Population Representation in the Military Services

Fiscal Year 2004

May 2006

EXECUTIVE SUMMARY

This is the 31st annual Department of Defense (DoD) report on social representation in the U.S. Military Services, including the Coast Guard. The seven chapters and accompanying technical appendices provide data and comments on demographic, educational, and aptitude characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. Except where otherwise noted, data are provided by Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services. This report covers fiscal year (FY) 2004, from October 1, 2003, to September 30, 2004. The report is also available on the worldwide web at http://www.dod.mil/prhome/poprep2004.

The FY 2004 end-strength of the Active Components was slightly less than 1.4 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled more than 841,000. Additionally, there were more than 281,000 people in the Individual Ready Reserve/Inactive National Guard. In FY 2004, nearly 176,000 non-prior service (NPS) recruits were enlisted and approximately 10,000 prior service recruits were returned to the ranks. About 19,000 newly commissioned officers reported for active duty. Furthermore, more than 53,000 recruits without and almost 67,000 with prior military experience were enlisted in the Selected Reserve. Close to 13,000 commissioned officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 2004 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. In FY 2004, 87 percent of new active duty recruits were 18 through 24 years of age compared to 37 percent of comparable civilians. The mean age of new active duty recruits was slightly more than 20. Almost half (48 percent) of the active duty enlisted force was 17-24 years old, in contrast to about 14 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively), but they too were younger than their civilian counterparts, college graduates in the workforce 21-49 years old (mean age 36).

The data for enlisted personnel in the Selected Reserve similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Component members, 60 percent of NPS accessions were between the ages of 17 and 19, but only 16 percent of civilians within the 17-35 year age range fell within this age subgroup. Of course, prior service Reserve Components enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 61 percent versus 47 percent were under 30 years of age).

Race/Ethnicity. In FY 2004, African Americans were equitably represented in the military overall. In the enlisted force, African Americans were slightly overrepresented among NPS active duty accessions (15 percent) relative to the 18-24 year-old civilian population (14 percent). FY 2004 representation of "Other" minority enlisted accessions (American Indians and

Alaskan Natives, Asians, Native Hawaiians and Pacific Islanders, and those of two or more races) stood at approximately 7 percent, equal to the civilian population (7 percent). Hispanics, on the other hand, continued to be underrepresented, with 13 percent among NPS accessions compared with nearly 18 percent for comparable civilians. African Americans are overrepresented in the enlisted ranks when compared to their civilian cohorts. Higher retention rates among African Americans continue to boost their representation among Active Components enlisted members – 21 percent in contrast to the 13 percent of African Americans among 18-44 year-old civilians in the workforce. With nearly 10 percent of active duty enlisted members counted as Hispanic, this ethnic minority remained underrepresented relative to the growing comparable civilian population (16 percent).

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

Minorities appear to be proportionately represented and not on the decline within the commissioned officer corps. Although African Americans comprised a much smaller proportion of officers (9 percent) than of enlisted members (21 percent), when compared to college graduates in the civilian workforce 21-49 years old (8 percent African American), African Americans are equitably represented in the officer ranks. Asian officers are underrepresented, with 3 percent of the officer corps and 9 percent of 21-49 year-old college graduates in the work force. American Indians and Alaskan Natives and Native Hawaiians and Pacific Islanders, a very small proportion of the officer corps, are equitably represented. Hispanic officers, at 5 percent, are slightly underrepresented compared to the civilian comparison group (7 percent Hispanic).

Warrant officers account for 9 percent of active duty officer accessions and 7 percent of the officer corps. The Air Force does not have warrant officers. Warrant officers on active duty have greater representation of African Americans than among commissioned officers (17 percent warrant officers versus 9 percent commissioned officers). African American warrant officers are overrepresented (17 percent of the officer corps and 12 percent of the 18-49 year-old civilian labor force). Warrant officers are slightly more likely to be Hispanic (6 percent) than commissioned officers (5 percent). Hispanic warrant officers are underrepresented (6 percent of officers and 15 percent of the comparable civilian labor force).

Racial/ethnic findings for the Reserve Components were similar. African Americans were equally represented at population benchmark levels among NPS Selected Reserve accessions and overrepresented among prior service accessions. Asians were underrepresented among NPS and prior service Selected Reserve accessions. Likewise, Hispanics were underrepresented among Selected Reserve accessions. As with the Active Components, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel. African American Reserve officers are on par with their cohorts in the comparable civilian labor force. The percentage of Hispanic Reserve officers demonstrates continued underrepresentation.

Warrant officers account for 6 percent of Selected Reserve officer accessions and 8 percent of the officer corps. The Air National Guard and the Air Force Reserve do not have warrant officers. There are slightly fewer minorities in the National Guard and Reserve warrant ranks as compared to commissioned officers. Minority warrant officers in the Selected Reserve are underrepresented compared with the civilian labor force.

Gender. Women comprised about 17 percent of NPS active duty accessions and 22 percent of NPS accessions to the Selected Reserve compared to 50 percent of 18- to 24- year-old civilians. Among enlisted members on active duty, 15 percent were women. For enlisted members in the Selected Reserves, the female composition was 17 percent. Among the Reserve Components, the National Guard components were less female at 14 percent. This is generally due to the Army National Guard's heavier combat arms mix, which precludes women from many of the positions in those units. The representation of women among active duty officer accessions and within the officer corps was 21 and 16 percent, respectively. Similar percentages were seen among Selected Reserve officers (19 percent for each).

Military women, across the enlisted force and officer corps in both the Active and Reserve Components, are more likely to be members of a racial minority group than are military men. In fact, 39 percent of the women in the Active Components enlisted force are members of racial minority groups. Hispanic females enlist at about the same rates as Hispanic males.

Women are a minority of the Total Force. However, their representation has grown greatly since the inception of the All Volunteer Force. In FY 1994, when the direct ground combat rule replaced the risk rule, new jobs were opened to women. Since the introduction of that policy, nearly all career fields (92 percent) have been opened to women. Accordingly, the percentage of Active Component women has increased by nearly 3 percentage points since the implementation of the direct combat rule. For FY 2004, however, there was a drop of two-tenths of a percentage point to 14.8 percent of Active Component women compared to the highest percentage of 15.0 percent in FYs 2002 and 2003.

Marital Status. In addition to the growing presence of women in the military, the occurrence of marriage among Servicemembers has also increased. However, unlike the growing percentages of women, the rise in marriage among Servicemembers has not maintained a steady growth. In FY 1973, approximately 40 percent of enlisted members were married. That statistic hit its high point in 1994 at 57 percent married, but decreased steadily to the FY 2003 rate of 49 percent. In FY 2004, nearly 50 percent of Active Component enlisted members were married. In fact, the proportion of married Servicemembers in FY 2004 is virtually identical to the proportion in 1977. Nevertheless, in FY 2004 approximately half of all soldiers, sailors, marines, and airmen are married, an increase of approximately 10 percentage points since the early 1970s.

Newcomers to the military are less likely than their civilian age counterparts to be married. Similarly, military members tend to be less likely to be married than those in the civilian sector; however, the difference is much less pronounced in the total active force than it is with accessions. Among enlisted members, 50 percent of those on active duty and 47 percent in the Reserve Components were married as of the end of FY 2004. In the military, men were more likely to be married than women.

As one might expect, owing to their being older and financially more secure on average, officers were more likely to be married (68 percent of the Active Component and 73 percent of the Reserve Component officer corps were married) than enlisted personnel. Again, women officers were less likely than their male colleagues to be married.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 2004. Practically all active duty and Selected Reserve enlisted accessions (99 percent) had a high school diploma or equivalent, well above civilian youth proportions (80 percent of 18-24 year-olds). More important, 92 percent of both NPS active duty and Selected Reserve enlisted recruits were high school diploma graduates.

Given that most officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that colleges and universities are among the Services' main commissioning sources (i.e., Service academies and ROTC), the academic standing of officers is not surprising. The fact that 92 percent of active duty officer accessions and 96 percent of the officer corps (both excluding those with unknown education credentials) were degree holders (approximately 15 and 38 percent advanced degrees) is in keeping with policy and the professional status and expectations of officers. Likewise, 70 percent of Reserve Component officer accessions and 89 percent of the total Reserve Component officer corps held at least a bachelor's degree, with 18 and 34 percent possessing advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Enlisted members tend to have higher cognitive aptitude than the civilian youth population, as measured by scores on the military's enlistment test. Persons who score in Categories I and II (65th to 99th percentiles) tend to be above average in trainability; those in Category III (31st to 64th percentiles), average; those in Category IV (10th to 30th percentiles), below average; and those in Category V (1st to 9th percentiles), markedly below average. The percentage of new recruits in Categories I and II (45 percent) was slightly higher than for their civilian counterparts (36 percent). Category III new accessions (55 percent) greatly exceeded the proportion of the civilian group (34 percent), while the percentage of recruits in Category IV (less than 1 percent) was much lower than in the civilian population (21 percent). No enlistees were in Category V, whereas 9 percent of the civilian population scored in this category.

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

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

The drawdown in the 1990s led the Services to redesign jobs so that Servicemembers of the 21st century assume more diverse workloads and greater responsibilities. Incumbents must

perform more tasks and tasks of greater complexity. The Services need more personnel of high-quality levels to meet these job demands. In FY 2004, the proportion of NPS high-quality recruits ranged from 61 percent in the Army to 81 percent in the Air Force.

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 2004 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Geographic Representation. Since FY 1996, the percentage of new recruits from the Northeast region has decreased with a corresponding increase in the percentage of recruits from the West region. The geographic distribution of enlisted active accessions for FY 2004 shows that the South, and in particular the West South Central and South Atlantic Divisions of this region, continued to have the greatest representation. Forty-one percent of NPS accessions hailed from the South. In fact, this was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratio (percentage of accessions divided by percentage of 18-24 year-olds from the region) for NPS active accessions from the South was 1.2, compared to 0.8 for the Northeast, 0.9 for the North Central, and 1.0 for the West.

Representation in Occupations. The Services need a steady supply of combat and combat support personnel; they rely heavily on mechanics and infantrymen and guncrew specialists. In addition, the Services require technicians, health care specialists, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands, is part of the enlistment or commissioning package. Less than one-third (30 percent) of FY 2004 active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling. A plurality of enlisted members (43 percent) served in mid-level skill jobs in medical and dental, functional support and administration, and electrical/mechanical equipment repair. The remainder were in high-skill areas (21 percent), including electronic equipment repair, communications and intelligence, and other allied specialties, or in non-occupational categories (6 percent).

During the last two decades, assignment patterns for women have shifted to increase their presence in "non-traditional" jobs. Previously, most enlisted women were in either functional support and administration or medical and dental jobs. By FY 2004, smaller proportions (33 and 16 percent, respectively) served in these jobs. Women were more than two and a half times more likely than men to serve in the "traditional" female occupations, functional support and administration and medical/dental specialties. Women are excluded from infantry and other assignments in which the primary mission is to physically engage the enemy. However, the direct ground combat rule allows women to serve on aircraft and ships engaged in combat. The proportion of women serving in such operational positions (i.e., gun crews and seamanship specialties) in FY 2004 was 5 percent. In contrast, the percentage of men in these occupations was approximately 19 percent.

In FY 2004, the proportions of African Americans and Whites were similar in four of the nine occupational areas (communications and intelligence, medical and dental, other allied

specialists, and craftsmen). In three areas (infantry, electronic equipment repairers, and electrical/mechanical equipment repair) the proportions of Whites were higher. African Americans were still more heavily represented in the functional support and administration and the service and supply areas.

The most common occupational area for active duty officers was tactical operations (e.g., fighter pilots, combat commanders; 36 percent) with health care a distant second (17 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations (41 percent), whereas greater percentages of women were in health care (39 percent) and administration (11 percent). In FY 2004, racial groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of African Americans in tactical operations with a corresponding greater percentage in administration and supply. A lower percentage of Hispanics were in health care positions compared to non-Hispanics.

The occupational distributions among Active and Reserve Components varied somewhat. In FY 2004, 9 percent of enlisted Active Component members were in electronic equipment repair occupations in contrast to 5 percent of enlisted Selected Reserve members. The Reserve Components are somewhat "lighter" in technical occupational areas such as electronic and electrical/mechanical equipment repair, and communications and intelligence and somewhat "heavier" in functional support and administration, craftsmen, and supply. There were also some occupational differences between Active and Reserve officers; the Reserve Components had slightly smaller proportions in tactical operations but slightly larger proportions in health care. However, differences were greater between Services than between Active and Reserve members.

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

Conclusions

The FY 2004 *Population Representation* report shows both the diversity and the quality of the Total Force. Men and women of various racial and ethnic groups of divergent backgrounds, from every state in our country, serve as Active and Selected Reserve enlisted members and officers of the Army, Navy, Marine Corps, Air Force, and Coast Guard. The mean cognitive ability and educational levels of these soldiers, sailors, marines, and airmen are above the average of comparably-aged U.S. citizens.

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

accession statistics show that women have generally continued to gain in both numerical and proportional strength.

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

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INTRODUCTION

This is the 31st 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 Under Secretary of Defense (Personnel and Readiness) has provided annual data addressing the quality and representativeness of military personnel since fiscal year (FY) 1975. Except where otherwise noted, data are provided by the Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the Military Services.

Originally, the report was limited to an assessment of the active duty enlisted force. 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. Data are presented for each of the Military Services and, since 1998, the U.S. Coast Guard (USCG). Although an armed force, the Coast Guard is part of the Department of Homeland Security (as of March 1, 2003) 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. This allows the reader to view recruit quality, representation rates, and the like in 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.

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 2004: Youth Opportunities and Military Recruiting

As one of the largest employers in our nation, the Armed Services offer entry-level positions with paid training and numerous benefits. In FY 2004, nearly 176,000 non-prior service (NPS) applicants were accepted into the enlisted ranks and over 19,000 new officers joined the officer corps of the Active Components. In addition, about 66,500 NPS enlistees and officers began serving their country in the Selected Reserve during FY 2004. That's over 261,000 job openings annually. At the close of FY 2004, the Total Force stood at just under 1.4 million active duty members and just over 841,000 Selected Reservists. (Data for the past half century are shown in Figure 1.1, with some projections for the future.)

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

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

Obviously, the decision to enlist in the military is a milestone in any young person's life. And this decision is influenced by a variety of factors. For those who choose to or must immediately enter the workforce, the prevailing economic conditions may come into play. Over the past decade, the unemployment rate for 16-19 year olds has ranged from 13% to 17%, compared to between 3% and 5% for 25-54 year olds. Given this relatively high rate, the military's ability to offer job security and good pay and benefits should make it an attractive option to many youth whose civilian options are limited. Members of the Services receive training and work experience in a multitude of occupational specialties—from infantry and maintenance to medicine and administration.

Servicemembers manage, operate, maintain, and coordinate the use of complicated weapon systems gaining critical technical and leadership experience as they progress through the ranks.

Given the technical nature of many military jobs, and the relatively steep learning curve in all occupations, the military services must be concerned, not just with the sheer numbers of recruits obtained each year, but also with their quality. This is primarily measured through educational attainment and performance on the military entrance test—the Armed Services Vocational Aptitude Battery (ASVAB). A "high quality" recruit is defined as an individual who has obtained a traditional high school diploma and who scores at or above the 50th percentile on the Armed Forces Qualification Test—a combination of several ASVAB subtests. In recent years the services have done well in recruiting such youth, with an overall increase of high quality accessions of 10% between 2001 and 2004 (from 57% to 67%). In part this reflects that fact that 92% of accessions in 2004 were high school graduates (7% held alternative degrees, and less than 1% were nongraduates).

Since the advent of the All Volunteer Force in 1973, a primary challenge faced by military recruiting has been the increase in youth participation in post-secondary education. In 1973, 33% of 18-19 year old males were enrolled in higher education. In 2003 this figure stood at 47%.[1] Further, a majority of high school graduates make the transition immediately to post-secondary educational pursuits (61% of males, 66% of females in 2003). Between 1972 and 2003, the rate of immediate progression for high school completers rose from 49% to 64%, although it has been relatively stable at the latter figure since 1998.[2] Recent attempts to tap the market of college-bound youth have met with limited success, and the percentage of enlistments that enter the military after college has historically been low.

However, the desire for higher education has also worked *for* military recruiting. Educational benefits are a major inducement for many individuals, and typically are the reason for enlisting cited by the largest percentage of new recruits.[3] Furthermore, the services have made efforts to make it possible for members to work towards their civilian education goals while in the military. One example of this is the Army's well-received eArmyU program, in which Soldiers can obtain post-secondary credits for courses taken largely online. This medium opens up possibilities for a population that is often constrained in their educational pursuits by their mobility due to permanent change of station moves and deployments.

Clearly the "typical" recruiting environment, which is influenced by economic factors, the desires of youth, and the options available to them, also was potentially

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[1] National Center For Education Statistics (2004). *Digest of Education Statistics, 2004* (NCES 2006-0005). Washington, DC: U.S. Department of Education.

[2] National Center for Education Statistics (2005). *The Condition of Education 2005, Indicator 20, Immediate Transition to College* (NCES 2005-094). Washington, DC: U.S. Department of Education.

[3] U.S. Army Research Institute (December 2002). *Survey report, Sample Survey of Military Personnel: Reasons for joining the Army* (Report No. 2003-02). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

affected in 2004 by the war in Iraq and other mobilizations. A 2004 survey of American youth found that fear (e.g., death/injury, being in combat) was cited by 26 percent of respondents as a reason to <u>not</u> enlist in the military.[4] This was almost double the proportion selecting this reason (14 percent) in a study conducted in 2000. The same 2004 survey found that 57 percent of youth selected the risk of being called to active duty as a barrier to joining the Reserves, while only 32 percent responded in this fashion in 2000. Finally, 2005 DoD Youth and Influencer Poll data indicate that 62% of those interviewed said that the war on terrorism made them <u>less</u> likely to enlist in the military.[5]

Other data point to a potential differential impact of world events on the propensity of youth to enlist. In general with respect to race/ethnicity, the Armed Forces maintain a fairly representative workforce. Blacks continue their historically strong military presence in the enlisted ranks (21 percent), at levels higher than population proportions (12 percent). Black accessions, however, more closely mirror the population at 15 percent. This represents a downturn in Black accessions, which comprised 20 percent of all NPS enlisted accessions in FY 2001. Although causality cannot be ascribed, it is of interest that the aforementioned 2005 Youth Poll found that while 62% of Whites interviewed supported U.S. troops being in Iraq, only 54% of Hispanics and 40% of Blacks held this view.

Blacks have achieved representation parity in the officer corps. Hispanics remain somewhat 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 2004, they made up only 16.5 and 21 percent of enlisted and officer accessions, respectively. However, these figures are close to all-time highs in the representation of women entering the military. In 1964, before the All Volunteer Force, less than 1 percent of enlisted accessions were women. This proportion climbed to 5 percent in 1973 and shortly thereafter, topped 10 percent. Today, that figure has almost doubled, even in the face of a more streamlined force.

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

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[4] G.f.K. Custom Research, Inc. *U.S. Military Image Study.* Retrieved from http:/www.dccw.hqda.pentagon.mil/downloads/ Army/ArmyEquityStudyConDeck1.pdf.

[5] Joint Advertising, Market Research and Studies (2005). *Department of Defense June 2005 Youth Poll* briefing. Retrieved from http://www.dmren.org/DMREN/execute/secure/home

Data Sources

The primary sources for this report are computerized data files on military personnel maintained by the Defense Manpower Data Center (DMDC). Due to differences in data flow and definitions, values provided will not always match official figures reported by the Directorate for Information Operations and Reports, other Department of Defense agencies, or the military services.

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

In addition, beginning with the FY 1995 *Population Representation* report, DMDC provided edited, rather than raw, data on applicants for enlistment. In FY 1997, prior service accession data for the Active Components were added. U.S. Coast Guard representation statistics were included for the first time in FY 1998. A refinement to the age range of the civilian comparison group for Active Component prior service enlisted accessions was made in FY 1999. The age range was extended from 18-24 year-olds to 17-35 year-olds, to better reflect the older composition of recruits with previous military experience. Once again this year more discrete racial/ethnic breakdowns are provided, with American Indians/Native Alaskans and Asians/Pacific Islanders separated out from the "other" category.

Some file format changes at DMDC during FYs 1999 and 2000 introduced some coding changes to more accurately reflect the characteristics of interest. As a result, there are some noticeable differences across years in the historical data. A brief description of the data sources for FY 2004 follows:

Subject	Data Source
Active Components	
Applicants to Enlisted Military	DMDC U.S. Military Entrance Processing Command (USMEPCOM) Edit Files, October 2003 through September 2004.
Enlisted Accessions	DMDC USMEPCOM Edit Files, October 2003 through September 2004.
Enlisted Force	DMDC Active and Loss Edit File, September 2004.
Officer Accessions	DMDC Officer Gain Files, October 2003 through September 2004.
Officer Corps	DMDC Officer Master and Loss Edit File, September 2004.
Reserve Components	
Selected Reserve Enlisted and Officer Accessions	DMDC Reserve Components Common Personnel Data System (RCCPDS), October 2003 through September 2004.
Selected Reserve Enlisted Force and Officer Corps	DMDC Reserve Components Common Personnel Data System (RCCPDS), September 2004.
Civilian Comparisons	
Civilian Comparison Groups for Applicants, Accessions, and Active and Reserve Members	Bureau of Labor Statistics Current Population Survey Files, October 2003 through September 2004.
Civilian Comparisons for Military Entrance Test Data	Defense Manpower Data Center.

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

The Services are one of the largest employers in the United States, enlisting nearly 176,000 young men and women in the Active Components in FY 2004. Recruiting a quality force is as important as ever, perhaps more important, given the decreasing 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 an improving economy in 2004 as measured by unemployment rate, recruiters have experienced challenges to signing up new recruits. Although access to post-high school opportunities has expanded in recent years, research suggests that the Service recruiting campaigns are having an impact on the youth of our country. Among today's youth, the military is perceived as providing opportunities, furthering education, helping individuals grow and mature, and contributing to the country.[1]

As an increasing proportion of youth have college aspirations today, the military finds recruiting qualified personnel competitive. Most high school students report that they plan to go to college (80 percent respond that they expect to complete a bachelor's degree or higher degree and 91 percent respond that they will participate in post-secondary education).[2] Nearly 64 percent of the graduates of the high school class of 2003 actually enrolled in college in the Fall after their senior year, compared to about half of high school graduates 20 years ago.[3] By 2003, 57 percent of all 25- to 29-year-olds had completed some college and 28 percent had at least a bachelor's degree.[4] 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.[5] Despite increasing competition with colleges and universities, the hard work of military recruiters and innovative incentive programs helped the Services meet their overall FY 2004 active enlisted accession requirements. Although the Navy and Marine Corps met their individual goals, the Army and Air Force fell short of their goals. Lower unemployment rates

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

[2]   U.S. Department of Education, *The Condition of Education 2004* (NCES 2004-077) (Washington, DC: National Center for Education Statistics, 2004), Indicator 15.

[3]   U.S. Department of Education, *The Condition of Education 2005* (NCES 2005-094) (Washington, DC: National Center for Education Statistics, 2005), Table 20-1.

[4]   U.S. Department of Education, *The Condition of Education 2005* (NCES 2005-094) (Washington, DC: National Center for Education Statistics, 2005), Table 23-3.

[5]   Kilburn, M.R., & Asch, B.J., *Recruiting Youth in the College Market: Current Practices and Future Policy Options*. (Santa Monica, CA: RAND, 2003). 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.

(Table 2.1) during FY 2004 may have contributed to recruiting challenges.[6] Programs designed to attract college-bound youth, such as the Army's "College First" program that compensates recruits while they attend college during time in the Delayed Entry Program or in the Selected Reserve, helped the Services attract a high-quality accession cohort (high school graduates with above average aptitude) in FY 2004.[7] This chapter introduces the Active Components enlistment process, followed by demographic characteristics of enlisted applicants and recruits.

Table 2.1. Civilian Unemployment Rate by Age Group, 1995-2004 (Percent)			
Year	Civilian Unemployment Rate		
	16-19 Year Olds	20-24 Year Olds	25-54 Year Olds
1995	17.6	9.9	4.4
1996	15.6	8.9	4.2
1997	16.1	8.3	3.8
1998	15.0	8.4	3.4
1999	14.8	7.4	3.2
2000	13.0	6.5	3.1
2001	15.1	8.4	4.0
2002	16.3	9.4	4.7
2003	17.6	10.5	5.1
2004	16.6	9.0	4.4
Also see Appendix Table D-2 (Civilian Unemployment Rate).			

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

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[6]   Labor force statistics extracted from the *Current Population Survey*, Bureau of Labor Statistics. (Seasonally adjusted unemployment rate in the civilian labor force.) URL: http://www.dol.gov.

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

could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.[8]

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB, the first formal step in the process of applying to enlist in the Armed Forces. The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 tests (or 11 tests if taking the computer-adaptive test at a MEPS), 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. The scores are grouped into five categories based on the percentile score ranges shown in Table 2.2. 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.

Table 2.2. Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	
AFQT Category	Percentile Score Range
I	93–99
II	65–92
IIIA	50–64
IIIB	31–49
IV	10–30
V	1–9

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

- Tier 1—Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.

- Tier 2—Alternative credential holders, including those with a General Education Development (GED) certificate of high school equivalency.

- Tier 3—Those with no education credential.

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

The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.[9] Research shows that education attainment of youth predicts first-term military attrition.[10] 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.[11] The model was then used to establish the recruit quality benchmarks now in effect. Service programs are required to ensure that a minimum of 90 percent of non-prior service (NPS) recruits are high school diploma graduates. At least 60 percent of recruits must be drawn from AFQT Categories I–IIIA; no more than 4 percent of the recruits can come from Category IV. This DoD policy does not prohibit the Services from setting their own targets above these benchmarks. These benchmarks were set by examining the relationship between costs associated with recruiting, training, attrition, and retention using as a standard the performance level obtained by the reference cohort of 1990, the cohort that served in Operations Desert Shield and Desert Storm. Thus, these benchmarks reflect the recruit quality levels necessary to minimize personnel and training costs while maintaining Desert Shield/Desert Storm cohort performance.[12]

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

There has been a proliferation of alternative credential programs, particularly home schooling, in recent years. According to the latest estimate, in 2003 an estimated 1.1 million students were being home schooled, up from 850,000 in 1999. Home-schooled students represent

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[9]   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).

[10]   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.

[11]   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).

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

approximately 2.2 percent of the school-age population, up from 1.7 percent in 1999.[13] To address such programs, the Department of Defense initiated a pilot study in FY 1999—The Alternative Educational Credential Pilot Program.[14] The goals of the project were: (1) to assess the interest in enlistment of home school graduates and participants earning GED certificates through the National Guard Youth ChalleNGe program, and (2) to evaluate the performance of the alternative credential holders in these programs who do enlist. At the conclusion of the study, the results were used to permanently place home school graduates and ChalleNGe GED applicants in tier 2 and provided a refined set of education credential definitions by tier.[15]

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

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

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

A recruit can sign up for a specific skill or for a broad occupational area (such as the mechanical or electronics areas). In the Army, most recruits (95 percent) entered for specific skill training; the others were placed in a military occupational specialty during basic training.

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[13]   U.S. Department of Education, *Brief: 1.1 Million Homeschooled Students in the United States in 2003* (NCES 2004-115) (Washington, DC: National Center for Education Statistics, 2004).

[14]   Department of Defense. *Enlistment Eligibility Priorities for Home School and National Guard Youth ChalleNGe GED Credentials: Evaluation of a Pilot Program,* Report to Congress (Washington, DC: Office of the Under Secretary of Defense [Personnel and Readiness], 2004).

[15]   Memorandum from Curtis L. Gilroy, Director, Accession Policy (Military Personnel Policy), Subject: Education Credentials – Definitions, Tier Placement, and Enlistment Prioritization, September 21, 2004.

Approximately 76 percent of Air Force recruits entered for a specific skill, while the rest signed up for an occupational area and were classified into a specific skill while in basic training. In the Navy, approximately 69 percent of recruits enlisted for a specific skill, while the rest went directly to the fleet after basic training, 29 percent classified in airman, fireman, or seaman programs and 1 percent entered school 12-18 months later. Approximately 88 percent of Marine Corps enlistees entered with a guaranteed occupational area and were assigned a specific skill within that area after recruit training; the rest enlisted with either a specific job guarantee or assignment to a job after recruit training.

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

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

Qualified high school students may enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon successfully completing high school. Not all DEP enlistees actually enter active duty. By Service, an average of 13 to 44 percent— compared to FY 2003's 13 to 21 percent—of individuals in the DEP changed their minds and asked to be released from their enlistment contracts in FY 2002. 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 2004, more than 309,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1), down from nearly 353,000 in FY 2003. Applicants are those

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

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

individuals who express an interest in joining one of the military services by visiting a recruiter and then following through with their intentions by completing background paperwork and submitting to a physical and/or taking the ASVAB. Not all applicants are eligible to enlist, for example certain medical conditions disqualify an applicant from serving in the military. Some applicants change their mind regarding enlistment before completing the process. Thus, not all applicants join one of the Services (those that do join are called accessions, see the next section for a discussion of Active Component accessions). The distribution of FY 2004 Active Component NPS applicants by race and gender is shown in Table 2.3 and by ethnicity and gender is shown in Table 2.4.

Table 2.3. Race and Gender of FY 2004 Active Component NPS Applicants,* by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	65.2	60.6	79.5	74.4	68.1
Black	12.4	22.7	9.7	15.9	14.9
American Indian & Alaskan Native	1.0	5.5	1.3	0.9	2.1
Asian	2.1	5.2	2.1	3.3	3.0
Native Hawaiian & Pacific Islander	1.8	1.4	1.2	1.5	1.6
Two or more races	1.0	1.8	1.0	2.1	1.3
Unknown	16.4	2.8	5.3	2.0	9.0
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	54.6	52.2	71.3	65.9	57.6
Black	22.5	30.2	16.0	22.5	23.9
American Indian & Alaskan Native	1.6	5.8	2.2	1.2	2.6
Asian	2.5	4.9	2.4	3.4	3.2
Native Hawaiian & Pacific Islander	2.4	1.8	1.7	2.3	2.2
Two or more races	1.2	2.0	0.9	2.2	1.6
Unknown	15.3	3.1	5.5	2.6	8.8
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	78.5	79.6	91.2	72.4	79.8
Female	21.6	20.4	8.8	27.6	20.2
Columns may not add to total due to rounding. * Applicant data reported for FY 2004 are based on the DMDC edit version of the USMEPCOM file, which has been "cleaned" by the edit process. FY 2004 applicant data are consistent with Information Delivery System (IDS) data. Also see Appendix Table A-3 (Race/Ethnicity by Service and Gender).					

Eighty percent of the applicants were male, of whom 68 percent were White, 15 percent Black, 2 percent American Indian and Alaskan Native, 3 percent Asian, 2 percent Native Hawaiian and Pacific Islander, 1 percent multiracial, and 9 percent unknown. With respect to ethnicity, 14 percent of male applicants were Hispanic. For female applicants, approximately 58

percent were White, 24 percent Black, 3 percent American Indian and Alaskan Native, 3 percent Asian, 2 percent Native Hawaiian and Pacific Islander, 2 percent multiracial, and 9 percent unknown. Sixteen percent of female applicants were Hispanic.

Table 2.4. Ethnicity and Gender of FY 2004 Active Component NPS Applicants,* by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
Hispanic	12.3	16.1	17.4	10.3	13.9
Not Hispanic	87.7	84.0	82.6	89.7	86.2
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
Hispanic	14.8	18.0	19.6	12.9	15.5
Not Hispanic	85.2	82.0	80.4	87.1	84.5
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Applicant data reported for FY 2004 are based on the DMDC edit version of the USMEPCOM file, which has been "cleaned" by the edit process. FY 2004 applicant data are consistent with Information Delivery System (IDS) data. Also see Appendix Table A-3 (Race/Ethnicity by Service and Gender).					

Additional statistics on applicant characteristics (e.g., age, education levels, AFQT scores, and marital status, by gender, race, and ethnicity) are contained in Appendix A. See Tables A-1 through A-7.

Characteristics of Active Component Accessions

During FY 2004, 175,972 Active Component non-prior service recruits (individuals who had not previously served in the military) and 9,642 prior service recruits (individuals with military experience) shipped to recruit training centers (Table 2.5). This does not include individuals who entered the DEP in FY 2004 but had not been sent to basic training by September 30, 2004, nor does it include Reserve Component recruits (see Chapter 5 for Reserve Component enlisted accession data).

Table 2.5. FY 2004 Active Component Non-Prior Service (NPS) and Prior Service Enlisted Accessions				
	Enlisted Accessions			
Service	Prior Service	Non-Prior Service	Total	NPS Percent of Service Total
Army	7,468	72,710	80,178	90.7
Navy	430	39,416	39,846	98.9
Marine Corps	545	30,156	30,701	98.2
Air Force	1,199	33,690	34,889	96.6
DoD Total	9,642	175,972	185,614	94.8
Also see Appendix Tables B-13 through B-21 (Prior Service Accessions).				

In the Active Components, approximately 95 percent of accessions have never served in the military before. The more than 9,600 prior service accessions representing approximately 5

percent of Active Component enlistees in FY 2004 is slightly larger than last year's cohort of nearly 8,500 but smaller than the FY 2002 cohort of nearly 13,000. 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-21. The remainder of this section examines a number of sociodemographic characteristics of FY 2004 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 1976–2004 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.

Also see Appendix Table D-3 (Accessions and Applicants by Fiscal Year).
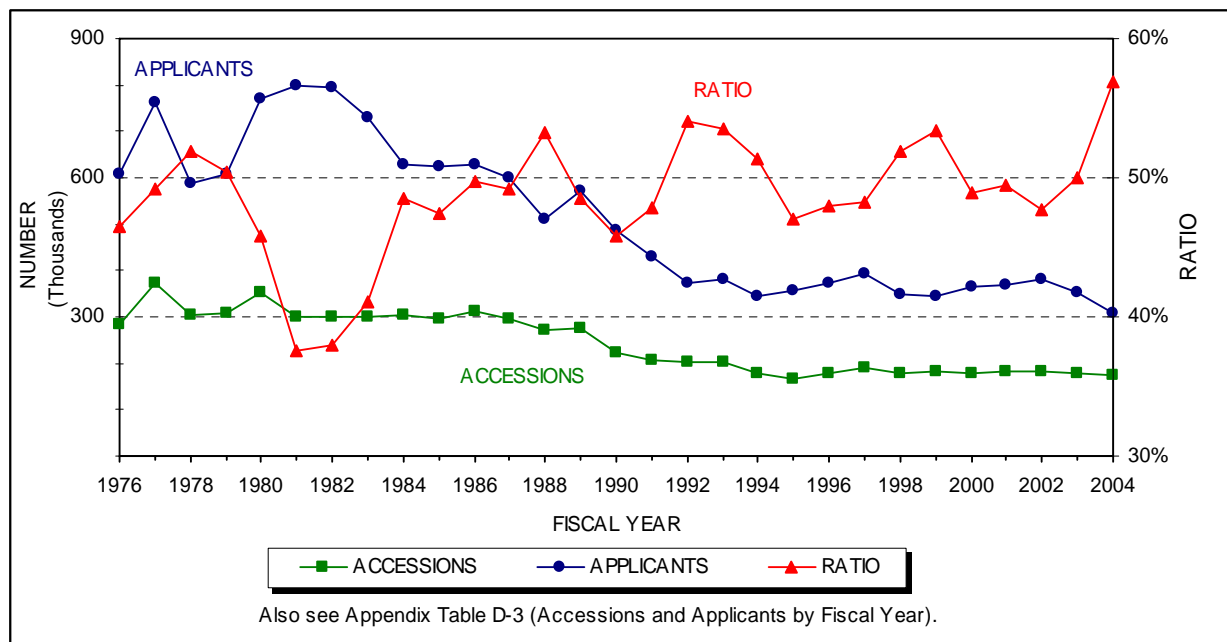
Figure 2.1. Number of accessions and applicants with ratio of accessions to applicants, FYs 1976–2004.

Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPSs. In FY 2004, approximately 309,000 applicants were processed through MEPSs to access nearly 176,000 new recruits, a 57 percent ratio of accessions to applicants, up from the 50 percent ratio in FY 2003.

2-9

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.[18] Within the 17–35 age range, the Services have different age ceilings. The Army and Navy accept applicants up to age 35; the Air Force accepts recruits prior to their 28th birthday, and the Marine Corps age limit is 29. The age distribution of FY 2004 active duty NPS accessions is shown in Table 2.6.

	Percent						Number of Accessions per 1,000 Civilians
Age	Army	Navy	Marine Corps	Air Force	DoD	17- to 35-Year-Old Civilians	
17	4.5	3.3	6.1	3.4	4.3	5.6	1.8
18	24.1	31.7	44.0	31.7	30.7	5.3	13.3
19	20.2	23.5	23.4	23.2	22.0	4.9	10.5
20	13.1	12.8	10.5	13.9	12.8	5.3	5.6
21	9.2	8.2	5.8	9.6	8.5	5.3	3.7
22	7.1	5.6	3.5	6.7	6.1	5.4	2.7
23	5.3	4.0	2.7	4.1	4.3	5.5	1.9
24	4.1	3.0	1.5	2.8	3.1	5.3	1.4
>24	12.5	7.9	2.6	4.7	8.3	57.4	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	2.3

Table 2.6. Age of FY 2004 Active Component NPS Accessions, by Service, and Civilians 17–35 Years Old

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 2003- September 2004.

The average age of enlisted accessions is 20.1 years, ranging from 19.1 for the Marine Corps to 20.7 for the Army. Roughly 87 percent of new recruits are 18- to 24-year-olds, compared to 37 percent of the comparable civilian population. The Marine Corps enlists the greatest percentage of 17- and 18-year-old recruits (50 percent) and the smallest percentage of those over age 21 (10 percent). The Army has the greatest proportion of recruits older than age 21 (29 percent) and the smallest proportion of 17- and 18-year-old recruits (29 percent). The right column of Table 2.6 shows the numerical rate at which civilian youth in each age group enlisted in the Armed Services in FY 2004. For example, an average of 13.3 of every 1,000 18-year-olds and 1.4 of every 1,000 24-year-olds enlisted in FY 2004.

Race/Ethnicity. Significant racial and ethnic differences exist among the Services, as shown in Tables 2.7 and 2.8. Approximately 20 and 33 percent of Army and Navy accessions, respectively, are minorities, as compared to 13 percent of Marine Corps recruits and 22 percent of Air Force recruits. Overall, the Services' FY 2004 NPS enlisted accessions include 22 percent minorities.

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18   10 U.S.C. 505.

Table 2.7. Race and Gender of FY 2004 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	75.0	65.9	82.1	78.5	74.9
Black	12.1	18.8	8.0	13.3	13.0
American Indian and Alaskan Native	1.0	5.2	1.1	0.7	1.9
Asian	2.3	4.0	2.0	2.9	2.8
Native Hawaiian and Pacific Islander	0.9	1.2	0.9	1.1	1.0
Two or more races	1.1	2.2	1.0	1.8	1.5
Unknown	7.6	2.7	4.9	1.7	4.9
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	61.2	58.5	75.2	70.6	64.0
Black	24.4	24.4	12.4	19.3	22.2
American Indian and Alaskan Native	1.6	6.3	1.4	1.1	2.5
Asian	2.7	4.0	2.5	3.5	3.2
Native Hawaiian and Pacific Islander	1.2	1.5	1.1	1.5	1.3
Two or more races	1.3	2.5	1.2	2.0	1.7
Unknown	7.7	2.8	6.2	2.0	5.0
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	82.4	83.3	92.9	77.6	83.5
Female	17.6	16.7	7.1	22.4	16.5
White	72.5	64.7	81.6	76.7	73.1
Black	14.3	19.7	8.3	14.6	14.5
American Indian and Alaskan Native	1.1	5.4	1.1	0.8	2.0
Asian	2.4	4.0	2.0	3.0	2.8
Native Hawaiian and Pacific Islander	0.9	1.3	0.9	1.2	1.1
Two or more races	1.2	2.3	1.0	1.9	1.5
Unknown	7.6	2.7	5.0	1.8	4.9
Total	100.0	100.0	100.0	100.0	100.0

NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD									
White	Black	AIAN	Asian	NHPI	Two+	Unknown	Total	Male	Female
78.5	14.0	1.0	4.1	0.3	2.1	NA	100.0	50.4	49.6

Columns may not add to total due to rounding.
Also see Appendix Table B-3 (Race/Ethnicity by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004.

Table 2.8. Ethnicity and Gender of FY 2004 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians
MALES						
Hispanic	12.1	14.7	15.8	9.1	12.9	18.9
Non-Hispanic	87.9	85.3	84.2	90.9	87.2	81.1
FEMALES						
Hispanic	15.0	17.3	19.4	11.2	14.8	16.5
Non-Hispanic	85.0	82.7	80.6	88.9	85.2	83.5
TOTAL						
Hispanic	12.6	15.1	16.1	9.5	13.2	17.7
Non-Hispanic	87.4	84.9	83.9	90.5	86.8	82.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-3 (Race/Ethnicity by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003- September 2004.						

In FY 2004, the percentage of minority recruits (22 percent) was smaller than the percentages of FYs 1999-2003, ranging from 32 to 37 percent, the largest proportions of minority accessions since the inception of the All Volunteer Force.

Minority accession proportions must be examined in conjunction with the civilian population. Minority accession proportions in FY 2004 were similar to the comparable civilian population of 18-24 year-olds. In FY 2004, Blacks, American Indian and Alaskan Natives, and Native Hawaiian and Pacific Islanders were slightly overrepresented. Whites, Asians, and those of multiple race were somewhat underrepresented. Hispanics were underrepresented (13 percent of accessions compared to nearly 18 percent of civilians). It is difficult to make comparisons with earlier years because the racial categories were expanded and changed for reporting in 2003.

Blacks. In FY 2004, Blacks comprised nearly 15 percent of enlisted recruits, approximately half of a percentage point more than in the civilian population (14 percent). The Navy enlisted the most Blacks in FY 2004 with nearly 20 percent (15, 14, and 8 percent in the Air Force, Army, and Marine Corps, respectively). In FY 2004, all Services except the Navy experienced lower or the same Black proportions in their accessions. This reduction narrowed the representation gap between the military Services and the civilian population. Some view this demographic shift as the result of differing responses to the September 11th terrorist attacks,[19] while others view it as more linked to the prevailing economic conditions during FY 2004.

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[19] Burger, E.C., *The Impact of September 11 on Military Enlisted Recruiting* (Fort Knox, KY, U.S. Army Accessions Command, Center for Accessions Research, 2003).

While the root causes may never be completely isolated, it is clear that the effect is an FY 2004 accession cohort that closely reflects society.

While Black men comprise 13 percent of DoD male recruits, Black women make up 22 percent of female recruits (Table 2-7 and Appendix Table B-3). Black women in FY 2004 comprised 24 percent of Army and Navy female recruits, 12 percent of Marine Corps female recruits, and 19 percent of Air Force female recruits. In comparison, the proportion of Black men ranged from 8 percent of Marine Corps male recruits to 19 percent of Navy male recruits.

"Other" minorities. Members of "Other" racial minorities (e.g., American Indians and Alaskan Natives, Asians, Native Hawaiians and Pacific Islanders, and those of multiple races) are 7 percent. The proportion of "Other" minorities ranges from nearly 6 to 13 percent in the Services, with the Navy having the largest percentage. In the civilian population, 8 percent of 18- to 24-year-olds are "Other" racial minorities.

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 2004, 13 percent of recruits compared to nearly 18 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (16 percent) in FY 2004, followed by the Navy, Army, and Air Force (15, 13, and 10 percent, respectively). 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.[20] In FY 2004, 62 percent of 18- to 24-year-old Hispanics completed high school (Tier 1) or earned an alternative credential (Tier 2) compared to 75 percent of Blacks and 80 percent of Whites.

Gender. Figure 2.2 illustrates the trend in the proportion of female recruits since the start of the All Volunteer Force. Appendix Table D-5 shows the number and proportion of NPS female accessions by Service in FY 1964 and FYs 1970 through 2004. 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, 17 percent in FY 2004, 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.[21] The gender-integration policy, in effect for nine years, contributed to a continued gradual increase in the number and percentage of women enlisting in the Services.[22] However, the enlistment of

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[20]   See Appendix Table B-8; U.S. Department of Education, *Status and Trends in the Education of Hispanics* (NCES 2003-008) (Washington, DC: National Center for Education Statistics, 2003), p. 42-43; U.S. Department of Education, *Dropout Rates in the United States: 2000* (NCES 2002-114) (Washington, DC: National Center for Education Statistics, 2001), pp. 18-19; and previous *Population Representation* reports.

[21]   The Department of Defense Youth Polls indicate that young women are approximately one-half less inclined to join the military than young men.

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

women in FY 2004, comparable to FY 1994, was slightly lower than in FYs 1995-2003. This is likely a result of the relatively low level of propensity as well as other factors influencing enlistment decisions, such as economic and force deployment conditions.
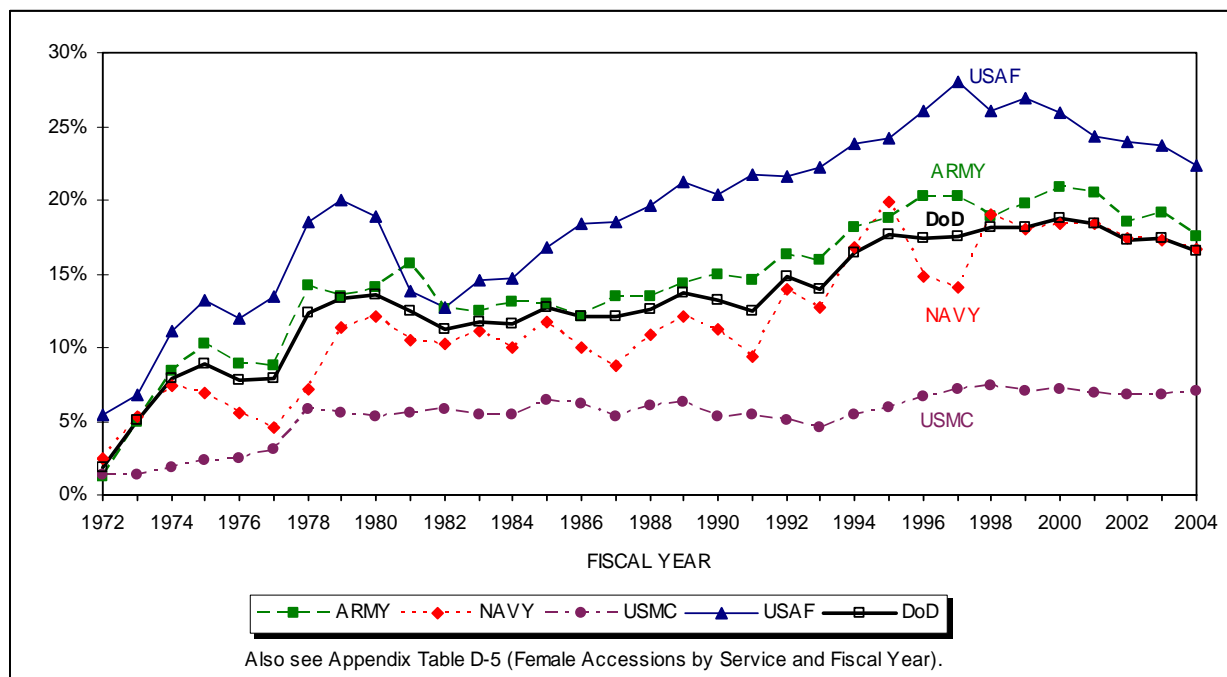
Figure 2.2. Women as a percentage of Active Component NPS accessions, FYs 1972–2004.

Under a gender-neutral recruiting program since FY 1990, the Air Force leads the Services in the proportion of female accessions. The Air Force had increased its proportion of female recruits, from 20 percent in FY 1990 to 28 percent in FY 1997, followed by slight gradual decreases in the last seven years to 22 percent in FY 2004 (see Table D-5). When the Navy adopted a gender-neutral recruiting policy in FY 1994, the proportion of women accessions in the Navy increased 3 percentage points (from 17 percent in FY 1994 to 20 percent in FY 1995). However, the Navy dropped its gender-neutral recruiting policy because of constrained berthing facilities on Navy vessels. The Navy's decision to rescind gender-neutral recruiting may have been a factor in the 6-percentage-point drop of female accessions from FY 1995 to FY 1997 (from 20 to 14 percent).[23] However, the Navy was able to recruit a significantly larger proportion of women—17 to 19 percent—each year since FY 1997. The Services maintained 17 percent female accessions in FY 2004.

Marital Status. In FY 2004, 8 percent of male and 12 percent of female recruits were married, compared to 51 and 43 percent of male and female enlisted members, respectively. Civilians are more likely to be married than accessions (13 versus 9 percent). Within the

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[23] 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]).

Services, Army recruits are most likely to be married (14 percent) and Marine Corps recruits are least likely (2 percent).

Table 2.9 compares marriage rates of accessions with 18- to 24-year-old civilians in the labor force. The majority of accessions are high school graduates. The military is often their first full-time job and thus, very few are married. Figure 2.3 shows marital status trends for FYs 1976-2004 by Service.

Table 2.9. FY 2004 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	12.5	5.2	2.2	8.2	8.2	9.6
Females	17.7	5.6	4.4	9.0	11.7	16.8
Total	13.5	5.2	2.4	8.4	8.7	13.2
Also see Appendix Table B-2 (Marital Status by Age and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004.						

Also see Appendix Table D-6 (Marital Status by Service and Fiscal Year).
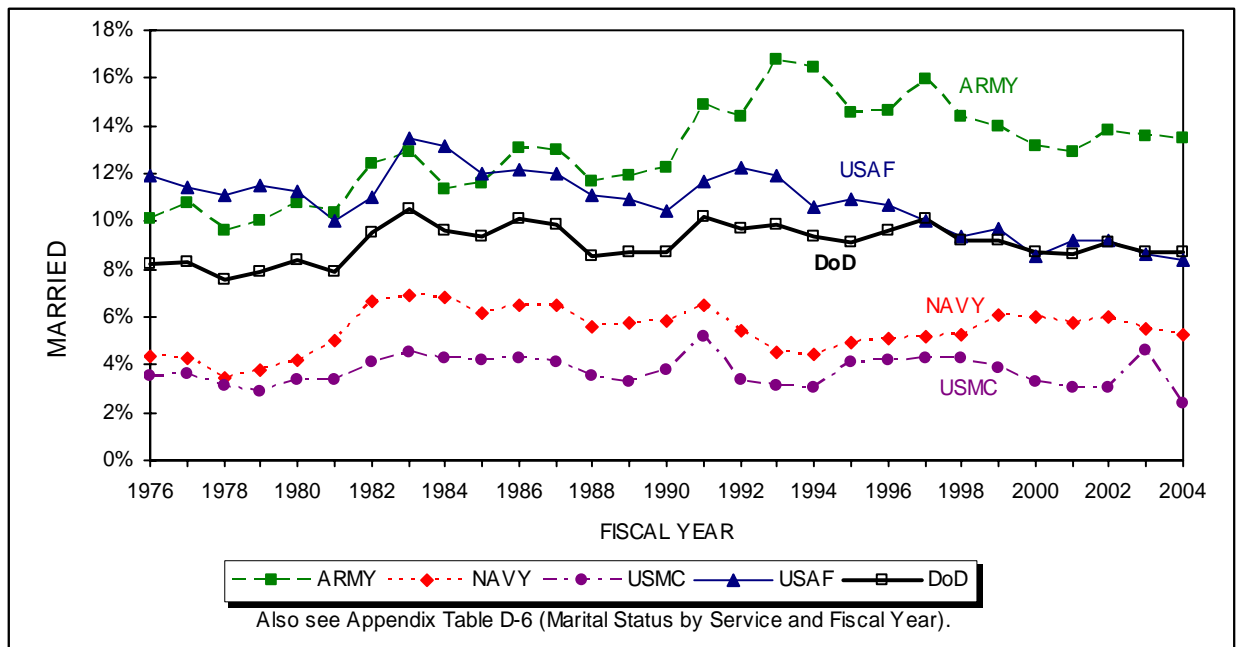
Figure 2.3. Marital status trends of Active Component NPS accessions, by Service, FYs 1976–2004.

Research shows that marriage is important to a member's long-term career and can enhance individual readiness.[24] This is true if the member is in a strong marriage to a supportive

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

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 are important characteristics to monitor.

Education. More than 40 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).[25] In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late 1970s, the Army, Navy, and Air Force classified GED holders and high school graduates differently because evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores to enlist than do high school diploma graduates. In fact, the Services strive to meet a 90 percent Tier 1 benchmark established by the Department of Defense.

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.[26] In 1987, DoD implemented a three-tier classification of education credentials. Table 2.10 shows the percentage of FY 2004 active duty NPS accessions by education tier. Ninety-two percent of recruits possessed high school diplomas and/or some college education (Tier 1); 7 percent held alternative high school credentials (Tier 2); and 1 percent had not completed high school (Tier 3). It should be noted that entry-level enlisted occupations are generally comparable to civilian jobs not requiring college education. Moreover, since nearly 35 percent of NPS accessions are age 18 or younger, they have not yet had as much opportunity for college as have individuals in the 18-24 year-old civilian population.

Although 99 percent of FY 2004 accessions were in Tiers 1 and 2, only 80 percent of 18- to 24-year-old civilians were high school graduates or possessed a GED certificate. Differences among Services in FY 2004 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 (13 percent); the Air Force had the lowest (1 percent). In FY 2004, the Services accepted very few recruits with no high school credentials (2 percent in the Navy, 1 percent in the Army, and less than 1 percent in the Marine Corps and Air Force).

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[25]   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.

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

Table 2.10 Levels of Education of FY 2004 Active Component NPS Accessions, by Service, and Civilians 18–24 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18- to 24-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	85.9	93.9	96.6	99.0	92.0	
Tier 2: GED, Alternative Credentials	13.1	4.7	3.3	0.8	7.2	79.7
Tier 3: No Credentials	1.0	1.5	0.2	0.2	0.8	20.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)[1]	10.1	6.5	2.0	6.0	7.1	47.7

Columns may not add to total due to rounding.
* Civilian numbers and percentages combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates.
[1] 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-6 (Education by Service and Gender) and B-7 (Education by Service and Race/Ethnicity).
Source: Civilian data are from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004.

The proportion of accessions with high school diplomas by Service for FYs 1973 through 2004 is shown in Figure 2.4. During most of the first decade of the volunteer military (FYs 1973–1982), the Services differed significantly in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 66 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

Also see Appendix Table D-7 (Accessions with High School Diplomas by Service and Fiscal Year).
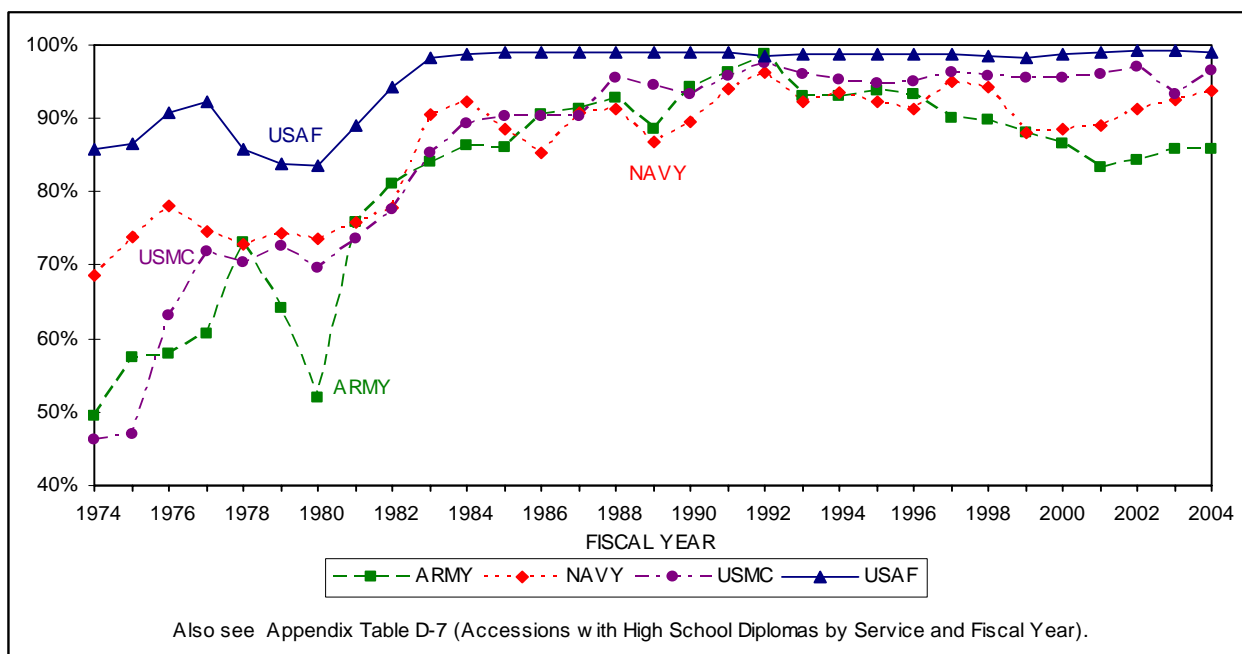
Figure 2.4. Active Component NPS accessions with high school diplomas, FYs 1974–2004.

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of smaller military benefits and significant gaps in pay compared to 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 a form of national service or a return to the draft.[27] The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Servicemembers' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 66 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army, Navy, and Marine Corps College Funds, and Service emphasis on improving the quality of life for Servicemembers and their families led to improved recruiting. The proportion of high school graduates climbed to a peak of 98 percent in FY 1992. From that peak, the proportion gradually declined to 90 percent in FY 2001. In FY 2004, the Services recruited accessions with slightly higher educational credentials (92 percent).

Figure 2.5 compares FY 2004 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 2.5. Only 75 percent of Black civilians and 62 percent of Hispanic civilians have high school diplomas or alternative credentials. Given these percentages and the 90 percent Tier 1 requirement, the Services' minority recruiting pool is limited. Thus, the race/ethnicity representation comparisons should be interpreted with these data in mind.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.6 indicates the percentage of NPS recruits who scored at or above the 50th percentile (Categories I–IIIA) since FY 1973. Numerical data are in Appendix D, Table D-8. The drop in Category I–IIIA recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.[28] 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

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[27]   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.

[28]   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).

percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.[29] However, Defense Department guidance decreases this limit even further, allowing no more than 4 percent of recruits to come from Category IV.
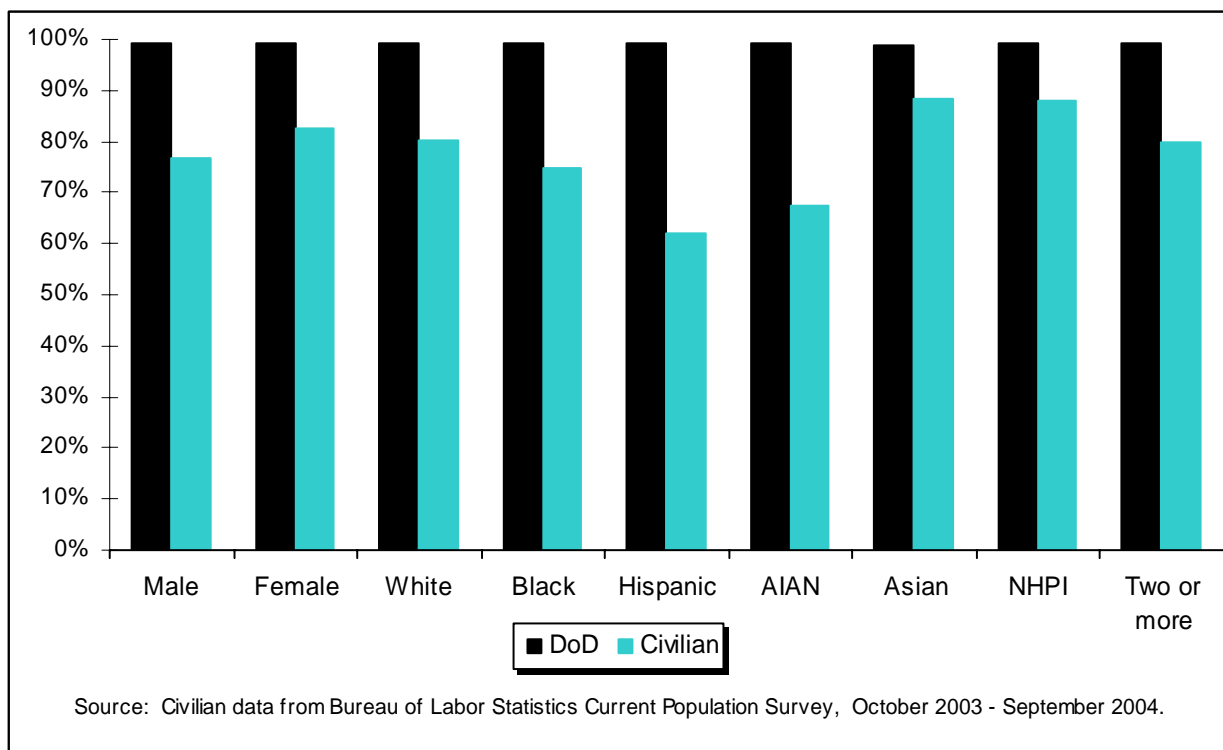
Figure 2.5. FY 2004 accessions and 18- to 24-year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

Figure 2.6 shows FY 1977 as the low point and FY 1992 as the high point in accessing recruits in Categories I to IIIA. In FY 1977, 34 percent of accessions scored in the top half of the AFQT distribution. Only 13 percent of Blacks, 19 percent of Hispanics, and 20 percent of "Others" scored in Categories I–IIIA.[30] Fifteen years later, in FY 1992, most minority accessions achieved scores in the I–IIIA range (Blacks - 56 percent, Hispanics - 67 percent, "Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to IIIA accessions from FY 1977 to FY 1992.

A graphic view of the increasing trend in AFQT performance of accessions from FY 1973 through FY 1992 is provided in Figure 2.7. 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 decline in the percentage of Category IIIB accessions. Most dramatic has been the decrease in accessions who score in Category IV—from 33 percent in FY 1979 to one percent or less since FY 1991. There was a gradual decline in the percentage of

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29   10 U.S.C. 520.

30   Data from Defense Manpower Data Center.

accessions in Categories I to IIIA from FY 1992 to FY 1999, from 75 to 65 percent. From FY 2002 to 2004, recruit quality increased from 69 to 73 percent in Categories I-IIIA.
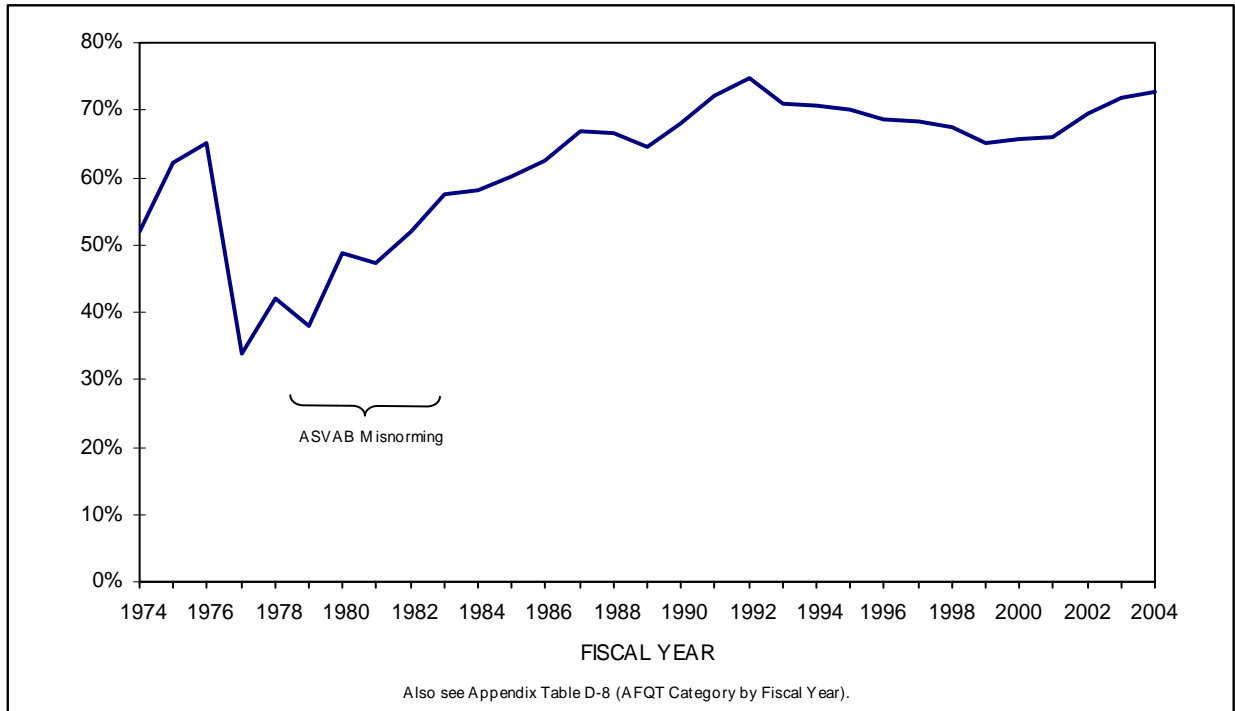
Figure 2.6. Percentage of NPS accessions in AFQT categories I–IIIA, FYs 1974–2004.
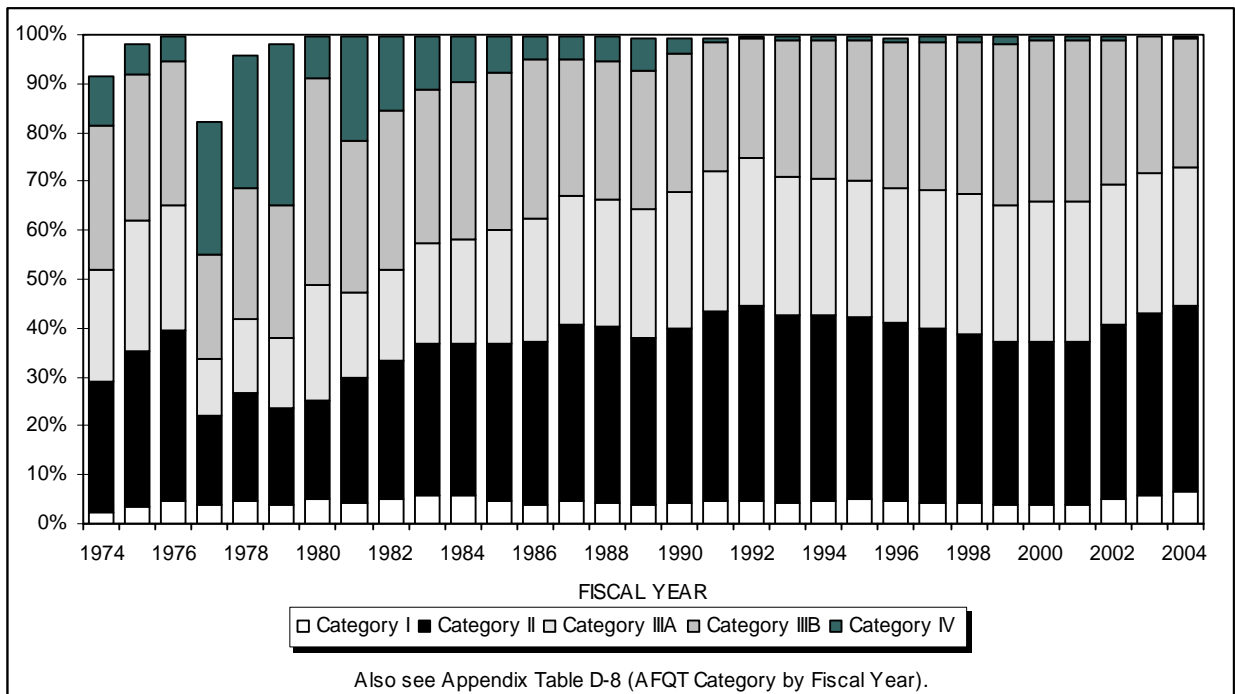
Figure 2.7. Percentage of NPS accessions in AFQT categories I–IV, FYs 1974–2004.

The percentages of FY 2004 active duty NPS accessions in each AFQT category are shown in Table 2.11. The percentage of recruits in Categories I and II was slightly higher than their civilian counterparts (males - 46 versus 37 percent; females - 38 versus 34 percent). Category III accessions greatly exceeded civilian proportions (males - 53 versus 34 percent; females - 61 versus 35 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males – less than 1 percent versus 20 percent; females – less than 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 2.11. AFQT Scores of FY 2004 Active Component NPS Accessions, by Gender and Service (Percent)						
AFQT Category[1]	Army	Navy	Marine Corps	Air Force	DoD	18- to 23-Year-Old Civilians
MALES						
I	7.2	7.1	5.3	8.2	7.0	8.1
II	37.0	38.1	37.3	46.8	39.0	29.0
IIIA	28.8	24.9	27.2	27.8	27.5	15.3
IIIB	26.0	29.9	29.5	16.3	25.8	18.4
IV	0.7	*	0.6	*	0.4	19.6
V/Unknowns	0.3	*	0.1	1.0	0.3	9.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES						
I	4.0	3.9	4.0	3.9	3.9	7.6
II	30.3	33.8	36.9	39.5	34.0	26.4
IIIA	29.7	32.1	31.7	34.1	31.5	15.8
IIIB	34.9	30.1	27.2	21.9	29.9	19.2
IV	0.8	0.0	0.2	0.0	0.4	21.9
V/Unknowns	0.3	0.1	0.0	0.6	0.3	9.2
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
[1] Civilian data include Category V. Service data include unknowns.
Source: Defense Manpower Data Center.

In FY 2004, 73 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. Eighty-two percent of Air Force recruits scored in Categories I–IIIA, compared to 71 percent of Army, 70 percent of Navy and Marine Corps recruits.

High Quality. 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 2.8 shows the trends in the proportion of high-quality accessions since FY 1973. In general, sharp increases in high-quality recruits correspond to periods of rising youth unemployment.[31] In FY 2004, the percentage of high-quality recruits ranged from 61 percent in the Army to 81 percent in the Air Force.
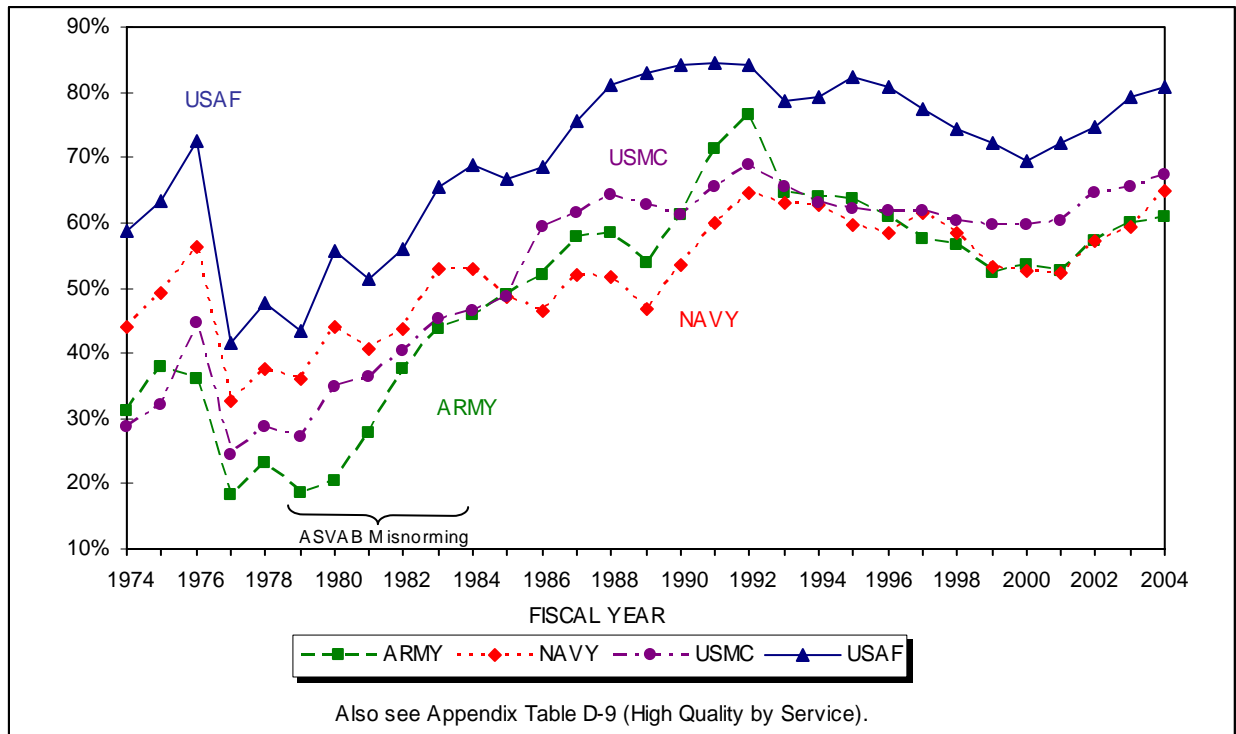
Figure 2.8. Percentage of high-quality NPS accessions, FYs 1974–2004.

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.[32] Table 2.12 shows that the mean RGL for FY 2004 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 2004, with mean RGLs ranging from 11.2 for the Marine Corps to 11.4 for the other Services. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

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[31]   Bureau of Labor Statistics. *Employment Status of the Civilian Noninstitutional Population, 1940 to Date*. URL: ftp://ftp.bls.gov/pub/special.requests/lf/aat1.txt.

[32]   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).

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 2.9 illustrates, substantial shifts have taken place in other regions. The percentage of accessions from the Northeast dropped 8 points from a high of 22 percent in FY 1977 to a low of less than 14 percent in FY 2004. The proportion of accessions from the South increased 11 percentage points from a low of 31 percent in FY 1976 to nearly 43 percent in FY 1995. The percent of new recruits from the South has remained stable (approximately 41 to 42 percent) from FY 1996 to FY 2004.

Table 2.12. Mean Reading Grade Level of FY 1984–2004 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	
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	10.3
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
1995	11.3	11.3	11.2	11.7	11.4	
1996	11.3	11.3	11.1	11.7	11.4	
1997	11.2	11.2	11.1	11.6	11.3	
1998	11.2	11.2	11.1	11.5	11.2	
1999	11.0	11.1	11.1	11.2	11.1	
2000	11.1	11.0	11.0	11.2	11.1	
2001	11.1	11.1	11.1	11.3	11.1	
2002	11.4	11.2	11.2	11.4	11.3	
2003	11.3	11.2	11.2	11.4	11.3	
2004	11.4	11.4	11.2	11.4	11.4	

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).

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.[33] 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.

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

Table 2.13 presents FY 2004 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.
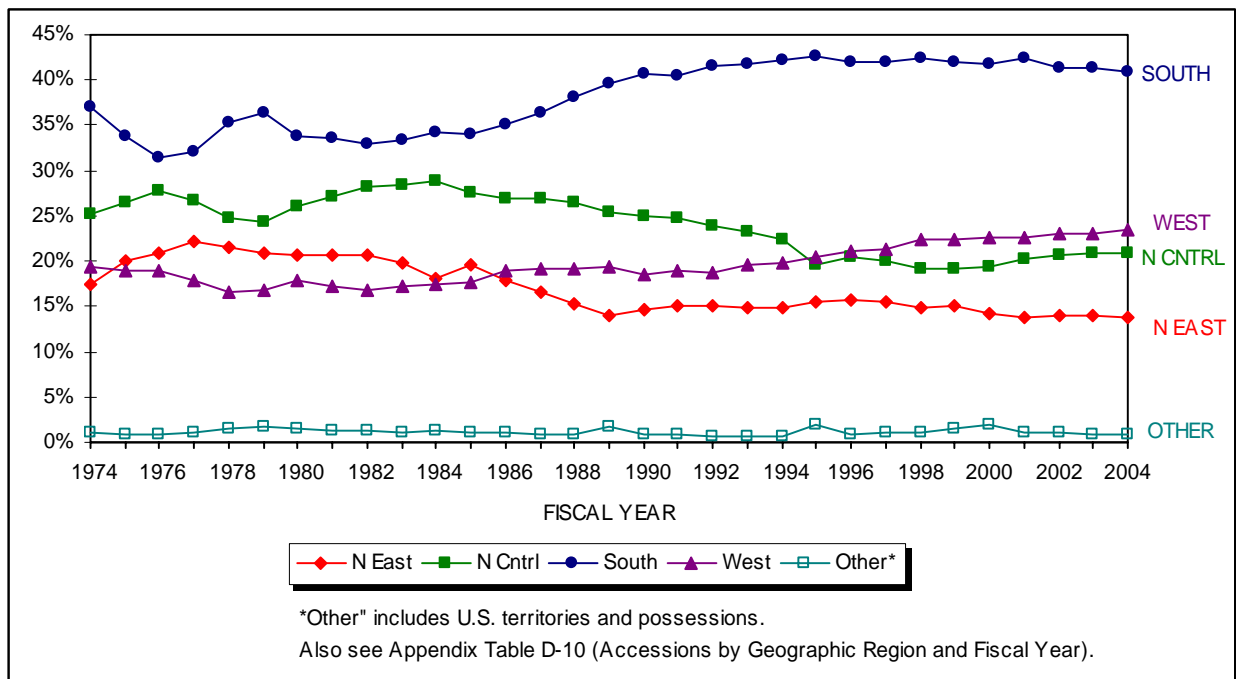
Figure 2.9. NPS accessions by geographic region, FYs 1974–2004.

The South region had the greatest ratio of enlistees (1.2). The South Atlantic and West South Central divisions had the strongest representation (1.2). The Northeast region had a representation ratio of 0.8, the North Central region had a ratio of 0.9, and the West region had a ratio of 1.0.

More than half of the states had representation ratios of 1.0 or more. These included: Maine and New Hampshire in the Northeast; Ohio, Indiana, Missouri, Nebraska, and Kansas in the North Central; all states except Delaware, the District of Columbia, Tennessee, and Arkansas in the South; and all states except Utah and California in the West. Among all states, the ratios ranged from a low of 0.5 in the District of Columbia to a high of 1.8 in Montana.

The sixth column of Table 2.13 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 2004. The proportion of high-quality accessions by region ranged from 65 percent in the South to 71 percent in the North Central region. Differences across divisions were somewhat larger. Approximately 10

percentage points separated the East South Central and West North Central divisions. Differences at the state level were still larger, ranging from 52 percent in the District of Columbia to 75 percent in Vermont. Of those accessions claiming home of record in the U.S. territories or possessions (e.g., Puerto Rico, Guam), 37 percent were high-quality.

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year-Olds	Represen-tation Ratio	Percent of Accessions that are High-Quality*	Mean AFQT Percentile Score
NORTHEAST REGION	24,124	13.7	18.1	0.8	67.8	62.9
New England Division	*5,868*	*3.3*	*4.5*	*0.7*	*70.3*	*64.3*
Maine	920	0.5	0.4	1.3	70.4	65.1
New Hampshire	711	0.4	0.4	1.0	71.0	66.7
Vermont	280	0.2	0.2	0.7	75.0	63.9
Massachusetts	2,280	1.3	2.1	0.6	71.4	64.2
Rhode Island	368	0.2	0.4	0.6	64.7	63.0
Connecticut	1,309	0.7	1.1	0.7	68.4	63.2
Middle Atlantic Division	*18,256*	*10.4*	*13.5*	*0.8*	*67.0*	*62.4*
New York	8,762	5.0	6.7	0.8	65.3	62.0
New Jersey	3,300	1.9	2.8	0.7	66.2	61.0
Pennsylvania	6,194	3.5	4.1	0.9	69.8	63.8
NORTH CENTRAL REGION	36,874	21.0	22.5	0.9	71.1	64.0
East North Central Division	*25,346*	*14.4*	*15.4*	*0.9*	*70.7*	*63.9*
Ohio	6,816	3.9	3.8	1.0	72.1	64.0
Indiana	3,825	2.2	1.9	1.1	72.6	65.5
Illinois	6,718	3.8	4.5	0.9	67.7	62.5
Michigan	5,164	2.9	3.4	0.9	69.7	63.5
Wisconsin	2,823	1.6	1.9	0.9	73.9	65.7
West North Central Division	*11,528*	*6.6*	*7.1*	*0.9*	*71.9*	*64.3*
Minnesota	2,037	1.2	1.9	0.6	74.2	66.1
Iowa	1,656	0.9	1.1	0.9	74.9	65.3
Missouri	3,891	2.2	2.0	1.1	68.5	62.2
North Dakota	330	0.2	0.2	0.8	74.6	65.1
South Dakota	509	0.3	0.3	0.9	67.2	63.7
Nebraska	1,157	0.7	0.6	1.0	73.3	65.2
Kansas	1,948	1.1	0.9	1.2	74.0	65.1
SOUTH REGION	72,074	41.0	35.5	1.2	64.5	61.3
South Atlantic Division	*35,833*	*20.4*	*17.7*	*1.2*	*64.2*	*61.4*
Delaware	387	0.2	0.3	0.8	67.2	62.2
Maryland	3,200	1.8	1.6	1.1	65.8	62.7
District of Columbia	176	0.1	0.2	0.5	51.7	58.6
Virginia	5,276	3.0	2.4	1.3	65.5	62.7
West Virginia	1,129	0.6	0.6	1.1	64.3	60.6
North Carolina	5,462	3.1	2.9	1.1	64.6	61.1
South Carolina	3,208	1.8	1.6	1.2	62.0	60.1
Georgia	5,78	3.3	3.0	1.1	61.0	60.2
Florida	11, 208	6.4	5.2	1.2	65.4	61.5

Table 2.13. Selected Statistics for FY 2004 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18- to 24-Year-Olds	Represen-tation Ratio	Percent of Accessions that are High-Quality*	Mean AFQT Percentile Score
SOUTH REGION (continued)						
East South Central Division	*10,507*	*6.0*	*5.9*	*1.0*	*62.1*	*60.6*
Kentucky	2,254	1.3	1.3	1.0	64.2	60.8
Tennessee	3,278	1.9	2.1	0.9	65.7	62.6
Alabama	3,297	1.9	1.6	1.2	61.4	60.1
Mississippi	1,678	1.0	0.9	1.0	53.5	57.3
West South Central Division	*25,734*	*14.6*	*11.9*	*1.2*	*65.8*	*61.6*
Arkansas	1,694	1.0	0.9	1.1	63.8	60.4
Louisiana	3,407	1.9	1.8	1.1	55.7	58.0
Oklahoma	2,725	1.5	1.4	1.1	63.3	61.1
Texas	17,908	10.2	7.8	1.3	68.2	62.4
WEST REGION	41,454	23.6	23.8	1.0	66.9	63.1
Mountain Division	*13,307*	*7.6*	*7.0*	*1.1*	*68.4*	*64.1*
Montana	925	0.5	0.3	1.8	71.1	65.3
Idaho	1,054	0.6	0.5	1.1	71.4	65.7
Wyoming	428	0.2	0.2	1.3	72.0	65.2
Colorado	2,950	1.7	1.6	1.0	71.7	65.7
New Mexico	1,272	0.7	0.7	1.1	61.2	59.8
Arizona	4,055	2.3	1.9	1.2	67.7	63.4
Utah	1,198	0.7	1.1	0.6	66.2	65.2
Nevada	1,425	0.8	0.7	1.1	66.2	62.8
Pacific Division	*28,147*	*16.0*	*16.8*	*1.0*	*66.2*	*62.7*
Washington	4,502	2.6	2.1	1.2	71.8	66.7
Oregon	2,523	1.4	1.1	1.3	72.1	66.3
California	19,738	11.2	13.0	0.9	64.3	61.4
Alaska	574	0.3	0.2	1.5	72.1	66.9
Hawaii	810	0.5	0.4	1.2	57.7	58.8
TOTAL (50 STATES + DC)	174,526	99.2	100.0	1.0	66.9	62.5
TERRITORIES OR POSSESSIONS	1,446	0.8			36.9	47.7
Puerto Rico	1,078	0.6			35.8	46.1
Virgin Islands	120	0.1			42.5	48.5
Other Territories or Possessions[1]	122	0.1			41.0	45.3
UNKNOWN	126	0.1			72.2	62.8
TOTAL	175,972	100.0			66.7	62.4

Title: Table 2.13. Selected Statistics for FY 2004 NPS Accessions by Region, Division, and State, and Civilians 18–24 Years Old (Continued)

Columns may not add to total due to rounding.

* High-quality accessions are high school graduates who score at or above the 50th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area.

[1] Other Territories or Possessions includes: American Samoa, Federated States of Micronesia, Guam, Marshall Islands, Northern Mariana Islands, Palau, and U.S. Minor Outlying Islands.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004. The Civilian Population Survey does not collect data from residents of U.S. territories or possessions.

The last column of Table 2.13 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 2.13 reflect the mean AFQT percentile scores for accessions in each state. Percentiles displayed in Table 2.13 are all above 50 (except for several territories or possessions); low-scoring applicants are screened out.

ACTIVE COMPONENT ENLISTED FORCE

At the end of Fiscal Year 2004, enlisted force end-strength was 1.18 million, a decrease from the FY 2003 end-strength of 1.19 million. The Active Components counted 1.85 million enlisted members in FY 1987, more than in any year since the start of the All Volunteer Force in FY 1973. End-strength reached a low point in FY 1999 (1.151 million) with marginal increases since. Figure 3.1 displays trend lines by Service for the active duty enlisted force size since FY 1974. Appendix Table D-11 provides end-strength data by year and by Service for FYs 1964 and 1973 through 2004.

Also see Appendix Table D-11 (Active Component Enlisted Strength by Service and Fiscal Year).
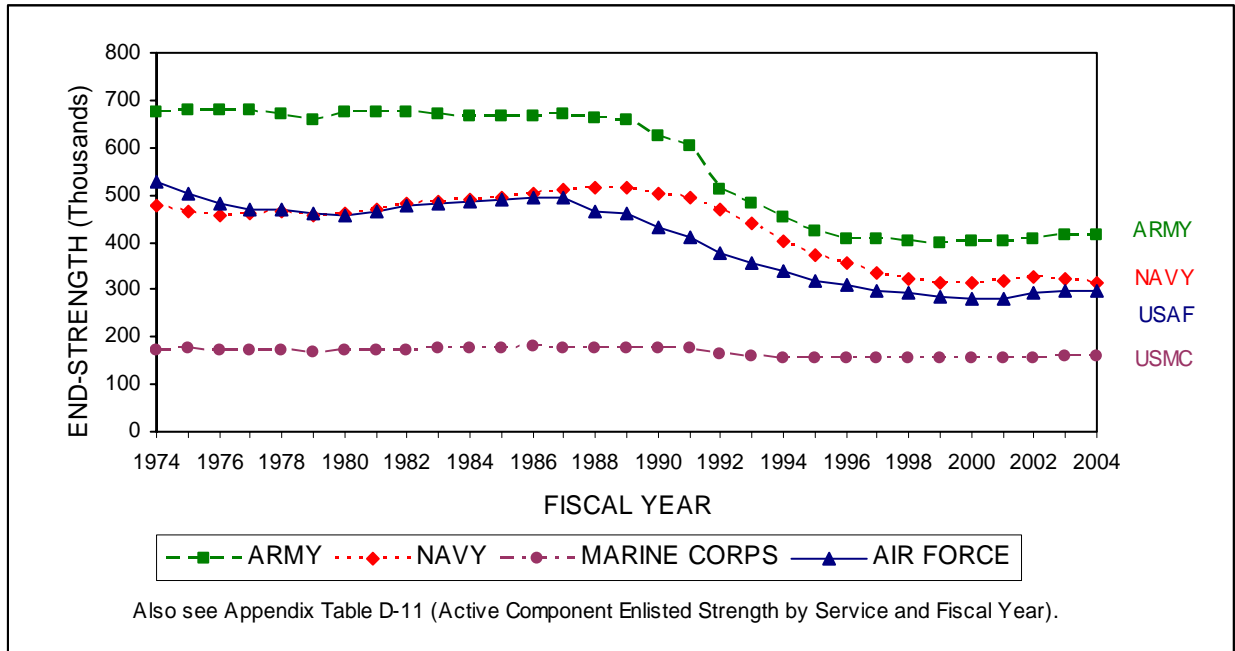
Figure 3.1. Active Component enlisted force end-strength, by Service, FYs 1974–2004.

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 an all-time high of 90 months in FY 1996. Since FY 1996 mean time in service has decreased every year and was just under 83 months in FY 2004. Although the cumulative effect of various policies put in place since the early 1980s resulted in an increase in the mean age of the Services' enlisted force from 25 years old in FY 1980 to a peak of almost 27 and a half years old in FYs 1996 and 1997, subsequent retention problems have led to a slight decrease in mean age and time in service during the last few years. The FY 2004 mean age of the Services' enlisted force was 27 years old.
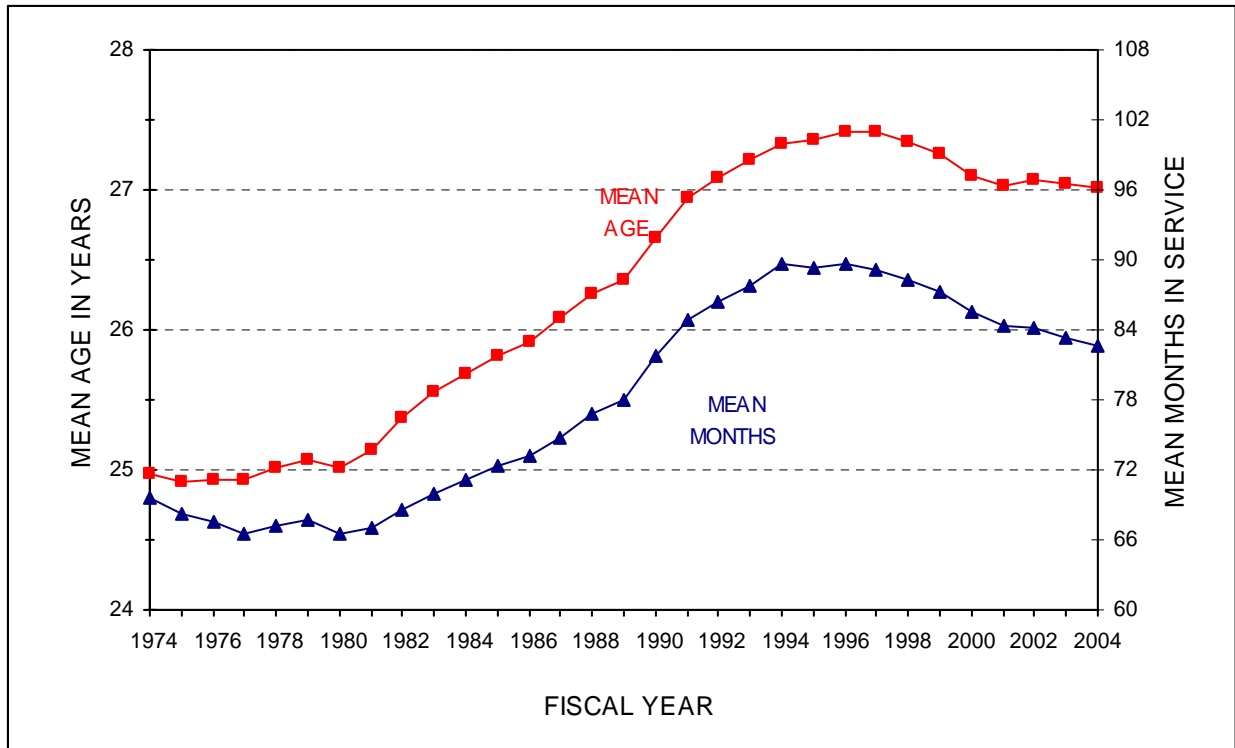
Figure 3.2. Active Component enlisted force average age and months in service, FYs 1974–2004.

Force structure, retention, and personnel policies govern the distribution of Servicemembers by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.[1] Pay grade and time in service are highly correlated. Paralleling the years in service data, pay grade distributions include slightly more than half of the enlisted force in pay grades E1 through E4 (53 percent) and slightly less than half in pay grades E5 through E9 (47 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. Generally, the largest proportion of the enlisted force are in pay grades E3 through E6 (77 percent). Service differences are primarily 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.

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[1]   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 2004 Pay Grade of Active Component Enlisted Members, by Service (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
E1	4.7	3.7	8.3	4.0	4.7
E2	7.5	7.1	12.4	3.8	7.1
E3	14.9	17.0	29.4	19.5	18.6
E4	28.4	19.8	17.8	18.8	22.3
E5	18.1	24.2	14.7	25.8	21.2
E6	14.1	17.3	9.0	15.4	14.6
E7	9.0	7.7	5.5	9.8	8.4
E8	2.6	2.2	2.1	2.0	2.3
E9	0.8	1.0	0.9	1.0	0.9
Unknown	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table B-45 (Active Component by Pay Grade, Service and Gender).					

In FY 2004, 48 percent of the enlisted force was 17–24 years old, yet one and a half 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. Traditionally the Marine Corps has the youngest accessions and the Air Force experiences higher retention rates. These facts are reflected in the age distributions across Components. In FY 2004 more than two-thirds of Marines were under age 25, and 3 percent 40 years or older. Air Force members were the "oldest" with 43 percent under age 25, and 10 percent 40 years or older.

Although 48 percent of the enlisted force was in the 17–24 age group, approximately 14 percent of the civilian labor force fell in this range. At the other end of the distribution, 52 percent of the civilian labor force was 40 years old or older, compared with 7 percent of enlisted members.

Race/Ethnicity. The military attracts and retains higher proportions of Blacks but lower proportions of Hispanics than are in the civilian labor force. As Table 3.3 indicates, the overall proportion of enlisted racial minorities was higher than the proportion in the civilian labor force in FY 2004 (26 and 20 percent, respectively, not including unknowns). Hispanics, shown in Table 3.4, were underrepresented among enlisted members (10 percent versus 16 percent).

In FY 2004, 21 percent of the enlisted force was Black, compared with 13 percent of the civilian labor force (18–44 year-olds). The Army had the highest proportion of Black enlisted members in FY 2004 (25 percent). Other racial groups are more proportionately represented. For example, the enlisted force is composed of just over 1 percent of American Indian/Alaskan Natives, compared to just under 1 percent of the civilian comparison group; and just over 3 percent of Asians compared to just under 5 percent of civilians. Native Hawaiians/Pacific Islanders (NHPI) and those of two or more races are similarly represented.

Table 3.2. FY 2004 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	9.1	8.4	17.2	7.1	9.5	4.0
20–24	38.1	37.6	50.4	35.8	39.0	10.2
25–29	21.4	21.0	16.6	21.0	20.6	10.7
30–34	14.2	13.7	7.7	12.7	12.8	11.2
35–39	10.7	11.8	5.1	13.0	10.8	11.8
40–44	5.0	5.7	2.3	8.6	5.7	12.9
45–49	1.3	1.6	0.7	1.7	1.4	12.6
50+	0.3	0.3	0.1	0.1	0.2	26.7
Unknown	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table B-22 (Active Component by Age Group, Service, and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

Table 3.3. FY 2004 Race of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Race	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
White	63.5	64.5	70.8	72.6	67.1	80.1
Black	25.1	21.5	13.0	17.3	20.6	12.6
American Indian & Alaskan Native	1.0	3.0	1.2	0.5	1.4	0.8
Asian	3.0	6.0	2.1	1.9	3.4	4.6
Native Hawaiian & Pacific Islander	0.0	0.3	0.5	0.5	0.3	0.3
Two or more races	0.0	0.8	0.7	1.1	0.6	1.6
Unknown	7.5	3.9	11.7	6.1	6.7	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Table B-24 (Race/Ethnicity by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

Table 3.4. FY 2004 Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18–44 Years Old (Percent)						
Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18- to 44-Year-Old Civilians
Hispanic	11.3	9.2	14.6	6.0	9.8	16.4
Not Hispanic	88.7	90.8	85.5	94.1	90.2	83.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Table B-24 (Race/Ethnicity by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

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 during the past 10 years, from 32 percent in FY 1990 to 25 percent in FY 2004, dropping 1 percentage point from last year's 26 percent. The Marine Corps has experienced similar decreases in Blacks during recent years.

Decreases in the Army and Marine Corps parallel the drop in minority accessions in FY 1991 and the concomitant decrease in the propensity to enlist among Black youth.[2] The Navy, on the other hand, has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to 22 percent in FY 2004. In all Services, the percentage of female members who are Black significantly exceeds the percentage of male members who are Black, 33 percent female compared to 18 percent male in FY 2004 (Appendix Table B-24).

In FY 2004, 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 (10 percent and 16 percent, respectively). Although Hispanic enlisted members were underrepresented in FY 2004, Hispanic representation in the Services has increased nearly 6 percentage points since 1985, when less than 4 percent of the enlisted force was Hispanic.

Hispanics are the fastest growing group in the United States. In 1985, the 18- to 44-year-old civilian labor force included nearly 7 percent declaring Hispanic descent. By 1994, the civilian population boasted more than 10 percent Hispanics, compared to less than 6 percent in the DoD. According to projections, this trend will continue.[3] The military's increases, on average, have nearly, but not quite, kept pace with the rate of growth of Hispanics in the civilian population during the last 15 years. However, DoD has not been able to catch up to the percentages of those of Hispanic origin in the civilian labor force.

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

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

Gender. Trends in the percentage of enlisted women since FY 1974 are shown in Figure 3.3 (Appendix Table D-13 provides numerical data). Thirty years ago, because of legal restrictions, women constituted only 3 percent of military members. In 1967, Public Law 90-30 removed the 2-percent cap on women in the military.[4] However, policies, particularly those related to the roles of women, did not change accordingly. It took nearly 20 years for the Services to achieve 10 percent representation of women.

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

Also see Appendix Table D-13 (Female Enlisted Members by Service and Fiscal Year).
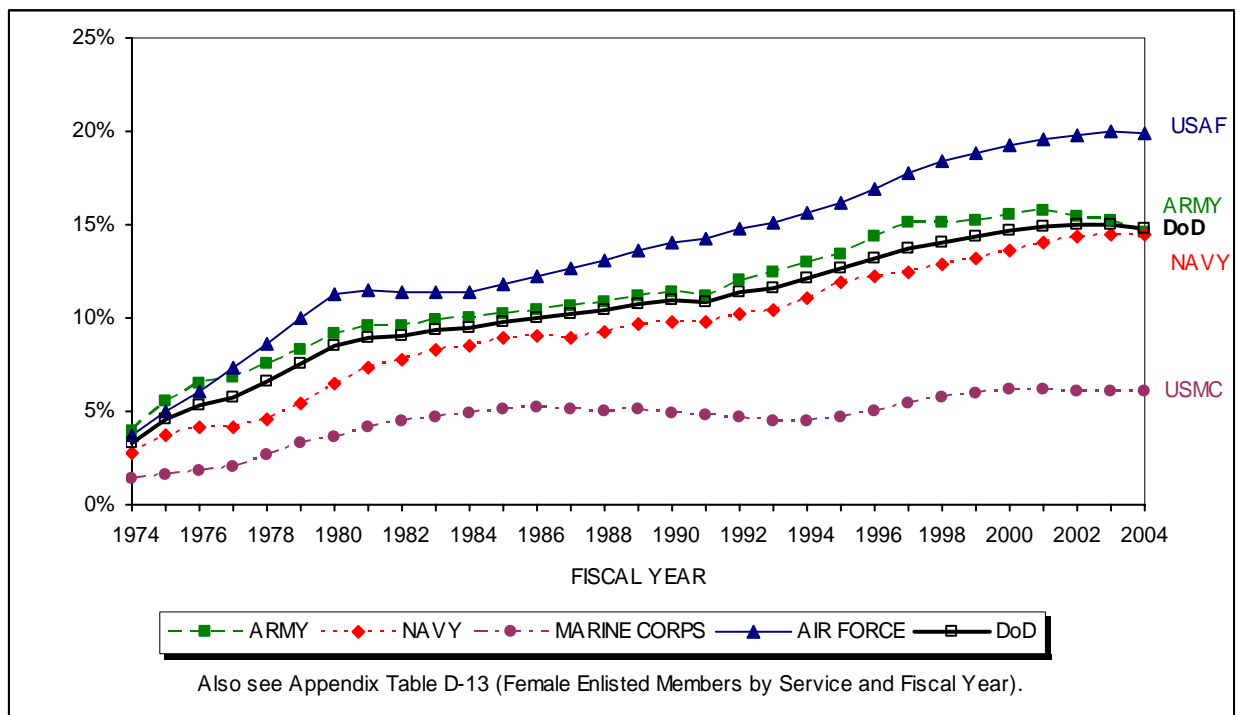
Figure 3.3. Women as a percentage of Active Component enlisted members, by Service, FYs 1974–2004.

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 proportion of women remained virtually constant from FY

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

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

2000 to FY 2004. Though the number of women has decreased from just over 178,000 in FY 2003 to just under 175,000 in FY 2004, the percentage remained close to 15 percent.

The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

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

As shown in Table 3.5, the Air Force has the highest proportion of women on active duty (20 percent), while the Marine Corps has the lowest (6 percent). Percentages in the Army and Navy are 15 and 14 percent, respectively. Service differences reflect differences in the proportion of positions closed to women and the availability of occupations of interest to women. Overall, the proportion of enlisted women has gradually increased (about one-third of a percentage point each year) over the past ten years, from 12 to 15 percent from FY 1994 to FY 2004 (Appendix Table D-13).

Table 3.5. FY 2004 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	85.4	85.6	93.9	80.1	85.2	54.2
Female	14.6	14.4	6.1	19.9	14.8	45.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Also see Appendix Table B-24 (Race/Ethnicity, by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

Marital Status. Every year, a much smaller percentage of first-time enlisted recruits are married compared to enlisted Servicemembers. By the end of the first term of service (typically four years), approximately 42 percent of male enlisted members have become married.[7] Trends in marital status of active duty members are shown in Figure 3.4. 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 50 percent in FY 2004. Marital status varies by

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

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

Service. Air Force members are most likely to be married (56 percent), while Marines are least likely to be married (41 percent).

The percentages of FY 2004 Active Component enlisted married males and females are shown by Service in Table 3.6 and by age in Appendix Table B-23. Proportionally, more Servicemen were married than Servicewomen (51 and 43 percent, respectively). The only Service where these proportions are not evident is the Marine Corps where only 42 percent of men and 40 percent of women are married. Similarly, more civilian men were married than civilian women (52 versus 49 percent, respectively). The proportion of married Servicemen was slightly smaller than married 18- to 44-year-old men in the civilian population (51 and 52 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (43 and 49 percent, respectively).

The percentage of married military women has changed significantly since FY 1973.[8] At that time 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 43 percent in FY 2004.
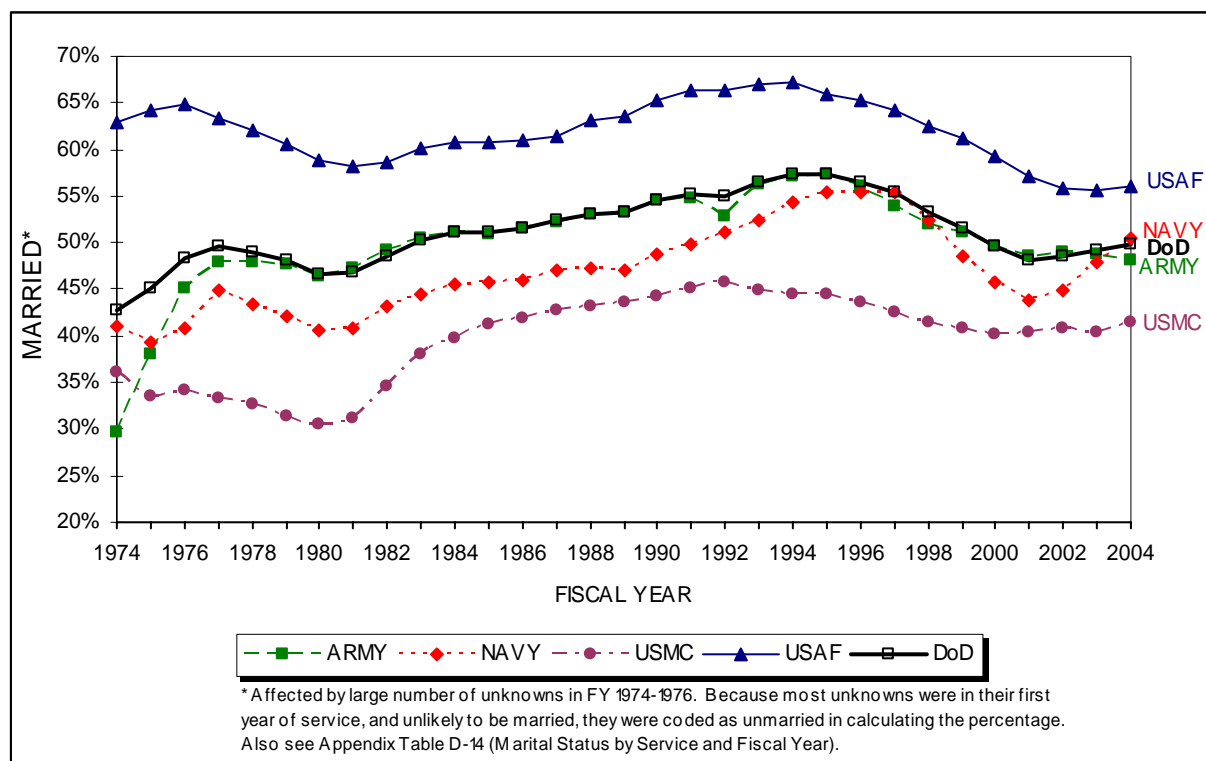
Figure 3.4. Percentage of Active Component enlisted members who were married, by Service, FYs 1974–2004.

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

Table 3.6. FY 2004 Active Component Enlisted Members Who Were Married, by Gender and Service, and Married Civilians in the Labor Force (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	Married Civilians in Labor Force*
Male	49.1	52.5	41.5	57.8	50.9	51.8
Female	41.9	37.7	40.2	48.7	43.0	48.8
Total	48.0	50.4	41.4	56.0	49.8	51.4

*Married civilians refer to married 18-44 year olds in the labor force.
Also see Appendix Table B-23 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

During and after the Persian Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.7. Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (51 percent of married women versus 8 percent of married men; Table 3.7). The Marine Corps has the greatest variance, with 6 percent of married men but 65 percent of married women in dual-service marriages. Proportionally, more Air Force personnel are members of dual-service marriages (22 percent).   Across the Services, 14 percent of enlisted members are in dual-service marriages.

Education. The majority of the enlisted force has high school diplomas (95 percent), as indicated in Table 3.8. In FY 2004, 97 percent of female and 94 percent of male enlisted personnel were high school diploma graduates (Tier 1). These results are identical to FY 2003. Other trends that continue are that there were fewer people with no credentials in the military than in the civilian labor force (less than 1 percent versus 12 percent), and fewer people with college experience (12 percent versus 57 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 (90 percent of officers have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

The proportion of Army, Navy, Marine Corps, and Air Force high school diploma graduate enlisted members changed very little from FY 2003 to FY 2004 (91, 93, 97 and nearly 100 percent, respectively). Almost all Air Force members held diplomas (99+ percent). The Navy and Army have the largest proportion without at least a high school diploma (7 and 9 percent, respectively). 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 recent program, Army University Access Online, facilitates enrollment in college-level distance learning courses, assists soldiers in securing course credit for military training, and aids participants in earning degrees. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover the majority of the cost of off-duty college and technical courses.[9] The investment in continuing education is a

[9]   Department of Defense, *Biennial Report to Congress on the Montgomery GI Bill Education Benefits Program* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], May 2001;

sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.[10]

Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
ARMY					
Male	353,154	173,286	49.1	9,879	5.7
Female	60,361	25,281	41.9	9,597	38.0
Total	413,515	198,567	48.0	19,476	9.8
NAVY					
Male	268,575	141,066	52.5	8,236	5.8
Female	45,318	17,074	37.7	8,288	48.5
Total	313,893	158,140	50.4	16,524	10.4
MARINE CORPS					
Male	148,724	61,740	41.5	3,378	5.5
Female	9,654	3,883	40.2	2,536	65.3
Total	158,378	65,623	41.4	5,914	9.0
AIR FORCE					
Male	238,880	137,993	57.8	20,075	14.5
Female	59,436	28,970	48.7	18,178	62.7
Total	298,316	166,963	56.0	38,253	22.4
DoD					
Male	1,009,333	514,085	50.9	41,568	8.1
Female	174,769	75,208	43.0	38,599	51.3
Total	1,184,102	589,293	49.8	80,167	13.6

Table 3.7. FY 2004 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)

 * 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, 9,879 male Army enlisted personnel are in dual-service marriages. That is, 5.7 percent of married male Army enlisted members (173,286) are in dual-service marriages.

Memorandum from Alphonso Maldon, Jr., Assistant Secretary of Defense (Force Management Policy), Subject: Uniform Tuition Assistance Policy, April 4, 2000.

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

Table 3.8. FY 2004 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[2]	18- to 44-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	91.0	93.4	96.9	99.9	94.6	88.1
Tier 2: GED, Alternative Credentials	8.3	5.0	3.0	0.1	4.7	
Tier 3: No Credentials	0.7	1.7	0.1	0.1	0.7	11.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience[1] (Part of Tier 1)	12.0	6.6	3.7	19.2	11.3	56.9

* Civilian percentages combine Tiers 1 and 2.

[1] Military data represent only enlisted members. Civilian college experience is defined as attendance, full- or part-time, in any 2- or 4-year college or university in a class for which credit may be applied toward a degree. Also see Appendix Table B-26 (Education by Service and Gender).

[2] DoD percentages are based on DMDC data for all Services and do not reflect differences in data provided by Air Force Personnel Center data.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

Representation Within Occupations.   Each Service classifies enlisted occupations using DoD occupational codes. At the most general level, there are 10 one-digit categories as shown in Table 3.9. Occupational codes get more specific, with two- and three-digit codes. The number of codes increases with each level of specificity.

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

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

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

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

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

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

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

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

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

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

The percentages of enlisted personnel by occupational area in FY 2004 are shown in Table 3.9. No shifts in the occupational distribution of the force occurred this year. The majority of enlisted members serve in electrical/mechanical equipment repair (21 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 year for which reliable data are available.[11]

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

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

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

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

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.

Table 3.9. FY 2004 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	19.1	5.2	17.1
1 Electronic Equipment Repairers	9.4	5.3	8.8
2 Communications and Intelligence Specialists	9.2	10.3	9.4
3 Medical and Dental Specialists	5.3	15.8	6.8
4 Other Allied Specialists	2.8	3.2	2.9
5 Functional Support and Administration	12.9	33.2	15.9
6 Electrical/Mechanical Equipment Repairers	22.8	9.0	20.7
7 Craftsmen	4.0	1.8	3.7
8 Service and Supply Handlers	8.9	10.9	9.2
9 Non-occupational*	5.6	5.3	5.6
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
See Appendix Tables B-28 (Occupational Area by Service and Gender) and B-29 (Occupational Area by Service and Race/Ethnicity).

Women and occupational assignments. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in jobs traditionally filled by men. In the early 1970s only about 12 percent of enlisted women served in areas considered "non-traditional" (gun crews, communications, craftsmen, etc.).[13] In FY 2004, however, 46 percent of all enlisted women were in these occupations.

Women are ineligible for infantry and other positions in which the primary mission is to physically engage the enemy.[14] However, women can serve on aircraft and ships engaged in combat. In FY 2004, 5 percent of enlisted women were in occupational code 0 (infantry, gun crews, and seamanship specialists). The percentage of enlisted men in these occupations was nearly four times that of enlisted women because of the direct ground combat exclusion policy for women.

The occupational differences by gender are illustrated in Table 3.9. In FY 2004, almost half of enlisted women were in functional support and administration or health care occupations (33 percent in administration and 16 percent in healthcare). In contrast, only 18 percent of enlisted men were in these occupations. This shows that although the percentages of women in

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[13] More specifically, these non-traditional jobs are all but occupational codes 3 and 5, shown in Table 3.9.
[14] Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

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

Minorities and occupational assignments. In FY 2004, all race/ethnic groups except Blacks and individuals of a multiple or other race had the largest proportions working in electrical/mechanical equipment repair (Table 3.10 and Table 3.11). All groups had the smallest proportion working in other allied specialists.

Table 3.10. FY 2004 Occupational Areas of Active Component Enlisted Personnel by Race (Percent)							
Occupational Code and Area	White	Black	AIAN	Asian	NHPI	Two or more	Unknown
0 Infantry, Gun Crews, and Seamanship Specialists	18.9	11.8	16.3	12.4	11.4	9.9	18.9
1 Electronic Equipment Repairers	9.7	6.5	11.2	6.8	7.6	11.2	7.2
2 Communications and Intelligence Specialists	10.1	8.2	8.5	6.5	5.7	8.6	8.1
3 Medical and Dental Specialists	5.9	8.5	6.1	12.7	6.8	7.3	7.6
4 Other Allied Specialists	3.1	2.4	1.8	2.0	2.3	2.4	2.7
5 Functional Support and Administration	11.9	27.1	10.2	19.1	16.4	17.5	21.2
6 Electrical/Mechanical Equipment Repairers	22.4	15.6	24.6	22.7	21.2	21.2	18.3
7 Craftsmen	3.9	3.1	4.4	3.6	3.7	3.8	3.1
8 Service and Supply Handlers	8.1	12.9	7.5	9.6	7.2	6.5	9.7
9 Non-occupational*	6.2	4.0	9.8	4.6	17.8	11.6	3.2
Total	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 B-28 (Occupational Area by Service and Gender) and B-29 (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.

Table 3.11. FY 2004 Occupational Areas of Active Component Enlisted Personnel by Ethnicity (Percent)			
Occupational Code and Area		Hispanic	Not Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	18.6	16.9
1	Electronic Equipment Repairers	7.8	8.9
2	Communications and Intelligence Specialists	8.5	9.5
3	Medical and Dental Specialists	7.9	6.7
4	Other Allied Specialists	2.6	2.9
5	Functional Support and Administration	19.1	15.5
6	Electrical/Mechanical Equipment Repairers	20.1	20.8
7	Craftsmen	3.4	3.7
8	Service and Supply Handlers	10.3	9.1
9	Non-occupational*	1.9	6.0
Total		100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-28 (Occupational Area by Service and Gender) and B-29 (Occupational Area by Service and Race/Ethnicity).			

More than half of the enlisted force is in pay grades E1 through E4 at 53 percent. (Table 3.12 and Table 3.13). Grades E4 and E5 have the largest concentration of the enlisted force (22 and 21 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.

A comparison of pay grade distributions by race/ethnicity shows differences in retention. Blacks traditionally have higher retention rates than other racial/ethnic groups, resulting in a larger percentage of Black enlisted members at pay grades E6 through E9. For FY 2004 there was a larger percentage of Black enlisted members in those grades but Asian and Whites were not far behind (32, 24 and 25 percent respectively).

In contrast, American Indians/Alaskan Natives, Native Hawaiians/Pacific Islanders and individuals of multiple races are found more in lower grades (E1 through E4) at 67, 67 and 66 percents, respectively, indicating lower retention rates. Hispanics are also clustered in the lower grades (55 percent).

Table 3.12. FY 2004 Pay Grade of Active Component Enlisted Members, by Race (Percent)								
Pay Grade	White	Black	AIAN	Asian	NHPI	Two or more	Unknown	Total DoD
E1	5.3	3.5	6.8	4.2	10.1	7.1	2.1	4.7
E2	7.8	5.5	11.8	6.2	13.4	9.8	3.6	7.1
E3	20.0	14.8	23.5	18.9	26.1	32.5	13.4	18.6
E4	22.3	21.3	24.8	24.6	16.9	16.9	24.5	22.3
E5	20.1	22.9	19.7	22.1	18.0	18.1	27.1	21.2
E6	13.8	17.3	8.3	15.3	8.6	9.5	16.0	14.6
E7	7.8	10.8	4.1	7.0	5.0	4.8	9.6	8.4
E8	2.1	2.9	0.9	1.5	1.4	1.1	2.7	2.3
E9	0.9	1.1	0.3	0.3	0.6	0.3	1.1	0.9
Unknown	0.0	0.0	0.0	0.0	0.0	0.00	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Table 3.13. FY 2004 Pay Grade of Active Component Enlisted Members, by Ethnicity (Percent)			
Pay Grade	Hispanic	Not Hispanic	Total DoD
E1	3.3	4.9	4.7
E2	5.2	7.3	7.1
E3	18.9	18.5	18.6
E4	27.8	21.7	22.3
E5	24.1	20.9	21.2
E6	12.7	14.8	14.6
E7	5.8	8.7	8.4
E8	1.6	2.4	2.3
E9	0.6	0.9	0.9
Unknown	0.0	0.0	0.0
Total	100.0	100.0	100.0

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

There are differences between male and female enlisted members (Table 3.14). Fifty-seven percent of enlisted women are in pay grades E1 to E4, while only 52 percent of enlisted men are in these grades. The primary reason for the difference by gender is lower retention rates among enlisted women.

Table 3.14. FY 2004 Pay Grade of Active Component Enlisted Personnel, by Gender (Percent)			
Pay Grade	Male	Female	Total DoD
E1	4.8	4.4	4.7
E2	7.1	7.1	7.1
E3	18.3	20.2	18.6
E4	21.8	25.3	22.3
E5	20.7	23.9	21.2
E6	15.1	11.6	14.6
E7	8.9	5.7	8.4
E8	2.4	1.4	2.3
E9	1.0	0.5	0.9
Unknown	0.0	0.0	0.0
Total	100.0	100.0	100.0

*Less than one tenth of one percent.
Columns may not add to total due to rounding.
Also see Appendix Table B-45 (Active Component by Pay Grade, Service and Gender).

ACTIVE COMPONENT OFFICERS

The commissioned officer corps is the senior leadership and management of the Armed Forces. This chapter presents a view of the demographic and social characteristics of the FY 2004 Active Component commissioned officer corps, including separate information regarding newly commissioned officers (i.e., those officers entering the corps for the first time, also known as officer accessions).[1] Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service since 1974. Supporting data are provided in Appendix Table D-17.
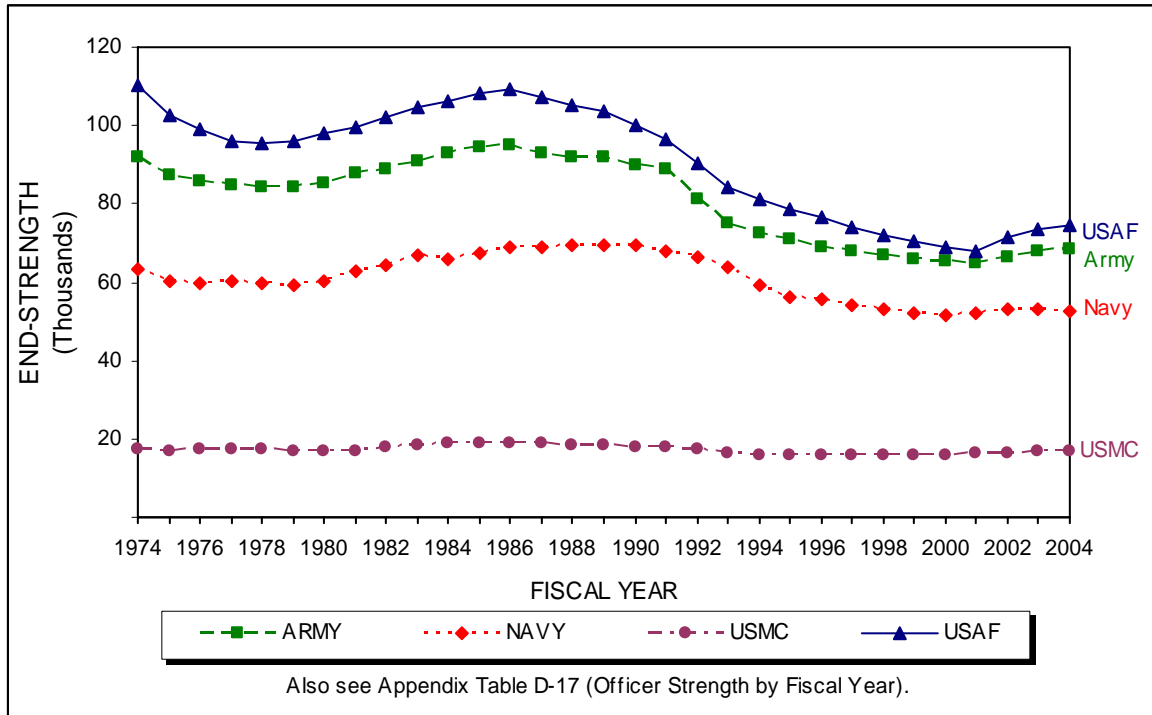
Figure 4.1. Active Component officer end-strength, by Service, FYs 1974–2004.

These data depict two drawdowns and one buildup in the Active Component officer corps. The changes in military strength can be attributed, at least partially, to changes in the world situation. The first decline, in 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 second drawdown, which lasted through the 1990s, resulted from the fall of communism and the end of the Cold War. The trend to a smaller Active Component officer corps ended in FY 2002. FY 2004 showed a slight increase of less than 1 percent in the number of Active Component officers. Almost all of the increase occurred in the Army and Air Force, with slight decreases in the Navy and Marine Corps.

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[1]   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 1 percent in FY 2004, with 19,084 newly commissioned officers (Figure 4.2). All of the increase occurred in the Navy; the other Services experienced decreases in the number of officer accessions. The FY 2004 level is similar to the number of accessions in FYs 2000 and 2001.
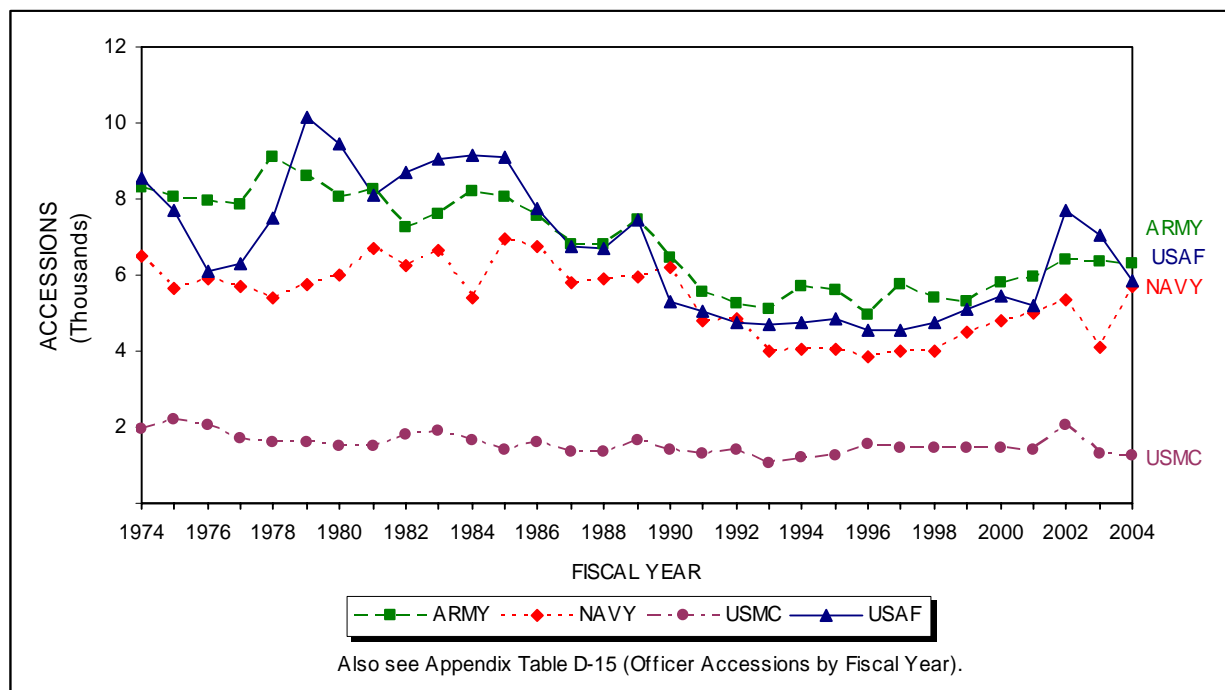
Figure 4.2. Active Component officer accessions, by Service, FYs 1974–2004.

Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 2004 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 had 74,304 active duty officers in contrast to the Army's 68,634. This variation in force structure reflects differences in mission requirements (e.g., number of pilots) of the two Services.

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.

Table 4.1. FY 2004 Active Component Officer Accessions and Officer Corps (Number and Percent)[1]				
	Active Component Officer Accessions		Active Component Officer Corps	
Service	Number	Percent	Number	Percent
Army	6,303	33.0	68,634	32.3
Navy	5,700	29.9	52,707	24.8
Marine Corps	1,251	6.6	16,742	7.9
Air Force	5,830	30.6	74,304	35.0
Total	19,084	100.0	212,387	100.0

Columns may not add to total due to rounding.

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

Also see Tables D-15 (Officer Accessions by Fiscal Year) and D-17 (Officer Strength).

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 (60 percent of officers in FY 2004), followed by field grade officers representing the narrower middle (40 percent of officers in FY 2004), and general/flag officers representing the pinnacle (less than 1 percent of officers in FY 2004). This pay grade distribution is influenced not only by the military's emphasis on youth and fitness, but also by the choices and competition engendered by "up or out" career progression policies.

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

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

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

degree.[3] Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship options.[4]

Table 4.2. FY 2004 Active Component Officer Corps, by Rank/Pay Grade and Service (Percent)						
Rank[*]	Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
Second Lieutenant (Ensign)	O-1	12.2	12.6	13.4	12.9	12.7
First Lieutenant (Lieutenant Jr. Grade)	O-2	14.4	13.6	19.7	14.2	14.6
Captain (Lieutenant)	O-3	34.0	33.7	31.2	31.9	33.0
Major (Lieutenant Commander)	O-4	20.4	19.7	20.7	21.3	20.6
Lieutenant Colonel (Commander)	O-5	13.2	13.3	10.7	14.3	13.4
Colonel (Captain)	O-6	5.5	6.7	3.8	5.0	5.5
Brigadier General (Rear Admiral - Lower Half)	O-7	0.2	0.2	0.2	0.2	0.2
Major General (Rear Admiral - Upper Half)	O-8	0.2	0.1	0.1	0.1	0.1
Lieutenant General (Vice Admiral)	O-9	0.1	0.1	0.1	0.1	0.1
General (Admiral)	O-10	**	**	**	**	**
Total		100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Ranks in parenthesis are Navy designations. ** Less than one-tenth of one percent. Also see Appendix Table B-47 (Pay Grade by Gender and Service).						

The two remaining primary commissioning programs, Officers Candidate/Training School (OCS/OTS) and Direct Commissioning, are designed almost exclusively for individuals who already possess at least a baccalaureate degree. OCS/OTS exists as a rather quick commissioning source for college graduates who did not receive military training or indoctrination as part of their undergraduate education. This source also provides a means for high-potential 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.

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

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

Table 4.3 highlights the flexibility in officer procurement afforded by the alternative commissioning programs. The largest proportion of FY 2004 officer accessions (36 percent) came through ROTC programs—with a nearly equal split between those receiving scholarships (53 percent) and those who did not (47 percent). Direct appointments and academy graduates accounted for 15 percent and 18 percent of incoming officers, respectively. OCS/OTS produced about 21 percent of FY 2004 Active Component officer accessions.

Table 4.3. FY 2004 Source of Commission of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	15.5	20.6	16.2	18.2	17.9
ROTC–Scholarship	36.3	20.6	2.4	2.4	19.0
ROTC–No Scholarship	17.1	1.8	0.0	35.4	17.0
OCS/OTS	13.6	19.3	60.9	21.8	20.9
Direct Appointment	11.5	18.0	0.6	18.4	14.8
Other	5.9	*	0.0	1.1	2.3
Unknown	0.1	19.8	19.9	2.9	8.2
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	15.9	19.4	12.6	19.3	17.7
ROTC–Scholarship	36.3	18.5	11.7	16.6	23.1
ROTC–No Scholarship	20.3	2.2	0.0	25.0	15.9
OCS/OTS	11.3	22.1	65.2	22.2	22.0
Direct Appointment	8.1	20.1	1.0	16.2	13.4
Other	8.0	0.2	*	0.5	2.8
Unknown	*	17.5	9.4	0.2	5.2
Total	100.0	100.00	100.00	100.00	100.00
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Tables B-39 (Active Component Officer Accessions by Source of Commission, Service, and Gender) and B-40 (Active Component Officer Corps by Source of Commission, Service, and Gender).					

The Services differ in their reliance on the various commissioning sources. For example, 61 percent of the Marine Corps' newly commissioned officers came through OCS-type pipelines, while comparable figures for the other Services were between 14 and 22 percent. Less than one percent of Marine Corps officer accessions were recipients of direct commissions compared to more than 18 percent in the Air Force. 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 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 2004, the average officer was 27 years old in contrast to

20 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 2004, the average age of newly commissioned officers ranged from 23 years for Service academy graduates to 31 years for officers accessed through direct appointment.[5]

Table 4.4. FY 2004 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel		
	Officers	Enlisted
Active Component Accessions	27.0	20.1
Active Component Force	34.4	27.0
Also see Appendix Table B-30 (Age by Service).		

Figures 4.3 and 4.4 (together with Appendix Table B-30) highlight the military's emphasis on youth. The importance of youth is particularly salient in the Marine Corps, in which approximately 10 percent of newly commissioned officers were 31 or older. In contrast, the proportion of officer accessions in this age range was 18 percent in the Army, 24 percent in the Navy, and 17 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.
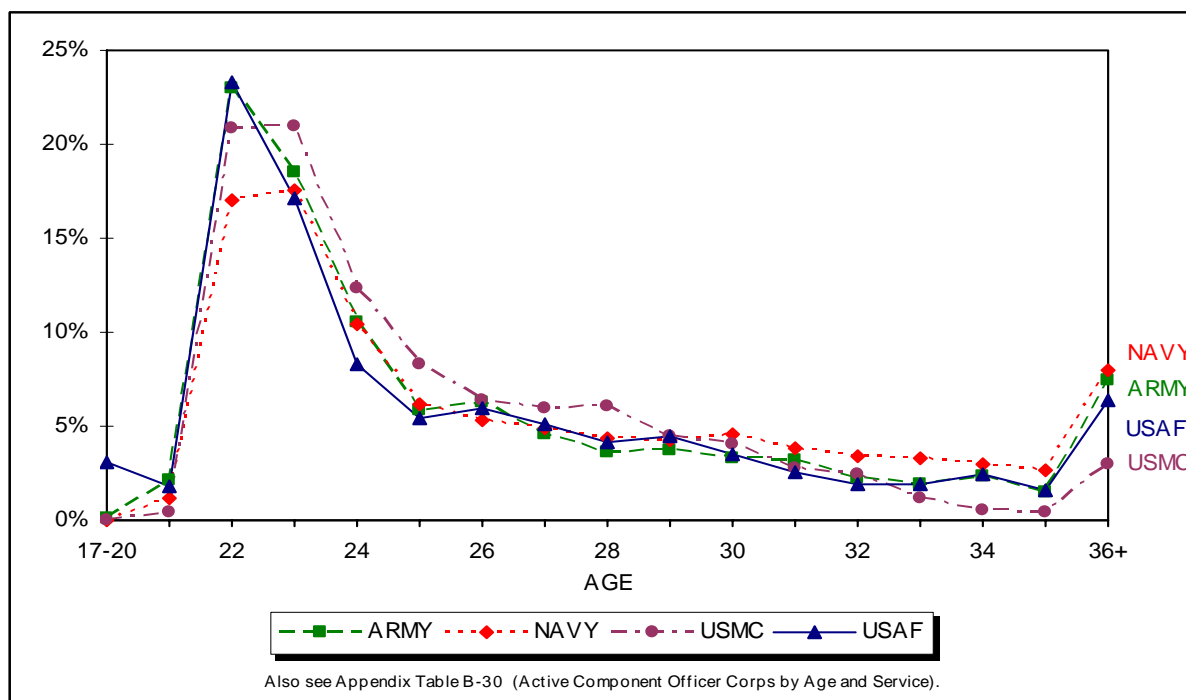
Figure 4.3. Age of FY 2004 Active Component officer accessions, by Service.

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5   Data from Defense Manpower Data Center.
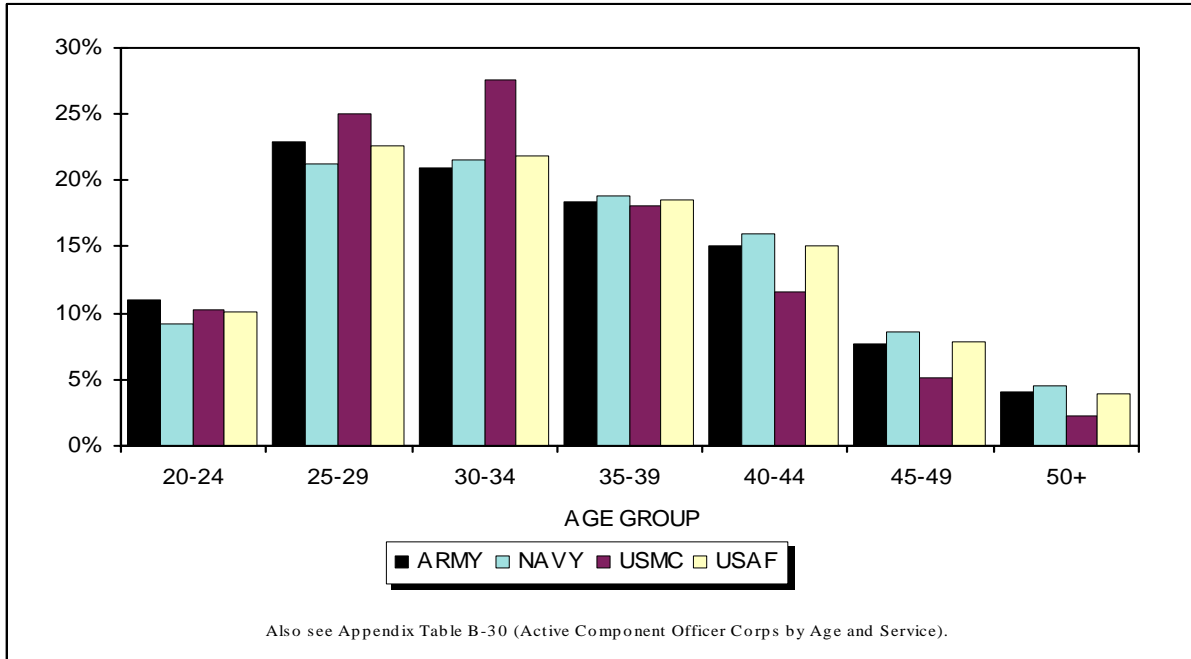
Figure 4.4. Age of FY 2004 Active Component officer corps, by Service.

Figure 4.5 shows that the drawdown that began in FY 1986 was reflected by a trend of increasing average age and time in service for the officer corps. Since FY 2000, as officer accessions increased and officers who were commissioned during the buildup of the early 1980s reached retirement points in their careers, the average time in service showed a slight corresponding drop. In FY 2004, average time in service increased by approximately one month to 132 months, similar to the level in FY 2000. The average officer age remained nearly constant at somewhat over 34 years.

Race/Ethnicity. The percentages of minorities among newly commissioned officers and the Active Component officer corps are shown in Table 4.5. In FY 2004, 15 percent of entering officers were non-white—Blacks, American Indians and Alaskan Natives, Asians, Native Hawaiians and Pacific Islanders, and those of two or more races—and over 12 percent of all commissioned officers on active duty were non-White. The Marine Corps had the smallest proportion of non-White officers, 8 percent of accessions and 9 percent of the officer corps. The most populous minority racial group, Blacks, represented nearly 9 percent of officer accessions and active duty officers. Hispanic representation among officer accessions and the officer corps was approximately 5 percent. The Marine Corps accessed the largest proportion of Hispanics at more than 7 percent.

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 in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from poverty and disorderly

learning environments.[6] These risk factors take their toll in the form of lower college enrollment and graduation rates, and, on average, lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 2004 were 528 for Whites and 430 for Blacks; mean math scores were 531 for Whites and 427 for Blacks.[7] In light of these and other factors (e.g., fierce labor market competition for college-educated minorities),[8] minority representation among officer accessions appears rather equitable when compared to the 21- to 35-year-old civilian population of college graduates which stands at 8.4 percent Black, 10.8 percent Asian, 1 percent two or more races, and less than 1 percent in other racial minority groups. Only 6.9 percent of college graduates 21- to 35-years-old are Hispanic. Blacks are slightly overrepresented among Army officer accessions, while minorities are slightly underrepresented, in general.
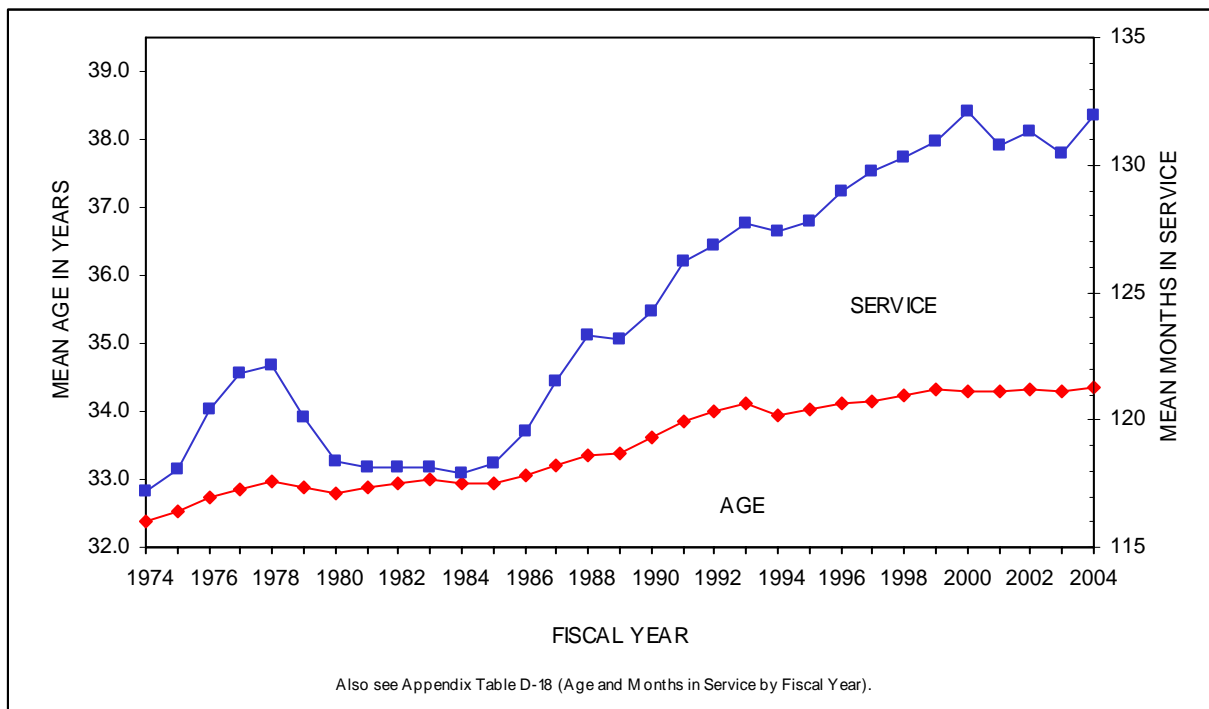
Figure 4.5. Active Component officers' mean years of age and months of service, FYs 1974–2004.

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

7   See U.S. Department of Education, *Digest of Education Statistics 2004* (NCES 2006-005) (Washington, DC: National Center for Education Statistics, 2005), Table 128.

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

Table 4.5. FY 2004 Active Component Officer Accessions and Officer Corps by Race and Ethnicity, by Service (Percent)					
Race and Ethnicity	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
White	74.6	81.6	62.0	77.4	76.7
Black	12.2	7.8	3.8	6.5	8.6
AIAN	0.5	0.5	0.5	0.4	0.5
Asian	4.7	3.7	2.1	4.0	4.0
NHPI	0.0	0.3	0.2	0.2	0.2
Two or more races	0.0	2.3	1.0	2.3	1.4
Unknown	7.9	3.8	30.5	9.3	8.6
Hispanic	5.8	5.2	7.4	3.5	5.0
Non-Hispanic	94.2	94.8	92.6	96.5	95.0
ACTIVE COMPONENT OFFICER CORPS					
White	77.8	84.2	81.0	83.6	81.7
Black	12.4	7.4	5.8	6.7	8.6
AIAN	0.5	0.4	0.6	0.3	0.4
Asian	3.5	3.3	1.7	2.1	2.8
NHPI	0.0	0.1	0.3	0.1	0.1
Two or more races	0.0	0.6	0.9	0.7	0.5
Unknown	5.9	4.1	9.6	6.5	5.9
Hispanic	5.0	5.2	6.2	3.7	4.7
Non-Hispanic	95.0	94.8	93.8	96.3	95.3
Columns may not add to total due to rounding. Also see Appendix Table B-33 (Race/Ethnicity by Service).					

Academic achievement differences factor into the divergent racial and ethnic distributions across the commissioning sources as shown in Tables 4.6 and 4.7. Across racial and ethnic groups, the highest proportion of officer accessions was commissioned through OCS/OTS. Scholarship ROTC programs were the next most used avenue. White and Black officers were more likely to have entered an OCS/OTS program or joined a Reserve Officer Training Corps. Whites were more likely to have an ROTC scholarship than Blacks. American Indian and Alaskan Natives, although a small group, relied more on the academies than other racial groups. Officer accessions of Asian and Native Hawaiian and Pacific Islander descent were more likely to be accessed through direct appointment. Hispanics were more likely to access through ROTC programs, while non-Hispanic officer accessions were more likely to use OCS/OTS to join the officer corps.

For the overall Active Component officer corps in FY 2004, Black officers were less likely to have attended a Service academy, but more likely to have graduated from an ROTC program. Among the FY 2004 officer corps (Table 4.7), Asians were more likely than other groups to have entered with a direct appointment. Hispanic officers were more likely to have entered the officer corps through OCS/OTS.

	Academy	ROTC-Scholarship	ROTC-No Scholarship	OCS/OTS	Direct Appointment*	Other	Unknown	Total
Table 4.6 FY 2004 Source of Commission of Active Component Officer Accessions, by Race and Ethnicity (Percent)								
White	17.9	20.3	16.3	21.8	14.5	1.9	7.5	100.0
Black	11.9	17.4	22.1	22.0	12.3	2.9	11.5	100.0
American Indian & Alaskan Native	31.5	8.7	9.8	14.1	23.9	3.3	8.7	100.0
Asian	17.9	17.6	14.0	15.7	22.5	4.4	8.0	100.0
Native Hawaiian & Pacific Islander	20.0	3.3	16.7	20.0	33.3	3.3	3.3	100.0
Two or more races	12.8	3.3	27.0	28.8	18.3	0.4	9.5	100.0
Unknown	24.2	13.5	18.5	13.4	15.3	4.4	10.7	100.0
Total	17.9	19.0	17.0	20.9	14.8	2.3	8.2	100.0
Hispanic	17.2	17.2	25.1	21.2	11.7	1.6	6.1	100.0
Non-Hispanic	17.9	19.1	16.6	20.9	15.0	2.3	8.3	100.0
Total	17.9	19.0	17.0	20.9	14.8	2.3	8.2	100.0

Columns may not add to total due to rounding.
* Females accessed through direct appointment are primarily health care professionals.
Also see Appendix Tables B-39 (Source of Commission by Service and Gender) and B-41 (Source of Commission by Service and Race/Ethnicity).

The Department of Defense actively monitors 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. To the extent that differences between racial and ethnic groups in retention and promotion rates exist, they should be addressed by career management policies. Factors such as increased college graduation rates and targeted recruiting programs have provided minorities with greater access to the officer corps. However, it is also important to monitor progress further along the pipeline.[9]

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

Table 4.7. FY 2004 Source of Commission of Active Component Officer Corps, by Race and Ethnicity (Percent)								
	Academy	ROTC-Scholarship	ROTC-No Scholarship	OCS/OTS	Direct Appointment*	Other	Unknown	**Total**
White	18.6	23.5	14.9	22.2	13.2	2.5	5.1	100.0
Black	10.7	23.2	22.7	21.6	12.7	3.1	6.0	100.0
American Indian & Alaskan Native	21.1	15.7	14.8	27.3	13.4	3.1	4.7	100.0
Asian	18.3	19.2	13.1	16.8	21.7	5.8	5.2	100.0
Native Hawaiian & Pacific Islander	15.3	15.8	14.8	33.5	13.4	0.5	6.7	100.0
Two or more races	13.9	12.6	20.5	30.9	12.4	0.6	9.0	100.0
Unknown	15.3	19.9	20.3	21.5	13.0	5.1	4.8	100.0
Total	17.7	23.1	15.9	22.0	13.4	2.8	5.2	100.0
Hispanic	16.4	20.5	20.0	25.7	10.8	2.2	4.4	100.0
Non-Hispanic	17.8	23.2	15.7	21.8	13.5	2.8	5.2	100.0
Total	17.7	23.1	15.9	22.0	13.4	2.8	5.2	100.0

Columns may not add to total due to rounding.
* Females accessed through direct appointment are primarily health care professionals.
Also see Appendix Tables B-40 (Source of Commission by Service and Gender) and B-42 (Source of Commission by Service and Race/Ethnicity).

Gender. As shown in Table 4.8, women constituted nearly 21 percent of officer accessions and 16 percent of the officer corps in FY 2004. 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-16 and D-19 for trends among accessions and the officer corps since FY 1973).

Table 4.8. FY 2004 Active Component Female Officer Accessions and Officer Corps (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	21.6	18.9	9.8	24.1	20.8
Active Component Officer Corps	16.7	15.2	5.8	18.3	16.0

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

In FY 2004, female officer accessions were less likely than males to have attended an academy, but considerably more likely to have received a direct appointment (Table 4.9). The majority of directly appointed officers are in the professional groups (i.e., medical, dental, legal, and ministry). Officers from these professional groups are classified as "non-line," are managed separately, and do not assume command responsibilities over "line" officers. Career opportunities tend to be somewhat limited for non-line officers and can result in differences in pay grade distributions. Table 4.10 shows pay grade by gender for each of the Services and for DoD as a whole. While females comprised 18 percent of company grade officers, their representation decreased to 13 percent of field grade officers and 4 percent of general or flag officers.

Table 4.9 FY 2004 Source of Commission of Active Component Officer Accessions and Officer Corps, by Gender (Percent)				
	Officer Accessions		Officer Corps	
Source of Commission	Male	Female	Male	Female
Academy	19.1	13.3	18.8	11.8
ROTC–Scholarship	18.5	20.8	23.2	22.3
ROTC–No Scholarship	16.9	17.5	16.1	14.7
OCS/OTS	22.8	13.5	23.3	15.4
Direct Appointment*	11.9	25.8	10.7	27.4
Other	1.9	4.0	2.4	5.1
Unknown	8.9	5.2	5.6	3.3
Total	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.
Also see Appendix Tables B-39 (Officer Accession Source of Commission by Service and Gender) and B-40 (Officer Corps Source of Commission by Service and Gender).

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

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

Table 4.10. FY 2004 Pay Grade[1] of Active Component Officers, by Service and Gender (Percent)					
Pay Grade	Army	Navy	Marine Corps	Air Force	DoD
O-1 through O-3					
Male	81.1	83.6	92.4	78.6	81.8
Female	18.9	16.5	7.6	21.4	18.2
Total	100.0	100.0	100.0	100.0	100.0
O-4 through O-6					
Male	86.7	86.5	97.6	86.0	87.2
Female	13.3	13.5	2.4	14.0	12.8
Total	100.0	100.0	100.0	100.0	100.0
O-7 through O-10					
Male	96.8	94.8	97.5	94.2	95.6
Female	3.2	5.2	2.5	5.8	4.4
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
[1] Excludes those with unknown rank/pay grade.
Also see Appendix Table B-47 (Pay Grade by Gender and Service).

Table 4.11. FY 2004 Married Active Component Officer Corps and Enlisted Personnel, by Gender (Percent)		
Gender	Officers	Enlisted
Males	71.4	50.9
Females	50.9	43.0
Total	68.1	49.8

Also see Appendix Table B-32 (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 nearly seven 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.

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 2004 Active Component officer accessions come as no surprise. Table 4.13 clearly shows the officer corps' reliance on the college-educated. Approximately 8 percent of officers commissioned in FY 2004 did not have at least a bachelor's degree; most likely these officers were former enlisted personnel. A notable percentage of newly commissioned officers (15 percent) held advanced degrees—mostly lawyers, chaplains, and health care professionals.

Table 4.12. FY 2004 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
		Married		Married Who Were In Dual-Service Marriages	
Gender	End-Strength	Number	Percent	Number*	Percent
ARMY					
Male	57,208	39,806	69.6	2,468	6.2
Female	11,426	5,691	49.8	2,629	46.2
Total	68,634	45,497	66.3	5,097	11.2
NAVY					
Male	44,677	31,203	69.8	1,112	3.6
Female	8,030	3,765	46.9	1,283	34.1
Total	52,707	34,968	66.3	2,395	6.8
MARINE CORPS					
Male	15,778	11,173	70.8	450	4.0
Female	964	396	41.1	273	68.9
Total	16,742	11,569	69.1	723	6.2
AIR FORCE					
Male	60,685	45,083	74.3	4,426	9.8
Female	13,619	7,482	54.9	3,500	46.8
Total	74,304	52,565	70.7	7,926	15.1
DoD					
Male	178,348	127,265	71.4	8,456	6.6
Female	34,039	17,334	50.9	7,685	44.3
Total	212,387	144,599	68.1	16,141	11.2

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

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 (51 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.

Table 4.13. FY 2004 Educational Attainment of Active Component Officer Accessions and Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	4.1	15.1	0.4	9.5	7.9
College Graduate (B.A., B.S., etc.)	81.5	64.0	95.9	75.4	76.8
Advanced Degree (M.A., Ph.D., etc.)	14.5	20.9	3.7	15.1	15.3
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	1.3	11.9	2.8	2.7	4.2
College Graduate (B.A., B.S., etc.)	58.7	68.5	79.6	46.7	58.2
Advanced Degree (M.A., Ph.D., etc.)	40.1	19.6	17.7	50.6	37.5
Total	100.0	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 Table B-34 (Education by Service).					

Representation Within Occupations. Tables 4.14 and 4.15 present the distribution of officers across occupational areas by gender and race/ethnic group, respectively. More than one-third of officers were working in jobs classified as part of tactical operation. Together, the second, third, and fourth most populous occupations—health care, engineering and maintenance, and supply—slightly exceeded the manning levels of tactical operations. Appendix Table B-36 provides FY 2004 occupational area data by Service, including personnel classified as non-occupational.

Table 4.14. FY 2004 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	41.2	10.9	36.3
Intelligence	5.0	6.1	5.2
Engineering and Maintenance	12.9	11.2	12.6
Scientists and Professionals	5.7	5.3	5.7
Health Care	13.3	38.7	17.4
Administration	5.1	10.9	6.1
Supply, Procurement, and Allied Occupations	8.8	10.7	9.1
Non-Occupational*	7.5	6.2	7.3
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. Calculations do not include 6 male Army, 1 male Navy, 619 male and 21 female Marine Corps, and 372 male and 23 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-37 (Occupational Area by Service and Gender).			

Occupational Area	White	Black	AIAN	Asian	NHPI	Two or more races	Unknown	Hispanic	Non-Hispanic
Table 4.15. FY 2004 Occupational Areas of Active Component Officer Corps, by Race/Ethnicity (Percent)									
General Officers and Executives	0.5	0.3	0.2	*	0.0	0.0	0.1	0.1	0.4
Tactical Operations	38.7	22.9	36.3	24.5	25.5	22.4	29.2	35.2	36.3
Intelligence	5.2	4.7	6.2	5.3	5.3	4.8	5.5	5.8	5.1
Engineering and Maintenance	12.2	16.5	11.7	14.1	21.2	17.1	12.4	13.6	12.6
Scientists and Professionals	5.9	4.6	5.9	5.5	2.4	4.3	4.6	4.9	5.7
Health Care	16.7	18.4	15.6	29.7	15.4	12.9	20.4	14.4	17.5
Administration	5.4	11.8	7.3	5.1	6.7	8.3	6.8	6.9	6.0
Supply, Procurement, and Allied Occupations	8.3	16.4	8.5	8.3	12.0	10.7	9.9	11.6	9.0
Non-Occupational**	7.3	4.5	8.2	7.5	11.5	19.4	11.2	7.6	7.3
Total	100.0	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.
Calculations do not include 959 White, 40 Black, 1 AIAN, 6 Asian, 1 NHPI, 2 two or more races, 33 unknown race, for a total of 1,042 (25 Hispanic and 1,017 non-Hispanic) O-6 officers classified as general officers by the Services.
* Less than one-tenth of one percent.
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Table B-38 (Occupational Area by Service and Race/Ethnicity).

Women and occupational assignments. Table 4.14 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields. Significantly greater percentages of men than women were in tactical operations (41 and 11 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of administration (11 and 5 percent, respectively) and health care (39 and 13 percent, respectively). Appendix Table B-37 shows the assignment patterns by Service and gender.

Minorities and occupational assignments. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.15. In FY 2004, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although there are several specific differences in the patterns. More Blacks were assigned to supply and administration positions than were those in other racial groups. Similarly, a greater percentage of Asian officers were in health care positions. Proportionately, more Native Hawaiians and Pacific Islanders than other racial groups were in the engineering and maintenance occupations. American Indians and Alaskan Natives were slightly more likely to be in the intelligence field.

Hispanics were somewhat more likely to be in supply occupations than non-Hispanics. The Services strive to achieve racial and 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 or ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages worked in intelligence and scientific/professional occupations. Appendix Table B-38 provides data on occupational areas by Service and race/ethnicity.

Warrant Officers[10]

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.[11, 12] 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 previously were in the upper enlisted ranks. In FY 2004, 1,930 warrant officer accessions were added to the force and the overall total force of warrant officers on active duty stood at 15,660. Table 4.16 presents gender and race/ethnicity statistics on FY 2004 warrant officers. They are overwhelmingly male (90 percent) but have greater minority representation than commissioned officers. Blacks, in particular, are more highly represented among warrant officers, accounting for 17 percent of active duty warrant officers (in contrast to 9 percent of commissioned officers). Appendix Tables B-43 and B-44 provide a glimpse of warrant officer accessions and the corps of warrant officers on active duty by gender and race/ethnicity.

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

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

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

Race/Ethnicity and Gender	Army	Navy	Marine Corps	DoD
Table 4.16. FY 2004 Active Component Warrant Officer Accessions and Officer Corps, by Race/Ethnicity, Gender, and Service* (Percent)				
ACTIVE COMPONENT WARRANT OFFICER ACCESSIONS				
White	56.3	73.6	70.7	62.4
Black	17.1	20.6	14.0	17.1
AIAN	0.4	0.9	1.2	0.7
Asian	3.0	3.2	2.7	3.0
NHPI	0.0	0.3	0.3	0.1
Two or more races	0.0	0.0	0.5	0.1
Unknown	23.2	1.5	10.6	16.6
Hispanic	7.3	1.5	11.8	7.2
Non-Hispanic	92.7	98.6	88.2	92.8
Male	89.1	92.5	90.6	90.0
Female	10.9	7.5	9.4	10.0
Total	100.0	100.0	100.0	100.0
ACTIVE COMPONENT WARRANT OFFICER CORPS				
White	71.9	72.2	72.8	72.0
Black	16.5	19.9	15.0	16.7
AIAN	0.6	0.4	0.9	0.6
Asian	1.7	2.7	1.1	1.7
NHPI	0.0	0.2	0.2	**
Two or more races	0.0	0.2	0.8	0.1
Unknown	9.3	4.5	9.3	8.8
Hispanic	5.9	2.1	9.2	5.9
Non-Hispanic	94.2	97.9	90.9	94.1
Male	92.6	94.4	93.8	93.0
Female	7.4	5.6	6.2	7.1
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* The Air Force does not have warrant officers.
** Less than one-tenth of one percent.
Also see Appendix Tables B-43 (Warrant Officer Accessions and Officers by Gender) and B-44 (Warrant Officer Accessions and Officers by Race/Ethnicity).

SELECTED RESERVE ENLISTED ACCESSIONS
AND ENLISTED FORCE

The Ready Reserve, with an FY 2004 strength of more than 1.1 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.

Ready Reserve 1,132,454		
Selected Reserve 851,395[1]		Individual Ready Reserve/Inactive National Guard 281,059
Units and Full-Time Support 831,956[2]	Individual Mobilization Augmentees 19,439	

[1] Components within the Selected Reserve include the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), and Marine Corps Reserve (USMCR). Coast Guard Reserve is excluded.

[2] Units include Selected Reserve members in the training pipeline. The Full-Time Support Force (FTS) is primarily a unit support force, the majority of which mobilizes with their units. The number of reservists in Units is 789,659 the number in FTS is 66,016 (Active Guard and Reserve).

Source: *Department of Defense, Official Guard and Reserve Manpower Strengths and Statistics: FY 2004 Summary* (RCS: DD-RA[M]1147/1148)(Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2004), Report A0, p. 1.005.

Figure 5.1. FY 2004 composition of the Selected Reserve within the Ready Reserve.

Of the 851,395 Selected Reserve members, 724,338 are enlisted, 117,103 are officers and the remaining 9,954 are Warrant Officers. The Selected Reserve includes three types of personnel: (1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; (2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and (3) those in the training pipeline.[1] Reservists and Guardsmen in the training pipeline may not deploy. Selected Reservists assigned to units and some IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

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[1] *Department of Defense, Official Guard and Reserve Manpower Strengths and Statistics: FY 2004 Summary* (RCS: DD-RA[M]1147/1148)(Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 2004), Report A0, p. 1.005.

The Selected Reserve Recruiting Process

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

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

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

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements—in numbers, skills, and quality. More than half (56 percent in FY 2004) 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.

The occupational distribution among the Active and Reserve Components varies (e.g., 6 percent of active Navy enlistees serve as craftsmen while 14 percent of Naval Reserve [USNR] members serve as craftsmen). Some units have to recruit more NPS individuals to fill unit

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

vacancies. Another factor that can create large differences in manning success across skills is marketability, including civilian skill transferability, quality of training, equipment, and promotion opportunity.

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

This chapter provides demographic characteristics and the distribution of FY 2004 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 2004 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 2004, the Reserve Components recruited 120,335 enlisted persons compared to the Active Component's 185,614. The Army National Guard (ARNG) has the largest Reserve Component recruiting program, followed by the Army Reserve (USAR). The ARNG recruited 25,113 NPS enlistees, 12,720 more than the USAR. The ARNG also recruited over 3,000 more prior service recruits than the USAR.

Selected Reserve recruiting achievements decreased by 32,660 enlisted accessions from FY 2003 to FY 2004 (from 152,995 to 120,335). Prior service ARNG accessions experienced the largest decrease, as did NPS USAR accessions.

Due to differences in mission and force structure, the size of recruit cohorts by component varied greatly. Therefore, comparisons between the Reserve Components percentages must be interpreted with care. The Army Components—the ARNG and USAR— had the largest Selected Reserve recruit cohorts, recruiting 68 percent of total Reserve Component accessions (41 and 27 percent for the ARNG and USAR, respectively) in FY 2004. The Naval Reserve (USNR), Air Force Reserve (USAFR), and the USAR had the highest proportion of prior service recruits (80, 66, and 62 percent of their total recruiting efforts, respectively). The Marine Corps Reserve (USMCR) had the lowest proportion of recruits with past military experience (28 percent). Prior service accessions provide the Reserve Components with a more experienced personnel base, contributing to increased readiness to meet future missions.

Table 5.1. FY 2004 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
	Enlisted Accessions				
Components	Non-Prior Service	Prior Service	Total	Prior Service Percent of Components Total	Enlisted End-Strength
Army National Guard	25,113	23,629	48,742	48.5	306,234
Army Reserve	12,393	20,410	32,803	62.2	165,781
Naval Reserve	2,756	10,768	13,524	79.6	64,359
USMC Reserve	6,134	2,334	8,468	27.6	36,178
Air National Guard	4,132	4,169	8,301	50.2	93,188
Air Force Reserve	2,915	5,582	8,497	65.7	58,598
DoD Total	53,443	66,892	120,335	55.6	724,338
Also see Appendix Tables C-1 (NPS Age by Component and Gender), C-9 (Prior Service Age by Component and Gender), and C-15 (Enlisted Member Age by Component and Gender).					

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

Age. The largest proportions of FY 2004 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 56 percent falling in the 20- to 29-year age group.

Several factors contribute to age differences within the Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 2004, 43 percent of ARNG NPS recruits were students still enrolled in high school. This is a sizeable increase from FY 2003, when only 6 percent of ARNG NPS recruits were students still enrolled in high school.

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

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
	Table 5.2. FY 2004 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17–35 Years Old (Percent)							
17–19	65.7	64.4	0.4	64.5	54.7	42.2	59.8	15.8
20–24	22.5	24.6	29.1	30.3	30.8	37.8	25.7	26.7
25–29	6.6	5.9	26.7	4.7	9.5	12.5	7.8	25.1
30–34	3.5	3.0	21.9	0.4	4.5	7.0	4.2	26.7
35–39	1.2	0.2	20.8	*	0.3	0.5	1.7	5.6
40–44	0.4	*	0.9	0.0	0.1	0.1	0.2	
45–49	0.1	*	0.1	0.0	0.0	0.0	0.1	
50+	*	*	*	0.0	0.0	0.0	*	
Unknown	*	1.8	*	*	0.0	*	0.4	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
 * Less than one-tenth of one percent.
Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003– September 2004.

Race/Ethnicity. Table 5.3 presents the racial/ethnic makeup of FY 2004 NPS enlisted accessions by Selected Reserve Components. NPS White accessions experienced no, to small changes (0-5 percentage points in either direction) from FY 2003 across all components, with the exception of the USAFR, which experienced a 19 percent increase. The largest change among prior service White accessions also took place in the USAFR, but in the opposite direction with a 20 percent increase. Proportions of both NPS and prior service Black accessions remained fairly stable between FY 2003 and FY 2004, with only slight changes (0-3 percentage points) in either direction. Changes among the proportions of Hispanic accessions were generally small in either direction. Among prior service Hispanic accessions, the USNR experienced the largest change, with a 3 percent increase. All components remained relatively stable in terms of proportions of other minority groups. One exception was the USMCR, which reported no Asian, Pacific Islander or multi-racial accessions in FY 2003. In FY 2004, the USMCR reported 3 percent NPS Asian accessions and 2 percent prior service Asian accessions. Less than one percent of NPS and prior service USMCR accessions were reported as Pacific Islander or multi-racial in FY 2004.

Since the inception of the All Volunteer Force, Blacks have been somewhat overrepresented in the active duty ranks, while Whites and Hispanics have been underrepresented as compared to the nation's youth population as a whole. We would expect this to be reflected in the makeup of the Reserve Forces. Table 5.3, however, demonstrates that in the USMCR and ANG, the proportion of non-prior service Black accessions is lower compared to their representation among the 18- to 24-year-old civilian labor force, the comparable civilian group. In the other components the proportion of non-prior service Black accessions is higher than in the civilian labor force, except for the ARNG where the proportions are about the same (13 and 14 percent, respectively). Hispanics are underrepresented across the board (Table 5.4), 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. In FY 2004, the proportion of NPS White accessions in the ARNG, USMCR, and ANG was higher than in

the civilian comparison groups. Prior service White accessions were also higher than in the civilian comparison group in the ANG only.

Race	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians *
Table 5.3. FY 2004 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race and Civilians (Percent)								
NON-PRIOR SERVICE								
White	78.9	76.6	60.6	79.1	82.4	66.4	77.0	78.5
Black	13.1	16.0	23.0	5.7	8.3	22.8	13.6	14.0
American Indian & Alaskan Native	0.8	0.7	1.1	0.4	0.5	0.3	0.7	1.0
Asian	2.1	4.8	5.0	3.1	1.3	3.0	3.0	4.1
Pacific Islander	0.0	1.3	1.1	0.5	1.6	2.1	0.7	0.3
Two or more races	0.0	0.0	4.3	0.3	3.7	3.6	0.7	2.1
Unknown	5.2	0.6	5.0	11.1	2.2	1.8	4.4	0.0
PRIOR SERVICE								
White	75.5	65.5	58.3	68.8	80.0	71.9	69.4	79.9
Black	16.5	25.3	24.1	11.0	11.3	17.3	20.0	12.6
American Indian & Alaskan Native	0.8	0.7	1.9	0.7	0.5	0.4	0.9	0.8
Asian	1.9	2.4	4.0	2.3	1.3	2.1	2.4	4.8
Pacific Islander	0.0	0.7	0.3	0.2	0.3	0.8	0.4	0.3
Two or more races	0.0	0.0	6.6	0.2	1.6	1.8	1.3	1.6
Unknown	5.4	5.4	4.8	16.8	5.1	5.7	5.7	0.0
TOTAL ACCESSIONS								
White	77.9	64.1	67.3	72.3	82.5	72.0	73.6	
Black	15.3	26.1	18.8	9.6	9.4	19.0	17.3	
American Indian & Alaskan Native	0.8	0.6	1.1	0.7	0.8	0.4	0.7	
Asian	1.7	2.9	3.6	3.6	2.2	1.5	2.3	
Pacific Islander	0.0	1.0	0.2	0.4	0.3	0.5	0.4	
Two or more races	0.0	0.0	3.1	0.6	0.6	0.7	0.4	
Unknown	4.3	5.3	5.9	12.8	4.1	5.9	5.2	
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 2003 – September 2004.								

Across the Reserve Components, among female accessions the proportion of Black women was 22 and 32 percent for NPS and prior service, respectively. Among male recruits, Black men, although more numerous than Black women, accounted for only 11 and 17 percent of NPS and prior service accessions, respectively (see Appendix Tables C-3 and C-11).

Table 5.4. FY 2004 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions, by Race/Ethnicity, and Civilians (Percent)								
Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians *
NON-PRIOR SERVICE								
Hispanic	7.5	11.8	14.3	5.9	5.1	6.5	8.4	17.7
Not Hispanic	92.5	88.2	85.7	94.1	94.9	93.5	91.6	82.3
PRIOR SERVICE								
Hispanic	7.1	11.1	13.4	16.9	6.9	7.5	9.7	17.5
Not Hispanic	92.9	88.9	86.6	83.1	93.1	92.5	90.3	82.5
TOTAL ACCESSIONS								
Hispanic	7.9	12.2	10.3	14.6	6.2	7.4	9.2	
Not Hispanic	92.1	87.9	89.7	85.4	93.8	92.6	90.8	

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 2003 – September 2004.

Gender. The proportion of Selected Reserve accessions in FY 2004 who were women was slightly greater (20 percent) than in the Active Components (17 percent). Table 5.5 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 (25 and 27 percent, respectively), while the USMCR had the lowest (5 percent). In all components, the proportion of prior service female recruits was lower than NPS female recruits.

Table 5.5. FY 2004 Selected Reserve Non-Prior Service and Prior Service Accessions, by Gender (Percent)						
	Non-Prior Service		Prior Service		Total	
Components	Males	Females	Males	Females	Males	Females
Army National Guard	78.7	21.3	86.7	13.3	82.6	17.4
Army Reserve	72.1	27.9	77.5	22.5	75.5	24.5
Naval Reserve	70.3	29.7	81.2	18.8	79.0	21.0
USMC Reserve	95.2	4.8	93.2	0.7	94.7	5.3
Air National Guard	76.7	23.3	83.7	16.3	80.2	19.8
Air Force Reserve	66.4	33.6	76.2	23.8	72.9	27.1
DoD Total	77.8	22.2	82.2	17.8	80.3	19.7

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 9 percent of FY 2004 Selected Reserve NPS enlisted accessions were married (Table 5.6). The marriage rates of prior service recruits look markedly different, with 40 percent married. The FY 2004 prior service cohort, predominantly those leaving active duty enlisted service who chose to join the Reserves, were less likely to be married (40 percent) than active duty enlisted members (50 percent). Also, prior service Reserve recruits were less likely to be married (40 percent) than their civilian counterparts, 20- to 39-year-old civilians in the labor force (48 percent). Among FY 2004 prior service Reserve

accessions, a somewhat larger proportion of males were married than females (41 and 35 percent, respectively).

Table 5.6. FY 2004 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	8.2	33.7	40.8	48.9	8.2	50.9
Female	9.0	39.8	35.2	47.5	11.7	43.0
Total	8.4	36.8	39.8	48.3	8.7	49.8
Also see Appendix Tables B-2 (NPS Active Component Enlisted Accession by Age, Marital Status and Gender), B-23 (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 2003 – September 2004.						

Education. More Selected Reserve NPS recruits completed high school than was the case for their civilian peers (Table 5.7). Approximately 99 percent of FY 2004 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 80 percent of 18- to 24-year-old civilians. This figure represents an increase for the Selected Reserve, where 87 percent of 2003 NPS accessions were in Tiers 1 and 2.

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 (23 percent), in part, due to college credit earned through the Navy's Tech Prep partnerships with selected community colleges. Tech Prep is a federally-funded educational program providing technical career training and job placement. The Navy has agreements with a number of community colleges that in turn work with feeder high schools. Qualified, interested students sign up while in their junior or senior year of high school. They complete college credit Tech Prep courses during high school. After graduation, they attend two semesters at a local community college while in the Navy's delayed entry program. Following recruit training, the enlistees complete technical training courses provided by the Navy; the community college counts the Navy training toward the requirements for an associates degree.

The percentage of 18- to 24-year-old civilians with college experience is much greater than even the 23 percent in the Naval Reserve, at 48 percent. Since most enlisted occupations are generally comparable to civilian jobs not requiring college education, this should not be surprising.

Table 5.7. FY 2004 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[2]
Tier 1: Regular High School Graduate or Higher[1]	84.7	98.7	96.6	98.0	95.1	96.5	91.5	79.7
Tier 2: GED, Alternative Credentials	14.8	0.8	0.4	1.9	4.5	3.5	7.9	
Tier 3: No Credentials	0.6	0.5	3.0	0.1	0.4	0.0	0.6	20.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	9.0	3.1	23.2	5.0	7.5	4.8	7.6	47.7

Columns may not add to total due to rounding.
[1]Tier 1 includes members still in high school.
[2] Civilian percentages combine Tiers 1 and 2.
Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004.

AFQT. FY 2004 Selected Reserve NPS accessions are compared with civilian youth by AFQT category and Reserve Components in Table 5.8. As in previous years, the USAR, USMCR and ANG access the vast majority of their personnel from AFQT categories I-IIIA.

Table 5.8. FY 2004 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category and Component (Percent)*							
AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
I-IIIA	57.7	73.8	**	78.2	80.2	**	66.3
IIIB	38.8	24.9	**	21.4	19.7	**	31.4
IV	3.5	1.3	**	0.4	0.1	**	2.2
Total	100.0	100.0	**	100.0	100.0	**	100.0

Columns may not add to total due to rounding.
* Percentages are calculated removing "unknowns."
** More than half, up to 94% of the data were reported "unknown."
Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity).
The 1980 civilian comparison group distribution for the total population (males and females) is 8percent in Category I, 28 percent in Category II, 16percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 9 percent in Category V. Civilian data from DMDC, 1997.

Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of a national emergency and assist the Active Components in meeting their operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 2004.
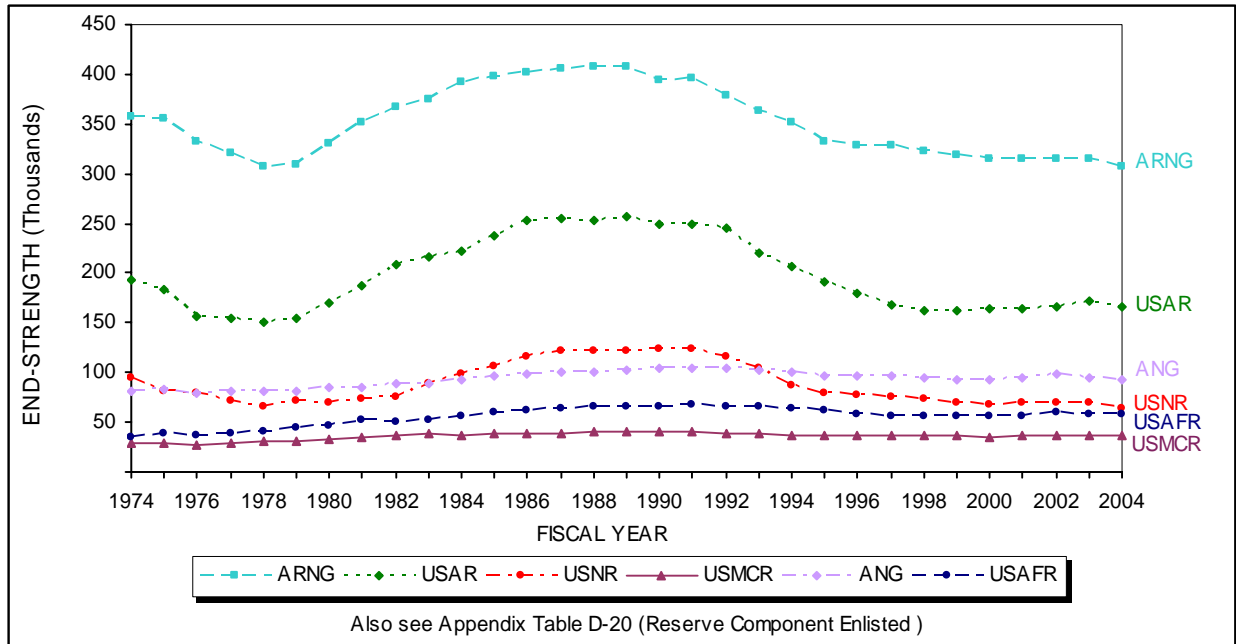
Figure 5.2. Selected Reserve enlisted end-strengths, FY 1974 – FY 2004

Age. Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.9. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members with 35 and 39 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly different from the Active Components and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17–19	9.7	10.3	0.8	12.2	3.4	2.5	7.8	4.0
20–24	26.3	27.7	9.1	53.4	17.0	13.2	24.2	10.2
25–29	16.2	16.6	15.1	19.7	14.0	12.9	15.8	10.7
30–34	13.2	12.2	22.1	7.6	14.4	14.0	13.7	11.2
35–39	12.7	12.1	25.6	4.2	16.9	18.3	14.3	11.8
40–44	10.2	10.3	16.8	2.1	15.8	18.1	11.8	12.9
45–49	5.6	5.9	6.5	0.6	8.5	10.2	6.3	12.6
50+	6.3	4.9	4.1	0.3	10.2	10.7	6.3	26.7
Unknown	0.0	*	0.0	*	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 5.9. FY 2004 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)

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 2004.

Table 5.10. FY 2004 Selected Reserve Enlisted Members, by Race, Gender, and Component, and Civilian Labor Force 18–49 Years Old (Percent)							
Race	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	79.6	68.1	69.7	72.8	84.2	75.2	76.2
Black	13.7	22.0	16.3	9.2	8.0	16.2	14.9
American Indian & Alaskan Native	0.7	0.5	1.0	0.7	0.8	0.3	0.7
Asian	1.7	2.9	3.8	3.6	2.2	1.5	2.3
Pacific Islander	0.0	1.0	0.2	0.4	0.3	0.5	0.3
Two or more races	0.0	0.0	3.2	0.6	0.6	0.6	0.4
Unknown	4.3	5.4	5.9	12.7	4.0	5.8	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	66.4	51.3	58.6	61.5	74.9	61.2	61.3
Black	25.8	39.2	27.9	16.5	15.8	28.7	29.1
American Indian & Alaskan Native	1.1	0.8	1.3	1.6	1.1	0.6	1.0
Asian	2.1	2.7	3.2	3.6	2.2	1.6	2.4
Pacific Islander	0.0	0.9	0.3	0.6	0.4	0.6	0.4
Two or more races	0.0	0.0	2.7	0.5	0.9	1.0	0.5
Unknown	4.6	5.1	6.1	15.6	4.7	6.4	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	77.9	64.1	67.3	72.3	82.5	72.0	73.6
Black	15.3	26.1	18.8	9.6	9.4	19.0	17.3
American Indian & Alaskan Native	0.8	0.6	1.1	0.7	0.8	0.4	0.7
Asian	1.7	2.9	3.6	3.6	2.2	1.5	2.3
Pacific Islander	0.0	1.0	0.2	0.4	0.3	0.5	0.4
Two or more races	0.0	0.0	3.1	0.6	0.6	0.7	0.4
Unknown	4.3	5.3	5.9	12.8	4.1	5.9	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

CIVILIAN LABOR FORCE 18–49 YEARS OLD							
White	Black	AIAN	Asian	NHPI	Two or more	Unknown	**Total**
80.6	12.4	0.8	4.5	0.3	1.5	0.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004

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 5.10, the proportion of minority Servicemembers varies by Reserve Component. With the exception of the USMCR and ANG, the proportion of Blacks is higher than in the comparable civilian group across components.. The USAR has the largest proportion of Blacks (26 percent), while the ANG has the lowest (9 percent). The USMCR has the greatest proportion of Hispanic members, at 15 percent (Table 5.11). The proportion of American Indians/Alaskan Natives and Pacific Islanders is similar across components, hovering between 0-1 percent. Asians represented between 2-4 percent across the components.

Table 5.11. FY 2004 Selected Reserve Enlisted Members, by Ethnicity, Gender, and Component, and Civilian Labor Force 18–49 Years Old (Percent)							
Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
Hispanic	7.9	12.3	10.1	14.5	6.2	7.4	9.1
Not Hispanic	92.1	87.8	89.9	85.5	93.8	92.6	90.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
Hispanic	7.9	11.8	11.0	17.1	6.3	7.7	9.4
Not Hispanic	92.1	88.2	89.0	82.9	93.7	92.3	90.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
Hispanic	7.9	12.2	10.3	14.6	6.2	7.4	9.2
Not Hispanic	92.1	87.9	89.7	85.4	93.8	92.6	90.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
CIVILIAN LABOR FORCE 18–49 YEARS OLD							
Hispanic			Not Hispanic			**Total**	
15.3			84.7			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 2004							

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 15 percent of the male enlisted Selected Reserve, Black females represent 29 percent. Approximately 55 percent of USAR females are minorities: 39 percent Black, 12 percent Hispanic, 3 percent Asian, and 1 percent each American Indian/Alaska Native and Pacific Islander. Conversely, the ANG has the lowest proportion of minority females (25 percent), slightly more than the proportion in the 18 to 49 year-old civilian labor force (21 percent).

Gender. The proportion of enlisted women is similar in the Selected Reserve and in the Active Components, at about 17 percent. Table 5.12 illustrates that there are differences in the proportion of women across the different Reserve Components. The component with the highest proportion of women is the USAR (24 percent), while the ARNG has 13 percent and the USMCR, with the lowest proportion, has 5 percent. 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.

	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians 17 years and older
Gender								
Male	86.9	76.4	78.4	95.4	82.1	77.3	82.8	53.6
Female	13.1	23.6	21.6	4.6	17.9	22.7	17.2	46.4

Table 5.12. FY 2004 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force 17 and Above Years Old (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 2004.

Marital Status.   Just under half of Selected Reserve members are married (Table 5.13). This proportion is lower than for the comparable civilian population (58 percent), and just under enlisted members in the Active Components (50 percent). The proportion of married female Selected Reserve members (35 percent) is much lower than the proportion of married female civilians (54 percent). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts. Females are much more likely to be in dual-service marriages (21 percent) than are males (2 percent).

Table 5.13. FY 2004 Selected Reserve Enlisted Members who are Married and in Dual-Service Marriages, by Gender, and Civilian Labor Force 17 and Above Years Old (Percent)

Gender	DoD	In Dual-Service Marriages*	Civilians 17 and Above
Male	50.1	2.2	60.8
Female	34.5	21.1	54.2
Total	47.4	4.6	57.8

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 2004.
* These percentages reflect the proportion of married Selected Reserve enlisted members who are married to a Servicemember.

Education. As shown in Table 5.14, nearly 100 percent of FY 2004 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.

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 5.15 shows the occupational area distribution of Reserve and Active Components.

Table 5.14. FY 2004 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18–49 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18- to 49-Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	90.1	93.0	97.9	97.9	99.4	99.6	93.8	88.7
Tier 2: GED, Alternative Credentials	9.7	6.3	1.2	2.0	0.5	0.3	5.8	
Tier 3: No Credentials	0.2	0.8	1.0	0.1	0.1	0.1	0.4	11.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	21.9	22.8	27.2	7.9	86.8	24.0	30.4	57.5

Columns may not add to total due to rounding.
* Civilian percentages combine Tiers 1 and 2.
Also see Appendix Tables C-19 (Education by Component and Gender) and C-20 (Education by Component and Race/Ethnicity).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 2004.

Table 5.15. Comparison of FY 2004 Reserve and Active Enlisted Occupational Areas (Percent)		Reserve	Active
Occupational Code and Area			
0	Infantry, Gun Crews, and Seamanship Specialists	16.2	17.1
1	Electronic Equipment Repairers	4.5	8.8
2	Communications and Intelligence Specialists	5.1	9.4
3	Medical and Dental Specialists	6.1	6.8
4	Other Allied Specialists	3.1	2.9
5	Functional Support and Administration	19.4	15.9
6	Electrical/Mechanical Equipment Repairers	15.9	20.7
7	Craftsmen	5.8	3.7
8	Service and Supply Handlers	12.3	9.2
9	Non-occupational*	11.5	5.6
Total		100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-28 (Active Component Enlisted by Occupational Area, Service, and Gender), B-29 (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 5.16 indicates that the occupational distribution among Active and Reserve Components varies. The differences reflect each Reserve Component's unique mission requirements and force structure, which may preclude some direct transfers from active duty to the National Guard and Reserve within the same skill. For example, 26 percent of active Army enlisted members serve in the infantry, but the Army Reserve has only 8 percent in this skill area. On the other hand, only 16 percent of active Army enlistees serve in administration while 26 percent of USAR 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 2004 are relatively similar to those of FY 2003.

Minorities and occupational assignments. As shown in Table 5.15, just under 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 each ethnic/minority group except American Indian/Alaskan Native are in functional support and administration, while combat, functional support, and electrical/ mechanical repair occupations are the most prevalent among Whites (Table 5.17).

Women and occupational assignments. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.19. Most Selected Reserve enlisted women are assigned to two occupational areas: functional support (41 percent) and non-occupational (14 percent). Enlisted men are assigned primarily to infantry (19 percent) and electrical/mechanical equipment repair (18 percent).

Table 5.16. Comparison of FY 2004 Occupational Area Distribution of Enlisted Members, by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	25.9	6.4	11.2	7.9	3.4	15.7	14.0	1.8	12.9	0.9
Army National Guard	23.7	3.2	5.6	3.9	2.9	14.3	13.7	4.1	12.7	15.9
Army Reserve	7.5	2.0	3.8	10.0	3.9	25.6	11.0	5.9	18.8	11.7
NAVY										
Active Component	9.4	12.7	9.3	8.4	1.2	11.5	28.2	5.7	6.7	7.0
Naval Reserve	10.0	10.4	7.5	8.9	0.8	22.2	18.9	14.2	6.6	0.6
MARINE CORPS										
Active Component	23.0	6.8	7.2	0.0	2.6	16.1	16.1	2.6	12.6	13.0
USMC Reserve	30.9	3.6	7.9	0.0	1.3	12.3	13.5	3.2	15.2	12.2
AIR FORCE										
Active Component	9.8	9.0	8.1	7.3	4.0	20.7	24.6	4.8	5.0	6.8
Air National Guard	9.4	9.3	4.1	4.3	4.8	21.6	27.6	6.2	6.3	6.5
USAF Reserve	10.7	4.8	3.1	10.7	3.5	26.6	21.6	5.9	5.2	7.8
* 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.										

The April 1993 policy[4] to open more specialties and assignments to women resulted in new opportunities for women in both the Active and Reserve Components. Women are not permitted to serve in direct ground combat roles, but positions on ships and aircraft engaging in combat are now open to women. In FY 2004, 2 percent of women served in infantry, gun crew, and seamanship specialties, as illustrated in Table 5.19, as was the case in FY 2003.

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

Table 5.17. FY 2004 Occupational Areas of Selected Reserve Enlisted Personnel within Race (Percent)							
Occupation Codes*	White	Black	AIAN	Asian	NHPI	Two or more races	Unknown
0	17.8	10.1	20.7	12.3	19.8	10.0	15.9
1	4.7	3.6	4.5	5.5	2.7	7.9	4.3
2	5.5	3.3	4.1	5.4	3.0	6.5	5.1
3	5.7	7.6	5.6	8.8	4.0	7.9	7.0
4	3.3	2.7	2.9	2.7	2.0	1.4	2.8
5	16.5	30.3	18.4	22.9	21.1	19.4	22.6
6	17.0	12.0	14.6	14.7	11.9	15.9	15.1
7	6.1	4.7	5.9	4.6	8.5	11.3	5.8
8	11.6	15.8	11.5	9.7	9.7	7.6	12.3
9	12.0	10.0	11.9	13.5	17.3	12.2	9.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Table 5.18. FY 2004 Occupational Areas of Selected Reserve Enlisted Personnel within Ethnicity (Percent)			
Occupation Codes*		Hispanic	Not Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	15.7	16.3
1	Electronic Equipment Repairers	3.8	4.6
2	Communications and Intelligence Specialists	4.6	5.1
3	Medical and Dental Specialists	6.8	6.1
4	Other Allied Specialists	2.9	3.2
5	Functional Support and Administration	21.4	19.2
6	Electrical/Mechanical Equipment Repairers	15.1	16.0
7	Craftsmen	5.3	5.8
8	Service and Supply Handlers	13.7	12.1
9	Non-occupational*	10.5	11.6
Total		100.0	100.0

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

The proportion of Selected Reserve women in non-traditional occupations, such as technical and craftsmen, was relatively low in FY 2004. Women were almost 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.

Table 5.19. FY 2004 Occupational Areas of Selected Reserve Enlisted Personnel, by Gender (Percent)			
Occupational Code and Area		Male	Female
0	Infantry, Gun Crews, and Seamanship Specialists	19.1	2.3
1	Electronic Equipment Repairers	4.9	2.6
2	Communications and Intelligence Specialists	5.4	3.6
3	Medical and Dental Specialists	4.6	13.3
4	Other Allied Specialists	3.2	3.1
5	Functional Support and Administration	15.0	40.6
6	Electrical/Mechanical Equipment Repairers	18.0	6.2
7	Craftsmen	6.5	2.6
8	Service and Supply Handlers	12.3	12.1
9	Non-occupational*	11.1	13.8
Total		100.0	100.0

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

SELECTED RESERVE OFFICER ACCESSIONS
AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 2004.[1] The total officer accessions for Reserves decreased in FY 2004 (from 16,132 in FY 2003 to 13,006 in FY 2004). The size of the officer corps decreased from 119,572 in FY 2003, to 117,103 in FY 2004. Figure 6.1 shows officer corps end-strengths for the Reserve Components for FYs 1975 to 2004. The figure shows that the Army and Navy Reserve components have shown the most fluctuations in officer end-strength over time while the Guard components and the USMCR and USAFR have been more stable.
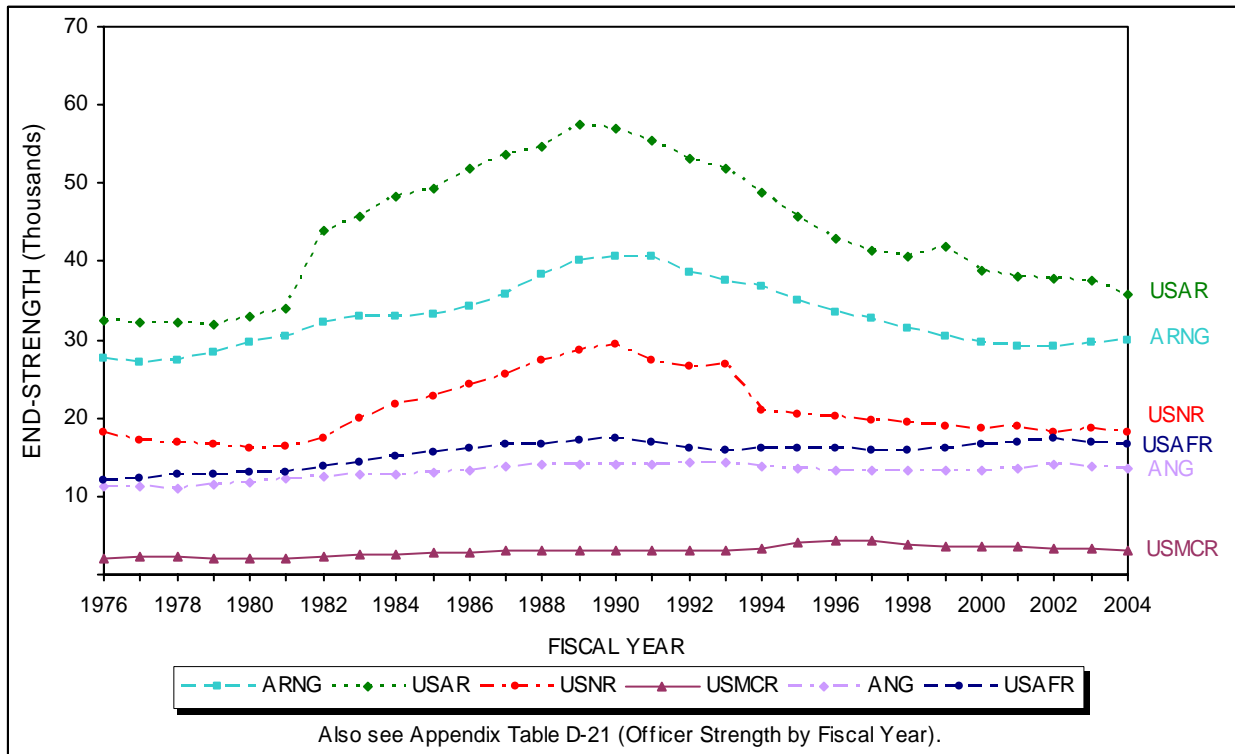
Figure 6.1. Reserve Components officer corps end-strength, FYs 1976–2004.

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 52 percent of Reserve officer accessions and 56 percent of Reserve officer end-strength. The USMCR and ANG account for the smallest proportion of Selected Reserve officer accessions and officer end-strength (6.7 and 8.0 percent, respectively for officer accessions and 2.6 and 11.6 percent, respectively for officer end-strength).

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[1]   Data are for commissioned officers; warrant officers are excluded. A brief look at Reserve Component warrant officers is provided in Appendix Tables C-35 and C-36.

Table 6.1. FY 2004 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
	Reserve Officer Accessions		Reserve Officer Corps End-Strength	
Components	Number	Percent	Number	Percent
Army National Guard	3,091	23.8	29,806	25.5
Army Reserve	3,688	28.4	35,828	30.6
Naval Reserve	2,596	20.0	18,014	15.4
USMC Reserve	877	6.7	3,097	2.6
Air National Guard	1,044	8.0	13,634	11.6
Air Force Reserve	1,710	13.1	16,724	14.3
Total	13,006	100.0	117,103	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of the officer corps as shown in Figure 6.2. The USAFR, USAR and USNR, have the largest proportions of officers aged 40 and older (61, 57, and 55 percent, respectively). The ARNG, USMCR and ANG have smaller proportions of officers 40 or older (37, 51, and 52 percent, respectively). The ARNG, ANG and USAR have the greatest proportions of officers aged 29 and younger (16, 7 and 6, percent, respectively), while the USAFR, USNR and USMCR have the smallest proportion of officers aged 29 and younger (4, 3, and 3 percent, respectively).

Also see Appendix Table C-24 (Selected Reserve Officers by Age and Component).
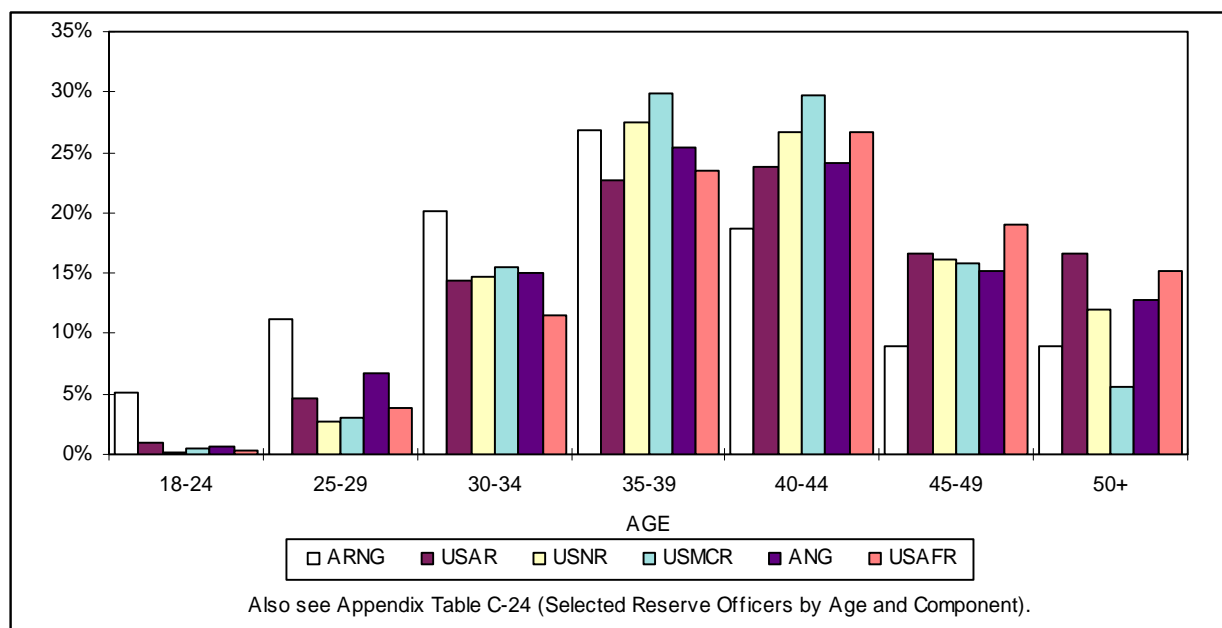
Figure 6.2. Percent of Selected Reserve officer corps by age group, FY 2004.

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

Race and Ethnicity. Tables 6.2 and 6.3 show the FY 2004 Selected Reserve officer accessions and officer corps by race and ethnicity. The proportions of Black officer accessions in the Selected Reserve (9 percent) are almost the same as the proportions in the Active Components (8 percent).

Race	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	Total DoD
Table 6.2. FY 2004 Selected Reserve Officer Accessions and Officer Corps, By Race (Percent)							
SELECTED RESERVE OFFICER ACCESSIONS							
White	83.7	69.7	77.0	84.8	87.9	83.7	78.8
Black	9.3	14.5	6.7	4.8	4.8	7.7	9.4
American Indian & Alaskan Native	0.3	0.4	0.2	0.3	0.6	0.2	0.3
Asian	2.7	2.9	3.7	1.9	1.2	1.5	2.6
Native Hawaiian & Pacific Islander	0.0	0.6	0.2	0.1	0.3	0.4	0.3
Two or more races	0.0	0.0	4.9	0.3	0.8	0.6	1.2
Unknown	4.2	12.0	7.4	7.6	4.5	5.8	7.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
White	86.7	76.2	79.3	86.3	89.8	87.7	82.8
Black	8.3	16.4	4.9	4.3	5.3	6.5	9.5
American Indian & Alaskan Native	0.4	0.4	0.3	0.9	0.5	0.2	0.4
Asian	1.8	2.7	2.4	1.3	1.6	1.2	2.0
Native Hawaiian & Pacific Islander	0.0	0.5	0.1	0.3	0.2	0.1	0.2
Two or more races	0.0	0.0	1.4	0.8	0.4	0.3	0.3
Unknown	2.9	3.9	11.6	6.2	2.3	3.9	4.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Rows may not add to total due to rounding. Also see Appendix Table C-27 (Selected Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Component).							

Table 6.3. FY 2004 Selected Reserve Officer Accessions and Officer Corps, By Ethnicity (Percent)							
Ethnicity	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	Total DoD
SELECTED RESERVE OFFICER ACCESSIONS							
Hispanic	4.6	5.6	5.2	6.0	3.9	3.7	4.9
Not Hispanic	95.4	94.4	94.8	94.0	96.1	96.3	95.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Hispanic	4.8	5.4	3.5	4.6	3.4	3.3	4.4
Not Hispanic	95.2	94.6	96.5	95.4	96.6	96.7	95.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table C-27 (Selected Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Component).							

The Army components of the Selected Reserve have the highest proportion of Black officer accessions (ARNG – 9 percent, USAR – 15 percent). In the remaining components, the proportion of Black officer accessions is approximately 5 to 8 percent. Asian officer accessions are distributed evenly across all components at approximately 1 to 3 percent, respectively. As it pertains to ethnicity, all of the components accessed between 3 and 5 percent Hispanic officers.

Gender. Women comprise 19 percent for both the Selected Reserve officer accessions and the Selected Reserve officer corps, as shown in Table 6.4. The proportion of Selected Reserve female officer accessions is smaller than in the Active Components (19 and 21 percent, respectively). However, the proportion of women in the Selected Reserve officer corps is larger than in the Active Components (19 and 16 percent, respectively), due to higher retention among female officers in the Reserve Components.

Table 6.4. FY 2004 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	14.4	25.4	15.5	5.5	19.1	26.3	19.1
Officer Corps	11.3	24.8	17.0	5.5	15.9	25.3	18.7
Also see Appendix Table C-25 (Select Reserve Officer Accessions and Officers by Gender and Component).							

The impact of force structure and mission diversity is reflected in the distribution of women officers among the Reserve Components. The proportion of women among USMCR officer accessions and officers is just under 6 percent each, while 25 percent each of the USAR officer accessions and officers are female. The USAFR also has a larger percentage of female officer accessions and officers – 26 and 25 percent, respectively. Reasons for this divergence are discussed in the portion of this chapter about the occupational assignment of officers.

Marital Status. In FY 2004, the proportion of Selected Reserve officer accessions and officers who were married was higher than for enlisted members. As in the Active Components, more males were married than females. Table 6.5 shows that the proportion of married male Selected Reserve officers (77 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 (57 percent) is lower than for the comparable married, female, civilian college graduate labor force (61 percent).

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. Forty-one percent of Army Reserve officer accessions were commissioned through the Reserve Officer Training Corps (ROTC). Thirty-six percent of ARNG officer accessions were also commissioned through ROTC.

Table 6.5. FY 2004 Selected Reserve Officers and Enlisted Members who were Married, and in Dual-Service Marriages, by Gender, and Civilians (Percent)								
Gender	Reserve Officer Accessions	Civilians[1]	Reserve Officer Corps	Dual-Service Marriages	Married Civilians[2]	Reserve Enlisted Members	Dual-Service Marriages	Married Civilians[3]
Male	57.8	49.1	76.5	3.0	71.0	50.1	2.2	55.3
Female	48.0	54.1	57.0	21.9	61.2	34.5	21.1	51.8
Total	55.0	51.8	72.6	6.0	66.4	47.4	4.6	53.7

Also see Appendix Tables C-16 (Reserve Enlisted Members by Age, Marital Status, and Gender) and C-26 (Reserve Officers by Gender, Marital Status, and Component).
[1] 21- to 35-Year-Old Civilian College Graduates
[2] Civilian College Graduates in the Work Force
[3] 18- to 49-Year-Old Civilians in the Work Force; Excludes 17-year-olds and those over 49.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 2003 – September 2004.

Table 6.6 shows the sources of commission that each of the Reserve Components most frequently use. The USNR, USAFR and USAR use direct appointment as a source of commission more than the other Components. In fact, the USNR and USAFR use direct appointment as their largest source of commissions. The overwhelming majority of USMCR officer accessions (76 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, and the ANG uses other programs as their main source of commission.[2]

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

Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DOD Total
Service Academy	0.0	3.7	15.8	5.6	5.7	12.2	6.6
ROTC–Scholarship	10.4	16.6	17.4	0.0	5.0	14.3	12.9
ROTC–Non Scholarship	26.0	24.4	2.8	11.1	10.2	17.4	17.5
OCS/OTS/PLC	2.1	4.8	17.3	76.1	6.0	22.5	13.9
ANG AMS/ARNG OCS	42.6	6.0	0.0	0.0	13.9	6.7	13.8
Direct Appointment	14.4	22.3	33.7	0.0	14.9	23.3	20.7
Other[1]	2.6	1.6	6.0	0.0	44.4	3.6	6.3
Unknown	1.8	20.7	7.1	7.3	0.0	0.0	8.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Table 6.6. FY 2004 Source of Commission of Selected Reserve Officer Accessions (Percent)

Columns may not add to total due to rounding.
Also see Appendix Table C-33 (Selected Reserve Officers by Source of Commission and Component).
[1] ANG officers receive their commission from one of the sources listed here. A large portion of ANG officer accessions are listed as "Other," because most of ANG officer accessions are prior service and commission source is not transferred in the personnel data system.

Education. The Reserve Components also tend to vary in the educational attainment levels of its officer accessions (Table 6.7). Overall in FY 2004, 70 percent of Reserve officer accessions were at least college graduates (bachelor and/or advanced degrees). The USMCR and the USAFR had the highest proportions of officer accessions with at least a college degree (94 and 86 percent, respectively). In the other components, the percentage of officer accessions with degrees ranged from 52 percent in the USNR to 73 percent in the Army Reserve. Overall in the Reserve Components, the proportion of officers with at least an undergraduate degree or advanced degree is higher than that of its officer accessions. This difference is most evident, however, in the ANG where 58 percent of accessions and 94 percent of the officer corps have least 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 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 6.8 for Active and Reserve Components. Overall, the largest proportions of officers in the Reserve and Active Components are assigned to tactical operations and health care positions (54 percent, respectively). However, due to assigned missions, the Reserve Components have a smaller proportion than the Active Components in tactical operations (33 and 36 percent, respectively), but a greater proportion of officers in health care (21 and 17 percent, respectively).

Table 6.7. FY 2004 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	31.7	15.9	1.5	5.4	29.5	6.7	16.0
College Graduate (B.A., B.S., etc.)	58.5	56.1	36.1	74.0	42.5	50.0	52.0
Advanced Degree (M.A., Ph.D., etc.)	9.8	16.4	16.0	20.4	15.9	36.1	17.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	12.9	9.3	1.3	0.4	4.1	2.4	7.2
College Graduate (B.A., B.S., etc.)	64.5	50.2	44.9	68.7	64.6	47.1	54.8
Advanced Degree (M.A., Ph.D., etc.)	22.6	38.8	32.7	30.9	29.7	49.7	34.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

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

Table 6.8. FY 2004 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	Active Components*	Reserve Components**
General Officers and Executives	0.4	0.5
Tactical Operations	36.3	32.7
Intelligence	5.2	5.7
Engineering and Maintenance	12.6	10.2
Scientists and Professionals	5.7	7.1
Health Care	17.4	21.0
Administration	6.1	7.4
Supply, Procurement, and Allied Occupations	9.1	9.7
Non-Occupational***	7.3	5.6
Total	100.0	100.0

Columns may not add to total due to rounding.
* Active Components calculations do not include 6 male Army, 1 male Navy, 619 male and 21 female Marine Corps, and 372 male and 23 female Air Force O-6 officers classified as general officers by the Services.
** Reserve Components calculations do not include 719 male and 28 female O-6 officers classified as general or executive officers by the Services (1 male ARNG; 1 male USAR; 316 male, 17 female USMCR; 214 male, 6 female ANG; 187 male, 5 female USAFR).
*** Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-31 (Occupational Area by Component).

Differences in occupational assignment among the Reserve Components are shown in Table 6.9. With the exception of the USAR, the largest proportion of officers in each component is in tactical operations. Among the Reserve components, the ARNG and USMCR have the greatest proportions of officers in tactical operations (44 and 58 percent, respectively). The USAR has the smallest proportion of officers in tactical operations (18 percent).

Many Selected Reserve officers are health care professionals. The USAR and USAFR have the greatest proportion of officers in health care occupations (33 and 25 percent, respectively). Health care comprises the second largest percentage of officers in the USAFR, ANG and USNR (25, 15 and 19 percent, respectively). Relatively few Reserve officers are in intelligence, science and professional, and administrative occupations.

Women and occupational assignments. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.10. Nearly half 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 24 percent in the ARNG to 58 percent in the USAR. Two percent of USAR female officers hold tactical operations positions compared to 11 percent in the ANG. As in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of female officers in Active Components possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and direct ground combat exclusion policies.

Table 6.9. Comparison of FY 2004 Occupational Area Distribution of Officers, by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0**	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	34.4	6.2	13.1	7.0	20.4	7.0	10.4	1.0
Army National Guard	0.6	43.7	3.7	8.6	3.4	10.3	5.8	10.1	13.8
Army Reserve	0.3	17.5	5.1	9.1	11.9	32.8	8.7	13.1	1.5
NAVY									
Active Component	0.4	39.4	4.2	10.1	4.1	20.5	3.3	6.3	11.7
Naval Reserve	0.3	39.5	11.4	10.9	4.2	19.3	6.2	6.5	1.8
MARINE CORPS									
Active Component	0.5	51.3	5.2	8.5	2.8	0.0	6.2	13.5	12.1
USMC Reserve	0.3	57.7	5.9	7.6	6.4	0.0	6.6	14.1	1.4
AIR FORCE									
Active Component	0.4	32.5	4.9	14.9	6.2	16.1	7.2	8.9	9.0
Air National Guard	1.1	37.3	3.1	14.1	4.6	15.4	9.7	5.8	9.0
USAF Reserve	0.5	30.6	7.0	12.0	8.6	24.7	6.8	7.6	2.2
Rows may not add to total due to rounding. * Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administration, 7=Supply, Procurement, and Allied, 8=Non-occupational. ** Reserve Components calculations do not include 747 O-6 officers classified as general or executive officers by the Services (1 ARNG, 1 USAR, 333 USMCR, 220 ANG, and 192 USAFR). Also see Appendix Tables B-37 (Occupational Area by Service and Gender) and C-30 (Occupational Area by Component).									

Minorities and occupational assignments. An overview of the distribution of Selected Reserve officers by race and ethnicity is provided in Tables 6.11 and Table 6.12. More than half of Whites, Hispanics, American Indian/Alaskan Natives, Asian, Native Hawaiian/Pacific Islanders and those of two or more races serve in either tactical operations or health care occupations. The largest proportions of officers who are White, Hispanic, those of two or more races, American Indian/Alaskan Native, and Native Hawaiian/Pacific Islander are in tactical operations (35, 27, 33, 32 and 27 percent, respectively); the largest percentages of Black and Asian officers are in health care occupations (27 and 30 percent, respectively).

As detailed in Appendix Table C-32, there are race and ethnicity differences among the Reserve Components by occupational areas. For example, 59 percent of White officers in the USMCR have occupations in tactical operations, while only 43 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 ARNG, the percent of race/ethnicity groups serving in health care occupations ranges from 10 to 14 percent, compared to the USAFR where the range is 22 to 39 percent.

Table 6.10. FY 2004 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	38.9	5.8	32.7
Intelligence	5.7	6.0	5.7
Engineering and Maintenance	10.8	7.7	10.2
Scientists and Professionals	7.6	4.8	7.1
Health Care	14.8	47.7	21.0
Administration	6.1	12.9	7.4
Supply, Procurement, and Allied Occupations	9.5	10.6	9.7
Non-Occupational**	5.9	4.5	5.6
Total	100.0	100.0	100.0
Columns may not add to total due to rounding.			
* Calculations do not include 698 male and 21 female O-6 officers classified as general or executive officers by the Services.			
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-31 (Occupational Area by Component and Gender).			

Table 6.11. FY 2004 Occupational Areas of Selected Reserve Officer Corps, by Race (Percent)								
Occupational Area	White	Black	AIAN	Asian	NHPI	Two or more races	Unknown	Total
General Officers and Executives*	0.6	0.2	0.0	0.3	0.0	0.0	0.2	0.5
Tactical Operations	35.2	16.6	31.7	22.5	27.4	33.2	26.5	32.7
Intelligence	5.8	3.4	4.9	7.0	7.5	10.5	8.6	5.7
Engineering & Maintenance	10.0	11.9	9.7	12.7	10.5	11.6	10.3	10.2
Scientists and Professionals	7.4	5.2	7.1	6.3	4.5	2.6	6.5	7.1
Health Care	19.8	27.1	18.7	30.2	24.4	18.7	26.1	21.0
Administration	6.8	12.7	9.0	6.1	8.7	9.0	7.4	7.4
Supply, Procurement, and Allied Occupations	9.0	17.1	13.7	7.8	11.0	7.9	8.4	9.7
Non-Occupational**	5.5	5.9	5.3	7.2	6.0	6.6	6.2	5.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Calculations do not include 678 White, 21 Black, 7 American Indian/Native Alaskan, 2 Asian/Pacific Islander, and 2 unknown 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).

Table 6.12. FY 2004 Occupational Areas of Selected Reserve Officer Corps, by Ethnicity (Percent)			
Occupational Area	Hispanic	Not Hispanic	Total
General Officers and Executives*	0.3	0.5	0.5
Tactical Operations	26.8	33.0	32.7
Intelligence	5.6	5.8	5.7
Engineering & Maintenance	10.7	10.2	10.2
Scientists and Professionals	5.9	7.2	7.1
Health Care	23.0	21.0	21.0
Administration	9.0	7.3	7.4
Supply, Procurement, and Allied Occupations	12.0	9.6	9.7
Non-Occupational**	6.8	5.6	5.6
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
*Calculations do not include 9 Hispanic 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).

U. S. COAST GUARD

The U.S. Coast Guard (USCG) is the nation's oldest continuous seagoing service. It traces its history to 1790 with the introduction of the Revenue Cutter Service, whose mission was the enforcement of the first congressional tariff laws enacted under the Constitution. Today's Coast Guard is a combination of five former Federal agencies: the Cutter Service, the Lighthouse Service, the Steamboat Inspection Service, the Bureau of Navigation, and the Lifesaving Service.[1] The multiple missions and responsibilities of today's Coast Guard can be traced back to these initial agencies with nearly a dozen prevention, protection, recovery and response missions.[2]

In March of 2003, USCG jurisdiction changed from the Department of Transportation to the Department of Homeland Security. Though situated in the Department of Transportation, it is at all times an armed force—a full-time military organization with a true peacetime mission. During times of war or at the direction of the President, the USCG functionally transfers to the Department of the Navy. USCG priorities shifted after the September 11th terrorist attacks and funding shifted from its traditional mission to support large-scale port security operations. In fact, During FY 2003, Congress passed the Maritime Transportation Security Act (MTSA). The MTSA was enacted to ensure that American ports, vessels, and facilities each have a plan to protect against terrorist attacks.[3]

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

Characteristics of Active Component Non-Prior Service Applicants

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

In FY 2004, a total of 8,652 individuals without prior military experience applied to serve in the USCG, less than the 10,267 in FY 2003. The distribution of FY 2004 USCG and overall DoD Active Component NPS applicants' race/ethnicity by gender is shown in Table 7.1. Eighty-three percent of the USCG applicants were male (Appendix Table E-2), of whom 73 percent were White, 12 percent Black and over 19 percent were Hispanic. For female applicants, 73 percent were White, 13 percent Black, and 16 percent Hispanic. Additional statistics on applicant characteristics (e.g., age, education levels, and AFQT scores, by gender and race/ethnicity) are

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

[2] In *United States Coast Guard Fiscal Year 2004 Report.* URL: http://www.uscg.mil/CG_2004_html/goals.html #goals

[3] In *United States Coast Guard Fiscal Year 2004 Report.* URL: http://www.uscg.mil/CG_2004_html/message.html

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

contained in Appendix E, Tables E-1 through E-4 for the USCG and Appendix A for the overall DoD.

Table 7.1. Race and Ethnicity by Gender of FY 2004 USCG and DoD Active Component NPS Applicants and Accessions, and Civilians 18–24 Years Old (Percent)						
	Coast Guard[1]			DoD		
Race & Ethnicity	Male	Female	Total	Male	Female	Total
NPS ACTIVE COMPONENT APPLICANTS						
White	73.0	72.5	72.9	68.1	57.6	66.0
Black	11.5	13.2	11.8	14.9	23.9	16.7
American Indian & Alaskan Native	2.7	2.1	2.6	2.1	2.6	2.2
Asian	1.7	1.6	1.7	3.0	3.2	3.1
Native Hawaiian & Pacific Islander	2.6	4.2	2.9	1.6	2.2	1.7
Two or more races	1.4	1.4	1.4	1.3	1.6	1.4
Unknown	7.1	5.1	6.7	9.0	8.8	9.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	19.3	16.4	18.8	13.9	15.5	14.2
Not Hispanic	80.7	83.6	81.2	86.1	84.5	85.8
Total	100.0	100.0	100.0	100.0	100.0	100.0
NPS ACTIVE COMPONENT ACCESSIONS						
White	79.1	80.6	79.4	74.9	64.0	73.1
Black	9.0	10.4	9.3	13.0	22.2	14.5
American Indian & Alaskan Native	2.3	0.7	2.1	1.9	2.5	2.0
Asian	2.2	2.3	2.2	2.8	3.2	2.8
Native Hawaiian & Pacific Islander	1.2	1.2	1.2	1.0	1.3	1.1
Two or more races	1.3	1.7	1.4	1.5	1.7	1.5
Unknown	4.7	3.1	4.4	4.9	5.0	4.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	16.7	11.6	15.8	12.9	14.8	13.2
Not Hispanic	83.3	88.4	84.2	87.2	85.2	86.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

NON-INSTITUTIONALIZED CIVILIANS 18–24 YEARS OLD						
White	Black	AIAN	Asian	NHPI	Two or more races	Unknown
78.5	14.0	1.0	4.1	0.3	2.1	0.0
Hispanic	Not Hispanic		Male		Female	
17.7	82.3		50.4		49.6	

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

Characteristics of Active Component Non-Prior Service Accessions

Of the 8,652 individuals who applied for service in the USCG, a total of 3,270 actually accessed. This number represents a 38-percent accession-to-applicant ratio, the same percentage as in FY 2003 but down from 41 percent in 2002. The distribution of race/ethnicity by gender for FY 2004 Coast Guard and overall DoD Active Component NPS accessions is shown in Table 7.1. Eighty-two percent of USCG NPS accessions were male (Appendix Table E-6). Among men, 79 percent were White, 9 percent Black, 2 percent American Indian/Alaskan Native, 2 percent Asian, 1 percent Native Hawaiian/Pacific Islander and 1 percent of individuals were of two or more races. Seventeen percent of male Coast Guard accessions identified themselves as Hispanic. Among female USCG accessions, 81 percent were White and 10 percent were Black. The percentages of all other racial categories among women were similar to those among men, except for American Indian/Alaskan Native, which comprised less than 1 percent of women. Twelve percent of female accessions identified themselves as Hispanic. Overall, USCG accessions were more likely to be White and male than accessions in 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 2004, 87 percent of USCG NPS accessions fell in the 18 to 24 age range the same percentage for all DoD accessions. Only 43 percent of the comparable civilian population fell into this age range. Age differences are explained, in part, by different age requirements in each Service. The Army and Navy (accounting for 64 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 93 percent of USCG NPS accessions in FY 2004 were regular high school diploma graduates. The USCG accepted 7 percent GED holders this year. For both the USCG and DoD, the overall percentage of accessions with high school credentials, either diplomas or GED certificates, was 100 and 99 percent, respectively, exceeding the comparable civilian group at 80 percent.

Table 7.2. Education Levels and AFQT Categories of FY 2004 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	92.8	92.0	79.7
Tier 2: GED, Alternative Credentials	7.1	7.2	
Tier 3: No Credentials	0.1	0.8	20.3
Total	100.0	100.0	100.0
College Experience (Part of Tier 1)	7.0	7.1	47.7
Columns may not add to total due to rounding. * Civilian numbers/percentages for education combine Tiers 1 and 2; civilian data include GED certificates with high school graduate rates. See Appendix Tables B-6 (NPS Active Component Enlisted Accessions by Education, Service, and Gender) and E-8 (Coast Guard NPS Active Component Enlisted Accessions by Education, Gender, and Race/Ethnicity).			

Characteristics of Active Component Enlisted Force

At the end of FY 2004, the enlisted end-strength of the USCG stood at 31,318, up from 30,948 in FY 2003. The FY 2004 Coast Guard enlisted force was 89 percent male and 11 percent female. Relative to the overall DoD, proportionally the Coast Guard has more male enlisted members (85 and 89 percent, respectively).

Race/Ethnicity. The distribution of race/ethnicity by gender for FY 2004 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 slightly less likely to be White (80 and 79 percent, respectively) and less likely to be Black (13 and 6 percent, respectively) or Hispanic (16 and 9 percent, respectively). Furthermore, compared to the overall DoD enlisted force, members of the USCG are more likely to be White and less likely to be Black (6 percent Black in the USCG vs. 21 percent Black in the DoD). Also, while DoD's Asian/Pacific Islander population more resembles the percentage in the civilian comparison group (4 and 5 percent respectively), the Coast Guard Asian/Pacific Islanders are under-represented at 0 percent. A slightly greater proportion of the USCG enlisted force identified themselves as belonging to two or more races than the civilian comparison group (3.2 and 1.6 percent respectively).

Table 7.3. Race/Ethnicity by Gender of FY 2004 USCG and DoD Active Component Enlisted Members and Civilians 18–44 Years Old (Percent)						
	Coast Guard			DoD		
Race & Ethnicity	Male	Female	Total	Male	Female	Total
ACTIVE COMPONENT ENLISTED MEMBERS						
White	79.9	75.1	79.4	69.3	54.2	67.1
Black	5.5	10.1	6.0	18.4	32.9	20.6
American Indian & Alaskan Native	2.3	1.6	2.2	1.3	1.8	1.4
Asian	0.1	0.0	0.1	3.4	3.3	3.4
Native Hawaiian & Pacific Islander	0.0	0.1	0.0	0.3	0.4	0.3
Two or more races	3.0	5.0	3.2	0.5	0.8	0.6
Unknown	9.2	8.2	9.1	6.7	6.8	6.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	8.6	8.0	8.5	9.8	10.2	9.8
Not Hispanic	91.4	92.1	91.5	90.2	89.8	90.2
Total	100.	100.0	100.0	100.0	100.0	100.0

CIVILIANS 18–44 YEARS OLD						
White	Black	AIAN	Asian	NHPI	Two or more races	Unknown
80.1	12.6	0.8	4.6	0.3	1.6	NA
Hispanic		Not Hispanic		Male		Female
16.4		83.6		54.3		45.8

Columns may not add to total due to rounding.
Also see Appendix Tables B-24 (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. Though the USCG enlisted force tends to be older than the overall DoD enlisted force, it is considerably younger than the comparable civilian group. In DoD, nearly half (49 percent) of the force was 24 years or younger compared to 40 percent in the USCG (Table 7.4). Thirty-six percent of the USCG enlisted force was 30 years of age or older as compared to 31 percent of the overall DoD, and 75 percent of the civilian group.

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 Tables 7.5, 7.6 and 7.7. The USCG is unique in that there are no combat restrictions for women. However, women were still under-represented in the infantry, gun crews, and seamanship specialties compared to men in the USCG (10 and 20 percent, respectively). Restructuring of the Coast Guard's aviation rating from late FY 1997 through FY 1999 with additional reclassification occurring in FYs 2000 and 2002 led to some changes in occupational area distributions. 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. In FY 2000 there was a decrease in infantry, gun crews, and seamanship with increases in electrical/mechanical equipment repair and electronic equipment repair. Then, in FY 2002 there was an increase in electrical/mechanical equipment repair with a corresponding decrease in electronic equipment repair as the USCG moved jobs into the appropriate occupational code to reflect updated job requirements.

Table 7.4. Age of FY 2004 USCG and DoD Active Component Enlisted Members and Civilians (Percent)			
Age	Coast Guard	DoD	Civilian Labor Force 17 and Older
17–19	4.5	9.5	4.0
20–24	35.2	39.0	10.2
25–29	24.4	20.6	10.7
30–34	14.2	12.8	11.2
35–39	10.8	10.8	11.8
40–44	7.8	5.7	12.9
45–49	2.5	1.4	12.6
50+	0.5	0.2	26.7
Unknown	0.0	0.0	0.0
Total	100.0	100.0	100.0
Columns may not add to total due to rounding. *Less than one-tenth of one percent. Also see Appendix Tables B-22 (Active Component Enlisted Members by Age Group, Service, and Gender) and E-14 (Coast Guard Active Component Enlisted Members by Age Group and Gender).			

Table 7.5. Occupational Areas of FY 2004 USCG and DoD Active Component Enlisted Personnel by Race (Percent)									
Occupational Codes and Areas	Coast Guard								DoD Total
	White	Black	AIAN	Asian	NHPI	Two or More	Unknown	Total	
0 Infantry, Gun Crews, and Seamanship Specialists	21.2	5.7	17.1	17.6	9.1	12.1	13.7	19.2	17.1
1 Electronic Equipment Repairers	6.8	5.1	6.3	17.6	0.0	7.7	5.4	6.6	8.8
2 Communications and Intelligence Specialists	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.4
3 Medical and Dental Specialists	2.1	4.2	2.5	0.0	0.0	3.6	2.9	2.4	6.8
4 Other Allied Specialists	6.7	3.7	8.8	11.8	9.1	5.8	4.2	6.3	2.9
5 Functional Support and Administration	12.2	35.1	12.4	23.5	54.5	17.6	15.2	14.1	15.9
6 Electrical/Mechanical Equipment Repairers	21.6	20.9	24.1	11.8	18.2	23.3	22.3	21.7	20.7
7 Craftsmen	14.5	7.9	11.2	5.9	9.1	10.3	13.2	13.8	3.7
8 Service and Supply Handlers	1.4	0.4	1.2	0.0	0.0	0.9	0.6	1.3	9.2
9 Non-Occupational*	13.4	17.1	16.5	11.8	0.0	18.8	22.5	14.7	5.6
Total	100.0	100.0	100.0	100.0	0.0	0.0	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-28 (Active Component Enlisted Members by Occupational Area, Service, and Gender) and E-16 (Coast Guard Active Component Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).

Table 7.6. Occupational Areas of FY 2004 USCG and DoD Active Component Enlisted Personnel by Ethnicity (Percent)			
Occupational Codes and Areas	Coast Guard		DoD
	Hispanic	Not Hispanic	
0 Infantry, Gun Crews, and Seamanship Specialists	13.9	19.7	17.1
1 Electronic Equipment Repairers	4.3	6.8	8.8
2 Communications and Intelligence Specialists	0.0	0.0	9.4
3 Medical and Dental Specialists	3.0	2.3	6.8
4 Other Allied Specialists	4.0	6.5	2.9
5 Functional Support and Administration	16.0	13.9	15.9
6 Electrical/Mechanical Equipment Repairers	22.3	21.7	20.7
7 Craftsmen	13.5	13.8	3.7
8 Service and Supply Handlers	0.5	1.3	9.2
9 Non-Occupational*	22.6	14.0	5.6
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-28 (Active Component Enlisted Members by Occupational Area, Service, and Gender) and E-16 (Coast Guard Active Component Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).

Table 7.7. Occupational Areas of FY 2004 USCG and DoD Active Component Enlisted Personnel by Gender (Percent)		Coast Guard			DoD Total
Occupational Codes and Areas		Male	Female	USCG Total	DoD Total
0	Infantry, Gun Crews, and Seamanship Specialists	20.4	9.7	19.2	17.1
1	Electronic Equipment Repairers	7.1	2.4	6.6	8.8
2	Communications and Intelligence Specialists	0.0	0.0	0.0	9.4
3	Medical and Dental Specialists	2.0	5.7	2.4	6.8
4	Other Allied Specialists	6.2	7.0	6.3	2.9
5	Functional Support and Administration	11.6	34.3	14.1	15.9
6	Electrical/Mechanical Equipment Repairers	22.6	14.4	21.7	20.7
7	Craftsmen	15.0	3.4	13.8	3.7
8	Service and Supply Handlers	1.4	0.2	1.3	9.2
9	Non-Occupational*	13.7	22.9	14.7	5.6
Total		100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-28 (Active Component Enlisted Members by Occupational Area, Service, and Gender) and E-16 (Coast Guard Active Component Enlisted Members by Occupational Area, Gender, and Race/Ethnicity).

Historically, all new USCG enlisted members were directly assigned to field units before attending specialty training in the A-schools where the introductory job-specific training courses are taught. Presently, an effort is being made to assign more recruits directly to A-schools in critical specialties. Approximately 15 percent of USCG recruits go directly to advanced training after basic training. A USCG member is admitted to any A-school for which he or she is qualified based on the individual's ASVAB scores.[5] 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 (15 and 6 percent, respectively).

Characteristics of Active Component Officers

The USCG uses a variety of officer commissioning programs. These include programs for civilians and active USCG enlisted members and warrant officers to become commissioned officers. In FY 2004, the USCG commissioned a total of 584 new officers, up from 542 in FY 2003. The USCG commissioned officer corps stood at 6,183 at the end of FY 2004, up from FY 2003 when the end-strength stood at 5,987.

Source of Commission. The USCG relies on the U. S. Coast Guard Academy for much of its officer accessions. As shown in Table 7.8 it gets nearly three quarters (70 percent) of its new officers from the USCG Academy and from Officer Candidate School. This is compared to 40 percent for DoD officer accessions.

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

Table 7.8. FY 2004 USCG and DoD Active Component Officer Accessions and Officer Corps by Source of Commission (Percent)				
	Officer Accessions		Officer Corps	
Source of Commission	Coast Guard	DoD	Coast Guard	DoD
Academy	35.5	17.9	6.3	17.7
ROTC – Scholarship	0.0	19.0	0.0	23.1
ROTC – No Scholarship	0.0	17.0	0.0	15.9
OCS/OTS	34.8	20.9	7.3	22.0
Direct Appointment	12.7	14.8	10.9	13.4
Other	0.2	2.3	0.0	2.8
Unknown	17.0	8.2	75.5	5.2
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables B-39 (Active Component Officer Accessions and Officer Corps by Source of Commission, Service, and Gender), B-40 (Active Component Officer Corps by Source of Commission, Service, and Gender), and E-20 (Coast Guard Active Component Officer Accessions and Officer Corps by Source of Commission, Gender, and Race/Ethnicity)				

Race/Ethnicity and Gender. The USCG percentage of Whites was slightly higher than the overall DoD rate for the officer corps (85 and 82 percent, respectively), as shown in Table 7.9. Members of the USCG's officer corps were also slightly more likely to be male than were DoD officers (85 and 84 percent, respectively). These percentages, however, are reversed for officer accessions (78 and 84 percent respectively).

Table 7.9. Race, Ethnicity and Gender of FY 2004 USCG and DoD Active Component Officer Accessions and Officer Corps (Percent)				
	Officer Accessions		Officer Corps	
Race, Ethnicity & Gender	Coast Guard[1]	DoD	Coast Guard[1]	DoD
White	81.7	76.7	84.5	81.7
Black	5.7	8.6	4.8	8.6
American Indian & Alaskan Native	0.7	0.5	1.2	0.4
Asian	0.2	4.0	0.3	2.8
Native Hawaiian & Pacific Islander	0.0	0.2	0.1	0.1
Two or more races	5.1	1.4	3.9	0.5
Unknown	6.7	8.6	5.4	5.9
Total	100.0	100.0	100.0	100.0
Hispanic	6.9	5.0	5.1	4.7
Not Hispanic	93.2	95.0	94.9	95.3
Total	100.0	100.0	100.0	100.0
Male	78.1	84.0	85.1	84.0
Female	21.9	16.0	14.9	16.0
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. [1] See Appendix Tables B-31 (Active Component Officer Accessions and Officer Corps by Gender and Service), B-33 (Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service), and E-18 (Coast Guard Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Gender).				

Representation Within Occupations. Black officers were under-represented in tactical operations and Black, Asian, Hispanic and American Indian/Native Alaskan officers were under-represented in engineering and maintenance. Compared to the overall DoD, the USCG officer corps comprised, proportionally, fewer supply and procurement, scientist and professional and health care officers. 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 (Table 7.10).

Table 7.10. Occupational Areas of FY 2004 USCG and DoD Active Component Officer Personnel by Race (Percent)									
	Coast Guard								DoD Total
Occupational Area	White	Black	AIAN	Asian	NHPI	Two or More	Unknown	Total	DoD Total
General Officers and Executives	0.7	0.7	0.0	0.0	0.0	0.0	0.0	0.6	0.4
Tactical Operations	27.8	20.1	29.7	18.8	0.0	22.2	23.9	27.0	36.3
Intelligence	0.4	0.0	0.0	0.0	0.0	0.4	0.9	0.4	5.2
Engineering and Maintenance	13.4	8.5	8.1	6.3	33.3	8.8	6.6	12.6	12.6
Scientists and Professionals	1.6	1.4	0.0	6.3	0.0	1.7	0.9	1.6	5.7
Health Care	0.2	1.4	0.0	0.0	0.0	0.0	0.0	0.2	17.4
Administration	4.7	3.1	6.8	12.5	0.0	3.3	4.2	4.6	6.1
Supply, Procurement, & Allied Occupations	0.3	0.7	1.4	0.0	0.0	0.8	0.6	0.3	9.1
Non-Occupational	51.0	64.3	54.1	56.3	66.7	62.8	62.8	52.7	7.3
Total	100.0	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-19 (Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity).									

Because the USCG does not have any combat restrictions, nearly the same proportion of USCG female and male officers were in tactical operations (24 and 28 percent, respectively). Women were under-represented in engineering and maintenance, and over-represented in the non-occupational area (Table 7.11).

Table 7.11. Occupational Areas of FY 2004 USCG and DoD Active Component Officer Personnel by Ethnicity and Gender (Percent)						
	Coast Guard					DoD Total
Occupational Area	Hispanic	Not Hispanic	Male	Female	Total	
General Officers and Executives	0.0	0.6	0.6	0.3	0.6	0.4
Tactical Operations	21.9	27.3	27.5	24.1	27.0	36.3
Intelligence	0.6	0.4	0.4	0.3	0.4	5.2
Engineering and Maintenance	6.0	12.9	13.5	7.2	12.6	12.6
Scientists and Professionals	1.0	1.6	1.3	3.3	1.6	5.7
Health Care	0.0	0.3	0.2	0.3	0.2	17.4
Administration	3.5	4.7	4.6	4.7	4.6	6.1
Supply, Procurement, and Allied Occupations	0.6	0.3	0.4	0.2	0.3	9.1
Non-Occupational	66.4	52.0	51.5	59.7	52.7	7.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables B-37 (Active Component Officer Corps by Occupational Area and Service) and E-19 (Coast Guard Active Component Officer Corps by Occupational Area, Gender, and Race/Ethnicity).

Warrant Officers

In FY 2004, the USCG accessed a total of 228 new warrant officers; the warrant officer end-strength was 1,505. 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 7.12. As in previous years, USCG warrant officers were generally more likely to be White compared to their DoD counterparts.

Table 7.12. FY 2004 USCG and DoD Active Component Warrant Officer Accessions and Officer Corps by Race/Ethnicity and Gender (Percent)				
	Warrant Officer Accessions		Warrant Officer Corps	
Race, Ethnicity & Gender	Coast Guard	DoD	Coast Guard	DoD
White	85.1	62.4	85.0	72.0
Black	3.5	17.1	7.0	16.7
American Indian & Alaskan Native	2.2	0.7	1.4	0.6
Asian	0.4	3.0	0.1	1.7
Native Hawaiian & Pacific Islander	0.0	0.1	0.0	*
Two or more races	1.3	0.1	1.7	0.1
Unknown	7.5	16.6	4.7	8.8
Total	100.0	100.0	100.0	100.0
Hispanic	6.1	7.2	4.1	5.9
Not Hispanic	93.9	92.8	95.9	94.1
Total	100.0	100.0	100.0	100.0
Male	94.7	90.0	93.8	93.0
Female	5.3	10.0	6.2	7.1
Total	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-43 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service with Civilian Comparison Groups), B-44 (Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups), and E-21 (Coast Guard Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Gender).				

Characteristics of USCG Reserve Enlisted Accessions

In FY 2004, the USCG Reserve accessed a total of 2,027 new enlisted personnel up from 2,007 in FY 2003. Of these, 264 (13 percent) had no prior military experience, and 1,763 (87 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 7.13. In FY 2004, 84 percent of USCG Reserve NPS enlisted accessions were male and 16 percent were female (Appendix E, Table E-23), slightly more male than the overall DoD Reserve Components enlisted accessions at 78 percent (Table C-3).

Race	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
Table 7.13. Race by Gender of FY 2004 USCG and DoD Reserve Component Enlisted Accessions and Civilians (Percent)						
NON-PRIOR SERVICE						
White	75.7	76.2	75.8	79.6	68.1	77.0
Black	6.8	7.1	6.8	11.2	22.0	13.6
AIAN	1.8	0.0	1.5	0.6	0.9	0.7
Asian	0.0	0.0	0.0	2.9	3.1	3.0
NHPI	0.0	0.0	0.0	0.6	1.0	0.7
Two or more races	0.5	2.4	0.8	0.7	1.0	0.7
Unknown	15.3	14.3	15.2	4.5	3.8	4.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
PRIOR SERVICE						
White	80.4	74.1	79.5	72.2	56.7	69.4
Black	5.2	6.7	5.5	17.3	32.4	20.0
AIAN	1.3	2.5	1.5	0.8	1.3	0.9
Asian	*	*	*	2.4	2.4	2.4
NHPI	*	*	*	0.3	0.4	0.4
Two or more races	*	*	*	1.3	1.3	1.3
Unknown	12.9	15.7	13.3	5.8	5.6	5.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL ACCESSIONS						
White	79.8	74.4	79.0	75.4	62.4	72.8
Black	5.4	6.7	5.6	14.6	27.2	17.1
AIAN	1.4	2.0	1.5	0.7	1.1	0.8
Asian	*	*	*	2.6	2.7	2.6
NHPI	*	*	*	0.4	0.7	0.5
Two or more races	0.1	1.3	0.3	1.0	1.1	1.1
Unknown	13.2	15.5	13.6	5.2	4.7	5.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

18-49 YR OLD CIVILIAN LABOR FORCE									
White	Black	AIAN	Asian	NHPI	Two or more	Unknown	Total	Male	Female
80.6	12.4	0.8	4.5	0.3	1.5	0.0	100.0	53.9	46.1

Columns may not add to total due to rounding.
*Less than one tenth of one percent.
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-23 (NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender), and E-25 (Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender).

Table 7.14. Ethnicity by Gender of FY 2004 USCG and DoD Reserve Component Enlisted Accessions (Percent)						
	Coast Guard			DoD		
Ethnicity	Male	Female	Total	Male	Female	Total
NON-PRIOR SERVICE						
Hispanic	10.4	11.9	10.6	8.0	10.1	8.4
Not Hispanic	89.6	88.1	89.4	92.0	89.9	91.6
Total	100.0	100.0	100.0	100.0	100.0	100.0
PRIOR SERVICE						
Hispanic	9.8	11.0	10.0	9.8	9.4	9.7
Not Hispanic	90.2	89.0	90.0	90.2	90.6	90.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL ACCESSIONS						
Hispanic	9.9	11.1	10.1	9.0	9.7	9.1
Not Hispanic	90.1	88.9	89.9	91.0	90.3	90.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
18-49 YR OLD CIVILIAN LABOR FORCE						
Hispanic		Not Hispanic		Male		Female
15.3		84.7		53.9		46.1

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-23 (NPS Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender), and E-25 (Prior Service Coast Guard Reserve Enlisted Accessions by Race/Ethnicity and Gender).

Characteristics of Reserve Component Enlisted Force

At the end of FY 2004, the USCG Reserve enlisted force stood at 6,798. The race and ethnicity by gender distribution of these enlisted members is presented in Table 7.15.

Race/Ethnicity and Gender. Overall, USCG Reserve enlisted members were more likely to be White than either the overall DoD or the comparable civilian group. USCG Reserve enlisted members were also slightly less likely to be female than were their DoD counterparts— 14 and 17 percent, respectively (See Appendix tables C-17 and E-27 for more information). USCG Reserve Black enlisted members were substantially under-represented at 5 percent compared to 12 percent in the 18-49 year old civilian labor force. Hispanic members, while at a level comparable to the overall DoD percentage (8 percent and 9 percent respectively), are under-represented compared to 15 percent in the civilian labor force. Asians members are also under-represented at a tenth of one percent compared to nearly 5 percent of the civilian labor force.

Table 7.15. Race and Ethnicity by Gender of FY 2004 USCG and DoD Reserve Component Enlisted Members and Civilian Labor Force 18–49 Years Old (Percent)						
Race and Ethnicity	Coast Guard			DoD		
	Male	Female	Total	Male	Female	Total
RESERVE ENLISTED MEMBERS						
White	83.3	77.1	82.4	76.2	61.3	73.6
Black	4.5	7.8	5.0	14.9	29.1	17.3
American Indian & Native Alaskan	1.3	1.7	1.3	0.7	1.0	0.7
Asian	0.1	0.1	0.1	2.3	2.4	2.3
Native Hawaiian & Pacific Islander	*	0.0	*	0.3	0.4	0.4
Two or more	3.0	4.7	3.3	0.4	0.5	0.4
Unknown	7.8	8.7	8.0	5.2	5.3	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	7.9	8.8	8.0	9.1	9.4	9.2
Not Hispanic	92.2	91.2	92.0	90.9	90.6	90.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

CIVILIAN LABOR FORCE 18–49 YEARS OLD						
White	Black	AIAN	Asian	NHPI	Two or more	Unknown
80.6	12.4	0.8	4.5	0.3	1.5	0.0
Not Hispanic		Hispanic		Male		Female
15.3		84.7		53.9		46.1

Columns may not add to total due to rounding.

*Less than one-tenth of one percent.

Also see Appendix Tables C-17 (Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender) and E-27 (Coast Guard Reserve Enlisted Members by Race/Ethnicity and Gender).

Age. In general, USCG Reserve enlisted members tended to be older than the DoD comparison group. Thirty percent of USCG Reserve enlisted members were 40 years of age or older, while only 24 percent of the DoD Reserve comparison group fell into this category, but 52 percent of the civilian comparison group was 40 or older (Table 7.16). 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 (87 and 56 percent prior service accessions in FY 2004, 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 7.16. Age of FY 2004 USCG and DoD Reserve Component Enlisted Members and Civilians (Percent)			
Age	Coast Guard	DoD	Civilian Labor Force 17 years old and older
17–19	3.9	7.8	4.0
20–24	18.9	24.2	10.2
25–29	18.8	15.8	10.7
30–34	15.6	13.7	11.2
35–39	13.3	14.3	11.8
40–44	11.4	11.8	12.9
45–49	7.1	6.3	12.6
50+	11.0	6.3	26.7
Unknown	0.0	0.0	0.0
Total	100.0	100.0	100.0

*Less than one-tenth of one percent.
Columns may not add to total due to rounding.
Also see Appendix Tables C-15 (Selected Reserve Enlisted Members by Age Group, Component, and Gender) and E-26 (Coast Guard Reserve Enlisted Members by Age Group and Gender).

Characteristics of Reserve Component Officers

In FY 2004, the USCG Reserve accessed a total of 235 new officers and the overall Reserve officer corps end-strength stood at 1,028. Accessions were stable, and the corps was up slightly from FY 2003 (240 accessions and 996 end-strength). Just as with enlisted accessions, USCG Reserve officer accessions were more likely to be White than their peers in the DoD Reserve Components. Likewise, members of the overall USCG Reserve officer corps, were more likely to be White than were their DoD Reserve counterparts, as shown in Table 7.17. Black officer accessions were represented at a noticeably lower rate compared to the DoD reserve officer accessions, but Hispanic officer accession were higher compared to DOD. Women, however, were found at slightly higher percentage compared to DoD accessions—23 compared to 19 percent. The distribution of women and Hispanics in the USCG Reserve officer corps was very similar to DoD Reserve officers. There appears to be a slight under-representation of other racial groups. However, the fact that nearly 9 percent of all officer accessions and 5 percent of the officer corps are uncategorized means it is difficult to make definitive conclusions about the over- or under-representation of these groups.

Table 7.17. Race, Ethnicity and Gender of FY 2004 USCG and DoD Reserve Component Officer Accessions and Officer Corps (Percent)				
Race, Ethnicity and Gender	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
White	85.1	78.8	87.1	82.8
Black	5.5	9.4	4.1	9.5
American Indian & Native Alaskan	0.0	0.3	0.6	0.4
Asian	0.0	2.6	0.0	2.0
Native Hawaiian & Pacific Islander	0.0	0.3	0.1	0.2
Two or more	0.9	1.2	3.6	0.3
Unknown	8.5	7.5	4.6	4.7
Total	100.0	100.0	100.0	100.0
Hispanic	7.2	4.9	4.3	4.4
Not Hispanic	92.8	95.1	95.7	95.6
Total	100.0	100.0	100.0	100.0
Male	77.0	80.9	82.5	81.3
Female	23.0	19.1	17.5	18.7
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-25 (Selected Reserve Officer Accessions and Officers by Gender), C-27 (Selected Reserve Officer Accessions and Officers by Race/Ethnicity), and E-29 (Coast Guard Reserve Officer Accessions and Officer Corps by Race/Ethnicity and Gender).

Source of Commission. Table 7.18 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 new USCG Reserve officer accessions was OCS/OTS. Direct appointment is noted as the main source of commissioning for the USCG Reserve officer corps.

Table 7.18. FY 2004 USCG and DoD Reserve Component Officer Accessions and Officer Corps by Source of Commission (Percent)				
Source of Commission	Reserve Officer Accessions		Reserve Officer Corps	
	Coast Guard	DoD	Coast Guard	DoD
Academy	2.1	6.6	6.3	5.5
ROTC – Scholarship	0.0	12.9	0.0	11.8
ROTC – No Scholarship	0.0	17.5	0.0	20.4
OCS/OTS	44.7	13.9	22.0	10.7
ANG AMS/ARNG OCS	0.0	13.8	0.0	17.1
Direct Appointment	14.5	20.7	65.6	29.2
Other	0.9	6.3	0.0	2.7
Unknown	37.9	8.2	6.1	2.6
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables C-33 (Selected Reserve Officer Accessions by Source of Commission), C-34 (Selected Reserve Officers by Source of Commission), and E-30 (Coast Guard Reserve Officer Accessions and Officers by Source of Commission).

Most of the remainder of new officer accessions or officer corps members were commissioned via the Coast Guard Academy. "Other" sources, such as officers trained in one military Service, but accessed or serving in another Service, accounts for a small percentage (nearly 1 percent) of USCG Reserve officer accessions. The Coast Guard Reserve does not have an ROTC program.

Reserve Component Warrant Officers

In FY 2004, the USCG Reserve accessed a total of 40 new warrant officers; their end-strength was 185. The number of USCG Reserve warrant officer accessions was down from 55 in FY 2003; end-strength remained virtually the same—186 in FY 2003. 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 7.19).

Table 7.19. FY 2004 USCG and DoD Reserve Component Warrant Officer Accessions and Officer Corps by Race, Ethnicity and Gender (Percent)				
Race, Ethnicity and Gender	Reserve Warrant Officer Accessions		Reserve Warrant Officer Corps	
	USCG	DoD	USCG	DoD
White	95.0	82.5	92.4	88.4
Black	2.5	6.8	3.8	6.9
American Indian & Native Alaskan	0.0	0.9	0.5	0.5
Asian	0.0	1.7	0.0	1.0
Native Hawaiian & Pacific Islander	0.0	0.0	0.5	0.1
Two or more	0.0	0.6	1.1	0.1
Unknown	2.5	7.5	1.6	3.1
Total	100.0	100.0	100.0	100.0
Hispanic	2.5	6.0	2.7	4.2
Not Hispanic	97.5	94.1	97.3	95.8
Total	100.0	100.0	100.0	100.0
Male	95.0	88.9	91.4	91.5
Female	5.0	11.1	8.6	8.5
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables C-35 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component), C-36 (Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component), and E-31 (Coast Guard Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Gender).				

Conclusion

While the Coast Guard's organizational positioning is unique—part of one cabinet level department during peace (Homeland Security) and another during war or under Presidential direction (Navy)—its contributions to national defense have been significant over the years since the USCG's creation. The USCG represents the oldest continuous seagoing service in this country and has fought in almost every war since implementation of the U.S. Constitution to include battles with pirates, the War of 1812, the Mexican War, the Seminole Indian uprising,

the Spanish-American War, both world wars, Korea, Vietnam[6], and the Persian Gulf War, where the USCG was the only Armed Force with the ship search capabilities necessary to make the embargo of seagoing goods a success.

On a daily basis numerous Coast Guard personnel are protecting our nation's ports, shores, and waters. On a daily average the Coast Guard responds to 19 oil and hazardous chemical spills, conducts almost 300 safety and law enforcement vessel boardings, seizes illegal drugs worth nearly 11 million dollars, conducts 106 search and rescue cases, assists 136 people in distress, saves 11 lives, and enforces 103 security zones.[7]

The Coast Guard has always held a key role in ensuring our nation's maritime homeland security. However, the pace of security activities in and around our ports has increased tremendously since September 11th. Operation Noble Eagle, launched after the attacks of September 11, 2002, is the Coast Guard's largest homeland port security operation since World War II.[8] With such varied missions, roles, and responsibilities, the U.S. Coast Guard truly is a full-time military organization with a genuine peacetime mission.

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

[7] U.S. Coast Guard Average Day Factoids. URL: http://www.uscg.mil/CG_2004_html/day.html

[8] U.S. Coast Guard Homeland Security. URL: http://www.uscg.mil/hq/g-cp/comrel/factfile/Factcards/Homeland.htm.