, those actually serving in the three locations and those conducting mission-related activities in other areas of the world. Our analysis of representation issues is based on those members who were reported as being in a deployed status at some time during FY 2000.

Future years will bring about a more comprehensive record of deployments. Congress has mandated that, beginning in FY 2001, the Services record the number of days that each member is deployed.<sup>3</sup> The information in this database will be used to manage deployments,

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<sup>1</sup> Schubert, F.N. and Kraus, T.L. (Eds.) *The Whirlwind War: The United States Army in Operations Desert Shield and Desert Storm* (Washington, DC: U.S. Army Center of Military History, 1995).

<sup>2</sup> See Department of Defense, *Population Representation in the Military Services: Fiscal Year 1991* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], October 1992).

<sup>3</sup> National Defense Authorization Act for Fiscal Year 2000, Section 586, Public Law 106-65.

including a requirement for general/flag officer approval of any deployment lasting 182 days or more, and payment of an increased per diem for members who are deployed more than 401 of the previous 730 days. This information will provide data for a more complete accounting of population representation among deployed individuals in future years.

Table 8.1 indicates that on the average, approximately 11 percent of the Active Component forces were deployed to a named operation at some time during FY 2000.<sup>4</sup> The percent deployed varied from 4 percent for the Army to nearly 19 percent for the Air Force. The analysis of representation presented in this chapter focuses on those who were deployed at some time during FY 2000 to support U.S. missions in Kosovo, Bosnia, or the Persian Gulf. This group comprises over 67,000 active duty members and 3,500 Reservists. Data for the Air Force are incomplete and do not include deployments that began after February 2000. Although this omission reduces the total number of deployments reported, it should have a minimal effect on social representation issues because the demographic and occupational composition of deployed Servicemembers is expected to be relatively constant throughout the year.

Table 8.1. Average FY 2000 Active Component Deployments by Service					
	Army	Navy	Marine Corps	Air Force	Total
End Strength	482,170	373,193	173,325	355,654	1,384,342
Average Deployed*	21,359	48,042	20,587	66,754	156,742
Percent Deployed	4.4	12.9	11.9	18.8	11.3
* Deployed to a named operation as defined by the Joint Chiefs of Staff or a Service. Excludes personnel residing overseas. Source: <i>Annual Report to the President and Congress, 2001</i> .					

### Characteristics of Deployed Active Component Personnel

Active Component personnel represented 95 percent of all Servicemen and Servicewomen deployed to Kosovo, Bosnia, or the Persian Gulf in FY 2000. The description of social representation for these individuals focuses on gender, race/ethnicity, occupational assignment, and pay grade.

**Gender.** Table 8.2 presents the breakdown by gender of the enlisted personnel and officers deployed to Kosovo, Bosnia, or the Persian Gulf, as well as comparable information for the Total Force. In general, women were underrepresented among deployed Servicemembers, compared to their representation in the Total Force. Women made up 9 percent of deployed enlisted personnel and 8 percent of deployed officers, compared to 15 percent of all active duty personnel. This proportion varied little among the three locations. This difference was not due to any assignment bias against deploying women; rather, it resulted from the occupational mix of deployed military units, as will be discussed in a later section about occupational representation.

<sup>4</sup> Cohen, W.S., *Annual Report to the President and Congress, 2001* (Washington, DC: Department of Defense, 2001), Table N-1.

Table 8.2. Gender of FY 2000 Deployed Active Component Enlisted Personnel and Commissioned Officers by Location Compared to Total Force (Percent)					
Gender	Deployed				Total Force
	Kosovo	Bosnia	Persian Gulf	All Locations	
<b>ENLISTED</b>					
Male	90.8	90.9	91.4	91.0	85.3
Female	9.2	9.1	8.6	9.0	14.7
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>OFFICERS</b>					
Male	92.7	89.5	91.7	91.6	85.0
Female	7.3	10.5	8.3	8.4	15.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Also see Appendix Tables B-25 (Active Enlisted by Race/Ethnicity, Service and Gender), B-32 (Active Officers by Gender and Service), F-1 (Deployed Active Enlisted by Location, Race/Ethnicity, Service, and Gender), and F-6 (Deployed Active Officers by Location, Race/Ethnicity, Service, and Gender).					

**Race/Ethnicity.** The racial/ethnic composition of deployed enlisted personnel, shown in Table 8.3, indicated only small differences between deployed personnel and the Total Force. Among enlisted personnel, the racial/ethnic mix of deployed personnel duplicated that of all enlisted personnel. This distribution varied little among the three locations. For officers, there was a small, but consistent overrepresentation of Whites among deployed officers, and a corresponding underrepresentation of minority officers. Nearly 84 percent of deployed officers were White, as were active duty officers. Among minority officers, the greatest degree of underrepresentation occurred for Blacks (6 percent versus 8 percent). As is the case for gender, representation of racial/ethnic groups among deployed members was closely related to the occupations that were deployed, as discussed in the following section.

**Occupational Representation.** The occupational representation, by gender and race/ethnicity, for deployed enlisted members is shown in Table 8.4. As this table indicates, infantry, gun crews, and seamanship specialists and electrical and mechanical equipment repairers were substantially overrepresented among deployed enlisted personnel, compared to the total active duty force. The first of these categories included 24 percent of deployed personnel, compared to 17 percent of the total enlisted force. Similarly, the second category represented 27 percent of deployed personnel, compared to 20 percent of the total enlisted force.

In contrast, personnel who were medical and dental specialists or involved in functional support and administration were less likely to deploy. Only 3 percent and 10 percent of deployed enlisted personnel were in these categories, compared to 7 percent and 16 percent of all enlisted personnel, respectively. Other occupational categories were represented to approximately the same extent among deployed personnel as they were in the total enlisted force.

Table 8.3. Race/Ethnicity of FY 2000 Deployed Active Component Enlisted Personnel and Commissioned Officers by Location Compared to Total Force (Percent)					
Race/Ethnicity	Deployed				Total Force
	Kosovo	Bosnia	Persian Gulf	All Locations	
<b>ENLISTED</b>					
White	64.5	61.4	64.7	63.9	62.5
Black	21.6	23.6	18.9	21.0	22.4
Hispanic	7.9	8.3	9.7	8.7	9.0
Other	6.1	6.8	6.6	6.5	6.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
<b>OFFICERS</b>					
White	82.6	82.5	85.7	83.6	83.8
Black	5.8	6.4	6.4	6.2	8.1
Hispanic	3.7	4.3	3.4	3.7	3.9
Other	7.9	6.9	4.5	6.6	4.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables B-25 (Active Enlisted by Race/Ethnicity, Service and Gender), B-34 (Active Officers by Race/Ethnicity and Service), F-1 (Deployed Active Enlisted by Location, Race/Ethnicity, Service, and Gender), and F-6 (Deployed Active Officers by Location, Race/Ethnicity, Service, and Gender).					

Both the infantry and electrical/mechanical equipment repair categories, overrepresented among deployed enlisted personnel, were predominately occupied by males. For example, 19 percent of the male enlisted force were members of infantry, gun crews, and seamanship specialties, while only 5 percent of female personnel were.<sup>5</sup> By contrast, the occupational areas underrepresented among deployed personnel, medical/dental and administration, were the most common occupations for women. Nearly half of enlisted women were members of one of these two occupations, compared to only 18 percent of enlisted men. Thus, the difference in gender representation appears to be primarily due to the specific occupational requirements of the missions in Kosovo, Bosnia, and the Persian Gulf.

The occupational representation, by gender and race/ethnicity, for deployed officers is shown in Table 8.5. This distribution shows some of the same patterns that occurred among enlisted personnel. Officers with occupations in tactical operations constituted 58 percent of deployed officers while they represented only 37 percent of all officers. Health care, administration, and supply, procurement and allied operations were all underrepresented among

<sup>5</sup> Although women do not serve in infantry positions, they do serve in other billets, such as gun crews, air crews, and seamanship positions, which are included in the “infantry” occupational area.

deployed officers. A total of 8 percent of deployed officers were in health care, 4 percent were in administration, and 6 percent were in supply, procurement, and allied occupations. Comparable figures for all officers were 19, 7, and 9 percent, in health care, administration, and supply, respectively.

Table 8.4. Occupational Representation of FY 2000 Deployed Active Component Enlisted Members Compared to the Total Force (Percent)						
Occupational Area	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>						
Infantry, Gun Crews, and Seamanship Specialists	25.7	5.9	24.8	20.7	26.0	23.2
Electronic Equipment Repairers	8.2	6.2	9.1	6.1	6.5	6.4
Communications and Intelligence Specialists	9.0	8.3	9.7	7.5	7.9	6.7
Medical and Dental Specialists	2.7	9.9	2.7	4.4	3.8	4.8
Other Allied Specialists	1.7	2.0	1.7	1.7	1.4	1.6
Functional Support and Administration	8.5	26.3	7.4	17.4	10.6	12.1
Electrical/Mechanical Equipment Repairers	27.8	18.0	29.4	20.1	25.0	26.7
Craftsmen	2.8	2.1	2.9	2.5	2.2	2.6
Service and Supply Handlers	8.2	12.3	7.4	12.7	6.9	7.9
Non-Occupational*	5.6	9.1	4.8	6.9	9.8	7.9
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL FORCE</b>						
Infantry, Gun Crews, and Seamanship Specialists	18.9	5.4	18.4	12.6	18.2	15.3
Electronic Equipment Repairers	10.3	6.1	11.0	7.2	8.0	7.4
Communications and Intelligence Specialists	8.8	9.2	9.7	7.7	7.3	6.4
Medical and Dental Specialists	5.2	15.3	5.8	8.1	7.5	10.5
Other Allied Specialists	3.0	3.0	3.3	2.5	2.4	2.6
Functional Support and Administration	13.1	33.5	11.9	26.4	17.8	18.0
Electrical/Mechanical Equipment Repairers	21.8	7.9	21.8	14.5	18.3	20.6
Craftsmen	3.8	1.7	3.7	2.9	3.1	3.6
Service and Supply Handlers	8.2	9.6	7.1	11.9	8.5	8.7
Non-Occupational*	7.0	8.3	7.4	6.1	9.1	7.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.						
Also see Appendix Tables B-29 (Active Enlisted by Occupation, Service and Gender), B-30 (Active Enlisted by Occupation, Service, and Race/Ethnicity), F-2 (Deployed Active Enlisted by Occupation, Service, and Gender), and F-3 (Deployed Active Enlisted by Occupation, Service, and Race/Ethnicity).						

These occupational differences help explain both gender and racial/ethnic differences in representation among deployed officers. Specialties that were more likely to deploy tended to be occupied by men, while women were more likely to have occupations that did not deploy as frequently. A similar pattern existed for race/ethnicity, with whites more prevalent in the occupational area that was most likely to deploy, tactical operations, while minority group members were somewhat more common in less frequently deploying occupations, such as medical and dental care, administration, and supply.



Table 8.5. Occupational Representation of FY 2000 Deployed Active Component Officers Compared to the Total Force (Percent)						
Occupational Area	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>						
General Officers and Executives	0.3	0.0	0.3	0.2	0.0	0.2
Tactical Operations	61.1	21.7	60.4	44.0	48.8	41.5
Intelligence	5.3	12.7	5.9	4.7	7.1	6.7
Engineering and Maintenance	9.6	15.5	9.7	14.2	9.3	11.3
Scientists and Professionals	2.8	3.8	2.9	2.2	1.8	3.8
Health Care	6.5	19.1	7.1	8.6	10.3	10.7
Administration	3.4	9.5	3.6	7.3	5.7	3.4
Supply, Procurement, and Allied Occupations	5.9	10.8	5.9	11.6	8.5	6.3
Non-Occupational*	5.2	7.0	4.2	7.3	8.5	16.1
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL FORCE</b>						
General Officers and Executives	0.5	0.1	0.5	0.3	0.1	0.1
Tactical Operations	41.6	9.4	38.5	24.8	33.4	28.6
Intelligence	4.9	5.9	5.1	4.8	5.3	4.7
Engineering and Maintenance	12.0	10.5	11.5	15.0	11.0	11.8
Scientists and Professionals	4.7	4.9	4.9	4.2	3.7	4.3
Health Care	14.1	43.0	18.2	19.2	14.2	27.4
Administration	5.8	12.4	6.1	11.2	12.3	7.3
Supply, Procurement, and Allied Occupations	8.6	9.1	8.0	15.1	10.1	8.5
Non-Occupational*	7.7	4.8	7.3	5.5	10.0	7.3
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.						
Also see Appendix Tables B-38 (Active Officers by Occupation, Service, and Gender), B-39 (Active Officers by Occupation, Service, and Race/Ethnicity), F-7 (Deployed Active Officers by Occupation, Service, and Gender), and F-8 (Deployed Active Officers by Occupation, Service, and Race/Ethnicity).						

**Pay Grade.** The distribution of deployed enlisted personnel by pay grade, shown in Table 8.6, indicates that deployed enlisted personnel tended to have less experience (i.e., a lower pay grade) than the enlisted force as a whole. A total of 62 percent of deployed enlisted personnel were in the pay grades between and including E1 and E4, while 54 percent of all enlisted personnel were in these pay grades. At the upper-end of the pay grade distribution (E7 through E9) were nearly 12 percent of the total enlisted force. In comparison, only 7 percent of the enlisted Servicemembers deployed in FY 2000 held the highest ranks. Among deployed personnel, males tended to be in higher pay grades than females. Seventy-one percent of females were in pay grades E1 through E4, while 61 percent of males were in these pay grades. Similarly, deployed Hispanics tended to have a lower pay grade (74 percent in E1 to E4) than other racial/ethnic groups (61 percent Whites, 59 percent Blacks, and 63 percent “Other” race).

The distribution of officer pay grades, shown in Table 8.7 suggests a similar pattern to that of enlisted personnel, with less experienced officers more highly represented in the deployed officer corps than in the total force. Company grade officers (with a pay grade of O3 or below) made up 75 percent of deployed officers, while they constituted only 59 percent of all Active Component officers. Also paralleling the pattern in the enlisted force, as well as that of the total officer corps, deployed female officers were more likely to be company grade (83 percent) than

their male counterparts (74 percent). In addition, deployed minorities tended to have a lower pay grade than White officers. While 74 percent of White officers were at company grades, the comparable percentage was higher for Blacks, Hispanics and “Other” minority officers (79 percent, 86 percent, and 80 percent, respectively). These differences in pay grade by gender and race/ethnicity for deployed officers mimicked those for the total officer corps, with a smaller percentage of male than female company grade officers (58 percent versus 67 percent), and a smaller percentage of White than minority officers of pay grade O3 or below (57 percent versus 64 percent for Blacks and 71 percent for Hispanics and “Other” officers).

Table 8.6. Pay Grade of FY 2000 Deployed Active Component Enlisted Members Compared to the Total Force (Percent)							
Pay Grade	Total	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>							
E1	5.3	5.1	7.3	4.6	5.9	8.3	6.5
E2	10.6	10.5	11.6	10.4	9.7	13.4	10.9
E3	19.4	19.1	22.3	18.9	18.4	25.1	19.7
E4	26.5	26.2	29.6	27.1	24.6	27.2	25.4
E5	19.0	19.3	16.6	19.3	20.2	14.0	18.7
E6	11.7	12.1	7.9	11.9	13.3	6.9	11.5
E7	5.3	5.5	3.5	5.4	5.7	3.4	4.9
E8	1.3	1.4	0.8	1.4	1.3	1.0	1.4
E9	0.5	0.6	0.2	0.6	0.5	0.2	0.6
Unknown	0.4	0.3	0.4	0.3	0.3	0.4	0.4
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL FORCE</b>							
E1	6.9	6.7	7.7	6.8	6.4	8.7	6.3
E2	8.5	8.2	9.8	8.3	7.8	10.9	8.6
E3	16.9	16.4	20.2	16.9	15.3	21.3	17.0
E4	21.9	21.1	26.4	21.5	21.1	25.1	23.2
E5	20.0	20.2	18.4	20.3	20.1	17.4	19.1
E6	14.3	15.0	10.0	14.3	16.1	9.5	14.7
E7	8.4	8.9	5.6	8.5	9.7	5.1	8.1
E8	2.2	2.4	1.4	2.2	2.6	1.5	2.1
E9	0.9	1.0	0.4	0.9	0.9	0.5	0.9
Unknown	0.1	0.1	0.1	0.2	*	*	*
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Less than one-tenth of one percent.							
Also see Appendix Tables B-46 (Active Enlisted by Pay Grade, Service, and Gender), B-47 (Active Enlisted by Pay Grade, Service, and Race/Ethnicity), F-4 (Deployed Active Enlisted by Pay Grade, Service, and Gender), and F-5 (Deployed Active Enlisted by Pay Grade, Service, and Race/Ethnicity).							

### Characteristics of Deployed Reserve Component Personnel

Reserve Component personnel have played a significant role in deployments to Kosovo, Bosnia, and the Persian Gulf, providing specializations not found in active duty units. Although a substantial percentage of deployed Reservists served as backfill for Active Component personnel in other locations, many were assigned to duty in the three theaters of operations.

Reservists' primary areas of support for the missions include civil affairs, psychological operations, medical, engineering, military police, transportation, intelligence, air traffic control, strategic airlift, air refueling, and fighter support. The Reserve Components also provide helicopter crews, maintenance and equipment, as well as other combat personnel who work with analogous Active Component units.

Table 8.7. Pay Grade of FY 2000 Deployed Active Component Officers Compared to the Total Force (Percent)							
Pay Grade	Total	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>							
O-1	12.8	12.2	18.6	12.0	16.1	17.0	17.1
O-2	26.5	25.6	36.3	25.7	26.2	36.0	31.3
O-3	35.5	36.1	28.3	35.9	36.3	32.9	30.7
O-4	16.2	16.7	11.3	17.0	14.2	10.3	11.7
O-5	7.4	7.6	5.2	7.7	5.4	2.8	7.5
O-6	1.4	1.5	0.5	1.4	1.7	1.1	1.6
O-7	0.2	0.2	0.0	0.2	0.0	0.0	.02
O-8	0.1	0.1	0.0	0.1	0.2	0.0	0.0
O-9	*	*	0.0	0.1	0.0	0.0	0.0
O-10	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL FORCE</b>							
O-1	13.1	12.5	15.9	12.3	14.2	22.8	17.2
O-2	12.1	11.7	14.2	11.6	13.9	15.9	15.2
O-3	33.8	33.4	36.4	33.5	35.7	32.0	38.7
O-4	21.4	21.7	19.2	21.8	20.6	17.2	17.2
O-5	13.6	14.1	11.0	14.3	11.8	9.3	8.5
O-6	5.6	6.0	3.2	6.1	3.6	2.8	3.1
O-7	0.2	0.2	0.1	0.2	0.1	0.1	0.1
O-8	0.1	0.2	*	0.2	0.1	*	*
O-9	0.1	0.1	*	0.1	*	0.0	0.0
O-10	*	*	0.0	*	*	0.0	*
Unknown	*	0.0	0.0	0.0	0.0	0.0	*
<b>Total</b>	100.0	100.0	100.0	100.00	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Less than one-tenth of one percent.							
Also see Appendix Tables B-48 (Active Officers by Pay Grade, Service, and Gender), B-49 (Active Officers by Pay Grade, Service, and Race/Ethnicity), F-9 (Deployed Active Officers by Pay Grade, Service, and Gender), and F-10 (Deployed Active Officers by Pay Grade, Service, and Race/Ethnicity).							

**Gender.** The breakdown of gender for deployed Reserve Component enlisted personnel, shown in Table 8.8, indicates that a larger proportion of deployed Reserve Component personnel was male than the proportion of males in the total force. The difference among enlisted personnel was relatively small; males made up 87 percent of deployments and 84 percent of the total force. The difference among officers was more substantial; there was less than half the proportion of females among deployed Reserve Component officers (7 percent) than in the total

force (18 percent). As was the case with Active Component deployments, the differences seem to be primarily related to the occupations of deployed personnel.

Table 8.8. Gender of FY 2000 Deployed Reserve Component Enlisted Personnel and Commissioned Officers Compared to the Total Force (Percent)				
Gender	Enlisted		Officer	
	Deployed	Total Force	Deployed	Total Force
Male	87.2	83.5	92.6	82.1
Female	12.8	16.5	7.4	17.9
<b>Total</b>	100.0	100.0	100.0	100.0

Also see Appendix Tables C-17 (Reserve Enlisted by Race/Ethnicity, Component and Gender), C-25 (Reserve Officers by Gender and Component), F-12 (Deployed Reserve Enlisted by Location, Race/Ethnicity, Component, and Gender), and F-17 (Deployed Reserve Officers by Location, Race/Ethnicity, Component, and Gender).

**Race/Ethnicity.** Within the Reserve Components, deployed officers and enlisted personnel were both more likely to be White and less likely to be Black than the force as a whole (See Table 8.9). Differences in the racial/ethnic mix were related to occupational representation for both officers and enlisted personnel.

Table 8.9. Race/Ethnicity of FY 2000 Deployed Reserve Component Enlisted Personnel and Commissioned Officers Compared to the Total Force (Percent)				
Race/Ethnicity	Enlisted		Officer	
	Deployed	Total Force	Deployed	Total Force
White	75.1	68.5	87.2	83.0
Black	12.7	18.3	2.8	9.0
Hispanic	7.0	8.1	1.0	3.7
Other	5.2	5.1	8.9	4.4
<b>Total</b>	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.  
 Also see Appendix Tables C-17 (Reserve Enlisted by Race/Ethnicity, Component and Gender), C-27 (Reserve Officers by Race/Ethnicity and Component), F-12 (Deployed Reserve Enlisted by Location, Race/Ethnicity, Service, and Gender), and F-17 (Deployed Reserve Officers by Location, Race/Ethnicity, Service, and Gender).

**Occupational Representation.** As was the case for Active Component personnel, the occupational distribution of deployed Reservists helps to explain gender and racial/ethnic differences. The occupational representation, by gender and race/ethnicity, for deployed Reserve Component enlisted personnel is provided in Table 8.10. This table shows that the primary roles filled by Reserve Component personnel were associated with electrical/mechanical equipment repair, which constituted 29 percent of deployed personnel (compared to 16 percent of the total

force). Electronic equipment repairers and communication and intelligence specialists also were slightly overrepresented in the deployed population. On the other hand, infantry, gun crews, and seamanship specialists and service and supply handlers were underrepresented among deployed enlisted personnel.

Table 8.10. Occupational Representation of FY 2000 Deployed Reserve Component Enlisted Members Compared to the Total Force (Percent)						
Occupational Area	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>						
Infantry, Gun Crews, and Seamanship Specialists	14.5	4.3	14.0	8.7	13.9	12.1
Electronic Equipment Repairers	10.3	6.0	10.7	7.9	4.0	8.1
Communications and Intelligence Specialists	8.7	11.4	9.1	9.6	6.4	10.1
Medical and Dental Specialists	2.4	5.1	2.1	3.8	6.4	4.7
Other Allied Specialists	1.4	2.2	1.5	1.1	2.0	0.7
Functional Support and Administration	13.5	51.6	16.0	28.4	22.3	22.8
Electrical/Mechanical Equipment Repairers	32.8	7.0	31.1	23.0	27.7	24.2
Craftsmen	6.5	1.4	6.2	2.7	5.0	8.7
Service and Supply Handlers	7.3	8.4	6.7	10.1	10.9	6.7
Non-Occupational*	2.8	2.7	2.6	4.6	1.5	2.0
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>TOTAL FORCE</b>						
Infantry, Gun Crews, and Seamanship Specialists	20.5	4.4	18.9	13.1	19.4	18.0
Electronic Equipment Repairers	5.0	2.7	5.0	3.6	3.7	4.5
Communications and Intelligence Specialists	4.9	3.3	5.1	3.1	4.2	4.2
Medical and Dental Specialists	5.1	15.3	6.2	8.4	7.4	8.3
Other Allied Specialists	2.9	2.5	3.0	2.4	2.5	2.3
Functional Support and Administration	14.3	39.6	16.1	27.1	18.8	20.0
Electrical/Mechanical Equipment Repairers	18.1	5.5	17.3	11.8	15.5	14.7
Craftsmen	6.4	2.3	6.2	4.2	5.0	5.2
Service and Supply Handlers	10.8	9.7	9.7	14.2	11.6	8.7
Non-Occupational*	12.1	14.7	12.6	12.1	12.1	14.1
<b>Total</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Columns may not add to total due to rounding.						
Also see Appendix Tables C-21 (Reserve Enlisted by Occupation, Component, and Gender), C-22 (Reserve Enlisted by Occupation, Component, and Race/Ethnicity), F-13 (Deployed Reserve Enlisted by Occupation, Component, and Gender), and F-14 (Deployed Reserve Enlisted by Occupation, Component, and Race/Ethnicity).						

All three of the occupational areas in which Reserve Component enlisted personnel were most likely to deploy were predominantly male. For example, within the total force, electrical/mechanical equipment repairers included 18 percent of males, but only 6 percent of females. Somewhat smaller differences occurred among electronic equipment repairers and communications and intelligence specialists. These same occupational areas were also more common among Whites than among minorities. Thus, occupational differences help explain both gender and racial/ethnic differences in representation among deployed Reserve Component enlisted personnel.

Table 8.11 shows the occupational representation by gender and race/ethnicity for deployed Reserve Component officers. The two primary occupational areas represented among deployed officers were tactical operations (52 percent) and intelligence (14 percent). On the other hand, health care represented only 4 percent of deployed Reserve officers, although it represented 21 percent of all officers.

Table 8.11. Occupational Representation of FY 2000 Deployed Reserve Component Officers Compared to the Total Force (Percent)						
Occupational Area	Male	Female	White	Black	Hispanic	Other
<b>DEPLOYED PERSONNEL</b>						
General Officers and Executives	0.0	0.0	0.0	0.0	0.0	0.0
Tactical Operations	55.5	12.0	55.7	21.1	57.1	28.3
Intelligence	13.2	28.0	14.9	15.8	0.0	10.0
Engineering and Maintenance	6.5	6.0	5.6	26.3	28.6	5.0
Scientists and Professionals	4.3	2.0	4.0	0.0	0.0	6.7
Health Care	3.3	8.0	3.7	0.0	0.0	5.0
Administration	5.3	26.0	5.6	26.3	0.0	13.3
Supply, Procurement, and Allied Occupations	7.6	10.0	7.7	0.0	14.3	10.0
Non-Occupational*	4.3	8.0	2.6	10.5	0.0	21.7
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
<b>TOTAL FORCE</b>						
General Officers and Executives	0.6	0.1	0.5	0.2	0.2	0.2
Tactical Operations	40.5	4.5	36.3	18.4	28.2	24.5
Intelligence	5.3	5.6	5.7	2.6	4.8	5.2
Engineering and Maintenance	10.5	7.3	9.7	11.5	10.6	9.9
Scientists and Professionals	7.1	3.9	6.9	4.8	4.5	4.8
Health Care	14.4	50.7	20.0	26.6	22.3	30.5
Administration	6.3	13.3	6.9	13.2	9.1	6.8
Supply, Procurement, and Allied Occupations	10.5	10.6	9.7	17.5	13.3	8.8
Non-Occupational*	4.9	4.1	4.3	5.3	7.0	9.4
<b>Total</b>	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.						
Also see Appendix Tables C-31 (Reserve Officers by Occupation, Component and Gender), C-32 (Reserve Officers by Occupation, Component, and Race/Ethnicity), F-18 (Deployed Reserve Officers by Occupation, Service, and Gender), and F-19 (Deployed Reserve Officers by Occupation, Service, and Race/Ethnicity).						

These differences account for the differences in gender and racial/ethnic representation described previously. Over 40 percent of male Reserve Component officers had occupations related to tactical operations, while only 5 percent of female officers did. Comparable percentages for health care were 14 percent for males and 51 percent for females. Because the overrepresented occupations were predominantly male, while the underrepresented occupations were predominantly female, differences in occupational representation led to differences in gender representation. Similar differences between the proportion of Whites and Blacks in these occupational areas could have played a role in the differences in racial/ethnic representation that occurred among deployed Reserve Component officers.

## Chapter 9

### ENTERING THE 21<sup>ST</sup> CENTURY

#### **Fiscal Year 2000: An Historical Perspective**

As the United States Military marches into the 21<sup>st</sup> century, it is time to take a selected look at the past and how it has shaped the current force. In 2001, the North Atlantic Treaty Organization (NATO), of which the United States is a member, turned 50 years old, as did the Defense Advisory Committee on Women in the Services (DACOWITS). These institutions represent two areas of significant growth during the past 50 years in our nation's military history.

The men and women of our Armed Forces serve around the globe, participating in numerous missions, including warfighting, peacekeeping, antiterrorism, humanitarian assistance, disaster relief, and other less-traditional roles. With increasing frequency, the U.S. Military has been called upon to take part in multi-national peacekeeping forces, under NATO or United Nations leadership. The frequency and duration of such worldwide deployments has increased tremendously, especially during the past 10 years. At a time when the nation's military force has downsized, more men and women are being called to serve away from home. The relatively high operating tempo with its consequent family separations affects the quality of life, for Servicemembers and their families.

The All Volunteer Force, in existence for almost 30 years, has proven itself successful, yet ever so challenging to maintain. To do so, the military attracts quality members from a broad demographic base, including women and minorities in increasing proportions. With 50 years of DACOWITS advocating for the inclusion of women in the nation's Armed Forces, the opportunity for women to play significant roles in each of the Services has never been better. Certainly, the implementation of the Direct Ground Combat Rule in the 1990s—opening more specialties and positions to females than before—provides for broader career paths for Servicewomen. This, in turn, improves chances for promotion to the highest ranks. In addition, the commitment to Servicemembers and their families, particularly quality-of-life matters, makes the military a viable option for more and more women. And, although by all accounts women are underutilized in the Services, they fill proportionally more jobs in the military today than at any time in history.

#### **Quality-of-Life Initiatives in the Military**

There are many benefits to becoming a member of the Armed Forces, but it is not without burdens. The tradeoffs between the benefits and costs of military service are at the center of the quality of life experienced by both members and their families. Military quality of life is not trivial as it impacts recruiting and retention, which are important to maintaining a quality force that is ready to serve at all times. As the Undersecretary of Defense for Personnel and Readiness, Dr. David Chu, put it: "... the more valued our soldiers and families feel, the more likely they are to stay with us and more likely to join us."<sup>1</sup>

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<sup>1</sup> Chu, David S.C. *DoD News Briefing* (Washington, DC, August 8, 2001). (URL: <http://www.defenselink.mil/news/briefings.html>)

Recently, there have been a number of quality-of-life initiatives implemented and additional ones are always being considered. However, the challenge to providing sufficient benefits to the military community is that quality of life is subjective and encompasses a broad range of issues. For example, housing, job satisfaction, compensation, facilities, health care, operating tempo, child care, and other factors affect an individual's perception of his or her quality of life. Each person places unique values on the many different aspects that influence how someone feels about a military career. Compounding the differences between people are the lifetime changes that occur during a Servicemember's career, particularly the changes in priorities that may coincide with marriage and family. Further, larger issues such as societal changes—for example, the increase in dual-income/dual-professional couples—can affect quality of life.

As Undersecretary of Defense, Dr. Chu, asked recently – “Are we providing the kind of environment that an American family in the early 21<sup>st</sup> century will find attractive, or are we demanding so much that it is so badly undercutting family life that we are turning away many talented people...?” This is not an easy question to address. There is a continual need to balance the costs and benefits of military service. As DoD has experienced a large increase in deployments, the toll on Servicemembers and families has increased accordingly.<sup>2</sup> However, the Services are faced with the potential of significant readiness and monetary costs associated with maintaining high-quality working and living conditions, sometimes costs above and beyond the capabilities and resources of the Services.

Some of the traditional quality-of-life initiatives include increases in compensation, including pay, monetary benefits (e.g., allowances), and other benefits (e.g., commissary privileges). A new cash allowance was established in 2001, the Family Subsistence Supplemental Allowance. It is designed to help a small proportion of the lowest income troops, especially Servicemembers and their families who are stationed overseas. Americans living abroad are not eligible for food stamps; this new benefit helps to fill that gap.

Improving housing and military facilities are at the top of the quality-of-life list today. Initiatives currently being considered are:

- improvements to housing and facilities
- longer tours with fewer and less frequent moves that disrupt families
- accompanied versus unaccompanied tours
- health care
- child care.

Less tangible, is a recently-implemented Army policy that allows parents of high school seniors to request remaining in their assignments until their teen graduates. Several hundred requests were granted in the first few months of the policy.<sup>3</sup> Another new initiative, an Internet

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<sup>2</sup> Garamone, J. *Shelton Voices Readiness, Quality of Life Concerns* (Washington, DC: American Forces Press Service, September 6, 2001).

<sup>3</sup> Williams, R. *Army, Schools Seek Easy Transitions for Military Youth* (Washington, DC: American Forces Press Service, August 20, 2001).



site offering a Family Readiness Tool Kit—providing support for Guard and Reserve families during deployments—will become available in FY 2002. Members of the National Guard and Reserves, increasingly called upon to participate with active forces, typically live farther away from their units. Thus, families of Guardsmen and Reservists are further removed from the unit and others who are in a position to provide information and support, particularly when members are deployed. Even relatively small changes, such as these, show that the military values its members and families.

One challenge that the military must face is how to project an image of viable career contender for all Americans regardless of economic conditions. Although military service is a noble calling, it is not necessarily a popular career choice. Middle class youth may be dissuaded from a term of service in favor of a less-restrictive and demanding civilian job or the opportunity to pursue a college degree. As such, quality-of-life initiatives are important to the military's image as it competes with civilian employers and colleges for applicants.

The Department of Defense addressed this area during the recent Quadrennial Defense Review with a view toward revitalizing the “Social Compact” that exists between the military and members and their families. The Social Compact must clearly recognize the changing demographics and lifestyles of families, and the reciprocal commitment the Services and the American public have with military personnel.

### **Representation in FY 2000**

As the smaller force of the future places greater cognitive demands on and requires versatility from Servicemembers, personnel recruitment and maintenance must adapt accordingly. As always, reliance on all demographic and social segments in the United States is imperative. Traditionally, African-Americans have participated in the military at higher proportions than their overall representation in the general population, but Hispanics tend to be underrepresented. Asian-Americans are playing a larger role in the military today, slightly overrepresented among the enlisted ranks, still slightly underrepresented in the officer corps.

Certainly, the preceding chapters have suggested that there is potential for even greater military participation by women. Military readiness and performance depend upon multiple factors. As such, all Servicemembers should be valued for the contributions and strengths they bring to the force.

College graduates, although well represented among the officer corps and among the Reserves are underrepresented in the military's enlisted ranks. This trend is significant, not so much as an equity concern but because an increasing number of high school graduates are college bound. The Department of Defense must learn to attract recruits from the growing segment of enlistment-aged youth with college aspirations.

The U.S. military is increasing in diversity though it does not reflect completely the youth population. Selection standards and policies as well as personal preferences contribute to the extent to which the military demographically mirrors American society. Nonetheless, population proportions are an important benchmark for gauging the attractiveness, if not the relevance, of the military to all segments of society. In addition to tracking these statistics, the trends captured

in the *Population Representation* report compel us to be aware of the dynamics of the youth population.