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PROJECT ONE HUNDRED THOUSAND.
CHARACTERISTICS AND PERFORMANCE OF
'NEW STANDARDS' MEN

Assistant Secretary of Defense (Manpower and
Reserve Affairs)
Washington, D. C.

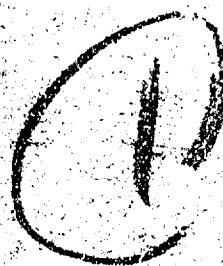
December 1969

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DEPARTMENT OF DEFENSE - ASSISTANT SECRETARY OF DEFENSE
(Manpower and Reserve Affairs)

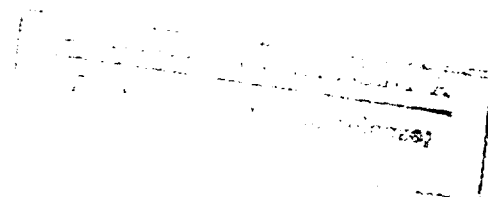
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INTRODUCTION

This report provides information on the progress achieved during the first three years of Project One Hundred Thousand.

In October 1966 the Department of Defense revised the entrance standards for military service and began accepting men who would have been disqualified in the past because of failure to meet the mental standards and for physical defects which are easily correctable. This report identifies them as "New Standards" men.

We were convinced that a very high proportion of these men would qualify as fully satisfactory servicemen when exposed to the modern instructional techniques used in the Armed Forces. As a by-product, their service would prepare them for more productive lives when they returned to civilian life. The revision in entrance standards is also resulting in a more equitable sharing of the opportunities and obligations for military service among the Nation's youth.

Mental standards were lowered -- not eliminated. At the present time volunteers and draftees who score as low as the 10th percentile on the Armed Forces Qualification Test (AFQT) are acceptable. Non-high school graduates who score between the 10th and 30th percentile on the AFQT must also pass supplementary aptitude tests. The current mental and educational standards produce a disqualification rate of about 10 $\frac{1}{2}$ % for mental reasons. This means that about 200,000 young men of each group coming of military age still cannot meet the current mental standards for military service.

New Standards men are not "mentally retarded" as the term is generally used in the educational and psychological professions. Current mental standards are considerably higher than they were in World War II, and are slightly higher than the standards which were in effect during the 1931 - 1938 period. In other words, the Military Services have had previous experience in training and utilizing men who score low on our entrance tests. Over the years there have been improvements in training methods and assignment procedures which have helped improve our success rate with men accepted under Project One Hundred Thousand.

While entrance standards have been revised, performance standards have not been lowered. New Standards men must meet the same criteria as other men for graduating training courses, for advancement and for retention in service. They are not singled out or stigmatized in any manner. After completion of basic training they are trained in a military skill through formal courses or by on-the-job training. There are provisions at all stages of training for giving them extra help during training, if they need assistance. Some New Standards men receive remedial literacy training to help prepare them for their military training courses.

The goal for the first year was 40,000 New Standards men and about 100,000 men in each of the next 2 years. Project One Hundred Thousand derived its name from this annual goal. We actually accepted 246,000 New Standards men during the first 3 years of the program. The quotas are now set as a percentage of the total input of men for the enlisted ranks. As force levels are reduced, and fewer men enter service, the number of New Standards men accepted will also decrease.

The results of Project One Hundred Thousand are being monitored in detail by a data file on the characteristics and performance of New Standards men and by supplementary reports. This reporting system is used as the source for the statistical tables in this booklet. The subjects covered in this report are:

- Progress in Meeting Accession Goals
- Basic Training
- Entry-Level Skill Training
- Assignments
- Grade Level
- Supervisory Evaluations
- Offenses During Service
- Educational Upgrading
- Attrition From Active Service
- Medically Remedials

The "Highlights" section at the beginning of the report summarizes and analyzes the data which are contained in the statistical tables.

HIGHLIGHTS

SECTION A - PROGRESS IN MEETING ACCESSION GOALS, OCTOBER 1966 -
SEPTEMBER 1969

1. DURING THE FIRST 3 YEARS OF PROJECT ONE HUNDRED THOUSAND WE ACCEPTED 246,000 NEW STANDARDS MEN.
 - 92% came in as a result of lowered mental standards.
 - The remaining 8% were Medically Remedials -- men with correctable physical defects.
2. QUOTAS FOR ACCEPTING NEW STANDARDS MEN WERE ACHIEVED.
 - 3-year goal 235,000
 - Achieved 246,000
3. NEW STANDARDS MEN WERE 11% OF TOTAL NEW INPUT FOR THE ENLISTED RANKS.
4. THE PROGRAM BROADENED THE OPPORTUNITIES FOR VOLUNTARY ENLISTMENT, THEREBY REDUCING DRAFT CALLS.
 - 53% of the New Standards men were volunteers.
 - Of the 130,000 New Standards men who were volunteers, 63,000 entered the Army and Marine Corps. These two Services were users of the draft during this period. The additional volunteers made available under Project One Hundred Thousand resulted in lowered draft calls.
5. 19,000 OF THE NEW STANDARDS MEN WERE MEDICALLY REMEDIAL MEN.
 - 83% of the Medically Remedials were overweight and underweight cases.
 - 17% required surgery.
6. INPUT OF MENTAL GROUP IV's HAS BEEN 24% OF NEW ACCESSIONS DURING PROJECT ONE HUNDRED THOUSAND, COMPARED TO 17% IN FY 1966.
 - Group IV's are men who score between the 10th and 30th percentile on the AFQT. New Standards men score in the lower segment (10-20) of the Group IV range.

- The goal has been to accept 22% of new accessions as Group IV's. We accepted 24%.

7. FUTURE INPUT OF NEW STANDARDS MEN WILL DROP IF TOTAL ACCESSIONS ARE REDUCED.

Starting with the third year of the program, quotas for New Standards men (Mental and Medically Remedial) were established as a percentage of total new accessions. This means that if we take fewer men into service we will be accepting fewer New Standards men in absolute numbers.

Current quotas require 11% of accessions to be New Mental Standards men -- 12% for Army and Marine Corps and 9% for Navy and Air Force.

The quota for Medically Remedials is 1.5% of volunteer accessions -- 1% for Army and Marine Corps, and 2% for Navy and Air Force.

SECTIONS B THROUGH J PERTAIN TO

NEW MENTAL STANDARDS MEN

SECTION B - CHARACTERISTICS OF NEW STANDARDS MEN

The following is a profile of New Standards men accepted by revised mental standards during the period October 1966 - June 1969, compared to all other men (Control Group).

	<u>New Standards Men</u>	<u>Control Group</u>
1. AGE		
Average years	20.3	20.2
2. RACE		
% who were non-White	41.2%	9.1%
3. EDUCATION		
% high school graduates	45.2%	76.4%
Number school grades completed (avg.)	10.6	11.9
% who failed or repeated school grades	47.0%	NA
4. ACADEMIC ABILITY		
Reading, median grade	6.3	10.9
% reading below 4th grade	13.3%	1.1%
Arithmetic, median grade	6.3	NA
5. ARMED FORCES QUALIFICATION TEST		
Median percentile score	13.6	56.8
6. PRE-SERVICE CIVIL COURT CONVICTIONS		
Percent with convictions	9.2%	NA

	<u>New Standards Men</u>	<u>Control Group</u>
7. HOME GEOGRAPHIC AREA		
Northeast	17.0%	20.9%
North Central	21.6%	33.9%
South	49.3%	27.7%
West	<u>12.1%</u>	<u>17.5%</u>
Total	100.0%	100.0%

NA - Not Available

SECTION C - BASIC TRAINING

1. 94.6% OF THE NEW STANDARDS MEN GRADUATED BASIC TRAINING, COMPARED TO 97.5% FOR THE CONTROL GROUP.
2. THE GRADUATION RATES FOR NEW STANDARDS MEN VARY CONSIDERABLY BY SERVICE:

Army	96.3%
Navy	91.4%
Air Force	90.8%
Marine Corps	<u>88.9%</u>
DoD	94.6%

3. THE GRADUATION RATE FOR NEW STANDARDS MEN DECREASED IN THE THIRD YEAR OF THE PROGRAM:

1st Year	96.0%
2nd Year	95.6%
3rd Year	<u>92.7%</u>

4. THOSE WHO FAIL BASIC TRAINING ARE SEPARATED FROM SERVICE.

The causes for New Standards men failing to complete basic training are:

Unfit/Unsuitable	2.1%
Medical	2.1%
Misconduct	0.2%
Hardship, Dependency, Etc.	<u>1.0%</u>
Total	5.4%

SECTION D - ENTRY LEVEL SKILL TRAINING

1. AFTER GRADUATING BASIC TRAINING, NEW STANDARDS MEN RECEIVE SKILL TRAINING BY ATTENDING A FORMAL COURSE OR BY ON-THE-JOB TRAINING (OJT).

- In the Army and Marine Corps they all receive formal skill training.
- In the Air Force 70% receive formal training and 30% are given OJT.
- In the Navy nearly all New Standards men are trained by OJT methods.

The data in this section covers experience in formal skill training.

2. THE ATTRITION RATE OF NEW STANDARDS MEN IN SKILL COURSES IS 10%, COMPARED TO 4% FOR CONTROL GROUP MEN ATTENDING THE SAME COURSES.

- The attrition rate includes academic failures, illness, and other administrative reasons.
- Men who fail a skill course are rarely discharged. They are usually reassigned to other courses or to on-the-job training more suited to their aptitudes.

3. NEW STANDARDS MEN ARE MORE SUCCESSFUL IN COURSES WHICH STRESS PRACTICAL WORK AND DO NOT REQUIRE SIGNIFICANT READING AND MATHEMATICAL ABILITIES.

- They experience very low attrition in combat courses and in the simpler technical skills -- e.g., cook, field lineman, driver, supply clerk, auto mechanic.
- They have a high failure rate in complex courses, such as electronics maintenance.
- Overall attrition rates are low because most New Standards men attend the simpler courses.

SECTION E - ASSIGNMENTS

1. FOR DOD, 37% OF THE NEW MENTAL STANDARDS MEN AND 23% OF THE CONTROL GROUP MEN ARE ASSIGNED TO COMBAT TYPE SKILLS.

The remaining 63% of the New Standards men are assigned to skills which have direct or related counterparts in the civilian economy.

2. THE ASSIGNMENT PATTERN VARIES BY MILITARY SERVICE BECAUSE EACH SERVICE HAS A DISTINCT OCCUPATIONAL MIX.

	<u>% of New Standards Men In Combat Skills</u>
Army	41%
Navy	33%
Air Force	None
Marine Corps	<u>56%</u>
DOD	37%

3. THE MOST COMMON ASSIGNMENTS FOR NEW STANDARDS MEN ARE:

- Infantry and Artillery
- Food Service
- Supply
- Administration
- Equipment Repair (automotive, aircraft and ships)
- Wire Communications
- Seamanship
- Combat Engineering
- Military Police

4. MOST NEW STANDARDS MEN ARE ASSIGNED TO OCCUPATIONS WHICH ARE CONSIDERED "SOFT-SKILL" AREAS IN THE MILITARY SERVICES.

However, most of these skills are marketable in the civilian economy and pay well. For example, they can become automotive mechanics, construction workers, telephone lineman, truck drivers, policemen, cooks, and skilled workers in many other civilian occupations.

SECTION F - GRADE LEVEL

Men enter service in pay grade E-1. Grade E-9 is the highest enlisted grade.

1. NEW STANDARDS MEN ARE MAKING SATISFACTORY PROMOTION PROGRESS.

This is the picture for those who had 22-24 months service:

Percent E-4 And E-5

New Standards Men	55%
Control Group	65%

2. THE PROMOTION PROGRESS VARIES CONSIDERABLY BY MILITARY SERVICE.

- Percent in grades E-4 and E-5 after 22-24 months service:

	<u>New Standards Men</u>	<u>Control Group</u>
Army	73%	85%
Navy	6%	54%
Air Force	10%	18%
Marine Corps	<u>51%</u>	<u>58%</u>
DoD	55%	65%

- Navy shows the biggest difference in promotion rate of New Standards men compared to Control Group men. In part, this disparity exists because most Navy New Standards men receive on-the-job training instead of attending a formal course, thereby taking longer to qualify for promotion. Another relevant factor is the requirement to pass competitive Navy-wide written tests to qualify for advancement to grade E-4 and above.

SECTION G - SUPERVISORY EVALUATIONS

ABOUT 90% OF THE NEW STANDARDS MEN RECEIVE RATINGS THAT RANGE FROM EXCELLENT TO GOOD.

- Each Service has its own rating terminology. The following table provides a rough comparison of supervisory ratings by Service:

	<u>New Standards Men</u>	<u>Control Group</u>
<u>Army</u>		
Good and Excellent	98%	99%
Unsatisfactory and Fair	2%	1%
<u>Navy</u>		
Effective, Highly Effective, Extremely Effective	92%	97%
Inadequate and Adequate	8%	3%
<u>Air Force</u>		
5-9 (highest 5 levels)	93%	98%
0-4 (lowest 5 levels)	7%	2%
<u>Marine Corps</u>		
Good, Excellent, Outstanding	92%	96%
Unsatisfactory, Poor, Fair	8%	4%

- In using this data, we should recognize that many supervisors are lenient in rating their subordinates. The gap between the job performance of New Standards men and Control Group men is probably greater than is reflected in the above ratings. We should also keep in mind that the New Standards men were performing the simpler jobs in each Military Service. Accepting the limitations of supervisory ratings as a criterion, it is still noteworthy that only a small percentage of the New Standards men who are on duty receive the lower ratings.

SECTION H - OFFENSES IN SERVICE

1. NEW STANDARDS MEN MUST MEET THE SAME MORAL STANDARDS AS OTHER MEN FOR ENTRY INTO SERVICE.

The entry standards eliminate felons and young men who have a serious pattern of delinquent behavior. Only 9% of the New Standards men have any civil court convictions prior to entering service.

2. THE OFFENSE RATE FOR NEW STANDARDS MEN IS MODERATE.

During 22-24 months service 13% received non-judicial punishment and 3% were court-martialed.

3. NEW STANDARDS MEN HAVE A HIGHER INCIDENCE OF NON-JUDICIAL PUNISHMENT THAN THE CONTROL GROUP.

Incidence After 22-24 Months Service

	<u>New Standards Men</u>	<u>Control Group Men</u>
Army	15.0%	9.1%
Navy	9.7%	3.5%
Air Force	4.2%	1.5%
Marine Corps	<u>23.8%</u>	<u>18.2%</u>
DoD	13.4%	8.2%

- Non-judicial punishment is meted out by a commanding officer for minor offenses such as: traffic violations, missing bed check, violating curfew, lateness and other unauthorized absences. The punishment usually consists of extra duty or loss of privileges.

4. NEW STANDARDS MEN HAVE A HIGHER INCIDENCE OF COURT-MARTIAL CONVICTIONS THAN THE CONTROL GROUP.

Incidence After 22-24 Months Service

	<u>New Standards Men</u>	<u>Control Group Men</u>
Army	3.7%	1.5%
Navy	0.5%	0.3%
Air Force	0.6%	--
Marine Corps	<u>5.3%</u>	<u>4.7%</u>
DoD	3.0%*	1.4%

* Annual rate is 1.5%.

- Court-martial convictions are for such serious offenses as AWOL, desertion, striking a superior, robbery, etc. Punishment usually involves confinement in a stockade or disciplinary barracks.

5. THE DISCIPLINARY RATES VARY WIDELY BY SERVICE FOR NEW STANDARDS MEN AND ALSO FOR CONTROL GROUP MEN.

- Marine Corps has the highest rate, and Army the next highest. The Navy and Air Force have the lowest disciplinary rates.
- The Navy and Air Force disciplinary rates are lower because:
 - a. They are in a position to be more selective in their enlistments. These Services recruit a higher proportion of high school graduates than Army and Marine Corps. Studies show that high school graduation is even more significant than AFQT score in predicting disciplinary rates.
 - b. The Navy and Air Force have a greater tendency to separate men early in service for unsuitability.
 - c. Navy and Air Force have less Vietnam-generated personnel turbulence than Army and Marine Corps.

SECTION I - EDUCATIONAL UPGRADING

1. THE ARMY, NAVY AND AIR FORCE PROVIDE REMEDIAL READING INSTRUCTION FOR SOME NEW STANDARDS MEN.

- The purpose is to provide the minimum reading skills they will need during their military service.
- At the present time the percentage of New Standards men who receive remedial literacy training is: Army, 20%; Navy, 15%; and Air Force, 36%.
- The Army operates the largest remedial reading program -- about 10,000 men a year. The Navy gives reading training to about 1,400 men a year, and the Air Force 3,000 men a year.

2. GOOD RESULTS ARE BEING ACHIEVED IN THE REMEDIAL READING PROGRAMS.

- 80% or more complete the course and improve their reading ability.
- Grade level gains are between 1.7 and 2.0 for those who complete the course.
- Most men enter at the bottom of the 4th grade in reading ability and are improved to about the 6th grade level.

3. 6% OF ARMY NEW STANDARDS MEN SEPARATING FROM SERVICE RECEIVE TRANSITION TRAINING.

- The 6% includes education (1%) or vocational training (5%).
- Factors that have limited the participation rate are: early releases of Vietnam returnees; non-availability of Transition training at some bases; lack of interest in or qualification for the training that is available at a particular post.

SECTION J - ATTRITION FROM SERVICE AND REENLISTMENT

1. ATTRITION RATES MEASURE THE "STAYING POWER" OF MEN DURING THEIR INITIAL TERMS OF OBLIGATED SERVICE.

- Some of the losses result from the man's performance -- e.g., separations for unsuitability, unfitness and misconduct.
- Other losses occur because of battle deaths, wounds, injuries and medical defects which existed prior to service.

2. ATTRITION RATES FOR NEW STANDARDS MEN ARE MODERATE, BUT EXCEED CONTROL GROUP LOSSES.

12% are lost after 22-24 months service, compared to 7% for the control group.

3. ATTRITION RATES VARY CONSIDERABLY BY SERVICE.

Attrition For 22-24 Month Service Period

	<u>New Standards Men</u>	<u>Control Group</u>
Army	9.1%	5.6%
Navy	16.3%	6.0%
Air Force	19.5%	7.5%
Marine Corps	19.6%	11.8%
DoD	12.2%	6.6%

The DoD attrition rate is a weighted composite of the experience of all four Military Services. Army takes about 65% of all the New Standards men and also has the lowest loss rate. The Navy, Air Force and Marine Corps have higher loss rates, mostly because they separate a higher proportion during the first 2 months of recruit training.

4. LESS THAN HALF OF THE NEW STANDARDS MEN'S ATTRITION IS THE RESULT OF UNSUITABILITY, UNFITNESS OR MISCONDUCT.

Attrition Causes - DoD Total

Unsatisfactory Performance or Behavior.....	46%
Medical.....	32%
Death.....	11%
Other (Hardship, Dependency, etc.).....	11%
Total Attrition.....	100%

5. NEGRO NEW STANDARDS MEN HAVE LESS ATTRITION THAN WHITE NEW STANDARDS MEN.

This difference occurs in all Services.

Attrition Rate by Race
22-24 Months Service

	<u>White</u>	<u>Negro</u>	<u>Total</u>
Army	10.6%	7.2%	9.1%
Navy	17.8%	11.2%	16.3%
Air Force	22.1%	15.1%	19.5%
Marine Corps	22.6%	16.0%	19.6%
DoD	14.1%	9.4%	12.2%

6. 6% OF THE ARMY NEW STANDARDS MEN WHO ENTER SIGN UP FOR ANOTHER TOUR OF SERVICE.

The official reenlistment rate was 25%; however, reenlistment rates are computed on the basis of those who are considered "eligible" to reenlist. Army reenlistment standards are more stringent than standards for initial enlistment or induction. The key criterion that disqualifies many New Standards men is the requirement that they pass 3 aptitude tests. Two-thirds of the Army New Standards men do not meet this reenlistment eligibility criterion. An additional number are ineligible for reenlistment because they were separated for unsuitability, misconduct or medical reasons.

SECTION K - MEDICALLY REMEDIAL NEW STANDARDS MEN

1. MEDICALLY REMEDIALS ARE VERY SIMILAR TO THE CONTROL GROUP IN TERMS OF RACE, EDUCATION, AFQT TEST SCORES AND GEOGRAPHIC ORIGIN.

For example:

	<u>New Standards</u>		<u>Control Group</u>
	<u>Mental</u>	<u>Medical</u>	
Percent Caucasian	59%	90%	91%
Percent High School Graduates	45%	70%	76%
Average AFQT Percentile Score	14	58	57

2. THE OCCUPATIONAL ASSIGNMENT PATTERN OF MEDICALLY REMEDIALS IS FAIRLY CLOSE TO THE CONTROL GROUP EXPERIENCE.

Their assignment pattern varies by Service. For DoD as a whole, they are less likely to be assigned to combat skills than the Control Group.

3. THE PROMOTION RATE OF THE MEDICALLY REMEDIALS IS SATISFACTORY.

They are being promoted faster than the New Mental Standards men, but in most Services they are lagging behind the Control Group.

Percent in Grades E-4 and Above After 22-24 Months Service

	<u>New Standards</u>		<u>Control Group</u>
	<u>Mental</u>	<u>Medical</u>	
Army	73%	75%	85%
Navy	6%	35%	54%
Air Force	10%	24%	18%
Marine Corps	51%	56%	58%

4. THE DISCIPLINARY RECORD OF MEDICALLY REMEDIALS IS VERY GOOD.

For DoD as a whole, they have a lower incidence of non-judicial punishment and court-martial convictions than the Control Group. In Army, they have a slightly higher disciplinary rate than Control Group men.

5. ATTRITION FROM SERVICE AMONG MEDICALLY REMEDIALS IS MODERATE.

- They have about the same loss rate as New Mental Standards men. They have a higher loss rate for medical reasons and a lower loss rate for unsatisfactory performance and behavior.
- The Medically Remedials do have a higher loss rate than the Control Group, primarily because of separations for medical reasons.
- The loss rate of the Medically Remedials can be expected to drop as the Services acquire more experience in the selection and treatment of these men.

SUMMARY

Project One Hundred Thousand has been in operation for more than three years. During this period we have been meeting the numerical goals we established for accepting men who would have been previously rejected for service. In so doing, we have been meeting two key objectives of Project One Hundred Thousand:

- The number of voluntary enlistments has been increased, thereby reducing reliance on the draft.
- The equality of the draft has been improved by qualifying men who can perform successfully in a variety of military jobs.

Project One Hundred Thousand also has as an objective the improvement of the competence of disadvantaged youth. This important social goal is being performed as a by-product of military service. It is too early to evaluate the impact of military service on these men. During 1970 we will begin receiving information on the employment status, earnings and continuing education and training of Project One Hundred Thousand men who have left service. In 1971 we plan to compare Project One Hundred Thousand veterans with a control group of men who did not serve in the military. In the meantime, we know that during military service, most of these men are receiving training in civilian-related skills and many are being upgraded educationally. Perhaps even more important are the less tangible benefits of improved work habits and a new sense of confidence in their ability to be effective in the adult world of work.

As could be expected, the men brought in under reduced mental standards do not perform as well as a cross section of men with higher test scores and educational abilities. This is true on all measures -- training attrition, promotions, supervisory ratings, disciplinary record, and attrition from service. The differences are not large and we feel they are acceptable when balanced against the military and social goals of the program.

The characteristics and performance of the Medically Remedial men are very comparable to those of a cross section of servicemen. These men are all volunteers. Their medical conditions would normally bar them from being subject to the draft. Some are receiving corrective surgery, but most of the Medically Remedials are weight cases -- men who are grossly overweight or seriously underweight. For many men these metabolic conditions are a serious physical and psychological drag in the civilian world. They are becoming effective soldiers and have a brighter future as a result of the rigorous physical conditioning and controlled diet they receive in service.

Although Project One Hundred Thousand has been successful, it is most important that the numbers we accept be in balance with the numbers and types of jobs these men are capable of filling. For this reason, the quotas for Project One Hundred Thousand are now set as a percentage of total input of men for the enlisted ranks. Instead of a fixed goal of 100,000 per year, the number of New Standards men accepted annually will fluctuate. We expect New Standards accessions in Fiscal Year 1970 will be lower than in the previous year.

SECTION A - Progress in Meeting Accession Goals

Source: Report of Chargeable Enlistments and Inductions
by Service, Mental Category and Education --
DD-M(M)942.

Period Covered: October 1, 1966, to September 30, 1969.

Description: This section contains the following information:

Tables A-1 and A-2 - The number of New Standards
men accepted compared to quotas.

Table A-3 - New Standards men as a proportion of
total input.

Tables A-4 and A-5 - Procurement source for New
Standards men -- enlistees vs.
inductees.

Table A-6 - Mental Group IV accessions compared
to quota.

Table A-7 - Medically Remedials accepted, by
type of condition.

Table A-8 - Description of current quota system
for New Standards men and Group IV's.

TABLE A-1

New Standards Accessions - By Service
36 Months - October 1, 1966-September 30, 1969

Service	Quota	Achieved			Number Over Quota
		Total	Mental	Medically Remedials	
Army	152,658	162,342	156,846	5,496	9,684
Navy	30,961	31,811	24,971	6,840	850
Air Force	25,048	25,175	20,665	4,510	127
Marine Corps	26,291	26,712	24,707	2,005	421
DoD	234,958	246,040	227,139	18,851	11,082
% Mental & Medical		100.0%	92.3%	7.7%	

COMMENT:

At the end of 36 months we accepted 246,040 New Standards men. 92% of this group were accepted on the basis of reduced mental standards, and the remaining 8% were Medically Remedial men.

The quota for the 3-year period was exceeded by more than 11,000, with most of the overage occurring in Army. The next chart compares quota and achieved for each of the 3 years.

TABLE A-2

New Standards Accessions Compared to Quota - DoD

Time Period	Quota	Achieved	Over or Under
First Year - 10/66 - 9/67	40,000	49,252	+ 9,252
Second Year - 10/67 - 9/68	100,000	91,415	- 8,585
Third Year - 10/68 - 9/69	94,958	105,373	+10,415
TOTAL	234,958	246,040	+11,082

COMMENT:

The target for the first year was 40,000 New Standards men and approximately 100,000 each year thereafter. Project One Hundred Thousand derived its name from this goal. Starting with the third year of the program, the quotas were expressed in terms of a percentage of total accessions rather than a fixed annual goal of 100,000 per year. Table A-8 describes the percentage quotas which were put into effect starting October 1968. The third year goal of 94,958 was derived by the application of these percentage quotas. The input of New Standards men in future years will vary, depending on the size of the total input of new men into service. Current objectives require that New Standards men constitute 11% of the total new accessions for the enlisted ranks. The percentage quota varies by Service.

During the first year of the program we exceeded our goal by more than 9,000 men. This first year's overage was applied toward meeting the second year's goal. By the end of the third year the cumulative quota had been exceeded by more than 11,000.

TABLE A-3

New Standards Men As a Percentage of
Total Enlisted Non-Prior Service Accessions - DoD

Time Period	Total	Army	Navy	Air Force	Marine Corps
<u>First Year - Oct 66-Sep 67</u>					
Total Accessions	702,986	445,710	94,958	93,063	69,255
New Standards Accessions	49,252	38,135	3,696	3,949	3,472
%	7.0%	8.6%	3.9%	4.2%	5.0%
<u>Second Year - Oct 67-Sep 68</u>					
Total Accessions	816,983	511,079	120,735	94,428	90,741
New Standards Accessions	91,415	58,850	12,883	9,786	9,896
%	11.2%	11.5%	10.7%	10.4%	10.9%
<u>Third Year - Oct 68-Sep 69</u>					
Total Accessions	789,955	456,759	136,009	103,166	94,021
New Standards Accessions	105,373	65,357	15,232	11,440	13,344
%	13.3%	14.3%	11.2%	11.1%	14.2%
<u>36 Months - Total</u>					
Total Accessions	2,309,924	1,413,548	351,702	290,657	254,017
New Standards Accessions	246,040	162,342	31,811	25,175	26,712
%	10.7%	11.5%	9.0%	8.7%	10.5%

TABLE A-4

Procurement Source For New Standards Men - By Service
36 Months - October 1, 1966-September 30, 1969

Service	Total N/S Men	Procurement Source	
		Enlistees	Inductees ^{a/}
Army	162,342	48,805	113,537
Navy	31,811	31,811	--
Air Force	25,175	25,175	--
Marine Corps	26,712	24,188	2,524
DoD	246,040	129,979	116,061
Percent	100.0%	52.8%	47.2%

^{a/} Selective Service draftees.

COMMENT:

For DoD as a whole, more than half (53%) of the New Standards men have been volunteers. The Navy and Air Force have not used the draft during this time period for any of their enlisted manpower needs; therefore, all of their New Standards men were volunteers.

The lowering of mental standards and the Medically Remedial Enlistment Program have had the effect of lowering draft calls for the Army and the Marine Corps. It is probable that the Navy and the Air Force would have been able to meet their recruitment quotas during the past 3 years without any lowering of entrance standards.

TABLE A-5

Trend in Procurement Source For New Standards Men

Time Period	Enlistment	Induction ^{a/}	Total
<u>First Year</u> (Oct 66-Sep 67) - Number %	16,637 33.8%	32,615 66.2%	49,252 100.0%
<u>Second Year</u> (Oct 67-Sep 68) - Number %	53,447 58.5%	37,968 41.5%	91,415 100.0%
<u>Third Year</u> (Oct 68-Sep 69) - Number %	59,895 56.8%	45,478 43.2%	105,373 100.0%
<u>Total</u> (36 Months) - Number %	129,979 52.8%	116,061 47.2%	246,040 100.0%

^{a/} Selective Service draftees.

COMMENT:

This table shows the trend in the proportion of New Standards men accepted by voluntary enlistment. In the first year 33.8% were volunteers. This percentage rose to 58.5% in the second year and declined slightly to 56.8% in the third year. The number of voluntary enlistments for Project One Hundred Thousand continued to grow in the third year of the program.

TABLE A-6

Mental Group IV's^{a/} As a Percent Of
Total Non-Prior Service Enlisted Accessions

Time Period	Army	Navy	Air Force	Marine Corps	DoD
FY 1966 - Before Proj 100,000	23.4%	5.7%	6.6%	13.5%	16.6%
Proj 100,000 Period -- 10/66-9/69	27.5%	17.4%	17.0%	23.1%	24.2%
<u>By Year During Proj 100,000</u>					
<u>First Year - 10/66-9/67</u>					
Quota	25.9%	15.0%	15.0%	18.0%	22.3%
Achieved	27.5%	15.0%	15.5%	20.7%	23.6%
<u>Second Year - 10/67-9/68</u>					
Quota	24.5%	17.0%	17.0%	21.0%	22.2%
Achieved	27.8%	17.4%	17.2%	21.9%	24.3%
<u>Third Year - 10/68-9/69</u>					
Quota	24.0%	18.0%	18.0%	24.0%	22.1%
Achieved	27.2%	19.1%	18.2%	26.7%	24.5%

^{a/} Group IV's are men who score between the 10th - 30th percentile on the Armed Forces Qualification Test. Also included in the Group IV figures are men who fail to pass the minimum mental standards but are accepted on the basis of a review by the test psychologist (Administrative Acceptees). The following AFQT groupings are used for administrative purposes:

<u>Group</u>	<u>Percentile Score</u>	
I	93 - 100	Above Average Group
II	65 - 92	Above Average Group
III	31 - 64	Average Group
IV	10 - 30	Below Average Group
V	0 - 9	Ineligible For Service

COMMENT:

Group IV's are those men who score between the 10th and 30th percentile on the Armed Forces Qualification Test (AFQT). New Standards Mental men are low-scoring Group IV's -- primarily, men who score AFQT 10-15 and those who score in the AFQT 16-20 range but do poorly on the verbal and arithmetic portions of the test.

During the first 3 years of Project One Hundred Thousand, 24.2% of new enlisted accessions were Group IV's, compared to 16.6% in the fiscal year before Project One Hundred Thousand began. Mental Group IV quotas were established during Project One Hundred Thousand to assure that the Military Services use a normal share of the Group IV's in the national manpower pool -- about 22%.

We have been meeting our quotas for accepting a specified portion of Group IV men.

Table A-8 displays the current Group IV quotas and the quotas for New Standards men (lower Group IV's).

TABLE A-7

Number of Medically Remedials Accepted
By Physical Condition

February 1, 1967 - September 30, 1969

Condition	Number Accepted	% of Total
1. Overweight	11,804	62.6%
2. Underweight	3,840	20.4
3. Hernia of the Abdominal Cavity	1,293	6.9
4. Undescended Testicle, Unilateral	910	4.8
5. Pilonidal Cyst or Sinus	396	2.1
6. Undescended Testicle and Inguinal Hernia, Same Side	180	1.0
7. Hydrocele	158	0.8
8. Hydrocele and Inguinal Hernia, Same Side	134	0.7
9. Varicocele	70	0.4
10. Hemorrhoids	22	0.1
11. Orthopedic Fixture at Site of Old Fracture	17	0.1
12. Deviated Nasal Septum	11	0.1
13. Hyperdactylia (Hands or Feet)	9	*
14. External Otitis	5	*
15. Simple Goiter	2	*
Total	18,851	100.0%

* Less than 0.05%.

COMMENT:

The Medically Remedial portion of Project One Hundred Thousand was initiated in February 1967, and was operated on a trial basis the first 8 months. The program was then expanded by adding to the original list of remedial conditions and by more intensive recruiting. The program is limited to men who volunteer and have a specific physical defect that can be corrected by minor surgery at military medical facilities or by physical conditioning during basic training. After treatment, and convalescence, if necessary, the man meets the regular physical standards and begins normal training.

The first 6 conditions account for nearly 98% of the input. The overweight and underweight cases account for 83% of the men accepted.

TABLE A-8

Current Service Quotas
For Group IV's and New Standards Men

A. Mental

Quotas as a Percent of Total Enlisted Accessions

	<u>Group IV's</u>	<u>New Standards Mental Men</u>	
		<u>Total</u>	<u>AFQT 10-15</u>
Army	24.0%	12.0%	6.0%
Navy	18.0%	9.0%	4.5%
Air Force	18.0%	9.0%	4.5%
Marine Corps	<u>24.0%</u>	<u>12.0%</u>	<u>6.0%</u>
DoD	22.1%	11.0%	5.5%

For example, 24% of the new men accepted by the Army must be Group IV's. Half of the Group IV's must be New Standards men (12.0%). Half of the New Standards men (6.0%) must score in the AFQT 10-15 range. Separate quotas are established for Medically Remedials.

B. Medically Remedials

Quotas as a Percent of Those Who Enlist For Service
 (No Quota Applied to Draftees)

Army	1.0%
Navy	2.0%
Air Force	2.0%
Marine Corps	<u>1.0%</u>
DoD	1.5%

For example, 1.0% of those who enlist in the Army are required to be Medically Remedial personnel. The quota is not applied to Army draftees because the Medically Remedial portion of Project One Hundred Thousand is restricted to men who volunteer for remediation of their physical conditions.

COMMENT:

The quotas displayed in Table A have been in effect since October 1, 1968. During the first 2 years of Project One Hundred Thousand the quotas were expressed in terms of numerical goals. A shift was made to percentage quotas so that the yield of New Standards men would fluctuate upward and downward as the total input of servicemen changed from year to year. This means that if the size of the Armed Forces is reduced in the future -- accompanied by reduced inputs -- we will be accepting fewer New Standards men. The percentage quota method is designed to keep the input of New Standards men in balance with the number of jobs which they are capable of performing.

The quotas for New Standards Mental men vary by Service, in recognition of the different occupational mix in each Service. On the whole, the Navy and Air Force have a higher proportion of complex jobs than the Army and Marine Corps. The Service variation in Medically Remedial quotas is based on the differences in Service ability to recruit men who wish to volunteer for medical remediation.

SECTION B - Characteristics of New Standards Men (Mental)*

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3). The individual tables indicate when other data sources were used for some of the control group data.

Coverage: New Mental Standards men who entered service October 1, 1966 - June 30, 1969. Data are collected for all New Standards men.

Control Group - Men selected by each Service as representative of accessions under previous mental standards. The control group therefore includes men with above average, average and slightly below average scores on the Armed Forces Qualification Test.

Description: This section contains the following information:

Table B-1 - Home Geographic Area

Table B-2 - Race

Table B-3 - Age

Tables B-4 to B-7 - Education

Tables B-8 to B-11 - Reading and Arithmetic
Computation Ability

Table B-12 - Scores on the Armed Forces Qualification
Test

Table B-13 - Civil Court Convictions

Table B-14 - Income (Pre-Service)

* Section K describes the characteristics of the Medically Remedials.

TABLE B-1

Home Geographic Area

Geographic Area ^{1/}	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
<u>Total United States</u>	100.0%	100.0%	100.0%	100.0%	100.0%
<u>Northeast</u>	19.5	13.9	2.9	17.0	20.9
New England	4.5	1.3	0.6	3.2	5.0
Middle Atlantic	15.0	12.6	2.3	13.8	15.9
<u>North Central</u>	25.4	16.1	7.4	21.6	33.9
East North Central	18.7	13.8	2.5	16.6	23.5
West North Central	6.7	2.3	4.9	5.0	10.4
<u>South</u>	39.5	65.4	15.6	49.3	27.7
South Atlantic	17.4	33.5	5.1	23.7	12.5
East South Central	10.7	14.7	1.8	11.9	6.4
West South Central	11.4	17.2	8.7	13.7	8.8
<u>West</u>	15.6	4.6	74.1	12.1	17.5
Mountain	4.0	0.6	20.6	2.9	4.3
Pacific	11.6	4.0	53.5	9.2	13.2

^{1/} The states within each geographic area are as follows:

New England: Conn., Maine, Mass., N. H., R. I., Vt.

Middle Atlantic: N. J., N. Y., Pa.

East North Central: Ill., Ind., Mich., Ohio, Wisc.

West North Central: Iowa, Kan., Minn., Mo., Neb., N. D., S. D.

South Atlantic: Del., Fla., Ga., Md., N. C., S. C., Va., D. C.,
W. Va., P. R.

East South Central: Ala., Ky., Miss., Tenn.

West South Central: Ark., La., Okla., Tex.

Mountain: Ariz., Colo., Idaho, Mont., Nev., N. M., Utah, Wyo.

Pacific: Alaska, Calif., Hawaii, Oregon, Wash.

TABLE B-2

Racial Distribution by Service - Percent

Service	New Standards Men				% Non-Caucasian in Control Group ^{a/}
	Caucasian	Non-Caucasian			
		Negro	Other	Total	
Army	57.8%	40.7%	1.5%	42.2%	10.1%
Navy	69.2	28.9	1.9	30.8	4.9
Air Force	56.4	42.3	1.3	43.6	8.8
Marine Corps	57.3	41.1	1.6	42.7	9.9
DoD	58.8%	39.7%	1.5%	41.2%	9.1%

^{a/} Based upon numbers shown in AFES Qualitative Distribution Report for accessions during Oct 66 - Jun 69, less New Standards men.

TABLE B-3

Average Age - Years

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	20.7	21.0	21.2	20.8	20.7
Navy	19.4	19.6	20.2	19.5	19.7
Air Force	19.2	19.2	19.7	19.2	19.2
Marine Corps	18.8	19.3	19.8	19.0	19.0
DoD	20.3	20.2	20.9	20.3	20.2

TABLE B-4

High School Graduates - Percent

Service	New Standards Men				Control Group ^{a/}
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	30.1%	59.1%	51.6%	42.1%	72.2%
Navy	45.3	65.8	68.4	51.8	86.8
Air Force	63.3	78.5	78.0	69.9	97.2
Marine Corps	24.3	50.8	51.5	35.6	60.6
DoD	34.8%	60.7%	55.3%	45.2%	76.4%

^{a/} Based upon numbers shown in AFES Qualitative Distribution Report for accessions during Oct 66 - Jun 69, less New Standards men.

TABLE B-5

Average Number of School Grades Completed

Service	New Standards Men				Control Group
	Caucasian	Non-Caucasian		Total	
		Negro	Other		
Army	10.0	11.2	11.0	10.5	11.8
Navy	10.5	11.3	11.2	10.8	12.2
Air Force	11.2	11.8	11.8	11.5	12.5
Marine Corps	10.0	11.1	10.9	10.5	11.4
DoD	10.2	11.3	11.0	10.6	11.9

TABLE B-6

Distribution of School Grades CompletedNew Standards Men

Service	Percent Distribution by Number of Grades Completed					
	7 or Less	8	9-11	12	13-16	TOTAL
<u>DoD</u>						
Total	4.9%	9.7%	40.2%	42.3%	2.9%	100.0%
Caucasian	7.1	14.1	44.0	32.7	2.1	100.0
Negro	1.4	3.2	34.7	56.6	4.1	100.0
Other	2.8	6.4	35.5	48.9	6.4	100.0
<u>Army</u>						
Total	5.8	11.1	41.0	39.2	2.9	100.0
Caucasian	8.8	16.3	44.8	28.1	2.0	100.0
Negro	1.6	3.7	35.6	55.1	4.0	100.0
Other	2.8	6.6	39.0	44.2	7.4	100.0
<u>Navy</u>						
Total	3.4	8.3	36.5	50.3	1.5	100.0
Caucasian	4.6	10.8	39.3	44.6	0.7	100.0
Negro	0.7	2.6	30.9	63.1	2.7	100.0
Other	3.0	6.2	22.4	65.7	2.7	100.0
<u>Air Force</u>						
Total	1.4	3.1	25.6	62.9	7.0	100.0
Caucasian	2.2	4.7	29.8	57.6	5.7	100.0
Negro	0.3	0.9	20.3	70.0	8.5	100.0
Other	0.5	3.0	18.5	63.5	14.5	100.0
<u>Marine Corps</u>						
Total	3.7	8.8	51.9	34.4	1.2	100.0
Caucasian	5.6	12.9	57.2	23.6	0.7	100.0
Negro	1.2	3.2	44.8	48.7	2.1	100.0
Other	1.8	6.9	39.8	50.6	0.9	100.0

TABLE B-7

Percent of New Standards Men
Who Failed or Repeated School Grades

<u>Number of Grades Failed or Repeated</u>	<u>Percent of Men</u>
0	53.0%
1	29.0
2	13.0
3 or More	<u>5.0</u>
TOTAL	100.0%

TABLE B-8

Median Reading Ability by Grade Level
Compared to Mean Number of School Grades Completed

Service	Total		Caucasian		Non-Caucasian	
	Reading Ability	School Grades	Reading Ability	School Grades	Reading Ability	School Grades
<u>New Standards Men</u>						
Army	6.0	10.5	6.0	10.0	6.1	11.2
Navy	7.1	10.8	7.2	10.5	7.1	11.3
Air Force	7.3	11.5	7.5	11.2	7.1	11.8
Marine Corps	6.1	10.5	6.1	10.0	6.0	11.1
DoD	6.3	10.6	6.4	10.2	6.3	11.3
Control Group	10.9	11.9	11.1	11.9	8.8	11.8

TABLE B-9

Percent of Men Reading at
Various Grade Levels

Reading Grade Level	Percent at Each Level	
	New Standards Men	Control Group
Below 4th Grade	13.3%	1.1%
4th Grade	15.4	1.2
5th Grade	16.3	1.9
6th Grade	21.5	1.3
7th Grade	12.0	6.9
8th Grade	10.4	15.0
9th Grade	5.9	13.6
10th Grade	5.2	9.4
11th Grade	--	25.2
12th Grade	--	24.4
Total	100.0%	100.0%

NOTE FOR TABLES B-8 and B-9: Reading ability tests were administered to New Standards men starting in July 1967. The reading level data in the above tables are based on about 108,000 New Standards men tested July 1967 through June 1969. The control group information is based on tests administered in April 1968 to a sample of non-New Standards men.

TABLE B-10

Median Arithmetic Computation Ability by Grade Level
Compared to Mean Number of School Grades Completed

New Standards Men

Service	Total		Caucasian		Non-Caucasian	
	Arith. Ability	School Grades	Arith. Ability	School Grades	Arith. Ability	School Grades
Army	6.1	10.5	6.1	10.0	6.0	11.2
Navy	6.8	10.8	6.9	10.5	6.7	11.3
Air Force	7.2	11.5	7.1	11.2	6.8	11.8
Marine Corps	6.2	10.5	6.2	10.0	6.2	11.1
DoD	6.3	10.6	6.4	10.2	6.2	11.3

TABLE B-11

Percent of Men at Various Arithmetic Computation
Grade Levels

New Standards Men

Arithmetic Grade Level	Percent at Each Grade Level
Below 4th Grade	0.6%
4th Grade	9.0
5th Grade	30.7
6th Grade	39.2
7th Grade	13.3
8th Grade	4.7
9th Grade & Over	2.5
Total	100.0%

NOTE FOR TABLES B-10 and B-11: Arithmetic computation ability tests were administered to New Standards men starting in July 1967. The arithmetic ability data in the above tables are based on about 108,000 New Standards men tested July 1967 through June 1969. Control group data not available.

TABLE B-12

Median Percentile Test Score on the Armed
Forces Qualification Test (AFQT)

	New Standards Men ^{a/}	Control Group ^{b/}
TOTAL	13.6	56.8
Caucasian	13.9	58.8
Non-Caucasian	13.2	37.5

a/ Minimum qualifying score is the 10th percentile.
The 50th percentile is "average" on the AFQT.

b/ Control Group data are based on scores shown in
the AFES Qualitative Distribution Report for
accessions during October 1966 - June 1969, less
New Standards men.

TABLE B-13

Civil Court Convictions of New Standards Men

<u>Number of Convictions</u>	<u>Percent of Men</u>
0	90.8%
1	6.1
2 or More	<u>3.1</u>
Total	100.0%

TABLE B-14

Typical Weekly Income of
New Standards Men Prior to Military Service

<u>Weekly Income \$</u>	<u>Percent of Men</u>
0 (Unemployed)	42.9%
1-20	0.9
21-40	3.1
41-60	10.5
61 and Above	<u>42.6</u>
Total	100.0%

SECTION C - Performance in Basic Training

Source: Monthly Report of Basic Military Training (DD-M(M)772).

Coverage: New Mental Standards men who entered service October 1966 - June 1969, with data current as of September 30, 1969.

Description: All non-prior service enlisted men receive basic training. Those who fail to graduate are discharged from service. Table C-1 shows the discharge rate in basic training for New Mental Standards men and others. The discharge rate includes losses due to unsuitability, unfitness, hardship and medical reasons. About half of the DoD basic training discharge rate is for medical reasons -- primarily conditions which existed prior to entry into service.

New Standards men are trained along with all other men during basic training. There are, however, provisions for giving them -- and all other men -- extra help if necessary. This extra help is in the form of recycling or temporary assignment to a Special Training Company.

Recycling - Repeating portions of training by being reassigned to a training company which is in an earlier phase of the training cycle. Recycling adds 1 or 2 weeks to the total training time.

Remedial Training - Assignment to a Special Training Company for a period of time to receive concentrated attention in: physical conditioning, motivation, or the academic part of training. After completing their stay in a Special Training Company men are returned to a regular training company to complete their training or are graduated directly from the Special Training Company. The length of stay in a Special Training Company may vary from 1 day to 1 month. The average period of time is about 12 days for all men.

Extra help also includes literacy training which is provided for some New Standards men and others who are particularly weak in reading. Time spent in literacy training usually ranges from 3-8 weeks.

See Section I for a discussion of literacy training associated with basic training.

TABLE C-1

Basic Training Discharge Rate
As Of September 30, 1969

Service	Percent Discharged	
	New Standards Men	Control Group
Army	3.7%	2.0%
Navy	8.6	2.8
Air Force	9.2	3.0
Marine Corps	11.1	4.4
DoD	5.4%	2.5%

SECTION D - Performance in Entry Level Skill Training

Source: Special Reports from the Military Services.

Coverage: New Mental Standards men who entered a training course after completion of Basic Training.

1. Army - Experience for the period August 1967 to June 1969. The reports used cover 79,447 New Standards men who were either graduated or dropped from the course.
2. Navy - Experience for the period February 1967 to June 1969. The Navy data cover 933 New Standards men who were graduated or dropped from Class A schools.
3. Air Force - Experience for the period April 1967 to September 1969. The reports cover 10,702 New Standards men who were either graduated or dropped from the course.
4. Marine Corps - Experience for the period October 1968 to April 1969. The reports cover 3,801 New Standards men who were either graduated or dropped from the course.

Description: This section covers the experience of New Mental Standards men in the training they receive in a Military Occupational Specialty directly after Basic Training and prior to assignment to an operating unit. The data in this section exclude on-the-job training. Nearly all New Standards men in the Army and Marine Corps acquire their skill in a combat or technical course prior to joining a unit. About 30% of the Air Force New Standards men acquire their skill by on-the-job training. Nearly all the Navy New Standards men go directly to fleet units after completion of basic training.

The table in this section shows the percent of men who fail to graduate the first entry level skill course they enter. Those who are dropped are normally reassigned to another type of training more suited to their aptitudes or are sent to operating units for on-the-job training.

The attrition includes failures for academic reasons and drops for administrative causes -- illness, behavior, hardship discharges, etc.

The Services continuously monitor the attrition rates. When the attrition rates are excessive an effort is made to improve selection procedures or modify the training methods. On the whole, the courses with the high attrition rates are those which have relatively small inputs of New Standards men.

TABLE D-1

Performance in Entry Level Skill Training

DoD Occupational Area ^{a/}	% Dropped From Training ^{c/}			
	Army	Navy	Air Force	Marine Corps
Infantry, Gun Crews & Seawanship	2.6%	--	--	4.5%
Electronic Equipment Repairmen	16.6	35.5%	40.0%	--
Communications & Intell. Spec.	17.6	8.3	--	9.8
Medical & Dental Spec.	29.5	6.2	16.1	--
Other Technical & Allied Spec.	44.3	--	29.1	18.9
Admin. Spec. & Clerks	14.1	31.6	9.9	5.4
Electrical/Mechanical Equip. Rpr.	14.3	25.7	14.2	--
Craftsmen	6.3	18.0	9.1	--
Service & Supply Handlers	4.4	1.3	9.4	4.8
Total New Standards Men	8.1%	19.4%	11.2%	7.2%
Other Men Attending Same Courses ^{b/}	3.8%	3.1%	4.0%	3.2%

^{a/} New Standards men attend 145 different types of skill courses in Army; 40 in Navy; 66 in Air Force; and 16 in Marine Corps. For purposes of presentation, these courses are grouped by DoD occupational area.

^{b/} % dropped from training for "Other Men Attending Same Courses" is based on current or past experience for each Service.

^{c/} Includes men dropped for academic failure, illness or administrative reasons.

SECTION E - Assignment by Occupation, New Standards Men (Mental)

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3) and Special Reports from Service master personnel files for a portion of the control group data.

Coverage: New Standards Men - Assignments as of June 30, 1969,
for men entering service during October 1966 -
December 1968 for Army, and January 1967 -
December 1968 for all other Services.

Control Groups - Men selected by each Service as
representative of accessions under previous mental
standards. The control group, therefore, includes
men with above average, average and slightly below
average scores on the Armed Forces Qualification
Test. The Service entry dates of the control
group are specified on each table.

Description: This section shows the occupational assignment pattern for New Standards men (Mental) and comparison groups. Each Military Service has its own occupational classification system. In order to provide a common language for expressing this information, the tables in this section use the "Department of Defense Occupational Conversion Table" (DoD 1312.1-E, dated March 1968).

Tables E-1 to E-5 distribute all assignments by the 9 broad "Occupational Areas" (1-digit level) of the DoD occupational structure.

Tables E-6 to E-10 show the 15 most common assignments, using the somewhat more detailed categories of the 2-digit level "Occupational Groups."

TABLE E-1

Assignment by Occupational Area - DoD

DoD Occupational Area		New Standards Men ^{a/}				Control Group ^{b/}
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Seamanship	35.0%	39.5%	39.4%	36.9%	23.1%
1	Electronic Equipment Repairmen	1.5	1.3	0.8	1.4	7.5
2	Communications & Intell. Spec.	4.1	3.1	3.4	3.7	5.8
3	Medical & Dental Spec.	1.1	1.3	1.0	1.2	4.0
4	Other Technical & Allied Spec.	0.4	0.4	0.5	0.4	2.3
5	Admin. Spec. & Clerks	10.8	12.6	12.5	11.6	17.7
6	Electrical/Mechanical Equip. Rpr.	18.9	13.9	16.9	16.8	22.0
7	Craftsmen	7.6	6.1	7.3	7.0	4.8
8	Service & Supply Handlers	20.6	21.8	18.2	21.0	12.8
Total		100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} New Standards men entering service during October 1966 through December 1968, with assignments as of June 30, 1969.

^{b/} Assignments as of June 30, 1969, for control group men entering service during the following time periods:

Army	- July 1967 - December 1968
Navy	- January 1967 - June 1968
Air Force	- April 1967 - December 1968
Marine Corps	- October 1966 - June 1968

TABLE E-2

Assignment by Occupational Area - Army

DoD Occupational Area		New Standards Men ^a				Control Group ^b
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Seamanship	38.8%	44.5%	42.2%	41.2%	31.1%
1	Electronic Equipment Repairmen	2.1	1.7	1.5	1.9	5.5
2	Communications & Intell. Spec.	5.7	4.0	4.0	5.0	7.9
3	Medical & Dental Spec.	1.2	1.4	2.0	1.3	3.9
4	Other Technical & Allied Spec.	0.4	0.4	0.2	0.4	2.4
5	Admin. Spec. & Clerks	9.1	11.0	10.4	10.0	18.1
6	Electrical/Mechanical Equip. Rpr.	18.5	14.1	17.3	16.6	15.7
7	Craftsmen	5.8	4.3	4.8	5.2	3.7
8	Service & Supply Handlers	18.4	18.6	17.6	18.4	11.7
Total		100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} New Standards men entering service during October 1966 through December 1968, with assignments as of June 30, 1969.

^{b/} Control Group men entering service during July 1967 through December 1968, with assignments as of June 30, 1969.

TABLE E-3

Assignment by Occupational Area - Navy

DoD Occupational Area		New Standards Men ^{a/}				Control Group ^{b/}
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Seamanship	32.1%	33.1%	39.8%	32.5%	5.7%
1	Electronic Equipment Repairmen	0.7	0.9	--	0.8	14.0
2	Communications & Intell. Spec.	2.1	3.0	1.3	2.3	13.8
3	Medical & Dental Spec.	0.1	0.1	--	0.1	6.5
4	Other Technical & Allied Spec.	0.1	0.3	--	0.2	1.7
5	Admin. Spec. & Clerks	6.8	8.9	11.1	7.4	10.7
6	Electrical/Mechanical Equip. Rpr.	34.8	31.2	29.2	33.7	37.5
7	Craftsmen	10.1	7.5	10.2	9.4	6.4
8	Service & Supply Handlers	13.2	15.0	8.4	13.6	3.7
Total		100.0%	100.0%	100.0%	100.0%	100.0%

^{a/} New Standards men entering service during January 1967 through December 1968, with assignments as of June 30, 1969.

^{b/} Control Group men entering service during January 1967 through June 1968, with assignments as of June 30, 1969.

TABLE E-4

Assignment by Occupational Area - Air Force

DoD Occupational Area		New Standards Men ^{a/}				Control Group ^{b/}
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Seamanship	--	--	--	--	--
1	Electronic Equipment Repairmen	0.2%	0.1%	0.8%	0.2%	10.4%
2	Communications & Intell. Spec.	--	--	--	--	7.3
3	Medical & Dental Spec.	3.0	3.1	0.8	3.0	3.5
4	Other Technical & Allied Spec.	0.8	1.0	4.8	0.9	2.8
5	Admin. Spec. & Clerks	31.6	31.6	38.7	31.7	21.2
6	Electrical/Mechanical Equip. Rpr.	9.9	8.6	9.7	9.4	31.9
7	Craftsmen	19.8	19.2	19.4	19.5	6.6
8	Service & Supply Handlers	34.7	36.4	25.8	35.3	16.3
Total		100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during January 1967 through December 1968, with assignments as of June 30, 1969.

b/ Control Group men entering service during April 1967 through December 1968, with assignments as of June 30, 1969.

TABLE E-5

Assignment by Occupational Area - Marine Corps

DoD Occupational Area		New Standards Men ^{a/}				Control Group ^{b/}
Code	Title	Caucasian	Non-Caucasian		Total	
			Negro	Other		
0	Infantry, Gun Crews & Seamanship	54.0%	58.3%	52.5%	55.8%	39.8%
1	Electronic Equipment Repairmen	0.1	--	--	0.1	2.8
2	Communications & Intell. Spec.	1.1	0.8	0.6	1.0	8.3
3	Medical & Dental Spec.	--	--	--	--	--
4	Other Technical & Allied Spec.	0.1	0.4	--	0.2	1.6
5	Admin. Spec. & Clerks	4.7	4.1	8.9	4.5	17.0
6	Electrical/Mechanical Equip. Rpr.	5.8	4.1	4.5	5.0	14.4
7	Craftsmen	2.1	1.9	2.5	2.0	4.2
8	Service & Supply Handlers	32.1	30.4	31.0	31.4	11.9
Total		100.0%	100.0%	100.0%	100.0%	100.0%

a/ New Standards men entering service during January 1967 through December 1968, with assignments as of June 30, 1969.

b/ Control Group men entering service January 1968 through June 1968, with assignments as of June 30, 1969.

TABLE E-6

Assignment of New Standards Men^{a/} by Occupational Group
Fifteen Most Common Assignments

DoD

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	21.6%
80	Food Service	7.7
04	Artillery, Gunnery, Rockets	6.1
55	Supply & Logistics (Clerical)	5.8
81	Motor Transport	4.5
51	Administration (Clerical)	4.0
62	Wire Commun. (Installation & Maintenance)	4.0
61	Automotive Repair	4.0
82	Material Receipt, Storage & Issue	3.9
06	Seamanship	3.9
03	Combat Engineering	3.8
60	Aircraft Repair	2.9
83	Military Police	2.9
65	Shipboard Propulsion (Repair)	2.7
25	Combat Operations Control	<u>1.9</u>
	Sub-Total - 15 Most Common	79.7%
	All Other Assignments	<u>20.3%</u>
	Total Assignments	100.0%

^{a/} New Standards men entering service October 1966 - December 1968 with assignments as of June 30, 1969.

TABLE E-7

Assignment of New Standards Men^{a/} by Occupational Group
Fifteen Most Common Assignments

Army

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	26.9%
80	Food Service	9.2
04	Artillery, Gunnery, Rockets	7.6
55	Supply & Logistics (Clerical)	7.1
62	Wire Commun. (Installation & Maintenance)	5.3
61	Automotive Repair	5.1
81	Motor Transport	4.7
03	Combat Engineering	4.5
25	Combat Operations Control	2.9
64	Armament & Munitions Repair	2.5
60	Aircraft Repair	2.3
82	Material Receipt, Storage & Issue	1.9
20	Radio & Radio Code	1.8
02	Armor & Amphibious	1.8
51	Administration (Clerical)	<u>1.6</u>
	Sub-Total - 15 Most Common	85.2%
	All Other Assignments	<u>14.8%</u>
	Total Assignments	100.0%

^{a/} New Standards men entering service during October 1966 - December 1968 with assignments as of June 30, 1969.

TABLE E-8

Assignment of New Standards Men^{a/} by Occupational Group
Fifteen Most Common Assignments

Navy

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
06	Seamanship	28.1%
65	Shipboard Propulsion (Repair)	20.5
60	Aircraft Repair	8.1
80	Food Service	6.7
04	Artillery, Gunnery, Rockets	4.4
55	Supply & Logistics (Clerical)	4.4
84	Pers Svcs (Ldry, Dry Clean., Barber, Etc.)	3.9
82	Material Receipt, Storage & Issue	3.0
72	Utilities	2.8
70	Metalworking	2.3
51	Administration (Clerical)	1.9
20	Radio & Radio Code	1.9
66	Power Generating Equipment	1.7
64	Armament & Munitions Repair	1.6
78	Fire-Fighting & Damage Control	<u>1.3</u>
	Sub-Total - 15 Most Common	92.6%
	All Other Assignments	<u>7.4%</u>
	Total Assignments	100.0%

^{a/} New Standards men entering service during January 1967 - December 1968 with assignments as of June 30, 1969.

TABLE E-9

Assignment of New Standards Men^{a/} by Occupational Group
Fifteen Most Common Assignments

Air Force

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
51	Administration (Clerical)	23.1%
83	Military Police	15.7
82	Material Receipt, Storage & Issue	11.0
78	Fire-Fighting & Damage Control	5.9
72	Utilities	5.0
80	Food Service	4.5
71	Construction	4.3
81	Motor Transport	4.1
55	Supply & Logistics (Clerical)	4.0
66	Power Generating Equipment	2.6
60	Aircraft Repair	2.6
61	Automotive Repair	2.3
30	Medical Care	2.1
58	Communications Center Operations	2.0
50	Personnel	<u>2.0</u>
	Sub-Total - 15 Most Common	91.2%
	All Other Assignments	<u>8.8%</u>
	Total Assignments	100.0%

^{a/} New Standards men entering service during January 1967 - December 1968 with assignments as of June 30, 1969.

TABLE E-10

Assignment of New Standards Men^{a/} by Occupational Group
Fifteen Most Common Assignments

Marine Corps

DoD Occupational Group		Percent Assigned To Each Occupation
Code	Title	
01	Infantry	39.2%
82	Material Receipt, Storage & Issue	11.0
81	Motor Transport	9.9
03	Combat Engineering	8.8
83	Military Police	7.3
04	Artillery, Gunnery & Rockets	5.3
02	Armor & Amphibious	2.5
62	Wire Commun. (Installation & Maintenance)	2.4
61	Automotive Repair	2.2
80	Food Service	2.2
52	Clerical/Personnel	1.8
55	Supply & Logistics (Clerical)	1.2
20	Radio & Radio Code	0.9
79	Craftsmen	0.8
51	Administration (Clerical)	0.6
	Sub-Total - 15 Most Common	96.1%
	All Other Assignments	3.9%
	Total Assignments	100.0%

^{a/} New Standards men entering service during January 1967 - December 1968 with assignments as of June 30, 1969.

SECTION F - Grade Level

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3).

Coverage: New Mental Standards men who entered service July - September 1967, with pay grade data as of June 30, 1969 (22-24 months service).

Control Group Men - Men selected by each Service as representative of accessions under previous mental standards, and who had the same length of service (22-24 months). The control group includes men with above average, average, and slightly below average scores on the Armed Forces Qualification Test.

Description: The table in this section shows the promotion record of New Standards men and control group men with the same length of service -- 22-24 months. The information is shown in terms of "Pay Grades." Enlisted pay grades range from E-1 (lowest) to E-9 (highest).

The rate of promotion and the requirements for promotion vary considerably among the Military Services. These Service differences affect the promotion rate of both the control group and the New Standards men.

TABLE F-1

Percent of Men at Various Pay Grade Levels
After 22-24 Months Service^{a/}

Service	Accession Group	Percent at Each Grade Level					
		E-1	E-2	E-3	E-4	E-5	Total
Army	New Standards	4.3	5.8	17.3	57.0	15.6	100.0
	Control Group	2.0	3.5	9.5	52.3	32.7	100.0
Navy	New Standards	0.5	26.4	67.3	5.8	--	100.0
	Control Group	--	5.0	41.0	51.1	2.9	100.0
Air Force	New Standards	2.6	4.8	82.9	9.7	--	100.0
	Control Group	0.3	1.1	81.1	17.5	--	100.0
Marine Corps	New Standards	5.8	11.4	31.7	46.7	4.4	100.0
	Control Group	2.6	5.2	34.2	51.5	6.5	100.0
Total DoD	New Standards	3.9	9.0	32.3	44.0	10.8	100.0
	Control Group	1.8	3.9	29.0	41.2	24.1	100.0

^{a/} Pay grade data as of June 30, 1969, for New Standards men entering service July-September 1967, and for control groups with the same length of service.

SECTION G - Supervisory Evaluations

Source: Project One Hundred Thousand Performance Reporting System
(DoD Instruction 1145.3).

Coverage: New Mental Standards men who entered service during the
period July-September 1967 with ratings as of June 30,
1969 (22-24 months service).

Control Group Men - Men selected by each Service as
representative of accessions under previous mental
standards and who had the same length of service
(22-24 months). The control group includes men of
above average, average and slightly below average
scores on the Armed Forces Qualification Test.

The Army and Air Force control groups entered service
July-September 1967. The Navy and Marine Corps control
groups entered service during earlier time periods, but
the as of date of the ratings was selected to insure a
comparable 22-24 months period of service.

Description: The table in this section shows how supervisors rated
New Standards men and comparison groups in terms of
efficiency. The findings are expressed in the rating
systems used by each Service.

TABLE G-1

Supervisory Ratings of Efficiency
22-24 Months of Service^{a/}

Army

Group	Rating Category				
	Unsatisfactory	Fair	Good	Excellent	Total
New Standards	1.5%	0.9%	3.1%	94.5%	100.0%
Control Group	1.0%	0.4%	1.6%	97.0%	100.0%

Navy

Group	Rating Category					Total
	Inadequate	Adequate	Effective	Highly Effective	Extremely Effective	
New Standards	0.9%	6.9%	22.6%	56.4%	13.2%	100.0%
Control Group	0.0%	3.1%	10.0%	61.4%	25.5%	100.0%

Air Force^{b/}

Group	Rating Category										Total
	0	1	2	3	4	5	6	7	8	9	
New Standards	0.4%	0.2%	0.8%	3.1%	2.8%	9.2%	10.2%	22.4%	30.1%	20.8%	100.0%
Control Group	0.1%	0.1%	0.3%	0.6%	1.0%	4.3%	5.3%	19.5%	36.6%	32.2%	100.0%

Marine Corps

Group	Rating Category						Total
	Unsatisfactory	Poor	Fair	Good	Excellent	Outstanding	
New Standards	0.2%	0.8%	6.9%	60.0%	30.7%	1.4%	100.0%
Control Group	0.0%	0.3%	3.6%	50.6%	42.7%	2.8%	100.0%

a/ New Standards men who entered service July-September 1967 with ratings as of June 30, 1969, and Control Group men with the same length of service.

b/ The Air Force rating system uses numerical rating categories. Rating guidelines recommended by Air Force are: 15% of men may be rated 9 (highest rating), 40% as 8 or higher, 65% as 7 or higher, and 90% as 6 or higher.

SECTION H - Offenses During Service

Source: Project One Hundred Thousand Performance Reporting System.
(DoD Instruction 1145.3).

Coverage: New Mental Standards men who entered service July-September 1967, with offense data as of June 30, 1969, for men still in service as of that date.

Control Group Men - Men selected by each Service as representative of accessions under previous mental standards, and who had the same length of service (22-24 months). The control group includes men with above average, average and slightly below average scores on the Armed Forces Qualification Test.

Description: The table in this section shows the offense record for New Standards men and control group men with the same length of service -- 22-24 months. To derive an "annual" offense rate, the percentages in the table should be divided in half.

Offenses are divided into 2 major categories: Non-Judicial and Court-Martial convictions.

TABLE H-1

Percent of Men Committing Offenses in Service
22-24 Months of Service^{a/}

Service	Non-Judicial Punishment ^{b/}		Court Martial Convictions ^{c/}	
	New Standards Men	Control Group	New Standards Men	Control Group
Army	15.0%	9.1%	3.7%	1.5%
Navy	9.7	3.5	0.5	0.3
Air Force	4.2	1.5	0.6	*
Marine Corps	23.8	18.2	5.3	4.7
DoD	13.4%	8.2%	3.0%	1.4%

* Less than 0.05%.

a/ New Standards men who entered service July-September 1967 and were still in service on June 30, 1969, and control group men with the same length of service.

b/ Light punishment and other corrective measures imposed by a commanding officer for minor offenses and rule infractions.

c/ Includes special, summary and general court martial convictions.

SECTION I - Educational Upgrading

Source: Special reports from the Military Services on remedial reading and the data file on the Transition Program.

Coverage: The remedial reading tables are based on New Mental Standards men and others who received reading instruction during basic training.

The Transition training table is based on Army New Standards men who entered service during October 1966 - March 1967 and received normal separations from service.

Description:

Remedial Reading

Army began a remedial reading program for New Standards men in April 1968. Originally, the instruction was provided after completion of basic training, but starting in September 1968, it has been given prior to entry into basic training.

The course is called Army Preparatory Training (APT). Each day the students receive 4 hours of reading instruction, 1 hour of arithmetic, 1 hour of social studies, and 2 hours of military training. Saturday mornings are devoted to military training. After leaving APT they enter the second week of basic training.

Inability to read at the 5th grade level is the criterion for selection to APT. Some men are released from APT during the first week because detailed diagnostic tests indicate that they do have at least a 5th grade reading ability. Some men achieve the objective -- 5th grade reading level or higher -- in 3 weeks, while others stay in APT for 6 weeks.

APT units exist at every Army Training Center which conducts basic training. The current entry rate is about 800 per month. Most of the entrants are New Standards men.

Navy has had a Remedial Literacy Training (RLT) program since January 1967. The length of the training and the entrance requirements have varied during its existence; however, it is currently a 4-week program with provision for holding some men longer if necessary. The entrants are those men who are having difficulty in basic training because of poor reading ability. No fixed grade level goals are established for graduation from RLT. They also receive military training and are returned to regular basic training after leaving RLT. The current entry rate is about 120 per month, mostly New Standards men.

Air Force initiated a Reading Proficiency Program (RPP) in October 1967. The length of the course is 8 weeks; however, some men stay a shorter or longer period. The objective is to raise the reading level of the men to approximately 6th grade level.

Admission is based on an evaluation that the Airmen's low reading ability will limit their performance in basic training and skill training. Men attending RPP continue their military training in order to maintain their physical conditioning and assist them in mastering military subjects. They are returned to regular basic training after completing RPP.

The current entry rate is about 250 per month, mostly New Standards men.

General Educational Development (GED)

After assignment to units, military personnel can volunteer for classroom or correspondence courses to improve their educational level. Men who lack a high school diploma can achieve a high school equivalency certificate while in service. The exigencies of service, especially assignment to AITs, may limit a man's opportunity to participate in the GED program.

GED courses are administered by the United States Armed Forces Institute or by local school systems located near military bases.

At the present time we do not have reliable data on the participation rate of New Standards men in the GED program. The information is currently available in the next report.

Transition Program

The Transition Program is designed to smooth the path to civilian life for men who are leaving military service. It provides counseling, and, in addition, men may volunteer for educational or vocational training during their last few months of service. The educational courses are given by the base educational office. Vocational type training is provided by a variety of sources: industry, government agencies (e.g., Labor Department MDTA courses; Post Office Department), and on-the-job training at the military post.

There are several factors which limit participation in Transition training:

- It is a volunteer program. Some men do not wish to participate.
- Transition training is not available at all military installations where men are stationed prior to separation.
- Transition training is not conducted overseas. Army and Marine Corps Vietnam returnees are usually given early releases from service and are separated when they arrive in the United States.

TABLE I-1

Army Preparatory Training (APT) - Reading Training
April 1968 - September 1969

	<u>Number of Men</u>
Total Entered APT ^{a/}	14,240
Less Those Still in APT	871
Less Administrative Losses	<u>737</u>
Total Completed APT	12,632

Experience With Those Who Completed APT

A. Reading Grade Level Improvement ^{b/}	
3 Grades or More	3,158
2 Grades	4,563
1 Grade	3,364
No Improvement	<u>1,547</u>
Total	12,632
B. Number Who Achieved 5th Grade Level	
Achieved 5th Grade	9,969
Did Not	<u>2,663</u>
Total	12,632
C. Instruction Time For Achieving 5th Grade Level	
3 Weeks (60 Hours) ^{c/}	7,450
6 Weeks (120 Hours) ^{c/}	<u>2,519</u>
Total	9,969

^{a/} An additional 4,029 men entered but were not accepted for APT because retest showed they had a reading ability of 5th grade or above.

^{b/} The average grade improvement for those who completed APT was 2 grades.

^{c/} Based on 4 hours reading instruction per day. In addition, they receive 1 hour of arithmetic and 1 hour of social studies per day.

TABLE I-2

Navy Remedial Literacy Training (RLT)
January 1967 - September 1969

Total Entered RLT	2,385
Less Those Still in RLT	203
Less Losses ^{a/}	<u>163</u>
Total Completed RLT	2,019

Experience With Those Who Completed RLT

Successful Completions ^{b/}	1,714
Failed to Progress ^{c/}	<u>305</u>
Total	2,019
Reading Grade Level of Graduates	5.0 - 5.5
Average Hours Reading Instruction Per Student	144

a/ Discharged from service because of unsuitability or medical reasons.

b/ Returned to regular basic training.

c/ Most of these men were subsequently discharged from service.

TABLE I-3

Air Force Reading Proficiency Program (RPP)
October 1967 - September 1969

Total Number Entered RPP ^{a/}	3,288
Less Those Still in RPP	389
Less Losses ^{b/}	<u>345</u>
Total Completed RPP	2,554

Experience of Those Who Completed RPP

A. Completion of Basic Military Training (BMT)	
Number Graduated BMT	1,397
Failed BMT and Discharged	113
Still in BMT	<u>1,044</u>
Total	2,554
B. Reading Grade Level Improvement	
Average at Entry to RPP	4.7
Upon Completion	<u>6.1</u>
Average Gain (Grades)	1.4
C. Average Hours Reading Instruction Per Student	173

a/ 85% are New Standards men.

b/ 288 of these men were subsequently discharged for unsuitability, medical and other reasons.

TABLE I-4

Percent of Army New Standards Men^{a/}
Receiving Transition Training

Type of Training	Caucasian	Negro	Total
<u>Educational</u>	<u>1.4%</u>	<u>1.1%</u>	<u>1.3%</u>
<u>Vocational</u>	<u>2.8%</u>	<u>8.0%</u>	<u>5.0%</u>
Post Office Training	1.0%	5.2%	2.7%
Other Training	1.8%	2.8%	2.3%
Total	4.2%	9.1%	6.3%

^{a/} New Standards men who entered service during October 1966 - March 1967 and who received normal separations from service after completing their 2-year obligated tours of service. The base includes men who separated several months early upon returning from Vietnam.

SECTION J - Attrition From Service and Reenlistment

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3).

Coverage: New Mental Standards Men

- Attrition experience as of June 30, 1969, for men who entered Army, Navy, Air Force and Marine Corps during July 1967 - June 1968.
- Attrition and reenlistment experience for Army New Standards men who entered service October 1966 - March 1967.

Control Group Men

Men selected by each Service as representative of accessions under previous mental standards and who had the same length of service as the New Standards men. The control group includes men with above average, average and slightly below average scores on the Armed Forces Qualification Test.

Description: The tables in this section describe:

- Attrition experience of New Standards men and comparison groups, by Service.
- The causes of attrition, by Service.
- The attrition and reenlistment experience of Army New Standards men.

The attrition rates measure the proportion of men who are separated prior to completing their initial periods of obligated service. These losses occur for a variety of reasons -- unsatisfactory performance, misconduct, medical reasons, death, family hardship, etc. We do not count as "attrition" those separations which occur under the Services' "early-release" programs. Some men are separated some months ahead of time for budgetary and manpower planning reasons. For example, men returning from Vietnam may be released early if they have only a few months remaining in their obligated tours.

Most New Standards men entered service with a 2-year initial tour of service. Some were enlisted for 3 or 4-year tours. The pattern varies in each Service. For example, all Air Force enlistments (including New Standards men) are for 4 years. On the other hand, nearly all Army New Standards men -- draftees and enlistees -- were accepted for initial 2-year tours. In order to facilitate cross-Service comparisons, the tables in this section measure attrition and reenlistment experience of groups of men who have been in service up to 24 months.

The tables in this section are:

- Table J-1 shows the attrition rate as of June 30, 1969, for each of 4 quarterly entry groups. For example, the cohort which entered during July-September 1967 had 22-24 months service as of June 30, 1969. The group which entered during October-December 1967 had 19-21 months service by June 30, 1969.

As could be expected, entry groups which have been in service longer usually experience larger losses. After the initial increment of attrition which occurs during recruit training, additional losses keep occurring on a straight-line basis during the remainder of the service tour.

The last column of the table shows the combined attrition rate for the 4 entry groups, with a range of service of 13-24 months (18-month average).

- Table J-2 shows the major reasons for attrition among New Standards men. The population base is the same 4 entry groups contained in Table J-1.
- Table J-3 describes the attrition and reenlistment experience of about 12,000 New Standards men (2-year men) who entered the Army early in Project One Hundred Thousand. Sufficient time has elapsed to display a complete history on this group.

TABLE J-1

Attrition Rate From Service By Quarterly Entry Group
As Of June 30, 1969

Service	Date of Entry Into Service (Months of Service as of June 30, 1969, in Parentheses)				
	Jul-Sep 67 (22-24)	Oct-Dec 67 (19-21)	Jan-Mar 68 (16-18)	Apr-Jun 68 (13-15)	Total Jul 67- Jun 68 (13-24) ^{a/}
<u>Army</u>					
<u>New Standards</u>					
Caucasian	10.6%	8.9%	7.7%	6.0%	8.2%
Non-Caucasian	7.2	6.4	5.3	3.7	5.6
Total	9.1	7.8	6.7	5.0	7.1
<u>Control Group^{b/}</u>	5.6	5.4	5.2	4.2	5.1
<u>Navy</u>					
<u>New Standards</u>					
Caucasian	17.8	14.9	13.2	12.1	14.1
Non-Caucasian	11.2	7.4	7.4	7.8	8.0
Total	16.3	13.0	11.7	10.9	12.4
<u>Control Group^{b/}</u>	6.0	5.5	4.6	3.9	5.0
<u>Air Force</u>					
<u>New Standards</u>					
Caucasian	22.1	16.3	17.0	19.8	18.9
Non-Caucasian	15.1	10.9	12.0	13.1	12.7
Total	19.5	14.0	14.8	17.0	16.4
<u>Control Group^{b/}</u>	7.5	5.4	4.2	5.6	5.8
<u>Marine Corps</u>					
<u>New Standards</u>					
Caucasian	22.6	19.9	16.1	18.5	18.9
Non-Caucasian	16.0	19.0	12.9	12.6	14.6
Total	19.6	19.5	14.7	15.1	17.0
<u>Control Group^{b/}</u>	11.8	10.7	11.0	8.5	10.5
<u>DoD</u>					
<u>New Standards</u>					
Caucasian	14.1	11.4	10.0	10.1	11.2
Non-Caucasian	9.4	8.2	6.9	6.3	7.6
Total	12.2	10.1	8.8	9.1	9.8
<u>Control Group^{b/}</u>	6.6%	5.9%	5.6%	4.8%	5.7%

a/ The attrition rate shown for New Standards men in this column is categorized by cause of attrition in Table J-2.

b/ Control Group data based on a representative sample of men with the same length of service as New Standards men.

TABLE J-2

Attrition Rate of New Standards Men By Cause
13-24 Months of Service (18-Month Average)^{a/}

Service	Attrition Category				
	Unsatisfactory Performance And/Or Behavior ^{b/}	Medical Reasons ^{c/}	Death ^{d/}	Other Reasons ^{e/}	Total All Causes
<u>Army</u>					
Caucasian	3.2%	2.8%	0.9%	1.3%	8.2%
Non-Caucasian	2.0	2.1	0.9	0.6	5.6
Total	2.7	2.5	0.9	1.0	7.1
<u>Navy</u>					
Caucasian	10.0	3.8	--	0.3	14.1
Non-Caucasian	5.1	2.7	--	0.2	8.0
Total	8.6	3.5	--	0.3	12.4
<u>Air Force</u>					
Caucasian	11.6	5.0	--	1.7	18.9
Non-Caucasian	7.2	4.5	0.1	0.9	12.7
Total	9.8	5.1	0.1	1.4	16.4
<u>Marine Corps</u>					
Caucasian	8.5	4.9	3.5	2.0	18.9
Non-Caucasian	4.2	4.9	4.0	1.5	14.6
Total	6.6	4.9	3.7	1.8	17.0
<u>DoD</u>					
Caucasian	5.5	3.4	1.0	1.3	11.2
Non-Caucasian	3.0	2.7	1.2	0.7	7.6
Total	4.5%	3.1%	1.1%	1.1%	9.8%

a/ As of June 30, 1969, for men who entered service during July 1967 - June 1968.

b/ This category includes unsuitability, unfitness, misconduct, unsatisfactory performance, etc.

c/ The major reason for medical discharge is for physical defects which existed prior to entry into service.

d/ The largest single cause of death is battlefield action.

e/ This category includes dependency and hardship discharges, and does not relate to the performance or behavior of the men attrited.

TABLE J-3

Attrition And Reenlistment Experience
For Army New Standards Men - 2-Year Men^a

	<u>Percent</u>
<u>TOTAL WHO ENTERED</u>	100%
<u>Normal Separations From Service</u>	71%
Served full 2 years.....	37%
Early released Vietnam returnees.....	40%
<u>Attrition</u>	12%
Unfit, unsuitable, misconduct.....	5%
Medical ^b , death, hardship.....	7%
<u>Reenlisted</u>	6%
Converted from inductee to enlistee after being inducted.....	1.6%
Reenlisted at end of service.....	2.9%
Reenlisted after break in service.....	1.5%
<u>Extended on Active Duty</u>	5%
Includes those who extended voluntarily; ^c those making up time lost in confinement or AWOL; and men in deserter status.	

Reenlistment Experience

- | | |
|--|-----|
| 1. <u>Reenlistment Rate</u> | 25% |
| Reenlistments as a percent of separations who were
graded as eligible ^d for reenlistment. This is the
standard method used in computing reenlistment rates. | |
| 2. <u>Reenlistments as a Percent of Total Who Entered^e</u> | 6% |

See next page for footnotes.

- a/ Based on 11,994 New Standards men who entered Army during October 1966 - March 1967 and were obligated for 2 years of service. Of this group, 68% were draftees and 32% were volunteers. An additional 234 New Standards men were enlisted for 3-year tours during this October 1966 - March 1967 period, but are not included in this table.
- b/ Primarily for defects which existed prior to service.
- c/ Inductees and enlistees may volunteer to stay on active duty for periods of 1 to 11 months beyond the expiration of their initial obligated service.
- d/ In the Army a man must pass at least 3 of 8 aptitude tests to be "eligible" for reenlistment, in addition to being recommended for reenlistment and meeting administrative requirements. The reenlistment standard with respect to aptitude test scores is more stringent for reenlistment than for entering service. It is estimated that 32% of the separablees were "eligible" for reenlistment.
- e/ This shows the retention rate for the total group of New Standards men who entered service. It is lower than the reenlistment rate because some who entered service attrited before completing a normal tour and also because only about a third of those completing a normal tour were considered "eligible" for reenlistment.

SECTION K - Medically Remedial New Standards Men

Source: Project One Hundred Thousand Performance Reporting System (DoD Instruction 1145.3)

Coverage: Medically Remedial New Standards Men - The data are current as of June 30, 1969. The specific period of entry into service is shown in the footnotes of each table.

Control Group Men - Men selected by each Service as representative of accessions under previous mental and physical standards.

Description: The Medically Remedial portion of Project One Hundred Thousand began in February 1967. Only volunteers are accepted for this program. Men with the correctable conditions shown on Table A-7 are eligible to volunteer for military service.

This section contains the following information:

Table K-1 - Characteristics -- e.g., race, age, education, etc.

Tables K-2 to K-6 - Assignments.

Table K-7 - Pay Grade.

Table K-8 - Offenses in service.

Table K-9 - Attrition Rate.

TABLE K-1

Characteristics of Medically Remedial
New Standards Men and Control Group

Characteristics	Medically Remedial ^{a/}	Control Group ^{b/}
1. Race - Percent Caucasian	90.3%	90.9%
2. Average Age (Mean Years)	19.3	20.2
3. Average Number School Years Completed (Median Years)	11.5	11.9
4. High School Graduates - Percent	69.5%	76.4%
5. Average AFQT Percentile Score (Median Percentile) ^{c/}	57.8	56.8
6. <u>Home Geographic Area - Percent</u>		
Northeast	22.1%	20.9%
North Central	30.3	33.9
South	30.7	27.7
West	16.9	17.5
Total	<u>100.0%</u>	<u>100.0%</u>

a/ Medically Remedial New Standards men entering service February 1967 - June 1969.

b/ Men selected by each Service as representative of accessions under previous mental and physical standards.

c/ Minimum qualifying score is the 10th percentile. The 50th percentile is "average" on the AFQT.

TABLE K-2

Assignments of Medically Remedial
New Standards Men and Control Group by Occupational Area^{a/}

DoD

Code	Title	Medically Remedials	Control Group
0	Infantry, Gun Crews & SeamanSHIP	12.1%	23.1%
1	Electronic Equipment Repairmen	6.0	7.5
2	Communications & Intell. Spec.	7.7	5.8
3	Medical & Dental Spec.	3.6	4.0
4	Other Technical & Allied Spec.	1.9	2.3
5	Admin. Spec. & Clerks	18.6	17.7
6	Electrical/Mechanical Equip. Rpr.	29.4	22.0
7	Craftsmen	6.7	4.8
8	Service & Supply Handlers	14.0	12.8
Total		100.0%	100.0%

^{a/} Assignment to units as of June 30, 1969, for Medically Remedial New Standards men who entered service July 1967 - December 1968, and Control Group men selected by each Service as representative of accessions under previous mental and physical standards.

TABLE K-3

Assignments of Medically Remedial
New Standards Men and Control Group by Occupational Area^{a/}

Army

DoD Occupational Area		Medically Remedials	Control Group
Code	Title		
0	Infantry, Gun Crews & Seamanship	15.2%	31.1%
1	Electronic Equipment Repairmen	2.4	5.5
2	Communications & Intell. Spec.	8.9	7.9
3	Medical & Dental Spec.	3.0	3.9
4	Other Technical & Allied Spec.	1.9	2.4
5	Admin. Spec. & Clerks	28.3	18.1
6	Electrical/Mechanical Equip. Rpr.	25.2	15.7
7	Craftsmen	4.2	3.7
8	Service & Supply Handlers	10.9	11.7
Total		100.0%	100.0%

^{a/} Assignment to units as of June 30, 1969, for Medically Remedial New Standards men who entered service July 1967 - December 1968, and Control Group men representative of accessions under previous mental and physical standards.

TABLE K-4

Assignments of Medically Remedial
New Standards Men and Control Group by Occupational Area^{a/}

Navy

DoD Occupational Area		Medically Remedials	Control Group
Code	Title		
0	Infantry, Gun Crews & Seamanship	13.5%	5.7%
1	Electronic Equipment Repairmen	12.7	14.0
2	Communications & Intell. Spec.	9.1	13.8
3	Medical & Dental Spec.	5.6	6.5
4	Other Technical & Allied Spec.	1.2	1.7
5	Admin. Spec. & Clerks	7.9	10.7
6	Electrical/Mechanical Equip. Rpr.	34.7	37.5
7	Craftsmen	8.4	6.4
8	Service & Supply Handlers	6.9	3.7
Total		100.0%	100.0%

^{a/} Assignment to units as of June 30, 1969, for Medically Remedial New Standards men who entered service July 1967 - December 1968, and Control Group men representative of accessions under previous mental and physical standards.

TABLE K-5

Assignments of Medically Remedial
New Standards Men and Control Group by Occupational Area^{a/}

Air Force

DoD Occupational Area		Medically Remedials	Control Group
Code	Title		
0	Infantry, Gun Crews & Seamanship	--	--
1	Electronic Equipment Repairmen	11.7%	10.4%
2	Communications & Intell. Spec.	4.3	7.3
3	Medical & Dental Spec.	3.2	3.5
4	Other Technical & Allied Spec.	2.8	2.8
5	Admin. Spec. & Clerks	19.7	21.2
6	Electrical/Mechanical Equip. Rpr.	30.5	31.9
7	Craftsmen	6.4	6.6
8	Service & Supply Handlers	21.4	16.3
Total		100.0%	100.0%

^{a/} Assignment to units as of June 30, 1969, for Medically Remedial New Standards men who entered service July 1967 - December 1968, and Control Group men representative of accessions under previous mental and physical standards.

TABLE K-6

Assignments of Medically Remedial
New Standards Men and Control Group by Occupational Area^{a/}

Marine Corps

DoD Occupational Area		Medically Remedials	Control Group
Code	Title		
0	Infantry, Gun Crews & Seamanship	42.0%	39.8%
1	Electronic Equipment Repairmen	6.6	2.0
2	Communications & Intell. Spec.	9.9	8.3
3	Medical & Dental Spec.	--	--
4	Other Technical & Allied Spec.	1.5	1.6
5	Admin. Spec. & Clerks	8.5	17.0
6	Electrical/Mechanical Equip. Rpr.	11.7	14.4
7	Craftsmen	5.0	4.2
8	Service & Supply Handlers	14.8	11.9
Total		100.0%	100.0%

^{a/} Assignment to units as of June 30, 1969, for Medically Remedial New Standards men who entered service July 1967 - December 1968, and Control Group men representative of accessions under previous mental and physical standards.

TABLE K-7

Pay Grade
Medically Remedial New Standards Men and Control Group^{a/}
After 22-24 Months Service

Service	Accession Category	Percent at Each Grade Level					
		E-1	E-2	E-3	E-4	E-5	Total
Army	Medically Remed Control Group	4.0%	7.3%	13.7%	54.0%	21.0%	100.0%
		2.0	3.5	9.5	52.3	32.7	100.0
Navy	Medically Remed Control Group	1.5	7.7	56.2	34.6	--	100.0
		--	5.0	41.0	51.1	2.9	100.0
Air Force	Medically Remed Control Group	--	1.9	74.0	24.1	--	100.0
		0.3	1.1	81.1	17.5	--	100.0
Marine Corps	Medically Remed Control Group	2.7	5.6	36.1	52.8	2.8	100.0
		2.6	5.2	34.2	51.5	6.5	100.0
Total DoD	Medically Remed Control Group	2.3	6.4	41.6	41.6	8.1	100.0%
		1.8	3.9	29.0	41.2	24.1	100.0%

^{a/} Pay grade data as of June 30, 1969, for Medically Remedial New Standards men entering service July-September 1967, and for Control Groups with the same length of service.

TABLE K-8

Percent of Medically Remedial New Standards Men
And Control Group Men Committing Offenses in Service^{a/}

22-24 Months of Service

Service	Non-Judicial Punishment ^{b/}		Court-Martial Convictions ^{c/}	
	Medically Remedial	Control Group	Medically Remedial	Control Group
Army	10.9%	9.1%	2.2%	1.5%
Navy	2.1	3.5	0.7	0.3
Air Force	1.6	1.5	*	*
Marine Corps	11.4	18.2	*	4.7
DoD	6.4%	8.2%	0.9%	1.4%

* Less than 0.05%.

a/ Medically Remedial New Standards men who entered service July-September 1967, and Control Group men with same length of service.

b/ Light punishment and other corrective measures imposed by a commanding officer for minor offenses and rule infractions.

c/ Includes special, summary and general court-martial convictions.

TABLE K-9

**Percent Attrition From Service By Cause
Medically Remedied, New Mental Standards Men
And Control Group^{a/}**

13-24 Month Service (18 Months Average)

Service	Accession Category	Attrition Cause				Total All Causes
		Unsatis Perform or Behavior ^{b/}	Medical Reasons ^{c/}	Death ^{d/}	Other Reasons ^{e/}	
Army	Medically Remed	3.0%	7.7%	0.2%	0.5%	11.4%
	New Mental Stand	2.7	2.5	0.9	1.0	7.1
	Control Group	f/	f/	f/	f/	5.1
Navy	Medically Remed	3.6	3.5	--	0.3	7.4
	New Mental Stand	8.6	3.5	--	0.3	12.4
	Control Group	f/	f/	f/	f/	5.0
Air Force	Medically Remed	2.2	4.7	0.2	1.1	8.2
	New Mental Stand	9.8	5.1	0.1	1.4	16.4
	Control Group	f/	f/	f/	f/	5.8
Marine Corps	Medically Remed	5.6	6.5	1.3	0.9	14.3
	New Mental Stand	6.6	4.9	3.7	1.8	17.0
	Control Group	f/	f/	f/	f/	10.5
DoD Total	Medically Remed	3.3	5.2	0.2	0.6	9.2
	New Mental Stand	4.5	3.1	1.1	1.1	9.8
	Control Group	f/	f/	f/	f/	5.7

^{a/} As of June 30, 1969, for men who entered service during July 1967 - June 1968. This covers 13-24 months of service (18 months average).

^{b/} This category includes unsuitability, unfitness, misconduct, unsatisfactory performance, etc.

^{c/} The major reason for medical discharge is for physical defects which existed prior to entry into service.

^{d/} The largest single cause of death is battlefield action.

^{e/} This category includes dependency and hardship discharges, and does not relate to the performance or behavior of the men attrited.

^{f/} Not available.