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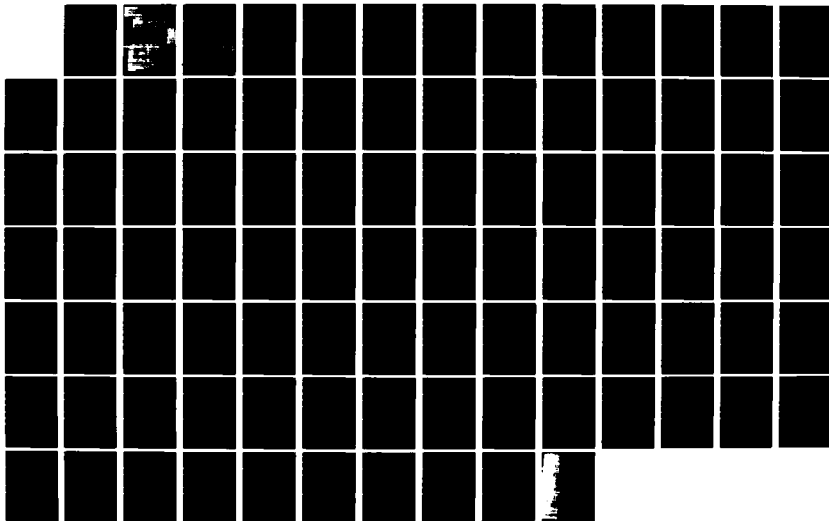
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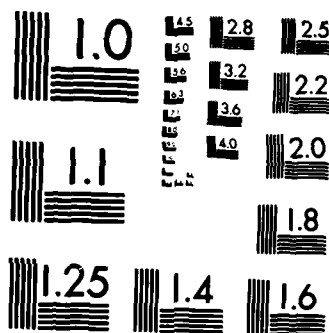
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SEPARATION OF PRIOR-SERVICE NAVY PERSONNEL OVER TWO- AND
SIX-YEAR PERIODS: FISCAL YEARS 1975-1981

Technical Report ONR 83-1, April 1983

David K. Ellison, Margaret E. Mitchell, Iceland L. Bell,
and Stanley P. Stephenson, Jr.

With the assistance of
Stanley D. Fitch

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David R. Ellison, Margaret E. Mitchell, Leland L. Beik,
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Institute for Policy Research and Evaluation
The Pennsylvania State University
University Park, PA 16802

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TABLE OF CONTENTS

	<u>Page</u>
LIST OF FIGURES	ii
LIST OF TABLES	v
EXECUTIVE SUMMARY	1
INTRODUCTION	3
DESCRIPTIVE ANALYSIS OF ATTRITION DATA	3
Military Background Variables	4
Years to separation	4
Recruiting area at reentry	10
Pay grade at reentry	15
Prior-service affiliation	15
Armed Forces Qualifying Test (AFQT) group	24
Reentry waiver status	29
Interservice separation code	34
DOD occupation code	39
Attrition of Prior-Service Personnel	
by Sociodemographic Variables	44
Educational level at time of reentry	44
Marital status and number of dependents	49
Ethnic group	49
Age at time of reentry	62
IMPLICATIONS OF THE DATA	67
Skills of Prior-Service Reentrants	67
Career Motivation of Reentrants	68
Quality of Reentrants	68
Relationship Between Attrition and	
Selected Characteristics of the Reentrant	69

LIST OF FIGURES

	<u>Page</u>
FIGURE 1 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Times to Separation	5
FIGURE 2 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Times to Separation	7
FIGURE 3 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Recruiting Areas of Accessions	11
FIGURE 4 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Recruiting Areas of Accessions	13
FIGURE 5 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Paygrades at Entry	16
FIGURE 6 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Paygrades at Entry	18
FIGURE 7 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Prior-Service Affiliations	20
FIGURE 8 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Prior-Service Affiliations	22
FIGURE 9 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by AFQT Groups at Entry	25
FIGURE 10 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by AFQT Groups at Entry	27
FIGURE 11 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Waiver Status at Entry	30
FIGURE 12 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Waiver Status at Entry	32

LIST OF FIGURES

	<u>Page</u>
FIGURE 13 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Interservice Separation Codes	35
FIGURE 14 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Interservice Separation Codes	37
FIGURE 15 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by DOD Occupation Codes	40
FIGURE 16 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by DOD Occupation Codes	42
FIGURE 17 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Entry Education Levels	45
FIGURE 18 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Entry Education Levels	47
FIGURE 19 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Entry Marital Status	50
FIGURE 20 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Entry Marital Status	52
FIGURE 21 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Number of Dependents at Entry	54
FIGURE 22 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Number of Dependents at Entry	56
FIGURE 23 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Ethnic Groups	58
FIGURE 24 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Ethnic Groups	60

LIST OF FIGURES

	<u>Page</u>
FIGURE 25 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Comparable Six-Year Periods by Ages at Entry	63
FIGURE 26 Attrition of Prior-Service Accession Cohorts (1978, 1979) Over Comparable Two-Year Periods by Ages at Entry	65

LIST OF TABLES

	<u>Page</u>
TABLE 1 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Number of Years to Separation	6
TABLE 2 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by the Number of Years to Separation	8
TABLE 3 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Recruiting Area of Accession	12
TABLE 4 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Recruiting Area of Accession	14
TABLE 5 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Pay Grade at Time of Reentry	17
TABLE 6 Attrition of Prior-Service Accession Cohorts (figure 1978, 1979) Over Comparable Two-Year Periods by Pay Grade at Reentry	19
TABLE 7 Attrition of Prior-Service Accession Cohorts (1973, 1974, 1975, 1976) Over Six-Year Periods by Prior-Service Affiliation	21
TABLE 8 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Prior-Service Affiliation	23
TABLE 9 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by AFQT Group at Reentry	26
TABLE 10 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by AFQT Group at Reentry	28
TABLE 11 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Waiver Status at Reentry	31
TABLE 12 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Waiver Status at Reentry	33

LIST OF TABLES

	<u>Page</u>
TABLE 13 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Interservice Separation Code	36
TABLE 14 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Comparable Two-Year Periods by Interservice Separation Code	38
TABLE 15 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by DOD Occupation Code.	41
TABLE 16 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by DOD Occupational Code	43
TABLE 17 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Reentry Education Level.	46
TABLE 18 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Reentry Education Level.	48
TABLE 19 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Marital Status	51
TABLE 20 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Marital Status	53
TABLE 21 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Number of Dependents	55
TABLE 22 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Number of Dependents	57
TABLE 23 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Ethnic Group	59
TABLE 24 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Ethnic Group	61

LIST OF TABLES

	<u>Page</u>
TABLE 25 Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976) Over Six-Year Periods by Age at Reentry	64
TABLE 26 Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) Over Comparable Two-Year Periods by Age at Reentry	66

EXECUTIVE SUMMARY

The Pennsylvania State University, Institute for Policy Research and Evaluation, is conducting an empirical study of prior-service personnel for the United States Navy, Office of Naval Research. As background for that study, several descriptive studies were first undertaken in order to better understand the prior-service community. The analysis presented here uses a census of all male prior-service enlisted personnel who reentered the Navy during fiscal years 1973-1981. The main focus of this report is to describe, by year of enlistment, these prior-service personnel who left in terms of military and sociodemographic variables.

Several points, methodological and substantive, are important to clarify.

- The analysis is descriptive and informal; the intention is neither to test behavioral hypotheses nor to use the analysis for policy formation.
- The term "attrition" is used here to denote someone who has left the military within a specified time (either two or six years after reentry). This usage may be at odds with other reports.

The following substantive points have implications for further research and analysis.

- Attrition of prior-service personnel is relatively high: 50.2 percent of those who reentered between fiscal years 1973 and 1976 separated from the military within six years of reentry. Two-thirds of all such leavers left within two years.
- Cost savings of training via recruiting prior-service persons may be more than offset if they leave faster than fresh recruits.
- The highest attrition rates were found for the following groups: personnel in the E-2 pay grade; prior-Army personnel; AFQT group III; those without a DOD occupational status; those without a high school diploma; Hispanics or blacks; and youths aged 18 to 20 years.

- Failure to meet minimum behavioral and performance criteria accounted for more than 33 percent of all prior-service attritions.

The implications of these findings are developed in the last section of this report and will guide further research efforts on prior-service personnel at The Pennsylvania State University.

Stanley P. Stephenson, Jr.
Principal Investigator
April, 1983

INTRODUCTION

This report provides a descriptive analysis of prior-service personnel who reentered the Navy during fiscal years 1973-1981.^c It includes selected information about these accessions by presenting attrition data^a on individuals who reentered the Navy in fiscal years 1973 to 1976, 1978, and 1979. These data are summarized for six-year and two-year periods. The attrition data are also related to specific military background and sociodemographic variables. Additionally, the implications of these data are discussed.

DESCRIPTIVE ANALYSIS OF ATTRITION DATA^b

The objective of this section is to mirror the prior-service accession profile presented in Technical Report 83-1 by presenting a prior-service attrition profile using specific military background and sociodemographic variables. The military background variables include length of time to separation, recruiting area, pay grade, prior-service affiliation, AFQT group, Department of Defense (DOD) occupational category, entry-waiver status, and interservice separation code. The sociodemographic variables are educational level, marital status, number of dependents, ethnic group, and age.

^aIn this report attrition refers to leaving the Navy during a specified time period (two years or six years after reentry). This classification does not consider the term of enlistment. Therefore, someone is classified as a six-year attrition if the person left within six years of reentry, regardless of the term of enlistment.

^bThis report presents an analysis which is only descriptive. Therefore, any references to the size or direction of particular measures are only descriptive. Such statements do not refer to statistical significance.

In order to allow populations of accessing individuals equal opportunity to separate, accession cohorts are compared over six-year periods for individuals reentering in FY73, FY74, FY75, and FY76 and over two-year periods for those reentering in FY78 and FY79. In both intervals, the time period is defined by the individual's date of reentry. For example, data for the six-year time periods track an individual over the 72 months after the date of reentry. Obviously, such a six-year period may span six or seven fiscal years.

A conservative estimate of the six-year data is also provided for FY76 accessions. This estimate is conservative since the FY82 data were unavailable for this analysis. Thus, this estimate of a six-year time period actually reflects a five- to six-year time period for individuals in this cohort.

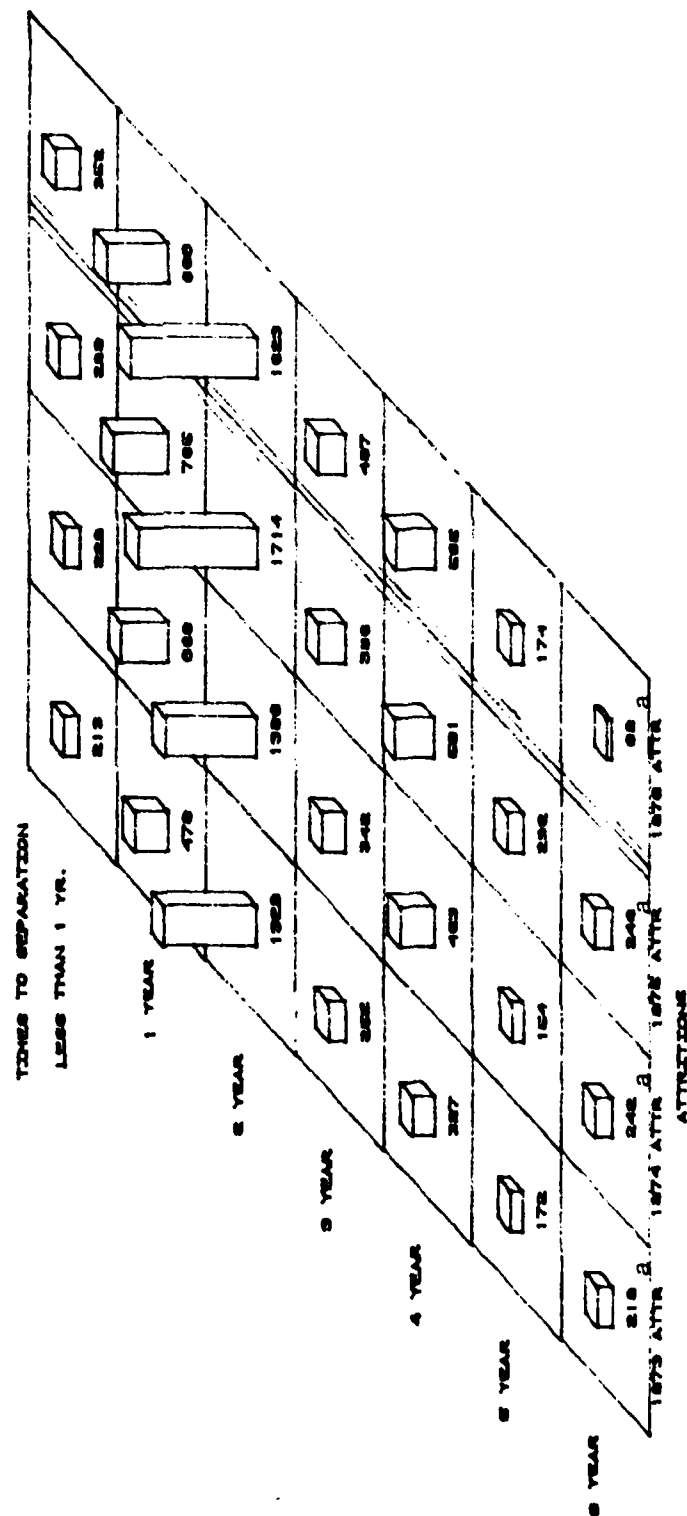
This section's accompanying tables and figures compare cohort accessions and attritions for specific periods in terms of the specified military and sociodemographic variables. The number of accessions and attritions is used in computing an attrition rate for specific categorizations of individuals. Within each category the attrition rate is defined as the percentage of accessions who separate within the specified time period.

Military Background Variables

Years to separation. Figures 1 and 2 and Tables 1 and 2 describe attrition data on prior-service personnel by the number of years to separation. Figure 1 and Table 1 refer to six-year periods. Figure 2

Figure 1
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Times to Separation

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort who became attritions within each of the specified time periods.

TABLE 1

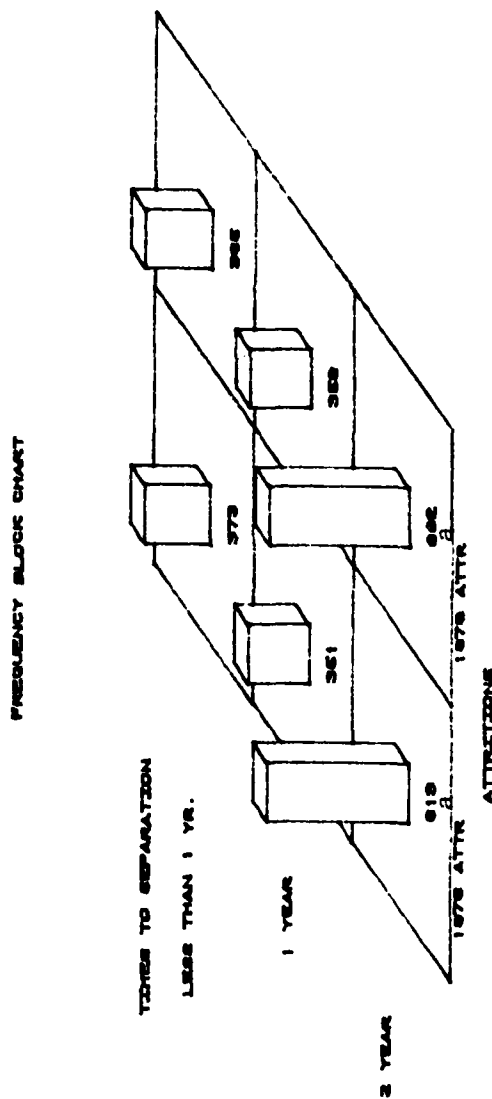
Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Number of Years to Separation

Years to ^b Separation	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81 ^a	Total
Less than 1 yr.	213 [7.2]	229 [6.7]	290 [6.9]	352 [8.2]	1084 (3.7) [7.3]
1 year	470 [15.9]	680 [19.8]	785 [18.6]	886 [20.8]	2821 [18.9]
2 year	1329 [44.9]	1308 [38.0]	1714 [40.5]	1823 [42.7]	6174 [41.5]
3 year	252 [8.5]	342 [9.9]	398 [9.4]	407 [9.5]	1399 [9.4]
4 year	307 [10.4]	483 [14.0]	561 [13.3]	565 [13.3]	1916 [12.9]
5 year	172 [5.8]	154 [4.5]	232 [5.5]	174 [4.1]	732 [4.9]
6 year	219 [7.4]	242 [7.0]	248 [5.9]	60 [1.4]	769 [5.2]
Total	6,512	7,062	8,064	8,167	29,685
2 Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2
ⁱ j = Percent of cohort's 6 yr. attrition.					

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

^b From time to accession.

Figure 2
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Times to Separation



^aNumber of accessions in this year's cohort who became attritions within each of the specified time periods.

TABLE 2

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979) ^a
Over Comparable Two-Year Periods by the Number of Years to Separation

Years to a Separation ^a	FY78-80	FY79-81	Total
Less than 1 year	373 [24.3]	385 [25.0]	758 [24.7]
1 year	351 [22.8]	350 [22.8]	701 [22.8]
2 years	813 [52.9]	802 [52.2]	1615 [52.5]
Total	6278 6278	6964 1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5	22.1	23.2

[] = Percent of cohort's 2 yr. attrition.

^afrom time of accession.

and Table 2 refer to two-year periods. In both tables the number of years to separation was computed as the number of years of service after reentering the Navy.

It is significant to note that in the combination of FY73 to FY76 cohorts, 10,099 prior-service accessions (34.0 percent) left the military after serving two years or less (3.7 percent in less than a year, 9.5 percent one year after reentry, and 20.8 percent two years after reentry). Of the FY78 and FY79 accessions 3,074 (23.2 percent) left within two years of reentry (5.7 percent less than one year after reentry, 5.3 percent one year after reentry, and 12.2 percent two years after reentry).

Interestingly, the time-to-separation figures are relatively consistent among comparable cohorts. As the data in Table 1 indicate, 50.2 percent of the prior-service personnel who reentered between fiscal years 1973 and 1976 separated from the military within six years of reentry. As the data in Table 2 indicate, 23.2 percent of the FY78 and FY79 accessions separated within two years of reentry.

If we consider all attritions which occurred within six or fewer years of reentry, there was a slight increase over time in the total attrition rates for each of the cohorts from FY73 to FY76 (46.3 percent for FY73, 48.7 for FY74, 52.4 for FY75, and 52.2 for the estimate of FY76). Since the FY76 estimate is conservative, this 52.2 percent is likely to increase when the FY82 data are considered. Thus, with each succeeding cohort an increase in the percent of attritions within six years of reentry would occur.

Unlike the increase observed for the six-year time periods, the two-year data for FY78 and FY79 evidenced a slight decrease in the total attrition rate over time. Of the FY78 accessions, 24.5 percent sepa-

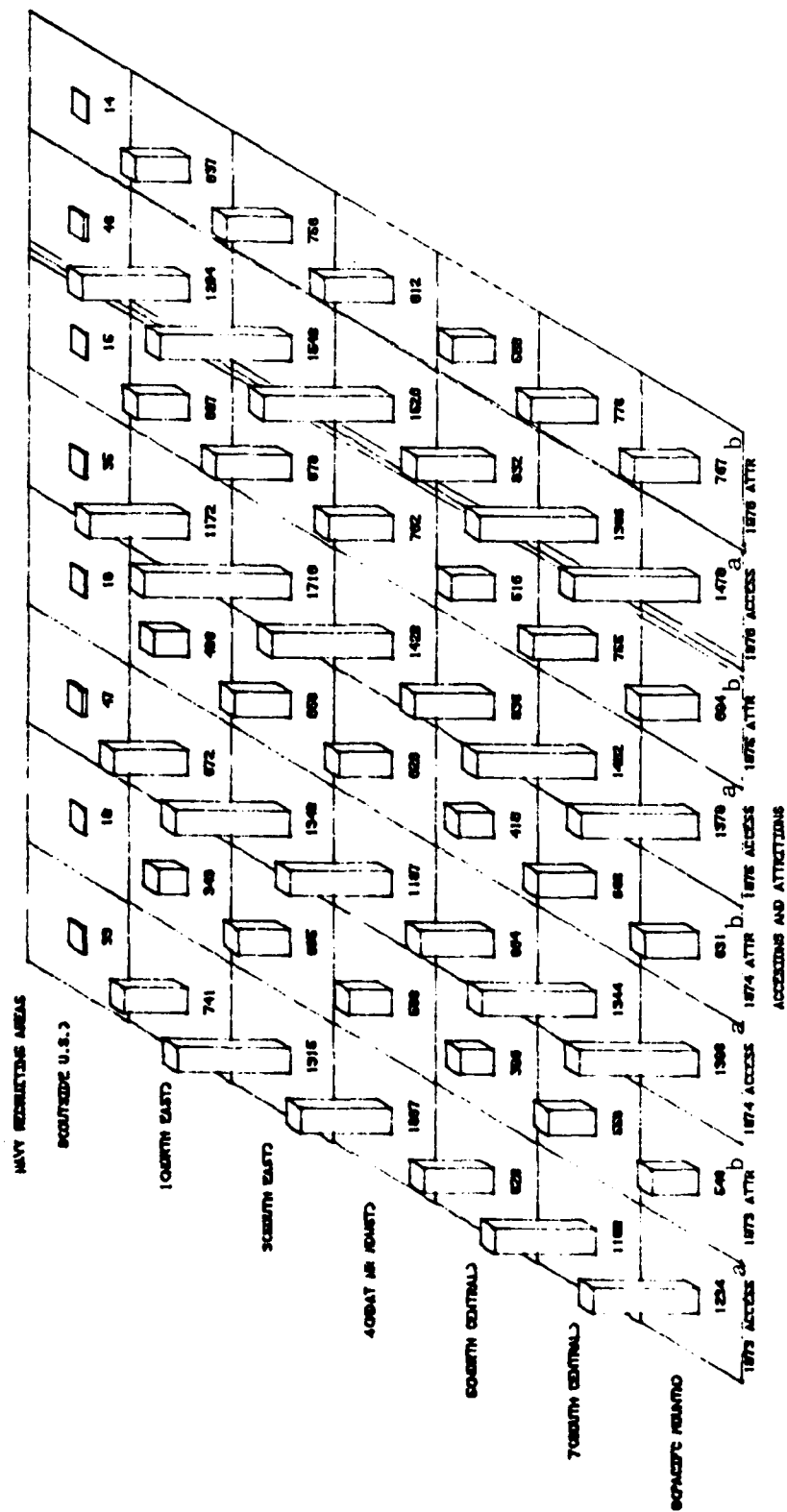
rated within two years of reentry. Of the FY79 accessions, 22.1 percent separated within two years of reentry.

The attrition data can also be viewed in a different way by determining the percentage of all attritions who left within specified time periods. For the combination of cohorts FY73, FY74, FY75, and FY76, approximately 67.7 percent of all those who separated within six years of reentry left within two years of reentry: 7.3 percent separated less than one year after reentry; 18.9 percent separated one year after reentry; and 41.5 percent separated two years after reentry. For the combination of cohorts FY78 and FY79, 52.5 percent of the total two-year attrition occurred at the two-year point.

Recruiting area at reentry. Figures 3 and 4 and Tables 3 and 4 show attrition of prior-service personnel by recruiting areas from which they reentered. Excluding the area outside the continental U.S., the other six geographical areas evidenced attrition rates which were relatively similar to each other. Within each cohort the ranges were 46.0 percent to 48.3 percent for FY73, 46.6 percent to 52.3 percent for FY74, 50.3 percent to 55.0 percent for FY75, and 49.2 percent to 56.3 percent for FY76. For the combination of the cohorts FY73 to FY76, the attrition rates ranged from 48.2 percent in the Pacific Mountain area (Area 8) to 52.3 percent in the South Central area (Area 7).

As the entries in Table 4 indicate, data for the two-year periods display the same characteristics as were found in Table 3--that is, similar attrition rates for the six geographical areas. These rates ranged from 22.2 to 27.2 percent for the FY78 cohort and 19.4 to 24.4 percent for the FY79 cohort.

Figure 3
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Recruiting Areas of Accessions



a Number of accessions in this year's cohort.

b Number of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 3

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Recruiting Area of Accession**

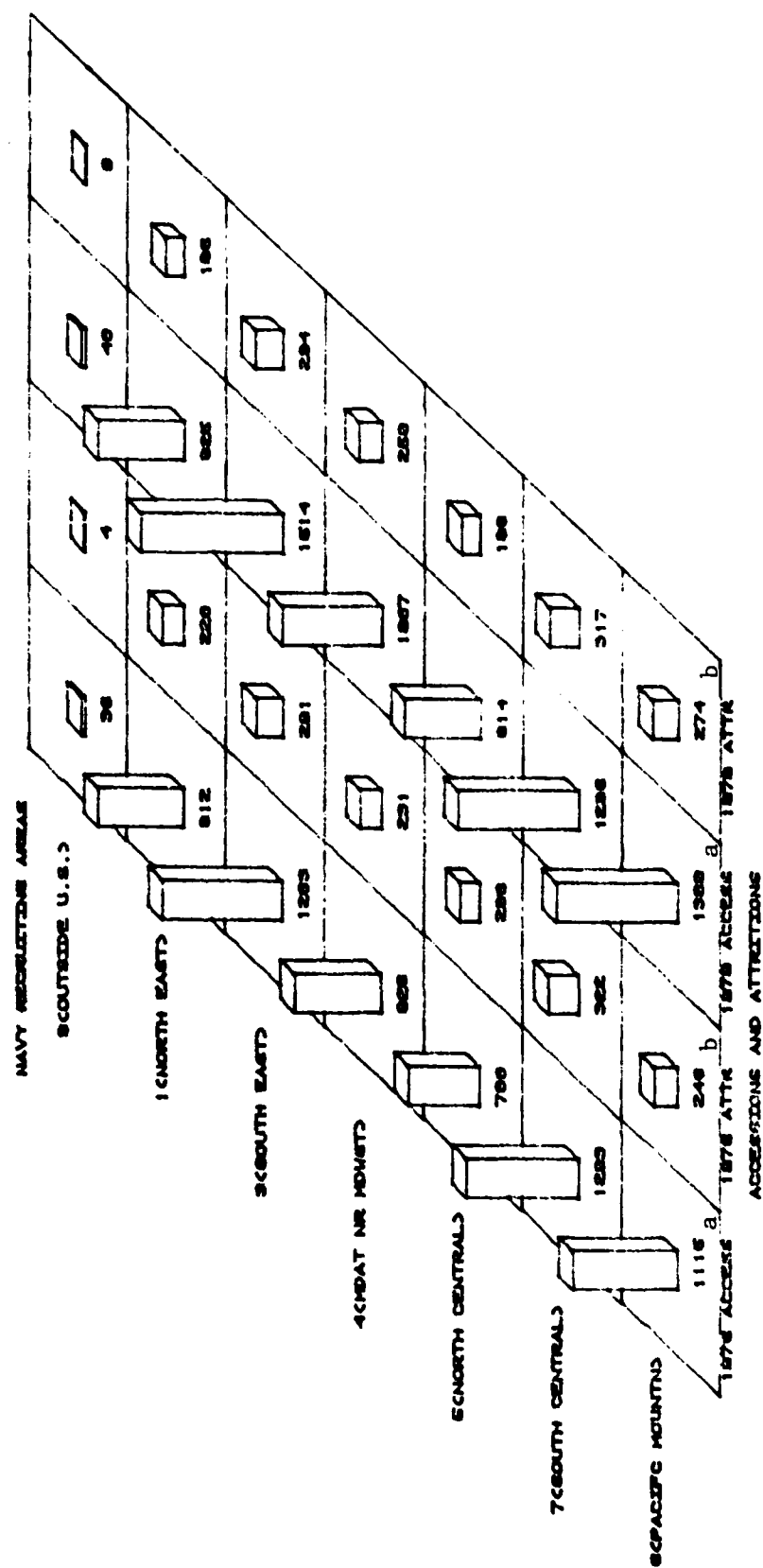
Recruiting Area of Accession	FY73-FY79		FY74-FY80		FY75-FY81		FY76-FY81 ^a		Total
0 (outside continental U.S.)	33	10 (30.3) [0.3]	47	19 (40.4) [0.6]	35	15 (42.9) [0.4]	48	14 (29.2) [0.3]	163 58 (35.6) [0.4]
1 (North East)	741	343 (46.3) [11.6]	872	406 (46.6) [11.8]	1172	607 (51.8) [14.4]	1264	637 (50.4) [14.9]	4049 1993 (49.2) [13.4]
3 (South East)	1315	605 (46.0) [20.4]	1340	658 (49.1) [19.1]	1716	879 (51.2) [20.8]	1540	758 (49.2) [17.8]	5911 2900 (49.1) [19.5]
4 (Mid Atlantic, Near Mid-West)	1067	500 (46.9) [16.9]	1197	626 (52.3) [18.2]	1420	762 (53.7) [18.0]	1526	812 (53.2) [19.0]	5210 2700 (51.8) [18.1]
5 (North Central)	820	396 (48.3) [13.4]	864	410 (47.5) [11.9]	938	516 (55.0) [12.2]	932	500 (53.6) [11.7]	3554 1822 (51.3) [12.2]
7 (South Central)	1180	559 (47.4) [18.9]	1344	688 (51.2) [20.0]	1402	755 (53.9) [17.9]	1386	778 (56.1) [18.2]	5312 2780 (52.3) [18.7]
8 (Pacific Mountain)	1234	548 (44.4) [18.5]	1398	631 (45.1) [18.4]	1379	694 (50.3) [16.4]	1470	767 (52.2) [18.0]	5481 2640 (48.2) [17.7]
Missing	2	1 (50.0) [0.0]	0	0 (0.0) [0.0]	2	0 (0.0) [0.0]	1	1 (100.0) [0.0]	5 2 (40.0) [0.0]
Total	6392	2962	7062	3438	8064	4228	8167	4267	29,685 14,895
2 Cohort Attrition within 6 yrs.	46.3		48.7		52.4		52.2		50.2

() = Percent attrition of accessions in the specified area and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 4
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Recruiting Areas of Accessions



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 4

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Recruiting Area of Accession

Recruiting Area of Accession	FY78-FY80		FY79-FY81		Total
0 (outside continental U.S.)	38	4 (10.5) [0.3]	46	6 (13.0) [0.4]	84 10 (11.9) [0.3]
1 (North East)	912	726 (24.8) [14.7]	925	198 (21.4) [12.9]	1837 424 (23.1) [13.8]
3 (South East)	1283	291 (22.7) [18.9]	1514	294 (19.4) [19.1]	2797 585 (20.9) [19.0]
4 (Mid Atlantic Near Mid-West)	928	231 (24.9) [15.0]	1067	250 (23.4) [16.3]	1995 481 (24.1) [15.6]
5 (North Central)	766	208 (27.2) [13.5]	814	198 (24.3) [12.9]	1580 406 (25.7) [13.2]
7 (South Central)	1203	322 (26.8) [20.9]	1298	317 (24.4) [20.6]	2501 639 (25.5) [20.8]
8 (Pacific Mountain)	1115	248 (22.2) [16.1]	1300	274 (21.1) [17.8]	2415 522 (21.6) [17.0]
Missing	33	7 (21.2) [0.5]	0	0 (0.0) [0.0]	33 7 (21.2) [0.2]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 4 years.	24.5		22.1		23.2

() = Percent of total accessions in the specified area and cohort.

[] = Percent of cohort's 2 yr. total attritions.

Pay grade at reentry. Figures 5 and 6 and Tables 5 and 6 show prior-service cohort attrition by pay grade measured at time of reentry. For the six-year periods the highest attrition rate was consistently found for those who reentered at the E-2 pay grade (ranging from 77.0 percent for the FY73 cohort to 69.8 percent for the FY76 cohort). The lowest attrition rate was consistently found for pay grades E-5 and above (ranging from 34.5 percent for the FY73 cohort to 41.5 percent for the FY75 cohort).

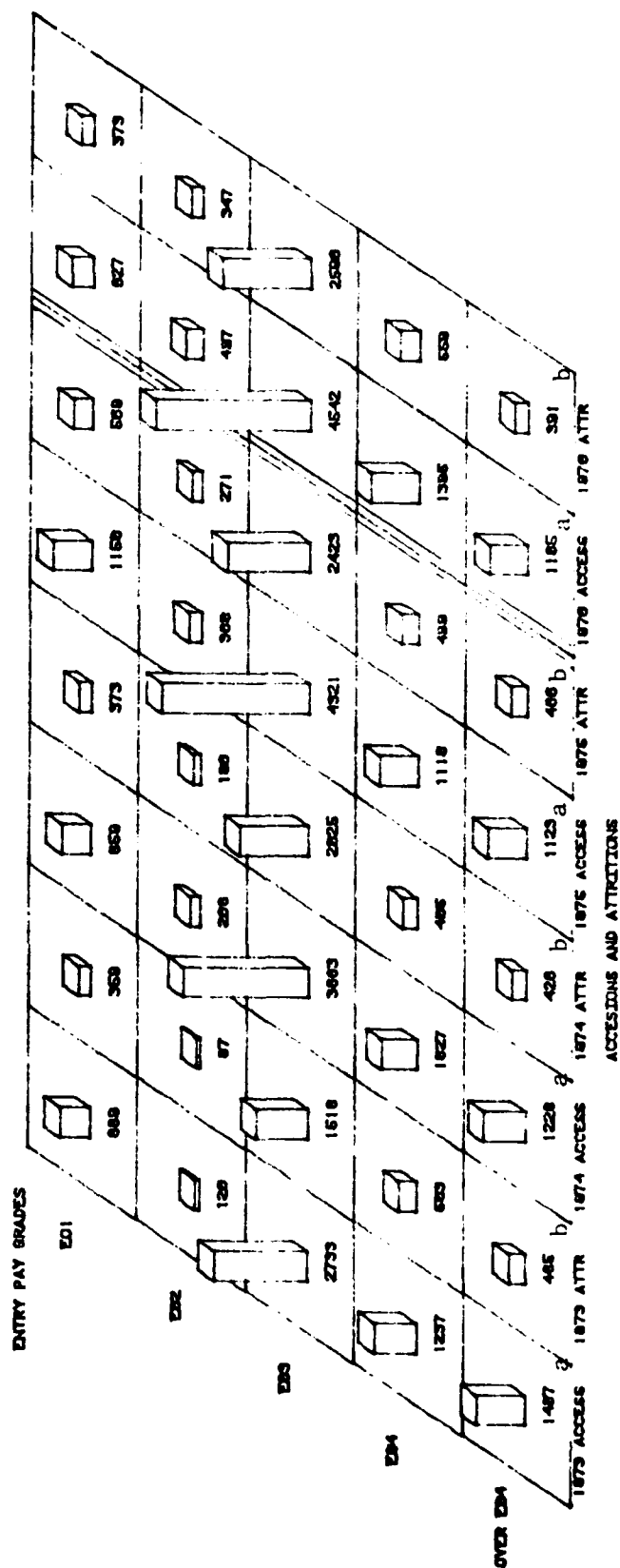
In each of the FY74 to FY79 cohorts, more than 70 percent of the total cohort attrition occurred among those who reentered the Navy in pay grades E-1, E-2, and E-3. Of the FY73 cohort, 66.6 percent of all the six-year attritions were accounted for by individuals who had reentered at pay grades E-1, E-2, and E-3.

Among the upper pay grades, the data for the combination of cohorts FY73 to FY76 indicated that 41.4 percent of those reentering in pay grade E-4 and 36.4 percent of those reentering in pay grades above E-4 separated from the military within a six-year period. Of the FY73 cohort 33.4 percent of the six-year attritions occurred among individuals who had reentered at pay grades E-4 and above. For all other cohorts less than 30 percent of the attritions were accounted for by those who had reentered in pay grades E-4 and above.

Prior-service affiliation. Figures 7 and 8 and Tables 7 and 8 present data on attrition by prior-service affiliation. The data in Table 7, which consider attrition within six years of accession, indicate certain differences based on the varying branches of prior-service affiliation. For all four cohorts (FY73, FY74, FY75, and FY76) the

Figure 5
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Paygrades at Entry

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 5

Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Pay grade at Time of Reentry

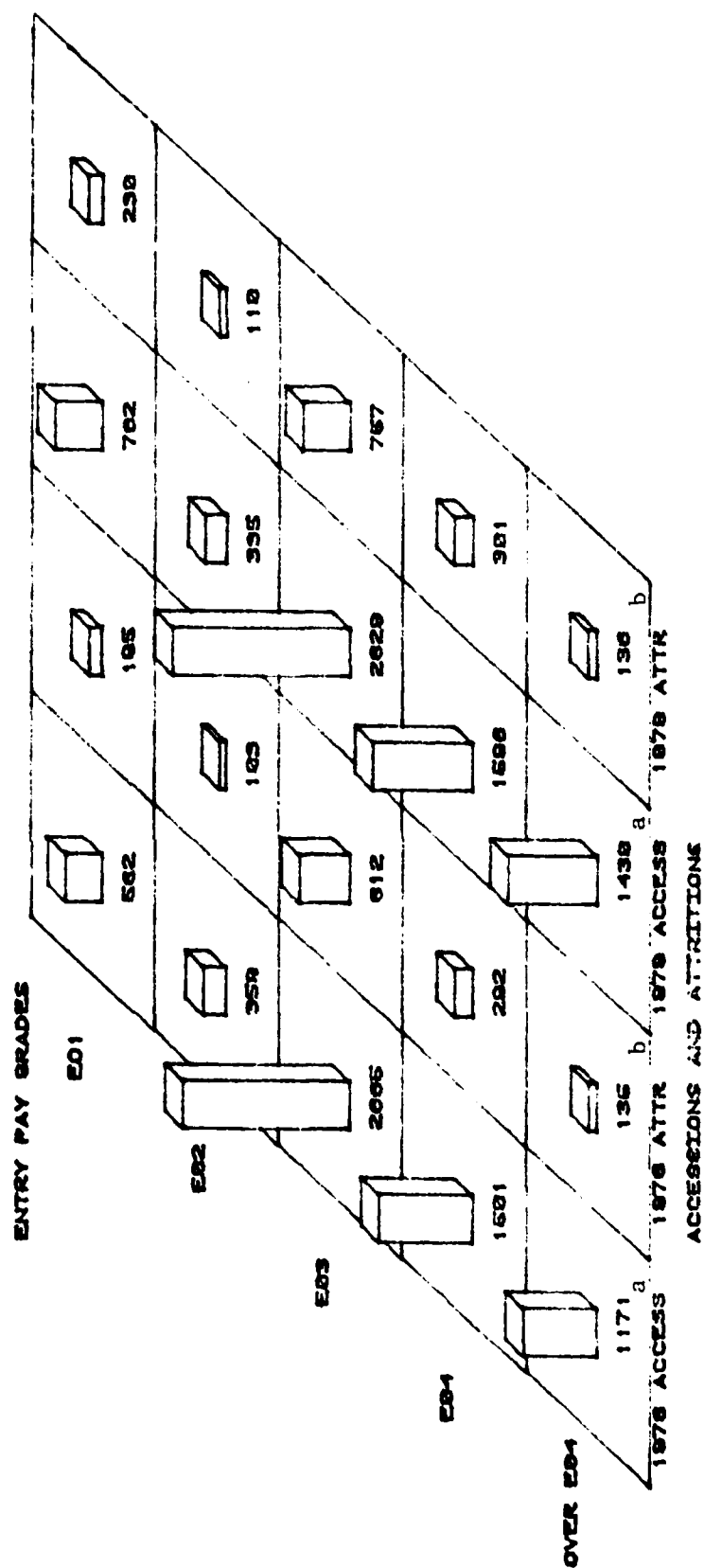
Pay grade at Reentry	FY73-FY79		FY74-FY80		FY75-FY81		FY76-FY81 ^a		Total
E01	889	359 (40.4) [12.1]	859	373 (43.4) [10.8]	1150	569 (49.5) [13.5]	627	373 (59.5) [8.7]	3525 1674 (47.5) [11.2]
E02	126	97 (77.0) [3.3]	268	196 (73.1) [5.7]	360	271 (75.3) [6.4]	497	347 (69.8) [8.1]	1251 911 (72.8) [6.1]
E03	2733	1518 (55.5) [51.2]	3663	2025 (55.3) [58.9]	4321	2423 (56.1) [57.3]	4542	2596 (57.2) [60.8]	15279 8562 (56.0) [57.5]
E04	1237	503 (40.7) [17.0]	1027	405 (39.4) [11.8]	1110	499 (45.0) [11.8]	1395	559 (40.1) [13.1]	4749 1966 (41.4) [13.2]
E05 and above	1407	485 (34.5) [16.4]	1228	426 (34.7) [12.4]	1123	466 (41.5) [11.0]	1105	391 (35.4) [9.2]	4863 1768 (36.4) [11.9]
Missing	0	0 (0.0) [0.0]	17	13 (76.5) [0.4]	0	0 (0.0) [0.0]	1	1 (100.0) [0.0]	18 14 (77.8) [0.0]
Total	6392	2962	7062	3438	8064	4228	8167	4267	29,685 14,895
% Cohort Attrition within 6 yrs.	46.3		48.7		52.4		52.2		50.2

() = Percent attrition of accessions in the specified paygrade and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 6
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Paygrades at Entry



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 6

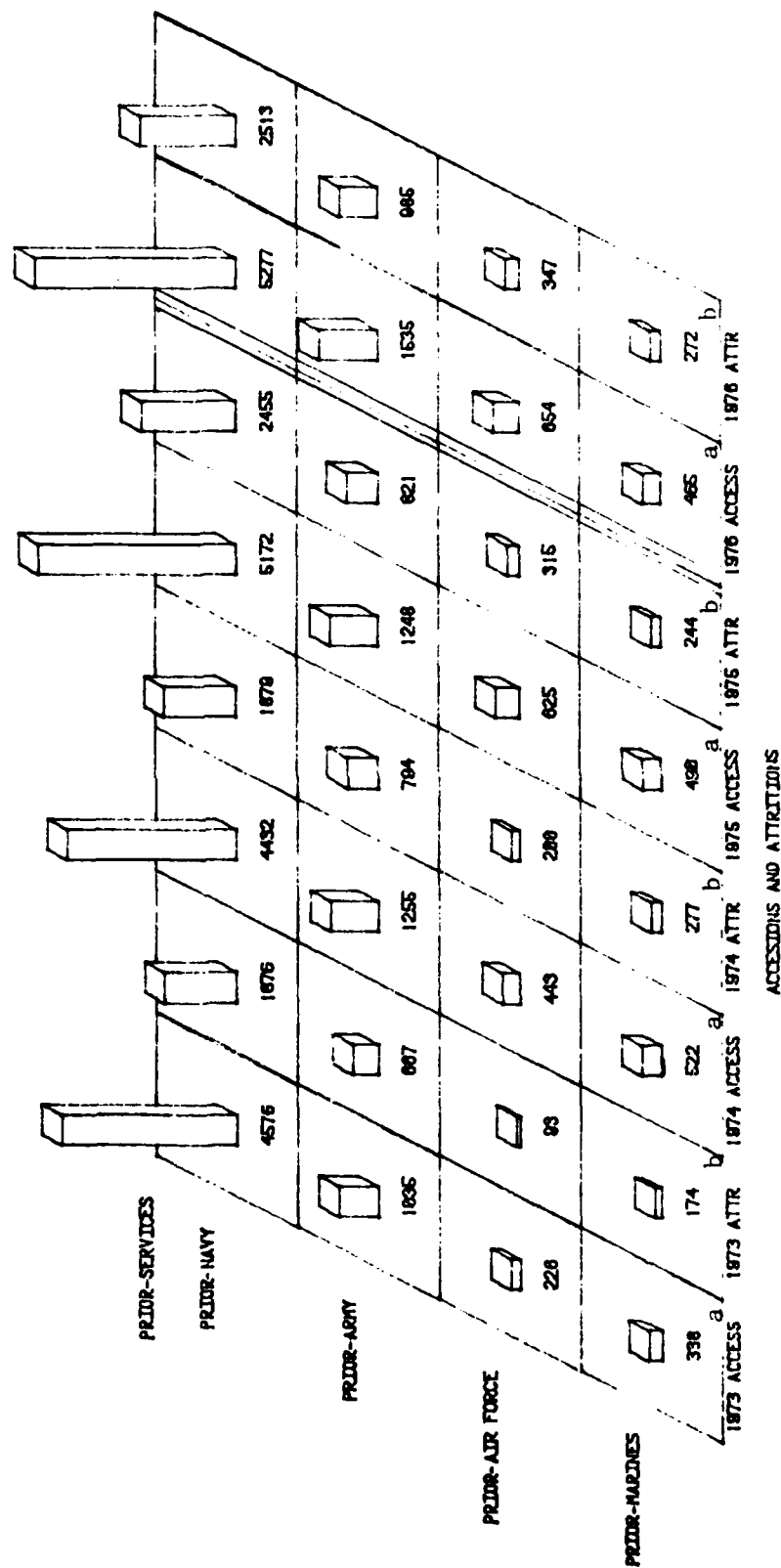
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Pay grade at Reentry

Pay grade at Reentry	FY78-FY80		FY79-FY81		Total
E01	582	195 (33.5) [12.7]	762	230 (30.2) [15.0]	1344 425 (31.6) [13.8]
E02	359	103 (28.7) [6.7]	335	110 (32.8) [7.2]	694 213 (30.7) [6.9]
E03	2665	812 (30.4) [52.8]	2829	757 (26.8) [49.3]	5494 1569 (28.6) [51.0]
E04	1501	292 (19.5) [19.0]	1596	301 (18.9) [19.6]	3097 593 (19.1) [19.3]
E05 and Above	1171	135 (11.5) [8.8]	1430	136 (9.5) [8.8]	2601 271 (10.4) [8.8]
Missing	0	0 (0.0) [0.0]	12	3 (25.0) [0.2]	12 3 (25.0) [0.0]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent of total accessions in the specified area and cohort.

[] = Percent of cohort's 2 yr. total attrition.

Figure 7
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Prior-Service Affiliations
FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 7

Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Prior-Service Affiliation

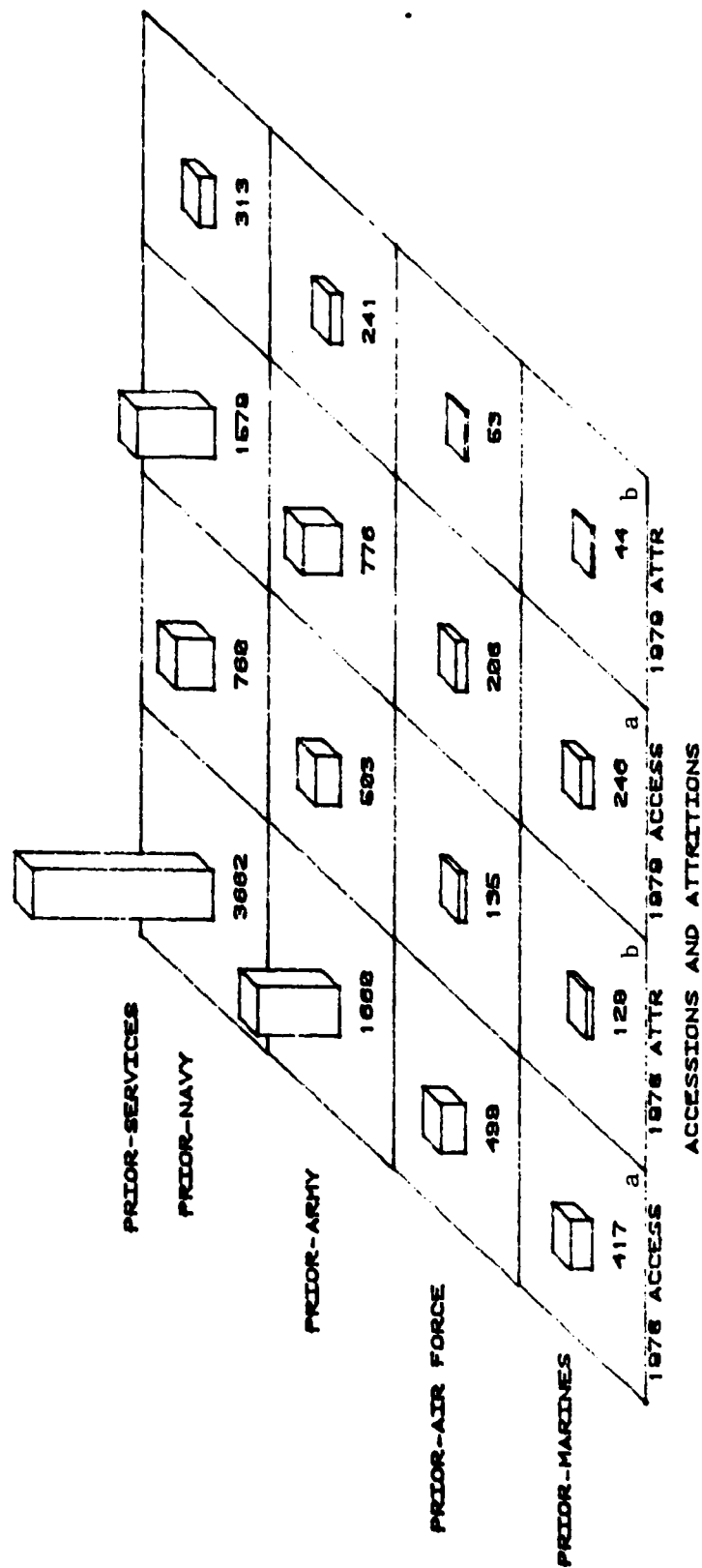
Prior-Service Affiliation	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81 ^a	Total
Prior-Navy	4576 (41.0) [63.3]	4432 (42.4) [54.7]	5172 (47.5) [58.1]	5277 (47.6) [58.9]	19457 8723 (44.8) [58.6]
Prior-Army	1035 (64.4) [22.5]	1255 (63.3) [23.1]	1248 (65.8) [19.4]	1535 (64.2) [23.1]	5073 3267 (64.4) [21.9]
Prior-Air Force	226 (41.2) [3.1]	443 (45.1) [5.8]	625 (50.4) [7.5]	654 (53.1) [8.1]	1948 955 (49.0) [6.4]
Prior-Marines	338 (51.5) [5.9]	522 (53.1) [8.1]	490 (49.8) [5.8]	465 (58.5) [6.4]	1806 967 (53.5) [6.5]
Missing	217 (70.0) [5.1]	410 (70.2) [8.4]	529 (74.3) [9.3]	236 (45.8) [2.5]	1392 941 (67.6) [6.3]
Total	6392	7062	8064	8167	29,685
Z Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

() = Percent attrition of accessions in the specified service and cohort.
[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 8
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Prior-Service Affiliations

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 8

**Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Prior-Service Affiliation**

Prior-Service Affiliation	FY78-FY80		FY79-FY81		Total
Prior-Navy	3662	760 (20.8) [49.4]	1579	313 (19.8) [20.4]	5241 1073 (20.5) [34.9]
Prior-Army	1660	503 (30.3) [32.7]	778	241 (31.0) [15.7]	2438 744 (30.5) [24.2]
Prior-Air Force	499	135 (27.1) [8.8]	208	53 (25.5) [3.4]	707 188 (26.6) [6.1]
Prior-Marines	417	129 (30.9) [8.4]	244	44 (18.0) [2.9]	661 173 (26.2) [5.6]
Missing	40	10 (25.0) [0.7]	4155	886 (21.3) [57.6]	4195 896 (21.4) [29.1]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent of total accessions in the specified area and cohort.
[] = Percent of cohort's 2 yr. total attrition.

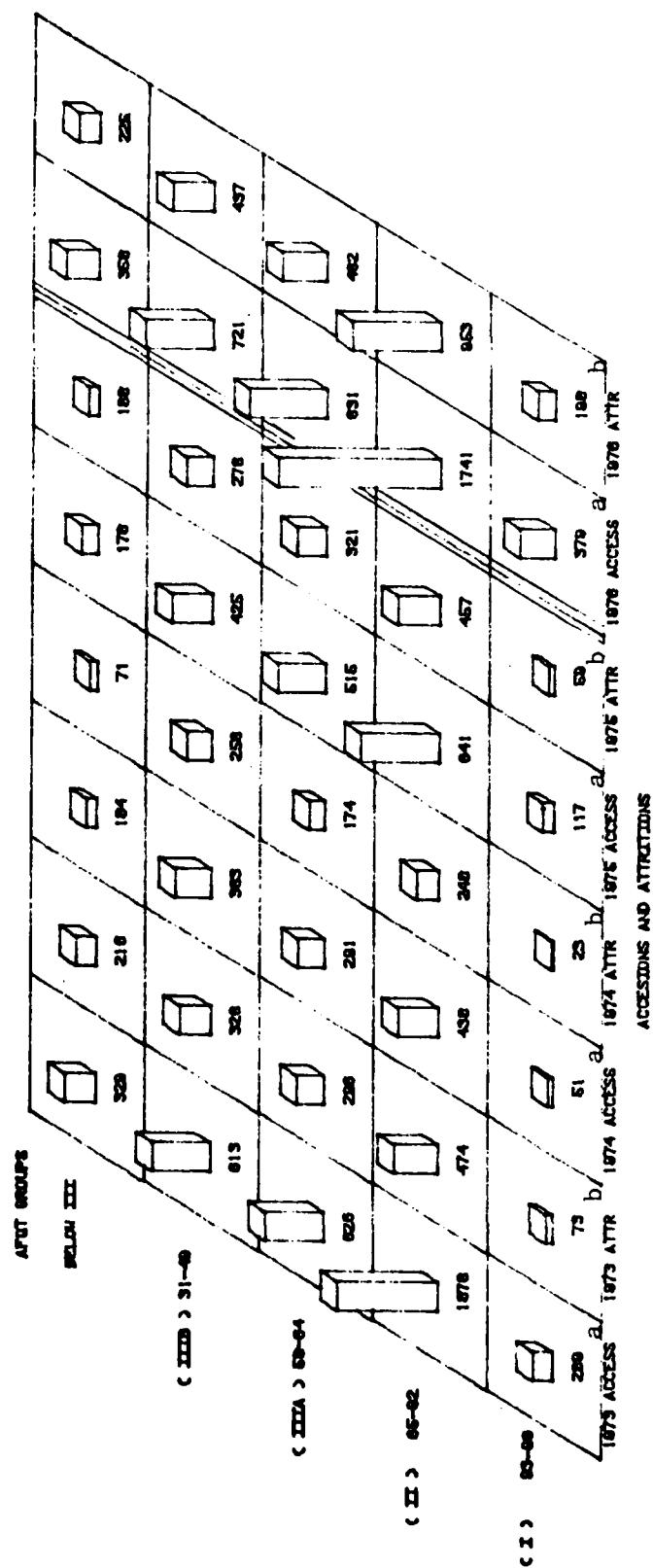
highest attrition rates were found for individuals who had previously been affiliated with the Army (64.4, 63.3, 65.8, and 64.2 percent, respectively for each of these four cohorts). The lowest attrition rates were found for individuals who had been affiliated with the Navy--41.0 percent of those who had reentered in FY73 separated within six years. The corresponding rates for fiscal years 1974, 1975, and 1976 were, respectively, 42.4, 47.5, and 47.6 percent. Attrition rates for prior-service Marine and Air Force personnel were between the two extremes for each of the four cohorts. The attrition rate for the combination of all four cohorts was 53.5 percent for former Marines and 49.0 percent for former Air Force personnel.

The two-year attrition rates, which are presented in Table 8, indicated a similar ranking of attrition rates for the prior-service areas of affiliation. For the combination of the FY78 and FY79 cohorts the highest attrition rate was found for prior-Army personnel (30.5 percent), while the lowest attrition rate was found for prior-Navy personnel (20.5 percent). The corresponding attrition rates were 26.2 percent for prior Marines and 26.6 percent for prior-Air Force personnel.

Armed Forces Qualifying Test (AFQT) group. Tables 9 and 10 and Figures 9 and 10 summarize the attrition of prior-service accession cohorts by AFQT group, recorded at time of reentry. As the AFQT group decreased from I (the highest-scoring group) to below III (the lowest scoring groups), the attrition rate increased. This was true for both cohorts used in the two-year analyses and three of the four cohorts used in the six-year analyses. The only exception to this was the FY75 cohort. The attrition rate for this cohort was higher for groups II1A and II1B than for the lower-scoring groups. However, even for this

Figure 9
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
AFQT Groups at Entry

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 9
Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by AFQT Group at Reentry

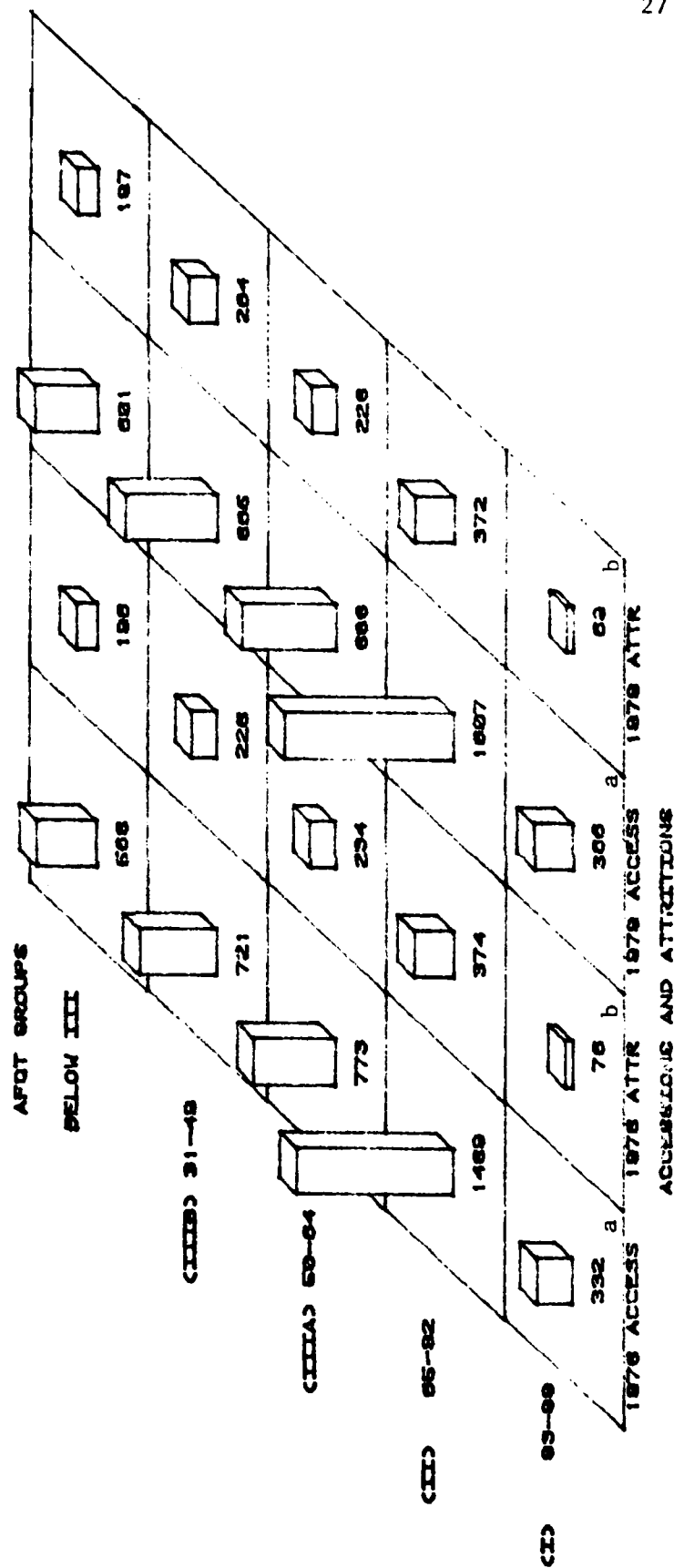
AFQT Group at Reentry	FY73-FY78		FY74-FY79		FY75-FY80		FY76-FY81 ^a		Total	
below III (1-30)	329	216 (65.7) [7.3]	104	71 (68.3) [2.1]	170	100 (58.8) [2.4]	350	225 (64.3) [5.3]	953	612 (64.2) [4.1]
III B (31-49)	613	328 (53.5) [11.1]	383	258 (67.4) [7.5]	425	278 (65.4) [6.6]	721	437 (60.6) [10.2]	2142	1301 (60.6) [8.7]
III A (50-64)	626	296 (47.3) [10.0]	291	174 (59.8) [5.1]	515	321 (62.3) [7.6]	831	482 (58.0) [11.3]	2263	1273 (56.3) [8.5]
II (65-92)	1078	474 (44.0) [16.0]	430	240 (55.8) [7.0]	841	457 (54.3) [10.8]	1741	953 (54.7) [22.3]	4090	2124 (51.9) [14.3]
I (93-99)	209	73 (34.9) [2.5]	51	23 (45.1) [0.7]	117	59 (50.4) [1.4]	379	190 (50.1) [4.5]	756	345 (45.6) [2.3]
Missing	3537	1575 (44.5) [53.2]	5803	2672 (46.0) [77.7]	5996	3013 (50.3) [71.3]	4145	1980 (47.8) [46.4]	19481	9240 (47.4) [62.0]
Total	6392	2962	7062	3438	8064	4228	8167	4267	29,685	14,895
% Cohort Attrition within 6 yrs.	46.3		48.7		52.4		52.2		50.2	

() = Percent attrition of accessions in the specified AFQT group and cohort.

[] = Percent of cohort's 6-yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 10
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
AFQT Groups at Entry



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 10

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by AFQT Group at Reentry

AFQT Group at Reentry	FY78-FY80		FY79-FY81		Total
Below III (1-30)	568	195 (34.5) [12.8]	601	197 (32.8) [12.8]	1169 393 (33.6) [12.8]
III B (31-49)	721	228 (31.6) [14.8]	865	264 (30.5) [17.2]	1586 492 (31.0) [16.0]
III A (50-64)	773	234 (30.3) [15.2]	888	228 (25.7) [14.8]	1661 462 (27.8) [15.0]
II	1489	374 (25.1) [24.3]	1607	372 (23.1) [24.2]	3096 746 (24.1) [24.3]
I	332	76 (22.9) [4.9]	366	69 (18.9) [4.5]	698 145 (20.8) [4.7]
Missing	2395	429 (17.9) [27.9]	2637	407 (15.4) [26.5]	5032 836 (16.6) [27.2]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent of total accessions in the specified AFQT group and cohort.

[] = Percent of cohort's 2 yr. total attrition.

cohort, the attrition rates for groups III and below were higher than for group II, which was higher than the rate for group I. The six-year attrition rate ranged from 58.8 percent (FY75 cohort) to 68.3 percent (FY74 cohort) for those who scored lower than Group III on the AFQT. This rate ranged from 34.9 percent (FY73 cohort) to 50.4 percent (FY75 cohort) for those who scored in the highest group (Group I) on the AFQT.

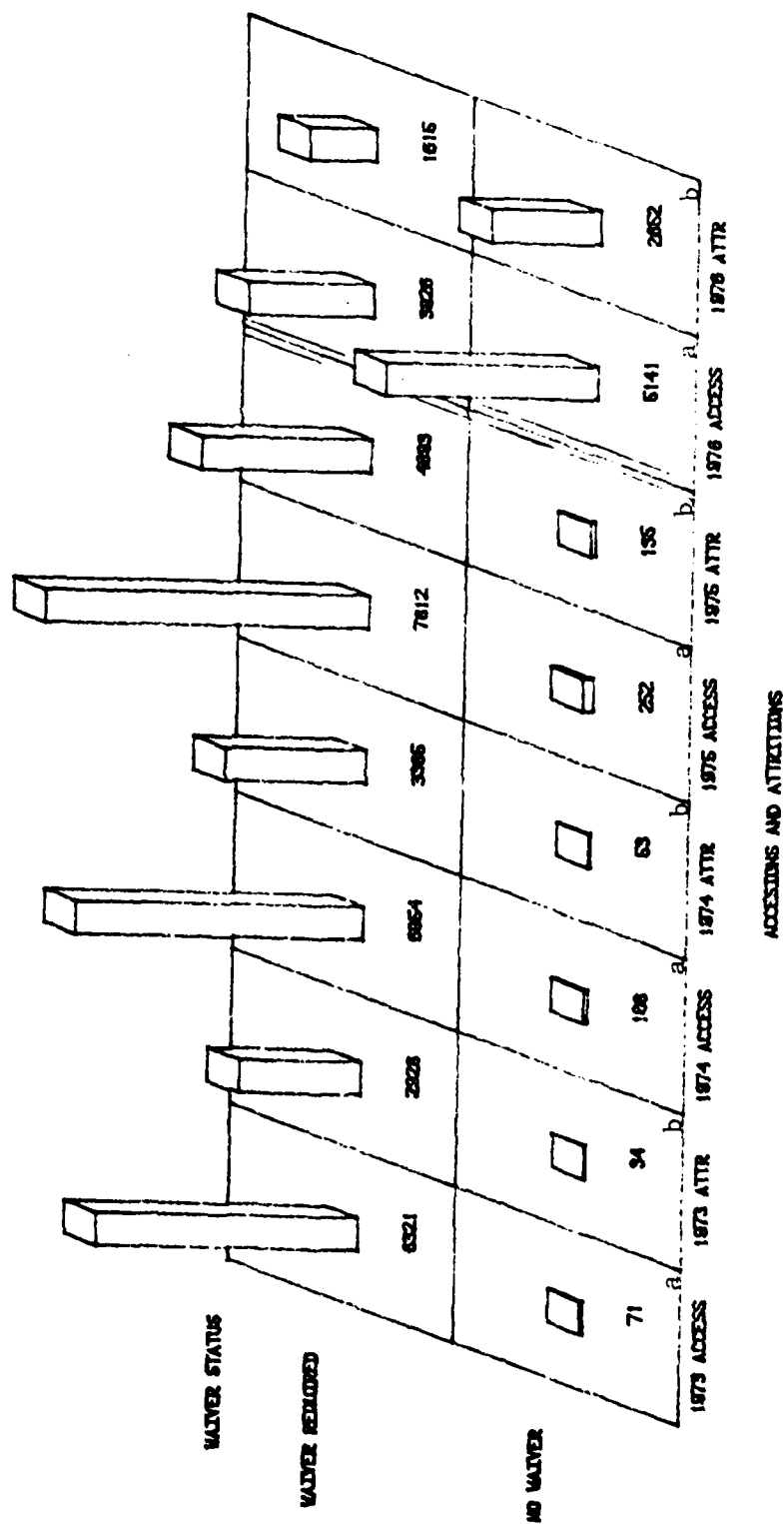
The data on AFQT groups must be viewed in light of one very important caveat: there is a very large proportion of missing data for all cohorts. The six-year analysis reported in Table 9 includes missing data for 65.6 percent of all accessions (at least 50.8 percent of the individuals in each cohort). The two-year analysis reported in Table 10 includes missing data for 38.3 percent of the FY78 cohort and 37.9 percent of the FY79 cohort. The large proportion of missing data reflects Navy policy concerning the AFQT. Certain categories of prior-service returners were not required to retake the AFQT, and the initial AFQT score was not transferred to the later records of these individuals.

Reentry waiver status. Figures 11 and 12 and Tables 11 and 12 provide information on attrition by reentry waiver status. The attrition percentages of those who accessed requiring a waiver and those who accessed and did not require a waiver seem to maintain the same relative level for the FY73 to FY76 cohorts. The overall six-year attrition rate was 49.9 percent for those who required a waiver and 51.6 percent for those who did not require a waiver. For cohorts FY78 and FY79 the overall two-year attrition rate was 28 percent for those who required a waiver and 20 percent for those who did not require a waiver.

The required-waiver group did not evidence an attrition rate very different from that of other individuals. However, two consistent

Figure 11
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods

By
Waiver Status at Entry
FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 11
Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Waiver Status at Reentry

Waiver Status at Reentry	FY73-FY79		FY74-FY80		FY75-FY81		FY76-FY81 ^a		Total
Waiver Required	6321	2928 (46.3) [98.9]	6954	3385 (48.7) [98.5]	7812	4093 (52.4) [96.8]	3026	1615 (53.4) [37.8]	24113 12021 (49.9) [80.7]
No Waiver Required	71	34 (47.9) [1.2]	108	53 (49.1) [1.5]	252	135 (53.6) [3.2]	5141	2652 (51.6) [62.2]	5572 2874 (51.6) [19.3]
Total	6392	2962	7062	3438	8064	4228	8167	4267	29,685 14,895
Z Cohort Attrition within 6 yrs.	46.3		48.7		52.4		52.2		50.2

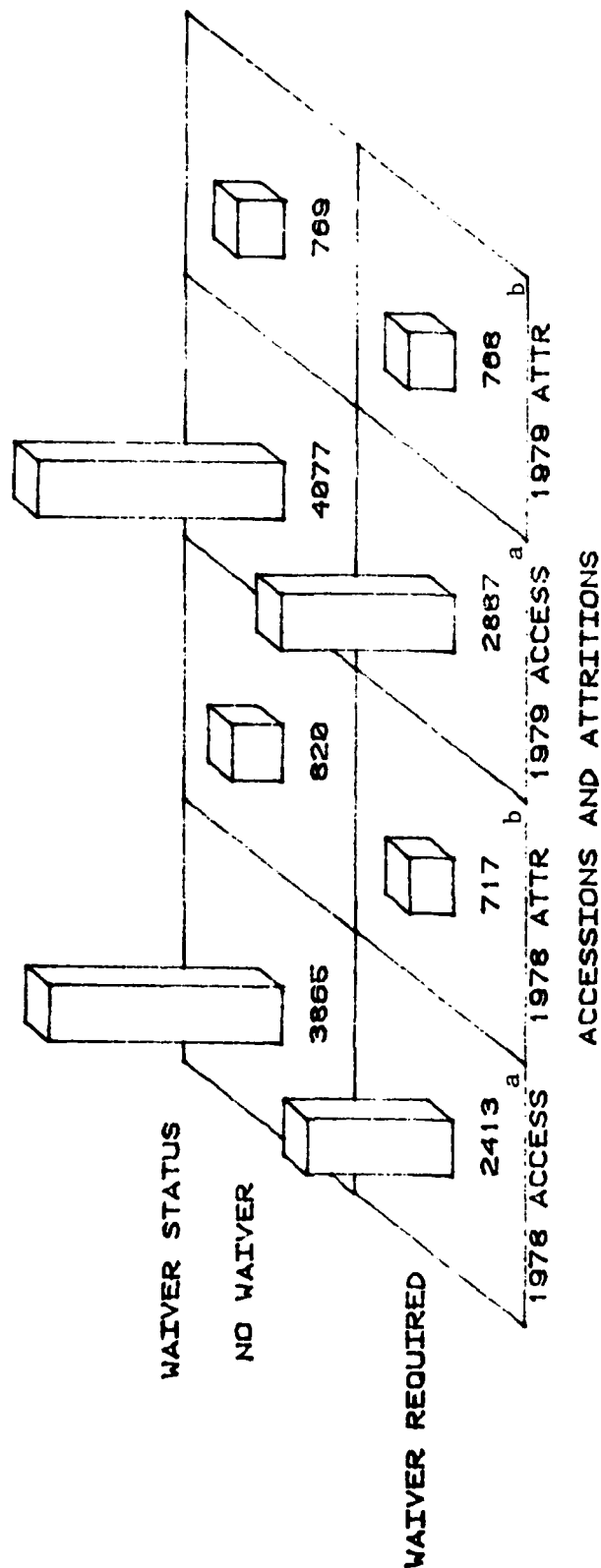
() = Percent attrition of accessions in the specified status and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 12
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
Waiver Status at Entry

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 12
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Waiver Status at Reentry

Waiver Status at Reentry	FY78-FY80		FY79-FY81		Total
	FY78 Accessions	Cohort Attrition (2 years)	FY79 Accessions	Cohort Attrition (2 years)	
No Waiver Required	3865	820 (21.2) [53.4]	4077	769 (18.9) [50.0]	7942 1589 (20.0) [51.7]
Waiver Required	2413	717 (29.7) [46.6]	2887	768 (26.6) [50.0]	5300 1485 (28.0) [48.3]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

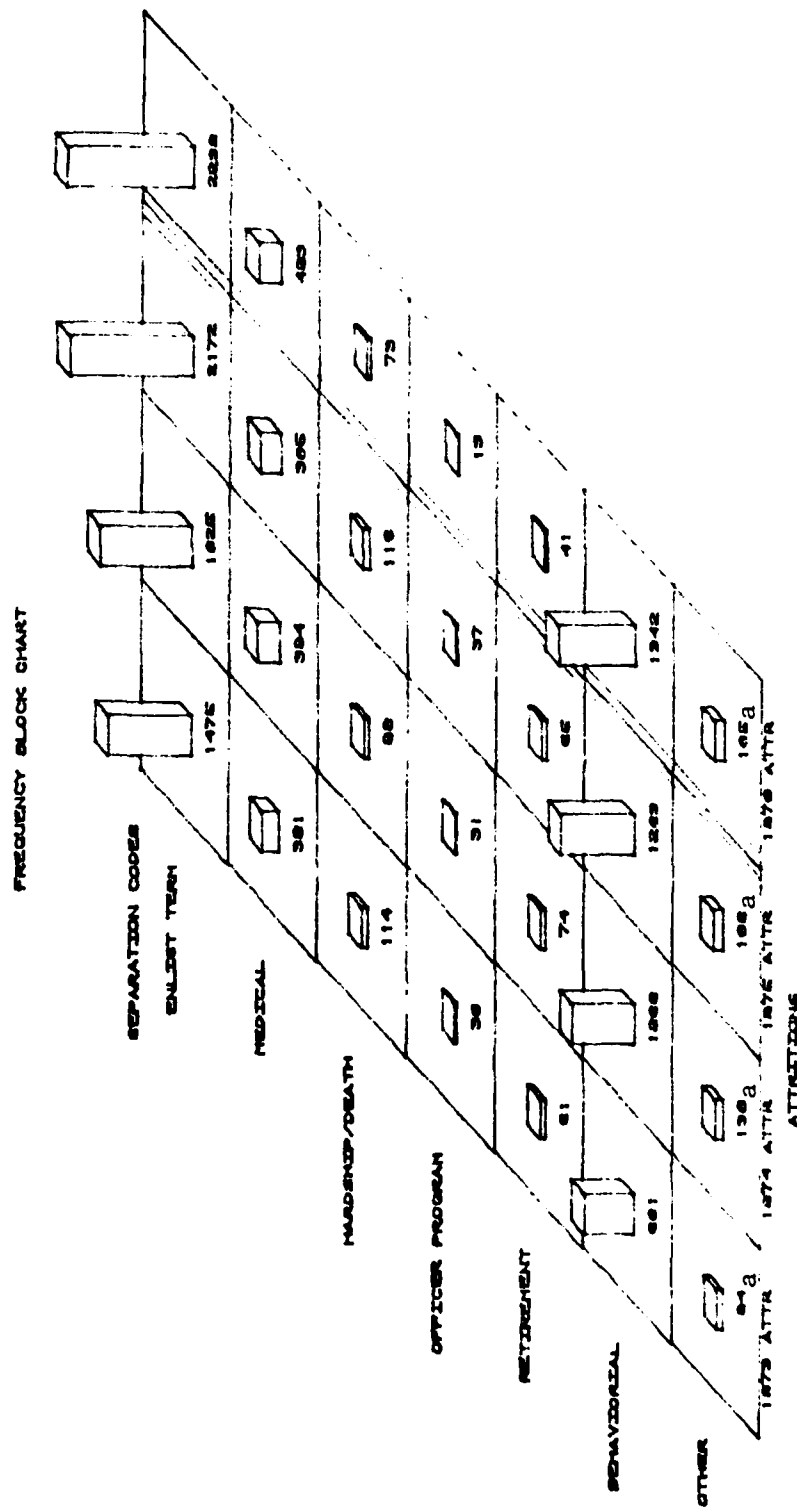
() = Percent of total accessions in the specified status and cohort.

[] = Percent of cohort's 2 yr. total attrition.

findings concerning the waiver requirement are of interest. The first finding is the surprisingly large number of people who accessed and required waivers! Of the attritions for fiscal year cohorts 1973, 1974, 1975, and 1976, 98.8, 98.5, 96.8, and 37.8 percent, respectively, required a waiver. Of the attritions for the 1978 and 1979 cohorts, 46.6 and 50.0 percent, respectively, required a waiver. Regardless of the reason for the waiver, these data showed an abnormally large number of accessions who did not conform to some aspect of policymaker's guidelines for entrance. A second finding of interest concerns the change in waiver status for different cohorts. When compared to the data for earlier cohorts of FY73, FY74, and FY75, the data for the FY76, FY78 and FY79 cohorts show a changing trend--a smaller, but increasing, proportion of the later-cohort attritions required a waiver.

Interservice separation code. Figures 13 and 14 and Tables 13 and 14 show attrition of prior-service personnel by interservice separation code. A large number of attritions (50.4 percent of the six-year attritions and 43.8 percent of the two-year attritions) were those who completed their term of enlistment and again separated from active duty. More disturbing is the fact that consistently 29 to 38 percent of the attritions were lost for failure to meet minimum behavioral and performance criteria. For the combination of the FY73 to FY76 cohorts 30.7 percent of the six-year attritions were due to behavioral reasons. For the combination of the FY78 and FY79 cohorts 37.0 percent of the two-year attritions were due to behavioral reasons. Only 2.7 percent of the six-year attrition and 1.1 percent of the two-year attrition were accounted for by classifications which reflected career characteristics--that is, retiring or entering officer programs. The retirement data

Figure 13
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Interservice Separation Codes



^aNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 13

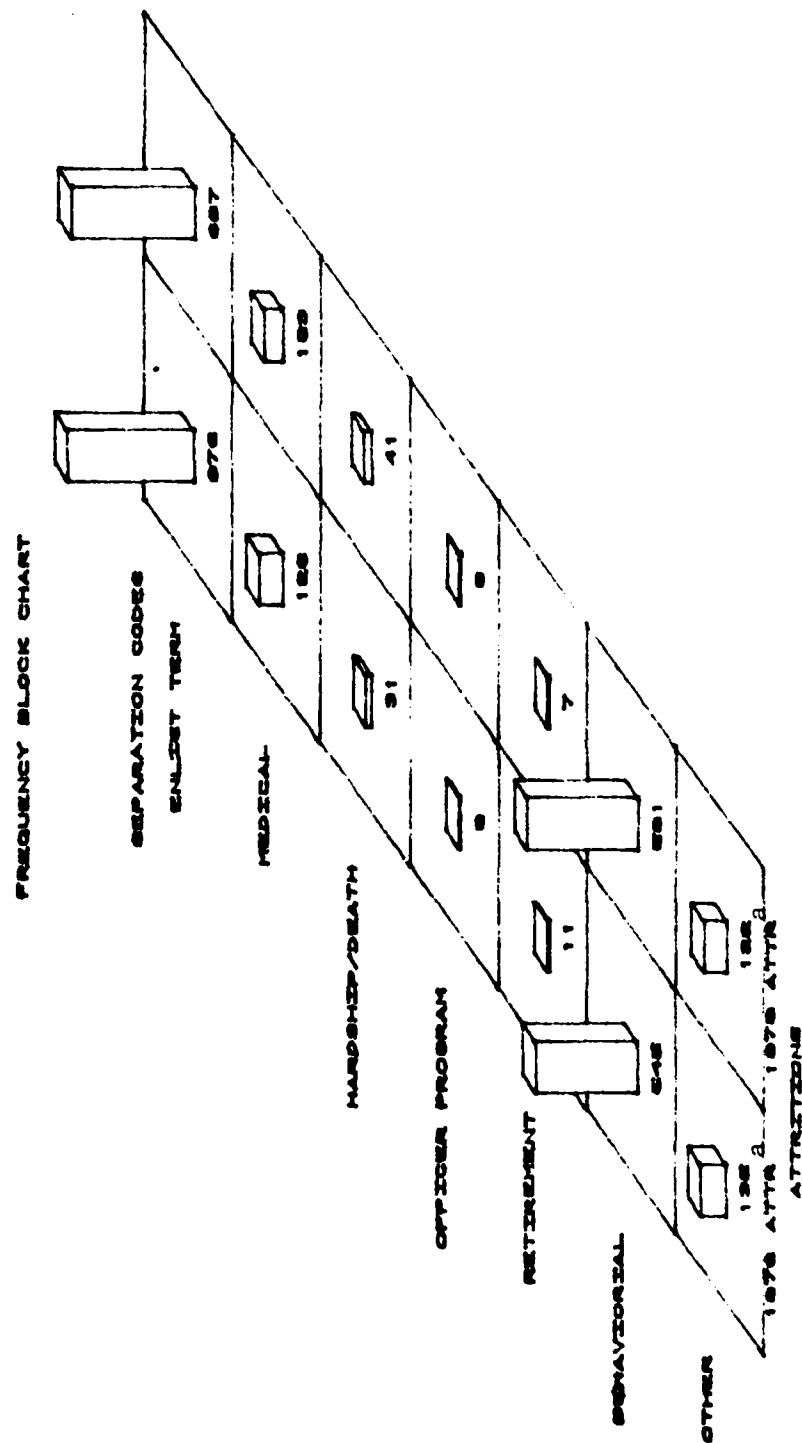
**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Interservice Separation Code**

Interservice Separation Code	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81^a	Total
Term of Enlistment (01-08)	1475 [49.8]	1625 [47.3]	2172 [51.4]	2230 [52.3]	7502 [50.4]
Medical (10-16)	301 [10.2]	394 [11.5]	365 [8.6]	403 [9.4]	1463 [9.8]
Hardship/Death (22, 30-33)	114 [3.8]	90 [2.6]	118 [2.8]	73 [1.7]	395 [2.7]
Officer Programs (40-42)	36 [1.2]	31 [0.9]	37 [0.9]	13 [0.3]	117 [0.8]
Retirement (50-52)	81 [2.7]	74 [2.1]	85 [2.0]	41 [1.0]	281 [1.9]
Behavioral (60-87)	861 [29.1]	1088 [31.6]	1283 [30.3]	1342 [31.4]	4574 [30.7]
Other (90-99)	94 [3.2]	136 [4.0]	168 [4.0]	165 [3.9]	563 [3.8]
Total	6392	7062	8064	8167	29,685
Z. Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 14
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Interservice Separation Codes



^aNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 14
Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Comparable Two-Year Periods by Interservice Separation Code

Interservice Separation Code	FY78-79	FY79-81	Total
Term of Enlistment (01-08)	678 [44.1]	667 [43.4]	1345 [43.8]
Medical (10-16)	128 [8.3]	103 [6.7]	231 [7.5]
Hardship/Death (22, 30-33)	31 [2.0]	41 [2.7]	72 [2.3]
Officer Programs (40-42)	9 [.6]	6 [.4]	15 [0.5]
Retirement (50-52)	11 [.7]	/	18 [0.6]
Behavioral (60-87)	545 [35.5]	591 [38.4]	1136 [37.0]
Other	135 [8.8]	122 [7.9]	257 [8.4]
Total	6278	6964	13,242
% of Cohort Attrition within 2 years.	24.5	22.1	23.2
[] = Percent of cohort's 2 yr. total attrition.			
			Total (FY78-79) Attrition Accessions (2 years)
			13,242
			3,074

must be viewed in light of the fact that the attrition data were summarized for only two or six years after reentry. It would be unreasonable to expect most reentrants to retire within this time.

DOD occupation code. Figures 15 and 16 and Tables 15 and 16 look at the attrition of prior-service cohorts by DOD occupation code. By observing data for cohorts FY73 to FY76, it can be seen that those who did not achieve an occupation status and those who performed general seamanship skills were far more likely to leave the Navy than those trained in the technical, craft, administrative, or supply areas. In all cohorts, the attrition rate was highest for people in the non-occupational category (90.0 percent for the combination of four six-year cohorts and 64.4 for the combination of both two-year cohorts).

For the combination of all six-year periods attrition rates for the other occupational categories were, in decreasing order of magnitude, 68.4 percent for individuals in the seamanship category, 43.7 for the craft category, 40.5 percent for the technical category, 40.2 percent for the supply category, and 38.2 percent for the administrative category. For the two-year periods these rates were 19.0 percent for the administrative category, 17.1 percent for the seamanship category, 16.1 percent for the craft category, 13.2 percent for the supply category, and 11.1 percent for the technical category.

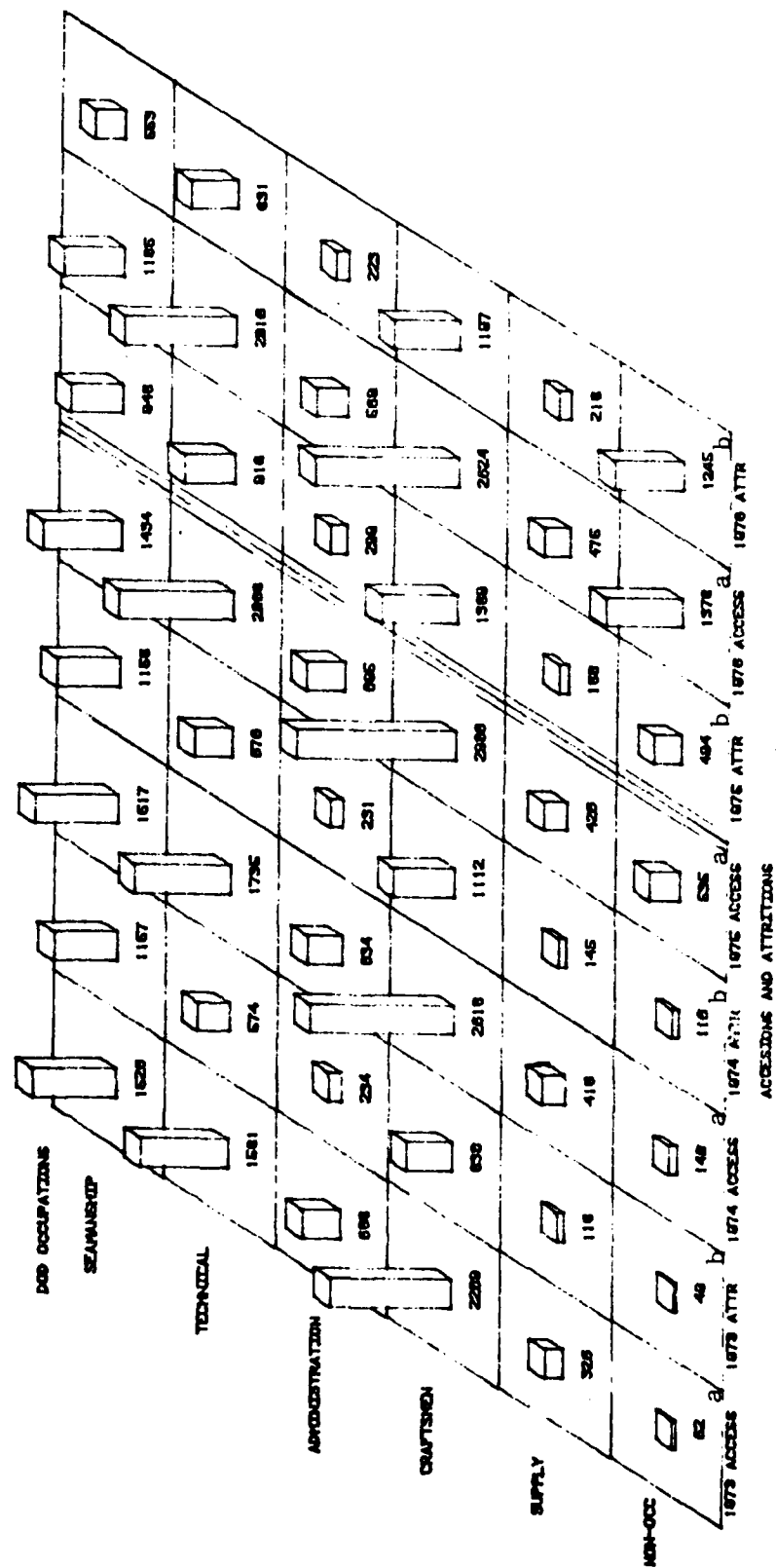
The attrition rates for all cohorts were relatively high among people in the seamanship category. However, there seems to be a decreasing trend in these attrition rates. For the six-year periods the attrition rates generally declined each year. These attrition rates were 75.8 percent for the FY73 cohort, 76.3 for FY74, 66.1 for FY75, and 50.0 for FY76. For the two-year time periods attrition rates in the

Figure 15
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods

By _____

DOD Occupation Codes

FREQUENCY BLOCK CHART



Number of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by DOD Occupation Code**

DOD Occupation Code	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81 ^a	Total
Seamanship (0)	1526	1517	1434	1105	5582
Total General	1526	1517	1434	1105	5582
	(75.8)	(76.3)	(66.1)	(50.0)	(68.4)
	[39.1]	[33.7]	[22.4]	[13.0]	[25.6]
EER (1)	544	622	837	917	2920
Comm/Inter (2)	524	620	808	829	2781
Med/Den (3)	410	395	390	222	1417
Other Allied (4)	103	98	33	48	282
Total Technical	1581	1735	2068	2016	7400
	(36.3)	(39.0)	(44.4)	(41.2)	(40.5)
	[19.4]	[19.7]	[21.7]	[19.5]	[20.1]
Admin. (5)	688	634	695	569	2586
Total Admin.	688	634	695	569	2586
	(34.0)	(36.4)	(43.0)	(39.2)	(38.2)
	[7.9]	[6.7]	[7.1]	[5.2]	[6.6]
Mech/Elect (6)	1565	1855	2157	2129	7706
Craft (7)	644	763	749	495	2651
Total Craft	2209	2618	2906	2624	10357
	(37.6)	(42.5)	(47.8)	(45.6)	(43.7)
	[28.0]	[32.3]	[32.9]	[28.1]	[30.4]
Supply (8)	326	418	426	475	1645
Total Supply	326	418	476	475	1645
	(36.2)	(34.7)	(42.3)	(45.9)	(40.2)
	[4.0]	[4.2]	[4.3]	[5.1]	[4.4]
Non-Occ (9)	62	140	535	1378	2115
Total Non-Occ	62	140	535	1378	2115
	(79.0)	(82.9)	(92.3)	(90.3)	(90.0)
	[1.7]	[3.4]	[11.7]	[29.2]	[12.8]
Total	6392	7062	8064	8167	29,685
Σ Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

() = Percent attrition of accessions in each occupation category and cohort.
[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 16
Attrition of Prior-Service Accession Cohorts
(1978, 1979)
Over Comparable Two-Year Periods
By
DOD Occupation Codes
FREQUENCY BLOCK CHART

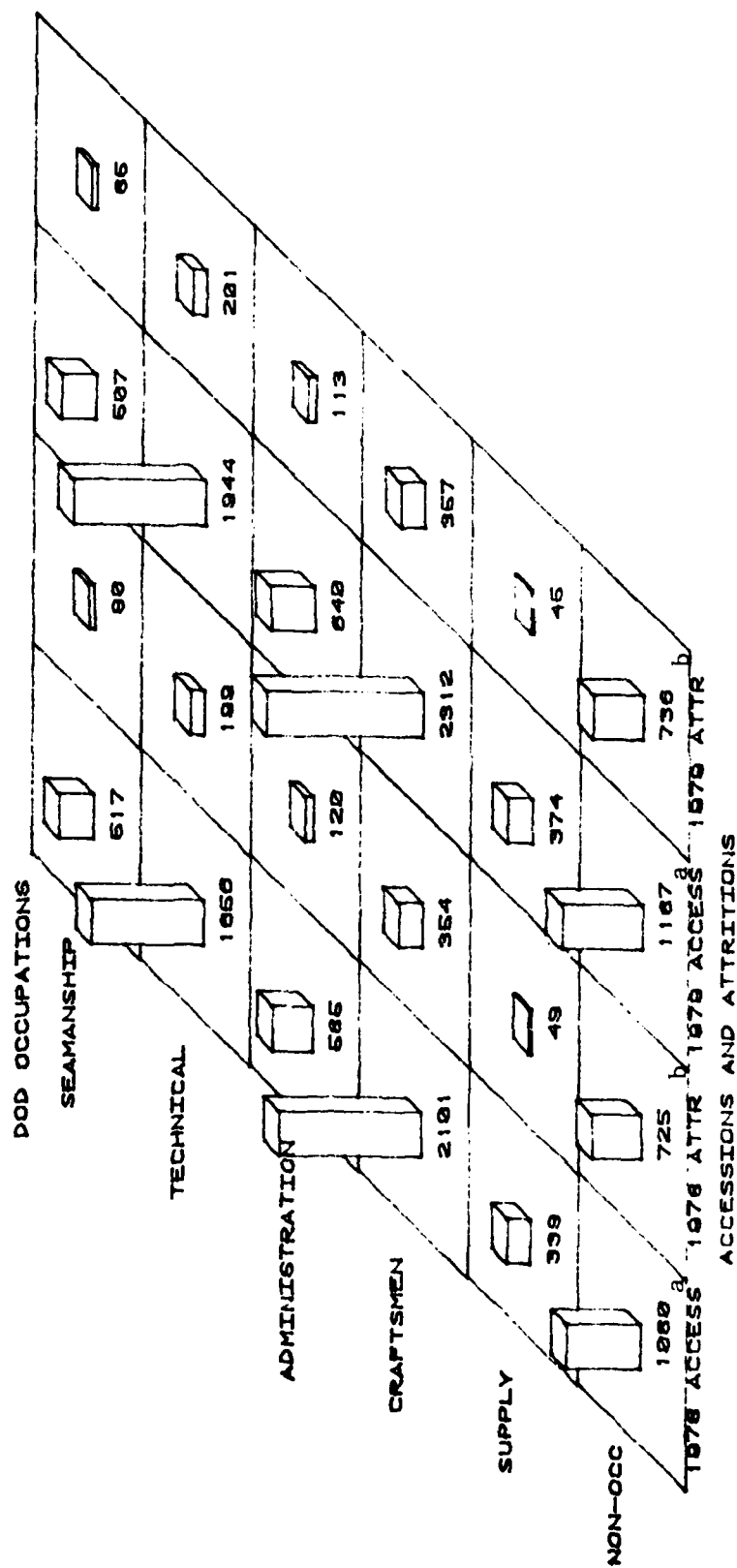


TABLE 16

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by DOD Occupational Code

DOD Occupation Code	FY78-FY80		FY79-FY81		Total
Seamanship (0)	517	90	507	85	1024
Total General	517	90 (17.4) [5.9]	507	85 (16.8) [5.5]	1024 175 (17.1) [5.7]
EER (1)	575	45	616	43	1191
Comm/Inter (2)	642	95	783	81	1425
Med/Den (3)	367	49	475	70	842
Other Allied (4)	72	10	70	7	142
Total Technical	1656	199 (12.0) [12.9]	1944	201 (10.3) [13.1]	3600 (11.1) [13.0]
Admin. (5)	585	120	640	113	1225
Total Admin.	585	120 (20.5) [7.8]	640	113 (17.7) [7.4]	1225 233 (19.0) [7.6]
Mech/Elect (6)	1760	303	1942	302	3702
Craft (7)	341	51	370	55	711
Total Craft	2101	354 (16.8) [23.0]	2312	357 (15.4) [23.2]	4413 711 (16.1) [23.1]
Supply (8)	339	49	374	45	713
	339	49 (14.5) [3.2]	374	45 (12.0) [2.9]	713 94 (13.2) [3.1]
Non-Occ (9)	1080	725	1187	736	2267
Total Non-Occ	1080	725 (67.1) [47.2]	1187	736 (62.0) [47.9]	2267 1461 (64.4) [47.5]
Total	6278	1537	6964	1537	13,242
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent attrition of accessions in each occupation category and cohort.
[] = Percent of cohort's 2 yr. total attrition.

seamanship category decreased from 17.4 percent for the FY78 cohort to 16.8 percent for the FY79 cohort.

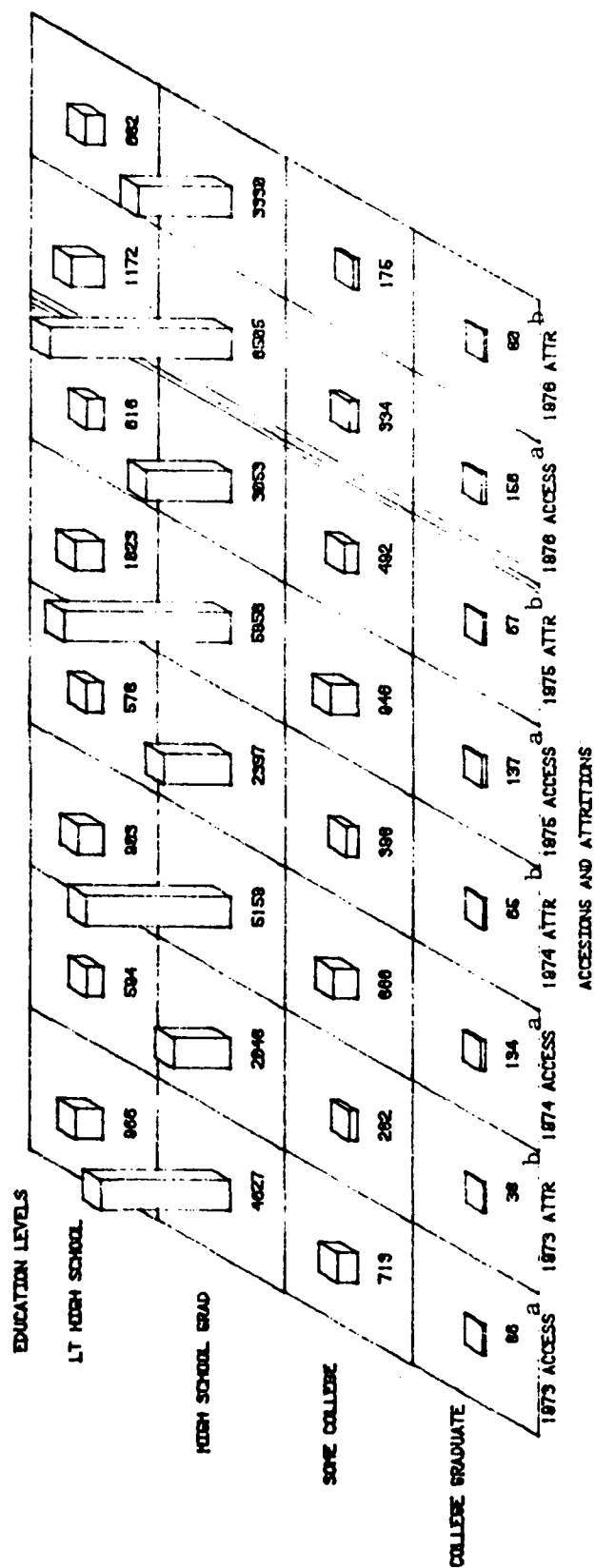
Attrition of Prior-Service Personnel by Sociodemographic Variables

The attrition rates of prior-service personnel were determined for specific categories of the following sociodemographic variables: education, marital status, number of dependents, ethnic group, and age.

Educational level at time of reentry. Figures 17 and 18 and Tables 17 and 18 focus on attrition of cohort accessions by educational levels at the time of reentry. By considering the FY73 to FY76 cohorts, it can be observed that these data parallel the data presented for attritions categorized by AFQT group. In general, lower educational levels were associated with higher attrition rates. This association was clearest when individuals who did not have a high school diploma were compared with those who did. The highest attrition rate (60.8 percent for the six-year periods, 29.6 percent for the two-year periods) was found for those who accessed without a high school diploma. Among the other educational groups the six-year attrition rates were 48.7 percent for those with a high school diploma or a GED, 47.1 percent for those with some college, and 48.7 percent for college graduates. The two-year attrition rates were 22.5 percent for those with a high school diploma, 21.3 percent for those with some college education, and 16.3 percent for college graduates.

It must be added that the magnitude of the difference between the six-year attrition rates for high school graduates and non-high school graduates decreased over time. In the later cohorts the attrition rate generally increased for people who had at least a high school diploma.

Figure 17
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Entry Education Levels
FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 17

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Reentry Education Level**

Reentry Education Level	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81 ^a	Total
Less than High School	966 594 (61.5) [20.1]	903 578 (64.0) [16.8]	1023 616 (60.2) [14.6]	1172 682 (58.2) [16.0]	4064 2470 (60.8) [16.6]
High School or GED	4627 2048 (44.3) [69.1]	5159 2397 (46.5) [69.7]	5958 3053 (51.2) [72.2]	6505 3330 (51.2) [78.0]	22249 10828 (48.7) [72.7]
Some College	713 282 (39.6) [9.5]	866 398 (46.0) [11.6]	946 492 (52.0) [11.6]	334 175 (52.4) [4.1]	2859 1347 (47.1) [9.0]
College Graduate	86 38 (44.2) [1.3]	134 65 (48.5) [1.9]	137 67 (48.9) [1.6]	156 80 (51.3) [1.9]	513 250 (48.7) [1.7]
Missing	0 (0.0) [0.0]	0 (0.0) [0.0]	0 (0.0) [0.0]	0 (0.0) [0.0]	0 (0.0) [0.0]
Total	6392	7062	8064	8167	29,685
Z Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

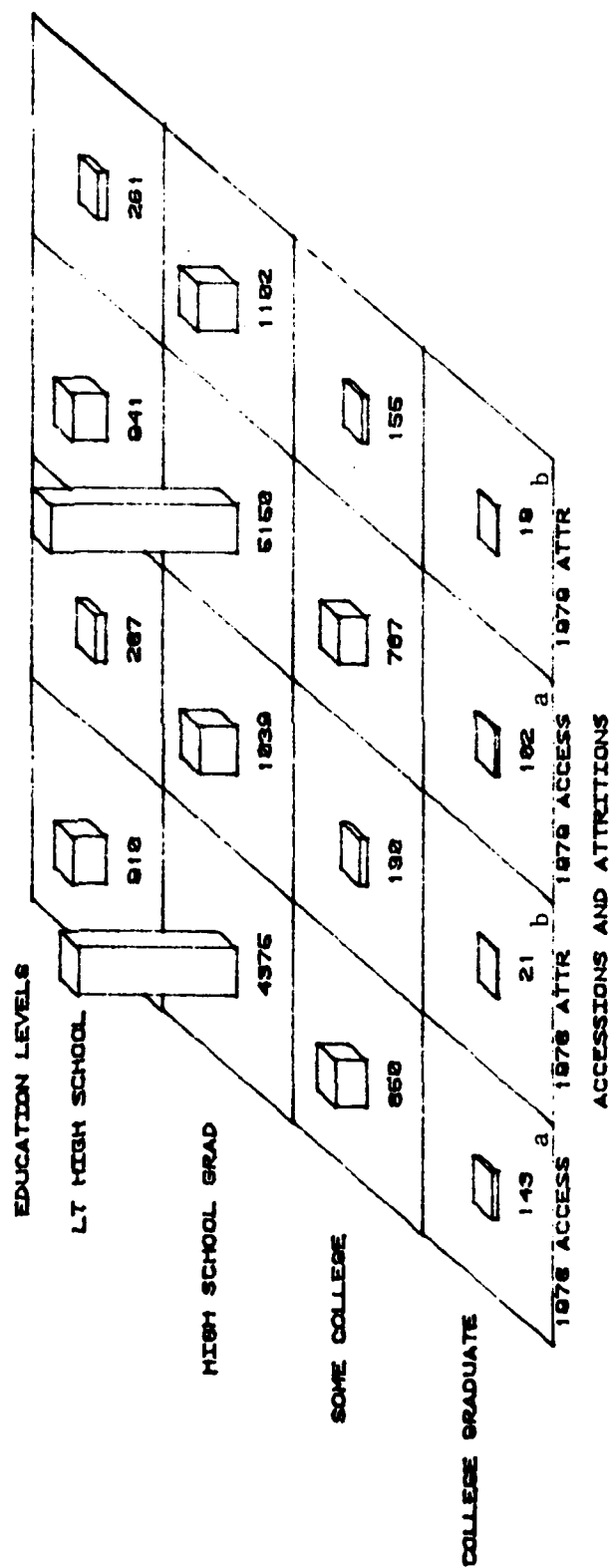
() = Percent attrition of accessions in each educational category and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 18
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Entry Education Levels.

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 18

Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Reentry Education Level

Reentry Education Level	FY78-FY80		FY79-FY81		Total
Less Than High School	910	287 (31.5) [18.7]	941	261 (27.7) [17.0]	1851 548 (29.6) [17.8]
High School of GED	4375	1039 (23.7) [67.6]	5150	1102 (21.4) [71.7]	9525 2141 (22.5) [69.7]
Some College	850	190 (22.4) [12.3]	767	155 (20.2) [10.1]	1617 345 (21.3) [11.2]
College Graduate	143	21 (14.7) [1.4]	102	19 (18.6) [1.2]	245 40 (16.3) [1.3]
Missing	0	0 (0.0) [0.0]	4	0 (0.0) [0.0]	4 0 (0.0) [0.0]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent attrition in each educational category and cohort.

[] = Percent of cohort's 2 yr. total attrition.

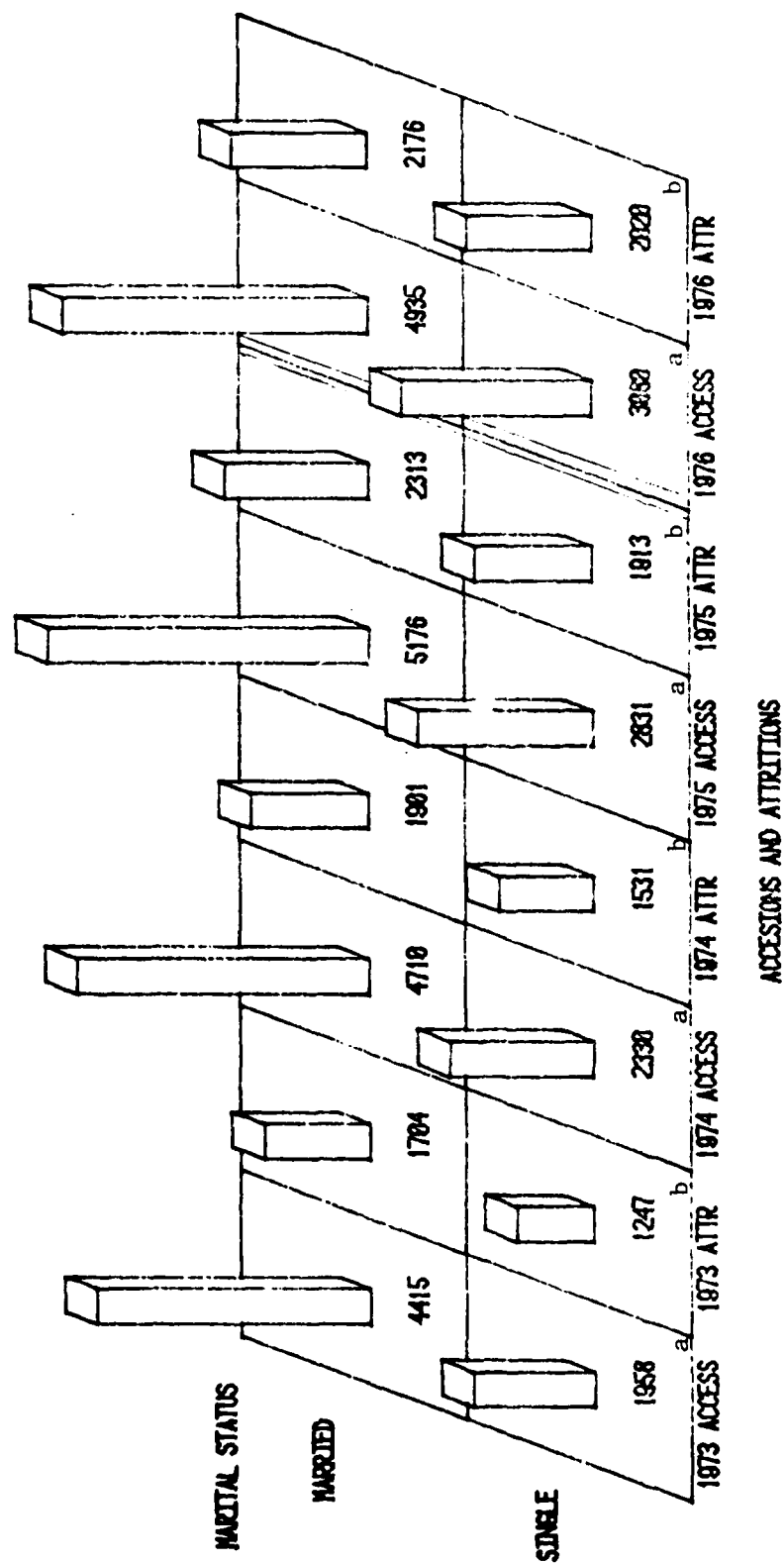
However, the attrition rate generally decreased for individuals who had not graduated from high school.

Marital status and number of dependents. Figures 19 and 20 and Tables 19 and 20 summarize attrition data by most recent marital status. Figures 21 and 22 and Tables 21 and 22 summarize data by the number of dependents. These two sets of data are mutually consistent. When one considers the attrition of prior-service personnel by marital status and by number of dependents, it can be readily seen that single people and those with fewer dependents were more likely to separate. For the six-year periods attrition rates were 65.8 percent for single people and 42.1 percent for married people. For the two-year periods attrition rates were 32.2 percent for single people and 15.4 percent for married people.

For the six-year and two-year periods the attrition rates for all cohorts decreased as the number of dependents increased. For the six-year periods the attrition rate for the combination of all cohorts was 72.2 percent for individuals with no dependents, 52.9 percent for those with one dependent, 48.7 percent for those with two dependents, 30.7 percent for those with three dependents, and 24.1 percent for those with four or more dependents. For the two-year periods the overall attrition rates were, respectively, 33.0, 20.3, 17.7, 10.8, and 7.6 percent for people with 0, 1, 2, 3, and 4 or more dependents.

Ethnic group. Figures 23 and 24 and Tables 23 and 24 show attrition of prior-service cohort accessions by ethnic group. For the FY73, FY74, and FY75 cohorts, the greatest relative six-year attrition likelihood was for blacks--57.9 percent for the FY73 cohort, 55.1 for the FY74 cohort, and 56.1 percent for the FY75 cohort. In FY76 Hispanics had the

Figure 19
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Entry Marital Status
FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 19
Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Marital Status^a

Marital Status	FY73-FY79		FY74-FY80		FY75-FY81		FY76-FY81 ^a		Total
Married	4415	1704 (38.6) [57.5]	4710	1901 (40.4) [55.3]	5176	2313 (44.7) [54.7]	4935	2176 (44.1) [51.0]	19236 8094 (42.1) [54.3]
Single	1958	1247 (63.7) [42.1]	2330	1531 (65.7) [44.5]	2830	1913 (67.6) [45.2]	3080	2020 (65.6) [47.3]	10198 6711 (65.8) [45.1]
Missing	19	11 (57.9) [0.4]	22	6 (27.3) [0.2]	57	2 (3.5) [0.0]	152	71 (46.7) [1.7]	250 90 (36.0) [0.6]
Total	6392	2962	7062	3438	8064	4228	8167	4267	29,685 14,895
% Cohort Attrition within 6 yrs.	46.3		48.7		52.4		52.2		50.2

() = Percent attrition of accessions for each category of marital status and cohort.

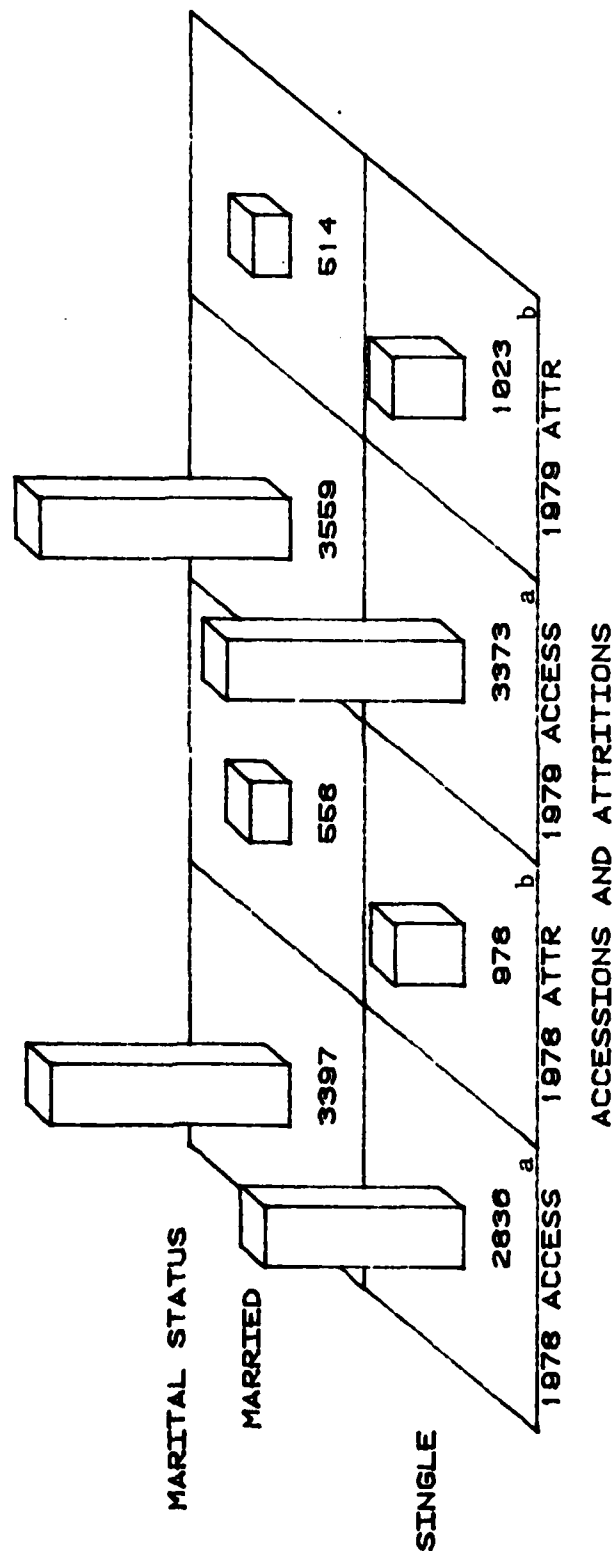
[] = Percent of cohort's 6 yr. total attrition.

^a Marital status was recorded from most recently available data (this is not necessarily the same as marital status at time of reentry).

^b A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 20
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Entry Marital Status

FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 20
Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Marital Status^a

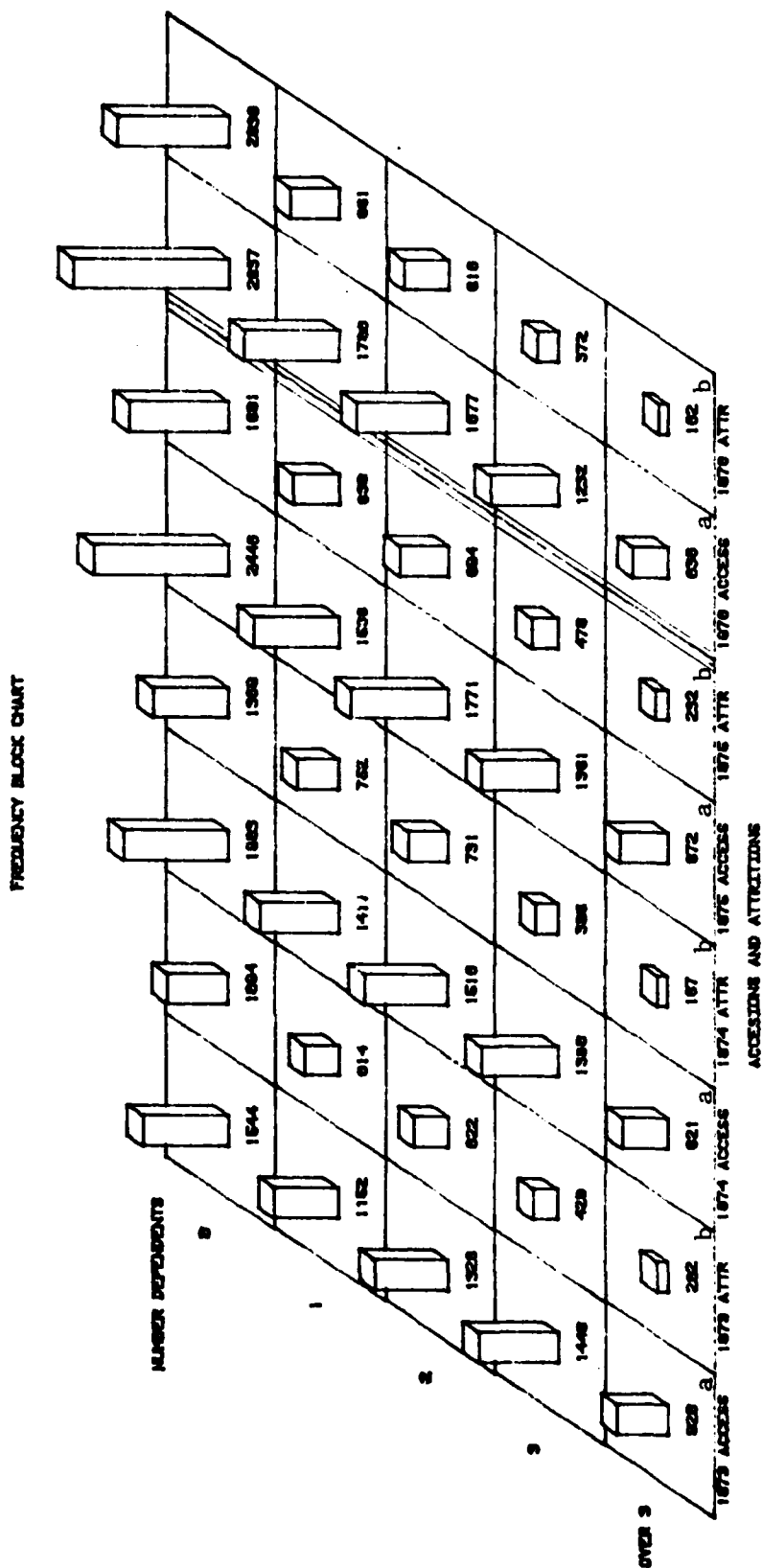
Marital Status ^a	FY78-FY80		FY79-FY81		Total
Married	3397	558 (16.4) [36.3]	3559	514 (14.4) [33.4]	6956 (15.4) [34.9]
Single	2836	978 (34.5) [63.6]	3373	1023 (30.3) [66.6]	6209 (32.2) [65.1]
Missing	45	1 (2.2) [0.0]	32	0 (0.0) [0.0]	77 (1.3) [0.0]
Total	6278	1537	6964	1537	13,242
% of Cohort Attrition within 2 years.	24.5		22.1		23.2
					3,074

() = Percent attritions of accessions in each category of marital status and cohort.

[] = Percent of cohort's 2 yr. total attrition.

^a Marital status was recorded from most recently available data. (This is not necessarily the same as marital status at time of reentry.)

Figure 21
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Number of Dependents at Entry



^a Number of accessions in this year's cohort.

^b Number of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 21

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Number of Dependents^a**

Number of Dependents ^a	FY73-FY79			FY74-FY80			FY75-FY81			FY76-FY81 ^b			Total
	FY73	Cohort Accession	Attrition (6 yrs)	FY74	Cohort Accession	Attrition (6 yrs)	FY75	Cohort Accession	Attrition (6 yrs)	FY76	Cohort Accession	Attrition (6 yrs)	Total
0	1544	1094	(70.9) [36.9]	1903	1369	(71.9) [39.8]	2446	1801	(73.6) [42.6]	2837	2036	(71.8) [47.7]	8730 (72.2) [42.3]
1	1152	614	(53.3) [20.7]	1417	752	(53.1) [21.9]	1538	830	(54.0) [19.6]	1706	881	(51.6) [20.6]	5813 (52.9) [20.7]
2	1328	622	(46.8) [21.0]	1516	731	(48.2) [21.3]	1771	894	(50.5) [21.1]	1677	816	(48.7) [19.1]	6292 (48.7) [20.6]
3	1440	429	(29.8) [14.5]	1390	398	(28.6) [11.6]	1381	470	(34.0) [11.1]	1232	372	(30.2) [8.7]	5443 (30.7) [11.2]
Over 3	920	202	(22.0) [6.8]	821	187	(22.8) [5.4]	872	232	(26.6) [5.5]	636	162	(25.5) [3.8]	3249 (24.1) [5.3]
Missing	8	1	(12.5) [0.0]	15	1	(6.7) [0.0]	56	1	(1.8) [0.0]	79	0	(0.0) [0.0]	158 (1.9) [0.0]
Total	6392	2962		7062	3438		8064	4228		8167	4267		29,685 14,895
Z Cohort Attrition within 6 yrs.	46.3			48.7			52.4			52.2			50.2

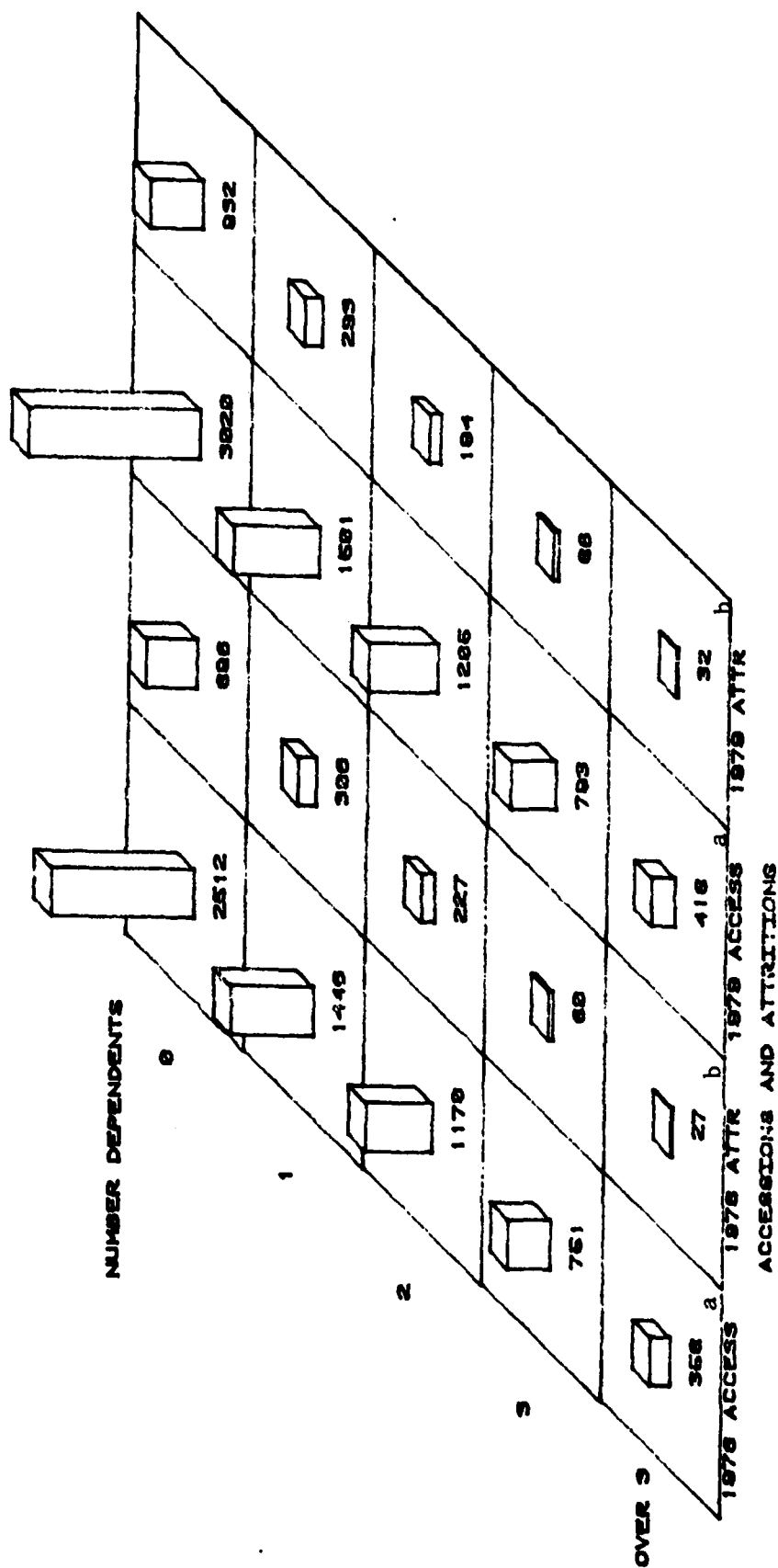
() = Percent attrition of accessions in each cohort with specified number of dependents.

[] = Percent of cohort's 6 yr. total attrition.

^a Number of dependents other than self. Number of dependents was recorded as most recently available data (these are not necessarily the same as number of dependents at time of reenlistment).

^b A conservative estimate of six-year data for FY76 accessions. FY81 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 22
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Number of Dependents at Entry



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 22

**Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Number of Dependents^a**

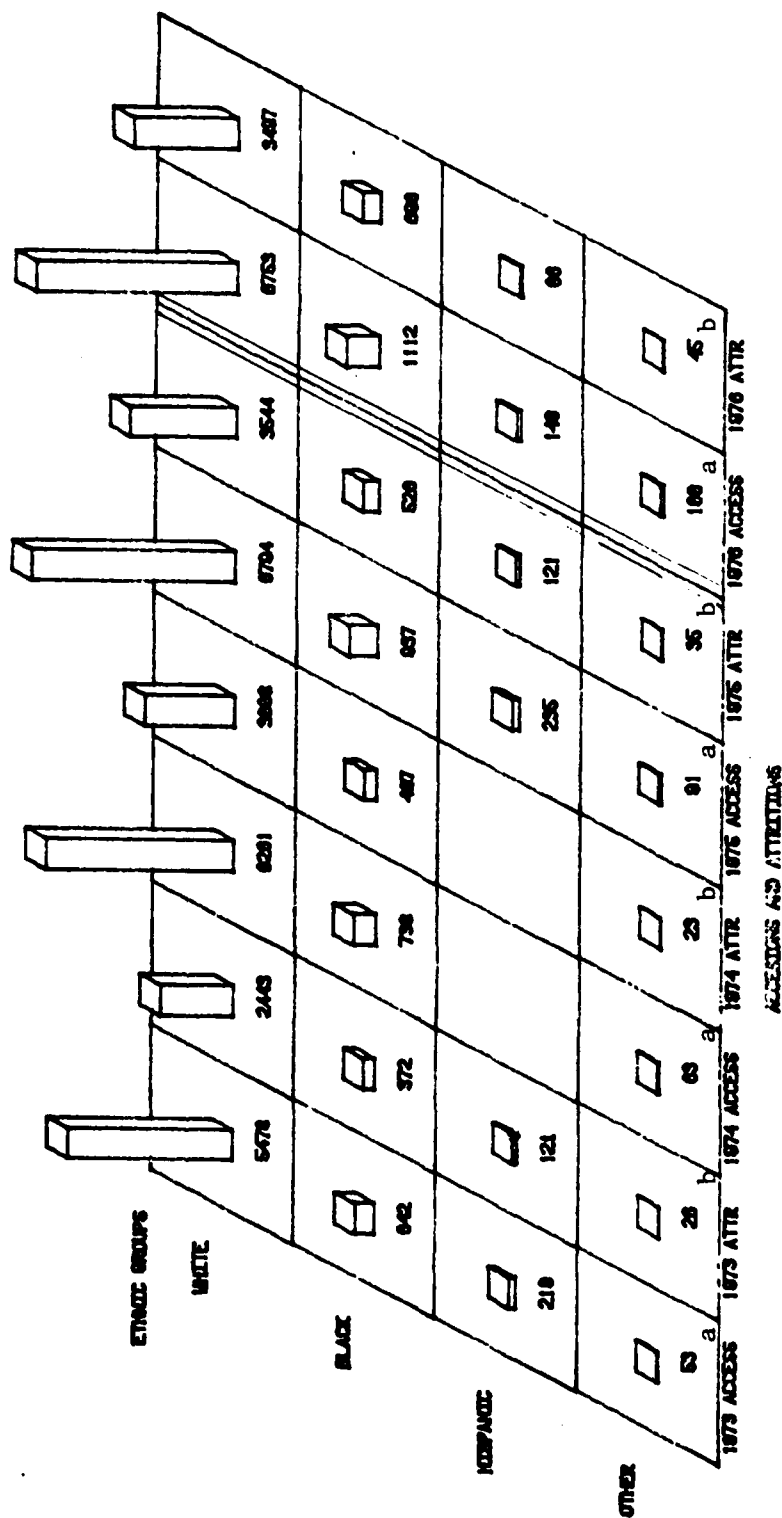
Number of Dependents ^a	FY78-FY80		FY79-FY81		Total
0	2512	896 (35.7) [58.3]	3020	932 (30.9) [60.6]	1828 (33.0) [59.5]
1	1446	306 (21.2) [19.9]	1501	293 (19.5) [19.1]	599 (20.3) [19.5]
2	1170	227 (19.4) [14.8]	1205	194 (16.1) [12.6]	421 (17.7) [13.7]
3	751	80 (10.7) [5.2]	793	86 (10.8) [5.6]	166 (10.8) [5.4]
Over 3	358	27 (7.5) [1.8]	418	32 (7.7) [2.1]	59 (7.6) [1.9]
Missing	41	1 (2.4) [0.0]	27	0 (0.0) [0.0]	1 (1.5) [0.0]
Total	FY78 Accessions 6278 Cohort Attrition (2 years) 1537		FY/9 Accessions 6964 Cohort Attrition (2 years) 1537		Total (FY78-FY/9) Attrition Accessions (2 years) 13,242 3,074
% of Cohort Attrition within 2 years.		24.5	22.1		23.2

() = Percent attrition in each cohort with specified number of dependents.

[] = Percent of cohort's 2 yr. total attrition.

^a Number of dependents other than self. Number of dependents was recorded as most recently available data. (These are not necessarily the same as number of dependents at time of reentry.)

Figure 23
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Ethnic Groups
FREQUENCY BLOCK CHART



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 23

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Ethnic Group**

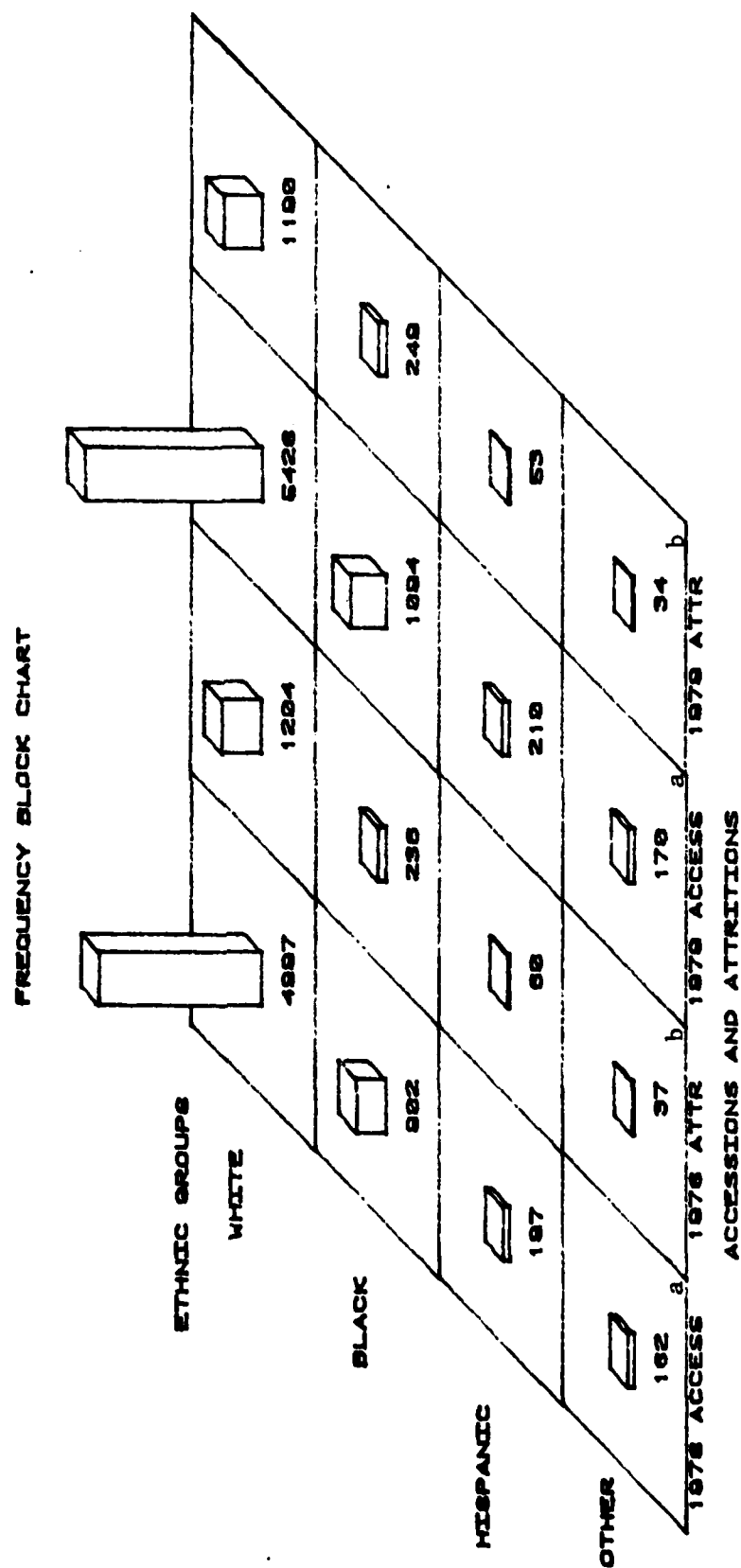
Ethnic Group	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81^a	Total
White	5478 (44.6) [82.5]	6261 (48.0) [87.5]	6794 (52.2) [83.8]	6753 (51.8) [82.0]	25286 (49.4) [83.9]
Black	642 (37.2) (57.9) [12.6]	738 (40.7) (55.1) [11.8]	937 (52.6) (56.1) [12.4]	1112 (60.6) (54.5) [14.2]	3429 (19.1) (55.7) [12.8]
Hispanic	219 (12.1) (55.3) [4.1]	0 (0.0) [0.0]	235 (12.1) (51.5) [2.9]	140 (8.6) (61.4) [2.0]	594 (3.28) (55.2) [2.2]
Other	53 (2.6) (49.1) [0.9]	63 (2.3) (36.5) [0.7]	91 (3.5) (38.5) [0.8]	100 (4.5) (45.0) [1.1]	307 (1.29) (42.0) [0.9]
Missing	0 (0.0) [0.0]	0 (0.0) [0.0]	7 (2.8) [0.0]	62 (3.3) (53.2) [0.8]	69 (0.35) (50.7) [0.2]
Total	6392	7062	8064	8167	29,685
Z Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

() = Percent attrition of accessions in specified ethnic group and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 24
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Ethnic Groups



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reenlistment.

TABLE 24

**Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Ethnic Group**

Ethnic Group	FY78-FY80		FY79-FY81		Total
	FY78	FY80	FY79	FY81	
White	4997	1204 (24.1) [78.3]	5428	1190 (21.9) [77.4]	10425 2394 (23.0) [77.9]
Black	902	236 (26.2) [15.4]	1094	249 (22.8) [16.2]	1996 485 (24.3) [15.8]
Hispanic	197	60 (30.5) [3.9]	210	53 (25.2) [3.4]	407 113 (27.8) [3.7]
Other	182	37 (20.3) [2.4]	170	34 (20.0) [2.2]	352 71 (20.2) [2.3]
Missing	0	0 (0.0) [0.0]	62	11 (11.7) [.7]	62 11 (17.7) [.4]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.		24.5		22.1	23.2

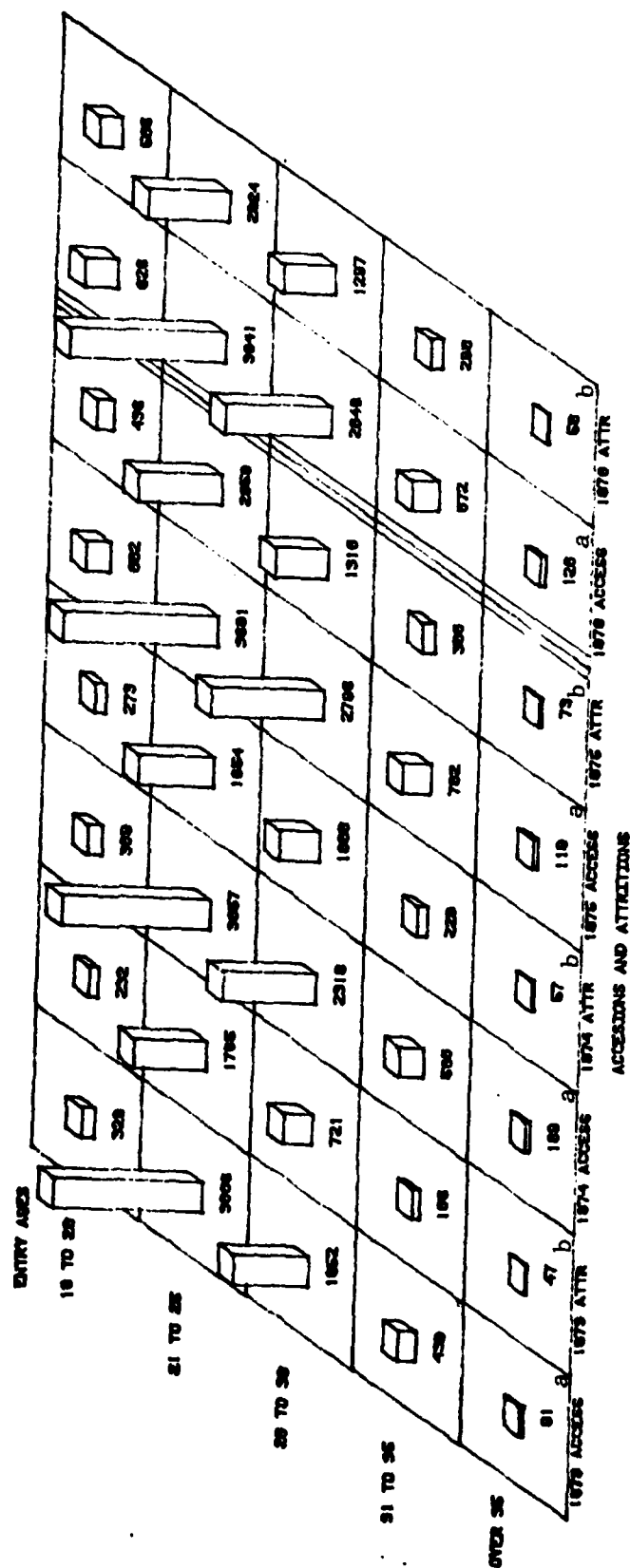
() = Percent attrition of accessions in specified ethnic group and cohort.

[] = Percent of cohort's 2 yr. total attrition.

highest six-year attrition rate (61.4 percent, compared with 54.5 percent for blacks and 51.8 percent for whites). In the FY78 and FY79 cohorts Hispanics evidenced the highest two-year attrition rate (27.8 percent). The corresponding rates were 24.3 percent for blacks and 23.0 percent for whites. Compared with blacks and Hispanics, white reentrants evidenced the lowest attrition rate in each of the FY73 to FY76, FY78, and FY79 cohorts. However, for all cohorts most attritions (as well as most accessions) were classified as white.

Age at time of reentry. Figures 25 and 26 and Tables 25 and 26 look at attrition of prior-service accession cohorts by age at time of reentry. The data generally indicate that the younger a person was upon reentry to active service, the more likely he was to separate within the following six years (for the FY73 to FY76 cohorts) or two years (for the FY78 and FY79 cohorts). For the six-year periods the attrition rate for the combination of all cohorts was highest (71.0 percent) for individuals who were between 18 and 20 years old at time of reentry. The corresponding attrition rates for other age groups were 51.6 percent for individuals aged 21 to 25, 45.1 percent for those aged 26 to 30, 41.4 percent for those aged 31 to 35, and 51.0 percent for those over 35 years of age. For the two-year periods (FY78 and FY79 cohorts) the highest attrition rate was also found for the youngest reentrants (28.8 percent for those aged 18 to 20). The corresponding attrition rates were, respectively, 24.9, 20.6, 14.2, and 17.6 percent for individuals who were aged 21 to 25, 26 to 30, 31 to 35, and 36 or older. It is suspected that those returning in the over 35 category are the ones who made up the small percentage of prior-service personnel continuing to retirement.

Figure 25
Attrition of Prior-Service Accession Cohorts
(1973, 1974, 1975, 1976)
Over Comparable Six-Year Periods
By
Ages at Entry
FREQUENCY BLOCK CHART



aNumber of accessions in this year's cohort.

bNumber of accessions in this year's cohort who became attritions within six years of reentry.

TABLE 25

**Attrition of Prior-Service Accession Cohorts (fiscal years 1973, 1974, 1975, 1976)
Over Six-Year Periods by Age at Reentry**

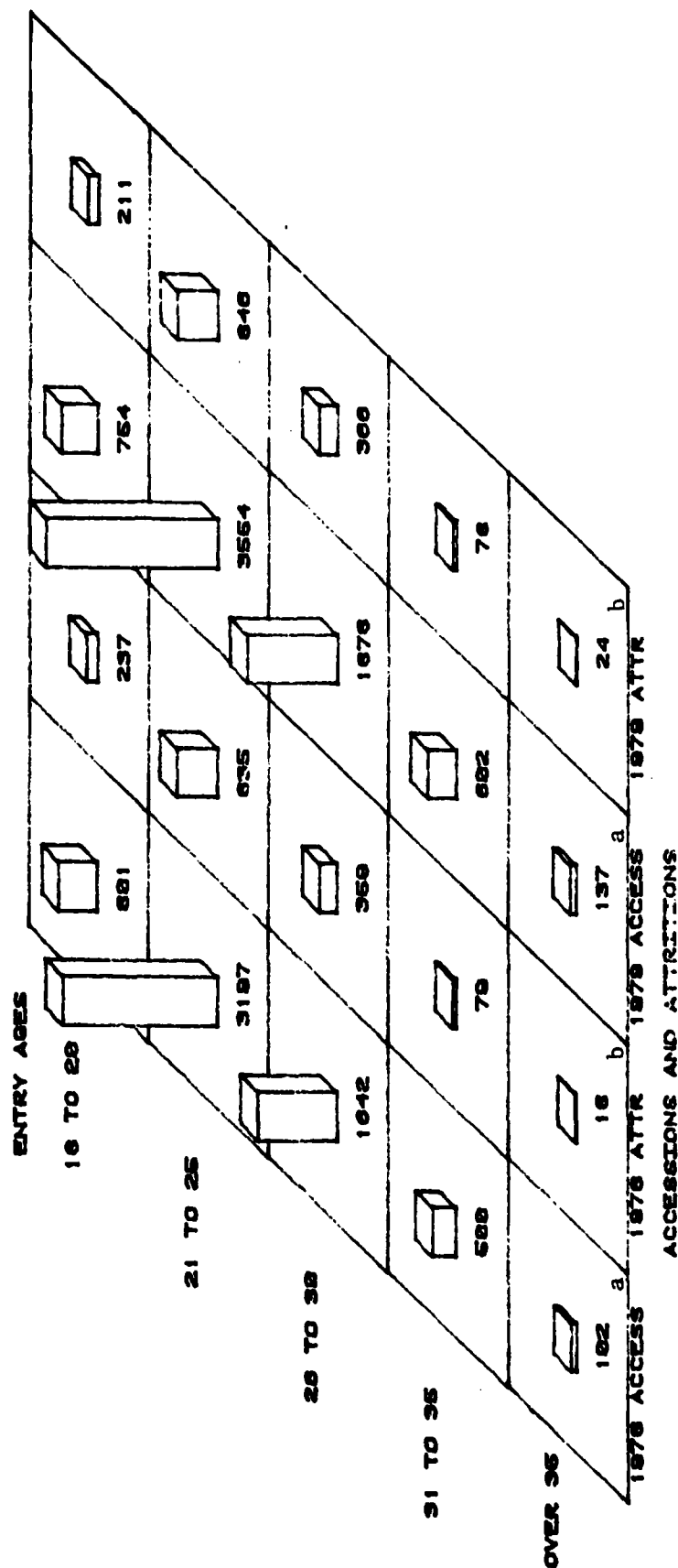
Age at Reentry	FY73-FY79	FY74-FY80	FY75-FY81	FY76-FY81^a	Total
18 to 20	328 (70.7) [7.8]	369 (74.0) [7.9]	602 (72.8) [10.4]	828 (68.6) [13.3]	2127 (1511) (71.0) [10.1]
21 to 25	3668 (48.7) [60.3]	3657 (50.7) [53.9]	3801 (54.2) [48.7]	3841 (52.7) [47.4]	14967 (7722) (51.6) [51.8]
26 to 30	1852 (38.9) [24.3]	2310 (43.3) [29.1]	2798 (47.0) [31.1]	2648 (49.0) [30.4]	9608 (4334) (45.1) [29.1]
31 to 35	439 (38.3) [5.7]	586 (39.1) [6.7]	702 (43.6) [7.2]	672 (43.2) [6.8]	2399 (993) (41.4) [6.7]
Over 35	91 (51.6) [1.6]	109 (52.3) [1.7]	119 (61.3) [1.7]	126 (39.7) [1.2]	445 (227) (51.0) [1.5]
Missing	14 (64.3) [0.3]	31 (80.6) [0.7]	42 (85.7) [0.9]	52 (73.1) [0.9]	139 (108) (77.7) [.7]
Total	6392	7062	8064	8167	29,685
2 Cohort Attrition within 6 yrs.	46.3	48.7	52.4	52.2	50.2

() = Percent attrition of accessions in specified age bracket and cohort.

[] = Percent of cohort's 6 yr. total attrition.

^a A conservative estimate of six-year data for FY76 accessions. FY82 data were unavailable, so information for all cohort members was not available for a full six years after time of accession.

Figure 26
Attrition of Prior-Service Accession Cohorts
(1978 , 1979)
Over Comparable Two-Year Periods
By
Ages at Entry



^aNumber of accessions in this year's cohort.

^bNumber of accessions in this year's cohort who became attritions within two years of reentry.

TABLE 26

**Attrition of Prior-Service Accession Cohorts (fiscal years 1978, 1979)
Over Comparable Two-Year Periods by Age at Reentry**

Age at Reentry	FY78-FY80		FY79-FY81		Total
	FY78 Accessions	Cohort Attrition (2 years)	FY79 Accessions	Cohort Attrition (2 years)	
18 to 20	801	237 (29.6) [15.4]	754	211 (28.0) [13.7]	1555 448 (28.8) [14.6]
21 to 25	3197	835 (26.1) [54.3]	3554	846 (23.8) [55.0]	6751 1681 (24.9) [54.7]
26 to 30	1642	359 (21.9) [23.4]	1878	366 (19.5) [23.8]	3520 725 (20.6) [23.6]
31 to 35	500	79 (15.8) [5.1]	602	78 (13.0) [5.1]	1102 157 (14.2) [5.1]
over 35	102	18 (17.6) [1.2]	137	24 (17.5) [1.6]	239 42 (17.6) [1.4]
Missing	36	9 (25.0) [0.6]	39	12 (30.8) [0.8]	75 21 (28.0) [0.7]
Total	6278	1537	6964	1537	13,242 3,074
% of Cohort Attrition within 2 years.	24.5		22.1		23.2

() = Percent attrition of specified age bracket and cohort.

[] = Percent of cohort's 2 yr. total attrition.

IMPLICATIONS OF THE DATA

The reentry of prior-service personnel is seen as one way to fill mid-grade petty officer vacancies in specific occupations. This report has provided relevant information on such people by presenting a description of the accession and attrition of prior-service personnel who reentered the Navy during fiscal years 1973 to 1979. This accession and attrition data were also analyzed in relation to specific military background and sociodemographic variables. The results of these analyses implied certain conditions and relationships which may be useful in assessing the degree to which the prior-service community is satisfying the goal of filling the mid-grade petty officer vacancies in specific occupations.

Skills of Prior-Service Reentrants

The reentry of prior-service personnel is seen as a way to acquire trained personnel. Therefore, one would expect the reentrants to have been trained in the occupations which are critical to the Navy's needs. This did not seem to be the case. The large proportion of reentrants in the non-occupational category implies that the Navy is attracting a large proportion of untrained veterans. It should be pointed out that untrained means untrained in the occupations which are considered critical to the Navy's needs, i.e., CREO groups A and B. The non-occupational category is made up of a combination of those obtaining no occupation code during their first time in the service and those who are attempting to reenter the Navy with a job skill that is not critical; therefore, they require retraining in a critical job skill area.

Second, the policy of requiring prior-service personnel to serve in the more critical ratings appears to be reflected in the consistently high usage of prior-service personnel in the MM/BT category and a consistently smaller usage in the MS/SH and PN/YN areas.

Third, although the job category of electronic equipment repairman includes jobs for which there is always a need, this was not the category in which most prior-service personnel were trained.

Career Motivation of Reentrants

If reentrants are career-motivated, then this motivation should be reflected in at least two ways: the time which reentrants serve after reentry and their reasons for leaving.

If a reentrant decides to make the Navy his career, we would expect him to stay in the Navy for more than the minimum term of enlistment, and, hopefully, for many more years. However, most of the reentrants in this study left within six years of reentry, and at least 20 percent of each cohort left within two years of reentry.

Under optimal conditions, reentrants would leave for career reasons such as retirement or non-controllable reasons such as medical conditions or hardship situations. However, this was not true for the population included in this study. The most common reason for leaving was completing the term of enlistment. The second most common reason for leaving was behavioral reasons (almost one-third of all separations were because of the reentrants' unsatisfactory behavior)!

Quality of Reentrants

Naturally, the Navy wants the most qualified personnel to return to active service. It also wants the better-qualified people to stay

longer. Although this analysis did not include any direct measures of performance, it did include some information which suggested that the quality of reentrants may have been less than desirable. When asking if the better-qualified people stay, it must be noted that these data do not provide a basis for comparisons with larger populations such as all Navy personnel, all servicemen, or the general population. However, they do provide a basis for comparisons among all reentrants. Comparisons based on differing attrition rates suggested that better-qualified reentrants are more likely than less-qualified reentrants to stay in the Navy. Specifically,

- most of the accessions in this study were individuals who reentered at the lower pay grades (E-1, E-2, and E-3). These individuals were also more likely to leave than those who reentered at higher pay grades.
- Individuals who did not achieve a training status and those who performed general seamanship skills were far more likely to leave the Navy than those receiving training in a technical, craft, or supply area.
- Almost one-quarter of the accessions had AFQT scores in groups IIIA or below. Lower AFQT scores were associated with higher attrition rates.
- The lower the level of education, the higher was the attrition rate.

Relationship between Attrition and Selected Characteristics of the Reentrant

Certain characteristics of the reentrant were associated with differing attrition rates.

- Prior-service of affiliation was associated with differing attrition rates--the lowest attrition rates were found for prior-Navy personnel, the highest attrition rates were found for prior-Army personnel.
- Single people and those with fewer dependents were more likely to separate.

- The younger the individual at time of reentry, the more likely he was to separate.
- Blacks and Hispanics were more likely than whites to leave the Navy.

This report raises many unanswered questions, and it represents results that are still considered preliminary in nature. However, it reveals significant findings that bear further investigation, especially since many of the findings appear to be counter-intuitive to hypotheses expressed by some recruiters and policymakers. The large number of attritions among the prior-service community, the large number of non-occupational accessions, and the fact that as many as 30 percent of the attritions are due to failure to meet minimum behavior and performance criteria suggest that prior-service reentrants are not necessarily career-oriented veterans who are providing long-term quality service to the Navy.

OTHER TECHNICAL REPORTS OF THIS PROJECT^a

As part of the project titled "An Empirical Study to Enhance the Reenlistment Process of Civilian Personnel with Prior Military Service"^b the following technical reports have been completed.

Stephenson, S. P., Beik, L. L., Ellison, D. R., & Fitch, S. D. Profile of prior-service accessions to the U.S. Navy: Fiscal Years 1973-1981 (Tech. Rep. ONR 83-1). University Park, PA: The Pennsylvania State University, Institute for Policy Research and Evaluation, April 1983.

Ellison, D. R., Mitchell, M. E., Beik, L. L., Stephenson, S. P., & Fitch, S. D. Separation of prior-service Navy personnel over two- and six-year periods: Fiscal years 1973-1981 (Tech. Rep. ONR 83-2). University Park, PA: The Pennsylvania State University, Institute for Policy Research and Evaluation, April 1983.

Beik, L. L., Mitchell, M. E., & Fitch, S. D. Segmentation of prior-service reenetrants in the U.S. Navy: A preliminary analysis (Tech. Rep. ONR 83-3). University Park, PA: The Pennsylvania State University, Institute for Policy Research and Evaluation, April 1983.

Other reports will be completed during the course of the project.

^a Additional copies of these reports can be obtained for a nominal charge. Requests for copies should be sent to:

Research Publications
Institute for Policy Research and Evaluation
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^b Office of Naval Research Contract No. N00014-82-K-0262.

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Scientific Advisor to the DCNO(MPT)
Manpower Support and Readiness Program
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2000 North Beauregard Street
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2000 N. Beauregard Street
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Center for Human Resource Research
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Duke University
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UCLA
Los Angeles, CA 90024

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Institute for Social Research
University of Michigan
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Ann Arbor, MI 48106

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Potomac Institute for Economic Research
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Institute for Comparative Social and
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Washington, DC 20014

Dr. Allen Newell
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Carnegie-Mellon University
Schenley Park
Pittsburgh, PA 15213

Dr. Brian K. Waters
Human Resources Research Organization
300 North Washington Street
Alexandria, VA 22314

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Department of Psychology
University of Illinois
603 East Daniel
Champaign, IL 61829

Dr. Lee Roy Beach
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University of Washington
Seattle, WA 98195

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Subic
Box 60
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Yokosuka
P. O. Box 4
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Navy Personnel R&D Center
San Diego, CA 92152

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Office of Naval Research Detachment
Boston
495 Summer Street
Boston, MA 02210

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Manpower Research and Advisory
Services
Smithsonian Institution
801 N. Pitt Street
Alexandria, VA 22314

Dr. Frank Landy
Department of Psychology
450 Moore Building, PSU
University Park, PA 16802

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Organizational Effectiveness
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