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The Multiple Option Recruiting Experiment

Gus W. Haggstrom, Thomas J. Blaschke,
Winston K. Chow, William Lisowski

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Gus W. Haggstrom, Thomas J. Blaschke,
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November 1981

Prepared for the
Office of the Assistant Secretary of Defense/
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Analyses an experiment, begun in January 1979, to test the effectiveness of new enlistment incentives aimed primarily at high-quality males for hard-to-fill occupational specialties. The incentives included a two-year enlistment option, enhanced postservice educational benefits, and an "IRR option" permitting recruits to choose between reserve and active duty after completing initial training. The enlistment responses to the options were disappointing; none of the options elicited a sizable response. Only the IRR option showed promise as an incentive for combat arms enlistees. An examination of the policy issues associated with the incentives suggests that shorter-term enlistments and educational benefits may even be detrimental to the services in the long run because they lead to lower retention at the end of the first term of service. (See also R-1450, R-1569, N-1510.) pp. Ref. (WH)

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PREFACE

In early 1979, the military services began the Multiple Option Recruiting Experiment (MORE) to test the attractiveness of new enlistment options in the Army, Navy, and Marine Corps. The incentives under test included a two-year enlistment option, increased postservice educational benefits, and an option that permitted recruits to choose reserve duty in lieu of active military service after completing initial training.

This report analyzes the services' experience with the new incentives during the first year of the experiment. The report also addresses some of the policy issues associated with offering shorter terms of enlistment and expanded postservice educational benefits as recruiting incentives.

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SUMMARY

The Multiple Option Recruiting Experiment (MORE), begun on January 1, 1979, was conducted to test the attractiveness of new enlistment incentives in the Army, Navy, and Marine Corps. Among the incentives tested were a two-year term of enlistment, expanded postservice educational benefits, and an option permitting recruits to choose reserve duty in lieu of active military service after completing initial training.

The experiment was conducted by offering different combinations of the options in different areas of the country. For the most part, the options were restricted to "high-quality" enlistees: high school graduates who scored at or above the 50th percentile on the Armed Forces Qualification Test. The options were also primarily restricted to enlistees in hard-to-fill occupational specialties.

This report analyzes the results of the first year of the test. Two incentives were of primary interest: the two-year enlistment option, and "VEAP kickers"—lump sum payments to enlistees' accumulations under the Veterans' Educational Assistance Program (VEAP), the military's current educational benefits plan. The Army offered VEAP kickers amounting to \$1000 for each year of enlistment obligation. Later, the VEAP kickers were increased by \$2000 in one of the test areas. The Navy also tested VEAP kickers, offering \$2000 for a two-year enlistment in certain occupational specialties and \$4000 for four-year enlistments. The Marine Corps did not test the VEAP option.

All three services tested the two-year option as an enlistment incentive for high-quality enlistees. The Army restricted the two-year and VEAP kicker options to enlistees in hard-to-fill occupational specialties, many of which are combat arms specialties that are closed to women. The Navy options were also restricted to ratings (occupational categories) that attract few women. Hence, this study concentrates on the enlistment responses among high-quality males.

The results were disappointing; none of the options yielded a sizable enlistment response. In particular, the two-year option yielded no discernible increase in the number of high-quality male enlistments in the Army, where it was most widely tested. In the Navy, the two-year option elicited no apparent response when it was offered in conjunction with specific occupational assignments, and it elicited only a modest response when it was open to all General Detail apprenticeship programs. The highest estimated response to the two-year option was in the Marine Corps, which did not restrict the option to particular occupational choices; but the Marine Corps experiment was a very small-scale test that did not provide an accurate assessment of the response.

The VEAP kickers did little better. In the Army, estimates of the enlistment response to the VEAP kicker among high-quality males range from only 4 to 8 percent. With this level of response, the VEAP kicker might even prove detrimental to the Army in the long run by reducing retention at the end of the first term of service.

The only option under test that seemed to offer some promise as a recruiting incentive for combat arms enlistees was the "IRR Option." Instead of having to make a long-term commitment at the outset, this option allows Army enlistees to choose between active service and reserve duty after they complete initial training—about four months. This option had no effect upon high-quality enlistments, but it may merit further testing as a means to attract lower-quality males into combat arms or the reserves.

Although the MORE options had little effect on recruiting, the experiment itself was a success because it produced some valuable information. Most notably, it refuted the hypothesis that a shorter term of enlistment would attract large numbers of high-quality recruits into hard-to-fill occupational specialties. The finding that the MORE options elicited either a negligible response or no discernible response whatever reaffirms the value of conducting controlled experiments to test questionable recruitment strategies before they are implemented. The results showing negative responses to the restrictions placed on some options, and small positive responses associated with enhanced educational benefits and the IRR option, will be useful in planning other experiments and in estimating the potential benefits of similar incentives. In summary, MORE has provided valuable information for devising future recruitment strategies, even though it failed to pinpoint a single enlistment incentive that shows great promise.

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I. INTRODUCTION

In July 1978, Congress asked the Secretary of Defense to test the attractiveness of two-year enlistments and increased postservice educational benefits as recruiting incentives for the combat-arms skills in the Army and the seagoing engineering ratings in the Navy. An experiment to test these options and other enlistment incentives was designed in late 1978 by the Office of the Secretary of Defense in consultation with representatives from the services and The Rand Corporation.

At the time of Congress's request, the military services were having great difficulty meeting their recruiting goals, especially the Army. In the second quarter of 1978, there were only 24,000 nonprior service (NPS) enlistments in the Army, down from 38,000 during the same quarter of 1977. The Army was also concerned about the "quality" of enlistees as measured by their educational attainment and mental test scores.

In early 1979, the military services began the Multiple Option Recruiting Experiment (MORE) to test the attractiveness of the new enlistment incentives. In addition to the two-year enlistment option and increased educational benefits, the Army tested an option permitting recruits to choose reserve duty in lieu of active military service after completing training. The Navy elected to test combinations of the two-year enlistment option and expanded educational benefits in conjunction with guarantees of in-service training. The Marine Corps chose to test only the two-year option.

The three services began their tests at different times and made a number of later design changes. The Army test began on January 1, was substantially modified on December 4, 1979, and was still under way at the time this report was written. The Navy test began on March 1, 1979, and ran for one year, as did the Marine Corps test, which began on April 15, 1979.

In June 1979, The Rand Corporation contracted to analyze MORE by assessing the enlistment responses to the options and examining the feasibility of adopting one or more of the options as part of an overall recruitment strategy for the military services. This report evaluates the services' experience with the options through December 1979. It also considers some policy implications of the options, supplementing a previous Rand study by Richard Fernandez (1980), who considered the policy issues associated with offering postservice educational benefits as enlistment incentives.

The main purposes of the MORE options were to stimulate recruiting and attract higher-quality personnel. For the most part, the MORE options were restricted to "high-quality" recruits in certain hard-to-fill occupational specialties. Here "high-quality" refers to high school graduates who score 50 or above on the Armed Forces Qualification Test. Since the options were restricted to occupational specialties that normally attract few female enlistees, the analysis is confined to the male enlistment responses.

The services have put forth a number of reasons for testing the enlistment options, to see if they might:

- Attract potential recruits previously deterred by longer terms of service.
- Attract higher-quality personnel.
- Redistribute occupational choices into hard-to-fill occupational specialties.
- Stimulate recruiting for European assignments in the Army.

- Increase the flow of personnel into the reserves.
- Increase traffic into the recruiting stations.

The MORE incentives have multiple purposes, then, but the main purpose is to attract recruits from a market that is underrepresented in the Army: young high school graduates with better than average mental ability. It was hoped that many young men with these characteristics would find military service more attractive if shorter enlistment tours and higher educational benefits were offered.

The services strive to attract high-quality recruits, mainly because they are much more likely to complete training, and they have considerably lower attrition rates during the first term of service (see Sec. VII). It is also believed that high-quality recruits are more productive, provide better leaders, cause fewer disciplinary problems, and contribute more to unit performance and morale.

While the MORE options were primarily designed to attract high-quality enlistments, it was believed that the options might also stimulate the recruitment of "lower-quality" enlistees (i.e., those who are not high-quality). The Navy, hoping to attract more General Detail recruits, opened the two-year option to lower-quality recruits in one of their test areas. The Army's "IRR Option," described in the next section, was open to those who could satisfy the Army Reserve's enlistment qualifications, which are slightly lower than those for the Regular Army. Finally, it was conjectured that, by advertising the options for high-quality enlistees, there would be some carry-over effect on the recruitment of lower-quality personnel.

II. THE EXPERIMENTAL DESIGN

THE ARMY TEST

In the Army part of the experiment, various combinations of the enlistment incentives were offered in different test areas. Table 2.1 summarizes the experimental design for the Army test, which was prepared under the direction of OASD(MRA&L). Three options were tested: the two-year enlistment option, enhanced educational benefits ("VEAP kickers"), and the "IRR option."

In some test areas, the two-year option and VEAP kicker were restricted to recruits agreeing to an initial assignment in Europe, thereby affording a test of whether constraining the recruits' location choices would stimulate European enlistments without seriously affecting the overall enlistment response.

Table 2.1

ARMY TEST DESIGN

	Two-year option	No two-year option
VEAP kicker (2, 3, or 4 years)	Area 1 (Europe only) Area 2	Area 3 (Europe only) Area 4
VEAP kicker (3 or 4 years only)	Area 5 (Europe only)	
No VEAP kicker		Area 6

NOTES: Area 7 offered the same options as Area 1 from January 1, 1979 to March 31, 1979, and began offering the IRR option on April 1, 1979.

Area 1A (part of Area 1) offered the super VEAP kicker beginning June 1, 1979.

The Two-Year Enlistment Option

The two-year enlistment option was offered only to high-quality recruits in certain military occupational specialties (MOSs). The eligible MOSs, primarily combat arms, are listed in App. A, Table A.1.

Enhanced Educational Benefits ("VEAP Kickers")

The Veterans' Educational Assistance Program (VEAP) is the military's current postservice educational benefits plan. It helps the enlistee to build an educational fund by providing government contributions of two dollars for each dollar contributed by the enlistee. To par-

ticipate, the enlistee must save \$50 to \$75 per month for at least twelve months, and he can save up to a maximum of \$2700, in which case the government contribution would be \$5400. The money can be used only as part of a Veterans Administration approved educational program upon leaving the service. The "VEAP kicker" option allows the services to add lump sum amounts to the VEAP funds for high-quality enlistees in certain occupational specialties. (For a list of eligible specialties, see App. A, Table A.2.) Initially, the VEAP kicker was \$1000 for each year of service obligation up to four years. On June 1, 1979, the Army began testing the "super VEAP kicker" in some areas, which was \$2000 above the regular VEAP kicker.

The "IRR Option"

The IRR option offered the enlistee a choice between active and reserve duty after initial training, thereby permitting the recruit to defer making a long-term commitment to the Army until he had completed approximately four months of service. Restricted to enlistees in combat arms skills, the option afforded the recruit three choices after training: stay in the Army; join a unit of the Selected Reserve; enter the Individual Ready Reserve (IRR). Under the first two choices, he would sign a regular enlistment contract after training. Those choosing the IRR were obligated for six years, with refresher training at two-year intervals. Unlike the other Army options, this option was not restricted to high-quality enlistees. In fact, the enlistment standards were those for Army reservists, which were somewhat less restrictive than those for the Regular Army.¹

Test Areas

In evaluating the enlistment responses to the options, the primary units of analysis are the geographic areas served by the Armed Forces Entrance Examination Stations (AFEES). The Army test areas consist of groups of AFEES chosen in such a way that (a) each test area would contain a number of geographically dispersed AFEES, and (b) the test areas would be relatively well balanced in terms of preexperimental recruiting performances.

The assignment of AFEES to test areas is specified in App. B. With one exception—the AFEES at Portland, Oregon—each AFEES was assigned to only one test area. For the purposes of this report, Portland will be considered to belong to Test Area 1A, but it also offered the IRR option, which would put it in Test Area 7. The reasons for ignoring the possible contributions of the IRR option to Portland's recruiting performance will become clear later.

Figure 2.1 depicts the test areas that offered the two-year option; these areas accounted for 68 percent of all Army NPS enlistments in 1978. Figure 2.2 depicts the other test areas. None of the options were offered in Area 6, which served as a control group for the test. Initially, there were seven test areas, but Area 1 was subdivided into two areas (1A and 1B) on June 1, 1979, when the AFEES in Area 1A were permitted to begin offering the super VEAP kicker. Area 7 offered the IRR option beginning April 1. Before that date, the AFEES in that test area were permitted to offer the same incentive package as that of Area 1B. The relative sizes of the test areas in terms of percentages of NPS enlistments in 1978 were as follows²:

¹The reserves, unlike the Regular Army, can enlist 17-year-old high school graduates in Mental Categories I-IIIa, as well as nongraduates of age 18 and above in Mental Category IV.

²The percentages cited are based on enlistment counts for AFEES in the continental United States given in Table

SEATTLE
SPOKANE
PORTLAND
BOISE
OAKLAND
FRESNO
LOS ANGELES
PHOENIX
ALBUQUERQUE
EL PASO
SAN ANTONIO
HOUSTON
NEW ORLEANS
SHREVEPORT
DALLAS
OKLAHOMA CITY
AMARILLO
ATLANTA
JACKSON
MEMPHIS
LITTLE ROCK
ST. LOUIS
KANSAS CITY
DENVER
SALT LAKE CITY
BUTTE
FARGO
SIOUX FALLS
MINNEAPOLIS
CHICAGO
INDIANAPOLIS
CINCINNATI
COLUMBUS
CLEVELAND
DETROIT
MILWAUKEE
DES MOINES
OMAHA
PITTSBURGH
HARRISBURG
PHILADELPHIA
BALTIMORE
SECKLEY
PICHFORD
RALEIGH
FT. JACKSON
JACKSONVILLE
CORAL GABLES
SYRACUSE
ALBANY
BOSTON
MANCHESTER
SPRINGFIELD
NEW HAVEN
FT. WASHINGTON
NEWARK

COLOR CODE
AREA 4
AREA 6
AREA 7
CORAL GABLES

Fig. 2.2—Other Army test areas

Area	%
1A	18.7
1B	34.4
2	9.8
3	8.3
4	8.9
5	7.7
6	6.9
7	5.3

Table 2.2 shows the levels of the VEAP kickers by test area and term of enlistment. The table also shows how an enlistee in Area 1A could build up an educational fund of \$13,100 in three years of service. In other test areas, the maximum accumulations were \$11,100 for three-year enlistments and \$9400 for two-year enlistments.

Table 2.2

AMOUNTS OF VEAP KICKER BY TEST AREA
(In \$)

Term of Enlistment	Test Area							
	1	1A	2	3	4	5	6	7
2 years	2000	4000	2000	N/A	N/A	0	N/A	N/A
3 years	3000	5000	3000	3000	3000	3000	0	0
4 years	4000	6000	4000	4000	4000	4000	0	0

Maximum VEAP accumulation for 3-year enlistment:

Individual contributions (\$75/mo for 36 mo) ..	\$2700
Government contribution (matching 2 for 1) ...	5400
Super VEAP kicker	5000
Total	\$13,100

A further incentive for Army recruits during this period was the combat-arms enlistment bonus of \$3000 for four-year enlistments. Including this \$3000 as part of the incentive package for a four-year enlistee in Area 1A brings the maximum accumulation to \$17,100, broken down as follows: Individual savings (\$75 per month for 36 months), \$2700; government contribution, \$5400; VEAP kicker, \$6000; enlistment bonus, \$3000. The corresponding maximum in Areas 1B, 2, 3, 4, and 5 was \$15,100.

On December 4, 1979, the Army substantially modified the experiment. On that date, Army recruiters began offering VEAP kickers of \$4000 and \$6000 for three- and four-year enlistments throughout the nation. Also, they were permitted to offer the two-year option (with a VEAP kicker of \$2000) in all test areas except Area 6. As before, the options were restricted to high-quality enlistees in certain occupational specialties, primarily combat

C.1, App. C. The two-year option was also offered in Alaska, Hawaii, Guam, and Puerto Rico, but these states and outlying areas were omitted in our analysis because we did not have complete data for them.

arms, but the European restriction was lifted. Because the second phase of the Army test had hardly begun by the end of the year, this report concentrates on the Army's experiences with the options during the first eleven months of 1979.

THE NAVY TEST

Table 2.3 summarizes the experimental design for the Navy test, which began March 1, 1979. Like the Army, the Navy offered combinations of the options in different areas of the country. Also, the options were primarily intended to attract high-quality enlistees into hard-to-fill ratings. With the exception of Test Area D, the options were open only to high-quality enlistees.

Table 2.3

NAVY TEST DESIGN

	"A" School Incentive		
	Immediate Assignment	Upon Reenlistment	No Guarantee
Two-year option with VEAP kicker (\$2000)	Area A	Area B	
Two-year option without VEAP kicker		Area C	Area D
VEAP kicker (\$4000) for 4-year enlistment			Area F
Control group			Area E

As in the Army test, the Navy test areas consisted of geographically dispersed AFEES that were chosen so that the test areas would be well balanced in terms of preexperimental recruiting performances. Figure 2.3 depicts the assignment of AFEES to test areas. As is clear from this figure, the Navy chose to test their options on a much smaller scale than the Army. The control group for the Navy test, Test Area E, accounted for 71 percent of the Navy's recruits in 1978. The largest experimental test area, Area D, accounted for 9 percent, and the next largest, Area C, accounted for only 6 percent.

Besides testing the enlistment response to a shorter term of enlistment and different levels of the VEAP kicker, the Navy also tested whether guaranteed Class "A" school assignments would be effective enlistment or reenlistment incentives. In Test Area A, high-quality enlistees were offered immediate school assignments for the Marine Engineering rating. In Areas B and C, two-year recruits were enlisted into Navy apprenticeship programs with guaranteed "A" school training serving as a reenlistment incentive after two years of service.

The Navy discontinued the \$4000 VEAP kicker for four-year enlistments in Area F on June 15, when the goal of 500 enlistments under that program was reached. Thus, Area F offered an enlistment incentive for only three and a half months of the experiment.

THE MARINE CORPS TEST

The test of the two-year option did not begin until April 15. Like the Army, the Marine Corps restricted the two-year option to high-quality enlistees, but put no restrictions on the occupational choices of the two-year enlistees. Hence, the Marine Corps test, unlike the Army and Navy tests, provided an assessment of the attractiveness of the two-year option free of occupational restrictions.

Unfortunately, offering the option in only two AFEES may not have provided a reliable estimate of the enlistment response to the option. These two AFEES accounted for only 3.6 percent of the NPS enlistments in the Marine Corps in 1978.



Fig. 2.4—Marine Corps test area

III. DATA AND METHODOLOGY

THE EXPERIMENTAL DATA

The enlistment responses to the MORE options are measured in this report by analyzing changes in the services' recruiting performances over time, across AFEES, and across test areas. The primary units of analysis are the AFEES listed in App. B. Using data tapes provided by the Defense Manpower Data Center (DMDC), we derived monthly counts of enlistment contracts for each AFEES by service, sex, mental category, and educational attainment for each month from January 1978 through December 1979. Appendix C lists the counts that are relevant to this study.

The assessment of the enlistment responses also considers differences across AFEES in economic factors that may impinge upon recruiting performance. Appendix D provides monthly estimates of unemployment rates and wage rates for each AFEES in 1978 and 1979. These estimates were derived from state unemployment and wage rates published monthly by the Bureau of Labor Statistics in *Employment and Earnings*. These state figures are also reported in App. D. The unemployment and wage rates for individual AFEES were estimated using a weighted average of the corresponding rates for the states that are served by that AFEES. The weights were chosen to be proportional to the numbers of NPS enlistments (in all four services) from the states served by the AFEES during the fourth quarter of 1978, the quarter before MORE began.

The study also incorporates data on recruiter manning levels and, in the Navy, expenditures for local advertising. The monthly data on recruiters and advertising are given in App. E. The Navy data were provided by Commander P. K. Van Winkle, Director of the Research and Analysis Division, Navy Recruiting Command. The Marine Corps data were supplied by Lt. Col. S. B. Grimes, Personnel Procurement Division, U.S. Marine Corps. The Army data on recruiters are estimates derived from data supplied by Ronald Liveris, U.S. Army Recruiting Command (USAREC). The USAREC data provided counts of recruiters by District Recruiting Command (DRC), the boundaries of which often cross AFEES boundaries. Our procedures for estimating numbers of recruiters for each AFEES depend on estimates of the proportion of recruiters in each DRC who recruit in different AFEES areas lying within the same DRC. Although the estimates may not be completely accurate, the aggregate totals for entire test areas should be sufficiently reliable for the purposes of this report.

MEASURING THE ENLISTMENT RESPONSE

To explain the methodology, we initially assume that the imbalances across AFEES and test areas in economic factors and recruiting can be ignored. We also assume that AFEES within the same test area will have the same enlistment response to a particular incentive package and that this enlistment response is constant over time.

To illustrate, suppose a hypothetical test area offering Option Z averages 2200 recruits during the experimental period as compared with 2000 recruits during the same period in 1978, a nominal increase of 10 percent. This increase does not allow for changes in recruiting performances associated with changes in economic conditions, international events, changes

in military policies, attitudes toward military service, factors affecting educational patterns, weather conditions, and so forth.

To allow for the effects of these other factors, we rely upon the performance of the control group. Suppose that the control group showed a 5-percent decrease in recruiting performance over the same period—say, from 1000 recruits per month in 1978 to only 950 in 1979. Since the ratio of the relative recruiting performances is $1.10/0.95 = 1.16$, an estimate of the response to Option Z is 16 percent. This figure will be referred to as the "relative increase" in recruiting performance. It is the percentage by which the experimental recruiting performance (2200 recruits per month) exceeds the predicted performance ($2000 \times 0.95 = 1900$ recruits per month) based upon the performance of the control test area during the same period. See App. F for a statistical treatment justifying the use of the relative increases as estimates of the average effects of the incentive packages. Standard errors of estimates of this form are readily computed under the assumption that the number of enlistments in any AFEES (or test area) during a particular time interval has a Poisson distribution. See App. G.

An implicit assumption associated with using the relative increase in recruiting performance as an estimate of enlistment response is that the control group's recruiting performance correctly reflects the intertemporal effects and is unaffected by offering the enlistment incentives in the other test areas. This is a crucial assumption in our analysis. The assumption would be violated if, for example, enlistees who would otherwise enlist in the control group test area should migrate to an experimental test area to take advantage of the enlistment options. Also, the relative increases in the recruiting performances of the experimental test areas would provide distorted estimates of the option effects if recruiters in the control test area did not perform up to par for reasons associated with offering the option elsewhere.

The relative increases in recruiting performances are reported throughout this study in comparing the overall performances of the test areas in the three services. To allow for imbalances across test areas in economic factors and measures of recruiting effort, the report also provides a more detailed analysis using multiple regression techniques tailored to the type of data available. Those techniques are based on a statistical procedure explained in App. F. That procedure corrects the raw estimates of the enlistment responses for changes in unemployment rates, wage rates, and measures of recruiting effort, as well as for secular effects of undetermined origin.

IV. RESULTS OF THE ARMY TEST

TEST AREA COMPARISONS

The MORE options in the Army test were primarily designed to attract high-quality recruits into combat arms and other hard-to-fill occupational specialties. Since many of these specialties are restricted to males, our analysis concentrates mainly on the male enlistment response. We also confine our attention to the first eleven months of 1979. The experiment was substantially changed on December 4, 1979, and the second phase of the test will require a different type of analysis from that presented here.

To assess the changes in recruiting performance across test areas resulting from the MORE options, we begin by comparing numbers of high-quality male enlistments during January-November 1979 with the corresponding counts during 1978. The enlistment counts in Table 4.1 are derived from the counts for individual AFEES given in App. C. Although AFEES outside the contiguous 48 states were permitted to offer some of the MORE options, we have omitted those AFEES from our analysis because we did not have complete data for them.

Table 4.1 reveals that none of the test areas recruited substantially more high-quality males in 1979 than they did in 1978. However, all of the experimental test areas outperformed the control group (Test Area 6) in terms of year-to-year percentage increases in high-quality male enlistments (see the last column of Table 4.1). For example, Test Area 1A, offering the two-year option and super VEAP kickers for European assignments, outperformed the control group by only 2.0 percent. The standard error of 4.8 associated with this measure indicates that, because of inherent randomness in the enlistment process, one should treat the relative increase as being subject to considerable error, say, 2.0 plus or minus 9.6 (two standard errors). The calculation of the standard errors is discussed in App. G.

Although there are slight imbalances across test areas that will be accounted for in a more detailed analysis, the fact that none of the relative increases exceeds two standard errors suggests that there are no statistically significant differences; i.e., the observed differences in the experimental test area performances from that of the control group may be entirely attributable to randomness. On the other hand, the fact that all the experimental test areas outperformed the control group suggests that the MORE options have enhanced the recruitment of high-quality males by a small margin.

The relatively high performance of Area 7 during the experimental period should be viewed with skepticism. Since this is a very small test area consisting of three AFEES in northern Grain Belt states (Fargo, Sioux Falls, and Omaha) and two in the South (Houston and Raleigh), it is more likely to be affected by changes in local recruiting conditions. In particular, Fargo, Sioux Falls, and Omaha are all in the same District Recruiting Command, and the higher performance of these AFEES may result from the administrative efforts of a single DRC commander.

There are other reasons for downplaying the performance of Area 7. During the first three months of the experiment, it offered the two-year option and VEAP kickers linked to European assignments. From April to September, it offered only the IRR option. Since recruits under the IRR option are enlisted in the U.S. Army Reserve instead of the Regular Army, the numbers of recruits enlisted under this option are not included in our counts of

Table 4.1

**NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE ARMY
BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979**

Test area	Incentive package ^a	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)	
		Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase	Relative increase ^b
1A	2, VK2, VK3, SVK, EUR	3580	3500	-2.2 (2.4)	2.0 (4.8)
1B	2, VK2, VK3, EUR	5731	5784	0.9 (1.9)	5.3 (4.6)
2	2, VK2, VK3	1959	1985	1.3 (3.2)	5.7 (5.2)
3	VK3, EUR	1388	1383	-0.4 (3.8)	4.0 (5.6)
4	VK3	1371	1447	5.5 (3.8)	10.1 (5.6)
5	2, VK3, EUR	1411	1379	-2.3 (3.8)	2.0 (5.6)
6		1174	1125	-4.2 (4.2)	---
7	IRR	751	807	7.5 (5.1)	12.1 (6.6)
	Total	17365	17410	0.3 (1.1)	

^aIncentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of \$2000 for two-year enlistments.

VK3 - VEAP kickers of \$3000 and \$4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of \$4000, \$5000, and \$6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79. IRR option beginning 4/1/79.

^bPercentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

enlistments in Table 4.1. While it may be argued that many Regular Army recruits were initially attracted into the AFEES by the IRR option, it will be shown later, using an alternative data source, that the IRR option had a very limited response among high-quality males.

THE TWO-YEAR OPTION

The enlistment response of high-quality males to the two-year option can be estimated by comparing the recruiting performances of test areas that offered the option with comparable areas that did not. In drawing inferences from these comparisons, one must keep two points in mind. First, the two-year option is offered only to enlistees in certain military occupational specialties. Although the list is long (see App. A), it consists primarily of combat arms and other hard-to-fill specialties, and this may dampen the effect of the option. Second, the two-year option was offered only in test areas that also offered the VEAP kicker for three- and four-year enlistments. Thus, the effects of the two-year option can be assessed only as increments to the enlistment response to the VEAP kickers.

Table 4.1 above gave the preexperimental and experimental recruiting performances of the individual test areas. Table 4.2 provides a summary of the test area performances that is

Table 4.2

**COMPARISONS OF HIGH-QUALITY MALE RECRUITING PERFORMANCES IN THE ARMY
BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE**

	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase		Relative increase	
<u>Two-year Test Areas</u>						
1A (Europe, SVK)	3580	3500	-2.2	(2.4)	2.0	(4.8)
1B (Europe)	5731	5784	0.9	(1.9)	5.3	(4.6)
2	1959	1985	1.3	(3.2)	5.7	(5.2)
5 (Europe, no VK2)	1411	1379	-2.3	(3.8)	2.0	(5.6)
Total	12681	12648	-0.3	(1.3)	4.1	(4.4)
<u>Other VEAP Kicker Test Areas</u>						
3 (Europe)	1388	1383	-0.4	(3.8)	4.0	(5.6)
4	1371	1447	5.5	(3.8)	10.1	(5.6)
Total	2759	2830	2.6	(2.7)	7.0	(5.0)
<u>All VEAP Kicker Test Areas</u>						
1A, 1B, 3, 5 (Europe)	12110	12046	-0.5	(1.3)	3.8	(4.4)
2, 4	3330	3432	3.1	(2.4)	7.6	(4.8)
Total	15440	15478	0.2	(1.1)	4.6	(4.3)
<u>Control Test Area</u>						
6	1174	1125	-4.2	(4.2)	---	---

more convenient for making an overall assessment of the effects of the options and comparing the two-year test areas with the other test areas.

As a group, the two-year test areas showed a slight year-to-year decrease of 0.3 percent in enlistments of high-quality males during the first eleven months of the test, while the other test areas that offered the VEAP kickers (Areas 3 and 4) showed a small increase of 2.6 percent. If the groups were comparable in other respects, these figures alone would lead one to estimate the effect of the two-year option to be -2.8 percent with a standard error of 3.0 percent.¹

However, the effects of the options appear to be diminished by having them linked to European assignments, and three of the four two-year test areas were "Europe only" areas. Comparing test areas in which European assignments were optional, we note that Area 2 raised enlistments by 1.3 percent with the two-year option, but this is less than the 5.5 percent increase achieved by Area 4 without the option. Among the "Europe only" areas, Areas 1A, 1B, and 5 together showed a 0.6 percent decrease in enlistments, which was almost identical to the 0.4 percent decrease for Area 3.

We conclude from Table 4.2 that the two-year option, with or without the two-year VEAP kicker, elicited virtually no response among high-quality males. This conclusion will be further supported by regression results presented later in this section.

¹The -2.8 figure results from considering the ratio $0.997/1.026 = 0.972$. The standard error of this ratio is calculated using a formula in App. G.

THE VEAP KICKER

Since the estimated response to the two-year option is close to zero, the nominal responses to the enlistment packages in the two-year test areas must be primarily attributable to the VEAP kickers for three- and four-year enlistments. Table 4.2 combines all the VEAP kicker test areas into two groups: the Europe-only test areas (1A, 1B, 3, and 5) and the Europe-optional test areas (2 and 4). The relative increases in these two groups, given in the last column of Table 4.2, would suggest (by themselves) that the overall enlistment response to the VEAP kickers was 7.6 percent when European assignments were optional and 3.8 percent when they were mandatory. The corresponding standard errors are 4.4 and 4.8, respectively.

These estimates have considerably larger standard errors than the estimate of the overall response to the two-year option. This stems from the fact that the comparison group for estimating the effects of the VEAP kicker is Area 6, which had the fewest enlistments of all areas except for Area 7.

A second consideration in assessing the reliability of these estimates is that the recruiting performance of Area 6 may have been adversely affected by the options offered in the other test areas. Recruiters in Area 6 may have slackened their recruiting activities somewhat, perhaps anticipating that the options would soon become available in all AFEES. Another concern is that some potential recruits in Area 6 might simply have "migrated" across AFEES boundaries to avail themselves of the two-year option and VEAP kicker in a neighboring AFEES. This concern will be addressed later in this section. In any case, the estimated 7.6 percent response to the VEAP kicker without the European restriction may represent an inflated estimate of the actual response.

THE SUPER VEAP KICKER

The above discussion did not provide a separate estimate of the effect of the super VEAP kicker that was offered in Area 1A from June 1 to December 4, 1979. During June-November 1978, Area 1A recruited 1941 high-quality male enlistees; since the corresponding figure for the same five-month period in 1979 was 1890, this represented a 2.7 percent increase. The corresponding figures for Area 1B, which offered the same options except for the super VEAP kicker, were 3109 enlistments in June-November 1978 and 3128 in 1979, an increase of 0.6 percent. These figures suggest that the super VEAP kicker yielded an enlistment response of about 2.1 percent above the response for the standard VEAP kicker. The standard error of this estimate is 4.1 percent.

THE EUROPEAN RESTRICTION

Restricting the two-year option and the VEAP kickers to recruits who enlisted for European assignments apparently led to diminished recruiting performances in Areas 1A, 1B, 3, and 5. As Table 4.2 shows, these areas had an overall 0.5 percent decrease in high-quality male enlistees, whereas the Europe-optional test areas, Areas 3 and 4, registered a 3.1 percent increase. On the basis of these figures and under the assumption that the two groups are comparable in other respects, it is estimated that the European restriction dampened the

response to the two-year option and VEAP kicker by 3.5 percent with a standard error of 2.8 percent.

THE IRR OPTION

The IRR option was offered beginning April 1 in Area 7, a small test area that does not lend itself to before-and-after comparisons for reasons given earlier. The option was also offered beginning April 1 in the AFEES at Portland, Oregon. This AFEES had 75 high-quality male enlistments in the Regular Army during the first quarter of 1979 before the IRR option was introduced, but only 62, 65, and 39 during the next three quarters.

Altogether, there were 429 enlistments under the IRR option as of October 1 in Area 7 and the AFEES at Portland. Only 30 of these enlistees were high school graduates.² Even if one assumes that all of these high school graduates scored at or above the 50th percentile on the AFQT, these 30 constitute only a small proportion of the high-quality males recruited from those areas. During the same period, these AFEES recruited 560 high-quality males in the Regular Army. Clearly, the IRR option did little to attract high-quality male enlistments.

On the other hand, it is noteworthy that the IRR option attracted 429 male enlistments into *combat arms* specialties. During the same six-month period, these six AFEES recruited 3476 males into the Regular Army in *all* specialties. Thus, the 429 enlistments represent a substantial part of the recruiting effort in those AFEES, especially if one considers the number of enlistments in combat arms.

Of the 429 enlistees through September 30 under the IRR option, 169 were recruited at the Houston AFEES, 139 at Portland, 111 at Raleigh, and only a total of 10 in the three AFEES (Fargo, Sioux Falls, Omaha) in the District Recruiting Command at Omaha. Since the Omaha DRC accounted for 22 percent of the male enlistments from these AFEES during April-September, but only 2.3 percent of the IRR enlistments, it seems reasonable to infer that the recruiters in that DRC were not promoting the IRR option as actively as did those in the other AFEES. If they had, the number of enlistments under the IRR option might have been substantially larger.

As of September 30, a total of 286 enlistees under this option had completed training and 24 had been discharged, so that the attrition rate during training was only 7.7 percent. Of the 286 who completed training, 83 (29 percent) elected to enlist in the Regular Army, and 42 (15 percent) joined units of the Selected Reserves. The 161 others will remain in the IRR for six years.

In summary, the IRR option had no discernible effect on the recruitment of high-quality male enlistees, but it attracted a number of lower-quality recruits into combat arms and merits further study as a recruiting incentive for combat arms trainees and reservists.

IMBALANCES ACROSS TEST AREAS

Although efforts were made to balance the test areas in terms of preexperimental recruiting characteristics, recruiting conditions change over time, and the resulting imbalances should be taken into account in making comparisons. Among the characteristics of AFEES that affect recruiting performances are: unemployment rates, wage rates, and numbers of

²The data on enlistments under the IRR option were provided by Audrey Reeg and Captain Pat Kelly, Office of Reserve Affairs.

recruiters. Monthly AFEEs-specific data on these characteristics are provided in Apps. D and E.

Table 4.3 shows the extent to which the recruiting conditions changed between 1978 and 1979. Note that Test Area 7 had a much lower unemployment rate than the other test areas before MORE began, but the percent change between 1978 and 1979 was not appreciably different from the other test areas. The test areas had remarkably similar percentage increases in wage rates. Test Area 1A had the largest percentage gain in average recruiting strength, but the differences across test areas were not large.

Table 4.3

UNEMPLOYMENT RATES, WAGE RATES, AND RECRUITER MANNING LEVELS
BY ARMY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test Area	Unemployment Rate			Wage Rate			Average Number of Recruiters per Month		
	1978	1979	Percent Increase	1978	1979	Percent Increase	1978	1979	Percent Increase
1A	6.8	6.3	-7.4	6.27	6.81	8.6	979	1041	6.4
1B	5.9	5.7	-3.4	6.06	6.48	8.7	1315	1372	4.3
2	5.4	5.3	-1.9	6.14	6.72	9.4	402	417	3.7
3	6.8	6.9	1.5	6.78	7.34	8.3	374	386	3.1
4	6.1	5.9	-3.3	6.13	6.67	8.8	340	361	6.2
5	5.7	5.5	-3.5	6.08	6.63	9.0	299	309	3.3
6	6.2	5.9	-4.8	6.26	6.84	9.3	345	365	5.8
7	4.3	4.1	-4.7	5.53	6.05	9.4	196	200	2.3
Total	6.1	5.8	-4.9	6.15	6.69	8.8	4251	4452	4.7

REGRESSION RESULTS

We used regression techniques to allow for the slight imbalances across test areas reflected in Table 4.3, and to provide an alternative analysis yielding estimates of elasticities of the enlistment responses with respect to measures of recruiting conditions. The values of the dependent variable for this analysis are the year-to-year changes in the logarithms of the monthly enlistment counts (or, equivalently, the logarithms of the ratios of the monthly performances). Thus, there are eleven observations for each AFEEs, one for each month during the experimental period.

Table 4.4 summarizes the regression results. Appendix F describes the statistical model that served as a basis for this analysis. The independent variables in the regression equation are:

- Indicator variables for the incentive packages in each of the experimental test areas (Model 1).
- Indicator variables for the components of the incentive packages (Model 2).
- Changes in the logarithms of the monthly unemployment rates, wage rates, and numbers of recruiters between 1978 and 1979.

- Indicator variables for each month except January during the experimental period, to allow for changes over time in recruiting conditions not accounted for by the other variables.

The estimates of the effects of the incentive packages provided by the regression coefficients in Model 1 are not appreciably different from the "raw" relative increases reported in Table 4.1. For example, the relative increase reported for Area 1A was 2.0 percent with a standard error of 4.8. Here, the regression coefficient of 0.019 for Package 1A indicates that the estimated effect of the incentive package in Area 1A was to increase the logarithm of the number of enlistments by 0.019, thereby multiplying the number of enlistments by $\exp(0.019) = 1.0192$, which is approximately a 1.9 percent increase. Since the coefficients indicating the effects of the incentive packages are all small, and since $\exp(x) \approx 1 + x$ for small values of x , the estimated coefficients, when multiplied by 100, are good approximations for the percentage increases.

The corresponding estimated effects of the individual components of the incentive packages, identified as Model 2 in Table 4.4, are obtained by the same procedure as for Model 1, except that indicator variables for the individual options are incorporated as independent variables in lieu of indicators for the enlistment packages. The Model 2 estimates would be justified under the assumption that the various options have separate additive effects on the logarithms of the enlistment counts (i.e., multiplicative effects on the enlistment counts themselves). However, this is a questionable assumption that cannot be tested using the experimental data, because the main effects and interactions of the options are confounded in the experimental design.³ Nevertheless, the estimates of the separate effects of the options provided by the Model 2 coefficients can still be treated as rough estimates of the overall effects of the individual options. Whether the additivity assumption holds or not, the estimated effects for Model 2 result from a procedure that implicitly involves comparing the recruiting performances of AFEES that offered the option with those that did not, with allowances being made for the effects of other options as well as for several other factors that affect recruiting performance.

The t-statistics in Table 4.4 associated with the effects of the options indicate that none of the incentive packages had a statistically significant effect on high-quality male enlistments. However, the pattern of regression coefficients for the various incentive packages, as well as the positive regression coefficients corresponding to the VEAP kickers in Model 2, suggest that offering the VEAP kickers elicited a small positive enlistment response. The negative coefficients for the two-year option indicate that the AFEES that offered the option performed slightly worse (but not significantly worse) than the other AFEES after allowing for changes in recruiting conditions, time trends, and effects of the other options.

The regression coefficients in Table 4.4 for measures of changes in local recruiting conditions are estimates of the elasticities of the enlistment responses with respect to these measures. The interpretation of the estimates should be tempered by the large standard errors associated with the estimates. Also, the fitted equation includes "time trend controls"—indicator variables for each month during the experiment except the first—to allow for changes over time in national enlistment intensities due to changes in overall labor market condi-

³One reason for doubting the additivity assumption (if the options had any effect at all) is that the effect of the European restriction can be expected to vary across test areas, depending on the responses to the incentive packages. In particular, the European restriction should have no effect whatever if it is coupled with an incentive package that elicits no response.

Table 4.4

REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS
ON HIGH-QUALITY MALE ENLISTMENTS IN THE ARMY

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	0.030	0.099	0.3	0.029	0.098	0.3
<u>Incentive package</u>						
Package 1A	0.019	0.050	0.4			
Package 1B	0.060	0.047	1.3			
Package 2	0.062	0.054	1.2			
Package 3	0.032	0.058	0.5			
Package 4	0.096	0.058	1.7			
Package 5	0.032	0.058	0.6			
Package 7	0.119	0.067	1.8			
<u>Options</u>						
Two-year option						
With VEAP kicker				-0.001	0.032	-0.0
Without VEAP kicker				-0.020	0.050	-0.4
VEAP kicker				0.070	0.052	1.4
Super VEAP kicker				0.018	0.065	0.3
European restriction				-0.024	0.031	-0.8
IRR option				0.102	0.067	1.5
<u>Changes in local recruiting conditions</u>						
Unemployment rate	0.175	0.099	1.8	0.152	0.100	1.5
Wage rate	-1.131	0.977	-1.2	-1.082	0.979	-1.1
No. of recruiters	0.173	0.095	1.8	0.169	0.095	1.8
<u>Time trend controls</u>						
February	-0.081	0.047	-1.7	-0.081	0.047	-1.7
March	-0.048	0.047	-1.0	-0.047	0.047	-1.0
April	0.104	0.051	2.0	0.100	0.051	2.0
May	0.207	0.052	4.0	0.202	0.052	3.8
June	0.041	0.048	0.8	0.048	0.049	1.0
July	0.109	0.048	2.3	0.116	0.049	2.4
August	-0.028	0.048	-0.6	-0.021	0.049	-0.4
September	-0.171	0.052	-3.3	-0.163	0.053	-3.1
October	0.059	0.053	1.1	0.069	0.054	1.3
November	0.080	0.053	1.5	0.089	0.054	1.7
R ²		0.09			0.08	
SSE		962.36			964.03	
F		3.19			3.30	

tions, international events, military compensation, and other factors that affect military recruiting. See App. F for a full discussion of the statistical methods used in the analysis.

CARRY-OVER EFFECTS FOR LOWER-QUALITY MALES

This section considers the drawing power of the Army enlistment options in attracting lower-quality enlistees, i.e., those who are either not high school graduates or who score below the 50th percentile on the AFQT. Although the options were intended primarily to attract high-quality enlistees, there were reasons to expect them to attract some lower-quality recruits.

First, we would expect the two-year option and the VEAP kickers to elicit some response among high school seniors. Seniors can enlist in the Army through the Delayed Entry Program (DEP), which permits them up to a year's delay before they enter active service. Seniors who scored at or above the 50th percentile on the AFQT were eligible for the MORE options, provided they received their high school diplomas before they entered the service. Hence, most of these recruits, although technically "lower-quality" at the time of their enlistment, would become "high-quality" by the time they entered the service.

A second reason for expecting some response among lower-quality males is that many of them either are unaware of the eligibility criteria for the options or do not know whether they satisfy the criteria. In particular, many do not know whether their AFQT scores are high enough to qualify for the options at the time that they first learn of the options. In the process of inquiring about the options and their eligibility for them, they would talk to Army recruiters and receive materials that might lead them to enlist whether they are eligible or not.

There are other reasons to expect some carry-over effects of the options on categories of personnel who were not qualified for them. The Army was asked to hold its advertising expenditures relatively constant across test areas, but the AFEES that could offer the two-year option and VEAP kickers had the advantage of new "products" to advertise. The advertisement of new enlistment incentives may have led many potential recruits to inquire about Army careers. Also, the recruiters may have worked harder once they had new enlistment incentives to offer. Yet another possibility is that some high-quality enlistees encouraged their friends to enlist at the same time, perhaps by informing them of favorable opportunities in the Army that they learned about during the enlistment process.

Tables 4.5 and 4.6 provide the same type of summary statistics that were reported earlier for high-quality males in Tables 4.1 and 4.2. Here, the numbers of enlistees are four to six times larger, yielding more precise estimates. In this case, we see that Area 1A led all others in outperforming the control group by 9.2 percent. Since the standard error of this estimate is only 2.2, this represents a statistically significant difference. Test Area 4 outperformed the control group by 5.6 percent, a response that is statistically significant.

The relative increases for the other test areas are small and not statistically significant. Area 7 underperformed the control group a little, perhaps suggesting that a few of the lower-quality enlistees who would otherwise have enlisted in the Regular Army were drawn by the IRR option to enlist in the reserves.

When the test areas are grouped in Table 4.6, as was done previously in analyzing the enlistment response among high-quality males, we see that the two-year test areas, as a group, outperformed the control group by 2.9 percent in attracting lower-quality males. But they did not do as well as the other VEAP kicker test areas, which outperformed the control

Table 4.5

NUMBER OF LOWER-QUALITY MALE ENLISTMENTS IN THE ARMY
BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979

Test area	Incentive package ^a	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)	
		Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase	Relative increase ^b
1A	2, VK2, VK3, SVK, EUR	13635	18346	34.6 (1.1)	9.2 (2.2)
1B	2, VK2, VK3, EUR	25895	32094	23.9 (0.8)	0.6 (2.1)
2	2, VK2, VK3	7359	9351	27.1 (1.6)	3.1 (2.5)
3	VK3, EUR	6250	7771	24.3 (1.7)	0.9 (2.5)
4	VK3	6751	8786	30.1 (1.6)	5.6 (2.5)
5	2, VK3, EUR	5684	6827	20.1 (1.8)	-2.5 (2.6)
6		5036	6204	23.2 (1.9)	--- ---
7	IRR	<u>4088</u>	<u>4849</u>	18.6 (2.1)	-3.7 (2.8)
	Total	74698	94228	26.1 (0.5)	

^a Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of \$2000 for two-year enlistments.

VK3 - VEAP kickers of \$3000 and \$4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of \$4000, \$5000, and \$6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79, IRR option beginning 4/1/79.

^b Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

group by 3.4 percent. Thus, the carry-over effect, if there is one, is apparently associated with the three- and four-year VEAP kickers, not the two-year option.

It is interesting that the VEAP kicker test areas, considered as a group, outperformed the control group by 3.0 percent. Moreover, the VEAP kicker areas that did not tie the kickers to European assignments did even better, outperforming the control group by 4.3 percent. These results suggest that there was a small carry-over effect on the recruitment of lower-quality enlistments associated with offering the two-year option and the VEAP kickers to high-quality enlistees.

The regression results for the lower-quality enlistees given in Table 4.7 tend to confirm the inferences drawn from Tables 4.5 and 4.6. They also indicate that the super VEAP kicker had a statistically significant effect on the recruitment of lower-quality males. From Model 2, the estimated multiplicative effect is 0.104 with a standard error of 0.029. Since $\exp(0.104) = 1.110$, the estimated increase associated with the super VEAP kicker is 11 percent.

The estimated effects upon lower-quality enlistments are about as large as or even larger than those for high-quality enlistments, even though the options were restricted to high-quality enlistees. This raises questions about the reasons for the effects. If the effects had been stronger for high-quality enlistees, one could surmise that some of the high-quality recruits helped recruiters influence their friends to join the Army too. However, this argu-

Table 4.6

**COMPARISONS OF LOWER-QUALITY MALE RECRUITING PERFORMANCES IN THE ARMY
BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE**

	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Jan.-Nov. 1978	Jan.-Nov. 1979	Percent increase		Relative increase	
<u>Two-year Test Areas</u>						
1A (Europe, SVK)	13635	18346	34.6	(1.1)	9.2	(2.2)
1B (Europe)	25895	32094	23.9	(0.8)	0.6	(2.1)
2	7359	9351	27.1	(1.6)	3.1	(2.5)
5 (Europe, no VK2)	5684	6827	20.1	(1.8)	-2.5	(2.6)
Total	52573	66618	26.7	(0.6)	2.9	(2.0)
<u>Other VFAP Kicker Test Areas</u>						
3 (Europe)	6250	7771	24.3	(1.7)	0.9	(2.5)
4	6751	8786	30.1	(1.6)	5.6	(2.5)
Total	13001	16557	27.4	(1.2)	3.4	(2.2)
<u>All VFAP Kicker Test Areas</u>						
1A, 1B, 3, 5 (Europe)	51464	65038	26.4	(0.6)	2.6	(2.0)
2, 4	14110	18137	28.5	(1.1)	4.3	(2.2)
Total	65574	83175	26.8	(0.5)	3.0	(2.0)
<u>Control Test Area</u>						
6	5036	6204	23.2	(1.9)	---	---

ment is not very convincing when the effects of the options on high-quality enlistments were so small.

Instead, we conjecture that the effects are primarily advertising effects. Attracted to the recruiting stations by advertisements of new incentives, the lower-quality recruits may have talked to recruiters and received recruiting materials that led them to enlist even though they were ineligible for the options. If so, the observed effects are not primarily attributable to the options, but to advertising and recruiting efforts associated with the options.

QUESTIONS ABOUT THE HIGH-QUALITY CLASSIFICATION

Another possible explanation for the effects of the options on lower-quality enlistees is that the MORE options attracted large numbers of high school seniors to enlist under the Army's Delayed Entry Program. Not having graduated as yet when they enlisted, they were classified as lower-quality enlistees for the time being. We now consider the extent to which the previous results would have changed if high school seniors who scored at or above the 50th percentile on the AFQT had been classified as high-quality.

Our data file of enlistments in Fiscal Year 1979 contained a special code for high school seniors that permitted us to isolate these cases, but the corresponding code was not available for FY 1978. To determine whether the enlistment responses to the options might have been considerably different, we repeated our calculations, counting high school seniors as graduates in FY 1979. Table 4.8 provides the relative increases for the test areas analogous to

Table 4.7

REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS
ON LOWER-QUALITY MALE ENLISTMENTS IN THE ARMY

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	0.350	0.045	7.7	0.358	0.045	7.9
<u>Incentive package:</u>						
Package 1A	0.065	0.023	2.9			
Package 1b	0.010	0.021	0.5			
Package 2	0.038	0.025	1.5			
Package 3	-0.015	0.026	-0.6			
Package 4	0.052	0.025	2.1			
Package 5	-0.008	0.026	-0.3			
Package 7	-0.019	0.029	-0.7			
<u>Options:</u>						
Two-year option						
With VEAP kicker				0.015	0.015	1.0
Without VEAP kicker				-0.009	0.023	-0.4
VEAP kicker				0.034	0.023	1.5
Super VEAP kicker				0.104	0.029	3.6
European restriction				-0.036	0.014	-2.6
IRR option				-0.070	0.029	-2.4
<u>Changes in local recruiting conditions:</u>						
Unemployment rate	0.090	0.044	2.1	0.104	0.044	2.4
Wage rate	-3.084	0.444	-6.9	-3.094	0.444	-7.0
No. of recruiters	0.412	0.043	9.7	0.411	0.042	9.7
<u>Time trend controls:</u>						
February	-0.087	0.021	-4.1	-0.086	0.021	-4.0
March	0.027	0.022	1.3	0.027	0.022	1.2
April	0.119	0.023	5.1	0.125	0.023	5.3
May	0.243	0.023	10.4	0.249	0.024	10.6
June	0.097	0.023	4.2	0.090	0.024	3.8
July	0.268	0.023	11.6	0.260	0.023	11.1
August	0.171	0.022	7.6	0.162	0.023	7.2
September	0.079	0.023	3.4	0.070	0.024	3.0
October	0.272	0.023	12.0	0.263	0.023	11.4
November	0.073	0.022	3.3	0.064	0.023	2.8
R ²		0.29			0.29	
SSE		1944.25			1939.95	
F		14.01			14.88	

Table 4.8

**NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE ARMY
USING ALTERNATIVE DEFINITION OF HIGH-QUALITY
BY TEST AREA, JANUARY-NOVEMBER, 1978 AND 1979**

Test area	Incentive package ^a	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
		Jan.-Nov. 1978	Jan.-Nov. 1979	Percent Increase		Relative increase ^b	
1A	2, VK2, VK3, SVK, EUR	3726	4474	20.1	(2.2)	-17.0	(4.3)
1B	2, VK2, VK3, EUR	5976	7649	28.0	(1.7)	-9.1	(4.1)
2	2, VK2, VK3	2070	2547	23.0	(3.0)	-14.1	(4.7)
3	VK3, EUR	1496	1933	29.2	(3.4)	-7.9	(5.0)
4	VK3	1434	1924	34.2	(3.5)	-2.9	(5.1)
5	2, VK3, EUR	1550	2008	29.5	(3.4)	-1.6	(5.0)
6		1287	1765	37.1	(3.7)	---	---
7	IRR	<u>837</u>	<u>1155</u>	38.0	(4.5)	0.9	(5.8)
Total		18376	23455	27.6	(1.0)		

^a Incentive package codes:

2 - Two-year enlistment option.

VK2 - VEAP kicker of \$2000 for two-year enlistments.

VK3 - VEAP kickers of \$3000 and \$4000 for three- and four-year enlistments.

SVK - Super VEAP kickers of \$4000, \$5000, and \$6000 for two-, three-, and four-year enlistments beginning 6/1/79.

EUR - Options restricted to European assignments.

IRR - Same options as Test Area #1B from 1/1/79 to 3/31/79, IRR option beginning 4/1/79.

^b Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

those reported previously for high-quality enlistees (in the strict sense) in Table 4.1. The counts for January-November 1978 include the seniors who enlisted in October and November but not those during January-September 1978.

The differences between Tables 4.1 and 4.8 are striking. They indicate that a substantial percentage of the high-quality male enlistees were still high school seniors when they enlisted. Another difference is that, whereas all of the experimental test areas outperformed the control group in terms of the relative increases in Table 4.1, the contrary is true in Table 4.8 with a single exception: the anomalous Area 7. Thus, although our counts of high-quality enlistees may underrepresent the actual number of high-quality accessions into the Army, it is not clear that recounting the enlistees using a less strict definition would change the results. In fact, it appears that the control area performance might be somewhat higher under a more relaxed definition, in which case the estimated effects of the options on high-quality enlistees would be even smaller.

In any case, the above-mentioned effects of the options on lower-quality enlistees may simply result from the fact that at least some of the "lower-quality" enlistees in the experimental test areas were actually eligible for the enlistment options. On the other hand, considering the results in Table 4.8 and having no compelling reason for supposing that the options would have any greater effect on high school seniors than they do on high school

graduates, we see no evidence that the overall enlistment responses of high-quality enlistees, no matter how defined, would differ appreciably from those reported earlier.

THE MIGRATION QUESTION

One of the concerns in analyzing the experiment was that enlistees might have migrated across test area boundaries to take advantage of the enlistment incentives in a neighboring AFEES. To determine the extent to which they did, we compared each enlistee's home of record with the location of the AFEES in which the enlistment was processed, thereby determining how many enlistees did not enlist in their "home" test areas.

A certain amount of migration occurs routinely in any case; many young people use their parents' address as their home of record, even though they may live elsewhere. To determine whether the MORE options stimulated additional migration to take advantage of the options offered in certain areas, we compared the percentages of migrants during the experimental period with the corresponding percentages during the preceding three months.

As Table 4.9 shows, among the high-quality males who enlisted between October and December 1978 and whose home of record was in Area 6, 8.0 percent enlisted outside of Area 6. During the first quarter of the experiment, the percentage of "migrants" increased to 11.3 percent. This jump of 3.3 percentage points was the highest jump among the eight test areas during that quarter (but several larger jumps occurred in other test areas during the course of the experiment).

To examine this small increase in migration more closely, we made a detailed analysis of migrations across neighboring AFEES, using county codes for home of record to isolate migrants before and after MORE began. We found no compelling evidence that deliberate "recruiting migration" had taken place, and the number of migrants was too small in any case to affect our estimates appreciably.

SHIFTS IN OCCUPATIONAL CHOICES

One purpose of the options was to stimulate recruiting for hard-to-fill occupational specialties, especially combat arms. To determine whether the options fulfilled that purpose, we compared the distributions of high-quality male enlistees among hard-to-fill specialties before and after the experiment began.

Table 4.10 lists the percentages of high-quality enlistees by quarter and test area for three categories of military occupational specialties (MOSs): those specialties eligible for the two-year option; those eligible for the VEAP kickers; and combat arms specialties. The third category was defined as comprising MOSs in Career Management Fields 11 to 19.

During the first quarter of the experiment, Areas 2 and 5 experienced a sizable increase in the percentage of enlistments in the specialties eligible for the two-year option, but the effect diminished over time. There was a sharp increase in the percentage of combat arms enlistments in Area 7 during the first quarter of 1979, when the two-year option and VEAP kickers were offered in that area. However, since the percentage remained high in succeeding quarters when the options were no longer offered, it appears that the jump may have resulted from an abnormally low percentage in the last quarter of 1978.

Comparing the percentages of combat arms enlistments in the experimental test areas with those in the control group, one is hard-pressed to find any evidence that the MORE options did much to shift high-quality males into combat arms. If there was an effect, it was small.

Table 4.9

**MIGRATION OF HIGH-QUALITY MALE ENLISTEES BY
TEST AREA, OCTOBER 1978-DECEMBER 1979**

Home-of-Record Test Area	Period	Number of Enlistees (and Percentage)		Total
		Within Same Test Area	In Another Test Area	
1A	Oct-Dec 1978	745 (96.0)	31 (4.0)	776
	Jan-Mar 1979	974 (95.8)	43 (4.2)	1017
	Apr-Jun 1979	902 (96.1)	37 (3.9)	939
	Jul-Sep 1979	941 (95.8)	41 (4.2)	982
	Oct-Dec 1979	817 (97.0)	25 (3.0)	842
1B	Oct-Dec 1978	1172 (96.4)	44 (3.6)	1216
	Jan-Mar 1979	1675 (94.8)	92 (5.2)	1767
	Apr-Jun 1979	1377 (95.2)	69 (4.8)	1446
	Jul-Sep 1979	1585 (95.9)	67 (4.1)	1652
	Oct-Dec 1979	1233 (94.7)	69 (5.3)	1302
2	Oct-Dec 1978	327 (91.9)	29 (8.1)	356
	Jan-Mar 1979	516 (91.2)	50 (8.8)	566
	Apr-Jun 1979	435 (91.0)	43 (9.0)	478
	Jul-Sep 1979	524 (94.1)	33 (5.9)	557
	Oct-Dec 1979	356 (90.6)	57 (9.4)	393
3	Oct-Dec 1978	264 (95.3)	13 (4.7)	277
	Jan-Mar 1979	374 (94.4)	22 (5.6)	396
	Apr-Jun 1979	326 (95.3)	16 (4.7)	342
	Jul-Sep 1979	409 (98.1)	8 (1.9)	417
	Oct-Dec 1979	354 (95.2)	18 (4.8)	372
4	Oct-Dec 1978	301 (94.4)	18 (5.6)	319
	Jan-Mar 1979	392 (92.9)	30 (7.1)	422
	Apr-Jun 1979	382 (97.7)	9 (2.3)	391
	Jul-Sep 1979	378 (93.8)	25 (6.2)	403
	Oct-Dec 1979	285 (93.1)	21 (6.9)	306
5	Oct-Dec 1978	179 (85.6)	30 (14.4)	209
	Jan-Mar 1979	300 (91.7)	27 (8.3)	327
	Apr-Jun 1979	242 (84.9)	43 (15.1)	285
	Jul-Sep 1979	280 (88.1)	38 (11.9)	318
	Oct-Dec 1979	213 (87.3)	31 (12.7)	244
6	Oct-Dec 1978	240 (92.0)	21 (8.0)	261
	Jan-Mar 1979	323 (88.7)	41 (11.3)	364
	Apr-Jun 1979	283 (89.3)	34 (10.7)	317
	Jul-Sep 1979	282 (89.5)	33 (10.5)	315
	Oct-Dec 1979	283 (92.8)	22 (7.2)	305
7	Oct-Dec 1978	153 (90.5)	16 (9.5)	169
	Jan-Mar 1979	243 (89.3)	29 (10.7)	272
	Apr-Jun 1979	198 (93.4)	14 (6.6)	212
	Jul-Sep 1979	196 (90.7)	20 (9.3)	216
	Oct-Dec 1979	145 (92.4)	12 (7.6)	157

Table 4.10

**PERCENTAGES OF HIGH-QUALITY ARMY MALE ENLISTEES IN CERTAIN
OCCUPATIONAL CATEGORIES BY QUARTER AND TEST AREA,
OCTOBER 1978-DECEMBER 1979**

Test area	Period	Number of enlistments (and percentage)			
		Total	Eligible for two-year option	Eligible for VEAP kicker	Combat arms
1A	Oct - Dec, 1978	743	314 (42.3)	212 (28.5)	206 (27.7)
	Jan - Mar, 1979	976	467 (47.8)	330 (33.8)	320 (32.8)
	Apr - Jun, 1979	907	447 (49.3)	300 (33.1)	291 (32.1)
	Jul - Sep, 1979	939	397 (42.3)	269 (28.6)	282 (30.0)
	Oct - Dec, 1979	814	322 (39.6)	206 (25.3)	231 (28.4)
1B	Oct - Dec, 1978	1234	574 (46.5)	446 (36.1)	421 (34.1)
	Jan - Mar, 1979	1780	848 (47.6)	632 (35.5)	613 (34.4)
	Apr - Jun, 1979	1466	707 (48.2)	549 (37.4)	517 (35.3)
	Jul - Sep, 1979	1662	729 (43.9)	534 (32.1)	516 (31.0)
	Oct - Dec, 1979	1311	527 (40.2)	385 (29.4)	400 (30.5)
2	Oct - Dec, 1978	380	173 (45.5)	122 (32.1)	120 (31.6)
	Jan - Mar, 1979	595	323 (54.3)	215 (36.1)	207 (34.8)
	Apr - Jun, 1979	508	227 (44.7)	168 (33.1)	164 (32.3)
	Jul - Sep, 1979	592	264 (44.6)	183 (30.9)	188 (31.8)
	Oct - Dec, 1979	412	186 (45.1)	126 (30.6)	133 (32.3)
3	Oct - Dec, 1978	275	126 (45.8)	64 (23.3)	64 (23.3)
	Jan - Mar, 1979	394	159 (40.4)	116 (29.4)	105 (26.6)
	Apr - Jun, 1979	335	151 (45.1)	112 (33.4)	108 (32.2)
	Jul - Sep, 1979	418	160 (38.3)	99 (23.7)	101 (24.2)
	Oct - Dec, 1979	372	154 (41.4)	90 (24.2)	93 (25.0)
4	Oct - Dec, 1978	320	147 (45.9)	105 (32.8)	101 (31.6)
	Jan - Mar, 1979	425	204 (48.0)	150 (35.3)	151 (35.5)
	Apr - Jun, 1979	404	184 (45.5)	139 (34.4)	135 (33.4)
	Jul - Sep, 1979	418	153 (36.6)	115 (27.5)	114 (27.3)
	Oct - Dec, 1979	304	109 (35.9)	82 (27.0)	89 (29.3)
5	Oct - Dec, 1978	285	105 (36.8)	82 (28.8)	75 (26.3)
	Jan - Mar, 1979	417	182 (43.6)	136 (32.6)	131 (31.4)
	Apr - Jun, 1979	347	142 (40.9)	105 (30.3)	92 (26.5)
	Jul - Sep, 1979	391	157 (40.2)	115 (29.4)	108 (27.6)
	Oct - Dec, 1979	306	122 (39.9)	93 (30.4)	94 (30.7)
6	Oct - Dec, 1978	250	110 (44.0)	76 (30.4)	68 (27.2)
	Jan - Mar, 1979	331	153 (46.2)	115 (34.7)	101 (30.5)
	Apr - Jun, 1979	300	109 (36.3)	95 (31.7)	79 (26.3)
	Jul - Sep, 1979	300	116 (38.7)	101 (33.7)	92 (30.7)
	Oct - Dec, 1979	287	113 (39.4)	78 (27.2)	82 (28.6)
7	Oct - Dec, 1978	168	58 (34.5)	44 (26.2)	35 (20.8)
	Jan - Mar, 1979	268	108 (40.3)	85 (31.7)	82 (30.6)
	Apr - Jun, 1979	220	90 (40.9)	72 (32.7)	70 (31.8)
	Jul - Sep, 1979	212	89 (42.0)	63 (29.7)	63 (29.7)
	Oct - Dec, 1979	154	57 (37.0)	43 (27.9)	43 (27.9)

DWINDLING EFFECTS OVER TIME

There is some evidence that the effects of the enlistment options, small as they were, dwindled still more over the course of the experiment. This evidence is based primarily on further regression analysis, not reported here, that explored changes in the estimated effects over time.

Table 4.11 presents some concrete evidence of that shrinkage with regard to the two-year option. Whereas 384 men and women enlisted under the two-year option during the first four weeks of the test, only 17 did so during the last four weeks of the first phase of MORE, which ended on December 4.

Table 4.11

TWO-YEAR ENLISTMENTS IN THE ARMY, JANUARY 1979-MAY 1980

Four-week Period Ending	Enlistments		
	Male	Female	Total
January 27, 1979	328	56	384
February 24	179	38	217
March 24	171	39	210
April 21	185	63	248
May 19	150	56	206
June 16	96	26	122
July 14	113	9	122
August 11	94	14	108
September 8	74	20	94
October 6	60	12	72
November 3	39	4	43
December 1	17	0	17
December 29	93	15	108
January 26, 1980	215	21	236
February 23	263	39	302
March 22	264	30	294
April 19	308	17	325
May 17	285	17	302

SOURCE: Lt. Col. T. B. Reth, Office,
Deputy Chief of Staff for Personnel,
Department of the Army.

In the second phase, the two-year option has been offered in an area containing about 93 percent of the nation's population. As the economy slipped into recession during the first half of 1980, military recruiting picked up, and enlistments under the two-year option were probably stimulated at the same time. Nevertheless, those enlistments were not much more numerous in the first quarter of 1980 than they were at a comparable stage in the first phase, even though the two-year test area had been expanded considerably.

RELATIVE NUMBERS OF TWO-YEAR ENLISTMENTS

According to the data on male two-year enlistments in Table 4.11, there were 1506 high-quality male enlistments under the two-year option during January-November 1979; they accounted for 12 percent of the 12,648 high-quality males recruited in the two-year test areas during that period. (See Table 4.2.)

Since the analysis presented here found no discernible increase in high-quality male enlistments in response to the option, we infer that the two-year enlistees were mainly drawn away from three- and four-year enlistments. As a consequence of this lowering of enlistment obligations, the Army will lose many of the two-year enlistees at the two-year point and find its recruiting problems worsened beginning in 1981.

The two-year enlistees make up an even larger proportion of the high-quality enlistments in the hard-to-fill occupational specialties. Since approximately 44 percent of these males entered specialties eligible for the two-year option (see Table 4.10), we estimate that approximately 5600 of them entered those specialties during January-November 1979. The 1506 two-year enlistees in the group account for 27 percent of that cohort. Clearly, the problems associated with manning those specialties will not be any easier as a result of offering the two-year option, and the number of careerists in those specialties will eventually be affected. More detailed discussions of the force-structure implications of the options will be provided in Sec. VII.

V. RESULTS OF THE NAVY TEST

THE ENLISTMENT INCENTIVES

The Navy version of MORE was primarily designed to test the attractiveness of the two-year option for high-quality recruits, but the option was also offered to lower-quality personnel in Test Area D. The Navy also offered a two-year VEAP kicker of \$2000 in Areas A and B, where the options were restricted to specific occupations: Marine Engineering in Area A, and Fireman in Area B. In Areas C and D, the two-year option without the VEAP kicker was open to all General Detail apprenticeship programs (Fireman, Seaman, and Airman). Area F, the only experimental test area that did not offer the two-year option, offered a four-year VEAP kicker of \$4000. Test Area E served as the control group for the test.

The two-year test areas not only had different restrictions on occupational choices, but they also had different schooling guarantees associated with the enlistment packages. In Area A, immediate entrance into "A" school for the Marine Engineering rating was assured under the two-year option. In Areas B and C, the Navy guaranteed "A" school attendance as a reenlistment incentive at the two-year point if the recruit decided to reenlist. No such guarantee was provided in Area D.

Insofar as high-quality recruits were concerned, the only difference in the incentive packages offered in Areas C and D was the "A" school guarantee at the two-year point. Since these recruits were school-eligible at the time of enlistment, they could elect to enlist for three years and select a rating for which "A" school attendance was required. Thus, the guarantee of an "A" school assignment at the two-year point, tied to a later enlistment of three years or more, would not seem to provide much of an additional incentive to high-quality personnel beyond that provided in Area D.

TEST AREA COMPARISONS

To analyze the effects of the options from the beginning of the test on March 1 through December 1979, we begin by comparing enlistments in each test area during that period with the corresponding counts in 1978. (See Table 5.1.)

None of the Navy test areas enlisted as many high-quality males during March-December 1979 as they had the previous year; in the large control group, Area E, the number dropped 11.1 percent. Two areas had even sharper declines: Area A (13.9 percent) and Area D (15.1 percent). Area C, with a 1.4 decline, was the only test area that outperformed the control group by a substantial margin.

The relative increases in the last column of Table 5.1 are the percentages by which the experimental areas outperformed the control group. Area C, for example, outperformed the control test area by 10.9 percent. This figure results from calculating the percentage by which the year-to-year ratio for Area C (0.986) exceeded the same ratio for Area E (0.889). The derivation of the standard errors of the relative increases is given in App. G.

Since Area F offered the four-year VEAP kicker only from March 1 to June 15, the relative increase reported in Table 5.1 for Area F does not reflect the drawing power of that option. From Table C.6 in App. C, we see that, during March-May 1979, Area F recruited 160

Table 5.1

**NUMBER OF HIGH-QUALITY MALE ENLISTMENTS IN THE NAVY
BY TEST AREA, MARCH-DECEMBER, 1978 AND 1979**

Test area	Incentive package ^a	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
		Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase ^b	
A	2, VK2, A	656	565	-13.9	(5.7)	-3.1	(5.9)
B	2, VK2, AR	876	780	-11.0	(4.9)	0.2	(5.1)
C	2, AR	1181	1164	-1.4	(4.1)	10.9	(4.3)
D	?	1921	1630	-15.1	(3.4)	-4.5	(3.6)
E		13667	12145	-11.1	(1.2)	---	---
F	VK4	780	722	-7.4	(5.2)	4.2	(5.3)
Total		19081	17006	-10.9	(1.1)		

^aIncentive package codes:

- 2 - Two-year enlistment option.
- VK2 - VEAP kicker of \$2000 for two-year enlistments.
- VK4 - VEAP kicker of \$4000 for four-year enlistments from 3/1/79 to 6/15/79.
- A - Immediate assignment to "A" school.
- AR - Assignment to "A" school upon reenlistment.

^bPercentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

high-quality males as compared with 209 during the same three-month period in 1978—a decline of 23.4 percent. In the control group, high-quality male enlistments during March-May dropped from 4226 in 1978 to 2867 in 1979, a decline of 32.2 percent. Based on these figures, the relative increase in Area F was 12.9 percent, with a standard error of 10.8 percent. The very large standard error associated with this (unadjusted) estimate reflects the smallness of the enlistment counts for this test area.

The apparent lack of any enlistment response in Areas A and B, where VEAP kickers were offered with the two-year options, probably results from restrictions on the occupational choices tied to the options. Table 5.2 divides the two-year test areas into two groups according to whether the options were restricted to specific ratings or were open to all General Detail apprenticeship programs.

Table 5.2 reveals that there were only small differences between the groups and that the four two-year test areas barely outperformed the control group. It is also noteworthy that when we combine the recruiting performances of Areas C and D to reflect their similar incentive packages, the two outperformed the control group by only 1.4 percent. However, the Navy test areas are quite small, consisting of from two to four AFEES, and there are sizable imbalances across the test areas that should be accounted for in assessing the effects of the options.

Tables 5.3 and 5.4 resemble Tables 5.1 and 5.2, but apply to lower-quality male recruits. In this case, Area D improved its year-to-year performance more than the others, with an increase of 7.1 percent. This represents a relative increase beyond the control group performance of 6.3 percent with a standard error of 2.6 percent, indicating a statistically significant difference. However, imbalances in recruiting conditions across test areas must be considered.

Table 5.2

**COMPARISONS OF HIGH-QUALITY MALE RECRUITING PERFORMANCES IN THE NAVY
BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE**

	High-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase	
<u>Two-year Test Areas, Restricted Assignments</u>						
A (Marine Engineering)	656	565	-13.9	(5.7)	-3.1	(5.9)
B (Fireman)	876	780	-11.0	(4.9)	0.2	(5.1)
Total	1532	1345	-12.2	(3.7)	-1.2	(3.9)
<u>Two-year Test Area, General Detail</u>						
C (Airman, Fireman, Seaman)	1181	1164	-1.4	(4.1)	10.9	(4.3)
D (Airman, Fireman, Seaman)	1921	1630	-15.1	(3.4)	-4.5	(3.6)
Total	3102	2794	-9.9	(2.6)	1.4	(2.9)
<u>All Two-year Test Areas</u>						
A, B, C, D	4634	4139	-10.7	(2.1)	0.5	(2.5)
<u>Control Test Area</u>						
E	13667	12145	-11.1	(1.2)	---	---

Table 5.3

**NUMBER OF LOWER-QUALITY MALE ENLISTMENTS IN THE NAVY
BY TEST AREA, MARCH-DECEMBER, 1978 AND 1979**

Test area	Incentive package ^a	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
		Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase ^b	
A	2, VK2, A	1423	1510	6.1	(3.7)	5.4	(3.8)
B	2, VK2, AR	1645	1709	3.9	(3.5)	3.2	(3.6)
C	2, AR	2370	2258	-4.7	(2.9)	-5.4	(3.1)
D	2	3352	3589	7.1	(2.4)	6.3	(2.6)
F		26324	26510	0.7	(0.9)	---	---
F	VK4	<u>1721</u>	<u>1653</u>	-4.0	(3.4)	-4.6	(3.6)
Total		36835	37229	1.1	(0.7)		

^aIncentive package codes:

2 - Two-year enlistment option.

VK2 - VFAP kicker of \$2000 for two-year enlistments.

VK4 - VFAP kicker of \$4000 for four-year enlistments from 3/1/79 to 6/15/79.

A - Immediate assignment to "A" school.

AR - Assignment to "A" school upon reenlistment.

^bPercentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

Table 5.4

**COMPARISONS OF LOWER-QUALITY MALE RECRUITING PERFORMANCES IN THE NAVY
BY TEST AREA AND TYPE OF ENLISTMENT INCENTIVE**

	Lower-quality male NPS enlistments		Year-to-year gains in recruiting (with standard errors in parentheses)			
	Mar.-Dec. 1978	Mar.-Dec. 1979	Percent increase		Relative increase	
<u>Two-year Test Areas, Restricted Assignments</u>						
A (Marine Engineering)	1423	1510	6.1	(3.7)	5.4	(3.8)
B (Fireman)	1645	1709	3.9	(3.5)	3.2	(3.6)
Total	3068	3219	4.9	(2.5)	4.2	(2.7)
<u>Two-year Test Area, General Detail</u>						
C (Airman, Fireman, Seaman)	2370	2258	-4.7	(2.9)	-5.4	(3.1)
D (Airman, Fireman, Seaman)	3352	3589	7.1	(2.4)	6.3	(2.6)
Total	5722	5847	2.2	(1.9)	1.5	(2.1)
<u>All Two-year Test Areas</u>						
A, B, C, D	8790	9066	3.1	(1.5)	2.4	(1.7)
<u>Control Test Area</u>						
E	26324	26510	0.7	(0.9)	---	---

IMBALANCES ACROSS TEST AREAS

The Navy has a better developed data system than the other services for measuring recruiting effort in individual AFEES. Unfortunately, these measures and the associated AFEES-specific measures of economic factors reveal considerable imbalances across test areas. This makes it difficult to separate the effects of the recruiting conditions from the many experimental factors being tested in the Navy experiment.

Table 5.5 shows the extent to which economic conditions changed in each test area between the preexperimental and experimental periods. According to these figures, the recruiting performance of Area A should have benefited from higher unemployment rates, whereas Areas C and D should have had greater difficulties in the face of reduced unemployment rates, implying greater competition from the civilian sector for young workers.

At the same time MORE was being conducted, the Navy was conducting a second controlled experiment in which local advertising and recruiter manning levels were being varied deliberately to study the relationship between recruiting productivity and measures of recruiting effort. As we see in Table 5.6, this second experiment resulted in considerable imbalances across test areas that confound the analysis of the MORE options. For example, given the greatly increased expenditures for advertising in Area C, it is difficult to determine whether the increased enlistment response is due to advertising, the enlistment package in Area C, or the two combined.

The estimates of local advertising expenditures in Table 5.6 are derived from quarterly AFEES-level data supplied by the Navy and listed in App. E, Table E.3. To estimate monthly expenditures from the quarterly data, we assumed that expenditures in any quarter were

Table 5.5

**UNEMPLOYMENT AND WAGE RATES BY NAVY TEST AREA,
MARCH-DECEMBER, 1978 AND 1979**

Test Area	Unemployment Rate			Wage Rate		
	1978	1979	Percent Increase	1978	1979	Percent Increase
A	4.9	5.3	8.2	5.98	6.51	8.9
B	5.8	5.8	0.0	6.27	6.77	8.0
C	5.0	4.6	-8.0	5.72	6.26	9.4
D	6.6	6.1	-7.6	6.13	6.69	9.1
E	5.9	5.7	-3.4	6.28	6.83	8.8
F	6.1	6.0	-1.6	5.77	6.30	9.2
Total	5.9	5.7	-3.4	6.21	6.76	8.9

Table 5.6

**NAVY RECRUITER MANNING LEVELS AND LOCAL ADVERTISING
EXPENDITURES BY NAVY TEST AREA, MARCH-DECEMBER,
1978 AND 1979**

Test Area	Average Number of Recruiters per Month			Average Monthly Expenditures for Local Advertising		
	1978	1979	Percent Increase	1978	1979	Percent Increase
A	135	145	7.3	4,310	3,609	-16.3
B	191	199	4.2	5,507	6,269	13.8
C	188	185	-1.8	4,891	7,035	43.8
D	298	331	11.1	9,098	6,898	-24.2
E	2,349	2,551	8.6	80,160	76,793	-4.2
F	142	154	8.7	5,726	6,002	4.8
Total	3,303	3,565	7.9	109,693	106,605	-2.8

equally distributed over the three months. Although this assumption may have led to some measurement errors, this is not the main problem in separating the effects of the enlistment options from the effects due to changes in recruiting conditions. The problem is that there are too many factors to be considered simultaneously when one considers all the possible interactions that may be present.

REGRESSION RESULTS

The regression equations in Tables 5.7 and 5.8 attempt to allow for the imbalances across test areas in assessing the effects of the enlistment packages and the individual options. The equations for both Models 1 and 2 were fitted to monthly data for the individual AFEES, using the year-to-year changes in the logarithms of the monthly enlistment count or,

Table 5.7

**REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS
ON HIGH-QUALITY MALE ENLISTMENTS IN THE NAVY**

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	-0.447	0.085	-5.2	-0.452	0.085	-5.3
<u>Incentive package:</u>						
Package A	-0.077	0.060	-1.3			
Package B	0.000	0.052	0.0			
Package C	0.136	0.046	3.0			
Package D	-0.008	0.037	-0.2			
Package F	0.038	0.054	0.7			
<u>Options:</u>						
Two-year option						
Restricted				-0.035	0.040	-0.9
General detail				0.046	0.030	1.5
VEAP kicker (4-year)				0.041	0.103	0.4
<u>Changes in local recruiting conditions:</u>						
Unemployment rate	0.535	0.098	5.5	0.510	0.097	5.3
Wage rate	0.746	0.943	0.8	0.797	0.937	0.9
No. of recruiters	0.087	0.108	0.8	0.032	0.106	0.3
Local advertising	0.023	0.019	1.2	0.036	0.019	1.9
<u>Time trend controls:</u>						
April	0.098	0.050	2.0	0.098	0.050	1.9
May	0.153	0.050	3.0	0.155	0.051	3.1
June	0.272	0.046	5.9	0.277	0.046	6.0
July	0.423	0.046	9.2	0.432	0.046	9.4
August	0.380	0.046	8.2	0.389	0.046	8.4
September	0.211	0.050	4.2	0.223	0.050	4.4
October	0.354	0.052	6.8	0.363	0.052	7.0
November	0.421	0.053	8.0	0.431	0.053	8.2
December	0.343	0.053	6.5	0.353	0.053	6.6
R ²		0.22			0.22	
SSE		888.20			896.02	
F		9.86			10.69	

equivalently, the logarithms of the ratios of the monthly counts) as the dependent variable. Thus, there were ten observations per AFEES, one for each month from March to December. The statistical model that served as a basis for this analysis is described in App. F.

The independent variables in the regression analysis are:

- Indicator variables for the incentive packages in each of the experimental test areas (Model 1).
- Indicator variables for the types of options (Model 2).
- Changes in the logarithms of the monthly unemployment rates, wage rates, numbers of recruiters, and local advertising expenditures.

Table 5.8

REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF OPTIONS
ON LOWER-QUALITY MALE ENLISTMENTS IN THE NAVY

	Model 1			Model 2		
	b	s.e.	t	b	s.e.	t
Constant	-0.114	0.058	-2.0	-0.114	0.057	-2.0
<u>Incentive package</u>						
Package A	0.053	0.039	1.4			
Package B	0.066	0.036	1.8			
Package C	0.023	0.033	0.7			
Package D	0.054	0.026	2.0			
Package F	-0.051	0.036	-1.4			
<u>Options</u>						
Open to lower-quality:						
Two-year option				0.053	0.026	2.0
High-quality only:						
Two-year option						
Restricted				0.060	0.027	2.2
General detail				0.024	0.032	0.8
VEAP kicker (4-year)				-0.144	0.064	-2.3
<u>Changes in local recruiting conditions</u>						
Unemployment rate	0.120	0.066	1.8	0.124	0.066	1.9
Wage rate	-0.928	0.637	-1.5	-0.876	0.632	-1.4
No. of recruiters	0.574	0.076	7.6	0.570	0.076	7.5
Local advertising	-0.044	0.013	-3.4	-0.048	0.013	-3.6
<u>Time trend controls</u>						
April	0.051	0.034	1.5	0.051	0.034	1.5
May	0.186	0.033	5.6	0.186	0.033	5.6
June	0.139	0.033	4.3	0.136	0.033	4.2
July	0.199	0.033	6.0	0.192	0.033	5.8
August	0.249	0.032	7.7	0.241	0.032	7.4
September	0.232	0.035	6.7	0.224	0.035	6.4
October	0.226	0.035	6.4	0.219	0.035	6.2
November	0.236	0.035	6.7	0.230	0.035	6.5
December	0.047	0.034	1.4	0.041	0.034	1.2
<u>Summary statistics</u>						
R ²		0.22			0.22	
SSE		1106.28			1103.33	
F		9.68			10.40	

- Indicator variables for each month except March during the experimental period to allow for changes over time in recruiting conditions not accounted for by the other variables.

As the t-statistics for the Model 1 regression equation indicate, the only enlistment package that elicited a statistically significant response among high-quality males was the two-year option in Test Area C, where the option was open to all General Detail recruits and was offered in conjunction with a guarantee of "A" school attendance at the first reenlistment point. The regression coefficient for Package C indicates that the estimated effect of the option was to increase the logarithm of the number of high-quality male enlistments by 0.136, thereby multiplying the number of enlistments by $\exp(0.136) = 1.15$. However, the interpretation of this 15-percent increase should be tempered by the observation that the same equation shows a negative estimate for the effect of Package D, which contradicts our belief that the responses to the two packages should be about the same.

The regression equation for Model 2, in which the incentive packages in Test Areas C and D are treated as being equivalent, indicates that the overall multiplicative effect of offering the two-year option for General Detail recruits was only 0.046 with a standard error of 0.030. Thus, offering the unrestricted two-year option in Test Areas C and D stimulated the recruitment of high-quality males by about 5 percent. The same equation shows the estimated effect of the four-year VEAP kicker to be about 4 percent. This estimate should be treated as unreliable, since the standard error of estimate exceeds 10 percent.

The corresponding regression equations for lower-quality enlistments in Table 5.8 contain some anomalies that raise questions about the appropriateness of the models. The negative regression coefficients for levels of advertising probably reflect a dependence on other factors that are correlated with advertising levels. The other coefficients on the recruiting factors have the "right" signs, but the magnitudes of these estimates should be treated with skepticism.

The main feature of Table 5.8 is the information it provides about the attractiveness of the two-year option offered in Area D, where it was open to lower-quality enlistees. From Model 1, the estimated percentage increase associated with this option was 5.5 percent. Taking the standard error of this estimate into account, the estimate is in line with the relative increases reported earlier for Area D in Table 5.3, namely, 6.3 percent with a standard error of 2.6.

The estimates of the carry-over effects on lower-quality enlistments associated with offering the MORE incentives to high-quality recruits raise further questions about the reliability of the regression results. If taken at face value, the Model 2 results would suggest that offering a restricted two-year option to high-quality recruits increased the number of lower-quality enlistments by 6 percent, and offering the VEAP kicker for four-year enlistments had a pronounced negative effect on lower-quality enlistments. As a partial explanation for these anomalous results, it should be noted that the algebraic signs of these estimated effects are different from those in Table 5.7, suggesting that some of the lower-quality enlistees in Areas A, B, and F were misclassified as high-quality and vice versa.

In summary, the analysis of the Navy test is plagued by a confounding of factors that we were unable to disentangle satisfactorily. Nevertheless, we believe that the evidence supports the conclusion that the two-year option open to all General Detail recruits had a positive effect on enlistments. But that effect is small, perhaps 4 to 8 percent for both high-quality and lower-quality males. The two-year options restricted to Marine Engineering and Fireman

ratings had no discernible positive effect at all. The data at hand do not lend themselves to providing a reliable estimate of the effect of the four-year VEAP kicker.

NUMBERS OF TWO-YEAR ENLISTMENTS

Table 5.9 shows the number of two-year male enlistments in the two-year test areas. With the exception of Area D, where presumably many of the two-year enlistees were not high-quality, there were few enlistments under the two-year option. In Area C, there were 90 two-year enlistees during March-December, which is about 8 percent of the total number of high-quality male enlistments in that test area. If it is true that high-quality enlistees have considerably higher attrition in General Detail programs, this small increase in two-year enlistments will be offset by higher first-term attrition and further losses at the two-year point. In any case, as the very small counts in Table 5.9 suggest, the two-year option for General Detail recruits does not appear to be an attractive enlistment incentive for high-quality males.

Table 5.9

MALE TWO-YEAR ENLISTEES IN THE NAVY, MARCH 1979-FEBRUARY 1980

Month	Test Area				Total
	A	B	C	D	
March 1979	4	1	6	21	32
April	7	0	3	23	33
May	3	0	7	21	31
June	5	2	6	55	68
July	6	0	14	78	98
August	5	0	18	115	138
September	2	0	7	79	88
October	9	0	11	79	99
November	8	0	5	49	62
December	7	0	13	71	91
January 1980	6	0	22	101	129
February	10	0	20	111	141

SOURCE: Commander P. K. Van Winkle,
Director, Research and Analysis Division,
Navy Recruiting Command.

VI. RESULTS OF THE MARINE CORPS TEST

TEST AREA COMPARISONS

The Marine Corps test, which began on April 15, 1979, consisted of offering only the two-year option to high-quality recruits in a test area that included only two AFEES: Richmond, Virginia, and Dallas, Texas. Although the option was restricted to high-quality enlistees, there were no restrictions on occupational choices. Thus, the Marine Corps test, unlike the Army and Navy tests, yielded an estimate of the enlistment response to the two-year option that is not confounded by occupational restrictions.

Our analysis provided estimates of the option's effects during the period May-December 1979, excluding the period April 15-30, when the experiment was getting under way. Table 6.1 shows how the test area (Area 1) compared with the control group in recruiting high-quality males during that period. Whereas the control group showed a 0.3 percent decrease, the test area registered a 17.7 percent increase over its 1978 performance. Thus, the relative increase was 18.0 percent with a standard error of 10.4 percent. The high standard error reflects the very small enlistment counts for the test area.

If the option elicited a response as high as this estimate suggests, we should expect some carry-over effect on the recruitment of lower-quality males. For example, such an effect might result from increased traffic into the recruiting stations on the part of some potential recruits, who would probably not know they were ineligible for the option until they took their qualification tests. After talking to recruiters, some of them may have enlisted whether they received the option or not.

As Table 6.2 shows, there does appear to be a carry-over effect: The two-year test area outperformed the control group by 7.7 percent in attracting lower-quality male enlistments. The standard error of this estimate is 5.2 percent.

Table 6.1

HIGH-QUALITY MALE NONPRIOR-SERVICE ENLISTMENTS IN THE MARINE CORPS BY TEST AREA, MAY-DECEMBER, 1978 AND 1979

Test Area	Incentive	Number of Enlistments		Year-to-Year Gains in Recruiting (Standard Errors in Parentheses)	
		1978	1979	Percent Increase	Relative Increase ²
1	Two-year option	175	206	17.7 (10.3)	18.0 (10.4)
2	None	5,753	5,738	-0.3 (1.9)	---
Total		5,928	5,944	0.3 (1.8)	

²Percentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

Table 6.2

**LOWER-QUALITY MALE NONPRIOR-SERVICE ENLISTMENTS IN THE
MARINE CORPS BY TEST AREA, MAY-DECEMBER, 1978 AND 1979**

Test Area	Incentive	Number of Enlistments		Year-to-Year Gains in Recruiting (Standard Errors in Parentheses)	
		1978	1979	Percent Increase	Relative Increase ^a
1	Two-year option	722	820	13.6 (5.1)	7.7 (5.2)
2	None	17,938	18,912	5.4 (1.0)	---
Total		18,660	19,732	5.7 (1.0)	

^aPercentage by which the year-to-year ratio of recruiting performances exceeded the corresponding ratio for the control group.

We conjecture that this positive (but statistically insignificant) response to the two-year option stems mainly from two factors. First, some of the lower-quality recruits were high school seniors who enlisted under the Delayed Enlistment Program. Those seniors who scored at or above the 50th percentile on the AFQT were eligible for the two-year option provided they received their high school diplomas before they went on active duty. Second, advertisements of the two-year option probably brought increased numbers of potential recruits into Marine recruiting stations, perhaps to inquire about the new option.

It is plausible that the option may have attracted some recruits away from the other services. The Marine Corps recruiters had a competitive advantage over the other services in the Dallas and Richmond AFEES. Since these AFEES were in the Navy's control group, the Navy did not offer any new incentives during the experiment. The Army offered a two-year option in both AFEES as well as VEAP kickers for three- and four-year enlistments, but these options were restricted to European assignments as well as to prescribed occupational specialties. Hence, part of the response to the two-year option may have been at the expense of three- and four-year enlistments in the other services.

RECRUITING CONDITIONS

From the figures in Table 6.3 reporting our estimates of the unemployment and wage rates in the test areas, we see that the two-year test area was operating under less favorable recruiting conditions than the control group in that the unemployment rates were lower in both 1978 and 1979. Also, Area 1 had a sharper percentage drop in unemployment rates between 1978 and 1979, and it had a slightly larger increase in wage rates.

Since our data on numbers of recruiters in the Marine Corps by AFEES are incomplete, we do not report them in this study. However, we have monthly counts of the number of

Table 6.3

UNEMPLOYMENT AND WAGE RATES BY MARINE CORPS
TEST AREA, MAY-DECEMBER, 1978 AND 1979

Test Area	Unemployment Rate			Wage Rate		
	1978	1979	Percent Increase	1978	1979	Percent Increase
1	4.9	4.4	-10.2	5.57	6.12	9.9
2	5.8	5.7	-1.7	6.28	6.83	8.8
Total	5.8	5.7	-1.7	6.25	6.81	9.0

recruiters for Richmond and Dallas, as well as counts for the entire Marine Corps. These data show that recruiter manning levels in Area 1 did not change much more than they did in the rest of the Marine Corps. Hence, we have eliminated recruiter manning as an explanation for the large relative increase in enlistments in Area 1.

REGRESSION RESULTS

The regression equations in Table 6.4 provide alternative estimates of the enlistment responses of high-quality and lower-quality recruits to the two-year option that allow for changes in unemployment and wage rates across AFEES. The equations are analogous to those reported previously for the Army and the Navy. The equations were fitted to monthly data for the individual AFEES using the year-to-year changes in the logarithms of the monthly enlistment counts as the dependent variable.

The independent variables in the regression equation are:

- An indicator variable for AFEES that offered the two-year option.
- Changes in the logarithms of the monthly unemployment rates and wage rates.
- Indicator variables for each month except May, to allow for changes over time in recruiting conditions not accounted for by the other variables.

Table 6.4 indicates that the estimated effect of the two-year option was to increase the logarithm of the number of high-quality enlistees by 0.175, multiplying the number of enlistments by $\exp(0.175) = 1.19$. This 19-percent increase is in line with the relative increase of 18 percent reported in Table 6.1.

The corresponding estimated effect of the two-year option on lower-quality enlistments was 0.055 with a standard error of 0.053. Given the very large standard errors associated with the estimates (none are statistically significant at the 5 percent level), one should interpret these estimates cautiously, but it appears that the two-year option yielded a higher response in the Marine Corps than in the other services. On the other hand, the two-year test area was very small, and the results may have been due to increased advertising of the two-year option, greater efforts by recruiters, or numerous other local factors that might affect recruiting performance.

Table 6.4

**REGRESSION EQUATIONS FOR ESTIMATING EFFECTS OF
OPTIONS ON HIGH-QUALITY AND LOWER-QUALITY
ENLISTMENTS IN THE MARINE CORPS**

Item	High-Quality			Lower-Quality		
	b	s.e.	t	b	s.e.	t
Constant	-0.003	0.148	-0.0	0.047	0.078	0.6
Incentive: two-year option	0.175	0.109	1.6	0.055	0.053	1.0
<u>Changes in local recruiting conditions</u>						
Unemployment rate	-0.099	0.165	-0.6	-0.199	0.087	-2.3
Wage rate	-2.252	1.593	-1.4	0.039	0.831	0.0
<u>Time trend controls</u>						
June	0.045	0.077	0.6	-0.027	0.044	-0.6
July	0.167	0.077	2.2	0.082	0.044	1.9
August	0.197	0.078	2.5	0.001	0.043	0.0
September	0.150	0.083	1.8	-0.065	0.045	-1.5
October	0.378	0.087	4.3	0.037	0.044	0.9
November	0.356	0.087	4.1	0.107	0.045	2.4
December	0.318	0.088	3.6	-0.142	0.045	-3.2
R ²		0.06			0.07	
SSE		929.25			631.37	
F		3.36			3.57	

RELATIVE NUMBERS OF TWO-YEAR ENLISTEES

Table 6.5 shows the monthly counts of two-year enlistments in the two AFEES that offered them beginning April 15, 1979. Richmond and Dallas had a total of 206 high-quality enlistments between May and December, of whom 64 (31 percent) were two-year enlistees.

If the enlistment response to the two-year option was, say, 20 percent, then this would suggest that the other 11 percent were drawn from the pool of three- or four-year enlistments. While a 20-percent response may be close to the break-even point in man-year terms, our estimate of the enlistment response is too unreliable to permit inferences about the desirability of implementing the two-year option.

Table 6.5

**TWO-YEAR ENLISTMENTS IN THE MARINE CORPS,
APRIL 1979-APRIL 1980**

Two-Year Enlistments			
Month	Richmond	Dallas	Total
April 1979	1	3	4
May	3	7	10
June	3	4	7
July	3	8	11
August	1	11	12
September	2	7	9
October	4	1	5
November	2	3	5
December	1	4	5
January 1980	8	1	9
February	2	4	6
March	2	4	6
April	1	9	10
Total	33	66	99

SOURCE: Lt. Col. S. B. Grimes, Personnel
Procurement Division, Headquarters, U.S.
Marine Corps.

VII. THE POLICY IMPLICATIONS

FORCE STRUCTURE MODELS

The feasibility of adopting enlistment incentives depends on more than their effects on recruiting. Costs are also of concern—not only money costs, but costs in future years of service, changes in experience levels of the force, and potential losses in productivity among the enlisted force. Fernandez (1980) considers many of the policy implications of using educational benefits and other incentives to attract high-quality enlistees into combat arms specialties. His recommendations reflect cost-effectiveness and equity considerations. This section considers possible force structure implications of the MORE enlistment options.

In considering the feasibility of offering, say, the two-year enlistment option for combat arms enlistees, one can conceive of two hypothetical cohorts of recruits—one enlisted without the option and one enlisted with the option. The cohorts would differ in initial size and composition, and they would exhibit different retention patterns over time. The feasibility of the option can be weighed by comparing the relative utilities and costs of the two cohorts at various points in time, recognizing that other changes in personnel policies may be needed to maintain a suitable overall force posture. Thus far, our analysis has provided estimates of enlistment responses that indicate how the numbers of enlistments in certain personnel categories would compare in the two cohorts. This section considers some of the policy implications. As will be seen below, possible changes in retention behavior are key considerations in deciding whether to implement certain types of enlistment incentives.

First, consider a cohort of size N enlisted without the option. The "retention function" $R(t)$ for this cohort is defined by

$$R(t) = N(t)/N$$

where $N(t)$ is the number of enlistees who complete t or more years of service. If T is the length of service (in years) of an enlistee picked at random from this cohort, then T is a random variable with distribution function

$$F(t) = P(T \leq t) = 1 - R(t).$$

The expected value of T , defined by

$$E(T) = \int_0^{\infty} t \, dF(t),$$

is the average length of service among members of the cohort. It can be calculated as the total area under the retention function:

$$E(T) = \int_0^{\infty} R(t) \, dt.$$

A rough measure of this cohort's contribution to the entire force is the total number of years served, $N \cdot E(T)$.

In assessing the overall "utility" of the cohort at any point in time, one would need to know the composition of the cohort in terms of personnel types. For the purposes of this study, we assume that there are K types of personnel of primary interest, perhaps determined by sex, educational attainment, mental category, and occupational specialty. Suppose the cohort of N recruits initially contains N_k enlistees of the k^{th} type ($k = 1, 2, \dots, K$), and let $N_k(t)$ be the number of individuals of type k who remain in service after t years. Then

$$N(t) = \sum_{k=1}^K N_k(t) = \sum_{k=1}^K N_k R_k(t),$$

where $R_k(t) = N_k(t)/N_k$ is the retention function of enlistees of the k^{th} type. This identity shows how the total cohort size at any time t depends jointly on the numbers of initial enlistments of each type and the retention functions for individuals of various types. It follows that the total years served by the N members of the cohort is related to average lengths of service among the various types of personnel by the formula

$$N \cdot E(T) = \int_0^{\infty} N(t) dt = \sum N_k E_k(T),$$

where $E_k(T)$ denotes the (conditional) expectation of T among individuals of the k^{th} type.

Now consider a second hypothetical cohort enlisted during the same period but under an enlistment option which, if implemented, would not only change the number of recruits from N to N' , but would also change the composition and retention behavior of certain categories of personnel. If we let $N'(t)$ denote the number of individuals in this cohort after t years of service, then

$$N'(t) = \sum N'_k(t) = \sum N'_k R'_k(t),$$

where $N'_k(t)$, N'_k , and $R'_k(t)$ are defined for this cohort in the same way that $N_k(t)$, N_k , and $R_k(t)$ are defined for the first cohort. A rough overall measure of the total contribution of this cohort is total number of years served, which is

$$N'E'(T) = \sum N'_k E'_k(T).$$

Here the expectations E' and E'_k are defined in terms of the retention functions $R'(t)$ and $R'_k(t)$, respectively.

Finer comparisons of the overall contributions of the two cohorts involve considerations of the overall utilities and costs of the two cohorts at any point in time. If the average utility of individuals of type k with t years of service is $U_k(t)$, then the overall utility $U(t)$ at time t of the cohort without the option is given by

$$U(t) = \sum N_k(t) U_k(t) = \sum N_k U_k(t) R_k(t).$$

Thus, we see that the total utility of the cohort, like the total man-years, depends critically on the retention functions $R_k(t)$. Similarly, if the average cost of individuals of type k with t years of service is $C_k(t)$, then the overall cost $C(t)$ of the cohort is

$$C(t) = \sum N_k(t) C_k(t) = \sum N_k C_k(t) R_k(t).$$

Considering the analogous formulas for the overall utility $U'(t)$ and cost $C'(t)$ for the second cohort, we see that drawing comparisons between the utilities and costs of the cohorts amounts to drawing comparisons for those types of personnel that are affected by the incentives. For such an option as a shorter enlistment term, it may be possible to assume that the utility and cost functions $U_k(t)$ and $C_k(t)$ are approximately the same for both cohorts, so that only the differences in the sizes and compositions of the cohorts need to be considered. On the other hand, options like VEAP kickers and enlistment bonuses entail substantial increases in personnel costs that would affect cost-benefit comparisons.

Another consideration in comparing the cohorts is the costs associated with personnel policies that may be needed to change the sizes, compositions, and retention patterns of other cohorts to maintain a suitable overall force posture over time. For example, implementation of a VEAP kicker may increase high-quality enlistments in combat arms, but fewer of these enlistees will reenlist for a second term of service. To compensate for these later losses in personnel, substantial increases in recruiting costs or reenlistment bonuses may be necessary to increase the sizes of other cohorts.

For the purposes of this study, we simply note that a complete cost-benefit analysis of enlistment incentives must take into account numerous other factors besides the enlistment responses. Changes in the retention function are of paramount concern, especially in those specialties where experience is a critical factor in assessing the utility of individuals. Since the MORE options elicited only modest enlistment responses, changes in the retention patterns are the primary issue in weighing the feasibility of implementing the options.

RETENTION MODELS

This analysis of how the MORE enlistment options would affect retention behavior will be restricted to the Army, but similar methods could be applied to the other services as well. Using recent data on attrition and reenlistment behavior for the Army, we estimate retention functions for certain types of male NPS recruits. We then use these estimates as a basis for inferring how the MORE options might affect retention rates and experience levels in the long run. The details of the methodology are given in App. H; a discussion of the salient features follows.

Retention behavior depends on a number of factors. There are marked differences in retention patterns across personnel types, especially during the first term of service. For example, high-quality enlistees are more trainable and thus less likely to leave the service before the end of the first term. Military policies also affect retention. Changes in reenlistment bonuses or in reenlistment eligibility criteria can raise or lower reenlistment rates. Finally, exogenous factors affect retention. For example, high unemployment in the civilian sector tends to increase retention.

Since the main reason for the experiment was to examine the feasibility of using the MORE options to stimulate NPS enlistments in combat arms, we shall restrict our attention to considering how the MORE options would affect retention behavior among male NPS enlistees in the Army. We also consider only two types of male enlistees: high-quality and lower-quality. Although our data would permit finer disaggregations of these categories, we are primarily interested in the effects of the options on high-quality enlistees. We could also disaggregate our data into combat arms specialties and others, but our data show only minor differences in attrition and reenlistment behavior between combat arms and other enlistees after differences in background characteristics (mental category and educational attainment)

are controlled. For those reasons, we believe that the estimates of retention functions provided below are good approximations of the individual retention functions for a wide spectrum of occupational specialties in the Army.

Our estimates of the retention function are based on recent DMDC data on attrition and reenlistment for various types of personnel. Longitudinal data on enlistees who entered the Army during fiscal year 1977 are used to estimate first-term attrition, while cross-sectional data are used to estimate retention beyond the first term. Our basic assumption is that the year-to-year continuation rates observed among these various cohorts of Army personnel provide the best available estimates of what the future continuation rates will be in the absence of knowledge of future changes in personnel policies.

The retention functions considered here are stylized in a number of ways. To provide a base case for examining possible effects of the MORE incentives, we consider the retention functions for those enlistees who enlist initially for three years and then reenlist for successive three-year terms. After the third reenlistment, we treat attrition and reenlistment behavior as though they were inseparable. Also, we ignore the negligible amount of service past the twentieth year.

Clearly, these stylizations depart from reality. Some Army recruits enlist for four years, and reenlistment terms differ in length. Some who fail to reenlist may return to service at a later date. Future policy changes may affect reenlistment behavior, as may changes in military pay and benefits. Nevertheless, these retention curves reflect recent attrition and reenlistment behavior in the Army, and they provide a basis for inferring what would be expected if the MORE options were adopted and other personnel policies and exogenous factors remained essentially unchanged. As such, they cannot be treated as predictors of future retention behavior, but they should provide useful estimates of the relative effects of the MORE options.

SUMMARY MEASURES

We use several summary measures to describe the distributions of length of service characterized by the retention functions. The area under the retention curve is especially important because it is the expected length of service (on active duty) for individuals having that retention function. As all enlistees are obligated to a total of six years of active and reserve duty, we also consider the expected number of years of reserve commitment. This differs from the expected number of years of service in the reserves, since it does not include the additional years served by reservists who stay beyond the six-year point. Other measures of interest include first-term attrition rates and reenlistment rates at various reenlistment points.

The retention functions have a second interpretation as force profiles for "steady-state" forces. If the cohorts have the same size and composition year after year, and if they exhibit the same retention behavior, then the retention functions, when multiplied by the cohort size, provide a "force profile" in the sense that they show the number of individuals by years of service. Thus, changes in the retention functions can be interpreted as long-term changes in "experience levels" of the corresponding steady-state forces. Here, the "forces" of interest are the personnel types referred to previously.

One measure of the experience level of any category of personnel is the fraction having no more than t years of service. For a steady-state force, this fraction is the ratio of the area under the retention curve between 0 and t to the total area under the curve. Another measure of experience level for a steady-state force is $E(T)$, since this is the average time in

service (and the average experience level) of the members of the force. One could also use the median or other quantiles of the service-time distribution as measures of experience levels, but they are not reported here.

EFFECTS OF ENLISTMENT OPTIONS

The discussion below considers five combinations of enlistee characteristics and enlistment options: high- and lower-quality enlistees with standard VEAP benefits and a three-year enlistment term, high-quality enlistees with a two-year enlistment term, high-quality enlistees with enhanced VEAP benefits, and lower-quality enlistees with the IRR enlistment option.

In estimating the effect of the two-year option, we have assumed that the attrition and reenlistment behavior of two-year enlistees will be similar to that of the three-year enlistees, except that the reenlistment points are moved one year forward. This assumption seems plausible given that recent three- and four-year enlistees exhibit similar first-term attrition rates when background factors are controlled. While differences in taste for military service between the two- and three-year enlistees might predetermine differences in attrition and reenlistment rates, it is not clear in what direction the differences will go. Plausible arguments can be made for shifts in both directions.

We hypothesize that, among the recruits who enlist under the VEAP kicker option, there will be a decline in the first-term reenlistment rate to two-thirds its value in the absence of the kicker. The two-thirds figure is purely conjectural, but there are good reasons to expect a sizable drop in reenlistment rates among enlistees who are eligible for the kickers. VEAP benefits do not directly change force structure by altering the term of enlistment. However, because of the effects of inflation, VEAP educational funds, once accumulated, can only decline in value over time. Thus, VEAP benefits provide a disincentive to reenlist, adversely affecting retention past the first term. Moreover, the VEAP kicker will probably attract enlistees who will be more predisposed to serve only a single term, and it will shift enlistees with these intentions into specialties for which the VEAP kickers are offered. The effects of the kickers on first-term attrition are uncertain; in modeling those effects, we have assumed that attrition rates and reenlistment rates after the first term remain unaffected.

The IRR option can be considered both as a means to increase reserve strength and as a means to stimulate enlistments into combat arms. Experience to date has been that few high-quality enlistees choose the IRR option and that, of all enlistees who choose the option, only 29 percent enlist in the Regular Army after completing basic training. We model their retention behavior as that of lower-quality three-year enlistees, except that, at the end of training, only 29 percent remain in service. In effect, this amounts to incorporating an additional reenlistment point for these recruits. It is interesting that this 29 percent figure is close to the first-term reenlistment rate for all Army personnel.

Table 7.1 provides summary statistics for the various retention models. Figures 7.1, 7.2, and 7.3 depict the retention curves that were used as a basis for the calculations. These curves also indicate the effects that the options would have on a steady-state force, namely, to reduce the proportion of senior personnel in certain categories. Figure 7.1 provides a plot of the estimated retention function for high-quality three-year enlistees; the corresponding curve for two-year enlistees is represented by broken lines. Figure 7.2 is a similar plot indicating the hypothesized response to the VEAP kicker. Figure 7.3 compares the retention curves for high- and lower-quality enlistees, thereby indicating the desirability of attracting more high-quality enlistees, provided they can be recruited at the same cost.

Table 7.1

**SUMMARY STATISTICS FOR VARIOUS RETENTION
MODELS: MALE NPS ARMY ENLISTEES**

Item	High-quality		Lower-quality		
	3-year	2-year	VEAP Kicker	3-year	IRR Option
Expected years of service					
Active duty	4.5	3.9	4.0	4.0	1.4
IRR commitment	2.7	3.3	3.2	3.2	4.9
Steady-state experience levels					
% under 2 years	38	45	43	38	---
% under 3 years	56	52	63	54	---
% under 4 years	62	59	68	60	---
% under 10 years	84	81	86	82	---
First-term attrition percentage	22	19	22	39	14 ^a
Regular Army transfer percentage	---	---	---	---	29 ^b
Reenlistment percentage ^c					
First term	34	35	25 ^d	38	---
Second term	68	68	68	70	---
Third term	73	73	73	75	---
Fourth term	87	87	87	88	---

^aThrough end of four months training.

^bBased on data provided by Audrey Reeg, OASD(RA).

^cAs a percentage of those completing the term of service.

^dHypothetical reduction due to VEAP-kicker disincentive to reenlistment.

As the results in Table 7.1 show, the two-year option and the VEAP kickers result in a reduction in the average length of service. Under our assumptions, enlistees under the two-year option serve 13 percent less time on average than enlistees under a three-year enlistment, while enlistees under the VEAP kicker serve 11 percent less time. This implies, for example, that 13 percent more two-year enlistees would be needed to man the same size steady-state force that would otherwise be maintained by three-year enlistees.

The two-year option would lead to a marked reduction of experience levels. In a steady-state force maintained entirely by a two-year enlistment, high-quality males would average only 3.9 years of service, as compared with 4.5 years under a three-year term. Fully 45 percent of the force would have less than two years of service, as compared with 38 percent under the force maintained by a three-year enlistment. It should be emphasized that these

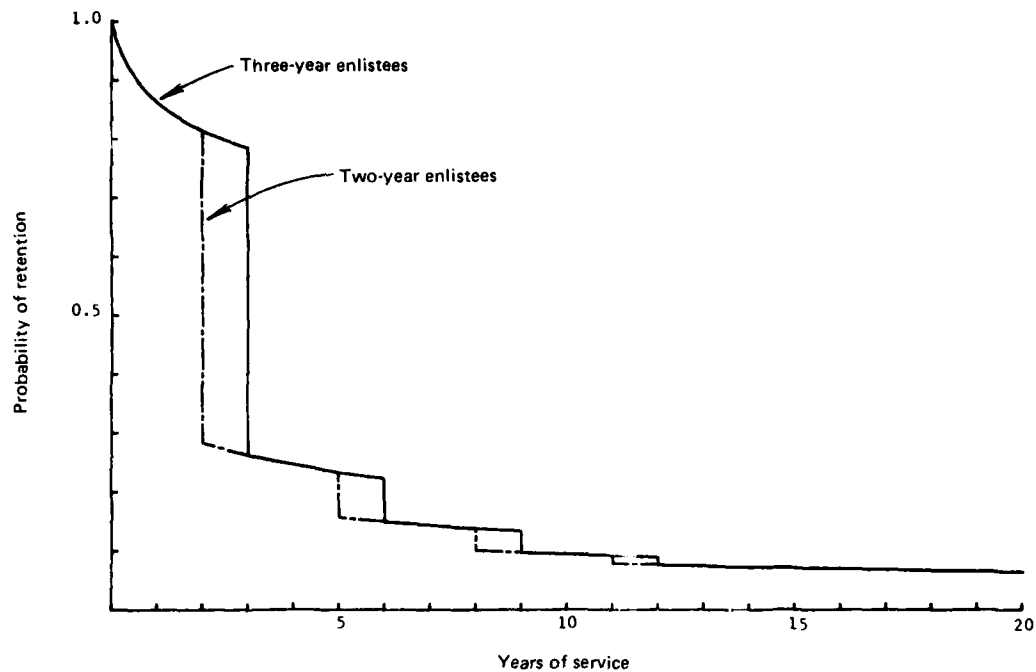


Fig. 7.1—Comparison of retention curves for high-quality male enlistees under two- and three-year terms of enlistment

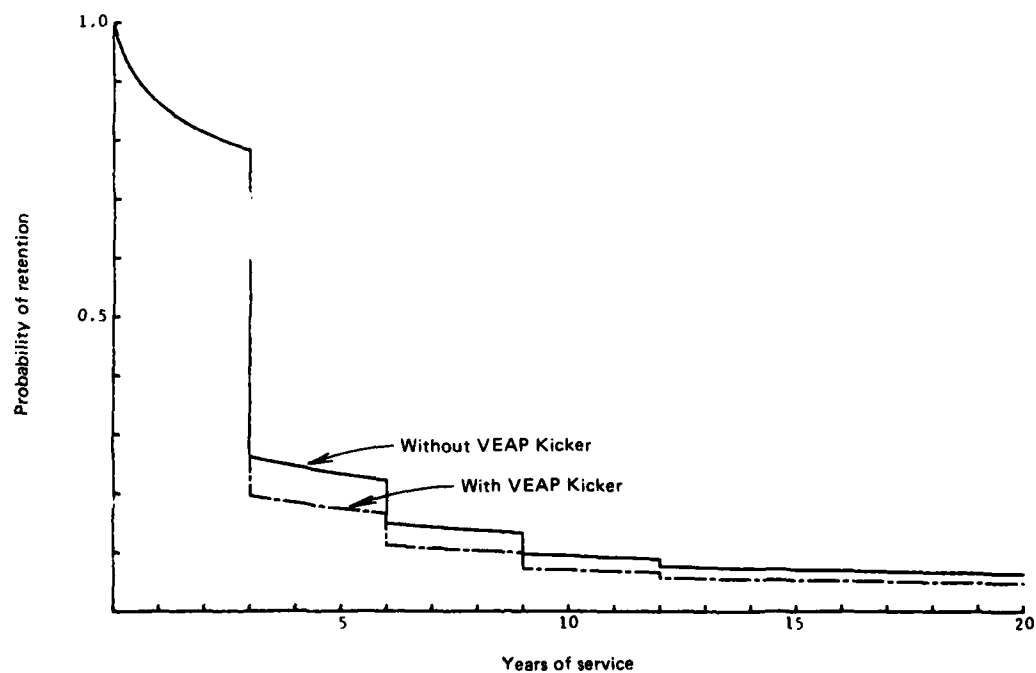


Fig. 7.2—Hypothetical comparison of retention curves for high-quality male enlistees with and without VEAP kickers

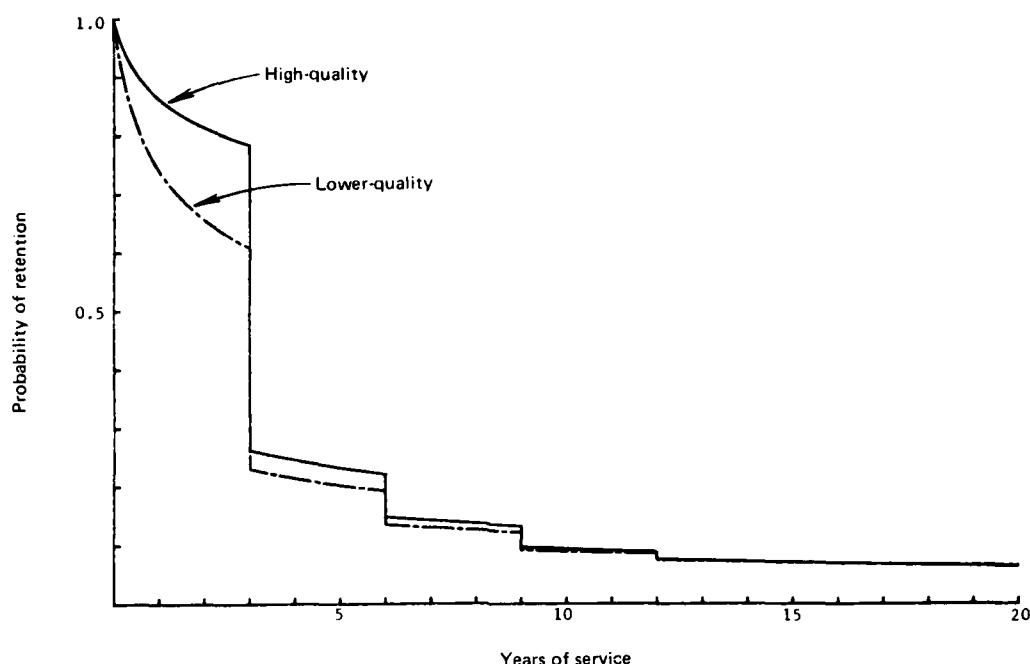


Fig. 7.3—Comparison of retention curves for high-quality and lower-quality male enlistees

changes in retention patterns apply only to the types of personnel who are affected by the options. If the two-year option is restricted to high-quality males in combat arms, then only the retention patterns of the two-year enlistees in combat arms should be materially affected. In this connection, many combat arms enlistees in two-year test areas continued to enlist for three or four years during the experiment. However, if the two-year option were to be implemented servicewide, it seems unlikely that many would sign up for more than two years unless added incentives were provided.

A growing body of defense literature supports the desirability of shifting to a more senior enlisted force. Cooper (1977, p. 311) estimates that first-term enlisted personnel are about twice as expensive per unit of productivity as are careerists. Although senior personnel cost more in terms of pay and allowances, productivity increases associated with increased experience more than offset the costs. Also, having a more senior force with less turnover cuts down on training costs and other inefficiencies associated with early attrition.

Shorter enlistment tours and enhanced postservice educational benefits, on the other hand, lead to a more junior force with a larger percentage of the force either in training or supervising recruits. Although incentives of this type may attract additional recruits, the

initial gains in first-term personnel must be balanced against future losses in the career force. Recruiting gains that merely offset later man-year losses are detrimental in the long run, because the gains are in low-productivity first-term personnel and the losses are at the first reenlistment point, when the soldiers have accumulated considerable experience.

While detailed cost-benefit calculations for alternative recruitment strategies are beyond the scope of this study, it is apparent that other incentives should be considered that might yield the same enlistment response without leading to a more junior force. In particular, Fernandez (1980) suggests that special purpose enlistment bonuses equivalent in cost to VEAP kickers would yield a larger enlistment response and would not have the detrimental features of postservice educational benefits.

When we compare different quality enlistees under the standard option, we see that lower-quality enlistees serve on the average 11 percent less time than do higher-quality enlistees. This is chiefly a result of the much higher first-term attrition rate among lower-quality enlistees. This finding confirms other evidence that lower-quality enlistees, especially nongraduates, are less likely to complete their first term of service. This effect is offset in part by slightly higher reenlistment rates among lower-quality enlistees, which may be due to their lesser opportunities in the civilian sector relative to those for high-quality enlistees.

COMPETITION AMONG THE OPTIONS

While enlistment incentives are usually targeted at a few specialties or at certain types of enlistees, the targeting is imperfect and may cause adverse consequences to the services. Many recruits who accept an enlistment incentive probably would have enlisted without it. For example, Grissmer et al. (1975), in a study of the Army's two-year "Travel and Training Option," found that about 85 percent of the enlistees under this option would have enlisted in the Army anyway. Thus, selective enlistment incentives can cause so-called "cannibalization" of enlistees from other options (and other services). If retention were unchanged under the incentive, then the only losses would be the costs of providing the incentive to enlistees for whom it was unneeded. However, when the incentive reduces the service provided by the enlistee, some or all of the gained service from "additional" enlistees (those who would not have enlisted otherwise) will be offset by the reduced service from those who would have enlisted without the incentive.

In the case of the VEAP kickers, it is possible that offering them as enlistment incentives in certain specialties might lead to reductions in retention rates in other specialties as a consequence of perceived inequities by men who do not benefit from the options. The possibility of negative side-effects on seemingly unaffected types of personnel is yet another complication in examining the feasibility of enlistment incentives.

Incentives targeted at certain specialties can result in redistribution of enlistees across specialties. For example, the MORE incentives were intended to foster substitution of high-quality for lower-quality enlistees in combat arms. Besides attracting high-quality enlistees who would have enlisted in combat arms under the standard option, some of the additional high-quality combat arms enlistees would have enlisted in a different specialty. If the same total enlistment in combat arms is maintained, displaced lower-quality enlistees might choose other specialties within the Army, rather than choose not to enlist. The result can be a redistribution of enlistees among occupational specialties.

Our analysis of MORE has not tried to assess the magnitude of these effects. By estimating the effects on enlistment in the force as a whole, we have avoided inflating the results by

including redistributive effects within the forces. The more detailed analysis needed to separate these various effects is beyond the scope of this report.

VIII. CONCLUSIONS

This report has assessed the enlistment responses to the MORE options during the first year of the test. In brief, none of the options elicited a sizable enlistment response among high-quality males. In particular, the two-year option yielded no apparent increase whatever in the Army, where it was most widely tested. In the Navy, the two-year option had no apparent effect when it was offered in conjunction with specific occupational specialties (Marine Engineering and Fireman), and it had only a small effect when it was opened to all General Detail recruits. The estimated response to the two-year option in the Marine Corps was about 20 percent, but the very small scale of the Marine Corps test precluded an accurate assessment of the response.

The effects of the VEAP kickers could not be estimated precisely in the Army test, but point estimates of the responses ranged between 4 and 8 percent. With this level of response, this option may be detrimental to the services in the long run because of the force structure implications. Since the VEAP kicker, in effect, provides a negative reenlistment bonus, the small positive enlistment responses associated with the kickers may be more than offset in later man-year losses.

Neither the two-year option nor the VEAP kickers led to a pronounced shift of enlistments into hard-to-fill occupational specialties. The IRR option, tested on a small scale in the Army and apparently not actively promoted in three AFEES, attracted a substantial number of lower-quality enlistments into combat arms. Although the expected years of service for these enlistees is small, the option may deserve further study as a means to attract enlistments into both combat arms and the reserves.

Analysis of the force structure implications of the MORE options leads to the conclusion that neither the two-year option nor the VEAP kickers provide feasible enlistment incentives unless they have large enlistment responses, which is not the case. These results, in conjunction with an earlier study by Fernandez (1980), indicate that combat arms enlistment bonuses may elicit higher enlistment responses with less damaging consequences for the Army's force structure.

Although the experiment had some shortcomings and the results were not conclusive in some cases, MORE provided valuable information on numerous enlistment incentives that have been under consideration for some time. The estimates of the enlistment responses to the various options and incentive packages will be useful in estimating the potential benefits of similar incentives and in planning other tests. While the experimental evidence failed to single out a particular incentive that shows great promise, MORE provided compelling evidence against some options that might have been implemented had the experiment not taken place. In particular, the evidence from MORE may have forestalled the implementation of shorter enlistment tours. Tested widely in three services with different restrictions and in conjunction with other options, the two-year option never attracted a sufficient response to justify implementing the option. The findings on the attractiveness of postservice educational benefits are less clear-cut, but they raise serious doubts about the desirability of using benefits of this type as enlistment incentives.

In conclusion, MORE did not reveal promising solutions to the military's recruitment problems, but it has forestalled the implementation of some options that would exacerbate the problems, and it has provided valuable information for structuring future recruitment strategies.

Appendix A

MILITARY OCCUPATIONAL SPECIALTIES ELIGIBLE FOR ENLISTMENT OPTIONS

Table A.1

MILITARY OCCUPATIONAL SPECIALTIES AUTHORIZED FOR TWO-YEAR ENLISTMENTS IN THE ARMY

<u>MOS</u>	<u>Title</u>
05B	Radio Operator
05C	Radio Teletype Operator
11B	Infantryman
11C	Indirect Fire Infantryman
12B	Combat Engineer
12C	Bridge Crewman
12E	Atomic Demolition Munitions Specialist
13B	Cannon Crewman
13E	Cannon Fire Direction Specialist
13F	Fire Support Specialist
15D	LANCE Missile Crewman
15E	PERSHING Missile crewman
15F	HONEST JOHN Rocket Crewman
15J	LANCE/HONEST JOHN Operations/Fire Direction Specialist
16B	HERCULES Missile Crewman
16C	HERCULES Fire Control Crewman
16D	HAWK Missile Crewman
16E	HAWK Fire Control Crewman
16H	Air Defense Artillery Operations and Intelligence Assistance
16J	Defense Acquisition Radar Operator
16P	Air Defense Artillery Short Range Missile Crewman
16R	Air Defense Artillery Short Range Gunnery Crewman
17B	Field Artillery Radar Crewman
17C	Field Artillery Target Acquisition Specialist
19D	Cavalry Scout
19E	M48-M60A1/A3 Armor Crewman
19F	Tank Driver
19J	M60A2 Armor Crewman
36K	Tactical Wire Operations Specialist
72E	Telecommunications Center Operator
82C	Field Artillery Surveyor
95B	Military Police

Table A.2

**MILITARY OCCUPATIONAL SPECIALTIES AUTHORIZED
FOR VEAP KICKERS IN THE ARMY**

<u>MOS</u>	<u>Title</u>
05D	EW/SIGINT Emitter Identifier/Locator
05G	Signal Security Specialist
05H	EW/SIGINT Morse Interceptor
05K	EW/SIGINT Non-Morse Interceptor
11B	Infantryman
11C	Indirect Fire Infantryman
12C	Bridge Crewman
12E	Atomic Demolition Munitions Specialist
13B	Cannon Crewman
13E	Cannon Fire Direction Specialist
13F	Fire Support Specialist
15D	LANCE Missile Crewman
15E	PERSHING Missile crewman
16B	HERCULES Missile Crewman
16C	HERCULES Fire Control Crewman
16D	HAWK Missile Crewman
16E	HAWK Fire Control Crewman
16P	Air Defense Artillery Short Range Missile Crewman
17B	Field Artillery Radar Crewman
19D	Cavalry Scout
19E	M48-M60A1/A3 Armor Crewman
19F	Tank Driver
19J	M60A2 Armor Crewman
43E	Parachute Rigger
45K	Tank Turret Repairman
45N	Tank Turret Mechanic
54E	Chemical Operations Specialist
55B	Ammunition Specialist
55G	Nuclear Weapons Maintenance Specialist
63F	Recovery Specialist
96C	Interrogator
98G	EW/SIGINT Voice Interceptor

Appendix B

ASSIGNMENTS OF AFEES TO TEST AREAS

Test Area Assignment				Test Area Assignment			
AFEES Location	Army	Navy	USMC	AFEES Location	Army	Navy	USMC
Albany, NY	6	E	2	Amarillo, TX	2	E	2
Baltimore, MD	2	E	2	Dallas, TX	5	E	1
Beckley, WV	1A	E	2	El Paso, TX	2	E	2
Boston, MA	1A	E	2	Houston, TX	7	E	2
Buffalo, NY	1B	E	2	Little Rock, AR	6	E	2
Cincinnati, OH	1B	E	2	New Orleans, LA	4	E	2
Cleveland, OH	1B	B	2	Oklahoma City, OK	2	E	2
Columbus, OH	5	E	2	San Antonio, TX	1B	C	2
Harrisburg, PA	5	E	2	Shreveport, LA	6	E	2
Louisville, KY	2	E	2	Chicago, IL	1A	E	2
Manchester, NH	6	E	2	Denver, CO	4	E	2
Newark, NJ	1A	E	2	Des Moines, IA	1B	E	2
New Haven, CT	1A	E	2	Detroit, MI	3	E	2
Philadelphia, PA	1B	D	2	Fargo, ND	7	E	2
Pittsburgh, PA	4	F	2	Indianapolis, IN	4	E	2
Portland, ME	6	E	2	Kansas City, KS	1B	C	2
Richmond, VA	5	E	1	Milwaukee, WI	6	E	2
Springfield, MA	1B	E	2	Minneapolis, MN	1B	A	2
Syracuse, NY	3	E	2	Omaha, NE	7	E	2
Wilkes-Barre, PA	5	E	2	Sioux Falls, SD	7	E	2
Fort Hamilton, NY	1A	E	2	St. Louis, MO	2	E	2
Atlanta, GA	4	F	2	Boise, ID	1A	E	2
Charlotte, NC	1B	E	2	Butte, MT	1B	E	2
Coral Gables, FL	1B	C	2	Salt Lake City, UT	1A	E	2
Fort Jackson, SC	1B	D	2	Fresno, CA	1B	D	2
Jackson, MS	3	E	2	Los Angeles, CA	1A	E	2
Jacksonville, FL	1B	B	2	Oakland, CA	1B	D	2
Knoxville, TN	1B	E	2	Phoenix, AZ	3	E	2
Memphis, TN	3	E	2	Portland, OR ^a	1A, 7	E	2
Montgomery, AL	1B	A	2	Seattle, WA	6	E	2
Nashville, TN	1B	E	2	Spokane, WA	6	E	2
Raleigh, NC	7	E	2	Anchorage, AK	5	E	2
San Juan, PR	1B	E	2	Honolulu, HI	5	E	2
Albuquerque, NM	2	E	2	Guam	5	E	2

^aFor tabulations of test area performances reported in this study, the AFEES at Portland, Oregon, is considered to belong to Test Area 1A only, although it also offered the IRR option from April to September.

Appendix C

**ENLISTMENTS IN THE ARMED FORCES BY SERVICE,
MONTH, SEX, AND QUALITY, 1978 AND 1979**

Table C.1

NUMBER OF NPS ENLISTMENTS IN THE U.S. ARMY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1A													
Beckley, WV	88	119	65	272	59	49	67	92	78	237	87	65	938
Boise, ID	31	27	15	73	16	10	13	17	21	51	29	38	269
Boston, MA	303	218	260	801	166	193	220	289	185	694	195	213	2638
Chicago, IL	395	301	391	1087	351	388	388	467	396	1251	385	420	4578
Fort Hamilton, NY	389	300	309	998	233	269	293	369	315	977	302	343	3671
Los Angeles, CA	507	526	484	1477	366	379	482	505	394	1381	307	331	5064
New Haven, CT	66	88	65	219	146	140	149	175	51	155	65	80	775
Newark, NJ	280	256	231	767	177	148	141	215	177	553	207	234	2469
Portland, OR	89	130	108	327	92	98	112	169	103	324	86	103	1245
Salt Lake City, UT	40	37	44	121	37	29	33	53	45	131	36	51	483
Total	2188	2022	1932	6142	1503	1416	1818	2191	1765	5774	1722	1909	22070
TEST AREA 1B													
Buffalo, NY	134	119	89	342	98	75	117	127	106	350	118	115	1282
Ruthe, MI	19	37	28	104	22	19	34	27	40	101	15	26	344
Charlotte, NC	303	262	239	804	174	190	212	190	248	650	215	210	2657
Cincinnati, OH	204	227	170	601	159	140	184	184	153	521	138	112	2066
Cleveland, OH	318	396	308	1022	253	215	224	223	225	668	243	275	3170
Coral Gables, FL	258	242	257	757	201	209	233	228	270	731	196	227	2762
Des Moines, IA	137	127	96	360	72	71	86	75	70	231	89	120	1136
Fort Jackson, SC	284	228	274	786	259	228	185	289	279	753	273	336	3157
Fresno, CA	88	116	107	311	85	96	128	85	93	306	110	109	1226
Jacksonville, FL	417	359	378	1154	274	280	388	350	374	996	303	376	4084
Kansas City, KS	170	160	120	450	103	115	142	167	124	433	134	156	1712
Knoxville, TN	150	126	86	362	84	57	105	137	95	337	120	133	1313
Minneapolis, MN	148	179	173	500	130	116	105	104	117	359	137	180	1706
Montgomery, AL	423	267	352	1042	247	227	294	302	324	880	328	330	3696
Nashville, TN	148	142	88	378	72	73	114	118	98	330	96	124	1291
Oakland, CA	378	324	307	1009	303	272	306	337	299	942	268	300	3709
Philadelphia, PA	366	278	289	933	224	202	171	273	211	655	178	201	2712
San Antonio, TX	197	178	165	540	113	120	120	162	115	417	170	173	1856
Springfield, MA	66	61	80	207	41	37	45	72	49	166	38	57	644
Total	4228	3828	3606	11662	2914	2742	3026	3490	3310	9826	3169	3588	40583
TEST AREA 2													
Albuquerque, NM	56	38	52	146	47	52	51	36	31	118	57	54	554
Annapolis, TX	12	35	39	116	47	28	32	43	38	113	38	28	430
Baltimore, MD	376	404	364	1144	262	269	294	386	327	1007	251	315	2922
El Paso, TX	68	61	84	213	58	37	77	93	60	216	54	46	701
Greenville, KY	164	168	150	482	132	134	130	139	100	409	156	194	1873
Oklahoma City, OK	117	110	118	345	116	79	127	125	112	364	116	118	1359
St. Louis, MO	258	232	263	753	193	179	239	255	200	694	232	249	2787
Total	1081	1048	1070	3199	855	778	946	1067	908	2921	904	998	11584

Table C.1—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 3													
Detroit, MI	384	449	350	1183	301	231	238	770	285	319	257	861	3704
Jackson, MS	139	131	85	355	94	89	120	303	99	115	84	298	1267
Memphis, TN	160	169	170	499	142	111	157	410	138	154	139	431	1815
Phoenix, AZ	153	139	170	462	91	108	155	354	153	158	119	430	1629
Syracuse, NY	150	151	134	435	107	83	81	271	109	127	97	333	1390
Total	986	1039	909	2934	735	622	751	2108	784	873	696	2353	9835
TEST AREA 4													
Atlanta, GA	301	320	225	886	258	231	292	781	288	321	301	916	3660
Denver, CO	226	171	141	538	178	115	116	309	105	171	122	438	1817
Indianapolis, IN	171	217	151	539	109	130	166	405	152	172	174	498	1959
New Orleans, LA	138	106	104	348	83	97	113	295	105	100	128	333	1322
Pittsburgh, PA	185	191	162	538	107	98	119	324	116	159	137	412	1701
Total	1061	1005	783	2842	675	671	808	2154	806	929	862	2597	10459
TEST AREA 5													
Columbus, OH	138	210	171	519	114	99	150	363	124	140	121	385	1671
Dallas, TX	229	158	153	540	124	107	166	401	169	187	122	478	1894
Harrisburg, PA	138	120	108	366	60	60	66	186	68	83	73	224	1028
Richmond, VA	382	280	294	956	228	208	252	688	267	351	271	889	3407
Wilkes-Barre, PA	131	121	103	355	83	78	50	211	74	89	78	241	1090
Total	1018	889	829	2736	613	552	684	1849	702	850	665	2217	9090
TEST AREA 6													
Albany, NY	133	112	99	344	67	53	68	188	65	90	60	215	1032
Little Rock, AR	153	126	91	370	88	84	100	272	88	111	90	289	1299
Manchester, NH	174	96	87	257	70	53	38	161	50	48	55	153	768
Milwaukee, WI	170	152	174	496	107	97	135	339	146	165	120	431	1634
Portland, ME	106	97	93	296	60	48	36	144	39	55	60	154	805
Seattle, WA	129	102	95	326	94	61	95	250	85	70	72	227	1043
Shreveport, LA	139	88	102	329	81	62	100	243	82	80	75	237	1086
Spokane, WA	74	73	38	185	40	29	43	112	43	36	39	118	532
Total	978	846	779	2603	607	487	615	1709	598	625	571	1824	8199
TEST AREA 7													
Fargo, ND	66	47	55	168	38	28	36	102	23	53	36	112	508
Houston, TX	223	171	184	580	124	116	197	437	179	206	125	510	2094
Omaha, NE	76	71	67	214	67	51	59	177	77	47	57	181	781
Raleigh, NC	250	189	170	613	176	180	154	510	104	172	217	533	2337
Sioux Falls, SD	52	51	48	151	28	33	33	94	36	44	40	120	498
Total	671	531	574	1726	433	408	479	1370	459	522	475	1456	6218
OUTLYING AREAS													
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	29
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	91
Honolulu, HI	61	69	74	204	53	57	58	168	55	95	52	202	785
San Juan, PR	161	228	241	630	183	259	325	767	190	288	244	722	2823
Total	222	297	315	834	236	316	383	935	245	383	296	924	3728
GRAND TOTAL	12433	11505	10747	34685	8611	7992	9725	26328	9384	10960	9548	29892	121766

Table C.2

NUMBER OF NPS ENLISTMENTS IN THE U.S. ARMY BY AFES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter			Apr.	2nd Quarter			3rd Quarter			4th Quarter			Total 1979		
	Jan.	Feb.	Mar.		Total	May	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.		Nov.	Dec.
TEST AREA 1A																
Beckley, WV	95	73	79	247	67	79	225	80	97	78	255	98	91	76	265	992
Boise, ID	41	36	36	113	26	29	36	91	52	38	23	113	36	47	45	128
Boston, MA	305	279	291	875	265	210	239	714	299	297	249	845	306	267	273	806
Chicago, IL	445	459	364	1268	458	471	470	1399	454	509	442	1005	613	584	478	1515
Fort Hamilton, NY	405	381	240	1026	385	381	346	1112	399	428	469	1296	588	564	395	1517
Los Angeles, CA	511	432	470	1413	535	571	570	1676	635	696	681	2012	722	637	469	1878
New Haven, CT	70	65	68	203	69	54	66	189	222	69	81	212	86	34	72	252
Newark, NJ	215	226	205	746	307	290	237	834	279	323	288	890	334	355	282	915
Portland, OR	110	131	129	390	114	95	123	332	138	132	124	394	130	150	157	417
Salt Lake City, UT	48	48	61	157	41	46	63	150	48	46	48	142	51	57	59	167
Total	2325	2130	1983	6438	2267	2226	2229	6722	2446	2635	2483	7564	3014	2826	2310	8150
TEST AREA 1B																
Buffalo, NY	135	149	142	426	126	113	94	333	131	142	138	411	145	165	138	448
Butte, MT	54	46	38	138	39	28	109	114	50	33	35	118	40	52	49	141
Charlotte, NC	255	230	245	730	227	210	146	583	82	120	137	339	227	200	149	576
Cincinnati, OH	207	193	188	588	173	170	204	547	262	280	224	766	267	214	202	683
Cleveland, OH	373	348	335	1056	311	275	316	902	372	361	337	1070	388	376	328	1092
Coral Gables, FL	247	193	199	639	222	243	272	737	306	246	251	803	323	295	185	763
Des Moines, IA	126	112	122	360	85	69	98	252	118	101	103	322	141	118	153	412
Fort Jackson, SC	338	246	259	843	330	324	332	986	270	289	272	831	345	318	167	830
Fresno, CA	121	120	131	372	111	117	121	349	154	143	107	404	145	113	117	375
Jacksonville, FL	489	358	430	1277	393	406	414	1233	547	592	557	1696	517	465	402	1384
Kansas City, KS	193	186	170	549	151	207	178	536	225	248	201	674	262	261	220	763
Knocksville, TN	148	169	130	447	122	118	139	379	154	168	109	431	179	152	97	428
Minneapolis, MN	213	164	200	577	164	157	164	485	208	212	159	579	228	251	189	668
Montgomery, AL	486	384	377	1247	319	384	308	1011	252	283	139	674	281	260	209	750
Nashville, TN	152	125	107	384	129	121	148	398	150	136	90	376	139	137	103	379
Oakland, CA	409	348	379	1136	382	364	332	1078	392	409	359	1160	439	424	342	1205
Philadelphia, PA	325	236	309	870	324	263	270	857	336	326	264	926	325	302	185	852
San Antonio, TX	215	195	221	631	202	193	255	650	248	201	161	610	229	207	239	675
Springfield, MA	104	71	78	253	72	55	54	181	64	65	66	195	107	90	89	286
Total	4590	3873	4060	12523	3882	3815	3914	11611	4321	4355	3709	12385	4747	4400	3563	12710
TEST AREA 2																
Albuquerque, NM	71	57	90	218	63	52	49	164	79	69	49	197	64	53	74	191
Amarillo, TX	39	38	35	112	37	33	34	104	36	41	19	96	42	41	33	116
Baltimore, MD	436	329	350	1115	368	345	352	1065	458	492	390	1340	436	400	300	1136
El Paso, TX	72	52	55	179	60	78	92	230	92	102	78	272	89	75	77	241
Louisville, KY	243	220	202	665	183	203	201	587	222	197	182	601	247	225	149	621
Oklahoma City, OK	155	100	114	369	84	99	134	317	120	143	101	364	161	138	128	427
St. Louis, MO	351	284	245	880	304	266	338	908	353	399	268	1020	396	374	275	1045
Total	1367	1080	1091	3538	1099	1076	1200	3375	1360	1443	1087	3890	1435	1306	1036	3777
Total																14580

NUMBER OF NPS ENLISTMENTS IN THE U.S. ARMY BY AFES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Males																
Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978			
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.				
WEST AREA 1A	82	109	60	251	49	45	69	163	61	82	63	206	75	71	58	204
Beckley, WV	22	22	14	58	11	13	17	38	12	15	20	57	75	27	34	85
Boston, MA	256	203	226	689	132	113	156	403	173	253	167	573	171	173	204	548
Chicago, IL	342	254	331	928	287	302	314	803	323	376	326	1038	333	377	377	1089
Fort Hamilton, NY	357	281	913	196	212	200	208	608	347	301	261	803	257	206	208	851
Los Angeles, CA	453	477	382	1312	306	330	368	1067	399	411	358	1154	296	313	286	895
New Haven, CT	61	77	58	196	31	30	37	107	37	64	35	136	44	71	44	159
Newark, NJ	250	232	188	670	141	128	151	420	130	170	150	453	173	203	174	550
Portland, OR	75	102	87	267	75	77	93	245	100	88	61	269	77	91	103	271
Salt Lake City, UT	34	33	40	107	34	25	40	99	28	47	37	112	33	40	31	104
Total	1939	1794	1662	5392	1266	1174	1442	3882	1506	1827	1458	4791	1483	1664	1609	4756
WEST AREA 1B	111	101	75	287	70	55	51	176	95	100	91	286	100	101	97	298
Buffalo, NY	31	27	22	80	20	16	17	53	28	25	19	86	12	22	25	59
Butte, MT	272	242	209	723	143	144	145	432	165	151	197	513	181	183	199	563
Charlotte, NC	196	206	153	555	133	108	153	394	176	152	132	430	119	143	132	394
Cincinnati, OH	275	348	245	868	203	172	173	508	176	183	178	537	210	243	226	679
Coral Gables, FL	238	212	231	681	182	175	223	580	200	189	221	610	150	186	151	467
Des Moines, IA	128	111	86	325	64	57	74	195	64	63	55	182	74	107	91	272
Fort Jackson, SC	263	211	246	720	221	187	230	638	157	230	232	614	222	297	220	739
Fresno, CA	78	105	97	280	74	81	97	252	114	67	76	257	98	104	97	299
Jacksonville, FL	401	332	348	1081	231	224	317	767	123	182	311	816	265	342	274	881
Kansas City, KS	154	149	106	409	87	95	124	306	123	136	110	369	107	140	161	408
Knoxville, TN	139	116	75	328	72	48	92	194	82	123	86	301	109	119	117	345
Minneapolis, MN	126	155	147	428	103	92	92	292	93	126	100	309	114	157	145	416
Montgomery, AL	401	240	316	957	201	182	232	615	196	243	247	686	259	273	297	829
Nashville, TN	140	132	82	354	62	68	64	194	97	105	89	291	89	113	116	318
Oakland, CA	338	286	272	896	244	226	283	753	246	277	249	772	234	228	269	731
Philadelphia, PA	328	240	236	804	179	170	122	471	132	217	174	523	141	173	187	501
San Antonio, TX	184	170	150	504	101	104	148	353	103	139	112	354	147	150	146	443
Springfield, MA	61	54	62	177	28	29	30	87	39	59	40	138	31	50	45	126
Total	3664	3437	3158	10459	2418	2238	2644	7300	2479	2870	2725	8074	2662	3131	2995	8768
WEST AREA 2	55	35	45	135	41	44	41	126	46	29	21	96	50	49	30	129
Albuquerque, NM	38	32	35	105	44	23	35	102	35	38	35	102	36	25	25	86
Anaheim, TX	355	374	327	1056	235	232	239	706	244	317	274	835	225	276	254	755
Baltimore, MD	67	60	74	201	50	32	64	146	61	66	54	183	47	36	40	123
El Paso, TX	153	158	140	451	106	111	133	350	121	130	131	382	136	170	178	484
Louisville, KY	106	97	109	312	99	74	85	258	115	111	95	321	101	102	114	317
Oklahoma City, OK	227	210	237	674	162	152	207	521	201	224	167	592	196	215	220	631
St. Louis, MO	1001	966	967	2934	737	668	804	2209	819	915	177	2511	791	873	861	2525
Total	10179															

Table C.3—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 3													
Detroit, MI	327	383	296	1006	242	15	178	601	217	266	212	695	3050
Jackson, MS	122	123	79	324	86	100	263	87	94	76	257	84	1114
Memphis, TN	144	151	159	454	112	97	310	133	128	115	355	147	1586
Phoenix, AZ	136	121	152	409	82	91	310	133	138	101	372	116	1432
Syracuse, NY	133	124	103	360	85	66	217	96	110	72	278	86	1142
Total	862	902	789	2553	609	510	612	1731	645	736	576	1957	8324
TEST AREA 4													
Atlanta, GA	310	284	204	798	219	201	248	668	231	265	250	746	3132
Denver, CO	200	140	129	469	99	98	85	282	128	141	94	363	1540
Indianapolis, IN	156	197	138	491	94	112	144	350	134	153	155	442	1755
New Orleans, LA	134	94	96	324	72	90	101	263	79	81	118	278	1178
Pittsburgh, PA	166	168	133	467	88	73	96	257	94	132	111	337	1419
Total	966	883	700	2549	572	574	674	1820	666	772	728	2166	9024
TEST AREA 5													
Columbus, OH	122	189	147	458	90	81	127	298	104	117	101	322	1425
Dallas, TX	216	185	131	492	113	90	105	308	139	163	105	407	1679
Harrisburg, PA	120	106	94	320	48	51	41	100	61	69	61	191	872
Richmond, VA	350	251	262	853	188	162	193	543	230	286	217	733	2906
Wilkes-Barre, PA	109	104	86	299	69	56	43	168	55	67	62	184	902
Total	917	795	710	2422	508	440	549	1497	589	702	546	1817	7786
TEST AREA 6													
Albany, NY	108	95	76	279	51	35	45	131	48	67	41	156	794
Little Rock, AR	141	115	78	314	78	73	82	233	47	94	77	249	1153
Manchester, NH	70	81	69	319	59	34	31	124	42	45	40	127	629
Milwaukee, WI	124	126	147	357	76	73	102	251	107	127	103	337	1296
Portland, ME	97	84	86	267	45	40	28	113	35	47	55	137	701
Seattle, WA	110	89	78	277	75	47	82	204	76	54	58	188	867
Shreveport, LA	134	83	95	312	75	56	84	215	71	68	63	202	981
Spokane, WA	57	55	31	143	25	20	35	80	33	27	25	85	409
Total	841	728	659	2228	484	378	489	1351	489	529	462	1480	6830
TEST AREA 7													
Fargo, ND	60	42	47	149	30	22	34	86	20	41	31	92	442
Houston, TX	207	158	162	527	102	99	176	377	157	179	102	438	1857
Omaha, NE	70	65	56	191	53	31	44	128	68	38	48	154	654
Raleigh, NC	247	180	162	589	144	151	127	422	117	146	183	406	2056
Sioux Falls, SD	42	43	37	122	20	27	25	72	23	35	34	92	390
Total	626	488	464	1578	349	330	406	1085	385	439	398	1222	5399
OUTLYING AREAS													
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	27
Guam	56	63	70	189	46	53	54	153	46	88	114	178	86
Honolulu, HI	157	219	226	602	165	239	288	692	149	244	218	611	2509
San Juan, PR	213	282	296	791	211	292	342	845	195	332	262	782	3371
Total	11229	10275	9405	30909	7154	6604	7962	21720	7773	9122	7932	24857	104358

Table C.4—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 3													
Detroit, MI	345	280	239	864	240	218	288	746	325	410	363	1098	4042
Jackson, MS	125	90	111	326	79	99	100	218	99	132	93	324	1224
Memphis, TN	186	122	150	458	125	134	139	398	154	183	118	455	1722
Phoenix, AZ	152	144	159	455	119	106	145	370	187	182	139	508	1809
Syracuse, NY	103	116	107	326	91	83	61	235	108	98	104	310	1255
Total	911	752	766	2429	654	640	733	2027	873	1005	817	2695	10052
TEST AREA 4													
Atlanta, GA	382	343	334	1059	305	277	264	846	352	298	250	900	3510
Denver, CO	196	177	166	539	140	139	121	400	175	153	128	456	1859
Indianapolis, IN	219	193	198	610	141	183	224	548	236	245	180	661	2513
New Orleans, LA	137	116	132	385	102	123	115	340	117	146	126	389	1508
Pittsburgh, PA	174	137	108	419	112	97	115	324	134	130	154	418	1625
Total	1108	966	938	3012	800	819	839	2458	1014	972	838	2824	11015
TEST AREA 5													
Columbus, OH	159	126	116	401	103	97	126	326	172	161	126	459	1745
Dallas, TX	163	128	199	490	150	163	134	447	135	117	99	351	1725
Harrisburg, PA	91	79	101	271	63	73	71	207	106	99	86	291	1103
Richmond, VA	403	311	298	1012	200	235	307	742	284	302	232	818	3331
Wilkes-Barre, PA	102	87	82	271	77	45	67	189	89	76	72	237	1000
Total	918	731	796	2445	593	613	705	1911	786	755	615	2156	8904
TEST AREA 6													
Albany, NY	91	86	93	270	67	52	45	164	87	73	76	236	962
Little Rock, AR	124	106	91	321	74	96	95	265	97	79	80	256	1124
Manchester, NH	71	64	74	209	51	45	42	138	67	64	37	168	742
Milwaukee, WI	133	133	129	395	110	109	106	325	137	122	121	380	1586
Portland, ME	68	83	72	223	42	50	42	134	73	87	50	210	770
Seattle, WA	94	76	94	264	85	84	66	235	105	128	76	309	1132
Shreveport, LA	107	79	94	280	64	81	84	229	85	116	62	263	1073
Spokane, WA	75	52	62	189	38	45	23	106	56	72	39	167	649
Total	763	679	709	2151	531	562	503	1596	707	741	541	1989	8038
TEST AREA 7													
Fargo, ND	47	36	56	139	34	27	28	89	35	34	16	85	409
Houston, TX	233	182	186	601	178	143	158	479	194	212	113	519	2171
Omaha, NE	87	58	76	196	65	50	60	175	65	83	46	194	743
Raleigh, NC	257	185	243	685	169	185	162	516	172	217	178	567	2270
Sioux Falls, SD	48	37	48	133	32	35	33	100	37	62	30	129	504
Total	667	498	589	1754	478	440	441	1359	503	608	383	1494	6097
OUTLYING AREAS													
Anchorage, AK	15	9	12	36	12	8	11	31	7	24	11	42	156
Guam	24	19	34	77	33	28	20	81	13	24	22	59	276
Honolulu, HI	52	43	56	151	34	51	55	140	56	47	38	141	568
San Juan, PR	285	197	250	732	214	219	200	633	213	122	120	455	2366
Total	376	268	352	996	293	306	286	885	289	217	191	697	3366
GRAND TOTAL	12197	10172	10398	32767	8894	9033	9562	27489	11114	11438	9033	31585	124300

Table C.5
NUMBER OF NPS ENLISTMENTS IN THE U.S. ARMY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: High-quality Males																	
Location	1st Quarter			Total	2nd Quarter			Total	3rd Quarter			Total	4th Quarter			Total	
	Jan.	Feb.	Mar.		Apr.	May	Jun.		Jul.	Aug.	Sep.		Oct.	Nov.	Dec.		
TEST AREA 1A	20	23	7	50	5	6	17	28	17	15	11	43	10	10	3	23	144
Beckley, WV	5	6	2	13	4	1	3	8	49	76	46	171	48	31	33	112	618
Boise, ID	77	53	74	204	38	28	65	131	49	91	62	217	60	52	43	155	835
Boston, MA	73	68	70	211	55	40	66	161	42	52	46	140	46	39	45	134	534
Chicago, IL	65	44	49	158	37	32	38	107	86	81	68	246	74	55	45	169	835
Fort Hamilton, NY	92	74	83	249	50	78	87	215	86	81	68	246	74	55	45	169	835
Los Angeles, CA	6	11	11	28	11	6	7	24	32	14	13	35	7	12	5	24	113
New Haven, CT	6	10	31	128	27	21	38	86	32	40	17	54	30	31	26	87	418
Newark, NJ	65	40	18	123	14	22	15	51	26	17	51	74	11	16	14	41	215
Portland, OR	23	25	18	66	14	22	15	51	26	17	51	74	11	16	14	41	215
Salt Lake City, UT	10	9	15	34	8	7	10	25	6	12	3	21	7	9	5	21	101
Total	436	353	360	1149	249	241	346	836	346	397	297	1040	297	258	220	775	3800
TEST AREA 1B	31	26	16	73	24	9	16	49	23	31	15	69	19	14	20	53	244
Buffalo, NY	6	6	4	16	6	3	6	15	38	44	47	123	3	2	6	61	365
Butte, MT	49	33	34	116	14	18	28	60	32	42	47	123	23	19	24	66	370
Charlotte, NC	34	50	41	125	34	18	47	99	32	28	33	83	31	19	23	63	433
Cincinnati, OH	40	54	49	143	38	16	42	96	47	42	46	130	23	29	11	63	391
Coral Gables, FL	34	35	42	111	26	26	35	87	17	18	11	52	14	14	11	40	207
Des Moines, IA	25	27	18	70	13	15	17	45	42	41	39	107	27	19	14	60	310
Fort Jackson, SC	30	23	27	80	23	12	28	63	16	15	12	43	16	18	11	45	164
Fresno, CA	13	18	10	41	12	8	15	35	48	50	57	155	47	60	37	144	605
Jacksonville, FL	16	49	53	178	33	30	65	128	38	27	22	81	14	18	31	63	291
Kansas City, KS	19	32	18	69	23	21	28	72	20	22	24	63	19	23	15	57	230
Knoxville, TN	23	22	20	65	19	7	19	45	26	38	24	88	25	21	17	63	319
Minneapolis, MN	28	38	41	107	28	14	17	61	26	34	56	141	26	37	18	81	417
Montgomery, AL	46	25	34	105	21	22	47	90	33	52	52	141	22	22	18	52	224
Nashville, TN	19	20	22	61	15	21	14	50	20	20	20	61	52	173	51	132	661
Norfolk, VA	18	56	59	193	64	43	56	163	54	67	52	173	52	28	28	70	434
Oakland, CA	55	47	47	149	40	27	31	98	22	55	40	117	28	28	14	56	231
Philadelphia, PA	30	20	23	73	14	24	25	63	11	29	15	55	25	17	14	56	231
San Antonio, TX	14	15	18	47	10	9	6	25	8	13	12	33	9	8	9	26	147
Springfield, MA	14	15	18	47	10	9	6	25	8	13	12	33	9	8	9	26	147
Total	650	596	576	1822	457	343	544	1344	511	633	553	1697	444	424	373	1241	6104
TEST AREA 2	10	7	8	25	5	7	8	20	8	4	3	15	7	7	4	18	78
Albuquerque, NM	8	6	7	21	8	6	6	21	4	8	4	16	5	3	3	11	69
Anaheim, TX	87	102	107	296	72	64	85	221	68	84	66	218	46	50	51	147	882
Baltimore, MD	9	10	10	29	11	6	17	34	13	11	15	39	8	4	7	19	121
El Paso, TX	28	32	27	87	22	19	35	76	34	29	37	100	15	20	27	62	325
Louisville, KY	9	20	27	56	15	15	18	48	37	16	8	61	13	10	18	41	206
Oklahoma City, OK	39	40	33	112	26	23	44	93	51	48	28	127	30	26	26	82	414
St. Louis, MO	190	217	219	626	159	141	213	513	215	200	161	576	124	120	136	380	2095
Total	190	217	219	626	159	141	213	513	215	200	161	576	124	120	136	380	2095

Table C.5—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978				
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.					
TEST AREA 3																	
Detroit, MI	76	84	47	207	53	32	52	137	56	60	46	162	44	34	36	114	620
Jackson, MS	13	5	8	26	10	3	8	21	11	11	10	32	1	3	4	8	87
Memphis, TN	16	16	15	47	9	14	18	41	19	17	13	49	14	12	9	35	172
Phoenix, AZ	36	26	36	98	14	21	38	73	33	32	27	92	32	20	14	66	329
Syracuse, NY	24	26	22	72	20	14	50	32	33	36	14	82	19	20	15	54	258
Total	165	157	128	450	106	84	132	322	151	156	110	417	110	89	78	277	1466
TEST AREA 4																	
Atlanta, GA	44	36	34	114	20	23	44	87	30	37	42	109	31	37	28	96	406
Denver, CO	27	31	26	84	25	21	19	65	33	29	26	88	29	31	24	84	321
Indianapolis, IN	36	42	33	111	21	28	35	84	29	28	30	87	24	16	25	65	347
New Orleans, LA	11	8	9	28	8	6	8	22	11	5	8	24	3	6	11	20	94
Pittsburgh, PA	35	37	25	97	23	17	31	71	29	31	22	82	24	17	16	57	307
Total	153	154	127	434	97	95	137	329	132	130	128	390	111	107	104	322	1475
TEST AREA 5																	
Columbus, OH	28	30	38	96	14	15	22	51	27	30	25	82	10	29	19	58	287
Dallas, TX	48	28	31	107	19	17	40	76	29	30	16	75	18	23	11	52	310
Harrisburg, PA	18	26	23	67	8	15	12	35	16	21	13	50	9	11	12	32	184
Richmond, VA	62	40	40	142	31	34	42	107	55	62	55	172	36	37	33	106	527
Wilkes-Barre, PA	19	24	13	56	23	14	15	52	15	12	14	41	12	17	11	40	189
Total	175	148	145	468	95	95	131	321	142	155	123	420	85	117	86	288	1497
TEST AREA 6																	
Albany, NY	19	25	28	72	11	5	16	32	15	20	8	43	14	10	16	40	187
Little Rock, AR	27	16	9	52	6	11	17	34	21	18	12	51	12	13	11	36	173
Manchester, NH	18	13	12	43	10	4	9	23	13	16	14	43	10	7	5	22	131
Milwaukee, WI	33	23	31	87	12	14	27	53	17	28	23	68	22	13	16	51	259
Portland, ME	21	12	21	54	11	9	9	29	9	16	15	40	13	10	9	32	155
Seattle, WA	25	22	17	64	17	12	19	48	17	6	10	33	11	16	10	37	182
Shreveport, LA	12	5	4	21	5	6	7	18	13	7	8	28	9	5	4	18	85
Spokane, WA	14	10	4	28	1	4	11	16	9	5	3	17	5	7	3	15	76
Total	169	126	126	421	73	65	115	253	114	116	93	323	96	81	74	251	1248
TEST AREA 7																	
Fargo, ND	17	5	6	28	6	5	9	20	3	5	5	13	6	5	5	16	77
Houston, TX	32	21	24	77	18	27	42	87	22	26	14	62	16	22	19	57	283
Omaha, NE	26	9	17	52	8	7	10	25	12	9	12	33	6	3	9	18	128
Raleigh, NC	38	20	28	86	18	6	16	40	20	19	24	63	16	17	22	55	244
Stonx Falls, SD	8	9	12	29	6	2	6	14	5	8	5	18	6	7	9	22	83
Total	121	64	87	272	56	47	83	186	62	67	60	189	50	54	64	168	815
QUALIFYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	1	1	6
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	2	1	7
Honolulu, HI	10	8	5	23	3	4	15	22	10	14	6	30	9	6	9	24	99
San Juan, PR	15	30	23	68	26	32	37	95	30	39	28	97	14	17	9	40	300
Total	25	38	28	91	29	36	52	117	40	53	34	127	31	26	20	77	412
GRAND TOTAL	2084	1853	1796	5733	1321	1147	1753	4221	1713	1907	1559	5179	1348	1276	1155	3779	18912

Table C.6
NUMBER OF NPS ENLISTMENTS IN THE U.S. ARMY BY AFES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1A													
Beckley, WV	16	6	16	38	11	16	14	41	33	11	9	5	25
Boise, ID	13	8	5	26	5	9	12	26	1	4	6	16	88
Boston, MA	71	64	58	193	45	33	49	127	47	39	41	51	596
Chicago, IL	71	53	55	179	49	69	72	190	66	48	53	59	698
Fort Hamilton, NY	37	42	20	99	43	34	30	107	41	134	46	29	462
Los Angeles, CA	109	70	73	252	68	78	96	242	107	86	75	66	983
New Haven, CT	15	10	10	35	5	8	12	25	15	30	8	10	116
Newark, NJ	39	26	38	103	25	35	28	88	31	33	27	26	358
Portland, OR	29	20	26	75	21	18	23	62	24	9	9	21	241
Salt Lake City, UT	6	5	12	23	9	6	9	24	7	12	7	26	99
Total	406	304	313	1023	281	306	345	932	362	296	284	278	858
TEST AREA 1B													
Buffalo, NY	31	31	23	85	18	14	10	16	24	11	17	18	238
Butte, MT	9	7	6	22	2	4	10	16	5	18	3	4	68
Charlotte, NC	31	37	37	105	19	16	24	59	8	36	19	15	253
Cincinnati, OH	35	34	29	98	26	24	36	86	32	97	26	38	364
Cleveland, OH	54	39	40	133	35	26	51	112	58	140	44	48	511
Corona, CA	26	26	26	76	14	25	36	75	38	107	20	19	329
Des Moines, IA	18	18	20	56	16	17	16	49	11	47	14	15	201
Fort Jackson, SC	33	20	21	74	18	21	32	71	22	74	20	18	279
Fort Worth, TX	15	17	16	46	12	14	11	45	17	38	15	13	164
Jacksonville, FL	71	53	53	177	45	41	59	145	77	197	50	49	656
Kansas City, MO	35	32	15	63	25	40	32	97	42	106	47	37	409
Knoxville, TN	51	33	38	122	33	30	30	93	51	121	13	7	218
Minneapolis, MN	59	48	44	151	33	37	42	110	38	121	17	20	389
Montgomery, AL	22	22	10	54	19	20	35	74	20	66	17	19	222
Nashville, TN	65	60	70	195	47	48	50	145	70	162	42	41	641
Oakland, CA	45	22	39	106	23	21	25	69	45	119	31	21	377
Philadelphia, PA	36	17	31	84	32	23	46	101	43	92	25	22	350
San Antonio, TX	17	13	13	43	9	7	9	25	15	34	8	9	127
Springfield, MA	669	549	562	1780	440	436	582	1458	632	462	451	409	6193
Total	669	549	562	1780	440	436	582	1458	632	462	451	409	6193
TEST AREA 2													
Albuquerque, NM	11	3	9	23	5	9	6	20	3	3	3	6	77
Anaheim, CA	5	4	5	14	7	5	6	18	4	9	1	12	60
Baltimore, MD	16	63	63	202	58	56	54	168	72	44	51	44	716
El Paso, TX	11	11	8	26	11	9	16	36	20	48	7	5	130
Louisville, KY	41	43	31	115	25	23	39	87	39	20	34	21	374
Oklahoma City, OK	26	22	20	68	12	19	24	55	17	25	16	13	236
St. Louis, MO	55	51	44	150	36	28	65	129	50	32	33	32	525
Total	225	193	180	598	154	149	210	513	215	133	150	133	416

Table C.7

NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Both Sexes														
Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1918	
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.		
TEST AREA A														
Minneapolis, MN	166	123	132	421	94	61	102	257	95	135	92	322	99	327
Montgomery, AL	176	140	171	487	119	103	161	363	137	140	114	391	118	364
Total	342	263	303	908	213	164	263	620	232	275	206	713	234	691
TEST AREA B														
Cleveland, OH	158	167	185	510	123	130	133	386	146	150	127	423	121	153
Jacksonville, FL	138	113	151	422	101	126	112	339	126	154	175	455	157	139
Total	296	300	336	932	224	256	245	725	272	304	302	878	278	292
TEST AREA C														
Coral Gables, FL	204	199	179	582	202	185	194	581	184	201	181	566	196	170
Kansas City, KS	106	141	141	428	101	77	121	299	139	135	118	392	114	125
San Antonio, TX	146	104	93	303	81	87	102	270	92	92	74	258	87	67
Total	456	444	413	1313	384	349	417	1150	415	428	373	1216	397	362
TEST AREA D														
Fort Jackson, SC	127	106	118	351	98	91	134	323	114	110	93	317	87	102
Fresno, CA	82	67	65	214	51	51	53	165	73	60	46	179	47	50
Oakland, CA	259	293	261	813	194	182	214	590	209	270	176	655	198	185
Philadelphia, PA	221	218	272	711	173	199	202	574	230	208	196	634	189	210
Total	689	684	716	2089	526	523	603	1652	626	648	511	1785	521	558
TEST AREA E														
Albany, NY	86	75	111	272	54	76	59	189	62	88	62	212	86	61
Albuquerque, NM	42	47	41	130	47	41	49	137	59	56	48	163	37	37
Anaheim, TX	21	19	23	63	14	13	16	43	15	19	10	44	11	15
Baltimore, MD	208	220	276	654	176	209	220	605	184	234	184	602	187	208
Beckley, WV	46	19	32	97	28	17	40	85	28	34	25	87	24	27
Boise, ID	18	16	18	52	17	20	18	55	18	26	22	66	22	24
Boston, MA	131	153	209	493	152	148	181	483	176	199	148	523	133	133
Buffalo, NY	156	136	138	430	132	103	104	339	104	115	97	316	114	119
Bulwer, MI	46	44	47	137	27	8	27	62	18	39	18	75	13	37
Charlotte, NC	80	95	73	208	54	72	84	210	70	76	57	203	52	62
Chicago, IL	193	181	237	611	246	216	248	710	198	235	201	634	168	175
Cincinnati, OH	94	108	102	304	72	83	101	256	78	69	76	223	68	68
Columbus, OH	99	117	124	340	78	72	92	262	95	86	81	262	100	91
Dallas, TX	169	140	146	435	95	81	105	341	149	146	112	407	123	130
Denver, CO	125	107	111	343	82	90	127	299	90	114	69	273	77	81
Des Moines, IA	76	70	65	211	34	33	55	122	51	53	38	142	55	55
Detroit, MI	302	399	322	1023	272	215	314	801	266	359	323	948	239	274
El Paso, TX	53	39	48	140	35	30	71	136	44	43	31	118	39	53
Fargo, ND	41	37	24	102	20	14	24	58	19	14	12	45	24	20
(Continued)														

Table C.7—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
WEST AREA I (Continued)													
Fort Hamilton, NY	198	192	248	638	211	259	231	304	213	199	171	213	539
Harrisburg, PA	103	66	102	324	78	55	48	181	76	65	64	50	179
Houston, TX	134	83	107	324	110	132	140	382	163	86	83	117	286
Indianapolis, IN	98	115	128	341	74	86	100	260	99	81	82	100	263
Jackson, MS	64	63	56	183	42	51	47	140	31	54	40	36	96
Knoxville, TN	68	59	49	176	40	42	55	131	66	54	44	61	159
Little Rock, AR	79	77	63	219	36	48	66	150	80	70	67	66	203
Los Angeles, CA	322	382	403	1107	385	304	354	1043	430	351	304	316	971
Louisville, KY	55	70	79	204	71	47	74	192	94	89	74	81	244
Manchester, NH	51	46	54	151	27	39	45	111	41	31	37	49	117
Memphis, TN	104	106	98	280	78	70	76	224	99	66	66	86	218
Milwaukee, WI	114	132	132	352	77	61	96	234	105	95	89	96	280
Nashville, TN	59	77	63	199	53	66	63	182	73	55	54	80	178
New Haven, CT	82	60	55	191	36	54	45	135	36	44	44	45	131
New Orleans, LA	70	79	84	233	64	76	112	252	78	70	68	90	228
Newark, NJ	228	196	203	621	178	171	187	536	197	174	124	147	445
New York, NY	81	52	82	215	42	51	54	147	88	71	75	68	214
Oklaoma City, OK	50	64	47	161	36	35	40	111	43	22	35	52	109
Omaha, NE	98	96	116	310	79	98	128	305	118	95	87	103	285
Phoenix, AZ	77	72	65	208	37	36	47	120	39	51	47	65	163
Portland, ME	127	96	96	319	77	78	112	267	108	105	93	117	315
Portland, OR	71	92	85	248	67	71	79	211	79	60	67	90	237
Raleigh, NC	104	106	131	341	101	83	133	311	123	106	97	107	310
Richmond, VA	39	42	40	121	32	37	30	99	35	31	19	43	93
Salt Lake City, UT	87	81	80	248	59	64	71	194	49	59	60	66	185
Seattle, WA	35	33	33	101	22	28	18	88	36	25	31	35	91
Shreveport, LA	43	30	35	108	24	22	25	71	30	19	26	17	62
Sioux Falls, SD	53	47	46	146	35	19	44	98	53	37	36	35	108
Spokane, WA	83	78	74	235	56	56	66	168	61	73	56	68	197
Springfield, MA	171	172	167	510	108	134	171	419	172	126	120	120	373
St. Louis, MO	102	113	175	330	90	77	69	236	106	60	81	96	237
Syracuse, NY	75	65	92	232	50	51	47	148	53	55	38	44	137
Wilkes-Barre, PA													
Total	5085	5010	5325	15420	4130	4042	4892	13044	4534	4095	3953	4082	12526
WEST AREA I													
Atlanta, GA	187	148	177	512	123	126	162	411	142	123	135	149	407
Pittsburgh, PA	159	163	170	492	124	112	145	381	103	132	138	143	413
Total	346	311	347	1004	247	238	307	792	245	255	273	292	820
OUTLIERING AREAS													
Antigua, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HI	30	20	29	79	26	23	36	85	29	14	12	28	144
San Juan, PR	34	45	63	142	38	21	41	110	46	36	41	41	118
Total	64	65	92	221	64	54	77	195	75	60	67	87	214
GRAND TOTAL	1278	1077	1532	21881	5168	5626	6184	18178	6199	5836	5121	6426	17989

Table C.8—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TESI AREA F (Continued)													
Fort Hamilton, NY	293	224	110	627	172	177	156	505	234	225	225	225	2508
Harrisburg, PA	98	65	58	241	36	47	55	327	91	128	128	128	1843
Houston, TX	137	117	85	339	73	114	140	280	80	103	103	103	1373
Indianapolis, IN	149	123	101	373	80	104	96	280	80	103	103	103	1255
Jackson, MS	58	42	46	146	10	25	54	89	33	43	43	43	443
Knoxville, TN	64	73	55	192	31	46	57	134	76	83	83	83	750
Little Rock, AR	93	74	81	248	26	51	61	168	84	88	88	88	885
Los Angeles, CA	371	353	259	983	272	280	347	899	351	425	425	425	4006
Louisville, KY	98	96	77	271	67	78	83	228	89	106	106	106	1038
Manchester, NH	59	35	30	124	41	43	39	123	35	57	57	57	506
Memphis, TN	98	88	80	266	58	67	87	212	93	112	112	112	1054
Milwaukee, WI	104	92	108	304	55	70	100	229	99	112	112	112	1096
Nashville, TN	95	80	76	251	56	44	62	162	82	82	82	82	813
New Haven, CT	80	57	45	182	39	43	47	129	67	77	77	77	606
New Orleans, LA	128	90	78	296	58	90	112	260	102	125	125	125	1090
Newark, NJ	267	207	211	685	166	145	175	486	175	210	210	210	2114
Oklahoma City, OK	87	82	63	232	32	49	64	145	67	77	77	77	746
Omaha, NE	48	42	43	133	35	49	47	131	46	52	52	52	517
Phoenix, AZ	144	113	69	326	68	87	134	289	105	97	97	97	1232
Portland, ME	86	76	62	224	59	48	55	162	49	74	74	74	671
Portland, OR	134	133	95	362	89	101	105	295	92	95	95	95	1256
Raleigh, NC	112	96	84	292	79	74	102	255	86	115	115	115	1140
Richmond, VA	102	94	95	291	95	101	110	306	138	150	150	150	1357
Salt Lake City, UT	36	44	51	131	37	37	54	128	37	33	33	33	439
Seattle, WA	80	81	82	243	60	48	63	171	78	102	102	102	896
Shreveport, LA	84	72	41	107	43	43	37	123	46	43	43	43	471
Sioux Falls, SD	32	29	21	82	16	16	28	60	32	43	43	43	366
Spokane, WA	59	61	52	172	33	42	37	112	51	55	55	55	550
Springfield, MA	92	83	76	251	51	50	56	157	57	56	56	56	823
St. Louis, MO	156	173	121	450	83	118	131	332	184	214	214	214	1858
Syracuse, NY	107	111	90	308	75	75	64	214	111	101	101	101	1106
Wilkes-Barre, PA	80	86	48	214	51	52	50	153	68	62	62	62	717
Total	5725	5102	4363	15190	3619	3925	4605	12149	4985	5644	4373	15002	56648
TESI AREA F													
Atlanta, GA	199	163	136	498	108	156	164	428	188	221	140	549	1927
Pittsburgh, PA	174	142	120	436	125	105	122	352	127	147	90	364	1575
Total	373	305	256	934	233	261	286	780	315	368	230	913	3502
OUTLYING AREAS													
Armed Forces, AF	15	4	13	32	11	8	10	29	12	14	10	36	128
Alaska	6	7	5	18	3	11	2	16	8	6	8	22	70
Honolulu, HI	28	26	28	82	30	39	41	110	53	43	23	119	391
San Juan, PR	40	56	43	139	32	35	37	104	42	24	32	98	421
Total	89	93	89	271	76	93	90	259	115	87	73	275	1010
GRAND TOTAL	8169	7249	6295	21713	5302	5695	6516	17573	7160	8003	6111	21274	80352

Table C.9
NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA A													
Minneapolis, MN	153	103	120	376	84	54	86	128	76	290	103	91	1178
Montgomery, AL	164	128	166	458	107	91	121	127	99	347	109	113	1449
Total	317	231	286	834	191	145	207	255	175	637	212	204	2627
TEST AREA B													
Cleveland, OH	148	159	165	472	104	118	128	137	108	373	108	139	1596
Jacksonville, FL	119	122	140	381	94	115	113	124	152	389	137	122	1473
Total	267	281	305	853	198	233	241	261	260	762	245	261	3069
TEST AREA C													
Coral Gables, FL	182	188	168	538	185	169	163	187	164	514	181	149	1205
Kansas City, KS	135	127	135	397	94	70	124	120	104	348	106	101	1310
San Antonio, TX	97	94	84	275	75	78	77	82	60	219	76	60	969
Total	414	409	387	1210	354	317	364	389	328	1081	363	310	4374
TEST AREA D													
Fort Jackson, SC	121	99	108	328	87	85	105	96	80	281	77	96	1205
Fresno, CA	80	63	60	203	58	45	66	57	42	165	42	44	656
Oakland, CA	248	280	244	772	180	169	193	234	152	579	184	166	2399
Philadelphia, PA	204	192	237	633	168	181	222	176	173	571	163	197	2300
Total	653	634	649	1936	493	480	586	563	447	1596	456	503	6560
TEST AREA E													
Albany, NY	82	70	109	261	51	70	60	77	54	191	62	54	810
Albuquerque, NM	40	42	37	119	40	36	53	51	40	104	31	33	478
Amarillo, TX	20	15	21	56	10	9	15	19	9	43	11	15	169
Baltimore, MD	193	207	215	615	168	197	173	217	172	562	149	153	2220
Beckley, WV	41	18	26	85	24	14	21	28	24	73	17	26	297
Bonise, ID	13	14	16	43	13	17	13	21	20	54	20	24	205
Boston, MA	119	142	202	463	142	130	122	178	129	479	125	115	1721
Buffalo, NY	149	119	129	397	121	89	91	97	81	269	96	110	1281
Butler, MI	43	40	40	123	27	22	31	31	16	64	8	34	302
Charlotte, NC	76	89	68	233	49	66	63	70	49	182	50	55	67
Chicago, IL	175	163	225	563	212	197	187	201	187	569	167	126	2271
Cincinnati, OH	93	100	98	291	65	77	76	61	68	203	62	67	914
Columbus, OH	97	108	115	320	67	61	82	72	74	228	94	62	992
Dallas, TX	142	127	127	396	84	75	136	124	98	318	113	82	1357
Denver, CO	119	104	100	323	73	76	81	101	61	243	66	67	1043
Des Moines, IA	75	61	59	195	32	30	49	44	31	174	43	44	556
Detroit, MI	280	375	296	951	238	193	233	326	283	842	222	200	3179
El Paso, TX	51	38	208	137	34	29	37	42	28	107	36	26	487
Fargo, ND	38	29	22	89	16	12	18	11	10	39	22	17	235

(Continued)

Table C.9—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978				
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.					
TEST AREA F (Continued)																	
Fort Hamilton, NY	100	175	237	602	200	227	208	635	207	269	191	667	142	159	185	486	2390
Harrisburg, PA	99	60	100	259	70	50	41	161	47	59	55	161	60	54	45	159	740
Houston, TX	128	79	101	308	99	117	123	339	101	138	100	339	76	76	108	260	1246
Indianapolis, IN	84	108	118	316	67	72	91	230	71	83	79	233	67	70	91	228	1001
Jackson, MS	62	58	56	163	36	45	43	124	28	44	24	96	18	37	31	86	482
Knoxville, TN	61	55	47	163	40	37	47	124	52	57	42	151	48	39	56	143	581
Little Rock, AR	73	62	59	194	34	44	60	138	64	70	49	183	59	52	60	171	686
Los Angeles, CA	301	354	369	1024	352	280	306	938	361	386	241	988	314	267	280	861	3811
Louisville, KY	52	63	73	188	65	41	59	165	75	87	70	232	74	66	70	210	795
Manchester, NH	49	40	50	139	26	30	39	95	22	41	20	83	25	32	46	103	420
Memphis, TN	91	71	91	253	72	63	66	201	81	89	61	231	54	58	70	182	867
Milwaukee, WI	108	97	112	317	62	49	82	193	67	90	73	230	77	78	80	235	975
Nashville, TN	53	66	59	178	42	56	56	154	54	61	50	165	49	69	69	187	684
New Haven, CT	71	60	50	181	32	45	35	112	30	32	24	86	40	41	37	118	497
New Orleans, LA	62	69	74	205	60	71	96	227	70	72	68	210	63	67	77	207	849
Newark, NJ	210	182	192	584	165	158	166	489	148	176	169	493	153	113	131	397	1963
Oklahoma City, OK	72	49	65	186	34	49	44	127	78	57	43	178	59	69	60	188	679
Omaha, NE	48	57	43	148	30	29	33	92	38	37	33	108	19	30	41	90	438
Phoenix, AZ	92	89	112	293	76	90	119	285	107	92	107	306	89	78	94	261	1145
Portland, ME	68	65	58	191	32	32	40	104	37	65	31	133	46	37	57	140	568
Portland, OR	115	85	86	286	67	66	99	232	88	91	79	258	100	80	103	283	1059
Raleigh, NC	67	89	83	239	63	67	71	201	73	74	72	219	55	79	81	215	874
Richmond, VA	94	95	125	314	95	67	115	277	111	131	99	341	95	81	92	268	1200
Salt Lake City, UT	36	40	37	113	28	35	28	91	34	23	39	96	25	19	40	84	384
Seattle, WA	77	71	71	219	54	58	65	177	39	77	50	166	48	52	58	158	720
Shreveport, LA	35	33	33	101	22	22	21	62	28	21	20	69	18	24	17	59	290
Sioux Falls, SD	38	28	34	100	22	21	19	62	28	21	20	69	18	24	17	59	290
Spokane, WA	50	46	40	136	34	18	40	92	42	42	27	111	32	31	31	94	433
Springfield, MA	77	73	73	223	52	52	48	152	60	61	59	180	59	50	56	165	720
St. Louis, MO	163	162	159	484	96	113	160	369	153	166	106	425	114	106	109	329	1607
Syracuse, NY	97	100	111	308	83	71	52	206	95	50	52	197	50	72	82	204	915
Wilkes-Barre, PA	70	61	86	217	47	49	42	138	53	48	42	143	48	36	40	124	622
Total	4739	4603	4957	14299	3723	3615	4289	11627	4122	4606	3633	12364	3600	3489	3954	11043	49333
TEST AREA F																	
Atlanta, GA	169	135	169	473	112	118	142	372	127	132	118	377	102	123	134	359	1581
Pittsburgh, PA	106	158	160	464	118	93	127	338	95	142	114	351	123	125	127	375	1528
Total	315	293	329	937	230	211	269	710	222	274	232	728	225	248	261	734	3109
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	9	12	26
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	5	14	14
Honolulu, HI	29	20	26	75	24	21	30	75	27	24	19	70	13	12	21	46	266
San Juan, PR	33	44	63	160	36	29	38	103	45	41	23	109	35	41	38	114	466
Total	62	64	89	215	60	50	68	178	72	65	42	179	58	66	76	200	712
GRAND TOTAL	6767	6515	7002	20284	5249	5051	5963	16263	5817	6413	5117	17347	5169	5078	5703	15950	69844

Table C.10

NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979				
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.					
TESI AREA A																	
Minneapolis, MN	109	94	100	303	54	49	60	163	79	117	70	266	87	104	98	289	1021
Montgomery, AL	141	147	151	439	111	122	137	370	136	167	116	419	92	114	111	317	1545
Total	250	241	251	742	165	171	197	533	215	284	186	685	179	218	209	606	2566
TESI AREA B																	
Cleveland, OH	183	138	105	426	86	95	141	322	113	144	102	359	149	152	128	429	1536
Jacksonville, FL	162	146	139	447	123	134	135	392	139	172	101	412	99	114	118	331	1582
Total	345	284	244	873	209	229	276	714	252	316	203	771	248	266	246	760	3118
TESI AREA C																	
Coral Gables, FL	218	167	172	557	127	127	167	421	173	206	154	533	147	173	120	440	1951
Kansas City, KS	136	123	108	367	72	88	116	276	152	119	72	343	76	80	109	265	1251
San Antonio, TX	104	92	79	275	93	79	97	269	93	100	78	271	69	91	85	245	1060
Total	458	382	359	1199	292	294	380	966	418	425	304	1147	292	344	314	950	4262
TESI AREA D																	
Fort Jackson, SC	141	109	88	338	98	122	123	343	135	139	119	393	78	100	111	289	1363
Fresno, CA	72	71	48	191	40	41	52	133	53	52	47	152	43	31	48	122	598
Oakland, CA	234	253	166	653	167	151	204	522	201	205	174	620	202	181	172	555	2350
Philadelphia, PA	256	224	217	697	182	180	153	515	223	193	208	624	164	161	107	432	2268
Total	703	657	519	1879	487	494	532	1513	612	629	548	1789	487	473	438	1398	6579
TESI AREA E																	
Albany, NY	86	84	58	228	47	36	32	115	56	61	44	161	63	62	63	188	692
Albuquerque, NM	52	48	36	136	31	32	47	110	40	48	44	132	41	40	50	131	509
Anaheim, TX	24	12	13	49	11	11	14	36	14	17	10	41	15	10	19	44	170
Baltimore, MD	223	186	140	549	145	143	164	452	217	228	202	647	158	137	169	464	2112
Beckley, WV	36	28	28	92	21	27	32	80	27	23	29	79	26	32	27	85	336
Boise, ID	22	24	29	75	20	18	24	62	11	27	25	63	37	24	28	89	289
Boston, MA	194	187	138	519	123	116	159	398	174	189	128	491	159	175	118	452	1860
Buffalo, NY	139	130	82	351	61	72	79	212	119	111	79	309	97	85	103	285	1157
Butte, MT	26	36	40	102	19	21	25	65	21	23	12	56	17	23	21	61	284
Charlotte, NC	76	68	94	238	49	68	73	190	71	96	75	242	78	79	73	230	900
Chicago, IL	186	194	151	535	133	176	176	485	175	249	152	576	191	210	199	600	2196
Cincinnati, OH	95	64	91	250	55	58	86	199	77	108	68	253	77	63	68	208	910
Columbus, OH	74	82	92	248	65	63	90	218	95	91	68	254	77	97	87	261	981
Dallas, TX	111	119	109	339	75	92	111	278	113	148	84	345	117	104	112	333	1295
Denver, CO	108	98	92	298	81	73	94	248	98	97	82	277	109	121	108	338	1161
Des Moines, IA	57	63	53	173	31	33	39	103	41	70	48	159	58	73	50	161	616
Detroit, MI	327	266	194	787	160	162	233	555	220	269	244	733	239	283	255	777	2852
El Paso, TX	34	33	32	99	30	33	33	96	41	43	19	103	26	31	28	85	383
Fargo, ND	20	16	18	54	11	10	20	41	22	23	14	59	22	22	10	54	208
(Continued)																	

(Continued)

Table C.11
NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA A													
Albany, NY	26	23	31	29	26	31	22	49	34	35	33	27	433
Albuquerque, NM	16	16	17	18	16	17	18	17	14	10	8	4	433
Amarillo, TX	9	5	10	5	5	4	8	9	4	21	3	5	71
Baltimore, MD	101	111	105	88	101	112	88	105	90	283	76	63	1114
Baltimore, MD	14	4	6	8	7	11	7	12	9	28	11	7	102
Boise, ID	3	7	5	5	5	4	13	6	4	11	6	9	63
Boston, MA	51	65	69	60	50	57	71	74	53	198	41	41	671
Buffalo, NY	68	30	37	38	27	37	33	45	26	104	25	27	422
Butte, MT	17	13	17	47	5	13	4	13	6	23	4	14	114
Charlotte, NC	28	29	11	68	11	19	18	26	12	56	9	11	205
Chicago, IL	79	64	105	248	74	80	65	72	75	212	43	44	811
Cincinnati, OH	41	36	32	109	20	39	33	20	23	76	18	22	343
Columbus, OH	47	50	60	157	34	32	35	38	29	102	35	19	437
Dallas, TX	53	45	52	150	31	16	61	45	33	139	36	34	507
Denver, CO	46	42	32	120	21	25	31	37	18	86	25	10	364
Des Moines, IA	29	17	21	67	20	5	17	20	14	51	14	12	193
Detroit, MI	77	106	59	242	62	47	65	104	93	262	51	56	860
El Paso, TX	16	9	14	39	12	6	11	12	9	32	10	13	144
Fargo, ND	14	10	5	29	5	4	5	5	1	11	6	4	70
TEST AREA B													
Albany, NY	26	23	31	29	26	31	22	49	34	35	33	27	433
Albuquerque, NM	16	16	17	18	16	17	18	17	14	10	8	4	433
Amarillo, TX	9	5	10	5	5	4	8	9	4	21	3	5	71
Baltimore, MD	101	111	105	88	101	112	88	105	90	283	76	63	1114
Baltimore, MD	14	4	6	8	7	11	7	12	9	28	11	7	102
Boise, ID	3	7	5	5	5	4	13	6	4	11	6	9	63
Boston, MA	51	65	69	60	50	57	71	74	53	198	41	41	671
Buffalo, NY	68	30	37	38	27	37	33	45	26	104	25	27	422
Butte, MT	17	13	17	47	5	13	4	13	6	23	4	14	114
Charlotte, NC	28	29	11	68	11	19	18	26	12	56	9	11	205
Chicago, IL	79	64	105	248	74	80	65	72	75	212	43	44	811
Cincinnati, OH	41	36	32	109	20	39	33	20	23	76	18	22	343
Columbus, OH	47	50	60	157	34	32	35	38	29	102	35	19	437
Dallas, TX	53	45	52	150	31	16	61	45	33	139	36	34	507
Denver, CO	46	42	32	120	21	25	31	37	18	86	25	10	364
Des Moines, IA	29	17	21	67	20	5	17	20	14	51	14	12	193
Detroit, MI	77	106	59	242	62	47	65	104	93	262	51	56	860
El Paso, TX	16	9	14	39	12	6	11	12	9	32	10	13	144
Fargo, ND	14	10	5	29	5	4	5	5	1	11	6	4	70
TEST AREA C													
Albany, NY	26	23	31	29	26	31	22	49	34	35	33	27	433
Albuquerque, NM	16	16	17	18	16	17	18	17	14	10	8	4	433
Amarillo, TX	9	5	10	5	5	4	8	9	4	21	3	5	71
Baltimore, MD	101	111	105	88	101	112	88	105	90	283	76	63	1114
Baltimore, MD	14	4	6	8	7	11	7	12	9	28	11	7	102
Boise, ID	3	7	5	5	5	4	13	6	4	11	6	9	63
Boston, MA	51	65	69	60	50	57	71	74	53	198	41	41	671
Buffalo, NY	68	30	37	38	27	37	33	45	26	104	25	27	422
Butte, MT	17	13	17	47	5	13	4	13	6	23	4	14	114
Charlotte, NC	28	29	11	68	11	19	18	26	12	56	9	11	205
Chicago, IL	79	64	105	248	74	80	65	72	75	212	43	44	811
Cincinnati, OH	41	36	32	109	20	39	33	20	23	76	18	22	343
Columbus, OH	47	50	60	157	34	32	35	38	29	102	35	19	437
Dallas, TX	53	45	52	150	31	16	61	45	33	139	36	34	507
Denver, CO	46	42	32	120	21	25	31	37	18	86	25	10	364
Des Moines, IA	29	17	21	67	20	5	17	20	14	51	14	12	193
Detroit, MI	77	106	59	242	62	47	65	104	93	262	51	56	860
El Paso, TX	16	9	14	39	12	6	11	12	9	32	10	13	144
Fargo, ND	14	10	5	29	5	4	5	5	1	11	6	4	70
TEST AREA D													
Albany, NY	26	23	31	29	26	31	22	49	34	35	33	27	433
Albuquerque, NM	16	16	17	18	16	17	18	17	14	10	8	4	433
Amarillo, TX	9	5	10	5	5	4	8	9	4	21	3	5	71
Baltimore, MD	101	111	105	88	101	112	88	105	90	283	76	63	1114
Baltimore, MD	14	4	6	8	7	11	7	12	9	28	11	7	102
Boise, ID	3	7	5	5	5	4	13	6	4	11	6	9	63
Boston, MA	51	65	69	60	50	57	71	74	53	198	41	41	671
Buffalo, NY	68	30	37	38	27	37	33	45	26	104	25	27	422
Butte, MT	17	13	17	47	5	13	4	13	6	23	4	14	114
Charlotte, NC	28	29	11	68	11	19	18	26	12	56	9	11	205
Chicago, IL	79	64	105	248	74	80	65	72	75	212	43	44	811
Cincinnati, OH	41	36	32	109	20	39	33	20	23	76	18	22	343
Columbus, OH	47	50	60	157	34	32	35	38	29	102	35	19	437
Dallas, TX	53	45	52	150	31	16	61	45	33	139	36	34	507
Denver, CO	46	42	32	120	21	25	31	37	18	86	25	10	364
Des Moines, IA	29	17	21	67	20	5	17	20	14	51	14	12	193
Detroit, MI	77	106	59	242	62	47	65	104	93	262	51	56	860
El Paso, TX	16	9	14	39	12	6	11	12	9	32	10	13	144
Fargo, ND	14	10	5	29	5	4	5	5	1	11	6	4	70
TEST AREA E													
Albany, NY	26	23	31	29	26	31	22	49	34	35	33	27	433
Albuquerque, NM	16	16	17	18	16	17	18	17	14	10	8	4	433
Amarillo, TX	9	5	10	5	5	4	8	9	4	21	3	5	71
Baltimore, MD	101	111	105	88	101	112	88	105	90	283	76	63	1114
Baltimore, MD	14	4	6	8	7	11	7	12	9	28	11	7	102
Boise, ID	3	7	5	5	5	4	13	6	4	11	6	9	63
Boston, MA	51	65	69	60	50	57	71	74	53	198	41	41	671
Buffalo, NY	68	30	37	38	27	37	33	45	26	104	25	27	422
Butte, MT	17	13	17	47	5	13	4	13	6	23	4	14	114
Charlotte, NC	28	29	11	68	11	19	18	26	12	56	9	11	205
Chicago, IL	79	64	105	248	74	80	65	72	75	212	43	44	811
Cincinnati, OH	41	36	32	109	20	39	33	20	23	76	18	22	343
Columbus, OH	47	50	60	157	34	32	35	38	29	102	35	19	437
Dallas, TX	53	45	52	150	31	16	61	45	33	139	36	34	507
Denver, CO	46	42	32	120	21	25	31	37	18	86	25	10	364
Des Moines, IA	29	17	21	67	20	5	17	20	14	51	14	12	193
Detroit, MI	77	106	59	242	62	47	65	104	93	262	51	56	860
El Paso, TX	16	9	14	39	12	6	11	12	9	32	10	13	144
Fargo, ND	14	10	5	29	5	4	5	5	1	11	6	4	70

(Continued)

Table C.11—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
WEST AREA (Continued)													
Fort Hamilton, NY	72	67	91	70	80	83	83	109	79	271	45	64	900
Harrisburg, PA	20	13	24	18	19	16	16	16	20	60	11	10	200
Houston, TX	36	30	28	27	35	37	35	53	32	120	18	21	376
Indianapolis, IN	33	43	50	18	22	33	27	28	28	82	22	24	348
Jackson, MS	10	12	8	7	13	14	20	9	6	21	5	12	97
Knoxville, TN	21	14	12	12	9	12	6	18	12	50	11	19	172
Little Rock, AR	22	22	15	10	18	25	33	23	21	66	11	16	215
Los Angeles, CA	121	130	149	127	91	109	107	135	78	360	110	88	1374
Louisville, KY	22	36	38	30	17	18	31	43	20	94	25	28	336
Manchester, NH	11	9	13	3	5	23	31	15	2	28	7	11	116
Memphis, TN	28	18	10	15	23	25	28	22	21	71	20	13	241
Milwaukee, WI	32	29	31	15	16	27	21	31	31	83	20	21	281
Nashville, TN	18	22	23	12	18	16	29	17	18	64	14	18	219
New Haven, CT	27	27	16	11	17	15	15	16	10	41	13	12	191
New Orleans, LA	26	33	29	19	28	36	43	29	30	83	22	23	314
Newark, NJ	76	62	78	48	47	54	49	67	53	163	58	29	646
Oklahoma City, OK	20	16	21	8	19	13	24	22	14	60	16	17	206
Omaha, NE	13	17	13	3	9	13	16	14	12	42	3	7	128
Phoenix, AZ	58	41	74	43	56	66	165	57	40	65	44	38	622
Portland, ME	20	28	18	16	13	13	17	22	13	52	19	12	195
Portland, OR	55	27	19	101	16	30	59	26	33	29	39	35	353
Raleigh, NC	20	26	23	69	23	24	66	19	28	88	18	19	264
Richmond, VA	38	31	42	111	25	32	79	34	42	107	39	25	382
Salt Lake City, UT	17	19	20	56	12	13	34	19	4	33	9	10	154
Seattle, WA	13	22	31	86	27	26	75	15	28	62	19	13	273
Shreveport, LA	5	7	9	6	7	11	24	13	15	37	6	5	97
Sioux Falls, SD	12	8	4	4	8	6	18	11	6	19	3	4	70
Spokane, WA	17	14	10	13	2	10	25	12	10	31	8	10	124
Springfield, MA	26	25	20	71	16	11	44	23	23	65	13	10	210
St. Louis, MO	57	61	54	172	19	31	57	49	36	140	33	29	510
Syracuse, NY	42	37	32	111	31	22	70	38	12	69	14	17	304
Wilkes-Barre, PA	23	15	28	66	18	17	53	15	12	44	17	10	202
Total	1766	1643	1721	1250	1255	1576	1565	1686	1321	4572	1171	1058	17076
WEST AREA													
Atlanta, GA	56	44	49	149	35	55	124	52	56	148	40	30	524
Pittsburgh, PA	45	36	40	121	25	51	102	40	46	122	29	36	437
Total	101	80	89	270	60	106	226	92	102	270	69	66	961
GULLYING AREAS													
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	4	15
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	0	0	3
Honolulu, HI	7	3	10	20	4	11	24	6	2	12	3	2	67
San Juan, PR	5	14	33	52	19	14	45	24	16	50	12	16	187
Total	12	17	43	72	23	25	69	30	18	62	19	22	272
GRAND TOTAL	2489	2254	2432	1715	1748	2184	2215	2345	1885	6445	1698	1551	24067

Table C.12
NUMBER OF NPS ENLISTMENTS IN THE U.S. NAVY BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTMENTS: High-quality Males																	
Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1972				
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.					
TEST AREA A																	
Minneapolis, MN	35	26	31	92	14	11	21	46	31	37	20	88	29	28	24	81	307
Montgomery, Al	33	32	38	103	23	25	40	88	33	52	31	116	26	30	21	77	384
Total	68	58	69	195	37	36	61	134	64	89	51	204	55	58	45	158	691
TEST AREA B																	
Cleveland, OH	60	34	29	123	28	25	60	113	40	48	30	118	49	41	32	122	476
Jacksonville, Fl	55	40	38	133	28	40	41	109	50	57	34	141	41	40	29	110	493
Total	115	74	67	256	56	65	101	222	90	105	64	259	90	81	61	232	969
TEST AREA C																	
Coral Gables, Fl	74	54	65	193	43	50	70	163	76	71	59	206	52	57	33	142	704
Kansas City, KS	32	39	33	104	27	29	44	100	53	36	18	107	26	29	36	91	404
San Antonio, Tx	28	19	20	67	19	24	33	76	35	31	21	87	18	32	24	74	302
Total	134	112	118	364	89	103	147	339	164	138	98	400	96	118	93	307	1410
TEST AREA D																	
Fort Jackson, SC	45	25	25	95	30	24	38	92	36	43	33	112	37	25	36	98	397
Fresno, CA	23	12	12	47	14	10	16	40	19	18	12	49	6	6	12	24	160
Oakland, CA	92	90	42	224	54	52	65	171	81	72	51	204	74	53	53	180	779
Philadelphia, PA	91	77	79	247	44	46	37	127	81	75	69	225	54	59	37	150	749
Total	251	204	158	613	142	132	156	430	217	208	165	590	171	143	138	452	2085
TEST AREA E																	
Albany, NY	24	28	14	66	11	8	8	27	26	22	11	59	10	20	13	43	195
Albuquerque, NM	18	17	14	49	9	14	18	41	11	22	19	52	10	14	10	34	176
Amarillo, TX	11	4	4	19	7	3	7	17	4	8	4	16	3	2	4	9	61
Baltimore, MD	80	73	51	204	45	50	73	168	88	83	67	238	63	67	62	192	802
Bethesda, WV	17	8	5	30	4	10	11	25	12	10	8	30	12	9	8	29	114
Boston, MA	4	6	13	23	5	7	6	18	3	10	6	19	7	2	7	16	76
Buffalo, NY	62	49	45	156	33	34	64	131	64	72	50	186	49	57	36	142	615
Butte, MI	29	31	19	79	18	16	26	60	31	37	17	91	28	15	29	72	302
Charlotte, NC	6	12	12	30	7	11	12	30	9	11	4	24	5	9	6	20	104
Chicago, IL	53	55	35	143	41	41	67	149	68	62	45	175	45	66	54	165	632
Cincinnati, OH	33	19	27	79	13	18	39	70	27	41	21	89	26	24	30	80	318
Columbus, OH	26	23	23	72	22	20	28	70	34	35	21	90	34	30	24	76	308
Dallas, Tx	39	43	34	116	29	28	40	97	52	68	29	149	31	32	34	97	459
Denver, CO	29	30	31	90	31	27	30	88	32	35	32	99	32	29	29	90	367
Des Moines, IA	22	19	19	60	12	12	9	33	19	23	17	59	14	20	17	51	203
Detroit, MI	85	67	61	213	48	51	81	180	92	93	67	252	70	86	79	235	880
El Paso, Tx	14	8	9	31	12	12	10	34	16	17	9	42	6	10	11	27	134
Fargo, ND	9	5	3	17	2	3	5	10	5	9	4	18	4	4	3	9	54
(Continued)																	

Table C.13

NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1													
Dallas, TX	64	57	65	52	42	68	74	62	42	178	51	52	673
Richmond, VA	76	68	72	61	45	67	68	68	70	206	72	61	787
Total	140	125	137	113	87	135	142	130	112	384	123	105	1460
TEST AREA 2													
Albany, NY	44	52	33	33	24	19	39	29	31	99	38	29	401
Albuquerque, NM	27	20	19	15	18	19	22	14	12	48	23	19	220
Amarillo, TX	19	13	16	10	17	10	9	12	16	31	21	9	147
Atlanta, GA	64	40	38	42	35	39	43	25	29	97	45	39	490
Baltimore, MD	166	164	161	124	111	171	136	129	126	391	140	139	1700
Beckley, WV	38	44	55	41	25	38	104	29	29	96	48	37	464
Boise, ID	11	12	11	41	8	10	8	13	7	28	11	10	121
Boston, MA	128	83	97	308	68	72	82	89	72	243	91	95	1005
Buffalo, NY	57	53	49	36	31	42	36	48	31	115	50	43	504
Butte, MT	14	11	10	13	14	11	11	17	9	37	7	4	127
Charlotte, NC	42	43	38	18	31	36	36	37	34	107	34	32	412
Chicago, IL	145	126	192	180	175	151	174	169	188	531	170	178	2034
Cincinnati, OH	66	84	80	63	64	84	68	51	60	179	47	28	107
Cleveland, OH	162	120	152	118	92	145	111	105	105	321	105	118	1440
Columbus, OH	73	80	72	77	75	81	56	49	44	109	24	21	682
Coral Gables, FL	69	61	55	61	48	58	53	75	69	197	73	67	742
Denver, CO	72	69	71	46	49	61	53	59	62	181	60	48	708
Des Moines, IA	60	38	52	45	47	51	47	53	44	160	37	52	566
Detroit, MI	148	136	185	135	140	167	151	194	188	533	204	178	2004
El Paso, TX	22	20	30	16	22	39	21	28	39	94	26	23	315
Fargo, ND	13	9	11	11	9	12	12	16	13	41	13	2	131
Fort Hamilton, NY	171	136	152	141	144	120	135	161	162	438	188	171	1799
Fort Jackson, SC	49	43	50	58	45	53	39	64	48	151	53	43	598
Fresno, CA	42	26	33	43	35	37	37	31	30	98	26	23	384
Harrisburg, PA	41	58	56	36	25	44	36	40	57	133	49	27	517
Houston, TX	57	60	53	37	35	49	65	70	55	190	59	50	631
Indianapolis, IN	42	51	85	79	67	74	66	93	70	229	70	69	861
Jackson, MS	22	17	23	17	17	13	14	18	11	43	20	14	254
Jacksonville, FL	58	64	51	45	44	51	43	39	41	133	42	41	560
Kansas City, KS	71	60	54	52	44	60	66	68	67	201	76	59	717
Knoxville, TN	18	11	20	14	13	25	16	19	19	54	21	21	218
Little Rock, AR	19	22	27	20	24	32	25	39	26	90	29	17	308
Los Angeles, CA	161	166	158	144	133	208	199	203	168	547	183	117	1948
Louisville, KY	60	68	68	35	34	34	50	56	41	147	48	50	581
Manchester, NH	17	27	19	23	19	34	12	22	11	35	15	29	220
Memphis, TN	42	34	31	68	28	36	38	42	29	109	32	39	423
Milwaukee, WI	86	54	70	68	71	73	64	74	63	211	80	100	882
Minneapolis, MN	82	61	75	85	46	52	56	81	71	214	79	66	830
Montgomery, AL	41	55	49	32	41	40	48	57	36	161	60	43	557
Nashville, TN	28	76	36	27	17	20	48	22	20	12	29	23	307
New Haven, CT	55	39	39	49	53	55	50	51	33	134	27	36	534

(Continued)

Table C.13—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1976				
	Jan.	Feb.	Mar. Total	Apr.	May	Jun. Total	Jul.	Aug.	Sep. Total	Oct.	Nov.	Dec. Total					
TEST AREA 2 (Continued)																	
New Orleans, LA	33	21	19	73	19	23	30	73	28	42	34	104	36	36	31	103	352
Newark, NJ	107	124	116	347	123	60	71	254	97	83	27	247	69	67	59	193	1042
New York, NY	104	104	104	205	129	65	83	257	26	26	25	77	62	67	79	228	1042
Oklahoma City, OK	104	104	104	205	129	65	83	257	26	26	25	77	62	67	79	228	1042
Philadelphia, PA	55	49	41	145	118	66	41	101	51	46	32	129	34	32	52	116	491
Phoenix, AZ	115	116	119	350	118	66	41	109	109	109	302	98	91	107	296	1245	1245
Pittsburgh, PA	58	43	35	136	28	38	43	109	47	48	50	144	35	35	51	121	510
Portland, ME	91	83	87	261	43	55	43	141	19	21	10	56	27	15	20	62	273
Portland, OR	34	23	27	84	35	20	16	71	49	48	50	157	64	45	58	167	726
Raleigh, NC	28	28	19	75	43	20	36	99	50	31	40	121	47	37	45	130	475
Salt Lake City, UT	0	5	10	15	30	27	24	81	28	45	31	104	28	18	35	81	341
San Antonio, TX	81	67	69	217	63	52	77	192	19	18	14	44	10	10	13	33	116
Seattle, WA	26	22	31	79	11	32	38	81	58	74	91	223	60	60	60	180	812
Shreveport, LA	21	17	14	52	13	14	19	46	25	21	26	72	29	25	22	76	308
St. Louis, MO	15	12	18	45	17	12	21	50	16	31	16	63	21	18	22	61	222
Springfield, MA	15	11	18	44	11	16	19	46	26	29	15	70	22	14	10	50	191
St. Louis, MO	24	32	20	76	18	21	22	60	26	29	15	70	22	18	23	63	223
Syracuse, NY	68	73	111	252	57	50	71	178	21	18	21	60	25	22	19	66	262
Wilkes-Barre, PA	44	51	53	168	41	27	28	96	56	78	82	216	79	62	86	227	873
	44	53	37	134	25	37	57	119	49	31	47	127	42	13	32	87	467
Total	3670	3327	3576	10573	3067	2731	3275	9073	3195	3403	3120	9718	3375	2820	3192	9487	38851
OUTLYING AREAS																	
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	1	1	4	4
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	6	10	21	21
Honolulu, HI	6	17	14	37	7	8	16	31	15	15	9	39	3	14	15	38	145
San Juan, PR	4	5	10	19	16	10	9	35	18	16	13	47	8	7	11	26	127
Total	10	22	24	56	23	18	24	66	33	31	22	86	24	28	37	89	297
GRAND TOTAL	3820	3474	3737	11031	3203	2836	3435	9474	3370	3564	3254	10188	3522	3051	3340	9915	40608

Table C.14
NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Both Sexes														
Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979	
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.		
TEST AREA 1	Total													
Dallas, TX	60	62	60	64	56	61	61	95	51	51	54	44	149	719
Richmond, VA	75	61	70	71	61	90	56	78	80	87	74	69	230	852
	135	123	130	135	117	151	117	173	131	138	128	113	379	1571
TEST AREA 2	Total													
Albany, NY	41	30	29	14	25	14	33	24	27	41	31	31	103	340
Albuquerque, NM	25	14	20	14	11	22	15	18	21	18	14	14	50	210
Amarillo, TX	15	20	12	47	31	10	14	18	8	17	18	19	54	179
Atlanta, GA	44	45	63	152	30	24	55	55	30	37	64	54	155	552
Baltimore, MD	162	106	118	386	117	99	101	317	132	144	131	123	408	1510
Beckley, WV	44	42	36	122	41	30	27	98	42	46	42	20	108	440
Boise, ID	11	14	12	37	11	13	7	18	14	10	42	8	204	134
Boston, MA	94	81	103	278	89	81	103	273	99	121	78	98	75	1123
Buffalo, NY	29	32	36	97	37	31	38	106	55	36	38	54	135	467
Butte, MI	17	11	9	37	5	14	12	31	11	6	126	8	132	128
Charlotte, NC	57	43	46	146	31	30	37	98	37	35	41	52	48	499
Chicago, IL	190	147	123	460	162	133	156	451	169	154	186	509	567	1987
Cincinnati, OH	40	50	30	120	52	35	67	154	49	52	52	50	164	591
Cleveland, OH	137	118	96	351	83	103	128	314	124	136	89	101	363	1377
Columbus, OH	44	43	50	137	34	30	35	36	36	36	29	101	37	115
Coral Gables, FL	76	42	57	175	60	44	74	178	61	63	70	194	85	452
Denver, CO	63	69	74	206	61	46	54	162	55	69	47	171	54	615
Des Moines, IA	57	39	40	136	50	42	42	122	55	63	69	187	59	689
Detroit, MI	237	182	177	592	162	146	161	469	175	186	170	531	213	2187
El Paso, TX	34	17	28	79	25	23	22	60	20	18	19	57	36	282
Fargo, ND	7	5	9	21	6	10	12	28	7	13	10	30	12	122
Fort Hamilton, NY	192	145	108	445	151	128	123	402	159	180	133	472	151	1821
Fort Jackson, SC	50	40	39	129	37	39	30	106	55	40	48	143	64	550
Fresno, CA	29	29	36	94	24	17	25	66	31	23	24	78	35	319
Harrisburg, PA	46	48	43	137	31	36	49	116	50	46	42	138	57	81
Houston, TX	53	66	60	179	47	47	72	166	54	75	44	173	58	514
Indianapolis, IN	70	92	113	275	89	80	100	269	114	101	82	297	114	689
Jackson, MS	19	15	26	60	15	19	20	54	19	16	18	53	20	123
Jacksonville, FL	54	38	44	136	39	44	47	130	52	59	53	164	66	600
Kansas City, KS	82	70	60	212	65	82	81	228	84	90	60	234	62	864
Knoxville, TN	24	18	18	60	20	15	27	62	23	26	27	66	27	248
Little Rock, AR	41	35	31	107	17	30	38	85	35	29	24	88	30	377
Los Angeles, CA	175	185	127	487	152	160	267	579	245	247	194	686	214	2300
Louisville, KY	76	60	48	184	48	35	44	127	35	32	42	109	55	563
Manchester, NH	28	23	11	62	13	17	12	42	24	18	10	52	26	430
Memphis, TN	36	44	41	121	36	36	36	90	46	29	35	110	38	238
Milwaukee, WI	77	82	71	230	48	57	79	184	66	61	36	163	67	795
Minneapolis, MN	74	75	60	209	51	61	34	146	79	91	88	258	73	846
Montgomery, AL	48	39	39	126	41	46	53	140	44	58	47	149	59	595
Nashville, TN	33	30	16	79	21	15	16	52	28	15	15	58	14	250
New Haven, CT	50	36	34	120	24	29	44	97	41	45	44	28	23	442
	[Continued]													

Table C.14—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 2 (Continued)													
New Orleans, LA	27	29	37	93	41	43	44	44	40	38	53	34	472
Newark, NJ	100	77	78	255	67	79	83	95	104	128	93	83	125
Oakland, CA	97	101	98	296	92	85	98	105	74	277	120	88	296
Oklahoma City, OK	33	38	29	100	29	26	40	20	31	91	26	26	275
Omaha, NE	34	52	47	137	24	26	46	27	28	101	35	30	369
Philadelphia, PA	127	89	107	323	93	71	109	60	51	220	39	30	430
Phoenix, AZ	56	60	63	179	35	47	60	42	52	154	44	57	920
Pittsburgh, PA	61	58	47	166	39	40	63	55	52	141	40	39	612
Portland, ME	25	24	30	79	28	14	21	39	30	90	26	29	569
Portland, OR	39	39	52	130	34	26	50	52	40	162	48	29	309
Raleigh, NC	38	23	31	92	30	26	30	29	17	76	33	30	462
Salt Lake City, UT	11	7	6	24	9	11	8	12	11	31	8	12	354
San Antonio, TX	59	71	67	197	53	67	72	68	61	201	45	53	113
Seattle, WA	61	29	36	116	40	26	48	47	22	117	31	40	728
Shreveport, LA	29	28	34	91	19	15	25	30	16	71	21	12	442
Sioux Falls, SD	12	11	20	43	18	15	17	11	12	40	8	15	261
Spokane, WA	31	17	21	75	18	20	13	18	11	42	26	20	170
Springfield, MA	22	24	26	72	20	33	19	22	26	67	34	21	233
St. Louis, MO	88	82	79	249	87	73	112	102	81	295	107	93	1103
Syracuse, NY	61	36	46	143	31	22	54	49	41	144	62	45	508
Wikes-Barre, PA	46	44	26	116	26	28	29	39	30	98	43	50	398
Total	3732	3259	3179	10170	2872	2734	3561	3538	3051	10150	3715	3447	39327
OUTLYING AREAS													
Anchorage, AK	4	0	2	6	5	4	6	6	4	16	6	4	47
Guam	3	4	9	16	7	9	7	2	0	9	1	0	48
Honolulu, HI	13	16	8	37	22	23	15	12	12	39	13	10	167
San Juan, PR	22	20	21	63	11	14	4	2	0	6	8	12	128
Total	42	40	40	122	45	50	32	22	16	70	24	21	390
GRAND TOTAL	3905	3422	3349	10680	3059	2901	3710	3733	3198	10641	3877	3602	41308

Table C.15

NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFEEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TESI AREA 1													
Dallas, TX	63	52	62	177	45	34	64	143	70	59	40	169	629
Richmond, VA	74	64	69	207	56	41	65	162	66	67	63	196	753
Total	137	116	131	384	101	75	129	305	136	126	103	365	1382
TESI AREA 2													
Albany, NY	42	48	30	120	31	23	15	69	34	24	28	86	365
Albuquerque, NM	26	18	18	62	14	17	17	48	20	14	11	45	206
Amarillo, TX	15	12	15	42	10	6	9	25	9	10	10	29	136
Atlanta, GA	61	40	37	138	37	32	37	106	40	23	25	88	457
Baltimore, MD	157	153	153	463	119	106	160	385	130	126	114	370	1606
Beckley, WV	35	40	51	126	38	24	37	99	36	29	29	94	444
Boise, ID	11	12	11	34	10	8	9	27	7	11	25	10	116
Boston, MA	118	76	88	282	74	60	68	202	70	85	70	225	968
Buffalo, NY	53	48	65	166	34	25	41	100	34	46	30	110	469
Butte, MT	14	10	10	34	11	14	10	35	11	16	9	36	121
Charlotte, NC	41	43	37	121	18	31	36	85	33	34	33	100	392
Chicago, IL	134	118	178	430	164	160	131	455	164	160	179	503	1904
Cincinnati, OH	61	81	76	218	61	61	70	198	62	51	57	170	688
Cleveland, OH	127	114	145	416	110	85	177	332	102	100	92	297	1349
Columbus, OH	69	77	66	212	75	69	77	221	56	72	64	188	643
Coral Gables, FL	65	60	53	178	59	45	56	160	52	72	61	170	711
Denver, CO	68	66	65	199	44	45	52	141	54	55	61	185	667
Des Moines, IA	56	36	47	139	42	43	48	133	44	49	38	131	534
Detroit, MI	141	129	171	441	122	124	158	401	144	184	181	509	1864
El Paso, TX	22	20	30	72	15	22	35	72	27	26	37	90	303
Fargo, ND	13	9	10	32	11	9	11	31	12	15	13	40	127
Fort Hamilton, NY	168	135	142	445	132	136	111	379	130	156	136	422	1710
Fort Jackson, SC	48	41	49	138	56	42	50	148	38	55	45	138	568
Fresno, CA	41	26	31	98	42	32	36	110	34	29	27	90	364
Harrisburg, PA	39	56	48	143	32	25	42	99	33	29	53	123	485
Houston, TX	56	58	50	164	35	34	47	116	63	67	54	184	607
Indianapolis, IN	42	48	80	170	75	64	72	211	63	90	66	219	826
Jackson, MS	22	16	22	60	17	15	13	45	14	17	10	41	199
Jacksonville, FL	56	64	46	166	40	38	45	123	42	33	40	115	524
Kansas City, KS	63	56	63	182	46	41	56	143	61	66	65	192	704
Knoxville, TN	17	10	20	47	13	13	24	50	15	19	18	52	210
Little Rock, AR	19	22	25	66	20	23	28	71	24	38	25	87	293
Los Angeles, CA	146	140	148	434	134	120	196	450	187	191	135	513	1813
Louisville, KY	55	67	61	183	34	33	32	99	50	55	40	145	555
Manchester, NH	14	22	19	55	20	19	13	52	10	12	11	33	203
Memphis, TN	42	33	29	104	34	28	34	96	36	40	29	105	406
Milwaukee, WI	84	46	53	183	60	64	66	190	53	79	71	188	609
Minneapolis, MN	72	53	70	195	79	39	50	168	53	79	61	205	771
Montgomery, AL	40	21	43	134	30	39	47	116	45	51	36	132	523
Nashville, TN	27	23	31	83	22	14	18	54	28	21	20	74	280
New Haven, CT	55	47	34	136	45	48	48	141	48	47	31	126	498

(Continued)

Table C.16

NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1													
Dallas, TX	54	58	56	60	53	60	59	93	50	48	51	43	685
Richmond, VA	71	60	70	69	59	86	53	76	76	81	71	67	839
Total	125	118	126	129	112	146	112	169	126	129	122	110	1524
TEST AREA 2													
Albany, NY	37	26	28	14	22	13	29	19	24	40	28	30	310
Albuquerque, NM	25	14	18	13	11	20	15	17	20	18	13	17	201
Anaheim, TX	14	20	12	11	10	15	13	18	8	35	18	19	175
Atlanta, GA	43	40	57	25	20	47	128	127	128	137	129	127	1437
Baltimore, MD	155	99	117	109	89	92	290	33	34	43	42	20	1420
Beckley, WV	42	39	32	40	29	27	96	33	39	106	7	8	420
Boise, ID	11	13	12	9	10	7	26	18	11	39	7	7	123
Boston, MA	88	74	95	83	79	96	258	90	116	89	92	74	1050
Buffalo, NY	27	28	30	33	27	35	95	49	34	43	50	32	424
Butte, MT	17	10	8	5	13	8	26	11	10	9	13	8	118
Charlotte, NC	56	42	43	29	28	33	90	35	41	110	41	49	477
Chicago, IL	181	143	116	145	122	145	412	163	144	179	183	171	1878
Cincinnati, OH	40	48	27	46	31	64	141	49	50	51	60	45	562
Cleveland, OH	126	109	87	77	94	119	290	114	128	81	107	102	1277
Columbus, OH	40	43	48	34	30	35	99	35	29	97	37	36	437
Coral Gables, FL	72	41	53	39	39	71	166	53	60	67	70	55	713
Denver, CO	61	65	71	58	43	55	156	52	65	43	48	41	655
Des Moines, IA	53	38	35	46	27	36	109	51	61	66	58	56	575
Detroit, MI	221	172	164	144	136	151	431	163	176	157	202	190	2040
El Paso, TX	31	17	25	22	23	18	63	18	17	18	10	26	256
Fargo, ND	6	5	9	3	10	10	23	7	11	10	13	41	112
Fort Hamilton, NY	188	140	103	133	115	113	361	152	172	224	139	120	1710
Fort Jackson, SC	47	36	38	34	38	29	101	54	37	46	60	40	523
Fresno, CA	28	26	33	23	16	24	63	30	22	31	19	24	298
Harrisburg, PA	41	44	38	26	32	48	106	49	41	40	36	27	477
Houston, TX	53	64	57	44	46	70	160	52	74	41	66	41	665
Indianapolis, IN	69	86	105	83	74	92	249	113	98	107	80	83	1068
Jackson, MS	17	15	26	83	14	19	52	18	15	19	12	12	204
Jacksonville, FL	51	37	42	36	37	41	114	49	55	58	52	52	560
Kansas City, KS	74	69	53	62	76	73	211	80	82	61	71	51	827
Knappa, IN	23	16	16	18	13	23	54	23	24	25	12	17	226
Little Rock, AR	40	35	28	103	16	28	82	34	23	18	43	30	361
Los Angeles, CA	166	160	116	145	139	250	532	231	236	167	176	123	2105
Louisville, KY	72	59	45	176	44	43	122	33	41	105	41	42	538
Manchester, NH	28	22	11	13	35	12	40	31	10	24	27	19	222
Memphis, TN	34	41	38	113	33	36	85	44	25	34	36	31	406
Milwaukee, WI	71	72	68	203	44	69	159	63	54	63	72	66	713
Minneapolis, MN	67	70	54	191	43	55	129	72	80	70	69	83	776
Montgomery, AL	45	35	35	115	38	44	132	44	56	56	58	58	565
Nashville, TN	31	29	16	76	20	13	45	26	14	14	27	18	235
New Haven, CT	47	35	33	115	19	25	87	38	43	41	26	22	413

(Continued)

Table C.17
NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: High-quality Males																	
Location	1st Quarter			Apr.	2nd Quarter			Jul.	3rd Quarter			4th Quarter			Total 1978		
	Jan.	Feb.	Mar.		Total	May	Jun.		Total	Aug.	Sep.	Total	Oct.	Nov.		Dec.	Total
TEST AREA 1																	
Dallas, TX	12	8	12	32	4	11	12	27	15	15	10	40	10	5	4	19	118
Richmond, VA	9	20	12	41	8	11	17	36	13	21	11	45	6	8	6	20	142
Total	21	28	24	73	12	22	29	63	28	36	21	85	16	13	10	39	260
TEST AREA 2																	
Albany, NY	6	11	8	25	4	4	3	11	14	6	8	28	4	3	3	10	74
Albuquerque, NM	1	5	3	9	3	5	3	11	6	3	2	11	2	5	1	8	39
Amarillo, TX	3	2	1	6	2	3	5	10	3	2	5	10	5	5	2	12	38
Atlanta, GA	19	8	9	36	11	10	14	35	8	9	9	26	7	12	10	29	126
Baltimore, MD	54	64	70	188	41	29	72	142	49	57	43	149	28	19	17	64	543
Beckley, WV	8	11	12	31	6	9	11	26	10	8	7	25	6	9	9	24	106
Boise, ID	1	2	5	8	3	4	1	8	3	5	0	8	3	2	2	7	31
Boston, MA	29	21	23	73	15	24	25	64	29	22	21	72	14	19	11	44	253
Buffalo, NY	8	13	8	29	8	9	15	32	11	9	8	28	6	10	5	21	110
Butte, MT	2	1	5	8	1	1	5	7	4	3	3	10	1	1	0	2	27
Charlotte, NC	4	6	4	14	1	5	5	11	8	5	7	17	1	3	6	10	52
Chicago, IL	54	36	56	146	52	45	62	159	53	58	57	168	41	57	44	142	615
Cincinnati, OH	14	19	20	53	9	19	16	44	20	6	11	37	4	8	8	20	154
Cleveland, OH	31	26	36	93	25	15	30	70	23	24	14	61	15	19	21	55	279
Columbus, OH	15	21	17	53	13	16	21	50	17	10	12	39	8	18	6	22	164
Coral Gables, FL	12	13	5	30	6	6	17	29	12	16	14	42	17	13	12	42	143
Denver, CO	23	18	10	51	5	12	20	37	21	16	18	55	5	16	9	20	163
Des Moines, IA	20	7	12	39	6	12	15	33	20	11	12	43	15	11	9	35	150
Detroit, MI	31	27	28	86	24	22	50	96	42	36	42	120	22	26	30	78	380
El Paso, TX	3	1	5	9	2	3	9	14	5	1	4	10	4	3	3	10	43
Fargo, ND	6	3	2	11	0	5	2	7	4	1	2	13	1	0	2	3	34
Fort Hamilton, NY	55	35	49	139	46	33	29	108	44	51	33	128	24	17	23	64	439
Fort Jackson, SC	3	6	10	19	10	9	13	32	7	15	9	31	13	8	7	28	110
Fresno, CA	4	3	3	10	15	2	5	22	7	7	3	17	5	7	5	17	66
Harrisburg, PA	13	9	18	40	8	12	8	28	11	11	13	35	9	8	7	24	127
Houston, TX	7	13	16	36	12	6	8	26	25	18	10	53	9	5	7	21	136
Indianapolis, IN	20	16	27	63	23	24	31	78	23	36	21	80	26	16	14	56	277
Jackson, MS	3	2	3	8	1	2	4	7	2	3	0	5	2	1	0	3	23
Jacksonville, FL	8	15	12	35	6	5	9	20	7	17	15	48	6	3	5	14	86
Kansas City, KS	17	18	15	50	14	16	23	53	17	16	15	48	12	14	12	38	189
Knoxville, TN	5	5	4	14	1	1	6	8	3	2	3	8	5	2	2	9	39
Little Rock, AR	5	3	4	12	3	8	5	19	3	8	5	16	4	2	6	12	59
Los Angeles, CA	38	34	40	112	33	35	53	121	52	50	31	133	27	20	33	80	446
Louisville, KY	10	18	6	34	7	10	24	16	16	16	9	41	7	12	6	25	124
Manchester, NH	3	3	4	10	4	4	4	13	3	3	3	9	3	4	4	11	43
Memphis, TN	9	7	1	17	4	1	4	9	5	3	7	17	5	6	4	15	58
Milwaukee, WI	13	10	15	38	8	9	19	36	16	10	17	43	19	6	6	31	148
Minneapolis, MN	12	13	11	36	14	11	24	49	29	34	25	88	11	8	9	28	201
Montgomery, AL	9	4	5	18	5	5	10	20	15	12	6	33	5	5	4	14	85
Nashville, TN	5	5	3	13	3	4	4	11	5	4	3	12	5	2	1	7	43
New Haven, CT	17	18	11	46	12	17	15	44	17	14	8	39	10	5	5	20	149
(Continued)																	

(Continued)

Table C.18
NUMBER OF NPS ENLISTMENTS IN THE U.S. MARINE CORPS BY AFES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1													
Dallas, TX	10	7	10	27	11	6	14	31	50	7	9	11	27
Richmond, VA	11	7	11	29	14	21	49	36	56	17	8	13	152
Total	21	14	21	56	25	35	80	66	106	24	17	24	287
TEST AREA 2													
Albany, NY	6	2	6	14	3	4	9	6	12	5	4	9	53
Albuquerque, NM	6	3	0	9	5	5	12	2	11	0	1	3	36
Anaheim, TX	5	8	4	17	1	6	13	3	1	1	2	5	43
Atlanta, GA	9	13	14	36	2	5	19	26	3	36	1	8	129
Baltimore, MD	23	16	24	63	11	19	31	61	19	77	24	18	263
Beckley, WV	6	3	9	18	10	5	8	23	8	36	6	5	100
Boise, ID	2	3	4	9	10	5	1	6	2	11	0	2	28
Boston, MA	18	17	14	49	18	17	28	63	20	88	25	14	257
Buffalo, NY	4	7	7	18	6	3	9	18	7	30	7	18	84
Butte, MT	8	1	1	10	3	3	4	10	1	7	3	3	36
Charlotte, NC	6	8	7	21	6	2	5	13	10	24	4	4	75
Chicago, IL	40	31	35	106	34	42	52	128	48	139	47	54	524
Cincinnati, OH	6	9	4	19	6	5	31	42	9	37	14	12	133
Cleveland, OH	26	26	15	67	16	13	25	54	15	69	24	23	257
Columbus, OH	11	12	5	21	7	12	12	26	7	29	4	9	97
Coral Gables, FL	14	12	14	40	12	7	16	33	14	45	13	18	162
Denver, CO	12	19	17	38	10	7	15	32	9	45	8	7	139
Des Moines, IA	13	15	6	34	10	6	13	29	11	45	9	10	27
Detroit, MI	45	43	35	123	33	28	49	110	55	169	53	42	548
El Paso, TX	2	1	2	4	3	3	2	8	1	6	2	3	24
Fargo, ND	4	2	2	8	1	0	1	2	5	11	4	2	35
Fort Hamilton, NY	37	20	19	76	22	16	60	31	37	105	29	24	345
Fort Jackson, SC	7	7	14	26	5	5	15	11	7	19	5	5	79
Fresno, CA	7	1	6	14	4	3	7	14	3	10	3	6	60
Harrisburg, PA	6	8	10	24	4	3	17	27	15	38	13	8	119
Houston, TX	8	13	18	29	7	2	23	32	18	39	10	5	123
Indianapolis, IN	10	14	19	43	19	18	66	34	29	80	26	11	269
Jackson, MS	1	2	3	6	3	4	9	6	3	8	2	3	28
Jacksonville, FL	4	24	7	13	9	8	24	4	15	36	11	6	108
Kansas City, KS	19	24	20	63	21	23	65	28	18	67	13	16	247
Knoxville, TN	7	2	3	12	5	3	5	13	5	27	9	7	70
Little Rock, AR	7	6	6	19	4	9	9	5	13	4	4	25	67
Los Angeles, CA	32	27	27	86	26	16	68	110	48	155	40	37	444
Louisville, KY	18	16	3	37	9	13	37	10	14	38	19	8	149
Manchester, NH	2	4	3	9	3	4	12	8	4	4	4	2	45
Memphis, TN	5	6	5	16	2	8	10	20	3	17	3	2	64
Milwaukee, WI	8	7	8	23	3	7	19	33	9	36	16	11	142
Minneapolis, MN	8	10	16	34	10	12	11	33	25	66	17	19	187
Montgomery, AL	6	3	3	12	7	6	8	21	10	39	7	8	95
Nashville, TN	2	7	1	10	4	1	5	10	6	14	2	5	47
New Haven, CT	9	7	7	23	4	7	11	22	10	11	3	4	93

(Continued)

Table C.18—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 2 (Continued)													
New Orleans, LA	5	6	3	14	6	9	11	26	10	6	7	23	78
Newark, NJ	22	16	18	56	14	15	23	52	21	21	24	66	222
Oakland, CA	23	12	18	53	13	12	11	36	23	34	13	70	219
Oklahoma City, OK	10	14	7	31	5	5	6	16	10	2	5	17	80
Omaha, NE	8	8	8	24	2	4	6	12	11	2	10	23	72
Philadelphia, PA	43	24	29	96	27	14	19	60	39	24	19	82	294
Phoenix, AZ	5	10	9	24	3	18	15	36	14	11	10	35	123
Pittsburgh, PA	8	5	5	18	8	8	12	28	11	13	9	33	103
Portland, ME	5	9	3	17	5	1	5	11	4	13	4	21	57
Portland, OR	6	12	10	28	6	2	4	12	9	12	14	35	100
Raleigh, NC	6	1	4	11	1	4	5	10	3	2	2	7	40
Salt Lake City, UT	2	2	0	4	5	4	3	12	2	2	3	7	30
San Antonio, TX	6	10	18	34	4	9	14	27	16	10	13	39	126
Seattle, WA	13	0	5	18	4	6	4	14	15	11	6	32	80
Shreveport, LA	1	1	5	7	2	2	1	5	2	6	2	10	27
Sioux Falls, SD	3	2	1	6	4	5	6	15	2	2	3	7	41
Spokane, WA	7	2	5	14	3	3	8	14	1	5	2	8	50
Springfield, MA	4	7	2	13	3	9	4	16	3	5	9	17	65
St. Louis, MO	19	20	18	57	19	20	24	63	25	23	19	67	233
Syracuse, NY	13	7	7	27	5	9	9	17	13	13	8	34	100
Wilkes-Barre, PA	9	8	5	22	5	3	4	12	5	8	9	22	77
Total	687	596	592	1875	515	528	812	1855	899	864	689	2452	8128
OUTLYING AREAS													
Anchorage, AK	3	0	0	3	0	2	2	4	1	3	2	6	16
Guam	1	0	1	2	0	2	1	3	0	1	0	1	6
Honolulu, HI	4	2	0	6	4	1	3	8	2	3	2	7	29
San Juan, PR	3	4	1	8	0	4	2	6	2	1	0	3	25
Total	11	6	2	19	4	9	8	21	5	8	4	17	76
GRAND TOTAL	719	616	615	1950	544	557	855	1956	924	919	712	2555	8491

Table C.19
NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
Albany, NY	78	74	105	257	66	46	183	39	57	47	63	74	792
Albuquerque, NM	26	30	25	81	23	31	74	27	29	29	32	30	351
Amarillo, TX	44	41	35	120	31	32	90	18	29	21	27	18	347
Atlanta, GA	96	110	98	304	65	85	210	56	124	97	103	79	1097
Baltimore, MD	135	148	162	445	146	130	427	108	182	137	117	109	1637
Beckley, WV	28	28	46	102	18	15	66	30	29	30	20	15	311
Boise, ID	14	10	15	39	12	13	35	9	14	11	23	24	178
Boston, MA	160	135	239	534	161	135	444	130	189	114	165	133	1885
Buffalo, NY	104	117	98	319	90	83	241	62	91	70	95	92	1085
Butte, MT	23	17	34	74	16	25	54	21	31	12	23	16	257
Charlotte, NC	103	81	82	266	69	53	184	58	94	60	72	61	879
Chicago, IL	134	109	108	391	144	122	389	95	153	121	133	121	1552
Cincinnati, OH	61	70	92	223	73	76	205	57	84	86	59	80	868
Cleveland, OH	132	159	161	452	127	130	377	86	143	130	132	123	1569
Columbus, OH	67	94	125	286	69	86	232	81	97	96	98	66	998
Coral Gables, FL	163	191	199	553	130	99	359	100	125	122	92	112	1550
Dallas, TX	123	132	115	370	91	85	284	90	103	82	185	175	1278
Denver, CO	121	99	135	355	87	90	256	38	73	48	91	91	881
Des Moines, IA	178	221	207	606	181	160	481	118	241	153	265	204	2183
Detroit, MI	68	61	59	188	62	44	127	118	179	192	26	41	483
El Paso, TX	33	34	48	115	41	45	79	15	28	24	20	33	351
Fargo, ND	54	30	39	123	37	16	79	178	199	192	203	234	82
Fort Hamilton, NY	165	200	242	607	174	164	519	178	179	192	549	524	2327
Fort Jackson, SC	110	88	103	301	74	74	235	55	103	84	62	77	1002
Fresno, CA	46	42	34	122	41	36	23	20	45	32	41	39	433
Harrisburg, PA	72	91	77	240	71	48	168	47	70	61	60	49	754
Houston, TX	99	70	89	258	81	94	250	67	94	82	58	59	921
Indianapolis, IN	87	95	105	287	74	75	224	67	104	75	78	69	968
Jackson, MS	50	51	50	151	22	32	98	37	60	29	26	37	482
Jacksonville, FL	122	122	128	372	148	165	477	159	188	156	156	163	1854
Kansas City, KS	124	106	125	355	72	63	231	83	106	90	83	76	1109
Knoxville, TN	49	64	67	180	51	45	154	37	85	62	54	52	682
Little Rock, AR	48	62	55	165	50	45	129	35	62	54	37	39	567
Los Angeles, CA	315	339	309	963	264	242	780	237	319	219	251	274	3319
Louisville, KY	50	55	80	185	48	33	130	36	60	38	26	51	579
Louisville, KY	52	55	70	177	43	47	128	27	37	20	35	34	496
Manchester, NH	65	66	71	202	61	48	158	41	73	44	58	45	684
Memphis, TN	129	116	98	343	82	66	217	69	124	87	70	105	1104
Milwaukee, WI	153	134	156	443	136	99	340	88	137	73	98	111	1424
Minneapolis, MN	101	117	116	334	106	117	339	109	134	141	128	95	1409
Montgomery, AL	67	69	68	204	43	48	151	46	67	58	45	45	688
Nashville, TN	68	53	58	204	45	58	167	38	43	40	48	49	632
New Haven, CT	54	64	58	176	52	57	167	57	87	58	47	49	703
New Orleans, LA	115	97	144	356	77	107	276	82	113	92	93	112	1223
Newark, NJ													304

(Continued)

Table C.19—continued

Location	1st Quarter			Apr.	2nd Quarter			3rd Quarter			4th Quarter			Total 1978		
	Jan.	Feb.	Mar.		Total	May.	Jun.	Total	Jul.	Aug.	Sep.	Total	Oct.		Nov.	Dec.
(Continued)																
Oakland, CA	234	220	182	636	186	193	176	555	156	207	150	513	202	162	187	551
Oklahoma City, OK	56	73	80	209	68	39	48	155	52	65	50	167	42	49	51	142
Omaha, NE	54	56	68	178	50	27	48	125	33	60	40	133	31	43	36	110
Philadelphia, PA	141	149	192	482	148	154	129	431	120	166	120	406	138	121	115	374
Phoenix, AZ	125	110	131	366	144	104	110	298	70	149	95	314	77	71	90	238
Pittsburgh, PA	146	157	162	465	144	130	106	380	86	128	105	319	121	126	112	359
Portland, ME	62	63	90	215	45	46	60	151	35	63	38	136	38	48	59	145
Portland, OR	97	84	68	249	55	61	67	183	43	71	58	172	57	48	80	185
Raleigh, NC	98	87	76	261	64	64	57	185	56	88	85	229	56	72	65	193
Richmond, VA	82	82	105	269	92	87	85	264	63	91	84	238	99	60	99	258
Salt Lake City, UT	20	19	28	67	36	22	26	84	16	22	22	60	25	20	32	77
San Antonio, TX	117	106	103	326	92	75	83	250	80	137	119	336	109	68	93	270
Seattle, WA	95	80	78	253	56	36	62	154	52	78	77	207	61	64	63	188
Shreveport, LA	51	51	67	169	27	46	41	114	53	52	42	147	43	39	44	126
Sioux Falls, SD	33	33	40	106	22	24	24	70	18	32	24	74	23	29	30	82
Spokane, WA	39	31	33	103	16	15	23	54	19	18	20	57	35	25	32	92
Springfield, MA	67	58	83	208	52	64	41	157	44	63	53	160	50	58	73	181
St. Louis, MO	160	158	147	465	105	107	120	332	96	161	125	382	95	114	100	309
Syracuse, NY	109	95	119	323	63	70	54	187	66	63	51	180	77	72	77	226
Wilkes-Barre, PA	78	77	83	238	67	73	48	188	49	63	60	172	64	68	81	213
Total	5950	5936	6530	18416	5026	4813	4863	14702	4205	6193	4842	15240	4935	4856	5330	15121
OUTLYING AREAS																
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	4	5	5	14
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	5	2	9	16
Honolulu, HI	43	52	45	140	22	34	38	94	28	28	34	90	40	23	45	108
San Juan, PR	5	12	10	27	4	3	11	18	5	17	14	36	8	5	11	24
Total	48	64	55	167	26	37	49	112	33	45	48	126	57	35	70	162
GRAND TOTAL	5998	6000	6585	18583	5052	4850	4912	14814	4238	6238	4890	15366	4992	4891	5400	15283
																64046

Table C.20
NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Both Sexes

Location	1st Quarter			Total	2nd Quarter			Total	3rd Quarter			Total	4th Quarter			Total
	Jan.	Feb.	Mar.		Apr.	May	Jun.		Jul.	Aug.	Sep.		Oct.	Nov.	Dec.	
Albany, NY	83	79	245	61	64	61	186	65	89	55	209	73	64	65	202	842
Albuquerque, NM	83	51	36	130	31	36	111	48	55	38	141	41	28	37	120	502
Amarillo, TX	39	26	25	90	27	31	80	24	34	16	74	31	42	17	76	320
Atlanta, GA	130	121	133	384	119	107	124	350	139	147	113	399	129	119	106	1487
Baltimore, MD	122	115	167	404	177	152	149	478	192	152	146	490	136	119	144	3592
Beckley, WV	36	27	35	98	18	22	19	59	27	46	29	102	29	48	38	374
Boise, ID	26	34	26	86	19	26	29	74	27	25	27	79	22	48	38	311
Boston, MA	174	198	221	593	171	163	172	506	190	189	197	576	133	182	152	2142
Buffalo, NY	107	138	113	358	91	99	83	273	105	123	117	345	129	124	105	1334
Butte, MT	27	19	41	87	23	19	29	71	31	19	16	66	20	24	72	296
Charlotte, NC	83	85	101	269	79	80	76	235	91	90	70	251	77	86	76	994
Chicago, IL	172	151	133	456	159	156	166	481	170	222	206	598	172	226	186	2119
Cincinnati, OH	109	106	90	305	75	82	107	264	98	104	86	288	98	92	82	1129
Cleveland, OH	174	130	165	469	106	123	137	366	155	155	115	425	172	161	145	1738
Columbus, OH	101	88	73	262	72	84	101	257	87	121	76	284	112	97	112	1124
Coral Gables, FL	116	126	115	357	119	156	157	432	140	153	160	453	136	166	129	1673
Dallas, TX	118	105	157	380	109	123	106	338	120	152	95	367	125	100	431	1459
Denver, CO	125	115	117	357	114	125	105	344	105	120	94	319	118	106	120	1364
Des Moines, IA	77	61	63	201	57	38	37	132	53	51	37	101	54	60	62	650
Detroit, MI	202	205	177	584	172	148	201	521	178	237	180	595	220	222	211	2353
El Paso, TX	49	42	53	144	43	33	45	121	57	58	64	179	46	48	47	585
Fargo, ND	38	33	30	101	33	24	26	83	18	21	21	60	15	25	20	304
Fort Hamilton, NY	173	211	144	528	163	167	166	496	217	198	221	636	253	234	192	2339
Fort Jackson, SC	108	122	114	294	88	105	91	284	98	116	107	321	82	104	79	1164
Fresno, CA	52	42	36	130	31	32	28	101	32	40	27	99	42	25	41	438
Harrisburg, PA	52	71	67	190	61	39	77	177	85	62	49	156	56	60	67	706
Houston, TX	92	76	105	273	76	84	100	260	84	113	74	271	87	71	60	1022
Indianapolis, IN	87	79	79	242	83	86	87	256	97	125	87	309	108	124	115	1157
Jackson, MS	49	37	40	126	26	48	37	106	42	47	24	113	36	39	25	445
Jacksonville, FL	179	170	161	510	158	183	161	502	203	247	201	651	174	201	178	2216
Kansas City, KS	125	98	96	319	78	102	82	262	102	144	77	323	71	105	86	823
Knoxville, TN	67	76	72	215	64	59	68	191	82	93	70	245	60	44	68	712
Little Rock, AR	50	54	64	168	35	61	41	137	58	67	44	169	48	75	49	646
Los Angeles, CA	300	310	226	836	273	367	314	954	302	413	296	1011	338	356	269	3764
Louisville, KY	45	58	61	164	43	46	62	151	64	72	64	200	66	71	50	702
Manchester, NH	59	53	40	152	44	36	45	129	46	59	33	138	36	46	49	546
Memphis, TN	62	50	76	188	49	63	62	174	64	80	39	183	65	73	58	741
Milwaukee, WI	99	123	99	321	110	85	89	284	102	114	87	303	114	109	114	1245
Minneapolis, MN	135	125	115	375	100	102	92	294	83	105	87	275	100	104	131	1279
Montgomery, AL	135	165	126	426	128	138	140	406	157	197	162	516	154	170	128	1800
Nashville, TN	57	74	61	192	65	56	71	192	77	87	58	222	62	56	76	800
New Haven, CT	59	60	52	171	48	38	39	125	42	61	49	152	56	49	51	604
New Orleans, LA	56	47	68	171	45	59	62	166	51	79	45	175	59	57	49	677
Newark, NJ	105	103	107	315	131	123	86	340	98	133	93	324	126	131	119	1355

Continued

(Continued)

Table C.20—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
(Continued)													
Oakland, CA	208	213	207	628	197	193	166	556	177	229	193	208	2440
Oklahoma City, OK	68	60	67	192	58	67	59	184	50	51	76	56	726
Omaha, NE	155	148	155	495	132	134	148	414	136	163	156	102	1748
Philadelphia, PA	92	82	93	267	101	96	108	305	119	118	93	70	1206
Phoenix, AZ	153	134	144	431	102	118	105	325	104	141	128	131	1551
Pittsburgh, PA	46	55	44	145	63	44	37	144	60	29	49	42	561
Portland, ME	89	112	67	268	80	65	82	227	77	82	71	66	975
Portland, OR	73	71	87	231	86	71	84	241	67	79	92	82	989
Raleigh, NC	83	88	111	282	89	101	102	292	98	84	99	102	1205
Richmond, VA	21	25	33	79	34	30	23	87	31	38	31	34	361
Salt Lake City, UT	111	129	125	365	103	119	116	338	100	135	115	96	1422
San Antonio, TX	85	87	97	269	63	73	80	216	84	77	73	76	981
Seattle, WA	70	65	55	190	53	60	55	168	42	54	57	50	659
Shreveport, LA	38	34	25	97	33	22	24	79	20	36	48	37	381
Sioux Falls, SD	34	32	52	118	38	29	25	92	28	31	36	35	422
Spokane, WA	93	77	98	268	58	56	64	178	51	65	65	73	834
Springfield, MA	132	120	111	363	101	145	114	360	90	125	119	125	1468
St. Louis, MO	99	107	86	292	58	52	61	171	74	77	91	60	911
Syracuse, NY	75	92	71	238	66	66	66	198	66	58	72	62	842
Wilkes-Barre, PA													
Total	6071	5999	5975	18045	5327	5555	5557	15439	5414	6018	6209	5618	70741
OUTLYING AREAS													
Anchorage, AK	19	8	13	40	10	7	13	30	8	12	14	8	129
Guam	3	11	12	26	7	3	14	24	10	7	3	0	86
Honolulu, HI	48	31	41	120	39	35	45	119	44	31	29	28	454
San Juan, PR	12	4	5	21	10	21	13	44	13	7	12	4	122
Total	82	54	71	207	66	66	85	217	59	57	58	40	791
GRAND TOTAL	6153	6053	6046	18252	5393	5621	5642	16656	5473	6075	6267	5658	71532

Table C.21

NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
Albany, NY	72	56	93	221	54	58	37	149	32	38	37	107	646
Albuquerque, NM	19	26	20	65	15	22	15	52	22	18	28	68	259
Anaheim, TX	36	33	24	93	27	26	23	76	14	19	15	48	260
Atlanta, GA	83	97	81	261	54	47	61	162	48	98	76	222	899
Baltimore, MD	115	121	132	368	129	106	126	361	98	127	114	339	1344
Beckley, WV	28	25	37	90	13	11	29	53	26	21	22	69	260
Boise, ID	12	8	13	33	8	6	9	23	5	11	8	24	130
Boston, MA	135	112	200	447	134	115	117	366	112	140	92	344	1525
Buffalo, NY	83	98	80	261	75	54	62	191	46	62	50	158	850
Butte, MT	20	13	28	61	11	7	16	34	18	25	11	54	193
Charlotte, NC	90	69	65	224	60	51	42	153	51	68	48	167	714
Chicago, IL	111	102	131	344	130	101	99	330	81	108	96	285	1268
Cincinnati, OH	51	64	81	196	59	43	66	168	46	66	70	182	716
Cleveland, OH	113	147	138	392	134	89	101	304	88	97	109	294	1218
Columbus, OH	55	81	107	243	50	72	60	182	71	72	48	191	809
Coral Gables, FL	124	150	155	429	102	75	96	273	80	86	106	272	1200
Dallas, TX	99	114	98	311	71	60	88	219	74	113	81	268	996
Denver, CO	91	78	94	263	66	59	65	190	65	78	58	201	873
Des Moines, IA	59	52	44	155	54	35	39	128	31	59	34	124	553
Detroit, MI	151	186	171	508	150	118	109	377	92	167	121	380	1677
El Paso, TX	31	26	38	95	35	32	38	105	29	36	30	95	376
Fargo, ND	47	27	30	104	26	22	12	60	11	15	18	44	266
Fort Hamilton, NY	138	175	213	526	161	154	123	438	151	138	149	438	1906
Fort Jackson, SC	88	71	80	239	54	65	58	177	43	72	57	172	757
Fresno, CA	35	30	26	91	34	25	15	74	15	30	23	68	319
Harrisburg, PA	65	73	62	200	56	39	41	136	34	42	48	124	588
Houston, TX	73	80	68	203	67	66	74	208	55	70	54	179	719
Indianapolis, IN	75	80	88	243	67	62	61	208	57	75	62	194	793
Jackson, MS	38	43	43	124	20	23	36	79	30	41	25	96	383
Jacksonville, FL	97	105	105	307	114	141	130	385	133	124	132	389	1508
Kansas City, KS	109	90	98	297	57	53	79	189	55	65	73	223	890
Knobsville, IN	39	54	54	147	38	36	45	119	59	62	35	126	502
Little Rock, AR	40	50	46	136	40	26	37	103	30	48	39	117	444
Los Angeles, CA	264	277	246	787	212	225	205	642	206	244	169	619	2689
Louisville, KY	40	45	61	146	33	43	27	103	29	48	31	108	466
Manchester, NH	47	45	53	145	33	27	34	94	24	20	15	59	385
Memphis, TN	55	55	53	167	57	28	37	122	36	52	38	126	545
Milwaukee, WI	107	104	75	286	65	55	57	177	58	100	65	223	893
Minneapolis, MN	138	109	135	382	108	73	85	266	78	98	83	259	1148
Montgomery, AL	82	99	96	277	89	87	93	269	92	111	105	308	1112
Nashville, TN	56	57	53	166	32	37	49	118	41	50	50	141	552
New Haven, CT	62	48	67	177	37	46	42	125	35	31	30	96	515
New Orleans, LA	46	49	44	139	42	42	48	132	48	59	43	108	529
Newark, NJ	96	88	121	305	62	85	80	227	74	82	75	231	1024

(Continued)

Table C.22
NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
Albany, NY	70	70	63	203	50	44	50	60	43	153	63	55	670
Albuquerque, NM	34	39	26	99	32	25	32	45	25	102	25	27	360
Annapolis, MD	111	92	106	309	21	17	18	24	13	55	25	12	246
Baltimore, MD	96	98	143	337	100	97	119	123	93	335	108	93	1220
Beckley, WV	31	26	30	87	149	121	156	117	110	392	116	95	1445
Boise, ID	19	26	30	87	16	14	23	36	22	81	26	42	316
Boston, MA	138	172	173	483	135	21	23	16	3	52	16	24	58
Buffalo, NY	87	107	89	283	69	137	171	151	152	454	109	149	1722
Butte, MT	17	14	28	59	17	20	77	89	94	260	107	93	1030
Charlotte, NC	70	65	86	221	17	12	25	17	10	52	11	20	712
Chicago, IL	140	125	103	368	132	60	130	171	164	465	136	179	1789
Cincinnati, OH	86	84	68	238	49	58	130	78	68	214	73	74	1674
Cleveland, OH	140	103	126	369	84	91	126	123	95	344	136	134	1855
Columbus, OH	87	74	55	216	53	80	126	98	62	230	87	66	1390
Coral Gables, FL	91	91	92	274	101	107	105	127	120	352	103	118	1275
Dallas, TX	91	74	120	285	72	88	90	123	70	283	118	98	1113
Denver, CO	100	90	83	273	85	95	76	84	67	227	96	89	1047
Des Moines, IA	148	164	128	440	126	117	141	199	145	485	172	168	1826
Detroit, MI	39	33	37	109	34	23	42	46	50	138	35	36	450
El Paso, TX	30	18	19	67	21	12	10	16	12	38	9	15	189
Fargo, ND	148	173	118	439	130	136	181	168	190	539	213	198	1949
Fort Hamilton, NY	86	61	84	231	70	77	81	85	82	248	63	82	906
Fort Jackson, SC	38	31	23	92	20	19	27	33	18	78	35	21	323
Fresno, CA	45	52	49	146	42	25	33	45	39	117	45	48	530
Harrisburg, PA	72	54	83	209	55	61	67	88	62	217	73	56	797
Indianapolis, IN	73	62	67	202	55	67	71	101	70	242	79	99	900
Jackson, MS	41	25	34	100	18	37	31	33	22	86	26	31	346
Jacksonville, FL	144	128	135	407	119	140	155	206	153	514	126	157	1737
Kansas City, KS	99	77	72	248	57	65	79	104	61	244	55	76	886
Knoxville, TN	54	61	59	174	51	52	55	71	49	175	53	32	633
Little Rock, AR	36	35	46	117	27	33	47	53	32	132	28	59	481
Los Angeles, CA	238	252	152	642	222	254	235	330	235	800	270	268	2958
Louisville, KY	37	49	50	136	34	31	53	56	45	154	59	53	554
Los Angeles, CA	50	42	27	119	34	35	38	40	28	109	28	34	423
Manchester, NH	46	38	58	142	41	49	50	58	31	136	53	47	573
Memphis, TN	80	92	75	297	84	65	81	86	63	230	93	87	954
Milwaukee, WI	106	93	99	298	78	69	61	83	72	216	79	78	1003
Minneapolis, MN	103	122	103	328	105	108	120	167	116	403	112	114	1364
Montgomery, AL	49	55	45	128	48	41	56	62	43	161	47	49	610
Nashville, TN	50	42	36	128	38	33	29	46	31	133	44	39	469
New Haven, CT	38	36	50	124	33	42	52	36	36	133	48	38	508
New Orleans, LA	91	88	86	265	118	97	77	119	79	275	109	101	1138
Newark, NJ													

(Continued)

Table C.22—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979				
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.					
(Continued)																	
Oakland, CA	166	158	152	144	133	123	400	143	190	140	473	175	152	154	481	1830	
Oklahoma City, OK	50	45	48	39	42	45	126	37	46	39	122	39	62	41	142	533	
Omaha, NE	38	44	42	25	27	31	83	31	49	25	105	31	39	35	105	417	
Philadelphia, PA	119	117	163	110	106	117	333	119	121	99	339	126	121	82	329	1400	
Phoenix, AZ	57	58	67	75	64	80	219	82	105	72	259	91	73	55	219	879	
Pittsburgh, PA	117	113	97	327	81	85	248	108	109	82	299	116	97	104	317	1191	
Portland, ME	39	49	38	126	53	33	118	31	44	46	121	24	37	36	97	462	
Portland, OR	64	83	50	197	66	52	178	66	80	53	199	66	57	52	175	749	
Raleigh, NC	58	49	65	172	66	56	190	73	75	54	202	57	68	69	194	758	
Richmond, VA	61	67	83	211	69	61	190	98	118	75	291	58	79	88	225	936	
Salt Lake City, UT	14	17	21	52	27	23	16	18	28	21	67	34	29	31	94	279	
San Antonio, TX	85	95	93	273	76	77	86	239	94	109	83	286	98	89	71	258	1056
Seattle, WA	71	66	77	214	45	50	63	158	73	70	67	210	58	57	64	179	761
Shreveport, LA	54	39	37	130	42	45	37	124	33	36	30	99	34	42	35	111	464
Sioux Falls, SD	28	22	20	70	21	15	18	54	17	24	15	56	29	41	32	102	282
Spokane, WA	25	23	40	88	28	13	18	59	20	37	17	74	27	32	30	89	310
Springfield, MA	76	63	81	220	53	40	53	146	44	57	38	139	54	56	61	171	676
St. Louis, MO	101	93	85	279	81	111	92	284	111	97	69	277	97	89	103	289	1129
Syracuse, NY	84	79	74	237	45	39	41	125	60	55	59	174	61	76	49	186	722
Wilkes-Barre, PA	68	74	51	193	56	54	160	60	51	45	156	47	56	49	152	661	
Total	4821	4651	4592	14064	4140	4109	4288	4626	5449	4213	14288	4732	4837	4518	14087	54976	
OUTLYING AREAS																	
Anchorage, AK	18	7	9	34	6	6	13	8	8	5	21	8	13	5	26	106	
Guam	2	10	8	20	6	2	10	18	8	6	1	4	2	0	6	59	
Honolulu, HI	43	25	32	100	30	26	38	94	41	38	32	111	25	23	22	375	
San Juan, PR	11	3	4	18	10	21	12	43	10	9	13	32	6	12	4	115	
Total	74	45	53	172	52	55	73	180	67	61	51	179	43	50	31	652	
GRAND TOTAL	4895	4696	4645	14236	4192	4164	4361	4717	4693	5510	4264	14467	4775	4887	4549	55631	

Table C.23
NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEES AND MONTH FOR 1978

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978		
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.			
Albany, NY	43	40	60	143	32	29	22	83	17	22	24	29	24	82	371
Albuquerque, NM	10	13	8	31	3	8	6	17	14	7	13	12	8	9	111
Amariio, TX	13	11	2	26	4	11	25	8	6	5	5	7	19	89	
Atlanta, GA	33	55	35	123	20	27	34	81	26	52	45	30	47	120	447
Baltimore, MD	90	76	84	250	95	73	98	266	73	96	69	59	56	166	920
Beckley, WV	15	10	19	44	4	2	15	21	13	15	7	10	5	6	121
Boise, ID	7	4	5	16	5	2	6	13	4	6	3	3	5	13	55
Boston, MA	89	70	133	292	78	65	73	214	75	85	54	63	55	61	899
Buffalo, NY	58	65	45	168	46	28	33	107	31	47	28	38	35	106	487
Butte, MT	12	6	7	25	0	3	11	14	8	16	3	27	1	9	79
Charlotte, NC	39	33	30	102	22	23	24	69	28	43	20	26	19	21	328
Chicago, IL	60	64	75	199	84	53	62	199	55	63	62	59	52	66	755
Cincinnati, OH	26	36	49	111	27	25	45	97	28	41	42	27	35	16	357
Cleveland, OH	65	80	69	214	61	39	63	163	66	58	63	45	47	140	696
Columbus, OH	26	42	53	121	26	44	32	102	44	45	27	116	33	30	427
Coral Gables, FL	74	91	99	264	62	46	53	161	51	55	64	170	44	126	721
Dallas, TX	47	45	40	132	31	27	46	104	39	53	36	24	31	28	447
Denver, CO	41	29	35	105	26	22	34	82	38	43	27	108	32	22	371
Des Moines, IA	28	30	24	82	27	23	28	78	21	35	24	80	29	20	321
Detroit, MI	84	84	79	247	64	58	66	188	62	97	67	63	67	68	859
El Paso, TX	16	13	19	48	25	19	20	64	12	12	15	39	19	14	193
Fargo, ND	19	13	14	46	11	10	9	30	5	6	11	22	4	8	118
Fort Hamilton, NY	86	101	124	311	94	72	74	240	97	89	84	79	96	82	1078
Fort Jackson, SC	55	39	55	149	28	38	40	106	29	43	29	101	28	34	443
Fresno, CA	17	13	8	38	18	11	9	38	12	13	14	39	10	16	151
Harrisburg, PA	37	38	32	107	26	17	28	71	21	25	26	72	21	17	299
Houston, TX	36	24	24	84	26	25	39	90	33	25	22	80	21	16	311
Indianapolis, IN	108	69	45	142	44	30	38	112	43	41	36	123	33	28	469
Jackson, MS	18	20	24	62	9	13	24	46	19	16	9	44	7	11	177
Jacksonville, FL	58	59	57	174	66	87	91	244	96	79	71	216	72	76	891
Kansas City, KS	48	48	46	142	28	30	53	111	34	57	34	25	24	39	466
Knoxville, TN	26	34	27	87	19	20	34	73	17	29	23	69	18	15	285
Little Rock, AR	19	24	17	60	13	9	22	44	19	24	21	64	12	10	205
Los Angeles, CA	137	140	148	425	124	115	119	358	131	143	105	379	103	93	1438
Louisville, KY	17	21	25	63	13	11	17	51	23	29	18	70	20	47	231
Manchester, NH	19	23	14	56	19	14	12	45	10	12	6	28	9	8	156
Memphis, TN	28	28	19	75	21	14	14	66	22	30	13	65	20	17	267
Milwaukee, WI	44	49	31	124	26	27	46	99	35	59	41	135	40	26	445
Minneapolis, MN	89	76	79	244	61	43	61	165	52	63	58	171	47	40	709
Montgomery, AL	49	56	56	161	51	49	57	157	48	58	58	164	46	44	620
Nashville, TN	24	26	26	76	14	19	29	62	25	25	30	77	17	14	270
New Haven, CT	34	24	28	86	15	26	23	64	22	25	11	58	20	16	261
New Orleans, LA	26	33	25	84	19	20	28	67	29	32	19	80	19	13	287
Newark, NJ	54	50	77	181	36	51	53	140	51	54	48	155	40	51	609

(Continued)

(Continued)

Table C.23—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
(Continued)													
Oakland, CA	96	82	76	72	79	85	236	71	79	64	214	74	891
Oklahoma City, OK	17	30	24	18	16	26	60	18	31	15	64	16	238
Omaha, NE	18	22	24	16	8	21	45	18	19	12	49	10	190
Philadelphia, PA	77	89	104	81	75	74	230	80	77	61	218	67	894
Phoenix, AZ	58	41	61	33	41	51	125	26	51	32	109	27	474
Pittsburgh, PA	57	71	35	35	34	38	107	41	48	41	130	46	519
Portland, ME	31	28	32	24	18	30	72	17	32	21	70	15	293
Portland, OR	27	26	27	21	18	26	65	26	20	24	70	19	270
Raleigh, NC	34	28	32	30	22	25	77	23	41	28	92	23	337
Richmond, VA	33	39	53	35	34	49	118	32	40	42	114	48	466
Salt Lake City, UT	9	6	22	18	8	13	39	11	9	12	32	7	141
San Antonio, TX	43	36	40	21	28	40	89	40	47	43	130	29	411
Seattle, WA	46	45	32	23	21	26	70	13	10	18	41	13	263
Shreveport, LA	22	12	19	5	16	23	44	26	16	14	56	11	187
Sioux Falls, SD	7	6	10	7	1	13	27	12	8	5	25	10	98
Spokane, WA	9	14	12	6	1	12	19	7	4	6	17	7	93
Springfield, MA	21	24	21	13	20	23	56	20	31	21	72	18	256
St. Louis, MO	86	70	68	39	44	60	143	47	64	57	168	34	634
Syracuse, NY	46	39	43	26	24	17	67	38	30	19	87	27	351
Wilkes-Barre, PA	34	27	30	37	30	23	90	28	25	25	78	24	338
Total	2635	2620	2736	2089	1925	2392	6406	2182	2556	2045	6783	1853	26624
OUTLYING AREAS													
Anchorage, AK	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	2	9
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	4
Honolulu, HI	20	23	20	11	25	21	51	17	18	11	46	14	222
San Juan, PR	4	10	8	3	-2	6	11	5	9	9	23	6	72
Total	24	33	28	14	27	27	68	22	27	20	69	34	307
GRAND TOTAL	2659	2653	2764	2103	1952	2419	6474	2204	2583	2065	6852	1887	26931

Table C.24

NUMBER OF NPS ENLISTMENTS IN THE U.S. AIR FORCE BY AFEES AND MONTH FOR 1979

CATEGORY OF ENLISTEES: High-quality Males

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
Albany, NY	28	30	21	79	17	18	23	58	25	33	21	79	281
Albuquerque, NM	15	22	7	44	10	14	5	33	15	20	9	44	146
Anaheim, CA	8	6	3	17	7	13	5	25	7	12	4	23	86
Atlanta, GA	46	36	49	131	50	42	45	137	52	65	40	157	570
Baltimore, MD	61	54	89	204	80	56	61	197	108	69	73	250	845
Beckley, WV	19	9	14	42	3	5	6	14	10	21	14	45	150
Boise, ID	8	7	10	25	7	4	7	18	8	2	8	18	81
Boston, MA	69	81	74	224	60	69	72	201	83	84	83	250	839
Buffalo, NY	37	51	33	121	28	31	29	88	48	43	51	142	463
Butte, MT	11	6	17	34	5	1	9	15	4	4	18	3	83
Charlotte, NC	25	34	39	98	24	22	37	83	32	44	36	112	379
Chicago, IL	73	71	62	206	72	72	65	209	76	98	83	257	933
Cincinnati, OH	43	29	33	105	24	16	38	78	39	42	41	122	393
Cleveland, OH	52	43	47	142	41	37	63	141	73	78	56	207	693
Columbus, OH	42	37	25	104	23	24	42	89	42	57	33	132	429
Coral Gables, FL	54	50	41	145	49	60	57	166	58	84	66	208	695
Dallas, TX	31	16	51	98	26	34	35	95	35	56	33	124	428
Denver, CO	35	36	35	106	39	38	48	125	35	44	40	119	488
Des Moines, IA	27	25	27	79	18	14	17	49	17	22	14	53	235
Detroit, MI	82	55	78	215	48	53	73	174	68	104	77	249	898
El Paso, TX	16	13	17	46	22	11	24	57	17	17	28	62	215
Fargo, ND	12	10	8	30	13	2	5	20	6	9	3	18	76
Fort Hamilton, NY	81	83	46	210	44	56	53	153	95	85	96	276	901
Fort Jackson, SC	45	34	34	116	31	30	32	93	35	46	43	124	435
Fresno, CA	18	11	9	38	10	2	14	26	15	17	10	42	143
Harrisburg, PA	17	12	17	46	14	10	31	55	21	24	21	66	229
Houston, TX	30	26	35	91	24	25	47	96	28	44	26	98	363
Indianapolis, IN	41	38	37	116	33	41	38	112	36	64	49	119	502
Jackson, MS	14	4	6	24	6	10	9	25	13	14	8	35	107
Jacksonville, FL	86	69	69	224	52	70	73	195	83	116	94	293	937
Kansas City, KS	50	33	37	120	35	39	40	114	40	50	40	130	456
Knoxville, TN	33	39	40	112	21	19	33	73	29	45	31	105	358
Little Rock, AR	17	12	26	55	10	17	15	42	23	18	15	56	204
Los Angeles, CA	118	105	75	298	95	112	124	331	128	173	120	421	1357
Louisville, KY	20	19	25	64	20	15	29	64	29	30	22	81	347
Manchester, NH	22	14	11	47	13	10	13	36	18	18	17	53	175
Memphis, TN	18	20	28	66	19	23	16	58	21	35	12	68	211
Milwaukee, WI	36	37	42	115	37	27	31	95	45	44	41	130	467
Minneapolis, MN	60	34	48	142	37	27	36	100	45	42	33	110	444
Montgomery, AL	48	61	48	157	24	49	40	147	61	92	47	200	650
Nashville, TN	26	29	22	77	24	20	30	78	31	32	20	83	299
New Haven, CT	22	17	14	53	16	18	18	44	17	29	18	64	214
New Orleans, LA	23	16	27	66	17	18	23	58	19	25	16	60	244
Newark, NJ	45	28	33	106	48	31	25	104	33	54	45	132	490

(Continued)

Table C.24—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Total 1979	
	Jan.	Feb.	Mar.	Apr.	May.	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.		
(Continued)														
Oakland, CA	76	80	75	231	69	65	196	66	108	78	252	84	69	213
Oklahoma City, OK	20	15	20	55	18	15	53	23	27	21	71	13	14	49
Omaha, NE	19	12	17	48	14	12	42	12	26	9	47	13	8	34
Philadelphia, PA	75	71	89	235	50	49	154	55	72	55	182	75	64	34
Phoenix, AZ	27	23	28	78	45	30	36	41	37	37	126	43	33	173
Pittsburgh, PA	49	43	39	131	25	34	97	48	53	34	135	45	40	104
Portland, ME	23	15	10	48	15	12	41	14	25	28	67	14	16	127
Portland, OR	26	34	18	78	15	14	48	31	28	21	80	31	17	42
Raleigh, NC	37	26	38	101	30	19	78	30	33	21	84	22	25	69
Richmond, VA	34	28	41	103	37	31	115	56	56	42	156	35	42	125
Salt Lake City, UT	3	10	9	22	14	10	30	11	18	14	43	13	19	141
San Antonio, TX	29	38	34	101	29	34	107	51	64	43	158	41	35	26
Seattle, WA	9	12	19	40	15	17	48	29	26	23	78	18	23	66
Shreveport, LA	26	15	15	56	18	14	50	13	13	11	39	13	13	43
Sioux Falls, SD	6	4	8	18	7	7	20	9	13	6	28	9	11	28
Spokane, WA	8	10	19	37	10	8	29	9	19	8	36	10	11	5
Springfield, MA	37	21	32	90	17	15	32	23	24	21	68	30	19	25
St. Louis, MO	43	46	48	137	38	49	141	70	58	44	172	40	36	42
Syracuse, NY	45	39	23	107	17	16	47	40	27	32	99	29	30	18
Wilkes-Barre, PA	26	36	23	85	25	23	75	30	21	25	76	20	24	64
Total	2282	2040	2117	6432	1825	1714	5717	2381	2867	2214	7462	2263	2123	25940
OUTLYING AREAS														
Anchorage, AK	14	3	1	18	2	2	9	5	4	0	9	1	4	6
Guam	2	4	7	13	2	1	9	2	4	1	7	3	1	3
Honolulu, HI	26	11	16	53	16	9	47	24	22	21	67	16	10	34
San Juan, PR	9	2	3	14	6	12	26	2	8	7	17	5	9	2
Total	51	20	27	98	26	24	95	33	38	29	100	25	24	60
GRAND TOTAL	2333	2060	2144	6537	1851	1798	5812	2414	2905	2243	7562	2288	2147	26293

Appendix D

**MONTHLY UNEMPLOYMENT AND WAGE RATES BY
AFEEES AND STATE, 1978 AND 1979**

Table D.1
HOURLY WAGE RATES BY AFES AND MONTH, 1978

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave. 1978	
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.		
TEST AREA 1A														
Beckley, WV	6.15	6.14	6.14	6.14	6.21	6.29	6.23	6.29	6.53	6.53	6.45	6.52	6.64	6.36
Boston, MA	7.32	6.15	5.67	6.38	6.16	6.36	6.99	6.51	7.01	6.90	6.72	6.87	6.82	6.65
Chicago, IL	5.22	5.30	5.28	5.26	5.27	5.33	5.34	5.31	5.36	5.38	5.47	5.40	5.52	5.38
Fort Hamilton, NY	6.62	6.65	6.69	6.65	6.72	6.77	6.84	6.77	6.87	6.89	6.97	6.91	7.06	6.85
Los Angeles, CA	5.93	5.98	5.99	5.97	5.99	6.02	6.04	6.02	6.09	6.04	6.10	6.08	6.23	6.08
New Haven, CT	6.21	6.19	6.24	6.21	6.29	6.34	6.42	6.35	6.47	6.46	6.55	6.49	6.64	6.42
Newark, NJ	5.76	5.90	5.85	5.84	5.85	5.89	5.91	5.88	5.93	5.94	6.01	5.96	6.13	5.95
Portland, OR	6.02	6.07	6.06	6.05	6.09	6.11	6.12	6.11	6.16	6.15	6.24	6.18	6.33	6.17
Salt Lake City, UT	7.00	7.00	7.05	7.01	7.12	7.14	7.36	7.21	7.43	7.27	7.42	7.54	7.48	7.27
Total	5.62	5.53	5.53	5.56	5.62	5.69	5.80	5.70	5.96	5.90	5.92	6.04	6.08	5.81
TEST AREA 1B														
Buffalo, NY	6.11	6.13	6.14	6.13	6.18	6.22	6.28	6.22	6.32	6.31	6.39	6.42	6.49	6.30
Butte, MT	5.96	6.01	6.02	6.00	6.02	6.05	6.08	6.05	6.12	6.09	6.16	6.13	6.30	6.12
Charlotte, NC	7.42	7.53	7.50	7.48	7.53	7.51	7.72	7.59	8.03	7.98	7.96	7.99	8.10	7.81
Cincinnati, OH	4.35	4.35	4.36	4.35	4.39	4.40	4.44	4.41	4.51	4.55	4.58	4.55	4.63	4.49
Cleveland, OH	6.90	6.91	6.96	6.93	7.01	7.06	7.12	7.06	7.15	7.18	7.32	7.22	7.43	7.16
Coral Gables, FL	7.03	7.03	7.08	7.05	7.13	7.17	7.25	7.18	7.28	7.30	7.45	7.34	7.58	7.29
Des Moines, IA	4.87	4.90	4.92	4.90	4.96	4.96	4.98	4.97	5.03	5.04	5.09	5.05	5.13	5.01
Fort Jackson, SC	6.71	6.76	6.80	6.75	6.78	6.86	6.89	6.84	7.02	6.91	7.12	7.02	7.31	6.98
Fresno, CA	4.52	4.54	4.56	4.54	4.58	4.60	4.61	4.60	4.75	4.71	4.81	4.78	4.88	4.70
Jacksonville, FL	6.21	6.19	6.24	6.21	6.29	6.34	6.42	6.35	6.47	6.46	6.55	6.49	6.64	6.42
Kansas City, KS	4.85	4.87	4.90	4.87	4.94	4.94	4.96	4.94	5.01	5.01	5.07	5.03	5.17	4.99
Knoxville, TN	5.82	5.86	5.95	5.88	6.01	6.04	6.11	6.05	6.15	6.12	6.28	6.18	6.43	6.14
Minneapolis, MN	5.09	5.03	5.04	5.05	5.05	5.08	5.12	5.08	5.14	5.19	5.25	5.19	5.34	5.17
Montgomery, AL	6.32	6.32	6.37	6.34	6.37	6.38	6.41	6.39	6.44	6.45	6.55	6.48	6.73	6.48
Nashville, TN	5.12	5.15	5.16	5.14	5.17	5.20	5.25	5.20	5.34	5.37	5.45	5.39	5.52	5.31
Oakland, CA	5.20	5.17	5.18	5.18	5.19	5.23	5.27	5.23	5.31	5.36	5.43	5.36	5.51	5.32
Philadelphia, PA	6.22	6.19	6.24	6.21	6.29	6.35	6.42	6.36	6.48	6.47	6.55	6.50	6.64	6.43
San Antonio, TX	6.13	6.20	6.16	6.16	6.21	6.23	6.27	6.23	6.29	6.34	6.43	6.35	6.54	6.32
Springfield, MA	5.76	5.79	5.76	5.77	5.77	5.80	5.82	5.80	5.91	5.86	5.96	5.91	6.03	5.88
Total	5.58	5.69	5.66	5.64	5.65	5.70	5.72	5.69	5.74	5.76	5.84	5.78	6.02	5.76
TEST AREA 2														
Albuquerque, NM	5.79	5.81	5.83	5.81	5.86	5.89	5.94	5.90	5.99	6.00	6.09	6.03	6.27	5.98
Amarillo, TX	4.60	4.64	4.67	4.64	4.70	4.66	4.72	4.69	4.90	4.80	4.88	4.86	4.97	4.79
Baltimore, MD	5.60	5.63	5.61	5.61	5.62	5.64	5.67	5.64	5.77	5.71	5.81	5.76	5.89	5.69
El Paso, TX	6.03	6.18	6.20	6.14	6.20	6.24	6.28	6.24	6.32	6.32	6.40	6.35	6.64	6.31
Louisville, KY	5.40	5.44	5.43	5.42	5.44	5.45	5.48	5.46	5.60	5.53	5.63	5.59	5.70	5.54
Oklahoma City, OK	6.18	6.24	6.31	6.24	6.35	6.40	6.40	6.39	6.42	6.47	6.58	6.49	6.62	6.46
St. Louis, MO	5.61	5.58	5.63	5.61	5.59	5.74	5.78	5.70	5.84	5.89	5.93	5.89	6.09	5.81
Total	6.23	6.25	6.32	6.26	6.35	6.37	6.45	6.39	6.47	6.41	6.58	6.46	6.74	6.46
Total	5.93	5.99	6.04	5.99	6.05	6.09	6.14	6.09	6.18	6.18	6.28	6.21	6.47	6.17

Table D.1—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave. 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 3													
Detroit, MI	7.82	7.77	7.91	7.83	7.96	8.02	7.99	8.06	8.14	8.22	8.38	8.46	8.08
Jackson, MS	4.39	4.47	4.52	4.46	4.53	4.54	4.54	4.56	4.57	4.61	4.72	4.67	4.56
Memphis, TN	4.92	4.90	4.91	4.91	4.93	4.96	4.96	5.03	5.06	5.12	5.20	5.27	5.04
Phoenix, AZ	5.96	5.92	5.91	5.93	5.93	6.03	6.01	6.20	6.16	6.17	6.38	6.27	6.10
Syracuse, NY	5.93	5.98	5.99	5.97	5.99	6.02	6.04	6.09	6.04	6.10	6.25	6.36	6.08
Total	6.61	6.59	6.66	6.62	6.70	6.73	6.76	6.81	6.85	6.91	7.03	7.12	6.81
TEST AREA 4													
Atlanta, GA	4.75	4.70	4.77	4.74	4.80	4.81	4.82	4.89	4.84	4.96	5.07	5.12	4.88
Denver, CO	5.98	6.03	6.13	6.05	6.15	6.16	6.17	6.20	6.25	6.36	6.38	6.35	6.21
Indianapolis, IN	6.92	6.95	6.99	6.95	7.01	7.07	7.05	7.17	7.19	7.25	7.36	7.52	7.15
New Orleans, LA	5.84	5.86	5.87	5.86	5.98	5.97	5.98	6.12	6.11	6.23	6.25	6.28	6.06
Pittsburgh, PA	6.23	6.28	6.26	6.26	6.28	6.32	6.38	6.40	6.52	6.59	6.71	6.78	6.45
Total	5.95	5.97	6.00	5.97	6.04	6.07	6.09	6.15	6.18	6.28	6.36	6.43	6.15
TEST AREA 5													
Columbus, OH	7.00	7.00	7.05	7.02	7.10	7.14	7.22	7.25	7.28	7.42	7.53	7.63	7.26
Dallas, TX	5.76	5.79	5.76	5.77	5.77	5.80	5.82	5.91	5.86	5.96	6.03	6.10	5.88
Harrisburg, PA	6.15	6.22	6.19	6.19	6.21	6.25	6.30	6.32	6.42	6.51	6.63	6.69	6.37
Richmond, VA	5.01	4.96	4.97	4.98	4.96	4.98	5.00	5.08	5.10	5.17	5.34	5.27	5.08
Wilkes-Barre, PA	6.15	6.22	6.19	6.19	6.21	6.25	6.30	6.32	6.42	6.51	6.63	6.69	6.37
Total	5.94	5.95	5.95	5.95	5.97	6.00	6.04	6.09	6.12	6.22	6.32	6.39	6.10
TEST AREA 6													
Albany, NY	5.91	5.96	5.97	5.94	5.97	6.00	6.02	6.07	6.02	6.08	6.23	6.34	6.06
Little Rock, AR	4.63	4.62	4.62	4.63	4.64	4.68	4.71	4.83	4.83	4.88	4.84	4.97	4.78
Manchester, NH	4.83	4.86	4.87	4.85	4.88	4.91	4.94	5.01	5.03	5.12	5.16	5.20	4.99
Milwaukee, WI	6.61	6.61	6.67	6.63	6.68	6.68	6.72	6.71	6.76	6.91	7.07	7.16	6.80
Portland, ME	4.74	4.78	4.79	4.77	4.77	4.81	4.89	4.92	4.86	4.99	5.09	5.20	4.91
Seattle, WA	7.23	7.29	7.38	7.30	7.41	7.42	7.56	7.67	7.65	7.68	7.79	7.85	7.55
Shreveport, LA	5.98	6.00	5.99	5.99	6.09	6.09	6.10	6.25	6.23	6.35	6.39	6.42	6.19
Spokane, WA	7.27	7.03	6.98	7.09	7.13	7.18	7.44	7.53	7.49	7.47	7.58	7.62	7.35
Total	6.10	6.10	6.13	6.11	6.16	6.18	6.24	6.32	6.31	6.39	6.51	6.58	6.29
TEST AREA 7													
Albany, NY	5.79	5.78	5.79	5.79	5.82	5.87	5.94	5.97	6.02	6.14	6.20	6.16	5.97
Fargo, ND	5.79	5.82	5.79	5.80	5.81	5.84	5.86	5.96	5.91	6.01	6.08	6.14	5.92
Houston, TX	5.86	5.86	5.89	5.86	5.94	5.85	5.93	6.00	5.99	6.18	6.38	6.29	6.03
Omaha, NE	4.34	4.33	4.34	4.34	4.37	4.38	4.42	4.49	4.53	4.56	4.61	4.65	4.47
Raleigh, NC	5.46	5.47	5.45	5.46	5.49	5.50	5.54	5.59	5.65	5.78	5.82	5.77	5.61
Stonington Falls, SD													
Total	5.40	5.42	5.41	5.41	5.44	5.44	5.48	5.56	5.56	5.67	5.72	5.78	5.55
OUTLYING AREAS													
Anchorage, AK	10.92	10.46	10.09	10.49	9.98	11.12	9.01	8.29	8.37	9.08	8.66	8.89	9.51
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HI	5.96	5.86	5.92	5.91	5.97	5.90	5.58	5.55	5.63	6.10	6.20	6.20	5.92
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.22	7.03	6.98	7.08	6.99	7.23	6.45	6.25	6.33	6.86	6.83	6.89	6.84
GRAND TOTAL	5.99	6.00	6.03	6.01	6.06	6.09	6.13	6.19	6.19	6.28	6.32	6.46	6.18

Table D.2
HOURLY WAGE RATES BY AFEEES AND MONTH, 1979

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave. 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1A													
Beckley, WV	6.72	6.80	6.87	6.80	6.95	7.00	6.94	7.14	7.17	7.09	7.15	7.26	7.02
Boise, ID	6.80	6.74	6.56	6.70	6.61	6.78	7.41	7.39	7.31	7.37	7.02	7.34	7.20
Boston, MA	5.66	5.68	5.71	5.68	5.71	5.74	5.80	5.88	6.02	5.90	6.10	6.16	6.15
Chicago, IL	7.14	7.20	7.23	7.19	7.23	7.33	7.41	7.47	7.54	7.49	7.50	7.59	7.58
Fort Hamilton, NY	6.41	6.45	6.48	6.45	6.45	6.50	6.53	6.49	6.54	6.62	6.71	6.76	6.57
Los Angeles, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.99	6.91	7.10	7.12	7.20	7.27	7.29
New Haven, CT	6.21	6.24	6.29	6.25	6.20	6.33	6.38	6.30	6.41	6.40	6.62	6.70	6.80
Newark, NJ	6.46	6.49	6.52	6.49	6.49	6.56	6.60	6.55	6.63	6.61	6.79	6.85	6.86
Portland, OR	7.59	7.59	7.66	7.61	7.73	7.78	8.07	7.86	8.16	8.06	8.18	8.22	7.95
Salt Lake City, UT	6.18	6.13	6.12	6.14	6.24	6.19	6.30	6.24	6.46	6.46	6.63	6.59	6.37
Total	6.61	6.63	6.66	6.63	6.68	6.74	6.81	6.74	6.87	6.88	7.00	7.06	6.84
TEST AREA 1B													
Buffalo, NY	6.46	6.50	6.53	6.49	6.50	6.55	6.55	6.61	6.69	6.65	6.77	6.84	6.63
Butte, MT	8.23	8.38	8.23	8.28	8.23	8.08	8.35	8.22	8.43	8.51	8.63	8.73	8.72
Charlotte, NC	4.71	4.76	4.76	4.74	4.75	4.79	4.82	4.79	4.90	4.95	5.05	5.09	5.09
Cincinnati, OH	7.53	7.57	7.60	7.57	7.53	7.70	7.73	7.65	7.75	7.70	7.84	7.86	7.90
Cleveland, OH	7.67	7.71	7.74	7.71	7.64	7.82	7.86	7.77	7.88	7.81	7.97	7.99	8.03
Coral Gables, FL	5.26	5.29	5.29	5.28	5.36	5.39	5.41	5.39	5.40	5.55	5.61	5.67	5.66
Des Moines, IA	7.37	7.42	7.48	7.42	7.53	7.60	7.68	7.60	7.83	7.66	7.60	8.09	8.05
Fort Jackson, SC	4.94	4.96	4.97	4.96	4.98	5.01	5.02	5.00	5.13	5.21	5.29	5.32	5.32
Fresno, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.99	6.91	7.10	7.12	7.20	7.27	7.29
Jacksonville, FL	5.24	5.27	5.28	5.26	5.33	5.36	5.38	5.36	5.38	5.51	5.58	5.64	5.63
Jackson City, MS	5.52	5.54	5.58	5.55	5.57	5.64	5.68	5.63	5.66	5.69	5.91	5.99	5.91
Knoxville, TN	5.46	5.42	5.44	5.44	5.48	5.47	5.47	5.49	5.54	5.57	5.68	5.71	5.74
Minneapolis, MN	5.83	5.87	5.86	5.85	5.85	5.95	5.97	5.92	5.99	5.99	5.98	6.06	6.06
Montgomery, AL	5.63	5.68	5.69	5.67	5.82	5.75	5.71	5.78	5.84	5.89	5.88	5.92	5.95
Nashville, TN	5.63	5.61	5.63	5.62	5.70	5.68	5.71	5.70	5.74	5.78	5.80	5.87	5.87
Oakland, CA	6.77	6.72	6.79	6.76	6.84	6.91	6.98	6.91	7.09	7.12	7.20	7.27	7.29
Philadelphia, PA	6.66	6.71	6.73	6.70	6.71	6.78	6.84	6.78	6.85	6.91	7.04	7.14	7.13
San Antonio, TX	6.25	6.15	6.22	6.21	6.30	6.32	6.35	6.32	6.45	6.47	6.61	6.69	6.68
Springfield, MA	6.03	6.06	6.10	6.06	6.05	6.13	6.18	6.12	6.20	6.25	6.47	6.54	6.54
Total	6.31	6.32	6.35	6.33	6.36	6.42	6.47	6.42	6.51	6.54	6.66	6.73	6.51
TEST AREA 2													
Albuquerque, NM	5.10	5.11	5.12	5.11	5.31	5.26	5.25	5.27	5.49	5.43	5.40	5.49	5.34
Amarillo, TX	6.09	6.00	6.07	6.05	6.16	6.17	6.20	6.18	6.32	6.32	6.44	6.52	6.28
Baltimore, MD	6.65	6.70	6.69	6.68	6.80	6.83	6.84	6.80	6.90	6.96	7.11	7.15	6.90
El Paso, TX	5.90	5.83	5.88	5.87	6.00	5.99	6.01	6.00	6.16	6.15	6.24	6.32	6.09
Louisville, KY	6.77	6.81	6.82	6.80	6.90	6.99	7.02	6.97	7.01	7.06	7.14	7.15	7.00
Oklahoma City, OK	6.22	6.23	6.28	6.24	6.35	6.36	6.42	6.38	6.55	6.56	6.73	6.90	6.52
St. Louis, MO	6.74	6.76	6.81	6.77	6.78	6.89	6.95	6.88	7.00	7.00	7.11	7.18	6.97
Total	6.50	6.52	6.55	6.52	6.62	6.66	6.70	6.66	6.77	6.80	6.92	7.06	6.75

Table D.2—continued

Location	Jan.	Feb.	Mar.	Ave.	Apr.	May	Jun.	Ave.	Jul.	Aug.	Sep.	Ave.	Oct.	Nov.	Dec.	Ave.
TEST AREA 3																
Detroit, MI	8.54	8.62	8.60	8.59	8.58	8.78	8.70	8.69	8.79	8.63	8.74	8.72	8.91	8.87	8.94	8.91
Jackson, MS	4.83	4.86	4.87	4.85	4.87	4.93	4.94	4.91	4.93	4.97	4.95	4.95	5.04	5.07	5.12	5.08
Memphis, TN	5.32	5.31	5.33	5.32	5.36	5.38	5.41	5.38	5.42	5.47	5.51	5.47	5.56	5.59	5.71	5.62
Phoenix, AZ	6.35	6.37	6.42	6.38	6.50	6.58	6.60	6.56	6.68	6.77	6.85	6.77	6.81	6.95	7.04	6.94
Syracuse, NY	6.41	6.45	6.48	6.45	6.45	6.50	6.53	6.49	6.58	6.54	6.62	6.58	6.71	6.76	6.86	6.78
Total	7.18	7.23	7.23	7.21	7.24	7.36	7.34	7.31	7.40	7.34	7.42	7.38	7.52	7.54	7.62	7.56
TEST AREA 4																
Atlanta, GA	5.12	5.14	5.20	5.15	5.17	5.20	5.19	5.19	5.26	5.26	5.39	5.30	5.41	5.45	5.46	5.44
Denver, CO	6.54	6.52	6.59	6.55	6.72	6.70	6.72	6.71	6.76	6.76	6.86	6.80	6.87	6.94	6.93	6.91
Indianapolis, IN	7.60	7.57	7.62	7.60	7.59	7.70	7.79	7.69	7.84	7.75	7.85	7.81	7.87	7.93	8.07	7.96
New Orleans, LA	6.38	6.38	6.40	6.39	6.58	6.55	6.52	6.55	6.65	6.67	6.69	6.67	6.72	6.78	6.77	6.76
Pittsburgh, PA	6.81	6.88	6.90	6.87	6.93	7.00	7.03	6.98	7.03	7.13	7.21	7.13	7.23	7.36	7.39	7.33
Total	6.50	6.51	6.55	6.52	6.60	6.63	6.66	6.63	6.71	6.72	6.81	6.75	6.83	6.91	6.94	6.89
TEST AREA 5																
Columbus, OH	7.64	7.69	7.72	7.68	7.63	7.81	7.84	7.76	7.85	7.80	7.89	7.85	7.95	7.97	8.12	8.01
Dallas, TX	6.25	6.15	6.22	6.21	6.30	6.32	6.35	6.32	6.45	6.47	6.57	6.50	6.61	6.69	6.74	6.68
Harrisburg, PA	6.73	6.80	6.81	6.78	6.82	6.88	6.94	6.88	6.95	7.04	7.12	7.04	7.15	7.30	7.32	7.26
Richmond, VA	5.42	5.39	5.41	5.40	5.41	5.40	5.47	5.43	5.58	5.61	5.67	5.62	5.69	5.74	5.82	5.75
Wilkes-Barre, PA	6.73	6.80	6.81	6.78	6.82	6.88	6.94	6.88	6.95	7.04	7.12	7.04	7.15	7.30	7.32	7.26
Total	6.46	6.46	6.49	6.47	6.50	6.55	6.60	6.55	6.66	6.69	6.77	6.71	6.81	6.89	6.96	6.89
TEST AREA 6																
Albany, NY	6.39	6.43	6.46	6.42	6.43	6.48	6.51	6.47	6.56	6.52	6.60	6.56	6.69	6.74	6.84	6.75
Little Rock, AR	5.08	5.09	5.12	5.10	5.15	5.18	5.21	5.18	5.27	5.33	5.36	5.32	5.40	5.48	5.53	5.47
Manchester, NH	5.25	5.27	5.31	5.28	5.31	5.33	5.35	5.33	5.46	5.50	5.56	5.51	5.59	5.66	5.66	5.64
Milwaukee, WI	7.14	7.23	7.26	7.21	7.19	7.29	7.31	7.26	7.31	7.34	7.45	7.37	7.62	7.66	7.81	7.70
Portland, ME	5.23	5.19	5.21	5.21	5.22	5.24	5.27	5.25	5.46	5.47	5.58	5.50	5.60	5.71	5.73	5.68
Seattle, WA	7.82	7.91	7.99	7.91	8.08	8.17	8.36	8.20	8.49	8.52	8.61	8.54	8.64	8.73	8.74	8.70
Shreveport, LA	6.53	6.50	6.53	6.52	6.71	6.68	6.66	6.68	6.80	6.82	6.87	6.83	6.89	6.96	6.96	6.93
Spokane, WA	7.60	7.66	7.66	7.64	7.74	7.84	8.09	7.89	8.24	8.26	8.31	8.27	8.26	8.38	8.42	8.35
Total	6.59	6.64	6.68	6.64	6.69	6.76	6.82	6.75	6.90	6.92	7.00	6.94	7.07	7.14	7.21	7.14
TEST AREA 7																
Fargo, ND	6.22	6.31	6.25	6.26	6.31	6.35	6.35	6.34	6.44	6.46	6.60	6.50	6.64	6.60	6.66	6.63
Houston, TX	6.29	6.20	6.26	6.25	6.35	6.37	6.39	6.37	6.50	6.52	6.61	6.54	6.65	6.73	6.77	6.72
Omaha, NE	6.45	6.49	6.50	6.48	6.56	6.68	6.66	6.63	6.71	6.79	6.93	6.81	6.87	7.04	7.09	7.00
Raleigh, NC	4.69	4.74	4.74	4.72	4.73	4.77	4.80	4.77	4.88	4.92	5.01	4.94	5.02	5.07	5.11	5.07
Sioux Falls, SD	5.81	5.86	6.03	5.90	6.00	6.07	6.07	6.05	6.15	6.20	6.39	6.25	6.39	6.37	6.60	6.46
Total	5.86	5.86	5.90	5.87	5.94	5.99	6.00	5.98	6.08	6.12	6.24	6.15	6.25	6.32	6.38	6.32
OUTLYING AREAS																
Anchorage, AK	9.33	9.19	9.05	9.19	8.92	8.78	8.64	8.78	8.84	8.70	10.79	9.44	9.97	9.97	9.97	9.97
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HI	6.41	6.46	6.47	6.45	6.58	6.47	6.35	6.47	6.00	6.03	6.60	6.21	6.54	6.63	6.62	6.60
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.15	7.16	7.13	7.15	7.18	7.06	6.93	7.06	6.72	6.71	7.67	7.03	7.41	7.48	7.47	7.46
GRAND TOTAL	6.50	6.52	6.55	6.53	6.57	6.63	6.67	6.63	6.73	6.75	6.84	6.77	6.88	6.94	7.02	6.95

Table D.3
UNEMPLOYMENT RATES BY AFES AND MONTH, 1978

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave. 1978
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1A													
Beckley, WV	8.6	9.0	7.7	8.4	5.1	4.8	4.9	5.9	5.7	5.8	5.0	5.8	6.1
Boise, ID	6.9	6.8	6.4	6.7	6.0	5.2	5.3	5.2	5.5	5.2	5.6	5.5	5.7
Boston, MA	7.6	7.4	6.4	7.2	5.9	5.5	6.1	6.5	5.8	5.2	5.3	5.8	5.2
Chicago, IL	7.4	7.1	6.6	7.1	5.5	6.0	6.1	6.3	5.9	5.8	5.2	5.8	6.0
Fort Hamilton, NY	8.8	8.9	8.3	8.6	7.5	7.3	7.4	7.6	7.3	7.7	7.2	7.2	7.7
Los Angeles, CA	7.9	8.2	8.0	8.0	7.2	7.0	7.2	8.1	7.0	6.4	6.5	6.3	7.1
New Haven, CT	6.4	6.4	6.2	6.3	5.6	5.3	5.2	5.4	5.2	4.3	4.2	4.3	5.2
Newark, NJ	8.0	8.4	7.3	7.9	7.3	7.5	7.4	7.9	6.9	7.3	6.3	6.8	7.3
Portland, OR	7.8	7.4	6.9	7.4	6.4	5.9	5.8	6.1	5.7	6.6	6.0	6.1	5.8
Salt Lake City, UT	5.2	4.9	4.5	4.9	3.9	3.5	3.8	3.7	3.7	3.5	4.1	4.3	4.1
Total	7.8	7.9	7.3	7.7	6.5	6.5	6.7	7.0	6.5	6.2	5.9	6.1	6.7
TEST AREA 1B													
Buffalo, NY	8.6	8.7	8.2	8.5	7.4	7.2	7.3	7.6	7.2	7.6	7.1	6.5	7.6
Butte, MT	7.8	7.5	7.5	7.6	5.8	6.0	5.6	5.4	5.1	4.7	5.8	5.6	6.0
Charlotte, NC	6.1	5.6	4.8	5.9	4.6	4.5	4.6	4.8	3.8	3.4	3.4	3.7	5.4
Cincinnati, OH	6.1	6.3	6.1	6.2	5.2	5.0	5.4	5.3	5.2	4.7	4.9	4.8	5.4
Coral Gables, FL	7.5	6.1	6.3	6.6	6.1	6.8	6.3	6.8	6.6	7.0	6.2	6.4	6.6
Des Moines, IA	5.1	5.3	4.9	5.1	5.1	3.6	4.2	4.1	3.8	3.3	3.5	3.7	4.1
Fort Jackson, SC	6.4	6.2	5.8	6.1	5.5	5.5	6.0	5.7	5.7	5.3	5.1	5.3	5.7
Fresno, CA	7.9	8.2	8.0	8.0	7.2	7.0	7.2	8.1	7.0	6.4	6.0	6.3	7.1
Jacksonville, FL	7.3	6.1	6.2	6.5	6.0	6.0	6.7	6.7	6.5	7.3	6.8	6.1	6.5
Kansas City, KS	5.3	5.4	4.6	5.1	3.8	3.7	4.1	4.1	3.6	3.9	3.9	3.7	4.2
Knoxville, TN	6.7	6.6	6.0	6.5	5.2	5.2	5.5	5.3	5.1	5.7	5.2	5.6	5.7
Minneapolis, MN	5.5	5.2	4.4	5.1	4.1	3.8	4.1	3.9	3.5	3.2	3.1	3.7	4.1
Montgomery, AL	7.5	6.8	6.7	7.0	5.9	5.8	6.7	7.1	6.3	6.2	5.7	6.1	6.4
Nashville, IN	7.0	6.9	6.2	6.7	5.4	5.4	5.8	6.8	5.5	5.2	5.3	5.7	5.9
Oakland, CA	7.9	9.1	7.9	8.0	7.1	6.9	7.1	8.0	6.9	6.3	7.1	6.0	7.0
Philadelphia, PA	7.9	8.0	7.6	7.9	7.0	6.4	7.0	6.8	6.8	7.1	6.7	6.4	7.1
San Antonio, TX	5.5	5.4	4.7	5.2	3.9	4.2	4.4	5.2	5.1	4.8	4.3	4.6	4.8
Springfield, MA	6.9	6.7	6.2	6.6	5.6	5.3	5.7	5.8	5.9	5.1	4.7	4.6	5.6
Total	6.9	6.6	6.3	6.6	5.7	5.5	5.9	6.2	5.7	5.6	5.3	5.4	5.9
TEST AREA 2													
Albuquerque, NM	6.7	6.4	5.9	6.3	5.4	5.3	6.2	5.7	5.4	5.6	5.5	5.4	5.7
Amarillo, TX	5.7	5.6	4.9	5.4	4.1	4.3	5.4	5.3	5.1	4.9	4.9	4.8	4.9
Baltimore, MD	6.9	7.2	6.9	7.0	6.0	5.7	6.2	6.0	5.9	5.4	5.4	5.8	6.1
El Paso, TX	5.9	5.7	5.1	5.6	4.4	4.5	5.5	5.2	5.0	4.6	5.0	4.9	5.1
Louisville, KY	6.0	7.6	6.0	6.5	4.9	4.8	5.2	5.8	5.3	4.7	4.6	5.1	4.8
Oklahoma City, OK	4.3	5.0	4.0	4.5	3.7	3.7	4.0	3.8	3.6	3.6	3.8	3.6	3.9
St. Louis, MO	6.9	6.8	6.1	6.6	5.0	5.2	5.4	5.2	5.5	4.7	4.7	5.2	5.5
Total	6.3	6.1	5.9	6.3	5.1	5.0	5.5	5.2	5.3	4.8	4.8	5.1	5.4

Table D.3—continued

Location	1st Quarter			Ave.	2nd Quarter			Ave.	3rd Quarter			Ave.	4th Quarter			Ave.
	Jan.	Feb.	Mar.		Apr.	May	Jun.		Jul.	Aug.	Sep.		Oct.	Nov.	Dec.	
TEST AREA 3																
Detroit, MI	8.1	7.2	7.2	7.5	6.6	6.5	7.0	6.7	7.3	8.0	5.8	7.0	5.5	6.6	6.7	6.3
Jackson, MS	6.9	7.2	6.3	6.7	5.5	5.6	6.0	5.7	7.9	7.5	6.7	7.4	6.4	6.4	6.9	6.6
Memphis, TN	6.9	6.9	6.3	6.7	5.5	5.6	6.0	5.7	6.7	5.7	5.4	6.0	5.6	5.8	6.2	5.9
Phoenix, AZ	7.1	6.9	6.4	6.8	5.8	5.5	6.4	6.0	6.2	5.7	5.6	5.8	5.1	5.5	5.3	6.0
Syracuse, NY	8.8	8.9	8.3	8.6	7.5	7.5	7.3	7.4	7.6	7.3	7.7	7.5	7.9	7.2	6.6	7.7
Total	7.8	7.3	7.1	7.4	6.4	6.4	6.9	6.6	7.1	7.2	6.0	6.8	5.8	6.4	6.4	6.7
TEST AREA 4																
Atlanta, GA	6.5	5.7	5.4	5.9	5.3	5.3	5.8	5.5	5.8	6.2	5.6	5.9	5.3	5.6	5.3	5.4
Denver, CO	6.4	5.7	5.9	6.0	5.4	5.2	5.4	5.3	5.1	4.8	4.9	4.9	4.7	5.0	5.3	5.7
Indianapolis, IN	6.6	6.9	6.2	6.6	5.5	5.3	5.8	5.5	5.9	5.3	5.1	5.4	4.9	5.0	5.9	5.3
New Orleans, LA	7.0	7.1	7.0	7.0	6.9	7.1	8.1	7.4	7.5	7.2	6.8	7.1	6.5	6.3	6.4	7.0
Pittsburgh, PA	8.0	7.8	7.9	7.9	6.6	5.6	6.3	6.2	7.0	6.4	6.8	6.8	6.5	6.3	5.9	6.8
Total	7.0	6.7	6.6	6.8	6.0	5.6	6.2	5.9	6.3	6.0	5.9	6.1	5.6	5.7	5.8	6.1
TEST AREA 5																
Columbus, OH	6.3	6.4	6.2	6.3	5.6	5.1	5.4	5.4	5.3	5.3	5.4	5.4	4.7	4.9	4.9	5.5
Dallas, TX	5.5	5.4	4.7	5.2	3.9	4.2	5.2	4.4	5.2	5.1	4.8	5.0	4.3	4.8	4.6	4.8
Harrisburg, PA	7.9	7.6	7.9	7.8	6.9	5.8	6.6	6.4	7.3	6.5	7.1	7.0	6.9	6.9	6.0	6.9
Richmond, VA	6.4	6.7	6.1	6.4	5.0	4.8	5.3	5.0	5.2	5.0	5.0	5.1	4.5	4.7	5.2	4.8
Wilkes-Barre, PA	7.9	7.6	7.9	7.8	6.9	5.8	6.6	6.4	7.3	6.5	7.1	7.0	6.9	6.6	6.0	6.5
Total	6.5	6.5	6.2	6.4	5.3	5.0	5.6	5.3	5.8	5.5	5.6	5.6	5.1	5.3	5.2	5.6
TEST AREA 6																
Albany, NY	8.7	8.9	8.2	8.6	7.5	7.5	7.3	7.4	7.6	7.2	7.6	7.5	7.8	7.1	6.6	7.2
Little Rock, AR	7.2	7.2	6.4	6.9	5.6	5.8	5.9	5.8	6.0	5.4	5.5	5.6	5.8	6.8	7.3	6.2
Manchester, NH	5.8	5.4	4.9	5.4	4.5	4.1	4.7	4.4	4.6	3.8	3.7	4.0	4.0	4.1	4.9	4.3
Milwaukee, WI	6.5	6.4	6.0	6.3	5.3	5.0	5.2	5.2	5.3	5.0	4.4	4.9	4.2	4.7	5.3	4.8
Portland, ME	7.8	7.2	6.7	7.2	6.1	5.3	5.3	5.6	6.7	5.1	4.7	5.5	4.9	5.0	5.7	5.9
Seattle, WA	8.9	8.3	7.7	8.3	7.1	6.7	6.9	6.9	6.5	6.3	5.9	6.2	5.6	6.0	6.4	6.0
Shreveport, LA	6.7	6.7	6.5	6.6	6.2	6.4	7.3	6.7	6.8	6.5	6.3	6.5	5.9	5.9	6.0	6.4
Spokane, WA	8.4	7.9	7.4	7.9	6.8	6.3	6.5	6.5	6.2	6.1	5.7	6.0	5.3	5.9	6.5	5.9
Total	7.4	7.2	6.7	7.1	6.1	5.8	6.1	6.0	6.1	5.7	5.4	5.7	5.3	5.6	6.0	6.1
TEST AREA 7																
Fargo, ND	6.3	5.6	4.9	5.6	4.4	3.7	4.3	4.1	3.9	3.5	3.3	3.6	3.2	4.3	4.7	4.3
Houston, TX	5.6	5.6	4.9	5.4	4.1	4.4	5.4	4.7	5.4	5.2	5.0	5.2	4.4	4.9	4.8	4.7
Omaha, NE	4.4	4.5	4.3	4.4	2.7	2.6	3.0	2.8	2.8	2.6	2.6	2.7	2.5	2.6	3.4	2.8
Raleigh, NC	7.1	5.5	4.7	5.8	4.4	4.4	4.5	4.4	4.6	3.6	3.3	3.8	3.1	3.2	3.6	3.3
Sioux Falls, SD	4.7	4.1	3.7	4.2	3.0	2.7	3.4	3.1	3.3	3.0	2.4	2.9	2.6	2.9	3.6	3.0
Total	5.8	5.2	4.6	5.2	3.9	3.8	4.4	4.1	4.4	4.0	3.7	4.0	3.5	3.8	4.1	3.8
OUTLYING AREAS																
Anchorage, AK	11.9	11.8	12.8	12.2	12.1	12.1	11.3	11.8	10.0	9.4	9.4	9.6	10.3	11.1	11.4	10.9
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HI	7.8	7.6	7.9	7.8	7.5	8.0	8.4	8.0	8.2	7.8	8.1	8.0	8.0	7.4	6.7	7.4
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	8.9	8.7	9.1	8.9	8.7	9.0	9.2	9.0	8.7	8.2	8.4	8.4	8.6	8.3	7.9	8.3
GRAND TOTAL	7.1	7.0	6.6	6.9	5.9	5.7	6.1	5.9	6.3	5.9	5.7	6.0	5.4	5.5	5.7	6.1

Table D.4
UNEMPLOYMENT RATES BY AFES AND MONTH, 1979

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave. 1979
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	
TEST AREA 1A													
Beckley, WV	7.9	8.2	6.7	7.6	6.0	5.3	5.6	5.3	5.4	5.6	6.0	6.3	6.3
Boise, ID	8.6	8.2	7.2	8.0	6.5	5.4	5.1	5.6	5.4	4.8	5.0	6.3	6.0
Boston, MA	7.5	6.9	6.8	7.1	5.6	5.2	5.5	5.4	4.9	6.2	5.5	5.3	5.7
Chicago, IL	5.9	5.8	6.0	5.9	5.4	4.8	6.0	5.4	5.3	5.0	5.8	6.0	5.7
Fort Hamilton, NY	7.7	7.4	7.7	7.6	6.7	5.9	6.9	6.5	7.4	7.3	7.5	7.4	7.1
Fort Hager, CA	7.2	7.0	6.7	7.0	6.1	5.6	5.9	5.9	6.2	6.3	6.1	6.2	6.2
Los Angeles, CA	5.6	6.1	5.6	5.8	5.1	4.7	5.3	5.0	6.4	4.8	4.5	4.8	5.1
New Haven, CT	7.5	8.1	7.3	7.6	5.9	6.9	7.0	6.6	7.8	7.2	6.5	6.2	7.0
Newark, NJ	8.2	7.9	7.5	7.9	7.2	6.7	6.4	6.8	6.5	6.2	7.0	7.6	7.0
Portland, OR	5.2	4.8	4.2	4.7	3.7	3.5	4.1	3.7	3.9	4.1	4.0	4.5	4.2
Salt Lake City, UT	7.1	7.0	6.8	6.9	6.0	5.5	6.1	5.9	6.1	6.2	6.2	6.3	6.3
Total	7.1	7.0	6.8	6.9	6.0	5.5	6.1	5.9	6.1	6.2	6.0	6.3	6.0
TEST AREA 1B													
Buffalo, NY	7.6	7.4	7.7	7.6	6.0	5.8	7.0	6.5	7.3	7.4	7.3	6.9	7.0
Butte, MT	8.0	6.2	5.4	6.5	5.0	4.2	4.5	4.6	4.3	3.9	4.1	5.1	5.0
Charlotte, NC	4.9	5.1	4.9	5.0	4.5	4.6	5.1	4.7	5.5	4.7	4.6	4.8	4.8
Cincinnati, OH	6.7	6.6	6.0	6.4	5.4	4.8	5.7	5.3	6.5	6.7	5.4	5.3	5.5
Cleveland, OH	6.6	6.5	6.0	6.4	5.5	4.9	5.8	5.4	6.6	6.9	5.4	5.2	5.9
Coral Gables, FL	7.5	5.8	5.8	6.4	5.3	5.1	6.0	5.5	6.6	6.1	6.4	6.3	6.0
Des Moines, IA	5.3	4.9	4.4	5.0	3.9	3.0	3.4	3.4	3.6	3.4	3.3	4.3	4.0
Des Moines, IA	5.3	5.4	5.3	5.3	5.2	5.3	5.6	5.9	5.0	4.9	4.7	4.3	5.1
Fort Jackson, SC	7.3	7.0	6.7	7.0	6.1	5.6	5.9	5.4	6.2	6.3	6.1	6.2	6.2
Fresno, CA	7.2	5.8	5.7	6.3	5.2	5.0	5.9	5.4	6.4	6.0	6.2	6.1	5.9
Jacksonville, FL	4.9	4.3	3.6	4.3	3.4	3.3	3.6	3.5	4.1	4.2	4.0	4.1	4.0
Kansas City, KS	6.9	6.4	5.3	6.2	4.7	4.7	5.7	5.0	6.4	5.6	5.7	5.9	5.7
Knoxville, TN	5.2	4.8	4.4	4.8	4.0	3.8	3.9	3.9	3.8	3.5	3.5	4.3	4.2
Minneapolis, MN	7.0	7.3	7.0	7.1	6.4	6.3	7.5	6.7	7.7	6.9	6.9	6.7	6.9
Montgomery, AL	7.1	6.8	5.8	6.6	5.2	5.3	6.3	5.6	7.0	6.1	6.2	6.4	6.2
Nashville, TN	7.2	7.0	6.6	6.9	6.1	5.6	5.9	5.9	6.2	6.3	6.1	6.2	6.2
Oakland, CA	7.4	7.8	7.6	7.6	6.1	6.2	7.2	6.5	7.0	7.1	6.5	6.5	7.0
Philadelphia, PA	4.4	4.5	3.8	4.2	3.9	4.2	4.8	4.3	4.7	4.6	4.0	4.4	4.2
San Antonio, TX	6.5	6.3	6.1	6.3	5.2	4.8	5.2	5.1	5.2	4.7	5.4	5.0	5.3
Springfield, MA													
Total	6.5	6.2	5.8	6.2	5.2	5.0	5.7	5.3	5.9	5.7	5.5	5.4	5.7
TEST AREA 2													
Albuquerque, NM	7.0	6.7	6.1	6.6	5.7	5.5	6.4	5.9	6.2	6.0	6.5	6.2	6.4
Amarillo, TX	4.8	4.8	4.3	4.6	4.2	4.4	5.0	4.5	4.9	4.8	4.3	4.7	4.5
Baltimore, MD	6.6	7.2	6.3	6.7	5.7	5.4	6.2	5.8	6.1	6.2	5.5	5.9	6.1
El Paso, TX	5.2	5.2	4.5	5.0	4.5	4.6	5.3	4.8	5.2	5.1	4.7	5.0	4.9
Louisville, KY	7.1	6.6	5.6	6.4	4.9	4.4	5.1	4.8	5.7	5.9	5.5	6.2	5.7
Oklahoma City, OK	4.2	4.2	3.6	4.0	3.6	3.1	3.5	3.4	3.5	3.3	3.2	3.5	3.5
St. Louis, MO	5.8	5.4	5.0	5.4	4.4	4.1	4.9	4.5	4.6	4.7	5.0	5.4	5.0
Total	6.0	6.0	5.3	5.8	4.9	4.5	5.3	4.9	5.2	5.3	5.0	5.2	5.3

Table D.4—continued

Location	1st Quarter			2nd Quarter			3rd Quarter			4th Quarter			Ave., 1979	
	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.		
TEST AREA 3														
Detroit, MI	8.0	8.2	7.9	8.1	8.6	7.2	7.2	7.7	7.5	7.2	7.5	7.9	8.5	7.9
Jackson, MS	6.9	6.9	6.2	6.7	5.5	5.2	6.2	5.6	5.8	5.4	5.3	5.5	6.2	5.8
Memphis, TN	7.4	6.7	5.6	6.3	5.1	5.0	5.8	5.3	6.3	5.8	5.8	6.3	6.2	6.1
Phoenix, AZ	5.6	6.2	5.7	5.8	5.1	4.9	6.1	5.4	5.3	5.0	4.7	5.0	4.8	4.9
Syracuse, NY	7.7	7.4	7.7	7.6	6.7	5.9	6.9	6.5	7.4	7.3	7.5	7.4	6.9	7.0
Total	7.4	7.5	7.1	7.3	7.1	6.2	6.7	6.7	6.9	6.7	6.5	6.7	7.3	6.9
TEST AREA 4														
Atlanta, GA	5.4	5.9	5.2	5.5	5.0	4.8	5.6	5.1	5.6	5.5	4.9	5.3	5.1	5.0
Denver, CO	5.3	5.2	5.0	5.1	4.9	4.5	5.0	4.8	4.6	4.2	4.1	4.3	4.4	4.5
Indianapolis, IN	6.4	6.4	5.8	6.2	5.7	5.1	5.9	5.6	6.4	6.5	6.1	6.3	6.5	6.2
New Orleans, LA	7.1	6.2	5.8	6.4	5.5	5.4	6.7	5.9	6.6	6.3	6.4	6.5	6.6	6.5
Pittsburgh, PA	7.3	7.6	7.6	7.5	6.2	5.6	6.9	6.2	6.3	6.8	6.5	6.7	7.0	6.8
Total	6.3	6.4	6.0	6.2	5.5	5.1	6.1	5.6	5.9	5.9	5.7	5.8	6.1	6.1
TEST AREA 5														
Columbus, OH	6.7	6.6	6.1	6.5	5.6	5.0	5.8	5.5	6.6	6.8	5.5	6.3	5.3	5.5
Dallas, TX	4.4	4.5	3.8	4.2	3.9	4.2	4.8	4.3	4.7	4.6	4.0	4.4	3.6	3.9
Harrisburg, PA	7.1	7.5	7.8	7.5	6.2	5.6	7.2	6.3	6.3	7.0	6.7	6.7	7.9	6.6
Richmond, VA	5.4	6.4	5.5	5.8	4.6	4.3	4.9	4.6	4.7	4.5	4.4	4.6	4.7	4.7
Wilkes-Barre, PA	7.1	7.5	7.8	7.5	6.2	5.6	7.2	6.3	6.3	7.0	6.7	6.7	7.9	6.6
Total	5.9	6.2	5.7	5.9	5.0	4.8	5.7	5.2	5.5	5.7	5.1	5.5	5.3	5.3
TEST AREA 6														
Albany, NY	7.7	7.4	7.7	7.6	6.7	5.8	6.9	6.5	7.4	7.3	7.4	7.3	6.9	6.9
Little Rock, AR	8.0	7.3	6.1	7.1	5.9	5.7	5.6	5.8	5.7	6.0	6.0	5.9	6.0	6.5
Manchester, NH	4.4	4.7	4.4	4.5	4.6	3.8	4.1	4.2	4.0	3.2	3.1	3.4	3.7	3.9
Milwaukee, WI	5.8	5.4	4.9	5.4	4.7	3.9	4.4	4.3	5.2	4.4	4.2	4.6	4.2	4.8
Portland, ME	7.0	7.3	7.0	7.1	6.5	6.3	6.4	6.4	8.0	5.6	5.4	6.3	5.8	6.1
Seattle, WA	8.1	7.9	7.8	7.9	7.4	6.6	6.7	6.9	6.3	5.8	5.7	5.9	6.7	6.1
Shreveport, LA	6.6	5.8	5.3	5.9	5.2	5.2	6.3	5.6	6.3	6.1	6.0	6.1	7.3	6.4
Spokane, WA	8.2	7.9	7.5	7.9	7.1	6.2	6.2	6.5	5.9	5.6	5.4	5.6	6.1	5.9
Total	6.9	6.6	6.2	6.6	5.9	5.3	5.7	5.6	6.0	5.4	5.3	5.6	6.1	5.7
TEST AREA 7														
Fargo, ND	5.6	5.4	4.7	5.2	4.3	3.8	3.7	3.9	3.3	2.9	2.9	3.0	3.7	4.0
Houston, TX	4.6	4.6	3.9	4.4	4.0	4.3	5.0	4.4	4.9	4.8	4.2	4.6	4.0	4.4
Omaha, NE	4.0	3.4	2.9	3.4	2.7	2.6	3.3	2.9	3.0	2.9	3.5	3.2	3.3	3.8
Raleigh, NC	4.9	5.0	4.8	4.9	4.4	4.5	5.0	4.6	5.6	4.7	4.6	5.0	4.5	4.8
Sioux Falls, SD	5.0	4.1	3.9	4.3	3.7	3.0	3.8	3.5	3.1	2.8	2.7	2.9	3.1	3.3
Total	4.7	4.5	4.0	4.4	3.9	3.9	4.4	4.1	4.4	4.0	3.9	4.1	4.0	4.1
OUTLYING AREAS														
Anchorage, AK	11.1	12.0	11.1	11.4	10.0	8.9	8.6	9.1	7.7	6.8	6.7	7.1	7.9	9.1
Guam	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Honolulu, HI	6.8	7.2	6.4	6.8	6.8	6.7	7.2	6.9	6.2	5.9	5.9	6.0	6.2	6.1
San Juan, PR	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
Total	7.2	8.4	7.6	8.0	7.6	7.3	7.5	7.5	6.6	6.1	6.1	6.3	6.6	7.2
GRAND TOTAL	6.6	6.5	6.1	6.4	5.5	5.2	5.8	5.5	6.0	5.8	5.6	5.8	5.7	5.8

Table D.5

HOURLY WAGE RATES BY STATE AND MONTH, 1978

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1978 Ave.
Alabama	5.19	5.22	5.22	5.22	5.26	5.32	5.42	5.46	5.55	5.54	5.63	5.69	5.39
Alaska	10.92	10.46	10.09	9.98	11.12	9.01	8.29	8.37	9.08	9.21	8.66	8.89	9.51
Arizona	5.90	5.88	5.86	5.87	5.92	6.00	6.13	6.08	6.13	6.15	6.14	6.29	6.03
Arkansas	4.58	4.57	4.57	4.59	4.65	4.65	4.77	4.77	4.82	4.83	4.93	4.97	4.72
California	6.21	6.19	6.20	6.29	6.30	6.32	6.41	6.46	6.55	6.57	6.63	6.72	6.42
Colorado	5.98	6.04	6.14	6.15	6.16	6.18	6.20	6.25	6.36	6.33	6.36	6.40	6.21
Connecticut	5.76	5.90	5.85	5.85	5.89	5.91	5.93	5.94	6.01	5.97	6.11	6.22	5.93
Delaware	6.48	6.55	6.35	6.68	6.33	6.63	6.58	6.71	6.77	6.84	6.74	6.93	6.62
Dist. of Columbia	5.51	6.50	6.57	6.62	6.63	6.70	6.83	6.74	6.78	6.77	6.77	6.93	6.62
Florida	4.87	4.90	4.92	4.96	4.96	4.98	5.03	5.04	5.09	5.11	5.11	5.16	5.01
Georgia	4.75	4.70	4.77	4.80	4.81	4.82	4.89	4.84	4.96	5.03	5.07	5.12	4.88
Hawaii	5.96	5.86	5.92	5.97	5.90	5.98	5.55	5.63	6.10	6.20	6.20	6.20	5.92
Idaho	6.53	6.57	6.60	6.63	6.68	6.77	6.79	6.80	6.89	6.87	6.97	7.04	6.56
Illinois	6.94	6.97	7.01	7.03	7.09	7.09	7.19	7.21	7.27	7.35	7.38	7.55	7.17
Iowa	6.72	6.77	6.81	6.79	6.87	6.90	7.04	6.92	7.13	7.25	7.27	7.46	6.99
Kansas	5.63	5.71	5.78	5.86	5.93	6.01	6.08	6.16	6.24	6.31	6.39	6.46	6.05
Kentucky	5.96	6.03	6.11	6.16	6.21	6.21	6.20	6.26	6.38	6.43	6.51	6.61	6.26
Louisiana	6.18	6.19	6.19	6.32	6.31	6.32	6.49	6.48	6.61	6.60	6.63	6.65	6.41
Maine	4.74	4.77	4.79	4.76	4.81	4.89	4.92	4.85	4.98	5.04	5.08	5.21	4.90
Maryland	6.31	6.34	6.37	6.34	6.40	6.43	6.46	6.48	6.57	6.60	6.68	6.81	6.48
Massachusetts	5.36	5.43	5.43	5.42	5.48	5.50	5.52	5.54	5.63	5.67	5.70	5.77	5.54
Michigan	7.82	7.77	7.91	7.96	7.98	8.02	8.06	8.14	8.22	8.30	8.38	8.46	8.08
Minnesota	4.39	4.47	4.52	4.53	4.54	4.54	4.56	4.57	4.61	4.60	4.67	4.72	4.56
Mississippi	5.98	5.98	6.09	6.13	6.12	6.19	6.20	6.09	6.32	6.39	6.52	6.50	6.21
Missouri	7.42	7.53	7.50	7.53	7.51	7.72	8.03	7.98	7.96	8.17	8.26	8.10	7.81
Montana	5.69	5.71	5.71	5.77	5.65	5.74	5.79	5.81	5.99	6.01	6.09	6.17	5.84
Nevada	6.40	6.17	6.23	6.36	6.75	6.56	6.69	6.69	6.42	6.63	6.60	7.00	6.54
New Hampshire	4.76	4.82	4.82	4.84	4.85	4.86	4.94	4.96	5.04	5.09	5.13	5.13	4.94
New Jersey	6.04	6.09	6.08	6.12	6.13	6.14	6.18	6.18	6.28	6.32	6.35	6.47	6.20
New Mexico	4.60	4.64	4.67	4.70	4.66	4.72	4.90	4.80	4.88	4.94	4.97	5.02	4.79
New York	5.93	5.98	5.99	5.99	6.02	6.04	6.09	6.04	6.10	6.14	6.25	6.36	6.08
North Carolina	4.34	4.33	4.34	4.37	4.38	4.42	4.49	4.53	4.56	4.57	4.61	4.65	4.47
North Dakota	5.35	5.32	5.30	5.35	5.35	5.55	5.58	5.68	5.82	5.69	5.65	5.71	5.54
Ohio	7.03	7.03	7.08	7.13	7.17	7.25	7.28	7.30	7.45	7.52	7.56	7.65	7.29
Oklahoma	5.61	5.58	5.63	5.59	5.70	5.78	5.84	5.89	5.93	5.98	6.09	6.07	5.81
Oregon	6.96	6.95	6.99	7.07	7.09	7.33	7.39	7.21	7.38	7.37	7.44	7.49	7.22
Pennsylvania	6.15	6.22	6.19	6.21	6.29	6.33	6.32	6.42	6.51	6.52	6.63	6.69	6.37
Rhode Island	4.58	4.70	4.60	4.63	4.64	4.65	4.67	4.69	4.75	4.82	4.82	4.91	4.70
South Carolina	4.08	4.57	4.62	4.54	4.56	4.57	4.72	4.76	4.78	4.80	4.84	4.88	4.66
South Dakota	5.06	5.07	5.03	5.08	5.08	5.12	5.15	5.26	5.38	5.35	5.38	5.22	5.16
Tennessee	5.07	5.00	5.01	5.04	5.04	5.09	5.10	5.26	5.21	5.22	5.28	5.36	5.13
Texas	5.76	5.79	5.76	5.77	5.80	5.82	5.91	5.86	5.96	5.97	6.03	6.10	5.86
Utah	5.38	5.42	5.48	5.51	5.55	5.63	5.81	5.74	5.81	5.92	5.90	5.96	5.68
Vermont	4.95	4.92	4.96	4.96	5.02	5.07	5.12	5.15	5.25	5.19	5.22	5.32	5.09
Virginia	5.03	4.98	4.99	4.98	5.00	5.02	5.10	5.12	5.19	5.22	5.29	5.37	5.11
Washington	7.23	7.29	7.38	7.41	7.42	7.56	7.67	7.65	7.68	7.71	7.79	7.85	7.55
West Virginia	6.45	6.43	6.42	6.46	6.50	6.61	6.59	6.91	6.87	6.94	6.98	7.11	6.68
Wisconsin	6.50	6.51	6.56	6.56	6.56	6.60	6.65	6.91	6.87	6.91	6.95	7.04	6.69
Wyoming	6.01	6.03	6.14	6.27	6.32	6.17	6.30	6.30	6.38	6.30	6.12	6.10	6.20
U.S. TOTAL	5.99	6.01	6.03	6.06	6.10	6.14	6.19	6.20	6.29	6.33	6.39	6.47	6.18

Table D 6
HOURLY WAGE RATES BY STATE AND MONTH, 1979

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1979 Ave.
Alabama	5.74	5.78	5.80	5.94	5.84	5.87	5.95	5.98	6.03	6.08	6.16	6.25	5.95
Alaska	9.33	9.19	9.05	8.92	8.78	8.64	8.84	8.70	10.29	9.97	9.87	9.97	9.35
Arizona	6.27	6.31	6.36	6.43	6.54	6.57	6.66	6.73	6.83	6.75	6.92	7.00	6.61
Arkansas	5.02	5.03	5.06	5.08	5.12	5.14	5.20	5.26	5.29	5.33	5.40	5.45	5.20
California	6.56	6.53	6.61	6.74	6.71	6.73	6.77	6.77	6.88	6.89	6.95	6.94	6.76
Colorado	6.21	6.24	6.29	6.20	6.33	6.38	6.41	6.40	6.53	6.62	6.70	6.80	6.43
Connecticut	7.05	7.01	7.09	6.82	7.02	7.06	7.04	7.19	7.07	7.26	7.17	7.57	7.11
Delaware	7.12	6.86	6.72	7.29	7.28	7.25	7.20	7.41	6.99	7.54	7.49	7.71	7.24
Dist of Columbia	5.26	5.29	5.29	5.36	5.39	5.41	5.40	5.55	5.63	5.61	5.67	5.71	5.46
Florida	5.12	5.14	5.20	5.17	5.20	5.19	5.26	5.26	5.39	5.41	5.45	5.46	5.27
Georgia	6.41	6.46	6.47	6.58	6.47	6.35	6.00	6.03	6.60	6.54	6.63	6.62	6.43
Hawaii	6.69	6.63	6.41	6.46	6.65	7.08	7.31	7.30	7.20	6.87	7.10	7.22	6.91
Idaho	7.02	7.10	7.12	7.13	7.22	7.31	7.36	7.39	7.45	7.40	7.50	7.54	7.29
Illinois	7.64	7.60	7.65	7.62	7.73	7.82	7.87	7.77	7.87	7.90	7.96	8.10	7.79
Indiana	7.39	7.44	7.50	7.56	7.62	7.70	7.86	7.68	7.95	7.61	8.13	8.50	7.74
Iowa	6.54	6.60	6.62	6.65	6.66	6.70	6.60	6.69	6.85	7.02	7.09	7.13	6.76
Kansas	6.52	6.58	6.58	6.70	6.78	6.79	7.06	7.07	6.95	6.92	6.92	6.97	6.78
Kentucky	6.75	6.74	6.76	6.98	6.93	6.89	7.06	7.12	7.12	7.12	7.18	7.16	6.98
Louisiana	5.23	5.19	5.21	5.22	5.24	5.27	5.47	5.47	5.58	5.60	5.72	5.75	5.41
Maine	6.78	6.91	6.92	6.98	7.01	7.02	7.10	7.12	7.22	7.30	7.37	7.33	7.09
Maryland	5.82	5.84	5.87	5.87	5.90	5.95	5.95	6.06	6.21	6.29	6.35	6.41	6.04
Massachusetts	8.54	8.62	8.60	8.58	8.70	8.72	8.79	8.63	8.74	8.91	8.87	8.94	8.72
Michigan	6.79	6.81	6.80	6.80	6.90	6.92	6.94	6.94	7.01	7.13	7.17	7.21	6.95
Minnesota	4.83	4.86	4.87	4.87	4.93	4.94	4.93	4.97	4.95	5.04	5.07	5.12	4.95
Mississippi	6.51	6.49	6.55	6.50	6.62	6.66	6.71	6.69	6.82	6.88	6.91	7.06	6.70
Missouri	8.23	8.38	8.23	8.23	8.08	8.35	8.43	8.51	8.67	8.63	8.73	8.79	8.44
Montana	6.24	6.30	6.30	6.36	6.50	6.45	6.48	6.61	6.73	6.72	6.83	6.81	6.53
Nebraska	6.92	6.77	6.77	6.93	6.82	6.80	6.77	7.00	6.94	7.21	7.14	7.32	6.95
Nevada	5.19	5.21	5.25	5.24	5.26	5.30	5.42	5.45	5.54	5.59	5.63	5.59	5.39
New Hampshire	6.47	6.50	6.53	6.53	6.58	6.62	6.64	6.63	6.76	6.81	6.87	6.98	6.66
New Jersey	5.10	5.11	5.12	5.31	5.26	5.29	5.49	5.43	5.51	5.40	5.49	5.66	5.34
New Mexico	6.41	6.45	6.48	6.45	6.71	6.80	6.88	6.92	6.62	6.71	6.76	6.86	6.57
New York	4.69	4.74	4.74	4.73	4.77	4.83	4.88	4.92	5.03	5.02	5.07	5.11	4.87
North Carolina	5.71	5.85	5.75	5.86	5.85	5.83	5.98	6.03	6.23	6.19	6.08	6.15	5.96
North Dakota	7.67	7.71	7.74	7.64	7.82	7.86	7.88	7.81	7.90	7.97	7.99	8.14	7.84
Ohio	6.22	6.23	6.28	6.35	6.36	6.42	6.55	6.56	6.63	6.73	6.90	7.06	6.52
Oklahoma	7.55	7.54	7.61	7.67	7.72	8.02	8.11	7.98	8.07	8.10	8.13	8.18	7.89
Oregon	6.73	6.80	6.81	6.82	6.88	6.94	6.95	7.04	7.12	7.15	7.36	7.32	6.99
Pennsylvania	4.96	4.96	4.98	4.99	5.01	5.05	5.12	5.11	5.18	5.24	5.30	5.33	5.10
Rhode Island	4.90	4.93	4.93	4.94	4.97	4.99	5.11	5.20	5.25	5.27	5.29	5.34	5.09
South Carolina	5.31	5.37	5.59	5.53	5.59	5.58	5.54	5.76	5.94	6.01	5.85	6.08	5.69
South Dakota	5.42	5.37	5.39	5.43	5.42	5.46	5.47	5.51	5.57	5.62	5.64	5.81	5.51
Tennessee	6.25	6.15	6.22	6.30	6.35	6.35	6.45	6.32	6.35	6.61	6.69	6.74	6.43
Texas	6.08	6.03	6.04	6.17	6.10	6.18	6.34	6.32	6.37	6.57	6.50	6.55	6.27
Utah	5.36	5.38	5.42	5.43	5.44	5.45	5.53	5.60	5.60	5.59	5.71	5.78	5.52
Vermont	5.45	5.41	5.43	5.44	5.42	5.49	5.61	5.64	5.69	5.71	5.77	5.85	5.58
Virginia	7.82	7.91	7.99	8.08	8.17	8.36	8.49	8.52	8.61	8.64	8.73	8.74	8.34
Washington	7.06	7.17	7.26	7.44	7.49	7.33	7.29	7.55	7.57	7.53	7.57	7.65	7.41
West Virginia	7.01	7.11	7.14	7.06	7.16	7.18	7.18	7.22	7.33	7.50	7.55	7.71	7.26
Wisconsin	6.31	6.35	6.37	6.57	6.58	6.63	6.75	6.61	6.85	6.89	6.80	6.76	6.58
Wyoming	6.51	6.53	6.56	6.58	6.64	6.68	6.74	6.76	6.85	6.89	6.96	7.04	6.73
U.S. TOTAL	6.51	6.53	6.56	6.58	6.64	6.68	6.74	6.76	6.85	6.89	6.96	7.04	6.73

Table D.7
UNEMPLOYMENT RATES BY STATE AND MONTH, 1978

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1978 Ave.
Alabama	7.6	7.0	6.9	5.9	5.8	6.7	7.2	6.2	5.8	5.7	5.6	6.0	6.3
Alaska	11.9	11.8	12.8	12.1	12.1	11.3	10.0	9.4	9.4	10.3	11.1	11.4	11.1
Arizona	7.1	7.1	6.6	6.0	5.8	6.7	6.5	5.9	5.8	5.3	5.7	5.4	6.1
Arkansas	7.4	7.3	6.5	5.7	5.9	6.1	6.1	5.6	5.6	5.9	6.9	7.4	6.4
California	7.9	8.2	8.0	7.2	7.0	7.2	8.1	7.0	6.4	5.9	6.1	6.3	7.1
Colorado	6.6	5.9	6.1	5.6	5.4	5.5	5.3	5.0	5.1	4.9	5.1	5.5	5.5
Connecticut	6.4	6.4	6.2	5.6	5.3	7.2	7.8	5.2	4.5	4.9	4.2	4.3	5.2
Delaware	8.0	10.0	8.3	7.2	7.0	7.2	7.8	8.1	6.8	6.7	6.8	7.2	7.7
Dist. of Columbia	9.3	9.4	9.1	8.5	8.4	8.9	8.8	8.4	7.8	7.8	7.6	7.4	8.5
Florida	7.5	6.1	6.3	7.3	6.2	6.8	6.8	6.6	5.6	5.4	6.2	6.3	6.7
Georgia	6.5	5.7	7.9	7.5	5.3	5.8	5.8	7.2	8.1	8.0	7.4	6.3	5.7
Hawaii	7.8	7.6	6.7	6.4	6.0	5.1	5.2	5.5	5.0	4.4	5.2	6.6	7.6
Idaho	6.8	6.7	6.4	6.0	5.1	5.3	5.2	5.5	5.2	5.3	5.0	5.7	6.1
Illinois	6.5	6.9	6.2	5.6	5.2	5.8	5.9	6.0	5.1	4.9	5.0	5.9	5.7
Indiana	5.0	5.2	3.4	4.0	3.7	4.1	4.0	3.7	3.2	3.1	3.4	4.3	4.0
Iowa	3.9	3.9	3.4	2.7	2.7	3.1	2.9	2.9	2.6	2.6	4.4	2.8	3.0
Kansas	5.8	7.7	6.0	4.7	4.7	5.0	5.7	5.3	4.6	4.6	4.4	4.9	5.3
Kentucky	8.2	7.1	7.0	7.0	7.2	8.1	7.4	7.1	6.8	5.1	5.2	6.3	7.0
Louisiana	6.4	6.7	6.4	5.6	5.3	5.8	5.8	5.3	4.9	4.3	5.0	5.6	5.6
Maine	7.5	7.2	7.2	6.6	6.6	7.1	7.3	8.0	5.8	5.5	5.2	5.7	6.1
Massachusetts	5.3	5.0	4.1	3.9	3.6	3.9	3.6	3.3	2.9	2.8	3.5	4.0	3.8
Michigan	6.9	7.2	7.1	6.5	6.7	8.2	7.9	7.5	6.7	6.4	6.4	6.9	7.0
Minnesota	6.5	6.6	5.6	4.7	4.5	4.8	5.1	5.1	4.3	4.3	4.4	4.7	5.0
Mississippi	7.9	7.5	7.5	5.9	5.0	6.0	5.4	5.1	4.7	4.7	5.8	6.4	6.0
Missouri	4.3	4.4	4.2	2.5	2.3	2.8	2.6	2.4	2.5	2.4	2.4	3.2	3.0
Montana	6.4	5.8	5.0	4.4	4.2	4.3	4.2	3.8	3.8	3.8	4.0	4.5	4.5
Nebraska	4.9	4.4	3.8	3.3	2.9	3.8	3.9	3.0	3.2	3.7	3.6	4.6	3.8
Nevada	7.8	8.3	7.1	7.2	7.3	7.6	7.9	6.8	7.1	6.2	6.1	6.9	7.2
New Hampshire	6.7	6.4	5.9	5.4	5.3	6.2	5.7	5.4	5.4	5.3	5.5	5.4	5.7
New Jersey	8.8	8.9	8.3	7.5	7.5	7.3	7.6	7.3	7.7	7.9	7.2	6.6	7.7
New Mexico	7.1	5.5	4.7	4.4	4.4	4.5	4.6	3.6	3.3	3.1	3.2	3.6	4.3
New York	7.2	6.1	5.7	4.9	3.8	4.6	4.1	3.7	3.6	3.5	5.1	5.4	4.8
North Carolina	6.1	6.3	6.1	5.6	5.1	5.4	5.3	5.2	3.5	4.7	4.9	4.8	5.4
North Dakota	4.3	5.0	4.0	3.7	3.7	4.1	3.9	3.6	3.5	3.6	3.8	3.6	3.9
Ohio	7.6	7.3	6.7	6.3	5.8	5.7	5.6	5.2	5.2	5.2	6.0	6.0	6.1
Oklahoma	7.9	7.6	7.9	6.9	6.6	6.6	7.3	6.8	7.1	6.9	6.6	6.0	6.9
Oregon	8.2	8.8	7.6	6.7	6.0	6.5	7.1	6.8	5.8	5.4	5.5	6.1	6.7
Pennsylvania	6.3	6.3	5.9	5.5	5.5	6.1	6.3	5.6	5.3	5.5	5.2	5.4	5.7
Rhode Island	4.5	3.7	3.4	2.7	2.4	3.2	3.2	2.9	2.2	2.4	2.7	3.4	3.1
South Carolina	6.9	6.6	6.0	5.3	5.3	5.5	5.8	5.1	5.1	5.3	5.3	5.8	5.8
South Dakota	5.5	5.4	4.7	3.9	3.3	3.9	3.6	3.5	3.4	3.5	4.8	4.1	3.9
Tennessee	7.0	7.7	6.9	6.2	6.1	6.4	6.5	5.7	5.1	4.5	3.0	5.5	5.9
Texas	6.4	6.8	6.2	7.0	4.9	7.3	7.3	6.1	5.1	5.6	4.7	5.2	6.4
Vermont	9.6	9.8	8.4	5.2	4.8	4.7	6.1	6.2	6.0	4.1	5.2	6.1	6.4
Virginia	6.3	6.3	5.9	3.3	3.0	3.2	3.1	2.7	4.3	2.9	4.0	5.2	5.1
Washington	4.0	4.0	3.6	3.3	3.0	3.2	3.1	2.7	3.1	2.9	4.0	3.6	3.4
West Virginia	7.1	7.0	6.5	5.8	5.7	6.1	6.3	5.9	5.6	5.3	5.4	5.6	6.0
Wisconsin													
Wyoming													
U.S. TOTAL	7.1	7.0	6.5	5.8	5.7	6.1	6.3	5.9	5.6	5.3	5.4	5.6	6.0

Table D.8

UNEMPLOYMENT RATES BY STATE AND MONTH, 1979

State	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	1979 Ave.
Alabama	6.8	7.7	7.3	6.7	6.6	7.9	8.0	7.1	7.1	6.8	6.9	7.2	7.2
Alaska	11.1	12.0	11.1	10.0	8.9	8.6	7.7	6.8	6.7	7.9	9.1	8.9	9.1
Arizona	5.6	6.3	5.8	5.1	4.9	6.1	5.3	5.0	4.7	4.8	4.8	5.2	5.3
Arkansas	8.2	7.4	6.2	6.1	5.9	5.7	5.8	6.2	6.1	4.8	6.9	6.6	6.4
California	5.4	5.3	5.2	5.1	5.6	5.9	6.2	6.3	6.1	5.8	5.7	6.0	6.2
Colorado	5.6	6.1	5.6	5.1	4.7	5.2	4.8	4.4	4.2	4.8	4.8	4.9	4.8
Connecticut	0.0	6.1	5.0	7.4	6.7	7.3	5.4	8.1	6.5	7.1	8.8	7.4	7.7
Delaware	7.5	7.7	7.9	8.0	8.1	9.1	8.4	7.4	6.5	6.3	6.3	6.3	7.5
Dist. of Columbia	5.4	5.9	5.8	5.3	5.1	6.0	6.5	6.1	6.4	6.3	5.9	5.2	6.0
Florida	5.4	5.9	5.2	6.4	4.8	7.2	6.2	5.5	4.9	5.1	4.9	5.1	5.3
Georgia	8.6	8.3	7.2	6.4	5.2	7.2	6.2	5.9	5.9	6.2	6.5	5.6	6.4
Hawaii	6.4	6.5	5.8	5.7	5.1	6.0	5.1	5.2	4.6	4.1	4.7	6.1	5.9
Idaho	5.8	5.7	6.0	5.8	5.9	5.9	6.5	6.1	5.7	5.5	7.0	7.7	6.3
Illinois	6.4	6.5	4.4	3.8	2.9	3.3	3.5	3.3	3.2	3.4	4.1	4.2	3.9
Indiana	5.6	4.9	4.4	4.7	4.2	4.8	5.5	5.7	5.3	5.7	5.6	5.8	5.6
Iowa	3.9	3.2	2.9	2.9	2.9	3.6	3.9	3.6	3.4	2.9	3.0	3.6	3.3
Kansas	7.3	6.7	5.5	4.7	4.2	4.8	5.5	5.7	5.3	5.7	5.6	6.2	6.4
Kentucky	7.1	6.1	5.6	5.5	5.4	6.8	8.6	6.6	6.6	6.9	6.3	7.0	6.9
Louisiana	7.5	7.8	7.5	6.9	6.7	5.8	5.9	6.2	5.5	5.6	5.9	5.1	5.5
Maryland	6.4	7.2	6.1	5.4	5.0	5.1	5.0	4.7	6.4	4.4	4.8	5.1	5.4
Massachusetts	7.6	6.6	6.7	5.3	5.0	7.2	7.7	7.5	7.2	7.3	7.9	8.5	7.8
Michigan	8.0	8.2	7.9	8.6	3.9	3.8	3.6	3.4	3.4	3.6	4.3	4.9	4.1
Minnesota	5.1	4.7	4.4	4.0	3.9	6.2	5.8	5.3	5.3	5.3	5.9	6.2	5.9
Mississippi	6.9	6.9	6.2	5.5	3.6	4.1	4.3	4.7	4.5	4.5	4.7	4.8	4.5
Missouri	5.8	5.2	4.2	3.8	3.6	4.5	4.3	4.2	3.9	4.1	5.1	5.2	5.0
Montana	8.0	6.2	5.4	5.0	2.5	3.3	2.9	2.9	3.6	3.3	3.2	3.7	3.1
Nebraska	3.7	3.1	2.6	2.4	2.5	3.5	3.7	4.9	4.6	4.7	4.7	5.0	5.1
Nevada	5.2	5.3	5.3	5.2	5.0	5.8	5.4	2.6	2.4	2.5	2.7	3.9	3.2
New Hampshire	3.5	3.3	3.3	3.6	3.1	3.5	3.7	7.2	6.2	6.3	6.6	6.0	6.9
New Jersey	7.5	8.3	7.2	5.7	7.1	7.1	7.9	7.2	6.2	6.9	7.0	6.6	6.4
New Mexico	7.0	6.7	6.1	6.7	5.5	6.4	6.2	6.1	7.5	7.1	6.9	7.0	7.1
New York	7.7	7.4	7.7	6.7	5.9	6.9	7.4	7.3	4.6	4.5	4.4	4.8	4.8
North Carolina	4.9	5.0	4.8	4.4	4.5	5.0	5.6	4.7	4.6	4.5	4.4	4.8	4.8
North Dakota	6.1	6.0	5.0	4.6	3.8	3.5	3.0	2.5	2.4	2.3	3.3	3.9	3.9
Ohio	6.6	6.5	6.0	5.6	4.9	5.8	6.6	6.9	5.4	5.9	5.3	5.2	5.9
Oklahoma	4.2	4.2	3.6	3.9	3.1	3.5	3.6	3.3	3.2	3.3	3.4	3.5	3.5
Oregon	8.3	7.9	7.4	7.1	6.7	6.4	6.6	6.4	6.1	6.3	7.1	7.6	7.0
Pennsylvania	7.1	7.5	7.8	6.2	6.6	7.2	6.3	7.0	6.1	6.3	6.9	6.6	6.9
Rhode Island	7.3	8.0	7.4	7.0	6.2	7.1	7.1	5.9	5.0	5.1	5.2	4.9	5.1
South Carolina	5.2	5.3	5.4	5.2	5.4	5.6	4.9	4.8	4.6	4.4	4.8	3.9	3.3
South Dakota	4.9	3.9	3.8	3.6	2.9	3.9	3.0	2.8	2.9	2.9	2.8	3.1	2.9
Tennessee	7.2	6.4	5.2	4.6	4.8	5.8	6.8	5.6	5.9	5.9	6.2	3.6	4.1
Texas	4.4	4.5	3.8	3.9	4.2	4.8	4.7	4.0	3.8	4.3	4.6	4.3	4.1
Utah	4.9	4.5	3.8	3.4	3.2	3.9	3.8	3.8	4.1	4.3	4.6	4.5	4.3
Vermont	6.1	7.1	6.3	5.5	5.1	5.0	4.6	4.5	4.1	4.0	5.0	5.2	5.3
Virginia	5.5	6.4	5.5	4.6	4.3	4.9	4.7	4.5	4.4	4.5	4.7	5.0	4.9
Washington	8.1	7.9	7.8	7.1	6.6	6.7	6.3	5.8	5.7	5.9	6.1	7.3	6.8
West Virginia	8.6	8.9	7.1	6.6	6.6	5.8	6.5	5.5	5.7	6.4	6.8	7.4	6.8
Wisconsin	5.6	5.1	4.6	4.3	3.6	4.2	3.9	3.9	3.9	4.9	4.7	4.9	4.5
Wyoming	3.8	3.3	3.0	2.8	2.2	2.5	2.4	2.4	2.3	2.2	3.0	3.2	2.8
U.S. TOTAL	6.6	6.4	6.0	5.5	5.1	5.8	5.9	5.7	5.6	5.6	5.6	5.8	5.8

Appendix E
RECRUITING AND ADVERTISING EXPENDITURES

Table E.1
NUMBERS OF ARMY RECRUITERS BY AFEES AND MONTH FOR 1978 AND 1979

Location	1978												1979												TOTAL
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
Albany, NY	43	40	39	41	40	40	38	40	38	39	39	41	42	43	43	47	47	51	47	46	46	47	48	47	1032
Baltimore, MD	114	116	108	108	110	104	105	104	102	107	110	109	111	115	118	123	123	133	128	128	131	125	125	126	2786
Beckley, WV	33	32	32	33	32	28	28	28	26	28	28	28	32	31	31	33	33	34	35	32	33	32	36	35	755
Boston, MA	116	113	106	111	112	106	111	116	115	106	106	100	104	109	107	109	109	116	117	117	111	108	110	114	2645
Buffalo, NY	60	59	58	59	60	63	62	59	62	59	62	59	56	61	60	64	64	62	64	64	62	66	69	70	1593
Cincinnati, OH	72	70	67	63	64	63	64	63	62	63	62	63	70	70	70	71	71	71	71	71	71	71	71	71	1899
Cleveland, OH	123	122	118	123	124	118	120	126	132	127	127	127	112	129	126	123	123	130	133	133	121	113	119	130	2977
Columbus, OH	71	67	64	70	71	71	67	64	67	63	63	63	70	73	75	71	71	72	76	77	81	85	82	84	1722
Harrisburg, PA	42	42	42	46	45	45	45	45	42	43	41	41	44	43	44	45	45	48	49	48	46	47	45	46	1069
Louisville, KY	53	53	57	57	54	58	59	59	62	63	63	55	57	57	58	57	57	61	62	63	61	54	57	56	1393
Manchester, NH	31	30	29	31	30	29	28	27	29	29	29	31	32	31	32	33	33	33	37	35	34	37	37	36	767
Newark, NJ	102	100	95	96	94	99	101	101	103	99	100	97	111	105	106	112	112	119	116	113	113	114	109	110	2529
New Haven, CT	37	37	36	37	37	36	37	36	37	37	39	39	37	37	37	37	37	40	41	40	41	38	36	38	904
Philadelphia, PA	17	15	10	108	110	109	111	117	117	108	105	108	105	108	110	114	114	129	128	125	122	128	118	114	2750
Pittsburgh, PA	76	75	73	72	78	75	78	78	75	74	73	72	78	81	84	84	84	87	85	87	87	85	81	83	1905
Portland, ME	31	31	31	32	31	29	28	30	29	31	31	31	33	31	31	33	33	33	39	36	36	38	38	36	787
Richmond, VA	66	67	65	67	68	67	67	67	66	66	67	67	63	64	64	65	65	66	66	69	50	53	58	60	1543
Springfield, MA	36	37	32	37	36	36	36	36	36	36	37	39	39	36	36	36	37	37	40	40	40	41	37	35	893
Syracuse, NY	56	52	56	57	57	52	55	55	58	59	57	57	54	56	57	58	58	54	65	63	66	63	60	61	1383
Wilkes-Barre, PA	40	40	40	44	43	43	43	44	40	41	40	40	42	42	42	43	43	47	48	46	45	46	44	45	1031
Fort Hamilton, NY	160	157	157	148	152	151	156	154	140	141	141	137	144	142	144	154	154	176	182	176	168	166	164	156	3720
Atlanta, GA	71	69	71	68	71	72	72	72	72	67	67	67	66	67	66	65	65	61	67	70	62	53	58	60	1594
Charlotte, NC	59	59	58	56	55	56	57	57	58	58	59	50	51	48	50	51	51	52	51	52	54	49	48	48	1217
Coral Gables, FL	49	49	51	51	50	51	53	53	53	53	49	50	51	48	50	51	51	52	51	52	54	49	48	48	1303
Fort Jackson, SC	58	57	57	55	58	59	59	61	61	61	60	57	55	59	60	59	59	63	64	62	64	62	49	53	1392
Jackson, MS	26	25	24	26	27	25	26	25	27	26	26	27	27	26	26	27	27	29	30	28	27	28	28	27	640
Jacksonville, FL	88	90	88	93	94	96	98	96	97	94	91	93	89	90	95	98	98	101	96	86	90	89	92	85	2227
Knoxville, TN	40	40	40	39	38	39	38	37	37	37	35	40	41	39	39	38	37	40	38	37	38	38	36	38	919
Memphis, TN	37	37	35	37	39	37	37	37	37	37	38	38	38	38	38	40	40	40	44	41	40	41	40	40	929
Montgomery, AL	67	67	67	69	69	65	67	69	68	68	67	67	71	67	68	70	70	67	74	73	43	47	60	63	1583
Nashville, TN	35	34	34	34	33	33	33	33	33	33	33	35	34	34	33	33	32	32	35	34	32	31	31	32	793
Raleigh, NC	48	49	48	42	43	43	43	43	43	43	43	42	43	43	43	43	46	46	47	48	46	45	44	44	1062
San Juan, PR	40	41	40	39	42	41	38	39	39	39	39	38	40	40	39	39	39	35	36	37	40	39	35	37	931
Albuquerque, NM	21	22	23	24	25	24	24	24	24	22	22	21	24	22	22	23	23	23	28	26	28	27	26	28	581
Amarillo, TX	13	14	13	15	15	16	16	15	15	14	13	13	15	14	14	15	15	15	16	16	17	17	17	17	359
Dallas, TX	81	81	82	80	80	78	81	80	74	84	73	80	75	70	73	76	76	86	87	81	86	90	90	90	1934
Fl Paso, TX	27	28	29	30	32	31	30	30	30	30	28	27	26	27	27	29	29	35	33	36	34	33	35	36	732
Houston, TX	62	68	65	64	67	69	70	67	69	66	64	66	56	64	60	67	67	79	80	84	72	71	72	76	1645
Little Rock, AR	36	34	32	32	31	29	29	30	31	31	31	31	33	33	33	32	32	32	36	36	36	33	34	35	787
New Orleans, LA	49	45	42	42	40	42	40	44	47	44	38	38	46	43	43	43	43	49	52	51	52	50	51	51	1088
Oklahoma City, OK	47	47	47	49	51	56	56	54	51	48	48	47	50	51	51	54	54	51	51	52	54	58	57	56	1242
San Antonio, TX	68	67	65	65	65	68	66	71	65	65	64	62	63	64	62	63	63	71	71	66	74	66	67	63	1584
Shreveport, LA	32	30	28	29	28	25	26	27	28	28	28	28	29	29	29	29	29	32	31	32	31	30	31	31	700
Chicago, IL	233	225	228	233	237	239	228	217	211	215	214	212	224	219	214	209	218	210	215	217	198	199	205	206	5226
Denver, CO	61	65	68	68	69	72	73	66	67	56	60	57	65	70	71	73	73	73	86	88	84	74	77	89	1760
Des Moines, IA	74	74	74	74	70	73	74	68	67	69	74	67	69	70	69	67	67	70	78	77	77	79	85	89	1769
Detroit, MI	210	206	211	212	203	193	192	191	188	188	188	184	192	191	190	185	195	203	206	201	197	196	201	199	4728

(Continued)

Table E.1—continued

Location	1978												1979												TOTAL
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	
(Continued)																									
Fargo, ND	19	20	19	19	25	25	24	23	23	24	24	24	24	22	22	24	24	24	24	22	21	20	20	21	537
Indianapolis, IN	91	91	89	92	92	84	85	80	83	80	84	85	89	83	85	90	90	89	91	89	91	90	90	95	2112
Kansas City, KS	92	93	92	90	93	93	91	86	81	82	85	86	84	86	86	85	85	85	97	99	97	95	92	92	2157
Milwaukee, WI	95	95	93	93	96	93	93	89	91	88	89	88	85	83	86	89	89	97	89	90	92	92	96	92	2181
Minneapolis, MN	126	129	127	126	108	103	98	100	97	98	89	88	101	97	99	108	108	120	121	117	123	123	117	118	2641
Omaha, NE	31	33	32	33	43	42	43	39	39	40	42	41	41	39	39	40	40	41	51	38	36	35	33	36	897
Sioux Falls, SD	20	21	21	21	28	27	28	25	25	26	27	26	27	25	25	26	26	27	27	24	23	22	21	23	591
St Louis, MO	122	125	125	122	116	113	113	115	117	116	122	119	111	105	106	111	111	121	114	111	108	104	101	103	2731
Butte, ID	15	15	15	16	15	16	16	16	16	16	16	15	14	14	14	15	15	16	14	15	15	15	16	16	366
Boise, ID	18	17	17	19	19	18	19	19	20	18	18	18	17	17	18	17	17	19	18	18	18	19	19	19	436
Salt Lake City, UT	23	22	22	24	24	23	24	24	25	23	23	23	22	22	23	22	22	25	23	23	23	24	24	25	558
Fresno, CA	37	37	34	34	36	37	34	36	43	49	48	51	52	47	50	51	51	58	60	52	56	57	57	59	1126
Los Angeles, CA	234	214	212	216	216	234	226	238	228	231	225	221	245	239	249	268	268	294	303	287	286	289	279	272	5974
Oakland, CA	133	119	124	134	143	140	126	131	118	117	116	123	131	129	135	151	151	175	181	166	173	176	159	161	3412
Phoenix, AZ	53	54	52	52	58	60	61	61	61	61	61	58	59	59	60	62	62	66	63	63	59	63	69	57	1434
Portland, OR	57	63	70	66	64	60	61	63	61	63	60	60	57	60	59	62	62	67	69	73	68	67	60	70	1522
Seattle, WA	64	63	58	62	62	61	68	57	57	61	57	57	57	59	62	60	60	68	68	64	64	60	60	62	1471
Spokane, WA	34	34	31	34	33	33	37	31	31	33	30	30	31	32	33	33	33	37	37	35	34	32	32	33	793
Anchorage, AK	3	3	4	3	4	4	4	4	4	4	4	5	4	5	5	5	5	5	5	5	5	5	5	5	105
Honolulu, HI	12	13	14	13	14	16	16	16	16	15	14	18	17	18	18	19	20	19	20	20	20	21	21	19	409
Guam	6	6	6	6	7	7	8	7	7	7	7	8	8	8	8	9	9	9	9	9	9	10	10	9	189

Table E.2

Location	1978												1979												TOTAL																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
Albany, NY	30	31	12	74	31	32	31	31	31	31	31	30	29	30	29	29	29	29	29	30	32	32	32	33	733																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Baltimore, MD	12	17	18	70	71	72	71	73	74	73	74	73	67	67	67	66	82	88	91	96	99	100	101	96	1913																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Beckley, WV	79	78	79	77	77	77	77	77	77	75	74	76	67	69	71	78	84	87	90	93	92	91	93	90	1957																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Buffalo, NY	63	61	60	58	52	51	58	59	54	56	55	56	52	52	54	54	56	57	58	65	68	66	68	69	1413																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Cincinnati, OH	90	89	87	86	92	93	93	93	93	86	85	82	79	78	78	80	81	80	80	80	80	80	81	81	1109																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Cleveland, OH	50	50	47	46	47	47	47	46	47	48	46	46	48	48	48	48	54	54	50	50	52	51	51	52	1206																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Columbus, OH	30	33	32	39	33	33	33	31	39	31	39	31	30	29	30	31	31	31	31	35	35	33	36	36	763																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Harrisburg, PA	31	32	32	39	39	39	39	36	37	38	39	37	38	39	37	36	41	42	41	41	44	45	46	45	948																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Louisville, KY	17	17	17	17	16	17	16	17	16	17	16	16	16	16	17	17	18	19	19	20	20	19	20	19	418																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Manchester, NH	85	85	81	84	82	90	79	80	78	81	81	86	84	81	79	81	85	86	87	85	90	89	88	89	2005																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Newark, NJ	31	34	34	35	35	35	35	35	34	34	34	33	32	32	33	33	33	32	34	36	36	35	36	37	8117																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
New Haven, CT	109	108	108	108	103	103	100	107	104	98	99	101	92	93	98	97	101	107	101	103	103	111	105	107	14659																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Philadelphia, PA	22	21	22	22	22	22	22	22	21	20	20	21	21	21	22	22	23	24	24	25	25	25	25	24	5333																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Pittsburgh, PA	49	47	49	48	51	52	50	51	50	51	50	51	34	35	35	35	35	36	36	38	38	38	39	39	8713																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Portland, ME	36	37	37	38	37	37	37	37	37	37	37	37	42	42	42	43	44	44	45	50	52	50	52	53	10719																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Richmond, VA	48	46	46	45	44	44	44	44	44	44	44	42	29	27	28	29	30	30	30	32	32	33	34	35	2454																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Springfield, MA	31	31	31	32	32	31	31	31	31	31	31	31	102	102	102	102	96	93	92	93	95	90	96	101	103	2454																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
Syracuse, NY	69	72	73	72	78	75	75	78	76	74	73	72	102	101	100	96	93	92	93	95	80	80	80	81	1824																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Welles-Barre, PA	35	36	37	41	39	38	37	39	36	34	35	35	39	38	38	38	43	43	43	43	40	35	41	42	9716																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Charlotte, NC	47	49	55	61	59	59	59	61	61	59	61	61	67	67	67	67	67	67	67	68	68	68	69	69	1434																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Charlottesville, VA	49	50	50	56	55	54	52	50	55	53	56	57	57	57	57	57	62	62	62	63	66	69	61	61	1345																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Fairfax, VA	21	24	23	24	23	24	24	24	26	25	26	23	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26

Table E.2—continued

Location	1978												1979												TOTAL	
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		
(Continued)																										
Fargo, ND	16	16	15	15	15	14	13	13	13	14	13	13	13	14	14	14	15	16	17	17	18	19	21	21	20	376
Indianapolis, IN	60	60	61	61	60	61	62	65	61	61	63	63	63	64	61	62	63	67	66	67	71	78	77	79	74	1567
Kansas City, KS	69	69	69	79	78	77	78	79	76	75	75	72	72	70	70	72	65	67	67	66	64	69	69	72	74	1718
Milwaukee, WI	49	50	49	56	51	52	52	52	61	56	54	54	54	53	55	53	54	56	59	60	60	56	57	58	58	1316
Minneapolis, MN	73	72	71	71	71	72	71	71	72	68	65	65	65	65	65	67	69	74	77	79	83	85	81	81	82	1749
Omaha, NE	25	25	24	23	22	21	20	21	20	21	20	21	20	22	21	22	24	25	27	27	28	29	32	33	31	588
St. Louis, MO	16	16	16	15	15	14	14	13	14	14	13	13	14	14	14	14	14	15	16	17	17	18	21	21	20	380
St. Louis, MO	80	82	82	79	81	81	81	86	83	75	75	75	75	77	73	75	77	81	77	81	85	86	86	86	82	1917
Butte, MT	11	11	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	10	11	11	11	10	243
Salt Lake City, UT	17	17	17	17	16	17	16	16	16	16	16	16	16	17	16	16	17	17	17	18	18	18	18	17	17	405
Fresno, CA	40	38	35	36	35	37	37	37	37	34	35	35	35	36	37	36	37	37	37	38	37	39	38	40	37	883
Los Angeles, CA	163	163	162	161	163	162	160	164	163	161	158	157	157	161	160	162	165	170	176	177	188	185	187	186	176	4030
Oakland, CA	129	127	124	122	121	123	121	115	116	105	105	105	105	113	113	113	120	135	138	145	149	151	146	149	144	3029
Phoenix, AZ	72	72	73	73	72	74	74	76	78	74	75	77	77	77	78	79	81	79	80	85	85	87	86	84	84	1875
Portland, OR	52	49	46	46	45	47	47	48	48	44	45	46	46	46	48	46	47	47	46	49	48	51	50	51	48	1140
Seattle, WA	50	49	49	50	47	49	47	48	49	47	48	47	48	49	48	50	51	51	52	53	52	54	53	49	1190	
Spokane, WA	24	23	23	24	22	23	22	23	23	22	23	22	23	23	23	23	24	24	24	25	25	25	26	25	23	564
Anchorage, AK	5	5	5	5	5	5	4	5	5	4	4	4	4	5	4	5	5	5	5	5	5	5	5	5	5	115
Honolulu, HI	10	10	10	10	10	10	10	10	10	10	14	14	14	14	14	14	14	14	14	14	14	14	17	17	17	309

Table E.3
NAVY LOCAL ADVERTISING EXPENDITURES BY AFEEES AND QUARTER, 1978 AND 1979

Location	1978					1979				
	1st	2nd	3rd	4th	Total	1st	2nd	3rd	4th	Total
Albany, NY	1522	2917	3392	1755	9586	2221	4795	3557	3975	14548
Baltimore, MD	7564	7588	8225	9106	32483	7526	6982	8407	13256	36171
Beckley, WV	1206	2827	2946	2231	9250	1836	2151	2638	2529	8754
Boston, MA	5404	5473	9811	5993	26681	8315	7010	9344	10184	31753
Buffalo, NY	1721	5135	7531	4336	18723	9086	7033	10524	5082	31705
Cincinnati, OH	3817	4154	5205	5534	18710	4256	3999	2041	6114	17310
Cleveland, OH	10966	4808	14926	6411	37151	11028	9682	9512	10073	46295
Columbus, OH	4212	4585	5745	6107	20649	4697	4414	3247	6748	19106
Harrisburg, PA	3635	6775	5902	3399	15305	1286	1287	913	1498	4984
Knoxville, KY	2497	5664	5902	4471	18534	2877	4309	5286	5067	17539
Manchester, NH	1157	1172	2100	1283	5712	1780	2079	2000	2180	8039
Newark, NJ	6202	9835	1745	4446	22228	10513	7102	5800	4616	28031
New Haven, CT	1683	3224	3749	1940	10596	2455	5299	3932	4393	16079
Philadelphia, PA	16452	5595	8403	7388	37838	5162	3623	5676	7688	22149
Pittsburgh, PA	6996	11153	11393	5574	35116	10789	10561	10877	9761	41988
Portland, ME	1463	1482	2656	1622	7223	2251	2629	2530	2757	10167
Richmond, VA	1188	1729	11373	5849	20079	4570	4301	6393	9111	24375
Springfield, MA	1814	3476	4042	2092	11424	2647	5713	4239	4737	17336
Syracuse, NY	1317	3929	5763	3318	14327	6952	5397	8053	3858	24260
Wilkes-Barre, PA	3473	1430	6473	3248	14624	1228	1229	872	1432	4761
Fort Hamilton, NY	7580	1890	11700	4283	29877	11575	5992	6170	8609	32346
Atlanta, GA	4603	8990	12001	4283	29877	8294	1201	14140	7118	30753
Charlotte, NC	3062	3599	3212	2905	12778	3439	3080	5838	2775	15132
Coral Gables, FL	5501	3972	5083	2868	17424	5899	4127	4625	9884	24535
Fort Jackson, SC	6987	2772	5901	3659	19319	6026	5140	4332	6211	21709
Jackson, MS	2185	3291	2890	1306	9672	2917	2111	3412	1746	10186
Jacksonville, FL	13394	5488	10077	5200	34159	6660	7959	8483	11088	34190
Knoxville, TN	2788	2911	2418	4299	12416	3393	1228	5073	3606	13300
Memphis, TN	3360	5058	4442	2007	14867	4484	3245	5244	2683	15656
Montgomery, AL	6266	4464	6119	3202	20051	6949	5780	4897	6020	23646
Nashville, TN	2921	3050	2533	4504	13008	3555	1287	5313	3778	13933
Raleigh, NC	2658	3125	2790	2522	11095	2987	2674	5070	2409	13140
San Juan, PR	2039	692	1455	730	4916	749	1140	1196	1241	4326
Albuquerque, NM	2366	1818	1243	4181	9608	999	990	818	1977	4784
Amarillo, TX	2155	1656	1132	3808	8751	910	901	745	1801	4357
Dallas, TX	8466	6651	10202	13281	38600	3240	4463	5494	5702	18899
El Paso, TX	2645	2033	1390	4675	10713	1117	1107	915	2211	5350
Houston, TX	3598	7364	9302	740	27844	2811	3012	2811	4669	14365
Little Rock, AR	3955	3396	2415	740	10506	4184	2763	3754	2786	13487
New Orleans, LA	4024	3727	3955	1682	13418	2103	2432	3384	2491	10410
Oklahoma City, OK	6564	6333	1564	2766	17227	5408	5152	4984	3965	19509
San Antonio, TX	3585	4716	5933	2905	17139	5203	8412	4650	4124	22299
Shreveport, LA	3073	2186	1383	669	9506	3784	2500	3397	2521	12204
Chicago, IL	15368	9150	13813	757	45858	10821	3239	3108	9743	26911
Denver, CO	6490	8638	11433	757	33705	6749	6249	9016	6178	28192
Des Moines, IA	4169	3020	3398	2033	13220	4775	5796	3432	3640	17843
Detroit, MI	7434	4825	12246	16462	41067	8722	11910	13573	18324	52529

(Continued)

Table E.3—continued

Location	1978				Total	1979				Total
	1st	2nd	3rd	4th		1st	2nd	3rd	4th	
(Continued)										
Fargo, ND	2100	1247	1732	1718	6797	2379	1399	903	2505	7186
Indianapolis, IN	6482	4830	12486	8015	31813	4699	6855	9905	4511	25970
Kansas City, KS	6717	5897	8011	8260	24885	5873	8454	13803	6695	34825
Milwaukee, WI	8084	5899	9522	4525	28030	4661	3886	8226	7331	24104
Minneapolis, MN	8820	8857	8948	6184	31009	5578	6393	2112	6707	20790
Omaha, NE	3263	1937	2591	2468	10559	3696	2173	1403	3891	11163
Sioux Falls, SD	2107	1251	1137	1723	6818	2387	1403	906	2513	7209
St. Louis, MO	4757	5246	8745	7766	25814	6839	9115	5539	9547	31040
Boise, ID	2826	466	546	1397	5235	545	1077	1050	663	3335
Butte, MT	1288	2403	3469	1067	8227	958	1766	2780	1034	6536
Salt Lake City, UT	10254	1693	3439	5010	19997	1977	3910	3810	2406	12103
Fresno, CA	1796	3101	3439	1613	9979	2332	2855	995	1158	7340
Los Angeles, CA	11833	15240	21521	18002	66596	17418	17532	15014	9595	59559
Oakland, CA	8318	14358	15925	6807	46208	10799	13219	4608	5363	33989
Phoenix, AZ	13321	5248	8041	6804	28406	9687	2339	3149	7196	22671
Portland, OR	13321	2199	2572	6587	20679	2568	5079	4949	3126	15722
Seattle, WA	3776	7044	10168	3127	24115	2808	5175	8148	3032	19163
Spokane, WA	1797	3353	4841	1489	11480	1337	2464	3879	1443	9123
Anchorage, AK	357	666	967	296	2280	265	489	770	286	1810
Honolulu, HI	661	1141	1266	605	3673	858	1051	366	426	2101

Appendix F

STATISTICAL MODEL FOR ANALYZING ENLISTMENT RESPONSES

The statistical analyses reported in this study are based on the assumptions that (i) the enlistment options have multiplicative effects on the enlistment responses, and (ii) the monthly enlistment counts in any region can be treated as independent Poisson-distributed random variables. The second assumption is consistent with the hypothesis that occurrences of enlistments in any region follow a nonhomogeneous (or time-dependent) Poisson process as defined, for example, by Parzen (1962) or Cox and Lewis (1966).

Let $n(t)$ be the count of enlistments in some region up to time t . Sufficient conditions for establishing that the counts $\{n(t), t \geq 0\}$ follow a nonhomogeneous Poisson process are:

- (a) The probability of a single occurrence during the time interval $(t, t + h)$ is $h\lambda(t) + o(h)^1$;
- (b) The probability of two or more occurrences during $(t, t + h)$ is $o(h)$;
- (c) The probability of an occurrence during $(t, t + h)$ does not depend on the number and timing of occurrences up to time t .

The function $\lambda(t)$ in (a) is called the "intensity function" of the process. Under assumptions (a)-(c), the counts $n(t)$ have Poisson distributions, and the mean value function of the process is given by

$$m(t) = E[n(t)] = \int_0^t \lambda(s) ds.$$

For convenience below, we shall suppose that time is measured in months and that $t = 0$ at the beginning of 1978. Let $n_i(t)$ denote the number of enlistments in the i^{th} AFEES up to time t , and let $\lambda_i(t)$ and $m_i(t)$ denote the corresponding intensity and mean value functions. Also, let $y_{it} = n_i(t) - n_i(t - 1)$ denote the number of enlistments during the t^{th} month, so that y_{it} has a Poisson distribution with mean

$$\lambda_{it} = m_i(t) - m_i(t - 1) = \int_{t-1}^t \lambda_i(s) ds.$$

Note that λ_{it} is the mean value (in the calculus sense) of the intensity function over the interval $(t - 1, t)$.

The analogous counts and parameters for the test areas will be denoted by capital letters. Thus, $N_k(t)$ will denote the number of enlistments in the k^{th} test area up to time t . The intensity and mean value functions of the process $\{N_k(t), t \geq 0\}$ will be denoted by $\Lambda_k(t)$ and $M_k(t)$. These functions satisfy

¹The symbol $o(h)$ is standard notation for any real-valued function of h such that $o(h)/h \rightarrow 0$ as $h \rightarrow 0$. For a proof that these conditions define a Poisson process, see Chiang (1968, p. 48) or Hodges and LeCam (1960).

$$\Lambda_k(t) = \sum \lambda_i(t)$$

$$M_k(t) = \sum m_i(t)$$

where the sums are over the set of indices i corresponding to AFEES in the k^{th} test area. Similarly, Y_{kt} will denote the count of enlistments during the t^{th} month in the k^{th} test area, and Λ_{kt} will denote its mean.

We shall assume that the enlistment packages have the same multiplicative effect on the intensity functions for all AFEES in the same test area. The effect of the incentives in the k^{th} test area at time t can be defined in terms of the ratio

$$\rho_k(t) = \Lambda_k(t)/L_k(t)$$

where $L_k(t)$ is the hypothetical intensity function of the enlistment process in the absence of the incentives. If we let L_{kt} denote the corresponding hypothetical mean value of Y_{kt} in the absence of the incentives, then the effect of the incentives on Λ_{kt} is reflected by

$$\rho_{kt} = \Lambda_{kt}/L_{kt} = \frac{\int_{t-1}^t \rho_k(s)L_k(s)ds}{\int_{t-1}^t L_k(s)ds}.$$

Interpreting the ratio of integrals on the right as an expected value with respect to a probability density function proportional to $L_k(t)$, we see that ρ_{kt} represents an average value of $\rho_k(t)$ on $(t-1, t)$.

In considering the problem of estimating the function $\rho_k(t)$ or the parameters ρ_{kt} from the enlistment counts at the AFEES level, we first observe that the enlistment intensities $\lambda_i(t)$ for the individual AFEES will depend on numerous factors including (i) local, regional, and national labor market conditions; (ii) changes in postsecondary educational and vocational opportunities; (iii) levels of recruiting effort and advertising; and (iv) changes in military/civilian wage differentials. Because of the multitude of factors that might affect the local enlistment intensities, and the inherent difficulties of distinguishing effects of changes in local recruiting conditions from changes at the regional and national levels, it is difficult to prescribe a statistical procedure that will permit isolating the effects of the enlistment incentives from the effects of other changes that might affect the recruiting process.

One way around the difficulty is to adopt the assumption that, despite the possible variability in the enlistment intensities at local levels, these differences will approximately balance out when the data are aggregated to the test area level. It will be recalled that, at least in the Army test, the test areas were selected to be "representative" of all AFEES in terms of geographic dispersion and economic characteristics. (See Figs. 2.1 and 2.2 and Table 4.3.) Thus, there is some reason to believe that, in the absence of the incentives, the test areas would experience similar changes in enlistment intensities over time, reflecting changes in the military recruiting environment at the national level.

This formulation can be made explicit by adopting the assumption that the intensity functions for the test areas satisfy

$$\Lambda_k(t) = \theta_k g(t) \rho_k(t)$$

where:

- (a) θ_k is the initial value of $\Lambda_k(t)$ at $t = 0$;
- (b) $g(t)$ is a function of t only that satisfies $g(0) = 1$ and reflects changes over

time in the enlistment intensities due to changes in unemployment rates, wage rates, recruiting practices, international events, and other factors that affect military recruiting; and

- (c) $\rho_k(t)$ is the multiplicative effect at time t of the enlistment incentives in test area k .

If the experimental period is the time interval (t_1, t_2) , then it is implicitly assumed that $\rho_k(t) = 1$ for values of t outside this interval.

To estimate the "average value" of $\rho_k(t)$ during the experimental period, one is led to consider the ratio $R_k = T_{k2}/T_{k1}$ where $T_{k2} = N_k(t_2) - N_k(t_1)$ is the total number of enlistments in the k^{th} test area during the experimental period, and $T_{k1} = N_k(t_2 - 12) - N_k(t_1 - 12)$ is the corresponding figure for the previous year. It follows from the assumption above that

$$E(T_{k2}) = \theta_k \int_{t_1}^{t_2} \rho_k(t) g(t) dt = \theta_k \rho_k^* G(t_1, t_2)$$

where

$$G(t_1, t_2) = \int_{t_1}^{t_2} g(t) dt$$

and

$$\rho_k^* = \int_{t_1}^{t_2} \rho_k(t) g(t) dt / G(t_1, t_2).$$

Note that ρ_k^* represents an average value of $\rho_k(t)$ in the sense that ρ_k^* is the expected value of $\rho_k(t)$ with respect to the density function $g(t)/G(t_1, t_2)$ on (t_1, t_2) . Similarly,

$$E(T_{k1}) = \theta_k G(t_1 - 12, t_2 - 12).$$

Hence, the approximate expected value of $R_k = T_{k2}/T_{k1}$ is

$$E(R_k) \approx E(T_{k2})/E(T_{k1}) = \rho_k^* G(t_1, t_2)/G(t_1 - 12, t_2 - 12).$$

Since the approximate expectation of the corresponding ratio R_c for the control group has the same form except for the factor ρ_k^* , an approximately unbiased estimator for ρ_k^* is provided by

$$\hat{\rho}_k^* = R_k/R_c.$$

Appendix G presents a formula for the standard error of this estimator.

Although this estimator was derived from some oversimplified assumptions, note that the essence of the derivation is that, in general, R_k is a biased estimator of ρ_k^* because of changes in the overall intensity function in the k^{th} test area due to overall changes in the recruiting environment. The key assumption behind using R_k/R_c to estimate ρ_k^* is that the k^{th} test area and the control area experience approximately the same year-to-year changes (on average) in overall recruiting intensities in the absence of the incentives.

As an alternative formulation to handle the case that the test areas are not representa-

tive of the entire nation, we return to considering the monthly enlistment counts y_{it} for the individual AFEES. By analogy with the previous discussion, it will be assumed that the means of the counts satisfy

$$\lambda_{it} = E(y_{it}) = \theta_{it} g_t \exp\left(\sum_k \beta_{kt} \delta_{kit}\right)$$

where:

- (a) the constants g_t reflect changes over time in the enlistment intensities in all AFEES due to changes in the national recruiting environment;
- (b) δ_{kit} is an indicator variable having the value one if the i^{th} AFEES belongs to the k^{th} test area during the t^{th} month;
- (c) the parameters $\beta_{kt} = \log \rho_{kt}$ are measures of the effects of the incentives;
- (d) the factors θ_{it} are as yet unspecified variables reflecting differences across AFEES in enlistment intensities due to differences in population characteristics, as well as changes over time in the intensities due to changes in *local* unemployment rates, wage rates, levels of recruiting effort, seasonal fluctuations, and other factors.

The representation of θ_{it} that is used in the analysis reported in this study is

$$\theta_{it} = \gamma_i \exp(x_{it}' \nu) h_i(t)$$

where:

- (i) the parameters γ_i reflect differences across AFEES in factors related to recruiting performances (such as population sizes and attitudes toward military service) that remain relatively stable over time;
- (ii) x_{it} is a $p \times 1$ vector of characteristics of the i^{th} AFEES at time t , namely, the logarithms of the unemployment rate, wage rate, number of recruiters, and local advertising expenditures (if available);
- (iii) ν is an unknown $p \times 1$ vector of parameters;
- (iv) $h_i(t)$ is a function measuring the effects of seasonal factors at the i^{th} AFEES.

The only assumption about the function $h_i(t)$ used below is that $h_i(t) = h_i(t - 12)$, i.e., the multiplicative effects at the local level due to seasonal factors (excluding those associated with changes in local unemployment and wage rates) remain the same from year to year.

Substituting the above representations of θ_{it} into the previous expression for λ_{it} leads to an unwieldy expression for $E(y_{it})$. However, it will be seen below that the logarithms of the year-to-year ratios

$$r_{it} = y_{it}/y_{i,t-12}$$

have a simple mean structure. We begin by using a result of Cox (1955) to the effect that, if $y \sim \text{Poisson}(\lambda)$, where $\lambda > 2$ and $y^* = y + 1/2$, then $E(\log y^*) \approx \log \lambda$ and $\text{Var}(\log y^*) \approx 1/\lambda$; moreover, $1/y^*$ is approximately unbiased for $\text{Var}(\log y^*)$. This result permits transforming the Poisson counts y_{it} , which have a multiplicative mean structure, to random variables that have an additive mean structure. For large values of λ (say, $\lambda > 20$) the " $1/2$ " correction terms can be ignored, as will be done here, except to define $\log y$ and $1/y$ when $y = 0$.

Applying Cox's result to the monthly enlistment counts y_{it} , we obtain

$$E(\log y_{it}) \simeq \log \gamma_i + x_{it}' \nu + \log h_i(t) + \log g_t + \sum \beta_{kt} \delta_{kit}$$

and

$$\text{Var}(\log y_{it}) \simeq 1/\lambda_{it}.$$

Hence,

$$E(\log r_{it}) = E(\log y_{it} - \log y_{i,t-12}) \simeq (x_{it} - x_{i,t-12})' \nu + \alpha_t + \sum \beta_{kt} \delta_{kit}$$

where $\alpha_t = \log g_t - \log g_{t-12}$. Also,

$$\text{Var}(\log r_{it}) \simeq 1/\lambda_{it} + 1/\lambda_{i,t-12},$$

which can be estimated by

$$v_{it} = 1/y_{it} + 1/y_{i,t-12}.$$

Under the assumption that the effects β_{kt} are constant during the experimental period, these effects as well as the parameters α_t and ν can be estimated by weighted least squares using the values of $\log r_{it}$ as the dependent variable and the reciprocals of the estimated variances as weights. This is the method that is used in estimating the effects of the enlistment packages to allow for changes in recruiting conditions at the AFEES level.

Appendix G

CALCULATION OF STANDARD ERRORS OF RATIOS OF ENLISTMENT COUNTS

This appendix provides formulas for calculating standard errors for ratios of enlistment counts as well as for other statistics derived from these ratios. It is assumed throughout that the occurrences of enlistments within any region follow a nonhomogeneous Poisson process. (See App. F.) This implies that, if X and Y are counts of enlistments in the same region in two disjoint time intervals, then X and Y are independent random variables, and each has a Poisson distribution, i.e.,

$$P(X = k) = e^{-\mu} \mu^k / k! \quad \text{for } k = 0, 1, 2, \dots,$$

where $\mu = E(X)$.

We begin by deriving standard errors for the ratio $R = Y/X$ and for $Z = 100(R - 1)$, the percent increase of Y over X .¹ An approximate formula for $\text{Var } R$, obtained by expanding $f(x, y) = y/x$ in a Taylor series about (μ_x, μ_y) and omitting terms of higher than second order, is

$$\text{Var } R \approx (\mu_y/\mu_x)^2 [\sigma_x^2/\mu_x^2 + \sigma_y^2/\mu_y^2 - 2 \text{Cov}(X, Y)/\mu_x\mu_y]$$

where $\sigma_x^2 = \text{Var } X$. See Kendall and Stuart (1963, p. 232). Since X and Y are independent and $\sigma_x^2 = \mu_x$, this reduces to

$$\text{Var } R \approx (\mu_y/\mu_x)^2 (1/\mu_x + 1/\mu_y).$$

Estimating μ_x and μ_y by X and Y , respectively, leads to the following formula for the standard error:

$$\text{s.e.}(R) = R(1/X + 1/Y)^{1/2}.$$

Since the goodness of this approximation for Poisson-distributed random variables is open to question, another derivation is provided that is more closely tailored to the applications in this study, where X and Y are comparable counts of enlistments in two successive years (so that $\mu_x \approx \mu_y$) and the ratios R are close to one. This derivation uses the approximations

$$R - 1 \approx \log R = \log Y - \log X \approx \log Y^* - \log X^*$$

where $Y^* = Y + 1/2$ and $X^* = X + 1/2$. Since Cox (1955, p. 132) showed that an approximately unbiased estimate of $\text{Var}(\log X^*)$ is $1/X^*$, it follows that an alternative formula for the standard error of R for values of R near 1.0 is given by

$$\text{s.e.}(R) = (1/Y^* + 1/X^*)^{1/2}.$$

Since X^* and Y^* can be replaced by X and Y when both values are large, this

¹For definiteness in defining R when $X = 0$, we shall assume that zero values of X are replaced by $1/2$. Since $P(X = 0) = e^{-\mu}$, zero values of X are extremely unlikely when $\mu > 10$.

formula tends to corroborate the previous formula. The analogous formula for the standard error of $Z = 100(R - 1)$ is

$$\text{s.e.}(Z) = 100(1/Y + 1/X)^{1/2}.$$

If R_1 and R_2 are two independent ratios of the above form, say

$$R_i = Y_i/X_i \quad i = 1, 2,$$

then the standard error of R_2/R_1 can be obtained similarly using the approximation

$$R_2/R_1 - 1 \approx \log(R_2/R_1) = \log R_2 - \log R_1.$$

This leads to the formula

$$\text{s.e.}(R_2/R_1) = (1/Y_2 + 1/X_2 + 1/Y_1 + 1/X_1)^{1/2}.$$

Appendix H

MODELING FORCE STRUCTURE

This technical appendix describes the construction of the retention models used in Sec. VII. The models are for NPS male Army enlistees who follow a particular enlistment/reenlistment pattern, namely, a three-year initial term of enlistment followed by three-year reenlistments thereafter, through twenty years of service.

Let $R(t)$ be the probability that an enlistee serves at least t years. The graph of $R(t)$, the so-called "retention curve," might look something like Fig. H.1. There are major drops in

$R(t)$ at the reenlistment points, while between reenlistment points there are declines due to attrition for various reasons. In estimating the retention curves for our models, we separate reenlistment from attrition and further distinguish first-term attrition from that during succeeding terms. The data available to us do not allow us to model returns to the service by prior servicemen.

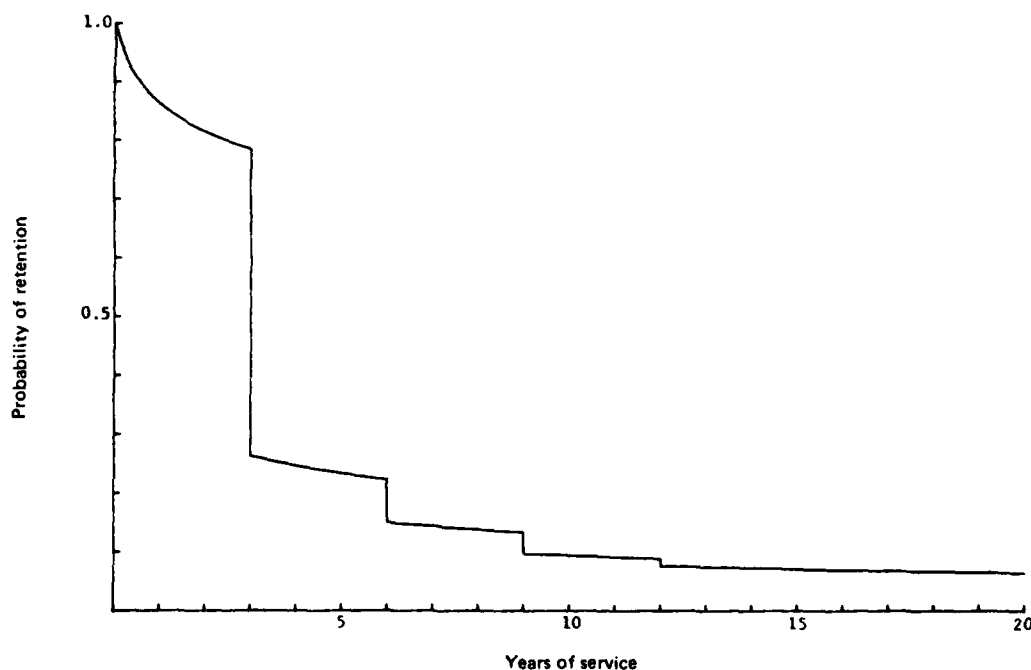


Fig. H.1—Hypothetical retention curve

We investigated first-term attrition using DMDC "cohort" (longitudinal) tabulations for male Army enlistees. For each fiscal year from 1974 through 1979, the data give the percentages of that year's cohort of enlistees who remained through at least 6 months, 12 months,

and 24 months of service. These provide empirical estimates of $R(t)$ at $t = 0.5, 1.0$, and 2.0 years. The data are disaggregated by education (high school graduate or not), mental category, term of enlistment, and occupational specialty (combat arms or other), allowing us to investigate the effects of each of these characteristics separately and jointly.

In constructing our models of reenlistment behavior and of attrition in the second and succeeding terms, we used DMDC "inventory" (cross-sectional) tabulations for male Army enlistees. For each fiscal year from 1975 through 1979, the data show the number of enlistees in the Army at the beginning of the fiscal year and the percentage of them who remained at the end of the fiscal year. For each educational and mental category, the data are disaggregated by length of service and length of time remaining in the current term of service (both measured at the start of the fiscal year). Losses among those with more than a year to serve were considered to be attrition losses, while losses among those with less than a year remaining resulted from both attrition and failure to reenlist. Our use of cross-sectional data implicitly assumes that current attrition and reenlistment decisions depend only on current conditions and are independent of past service experiences.

In choosing a parametric model for the retention function $R(t)$, we began by considering choices that would suffice if there were no discontinuities at the reenlistment points. Here, the fact that the observed yearly attrition rates declined with years of service led us to restrict our choices to functions $R(t)$ having monotonically decreasing "force of separation" (or "hazard function") defined by

$$m(t) = -R'(t)/R(t).$$

A choice of $R(t)$ that satisfies this criterion and fits the actual attrition rates very well is given by the *Pearson Type XI* or *Pareto Type II* curve

$$R(t) = (1 + \beta t)^{-\alpha} \quad (1)$$

where α and β are positive parameters to be estimated from the attrition data. See Bartholomew (1979, pp. 48-50). The corresponding hazard function is

$$m(t) = \alpha\beta/(1 + \beta t),$$

which is a decreasing function of t .

To adapt these retention curves to the case where first-term attrition differs from career attrition and there are discontinuities at the reenlistment points, we modeled the retention curves for three-year enlistees using the following piecewise continuous representation:

$$R(t) = \begin{cases} (1 + \beta_1 t)^{-\alpha_1} & \text{for } 0 \leq t \leq 3 \\ c_1 (1 + \beta_2 t)^{-\alpha_2} & 3 < t \leq 6 \\ c_2 (1 + \beta_2 t)^{-\alpha_2} & 6 < t \leq 9 \\ c_3 (1 + \beta_2 t)^{-\alpha_2} & 9 < t \leq 12 \\ c_4 (1 + \beta_2 t)^{-\alpha_2} & 12 < t \leq 20 \end{cases}$$

The parameters c_1 , c_2 , c_3 , and c_4 adjust for the discontinuities at the reenlistment points. We allowed the parameters α and β to vary between the first term and succeeding terms to provide for different attrition behavior in the two time periods.

The parameters specifying $R(t)$ were estimated separately for high-quality and lower-quality males. For the parameter estimation, as opposed to the model development and validation work, we used only two data sources. One was the cohort data for the fiscal year 1977 male NPS Army enlistees, reproduced in Table H.1. The other was the inventory data for fiscal year 1979, reproduced in Tables H.2 and H.3.

The first step in parameter estimation was to estimate α_1 and β_1 from the first-term attrition data given in Table H.1. Equation (1) above was fitted to the empirical retention function using nonlinear least squares. The values of α and β so obtained provided our estimates of α_1 and β_1 .

Estimation of α_2 and β_2 was more troublesome. The data in Tables H.2 and H.3 do not provide an empirical retention function as such. Having data only on yearly continuation

Table H.1

**FIRST-TERM ATTRITION OF MALE THREE-YEAR
ARMY ENLISTEES BY QUALITY,
FISCAL YEAR 1977**

Months of Service	High-quality		Lower-quality	
	Number Remaining	Percent	Number Remaining	Percent
0	24,792	100.0	87,936	100.0
6	22,355	90.1	71,467	81.3
12	21,512	86.8	65,773	74.8
24	20,112	81.2	57,369	65.2

Table H.2

**CONTINUATION RATES OF MALE ARMY ENLISTED PERSONNEL BY QUALITY
AND YEARS OF SERVICE, FISCAL YEAR 1979**

Years of Service	High-quality			Lower-quality		
	N	Number Continuing	Percent	N	Number Continuing	Percent
0- 1	31,216	27,502	88.1	66,325	56,265	84.8
1- 2	36,951	33,877	91.7	75,716	65,740	86.8
2- 3	45,767	23,630	51.6	63,256	29,975	47.4
3- 4	26,178	15,452	59.0	21,182	14,860	70.2
4- 5	16,067	14,354	89.3	15,720	14,134	89.9
5- 6	16,063	13,404	83.4	13,289	11,124	83.7
6- 7	16,342	12,873	78.8	12,693	10,384	81.8
7- 8	10,986	8,921	81.2	8,925	7,321	82.0
8- 9	6,383	5,656	88.6	4,375	3,962	90.6
9-10	6,039	5,515	91.3	5,176	4,790	92.5
10-11	6,781	6,283	92.7	5,641	5,314	94.2
11-12	4,777	4,456	93.3	4,349	4,085	93.9
12-13	3,780	3,562	94.2	3,970	3,758	94.7
13-14	2,704	2,598	96.1	2,569	2,482	96.6
14-15	2,644	2,565	97.0	2,632	2,576	97.9
15-16	2,534	2,485	98.1	2,659	2,606	98.0
16-17	2,870	2,827	98.5	3,181	3,140	98.7
17-18	3,056	3,011	98.5	2,989	2,950	98.7
18-19	3,022	2,976	98.5	2,995	2,947	98.4

Table H.3

**CONTINUATION RATES OF MALE ARMY ENLISTED PERSONNEL WITH MORE
THAN 12 MONTHS REMAINING IN TERM AS OF START OF FISCAL YEAR,
BY QUALITY AND YEARS OF SERVICE, FISCAL YEAR 1979**

Years of Service	High-quality			Lower-quality		
	N	Number Continuing	Percent	N	Number Continuing	Percent
0- 1	31,196	27,495	88.1	66,205	56,219	84.9
1- 2	36,712	33,768	92.0	74,525	65,320	87.6
2- 3	18,869	17,659	93.6	18,911	17,495	92.5
3- 4	12,305	11,592	94.2	12,665	11,865	93.7
4- 5	14,371	13,602	94.6	13,933	13,208	94.8
5- 6	12,375	11,808	95.4	9,976	9,521	95.4
6- 7	11,128	10,649	95.7	8,976	8,590	95.7
7- 8	7,436	7,126	95.8	5,966	5,751	96.4
8- 9	5,021	4,830	96.2	3,462	3,355	96.9
9-10	4,935	4,778	96.8	4,302	4,175	97.0
10-11	5,622	5,450	96.9	4,722	4,615	97.7
11-12	3,846	3,737	97.2	3,460	3,376	97.6
12-13	3,144	3,061	97.4	3,280	3,212	97.9
13-14	2,290	2,237	97.7	2,172	2,134	98.3
14-15	2,285	2,244	98.2	2,314	2,286	98.8
15-16	2,320	2,282	98.4	2,395	2,366	98.8
16-17	2,561	2,532	98.9	2,867	2,844	99.2
17-18	2,684	2,657	99.0	2,625	2,599	99.0
18-19	2,599	2,565	98.7	2,560	2,532	98.9

rates, we first constructed an approximation to the empirical retention function. The procedure can be illustrated using the data for high-quality enlistees in Table H.2. Of the 3022 enlistees with between 18 and 19 years of service at the start of the fiscal year, 2976, or 98.5 percent, were still in the service at the end of the fiscal year. We proceeded as if all of these began the year with exactly 18.5 years of service, which yields a loss rate, from all causes, of 1.5 percent between the 18.5 and 19.5 year points. (Had we used the data in Table H.3, we would have found a loss rate, from attrition alone, of 1.3 percent during the same period.) Thus, we had $R(19.5) = .985 R(18.5)$. Similarly, we treated the 3056 enlistees with between 17 and 18 years of service at the start of the fiscal year as though they had 17.5 years of service. Then, since 3011, or 98.5 percent, of these recruits remained at the end of the fiscal year, we had $R(18.5) = .985 R(17.5)$. Combining this with our first result gave $R(19.5) = .970 R(17.5)$. Proceeding backward in a similar fashion, we used the data of Table H.2 to relate $R(19.5)$, $R(18.5)$, ..., $R(3.5)$ to $R(2.5)$. We then turned to Table H.1, which provides more precise data on $R(0.5)$, $R(1.0)$, and $R(2.0)$, since attrition is the only significant source of losses over that time frame. To relate $R(2.5)$ to $R(2.0)$, we used the data from Table H.3 to estimate the loss rate, due to attrition alone, of 6.4 percent over the period from 2.5 years to 3.5 years. Extrapolating this rate backward gave a 3.2-percent rate from 2.0 years to 2.5 years, so $R(2.5) = .968 R(2.0)$. Thus, we had an approximate empirical retention function, including both attrition and reenlistment losses, defined at $t = 0.0, 0.5, 1.0, 2.0, 2.5, 3.5, \dots, 19.5$ years.

By using Table H.3 instead of Table H.2, we constructed similar retention functions that describe only the losses due to attrition. In the same manner as before, we fit Eq. (1) to this empirical attrition retention function, omitting the points on the retention function during the first three years. We used these estimates of α and β as our estimates of α_2 and β_2 .

To estimate c_1 , c_2 , c_3 , and c_4 , we imposed the additional requirement that the theoretical retention function from Eq. (2) coincide with the approximate empirical retention function, including both attrition and reenlistment losses, at four points in time. We chose for these points $t = 5.5, 8.5, 11.5$, and 14.5 , each of which follows a different reenlistment point. We did this separately for high-quality and lower-quality enlistees, matching the respective empirical retention functions. Table H.4 presents the estimates of the parameters.

To model a force with a two-year initial enlistment, we assumed that attrition and reenlistment behavior would resemble that for three-year enlistees, except that the reenlistment points all occur one year earlier. Thus, Eq. (2) above is used, with the same parameter values, but with the pieces defined on the intervals from 0 to 2 years, 2 to 5 years, and so forth.

Given estimates of the retention functions under various assumptions, one can summarize the salient features of the distributions using moments, quantiles, and other characteristics. Continuation rates and yearly attrition rates can be calculated from the retention function. For a cohort of n initial enlistees, the force size curve—the expected number of these enlistees remaining after t years—is given by $nR(t)$. Also, for a steady-state force of n enlistees, the force profile curve—the expected number at any time who have served t or more years—is also given by $nR(t)$.

Let T be the length of service of an enlistee chosen at random from new entrants into a force for which the retention curve is $R(t)$. The expected length of service on active duty is the expected value of T , defined by

$$E(T) = \int_0^{20} t dF(t)$$

Table H.4
RETENTION FUNCTION PARAMETER ESTIMATES:
MALE NPS ARMY ENLISTEES

Parameter	Parameter Estimate	
	High-quality	Lower-quality
α_1	0.101	0.212
β_1	3.323	3.159
α_2	0.414	0.286
β_2	0.330	1.699
c_1	0.349	0.387
c_2	0.235	0.272
c_3	0.172	0.205
c_4	0.148	0.180

where $F(t) = P(T \leq t)$. This expected value can be computed as the area under the retention function $R(t)$:

$$E(T) = \int_0^{20} R(t)dt.$$

Similarly, since all enlistees are obligated to a minimum of six years combined active and reserve duty, the expected IRR commitment T^* can be calculated as the area above the retention function up to six years:

$$E(T^*) = \int_0^6 [1 - R(t)]dt.$$

The proportion $p(t)$ of the steady-state force with less than t years of service is the proportion of the area under the retention function that is to the left of t :

$$p(t) = \left(\int_0^t R(s)ds \right) / E(T).$$

For a derivation of this formula, see Haggstrom (1975, p. 99).

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