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Population Representation in the Military Services

Fiscal Year 1991
October 1992

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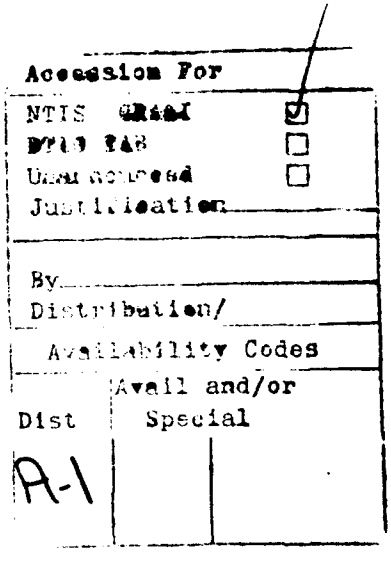
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EXECUTIVE SUMMARY

The 18th Department of Defense (DoD) annual report on social representation in the U.S. military was prepared by the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel) in response to the requirements of the Senate Committee on Armed Services (Report 93-884). The report provides fiscal year (FY) 1991 data and compares characteristics of military personnel with the U.S. population on demographic (age, race/ethnicity, gender, education, and aptitude levels) and socioeconomic attributes of applicants and new recruits (accessions). It also provides information on the enlisted and officer force in FY 1991. For the first time, the report provides data for military members accessed and assigned to National Guard and Reserve units.

Chapter 1 introduces FY 1991 events and issues that affected the composition of the military. The first chapter highlights a number of issues related to the impact of the drawdown on the recruiting and retention of military personnel. Chapters 2 through 5 deal with the Active Components, while chapters 6 and 7 focus on the Selected Reserve. The chapters compare military applicants, accessions, and military members in the enlisted and officer ranks with civilian youth and the general civilian workforce. Chapter 8 concludes the report with a look to the future. The full impact of downsizing will not be evident for a number of years. Ongoing changes in world events, trends in the demographic makeup of the labor force, and adjustments to the size and structure of the Armed Forces have policy implications for decision makers. The interplay of equal opportunity principles of selection, modified by attention to balance in group representation, will remain a major topic of discussion. This report will contribute to plans and decisions that may affect the future composition of the military.

The findings indicate that the Armed Forces were composed of high ability, well-educated volunteers: men and women who demonstrated their capability to respond successfully to crises around the globe. Selected findings for FY 1991 were:

Age. The mean age of new active duty accessions in FY 1991 was 20 years. The active duty enlisted members averaged 27 years, while those in the Selected Reserve averaged 31 years of age. Officers also were older, with a mean age of 26 years for Active Component (AC) officer accessions and 34 years for active duty officers. The age distribution of AC officer accessions was somewhat negatively skewed since approximately 20 percent of officer requirements were for health professionals, lawyers, and chaplains -- fields requiring significant years of graduate education. The age groupings of Selected Reserve officers varied significantly by component. For example, over 50 percent of Army Reserve and Air Force Reserve officers were 40 or older, compared to 30 percent in the Army National Guard and Marine Corps Reserve. In part, this reflects the percentage of Army Reserve and Air Force Reserve officers who serve as Individual Mobilization Augmentees (IMAs) to Active Component units and headquarters.

Race/Ethnicity. Blacks and "Other" racial minorities (e.g., Native Americans and Asian Americans) were somewhat overrepresented in the military. Blacks comprised 17 percent of both AC and Selected Reserve accessions as compared to 14 percent of civilians 18- to 24-years old. The AC and Selected Reserve enlisted force included 23 and 18 percent Black Service members,

respectively, as compared to 12 percent of the age-comparable civilian population (18- to 44-year-olds). In the Active and Reserve Components, Blacks comprised 7 percent of the officer corps, compared with 6 percent of Black civilian college graduates in the workforce. "Other" racial minorities comprised 6 percent of AC recruits and 6 percent of the active enlisted force as compared to 4 percent of the comparably aged civilian population. In the Selected Reserve, "Other" racial minorities represented 5 percent each of accessions and the enlisted force.

Hispanics were slightly underrepresented in the enlisted ranks. Hispanics represented 7 percent of both active duty and Selected Reserve non-prior service (NPS) enlisted accessions. (NPS includes individuals who have not served in the Armed Services.) In comparison, Hispanics comprised 11 percent of the 18-24 year-old civilian population. Hispanics comprised 5 percent of the active duty enlisted force and 6 percent of the Selected Reserve enlisted force, compared to 9 percent in the civilian labor force. In both the Active and Reserve Components, Hispanics comprised 2 percent of the officer corps, compared with 3 percent of Hispanic civilian college graduates in the workforce.

Gender. The proportion of women entering the military increased slightly DoD-wide, continuing the upward trend over the past decade in the proportion of women Service members. In FY 1991, women made up 13 percent of new AC recruits, 14 percent of Selected Reserve accessions, 11 percent of the active duty enlisted force, and 14 percent of the Selected Reserve enlisted force. The proportions of women in the officer corps were somewhat higher than in the enlisted force. Females comprised 18 percent of both Active and Selected Reserve officer accessions, 13 percent of active duty officers, and 16 percent of Selected Reserve officers.

Armed Forces Qualification Test (AFQT) Scores. AFQT measures aptitude for enlisted military service. In FY 1991, 71 percent of AC male enlisted accessions and 81 percent of AC female accessions scored in the upper half of the AFQT score range (Categories I - IIIA). In the Selected Reserve, 60 and 58 percent, respectively, of male and female NPS accessions scored in the upper half of the AFQT score range. AFQT scores of enlisted accessions were considerably higher than comparable civilian youth, because low-scoring applicants are screened out of the military. There is no single aptitude test for officer candidates.

High Quality Recruits. The primary market sought by recruiters is youth who have a high school diploma and who score at or above the 50th percentile on the AFQT. These are referred to as "high quality" prospects. In FY 1991, 57 percent of male and 84 percent of female AC accessions were high quality.

Education Level. The great majority (99+ percent) of FY 1991 AC NPS enlisted accessions and 91 percent of Selected Reserve NPS accessions had either a high school diploma or an alternate credential. The comparable figures for AC enlisted members and Selected Reserve members were 98 and 93 percent, respectively. Approximately 6 percent of enlisted accessions and 7 percent of the enlisted force had at least some college education. Ninety-eight percent of AC officer accessions and those on active duty were college graduates. Sixty-seven and 73 percent, respectively, of Selected Reserve officer accessions and Selected Reserve officers were college graduates. These figures were reduced by the proportion of non-college graduate officers in the Army National Guard (65 and 41 percent, respectively, of officer accessions and the officer corps in the Army National Guard).

Socioeconomic Status. There is a perception in many quarters that new recruits are drawn primarily from the underclass. This view is incorrect. Both DoD and independent data indicated that the majority of recruits' parents were married, owned their own home, and were employed.

Geographical Representation. Geographical representation in the enlisted force has changed over the last decade. In general, U. S. migration has been from the Northeast toward the South and West. The trend in military geographical representation has been similar. A number of factors beside location of the youth population affect military representation including unemployment, college enrollment, and wage rates, which vary widely and fluctuate significantly across Census regions.

Occupation. As a proportion of persons assigned to each occupational area, there were greater proportions of Blacks in medical, administration and functional support, communications, and service support occupations than in combat specialties. This applied to both the Active and Selected Reserve components. Hispanics had higher proportional representation in combat and medical skills. The highest proportions of women were in the medical, administration and functional support, and communications and intelligence occupations.

Active Component Service Differences. While the Services did not differ substantially on many demographic characteristics, there were some differences. Air Force members were older, on average, than their counterparts in the other Services. The Air Force also had a higher percentage of women and a higher proportion of married members. There were relatively fewer minority personnel in the Air Force; mean AFQT scores and education levels were higher; and Air Force enlisted personnel came from families of slightly higher socioeconomic status than those in the other Services. The Army had the highest proportion of enlisted accessions who had completed at least some college (8 percent). The Army had the highest proportion of Blacks and "Other" minorities. Black females were a particularly large proportion of Army females. The Marine Corps had the youngest enlisted force, the lowest proportion of females, the greatest concentration of AFQT Category III recruits, and the largest percentage of members with only a high school diploma. The Navy had the highest proportion of Hispanic enlisted accessions and the lowest percentage of AFQT Category I-IIIA recruits. Inter-Service differences in the officer corps were generally parallel to those in the enlisted force.

Selected Reserve Service Differences. Over two-thirds of Army Reserve and Marine Corps Reserve NPS accessions (70 and 65 percent, respectively) were in the 17- to 19-year-old age group compared to 37 and 17 percent in this age group, respectively, in the Air Force Reserve and Naval Reserve. Approximately one-third of the Air National Guard and Air Force Reserve enlisted members were age 40 or older, compared to less than 20 percent in the Army Reserve, Naval Reserve, and Marine Corps Reserve (19, 19, and 4 percent, respectively).

The proportion of enlisted members with at least a high school diploma ranged from 79 percent in the Army National Guard to 97 percent in the Air Force Reserve. Significant proportions of Black women served in the Selected Reserve (32 percent of female members). The Army Reserve had the greatest percentage of female Service members who were Black (43 percent), and the Naval Reserve had the smallest proportion (16 percent).

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Chapter 1

INTRODUCTION

This is the 18th in a series of annual Department of Defense (DoD) reports on the demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and the enlisted and officer force of the Armed Services. Such a description of military personnel was mandated by the Senate Committee on Armed Services (Report 93-884, May 1974). Since then, the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management and Personnel) has provided data on the quality and representativeness of those in uniform compared to the civilian population. Data in this report cover fiscal year (FY) 1991: October 1, 1990 - September 30, 1991. For the first time, the report also includes data on the Selected Reserve elements of the Reserve Components.

The major personnel action affecting military men and women in FY 1991 was the resumption of the drawdown of forces begun just prior to Operation Desert Shield. Former large downsizings, such as after the Vietnam Conflict, were less traumatic. In such instances, there were significant proportions of draftees and "reluctant volunteers" (those who enlisted because of the perception they would soon be drafted) who were eager to leave the military. The current downsizing is radically different. Never before has there been a personnel reduction of the projected magnitude among a force of all volunteers. Many of today's Service members want to remain in uniform, but may face forced separation.

Despite downsizing, the Defense Department must maintain personnel readiness and force structure effectiveness. At the same time, DoD recognizes that reductions in personnel will affect the lives, careers, and morale of many Service members. A large proportion of the FY 1991 downsizing was achieved through lowered recruiting objectives, encouragement of retirements, and the use of incentives to spur voluntary separations. In each of these methods for lowering personnel levels, DoD was particularly sensitive to whether the actions may inadvertently affect minorities and women disproportionately.

Military Service: Burden or Opportunity?

The debates on the appropriate social composition of the military and whether military service is a *burden* or an *opportunity* for American youth who enlist are similar to the arguments on the perceived risk of combat. As the likelihood of combat increases, military obligations become more of a burden relative to the benefits obtained. Criticisms increase regarding the possibility of higher casualty rates among groups overrepresented in the military. As the danger of combat subsides, military life as an opportunity gains greater weight. Many groups and individuals view the military as a provider of jobs, skill training, social and personal development opportunities, and continuing education.

At the beginning of FY 1991, the "**burden**" end of the scale predominated, as Service members deployed to the Arabian Peninsula in Operation Desert Shield. With the swift end to the war, the scale shifted in the latter part of FY 1991 to the "**opportunity**" end. Concerns were voiced that downsizing meant that DoD would have to slam disproportionately the door on opportunities for minorities and other segments of the youth population. Fears were expressed

that many minority Service members separated as a result of the drawdown would face a high rate of unemployment or underemployment.[1]

Why the Concern?

A key concern about the drawdown is its possible effects on minorities and women. In managing force reductions, DoD must maintain readiness by minimizing reductions in combat units and skills. Given the proportion of minorities and women in combat support and combat services support (as opposed to combat), the concern has been that disproportionate separation will occur among minorities and women, and that the drawdown will result in fewer openings for them.

Race/ethnicity. Many youth see the military as offering better job and career opportunities than the private sector, through equitable recruiting policies. It also is widely perceived that Service opportunities go beyond pay and other tangible benefits. The Services are avenues for upward mobility, primarily through technical training and the benefits that accrue from further education. The military is an attractive option.

With the low casualty experiences of Operation Desert Storm and a perception of a greatly lessened military threat, the question in FY 1991 was no longer whether the burden of defending the nation was falling too heavily on racial and ethnic minority groups. The question swung back to whether the downsizing disproportionately reduced training, education, and job opportunities for minorities.

Toward the end of FY 1991, concerns were voiced that the drawdown would have an adverse impact on the number of minorities able to enter the Armed Forces, and forced out of the Services.[2] The assumption was that a reduction in the absolute numbers of minorities who enter, or an increase in the numbers forced to separate from the Services, even if proportional to overall force cuts, would eliminate opportunity that is not available in the civilian sector. This prospect is especially disconcerting because the drawdown is occurring at a time of weakened civilian job possibilities.

Gender. Another long-term debate that intensified during FY 1991 involved the role of women in the Armed Forces. Although historically a male institution, the military has increased recruiting of women when there was a need for additional "manpower" in major wars.[3] A

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[1] Laurence, J.H., *"Implications of the Defense Drawdown for Minorities,"* presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD, October 1991.

[2] Laurence, J.H., *"Effects of the Defense Drawdown on Minorities,"* paper prepared for the U.S. Department of Education, Office of the Assistant Secretary for Education Research and Improvement, Washington, DC, November 1991.

[3] See Holm, J., Major General, USAF (Ret.), *Women in the Military: An Unfinished Revolution* (Novato, CA: Presidio Press, 1982).

number of studies in the early 1970s recommended expanding the role and number of women in the military.[4]

Although there is a larger *presence* of women in today's military, the proportion of women is much smaller than in the general population, primarily due to social and policy issues related to their *role* in the military. The fundamental argument concerns combat and combat-related positions. One view holds that combat restrictions preclude women from achieving positions of senior leadership, and foster institutional discrimination. Proponents believe that relief from such restrictions, while broadening the role of women in the military, could lead to increases in the number who serve.

The competing school of thought holds that women lack the physical strength required for combat. Critics also suggest that the presence of women in combat units would negatively affect unit cohesion because men would be overly concerned about the welfare and safety of women in combat areas. It is argued that women in combat units would adversely affect combat effectiveness and readiness.

The conflict concerning the role of women in the military is a complex issue. The Presidential Commission on the Assignment of Women in the Armed Forces studied the issue in depth and provided its report to the President on November 15, 1992. The debate and analyses can be expected to occupy military planners and policy makers for a long time to come.

Impact of Shifting Demographic Patterns and the Drawdown

For the first two decades of the All-Volunteer Force (AVF) there were numerous reports on the effect of the dwindling youth population on recruiting. The number of 18- to 24-year-olds declined by 11 percent during the 1980s, and 14- to 17-year-olds dropped even more -- by 18 percent. Not often mentioned was the fact that the decline was not evenly spread across the country. In the Northeast and Midwest, the decline in the number of 18- to 24-year-olds was 20 to 30 percent. At the same time, several Southern and Southwestern states and most of California actually saw a dramatic rise in numbers of teenagers and young adults.[5] The increases are attributed to higher birthrates and international immigration.

Recruiting results in the Northeast and portions of the North Central and Midwest areas have reflected the declines in the youth population in those areas. In response to the shifting demographics, the Services reduced their recruiting presence in those areas, while expanding in the Southwest, West, and South. The areas of expansion have greater proportions of ethnic and "Other" minorities than Blacks. Prime candidates for closure were recruiting offices in areas with low numbers of recruits and with high applicant rejection rates, that is, areas with greater

[4] In November 1972, a report by the Central All-Volunteer Task Force, comprised of representatives from each Service and the Office of the Secretary of Defense, and a report by the House Committee on Armed Services recommended expanding the number of women in the Services, as well as the occupations in which women serve.

[5] See the February 1992 issue of *American Demographics*. This special issue, entitled "American Youth," interprets implications of 1990 Census data on children, teenagers, and young adults, and provides data on the numbers and distribution of the 14- to 17- and 18- to 24-year-old youth markets.

proportions of high school dropouts, low Armed Forces Qualification Test (AFQT) scorers, or involvement with drugs or other legal infractions that bar enlistment. The shift of recruiters resulted in a lessened recruiter presence in large urban cities. These changes affected the proportion of FY 1991 racial and ethnic minority enlistments.

The Drawdown, Representation, and Military Requirements

Males 17- to 21-years old are the primary enlistment pool for the Services. Within that group, the 18-year-old male is the primary focus. Figure 1 compares male military recruiting requirements with the proportion of 18-year-old males in the general population.

Over the life of the volunteer military, one of the major concerns was whether the decline in the 18-year-old male population would either signal the end of the volunteer force, or require totally new approaches to recruiting. Another concern was the potential for decreased enlistment propensity. As shown in Figure 1, the population of 18-year-old males declined 24 percent from its 1979 peak. A steady decline in the youth population combined with a possible decreased desire to enlist would have made it difficult to continue to meet the recruiting levels of the 1970s. However, the requirements for non-prior service (NPS) male enlistees decreased even further in the 1980s.

Projecting male youth population trends. Labor market factors further mitigated the impact of the fall in the numbers of the 18-year-old male population. The factors included:

- Decline in earning power of high school diploma graduates (HSDG). Studies indicate a decrease in the buying power of those whose highest level of education is a high school diploma. This made Service enlistment offerings relatively more attractive to youth.[6]

- Increased immigration. The continuing rise in immigration rates adds to the base of eligible youth. Immigrants per 1,000 U.S. citizens in the 1980s were the highest since the 1920-1929 period.[7]

- Fewer job opportunities. A decrease in federal youth jobs resulted in lessened job and job training opportunities.[8]

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

[7] More specific data on the numbers and proportions of immigrants, by status, country, and number are found in Tables 5 through 10 of the *Statistical Abstract of the United States: 1990*, published by the Bureau of the Census, January 1990, pp. 9-11.

[8] Patterson, D.A. and Hoskins, J.A., *The Air Force, Conscription, and the All Volunteer Force* (Maxwell Air Force Base, AL: Air University Press, December 1987), pp. 101-102.

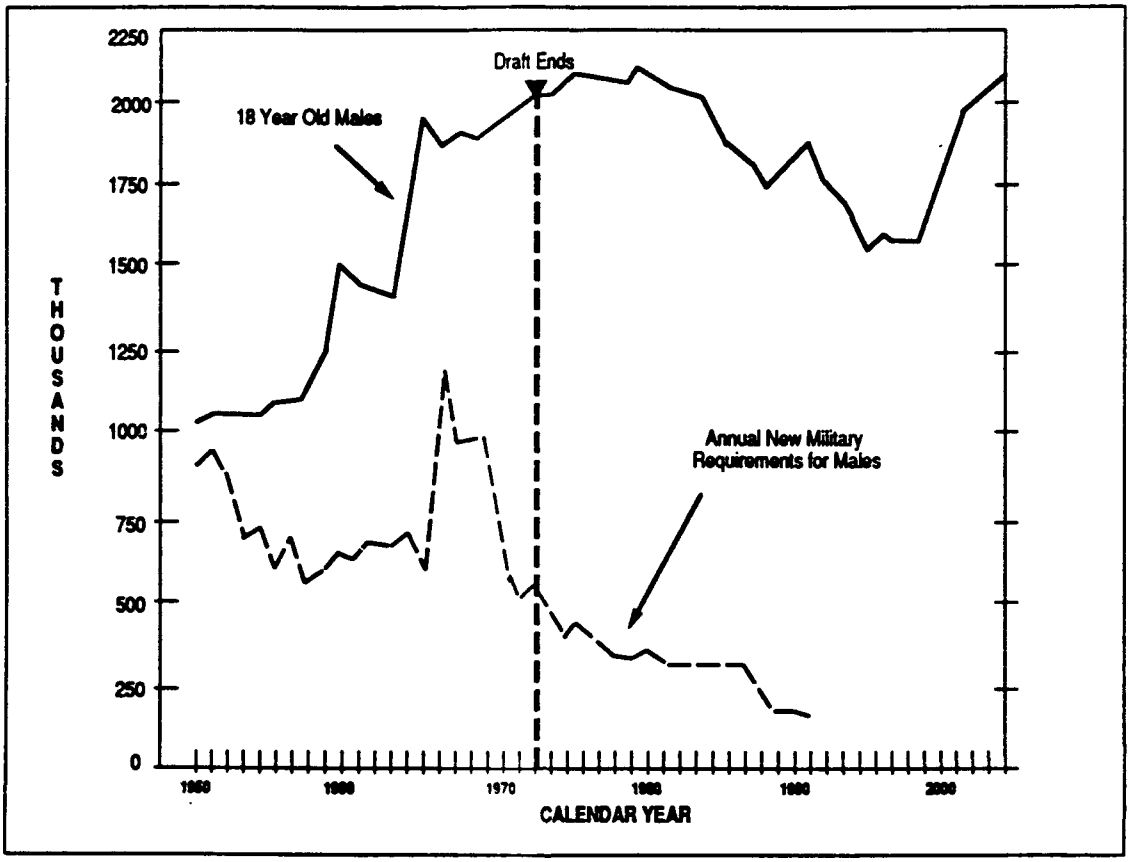


Figure 1. The population of 18-year-old males and the Services' male NPS recruiting requirements, 1950-2005.

- The downturn in male college enrollments. The decline in White and Black males who attend college meant a larger proportion of young men were available to recruiters.[9]

- More older workers. The more that the older segments of the market defer retirement, the more jobs that are denied to young men.[10]

- Women in the labor force. The proportion of women entering the labor force has doubled since the 1950s. As women compete for jobs, additional men remain in the unemployment pool.[11]

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[9] See Chapter 3 and Tables 159 through 163 in the *Digest of Education Statistics: 1990*, Department of Education, February 1991, pp. 159-173.

[10] Ibid. With older workers staying in their jobs longer, entry-level jobs are not available. This equates to less youth employment or underemployment--factors that contribute to making the military a more attractive option.

[11] See the text of Section 13, and Tables 631 through 642, *Statistical Abstract of the United States: 1990*, Bureau of the Census, January 1990, pp. 375-387.

These factors, combined with economic conditions and high unemployment rates among teenagers, resulted in greater proportions of young men seriously considering enlistment. The net result was that the male pool was large enough to sustain recruiting. Comparing projections of the size of the pool with recruiting requirements indicates that the pool will be even larger, proportionately, in coming years.

Defining military personnel requirements. The Services recruit significant proportions of high quality recruits -- defined as high school graduates who score at or above the 50th percentile on the Armed Forces Qualification Test (AFQT). The Services measure quality from two perspectives: lowered attrition and high levels of performance. Less attrition means a higher likelihood that an individual will remain in the military for the full duration of his or her enlistment. This reduces training costs and increases the proportion of experienced person-years available. Performance refers to completing training; repairing, maintaining, or operating ever more complex technical equipment and systems; and functioning either independently or as part of a team in dynamic crisis situations.

To assure effective levels of attrition and performance, the Services set accession goals for high-quality youth. Implicitly and explicitly, recent criticisms have been expressed that the Services recruit too many high quality youth to the detriment of minorities and youth from lower socioeconomic backgrounds. The emphasis on quality is deemed by some as running counter to the goal of providing opportunities for minorities. Some argued that the military quest for quality has deleterious effects on minorities, given their generally lower test scores. For example, Dr. Ronald Walters, Chairman of the Political Science Department at Howard University, indicated before a congressional committee that increasing enlistment standards might contribute indirectly to blocked opportunities for Black males who would have qualified under earlier standards.[12]

Changes in quality standards do impact the proportion of minority accessions. The issue is whether there should be a ceiling on the proportion of high-quality accessions, or whether enlistment standards should be adjusted to ensure that minorities are accessed as a particular proportion of enlistments. The response to such proposals must be framed within the context of military mission and occupational requirements.

As with civilian industry, a reduction of military personnel requires difficult decisions regarding recruiting, separations, and retraining the workforce. The Services must ensure that the smaller number of recruits are capable of performing more technical duties, and in a more independent fashion, especially as more occupations become candidates for consolidation. By way of illustration, many Service jobs are subdivided (often referred to as "shredouts"). The shredouts are codes for experience with particular equipment (e.g., the tactical aircraft maintenance job has 15 shredouts that address equipment differences for single and multiengine planes and/or particular types of tactical aircraft; a communications maintenance technician job may call for a dozen shredouts, each requiring experience with a particular communications set or piece of equipment). With a smaller force, shredouts will be merged, with the incumbent

[12] Walters, R., *African-American Participation in the All Volunteer Force: Lessons from the Persian Gulf Crisis*, before the House Committee on Armed Services, March 4, 1991.

possessing expertise to work on a number of different systems. Job incumbents must either be able to complete the expanded tasks of the consolidated job or face separation.

In addition to separations caused by fewer and consolidated jobs, the size of the drawdown may result in the Services separating individuals who have performed effectively. Should personnel reductions exceed the currently programmed 25 percent, the proportion separated (voluntarily or involuntarily) will rise substantially.[13]

Inclusion of the Reserve Components

With the advent of the All-Volunteer Force and emphasis upon the Total Force Policy, the Reserve Components (RC) of the United States Armed Forces have become an increasingly important element of our national defense.[14] After a decade of growth and improvement, Reserve forces are now responsible for performing a variety of important missions in the event of armed conflict, and for assisting the active force in meeting its peacetime requirements. For the first time since its inception, this report includes the Reserve Components. More specifically, it contains data on military personnel assigned to the Selected Reserve.

The RC is a complex structure. The Selected Reserve, the subject of chapters 6 and 7, is composed of those units and individuals designated by their respective Services and approved by the Chairman, Joint Chiefs of Staff, as so essential to initial wartime missions that they have priority for training, equipment, and personnel over all other Reserve elements. Most Selected Reservists are assigned to units which train together on a part-time basis.[15] While all segments of the RC are subject to mobilization during war or national emergency declared by Congress, the Selected Reserve is the mainstay of the Reserve Force, and is the first to mobilize.

The Selected Reserve data include members of units and those in the training pipeline--those who have joined but have not yet completed initial active duty training, or who are awaiting the second part of split initial active duty training. Split training, going to boot camp one summer and technical training the next summer, is an attractive option for youth in school or individuals who cannot leave their home area for an extended time. In addition to the members of units and those in training, these data include full-time support personnel and

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[13] For a discussion of the need for substantial numbers of involuntary separations as a result of further reductions in end strengths see *Reducing the Deficit: Spending and Revenue Options*, a report to the Senate and House Committees on the Budget, Congressional Budget Office, February 1992, pp. 15-19.

[14] The following reports provide in-depth discussions related to Reserve Components' force structure, personnel, training, equipment, facilities and readiness: *"Reserve Components of the United States Armed Forces,"* a handbook published by the Assistant Secretary of Defense for Reserve Affairs (1990); Volume 1 of the *"Sixth Quadrennial Review of Military Compensation: National Guard and Reserve Compensation"* (August 1988); and the annual *"Reserve Component Programs Report"* of the Reserve Forces Policy Board.

[15] In the Naval Reserve, Reservists are in commissioned units (those that stay as an organic whole), reinforcing units (those that fill out wartime levels of active units and who train with those units), and sustaining units (those that contribute trained manpower for fleet and support activities, providing replacement of active personnel assigned to commissioned units, and who provide manpower for surge capability). Sixty-two percent of the Naval Reserve is in the latter category.

Individual Mobilization Augmentees (IMAs) assigned to the Selected Reserve. The data in this report do not include Individual Ready Reserves, Inactive National Guard, Coast Guard Reserve, or warrant officers.

The need for more complete information on the Reserve Components is important, given the Defense Department's reliance on Reserve Forces and the large number and proportion of non-prior service recruits entering Reserve units. In FY 1991, the Active Forces recruited approximately 205,000 youth to sustain an enlisted end-strength of 1.68 million men and women. The Reserve Components recruited approximately 182,000 personnel to sustain just under one million enlisted men and women assigned to the Selected Reserves. The largest Reserve Component recruiting program was the Army National Guard (ARNG), with the ARNG non-prior service recruiting mission larger than the objectives for either the active Air Force or the Marine Corps.

Unlike Active Forces, the Reserve Components recruit for local unit vacancies from a 50-mile radius. This dissimilarity leads to differences in the manner of recruiting. Such differences also may affect the demographic profiles of Reserve Components compared to the active force.

Data Sources

This report contains data from a number of sources, as listed below. The computerized data files on military personnel are held at the Defense Manpower Data Center (DMDC).

Subject	Data Source
Applicants to Enlisted Military	DMDC Military Entrance Processing Command (USMEPCOM) Edit File, September 1991.
Enlisted Accessions (Active Components)	DMDC USMEPCOM Edit Files, June 1973 through September 1991.
Enlisted Force (Active Components)	DMDC Active and Reserve Master and Loss Edit Files, June 1973 through September 1991.
Officer Accessions (Active Components)	DMDC Officer Gain Files, June 1973 through September 1991.
Officer Corps (Active Components)	DMDC Officer Master and Loss Edit Files, June 1973 through September 1991.
Recruit Socioeconomic Status	DMDC Survey of Recruit Socioeconomic Backgrounds, April - September 1991.

Subject	Data Source
Civilian Comparison Groups for Accessions and Active and Reserve Members	Bureau of Labor Statistics (BLS) Current Population Survey (CPS) File, September 1991.
Civilian Socioeconomic Comparison Data	Bureau of Labor Statistics Current Population Survey File, April - September 1991.
Civilian Comparisons for Military Entrance Test Data	*Profile of American Youth* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).
Selected Reserve Enlisted and Officer Accessions and Service Members	Reserve Components Common Personnel Data System (RCCPDS), September 1991.
Other Civilian Comparison Data (e.g., college enrollments, immigration statistics)	Digest of Educational Statistics, 1990; Statistical Abstract of the United States, Bureau of the Census, 1990.

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

Social class, family situation, parental encouragement, and personal circumstances affect how young people perceive possible career choices. Many young people see the military as a means to gain control of their future.[16]

Recent interviews with recruits and recruiters indicate that economic factors for enlisting included obtaining a marketable skill and job security, gaining experience for the future, and obtaining money for college. Personal reasons included the needs for better direction in life, for self-satisfaction and self-esteem, for learning how to make decisions, for help in standing up for oneself, and simply a desire for change. A number of recruits had decided to interrupt their college education and join the military for both personal and financial reasons. Others had left full-time civilian jobs to enlist because they were dissatisfied with their jobs (described as either "dead end" or at the lower end of the wage scale) or because they wanted a more stable and secure occupation (a more technical marketable skill) or environment (the military institutional values that recruits felt contribute to a better quality of life for them and their families).[17,18]

Most young men and women who enter the military have a number of other career options available to them. They do not meet the often perceived profile of economic conscripts drawn by a "lack of other opportunities." They are drawn by many positive factors. Because recruiting prospects do have other options available, recruiters must work hard to convince them to enlist.

As stated in the *FY 1990 Population Representation Report*, the decision to enlist remains a self-selection process. Each young person makes an individual decision to enlist based on his or her personal circumstances and goals. While the Services set goals for particular categories of youth (always expressed as a floor in contrast to a ceiling), it is the cumulative decisions of the youth that result in the representative distribution of recruits. In an all volunteer environment, DoD must accept the consequences of those decisions.

The Recruiting Process

Initial contacts between young men and women interested in military service and military recruiters are exploratory. In most cases, youth think seriously about the military for a period of time before meeting with a recruiter. Often they seek information from recruiters in a number of the Services. Once they select a Service and agree to take the Armed Services Vocational

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[16] Orvis, B.R., Ellis, J., Gahart, M.T., Horne, D.M., Polich, J.M., Sastry, J., Stasz, C., Waggener, R.E., Wisher, R.A., Winnefeld, J.A., Arkes, J., Fernandez, R.L., Goldberg, M.S., Hanser, L.M., Harris, D.A., Kerce, E.W., Lisowski, M., Marquis, D.G., Mattock, M.G., Moini, M.Z., Monahan, J.L., Olmsted, P.P., Tagliareni, F., and Batley, L., *Volume 1. Summary of Findings: The Enlistment Decision Process*, (Alexandria, VA: Human Resources Research Organization, 1991). This report describes findings from interviews with 125 recruiters and 200 new recruits who had not yet left for bootcamp.

[17] Ibid.

[18] The U.S. Army's New Recruit Survey (NRS) is a source of information as to why youth enlist. Documented annually since 1982, the data indicate reasons for enlisting by various demographic categories and by quality scores.

Aptitude Battery (ASVAB), youth may wait from a day to months before deciding to proceed with enlistment processing.

As recruiters provide information on the demands and opportunities of military service, they evaluate prospective recruits to determine their eligibility for military service. The recruiter questions the prospect about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect is often asked to take a short enlistment screening test. Estimates of the proportion of prospects who do not continue beyond preliminary discussions with recruiters vary, but it is thought to be on the order of 10 to 20 percent.[19]

Prospects who seem likely to be qualified are scheduled to take the ASVAB at either a local test site or at a Military Entrance Processing Station (MEPS).[20] Taking the ASVAB is the first formal step in the process of applying to enlist in the Armed Forces. Automated records are kept of all persons taking the ASVAB, but no such records are kept of prospects who only discuss enlisting with a recruiter.[21]

The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualification for military occupations. It consists of 10 subtests, four of which comprise the Armed Forces Qualification Test (AFQT): Arithmetic Reasoning, Mathematics Knowledge, Word Knowledge, and Paragraph Comprehension. The AFQT, a general measure of trainability, is the primary index of recruit aptitude.

AFQT scores, expressed on a percentile scale, reflect an applicant's standing relative to the national population of men and women 18- to 23-years of age.[22] The scores are grouped into five broad categories based on the percentile score ranges shown in Table 1. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those in Category IV, below average; and those in Category V, markedly below average. By law, Category V applicants, and those in Category IV who have not graduated from high school, are not qualified for enlistment. Over and above these legal restrictions, each Service prescribes its own aptitude and education criteria for eligibility.

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

[20] Approximately 55 percent of ASVAB tests are administered at Mobile Examining Team (MET) sites, usually a post office or other accessible public building; the remainder are administered at a Military Entrance Processing Station (MEPS).

[21] Youth who contact recruiters but do not apply for the military include (a) prospects judged not qualified (primarily for lack of education credentials, involvement with legal authorities, or failure to qualify on the enlistment screening test); (b) prospects who seek information, but decide against processing; and (c) unemployed persons who are seeking immediate employment, with no understanding of military requirements.

[22] The score scale is based on a 1980 study, the *Profile of American Youth*, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior.

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

Educational credentials. Based on research showing a strong relationship between education credential and successful completion of the first term of military service, DoD implemented a three-tier classification of education credentials in 1987:

- Tier 1. Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college;
- Tier 2. Alternative credential holders, including those with GEDs;[23]
- Tier 3. Those with no education credentials.

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

Each Service uses combinations of ASVAB subtest scores to determine an applicant's aptitude for different military occupations. If the applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. The examination assesses fitness for military service. The physical examination includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history, among other things. Some Services also require tests of strength and endurance. If a correctable or temporary medical problem is detected, the applicant may be required to get treatment before proceeding with the enlistment process.

[23] General Educational Development certificate of high school equivalency.

Each applicant must meet rigorous moral character standards. In addition to the screening by the recruiter, an interview covering each applicant's background is conducted at the MEPS. For each individual, a computerized search for criminal records is conducted. Some misconduct is clearly disqualifying; other cases require a waiver, whereby the Service examines the applicant's circumstances and makes an individual determination of qualification.

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

The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may offer incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept the offer or not. Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist.

When the applicant accepts the offer, he or she signs an enlistment contract. Only a small proportion are sent to a recruit training center from the MEPS within a month of their enlistment. Most enter the Delayed Entry Program (DEP), which allows up to a year before the individual reports for duty. The average time in the DEP is approximately 4 months. Individuals in their senior year of high school enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon their successfully completing high school. The purpose of the DEP is to control recruit flow into training "seats" at technical schools. Not all DEP enlistees actually enter active duty; some change their minds and ask to be released from their enlistment contracts. The Services consider enlistment in the DEP a serious commitment, but they do not require youth to enter military service against their will in peacetime.

In FY 1991, nearly 380,000 individuals applied to serve in the active military (Appendix Table A-12). More than 266,000 individuals reported to a MEPS for an initial medical examination.[24] Eighty-four percent who took an initial physical examination were found fit for service. Three percent of applicants were disqualified on moral grounds.[25] Slightly over 229,000 enlisted in the DEP during FY 1991.

Characteristics of Active Component Non-Prior Service Applicants

The distribution of FY 1991 active component applicants by gender and race/ethnicity is shown in Table 2. Eighty-four percent were male. For female applicants, 68 percent were

[24] As individuals take the ASVAB and report for a physical some time later, this figure includes an appreciable number who took the ASVAB during FY 1990.

[25] Individuals who take an ASVAB or are examined at a MEPS are prescreened by recruiters. Thus, these percentages are not representative of the general youth population.

White, 26 percent were Black, 7 percent were "Other" (or unknowns), and 7 percent were Hispanic.[26] Among males, 76 percent were White, 17 percent were Black, 7 percent were "Other" (or unknowns), and 8 percent were Hispanic. Since Hispanic is an ethnic (vs. racial) classification, each Hispanic is classified as White, Black, or "Other," as well as Hispanic. Thus, Hispanics are included in the count of Whites, Blacks, and "Others." Additional statistics on applicant characteristics (e.g., age, education levels, AFQT scores, and marital status, by gender, race, ethnicity, and census region) are contained in Appendix A, Tables A-1 through A-18.

Table 2
Race/Ethnicity, and Gender of FY 1991 Active Component NPS Applicants, by Service
(Percent)

	Army	Navy	Marine Corps	Air Force	DoD
OVERALL					
Male	82.2	87.7	93.5	71.5	84.0
Female	17.8	12.3	6.5	28.5	16.0
MALES					
White	73.0	76.9	76.8	84.5	76.2
Black	19.5	17.3	14.4	10.3	17.0
Other	7.5	5.8	8.8	5.2	6.9
Total	100.0	100.0	100.0	100.0	100.0
Hispanic	7.7	9.7	8.7	3.9	8.1
FEMALES					
White	59.0	74.5	68.8	77.7	67.8
Black	33.7	20.2	21.1	16.3	25.6
Other	7.3	5.2	10.1	6.0	6.6
Total	100.0	100.0	100.0	100.0	100.0
Hispanic	6.8	10.0	9.2	4.2	7.1

Columns may not add to total due to rounding.
Also see Appendix Tables A-3 (Race by Service and Gender), A-4 (Ethnicity by Service), and A-5 (Hispanic Background by Service).

Characteristics of Active Component Non-Prior Service Accessions

In FY 1991, 205,501 active component non-prior service (NPS) recruits (individuals who had not previously served in the military) shipped to recruit training centers (Appendix Table B-1). This does not include individuals who entered the DEP in FY 1991, but had not yet shipped

[26] "Other" refers to other-than-Black racial minorities, such as Native Americans, Asians, and Pacific Islanders. Hispanics are included in the appropriate racial category--White, Black, or "Other."

by the end of FY 1991, nor does it include Reserve Component recruits. This section examines a number of socio-demographic characteristics of FY 1991 NPS recruits, and compares them with the civilian non-institutionalized U.S. population in the 18-24 age range. Table 3 shows the distribution of FY 1991 Active Component NPS recruits by gender and race/ethnicity. Characteristics between and among each group will be discussed in further detail in this section.

Table 3
Race/Ethnicity, and Gender of FY 1991 Active Component NPS Accessions, by Service
(Percent)

	Army	Navy	Marine Corps	Air Force	DoD
OVERALL					
Male	85.5	90.7	94.6	78.3	87.5
Female	14.5	9.3	5.4	21.7	12.5
MALES					
White	76.0	78.9	78.2	85.9	78.6
Black	17.9	16.2	13.8	9.4	15.6
Other	6.2	4.9	8.0	4.7	5.8
Total	100.0	100.0	100.0	100.0	100.0
Hispanic	6.3	9.5	8.2	3.5	7.3
FEMALES					
White	60.6	74.7	69.6	79.2	69.4
Black	32.9	20.9	20.2	15.8	24.8
Other	6.5	4.4	10.2	5.1	5.8
Total	100.0	100.0	100.0	100.0	100.0
Hispanic	5.3	11.4	9.1	3.8	6.7

Columns may not add to total due to rounding.
Also see Appendix Tables B-3 (Race by Service and Gender), B-4 (Ethnicity by Service), and B-5 (Hispanic Background by Service).

Age. By law, active component recruits must be between 17 and 35 years old, and those who are 17 must have parental permission to enlist.[27] Within the 17-35 age range, the Services have different ceilings. The Army and Navy accept applicants up to ages 34 and 35, respectively; the Air Force and Marine Corps age limits are 27 and 28, respectively. The average FY 1991 recruit was somewhat older than his or her FY 1990 counterpart. During the past year,

[27] 10 U.S.C. 505.

the proportion of 18- and 19-year-old recruits declined 5 percentage points to 55 percent, while recruits over age 24 increased almost 3 percentage points to 8 percent. Figure 2 indicates the age distribution of FY 1991 accessions.

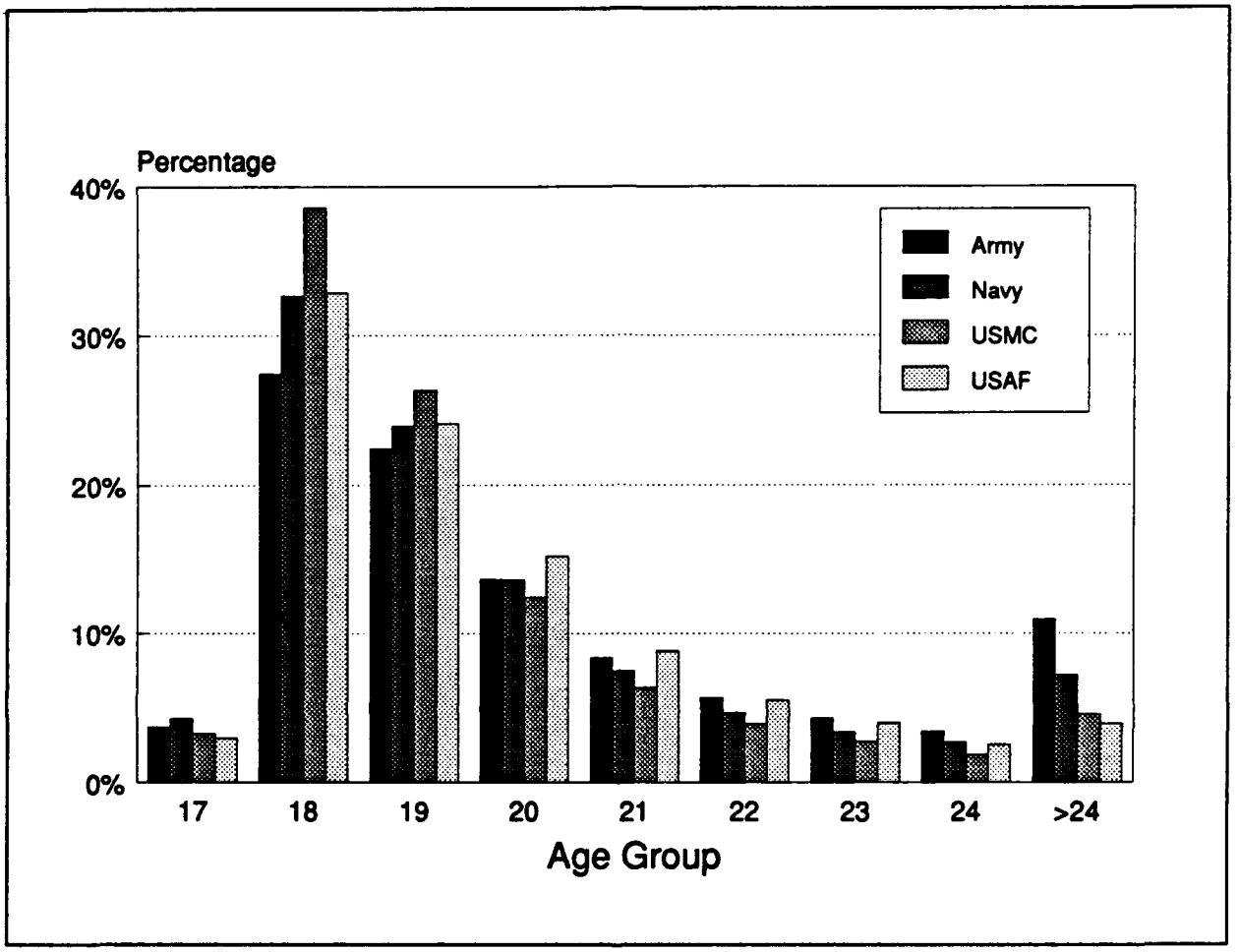


Figure 2. Age of NPS Active Component accessions, FY 1991.

Eighty-nine percent of new recruits were in the 18-24 year age range, compared to about 33 percent of the comparable civilian population. Most enlistees were 18 or 19. The Navy enlisted the greatest proportion of 17-year-olds, and the Marine Corps enlisted the greatest percentage of 18-year-olds. The Army had the greatest proportion of recruits older than age 19 (47 percent) and the greatest proportion over age 24 (11 percent).

The right-hand column of Table 4 shows the rate at which civilians in each age group enlisted in the military in FY 1991. As shown in Table 4, in FY 1991, 195 out of 1,000 18-year-olds enlisted, while 16 of every 1,000 24-year-olds enlisted. Accession statistics, by age, Service, and gender, are provided in Appendix Table B-1.

Table 4 Age of FY 1991 Active Component NPS Accessions, by Service, and Civilians 17-35 Years Old (Percent)							
Age	Army	Navy	Marine Corps	Air Force	DoD	17-35 Year-Old Civilians	Accessions per 1,000 Civilians
17	3.7	4.3	3.3	3.0	3.7	4.4	2.3
18	27.4	32.6	38.6	32.9	31.6	4.4	19.5
19	22.4	24.0	26.3	24.1	23.7	4.6	14.0
20	13.7	13.6	12.4	15.2	13.7	4.9	7.7
21	8.4	7.5	6.4	8.8	7.9	5.0	4.3
22	5.7	4.7	3.9	5.5	5.1	4.6	3.0
23	4.3	3.4	2.7	4.0	3.7	4.7	2.2
24	3.4	2.7	1.9	2.6	2.8	4.8	1.6
>24	11.0	7.2	4.6	3.9	7.8	62.6	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	

Columns may not add to total due to rounding.
Also see Appendix Table B-1 (Age by Service and Gender).

Education. Over 30 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment.[28] In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, a higher priority for enlistment. In the mid- to late-1970s, the Army, Navy, and Air Force classified General Educational Development (GED) holders and high school graduates differently since evidence showed GEDs experienced higher first-term attrition. Today, in all Services except the Marine Corps, applicants with GEDs need higher AFQT scores than high school diploma graduates.[29]

Additional research indicates that those with other alternative credentials, such as adult education and correspondence school diplomas, also had attrition rates greater than regular high school graduates.[30] In 1987, DoD implemented a three-tier classification of educational

[28] See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

[29] See Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, September 1987).

[30] Ibid.

credentials. Figure 3 shows the proportion of accessions with high school diplomas since the creation of the volunteer force.

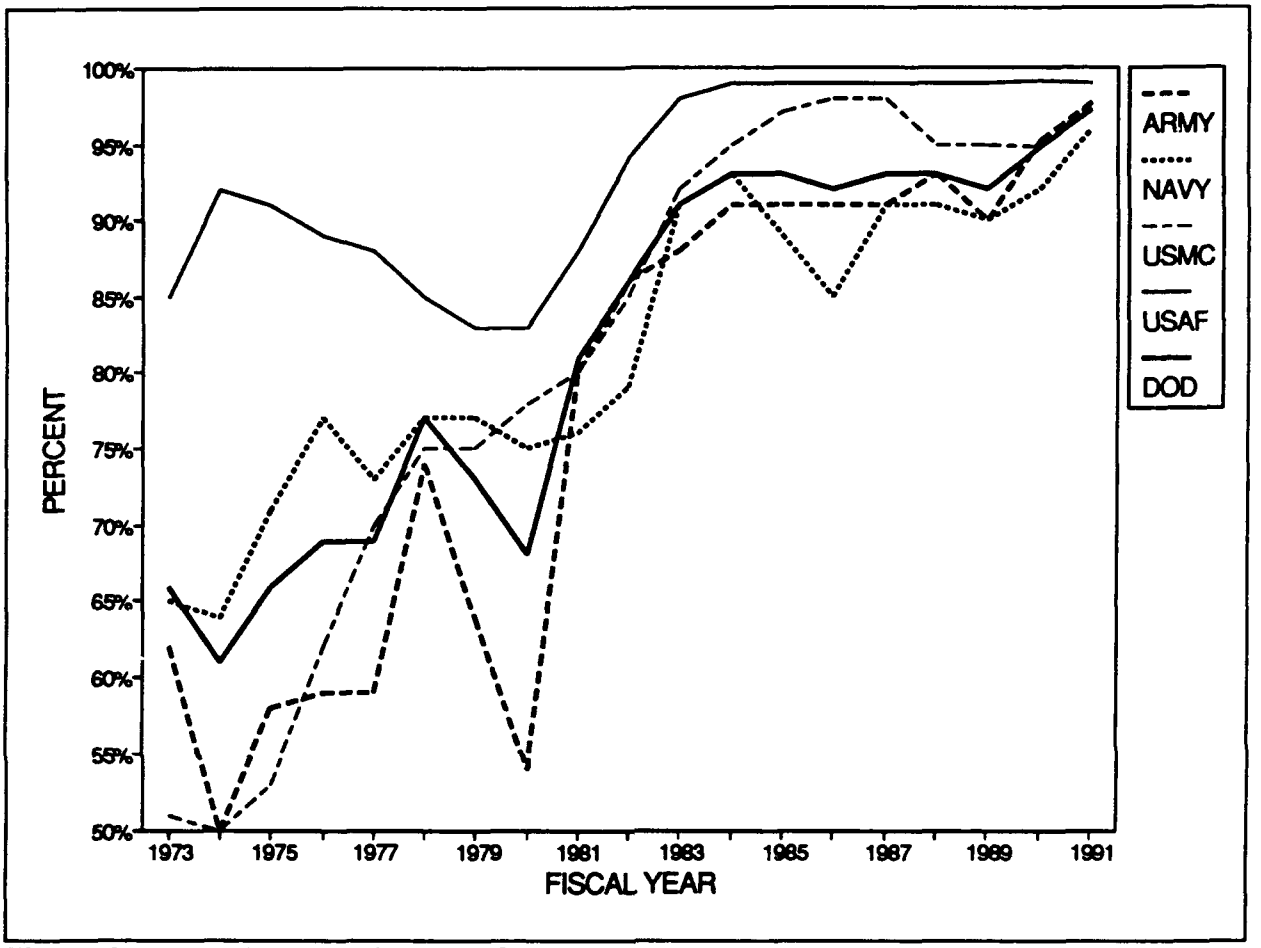


Figure 3. Proportion of NPS Active Component accessions with high school diplomas or more, FYs 1973-1991.

During most of the initial decade of the volunteer military, there were significant differences in the proportion of high school diploma graduate recruits among the Services and from year to year. The proportion of diploma graduates in the Services fell from 75 percent in FY 1978 to 68 percent in FY 1980. The drop was most pronounced in the Army, declining from 74 to 55 percent.

The Services also were affected by reductions in recruiting budgets and highly publicized reports of shrinking military benefits. During this period, articles in the media cited the hemorrhage of talent from the Services due to loss of benefits, and stressed the percentage of Service members on food stamps. Debates began on replacing the volunteer force with either a form of national service or return to conscription. The Executive and Legislative branches of government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve the quality of life of Service members. In 1981, military pay and benefits and recruiting resources were increased. The net result was a rapid increase in the proportion

of quality accessions. The proportion of high school graduate recruits jumped to 81 percent in FY 1981.

Further incentives and initiatives, such as the Montgomery GI Bill, the Army and Navy College Funds, and Service emphasis on improving the quality of life of Service members and their families improved recruiting. The proportion of high school graduates climbed to 93 percent in FY 1987, and to 97 percent in FY 1991.

Table 5 shows the percentage of FY 1991 accessions by education tier. In addition to 97 percent of recruits possessing high school diplomas and/or some college education (Tier 1), 2.5 percent held alternative high school credentials (Tier 2). Less than one half of one percent had not completed high school (Tier 3). However, it should be noted that enlisted occupations are generally comparable to civilian jobs not requiring college education. Most officers have college degrees. Figure 4 provides a comparison of education achievement of FY 1991 accessions, by gender, with civilians of similar age.

Table 5
Education of FY 1991 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old
(Percent)

Education Level	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians
Tier 1: Regular High School Graduate or Higher	97.6	96.0	97.7	98.9	97.3	81.1
Tier 2: GED, Alternate Credentials	1.9	3.9	2.1	0.9	2.5	*
Tier 3: No Credentials	0.4	0.1	0.2	0.1	0.3	19.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)**	8.2	5.9	4.2	2.8	6.1	38.9

Columns may not add to total due to rounding.
* Civilian numbers and percentages combine Tiers 1 and 2.
** These military data only represent NPS enlisted accessions. Officers, who usually have college degrees, are not included. See chapter 5 for a discussion of officers.
Also see Appendix Tables B-9 (Education by Service and Gender), B-10 (Education by Service and Race), and B-11 (Education by Service and Hispanic Background).

While over 99 percent of FY 1991 accessions were in Tiers 1 and 2, only 81 percent of 18-24 year-old civilians were high school graduates. Many who enlisted did so to become eligible for college education benefits, such as the Montgomery GI Bill and the Army and Navy College Funds. Differences between Services in Tier 1 FY 1991 high school graduate accessions were quite small, from 96 percent in the Navy to nearly 99 percent in the Air Force. The Navy

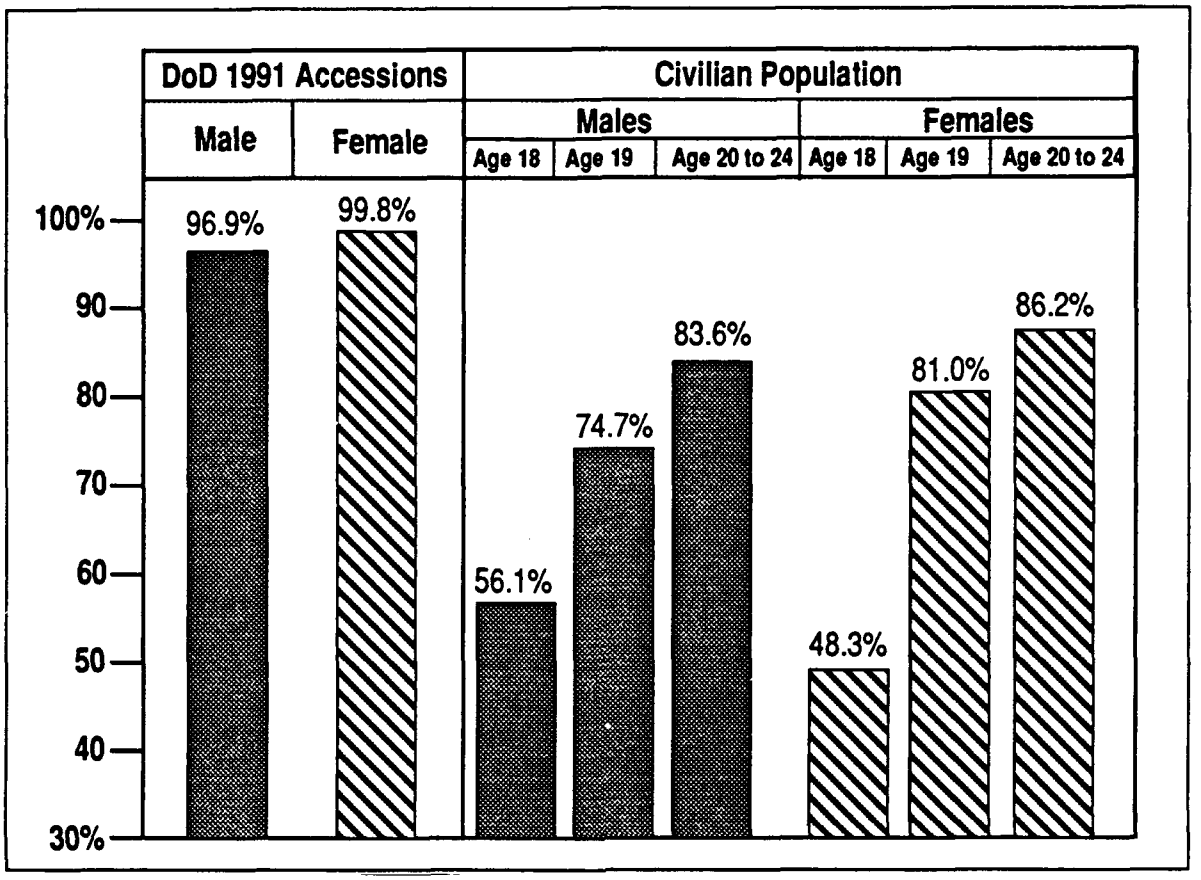


Figure 4. Percent of youth who completed 4 or more years of high school: DoD FY 1991 recruits by gender compared with civilian population groups.

had the highest proportion of recruits with Tier 2 credentials (all were male); the Air Force had the lowest.

AFQT. The Services use AFQT scores as a primary measure of recruit potential. Figure 5 indicates the percentage of recruits who have scored at or above the 50th percentile (Categories I - IIIA) since FY 1973. Numerical data for FY 1991 are in Appendix B, Tables B-6 through B-8. The drop in Category I - IIIA recruits after FY 1975 was due in part to a miscalibration of the ASVAB.[31] In 1976, when new versions of the ASVAB were introduced, an error was made in calibrating the score scales so that the new versions were "easier" than the old versions. An independent study of the calibration was made and the test was correctly renormed. Congress then added legal provisions stipulating that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school graduates.[32]

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[31] See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Services Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analyses, September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, Who Pays?* (New York: Praeger, 1992).

[32] 10 U.S.C. 520

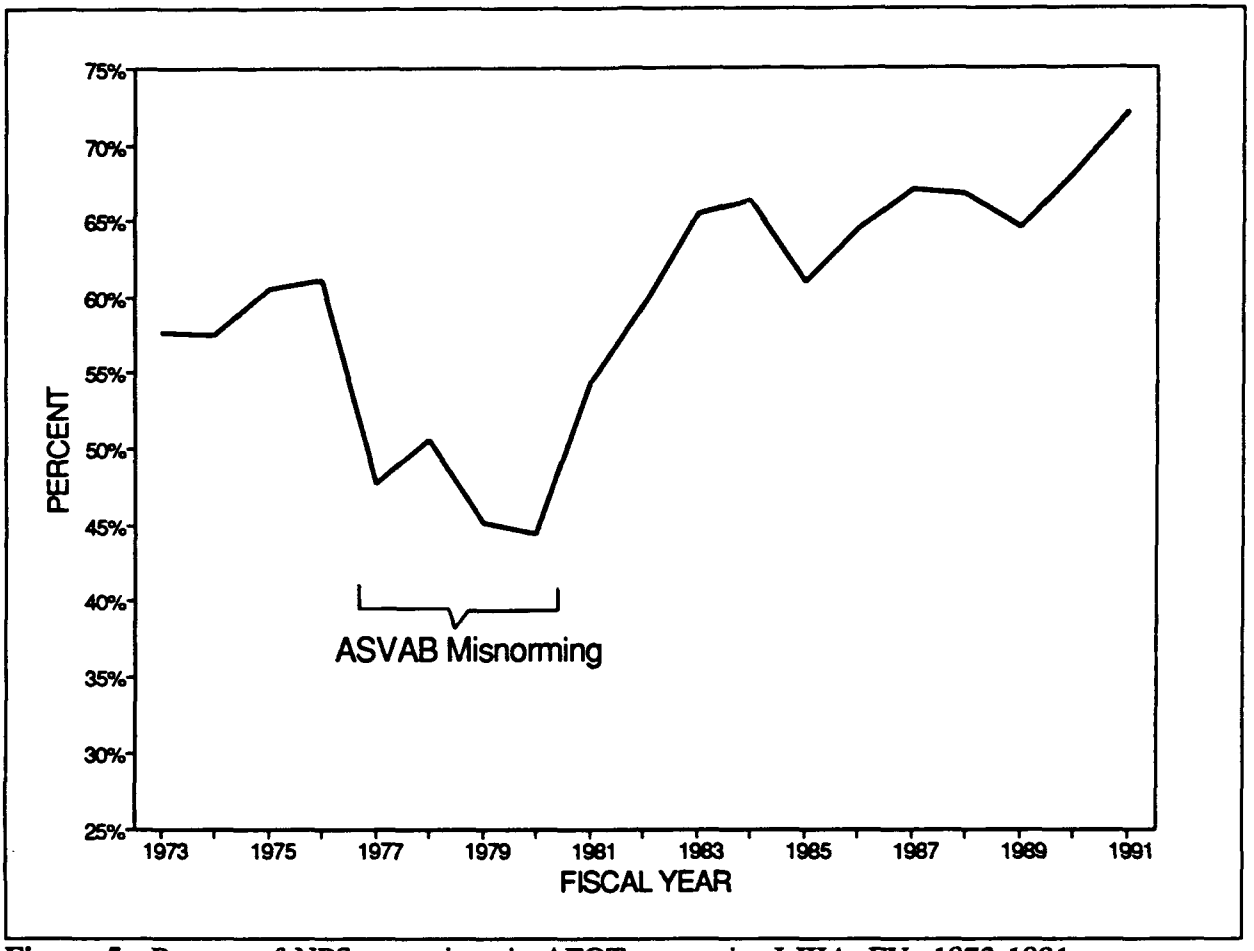


Figure 5. Percent of NPS accessions in AFQT categories I-IIIA, FYs 1973-1991.

Table 6 shows the percentage of FY 1991 active duty NPS accessions in each AFQT category, by Service, and similar data for civilian youth 18 through 23 years old.

As shown in Table 6, the percentage of recruits in Categories I and II was higher than their civilian counterparts (male - 43 versus 39 percent; female - 43 versus 33 percent). Accessions in Category III greatly exceeded the proportion in the civilian group (males - 55 versus 30 percent; females - 56 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - 0.6 versus 20 percent; females - less than 0.1 versus 22 percent). There were no Category V enlistees, while 10 percent of civilian males and 9 percent of civilian females scored in this range.

AFQT scores of Air Force recruits were substantially higher, on average, than those of the other three Services (Appendix Table B-6). Fifty-four percent of Air Force recruits scored in the top two categories, compared to 43 percent of Army recruits, 41 percent of Navy recruits, and 39 percent of Marine Corps recruits. All Services had less than one percent of accessions scoring in Category IV.

Table 6
AFQT Scores of FY 1991 Active Component NPS Accessions, by Gender and Service, and 1980 Civilians 18-23 Years Old*
(Percent)

AFQT Category	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population*
MALES						
I	5.0	4.6	3.4	6.6	4.8	10.0
II	39.2	35.8	35.2	48.4	38.6	29.4
IIIA	29.9	23.1	28.8	29.7	27.4	14.4
IIIB	24.2	34.0	32.4	15.1	27.7	16.0
IV	1.0	0.5	0.1	0.2	0.6	20.4
V	0.0	0.0	0.0	0.0	0.0	9.9
Other/Unknown	0.6	2.0	**	**	0.9	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES						
I	2.9	3.1	3.8	4.1	3.3	5.8
II	35.1	39.9	42.4	48.1	40.0	26.9
IIIA	38.4	36.0	44.9	36.5	37.7	16.2
IIIB	22.9	20.4	8.8	11.2	18.5	20.7
IV	**	**	0.0	**	**	21.7
V	0.0	0.0	0.0	0.0	0.0	8.6
Other/Unknown	0.7	0.6	0.1	**	0.5	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Civilian data from 1980 youth population were derived from the *Profile of American Youth Study*.
** Less than one-tenth of one percent.
Also see Appendix Tables B-6 (AFQT by Service and Gender), B-7 (AFQT by Service and Race), and B-8 (AFQT by Service and Hispanic Background).

High-quality accessions. The significant increases of high-quality accessions led to criticisms that Service quality standards were too high. For example, comparing FY 1989 to FY 1991, the Army portion of high-quality male recruits rose from 52 to 68 percent, and the Navy from 46 to 61 percent (Table 7). The data support the contention that the Services significantly increased their quality standards. However, as indicated in Tables 7 and 8, percentages can be misleading. A more reliable assessment of changes in quality is shown by the actual numbers of high-quality accessions. From FY 1989 to FY 1991, the absolute numbers of high-quality

male accessions declined by 12 percent. In fact, the declining trend has occurred since FY 1987, with the absolute number in FY 1991 being 23 percent lower than in FY 1987.

Table 7
Percent of High-Quality* NPS Active Duty Male Accessions, by Service**
(Fiscal Years 1985-1991)

Service	1985	1986	1987	1988	1989	1990	1991
Army	51.1	51.3	56.1	56.5	51.9	58.1	68.2
Navy	49.4	45.8	50.2	49.9	46.4	46.0	60.5
Air Force	66.0	69.3	74.1	79.2	81.2	84.4	83.8
Marine Corps	52.3	62.9	65.8	65.3	65.3	64.9	67.4

* High school diploma graduates who score in the upper half of the AFQT.
** Data derived from reports submitted by each Service.

Table 8
Number of High-Quality NPS Active Duty Male Accessions, by Service*
(Fiscal Years 1985-1991)

Service	1985	1986	1987	1988	1989	1990	1991
Army	53,000	57,306	58,428	51,647	49,629	41,701	43,043
Navy	36,000	36,500	40,201	40,100	36,400	28,759	36,764
Air Force	35,600	36,300	33,100	26,200	27,700	23,902	19,650
Marine Corps	16,855	20,796	21,200	21,824	20,190	20,435	18,667
Total	141,455	150,902	152,929	139,771	133,919	114,797	118,124

* Data derived from reports submitted by each Service.

One impact of the defense drawdown will be broader and heavier workloads for individuals remaining in the military. In this instance, however, the axiom "doing more with less" does not adequately describe the increased workload. In part because of the drawdown, the Services continue to redesign a number of career fields, with incumbents assuming heavier workload and greater responsibilities. The redesign includes both job enlargement and job enrichment. The changes will both increase the numbers of tasks assigned to an individual, and require the incumbent to complete new tasks of greater complexity. Individuals will perform tasks of greater job depth and assume more responsibility for resources and work scheduling.

The need to increase the proportion of high-quality recruits during a period of personnel reductions was a point learned by the Defense establishments of both the United Kingdom and Canada. At a recent conference, representatives from those countries reported that their respective drawdowns of forces required the "collapsing" of a number of occupational skills. That collapsing led to the need for a greater proportion of higher quality recruits to meet expanded requirements within remaining skills.[33] When former multiple skills were consolidated, individuals assigned to the new skills performed increased technical tasks earlier in their enlistment, and many were required to perform management functions formerly performed by more senior people.

The Services believe that as the levels of job/task difficulty and importance increase, so will the need to bring in and retain greater proportions of individuals with above average aptitude. While not recruiting greater ***numbers*** of high-quality recruits, their position is that, because of significantly lowered recruiting objectives, they need to recruit a greater ***proportion*** of high-quality youth.

Reading ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. Table 9 shows the mean reading grade level (RGL) of accessions from FY 1982 - FY 1991. The RGL is estimated by converting the ASVAB verbal composite score to its RGL equivalent.[34] The mean RGL for FY 1991 Active Component recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1982 accession.

Measured on the same scale in 1980, the nationally representative sample of 18-23 year-olds, on whom ASVAB scores are based, read at a level expected of 10th graders. Inter-Service differences in RGL were relatively small in FY 1991, with mean RGLs ranging from 11.0 for the Navy to 11.7 for the Air Force.

Gender. Figure 6 indicates the proportion of female recruits during the 1973-1991 period. FY 1974 represents the first year in which substantial change occurred.

The projected decline in the 18-year-old male market was just one argument for increasing the number of women in uniform. There were three other reasons for adding women in the military: 1) the pool of young women was a vastly underutilized resource; 2) the Services could significantly increase the quality of the force since each additional high-quality female recruit meant one less lower-quality male (in the early 1970s the concern was that the Services might be unable to recruit the desired level of high-quality males); and 3) changing social norms and economic conditions resulted in greater proportions of women going into the workforce, with many entering what were described as nontraditional female positions.

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[33] Dr. Christopher Dandecker, Department of War Studies at King's College, London, United Kingdom; and Colonel Franklin Pinch of Canada's National Defense Headquarters at the "Sociocultural Designs for the Future Army" workshop conducted at the University of Maryland, March 17-18, 1992.

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

Table 9
Mean Reading Grade Levels of FY 1982-1991 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old

Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population*
1982	9.8	10.3	10.0	10.3	10.1	10.3
1983	10.0	10.4	9.9	10.6	10.2	
1984	10.0	10.2	9.8	10.5	10.1	
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	

* Civilian data from 1980 youth population were derived from the *Profile of American Youth Study* and the Waters, et al. report, *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table.*

While the Services have increased their proportions of women, the proportions and numbers are not comparable to female representation in the total population. One reason is that women consistently have had a lower inclination to apply for and enter the military.[35] There also have been combat exclusion constraints that have affected female accessions. Each Service reserves a number of noncombat positions for men to meet program needs.

One question raised was what would happen if the Services abolished separate male and female recruiting goals. Because its enlisted force has less exposure to direct combat than the other Services, the Air Force was often singled out as the Service that could significantly increase its proportion of women. After several years during which Congress mandated higher and higher quotas for female accessions, the FY 1989 Defense Authorization Act required the Air Force to establish by October 1, 1989, "a single, gender-neutral job bank for all enlisted jobs that are not restricted by the combat exclusion or by related program needs."[36] An independent study also concluded that the Air Force should not use separate recruiting goals for men and women.[37]

[35] The annual DoD-sponsored Youth Attitude Tracking Study indicates that young women, depending upon the region of the country, have between one-half and two-thirds less inclination to join the military than young men.

[36] U.S. House of Representatives, Committee on Armed Services, *National Defense Authorization Act for Fiscal Year 1989*, Title V, Section 502, p. 247.

[37] Morris, S.M., *Supply of Quality Men and Women* (Annandale, VA: Syllogistics, January 1985).

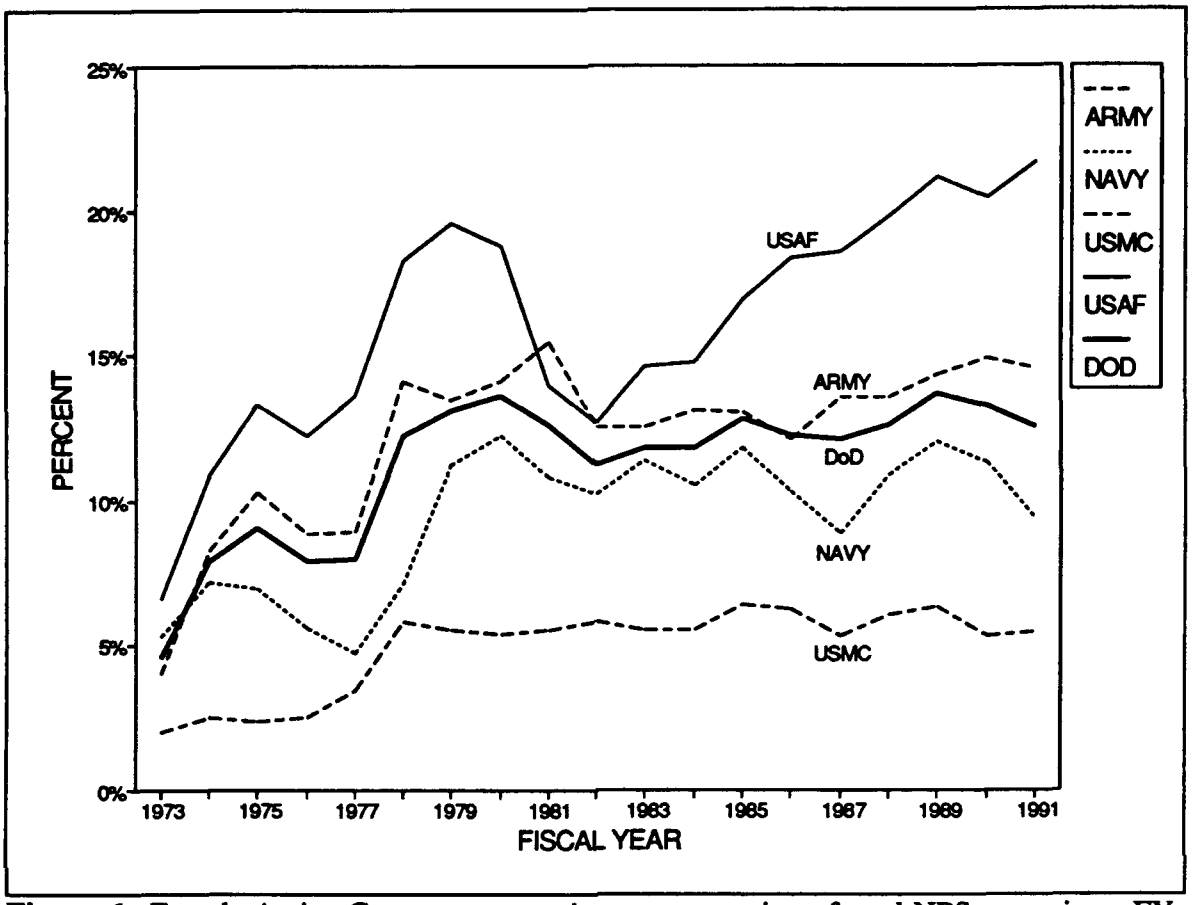


Figure 6. Female Active Component recruits as a proportion of total NPS accessions, FYs 1973-1991.

FY 1991 was the second year in which the Air Force used a single gender-neutral job bank. Experience in the next several years should provide answers about the effects of gender-neutral recruiting. Since FY 1989 (the last year the Air Force had gender-specific goals), the proportion of women entering the Air Force has not changed substantially (the percentages for FYs 1989, 1990, and 1991 were 21.5, 20.6, and 21.7, respectively). Table 10 shows the percentage of NPS male and female accessions in each Service and in a comparable civilian age group in FY 1991.

Race/ethnicity. The percentage of Black enlisted accessions has increased, with some fluctuations, since the end of World War II. In the last year of the draft, FY 1972, Blacks comprised 11 percent of the Armed Services, about the same proportion as in the civilian population. As indicated in Figure 7, the volunteer force brought with it an increase in Black accessions: from 17 percent in FY 1973 to 26 percent in FY 1979. Black representation was especially high in the Army, where 38 percent of recruits were Black in FY 1979. This increase coincided with the miscalibration of the ASVAB, and the consequent drop in aptitude of accessions beginning in January 1976. The miscalibration led to erroneous enlistment of many low scoring applicants. It increased the representation of Blacks, whose test scores are generally lower than those of Whites. The error was corrected by September 1980.

Table 10 Gender of FY 1991 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians
Male	85.5	90.7	94.6	78.3	87.5	49.3
Female	14.5	9.3	5.4	21.7	12.5	50.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Also see Appendix Table B-2 (Age by Marital Status and Gender).						

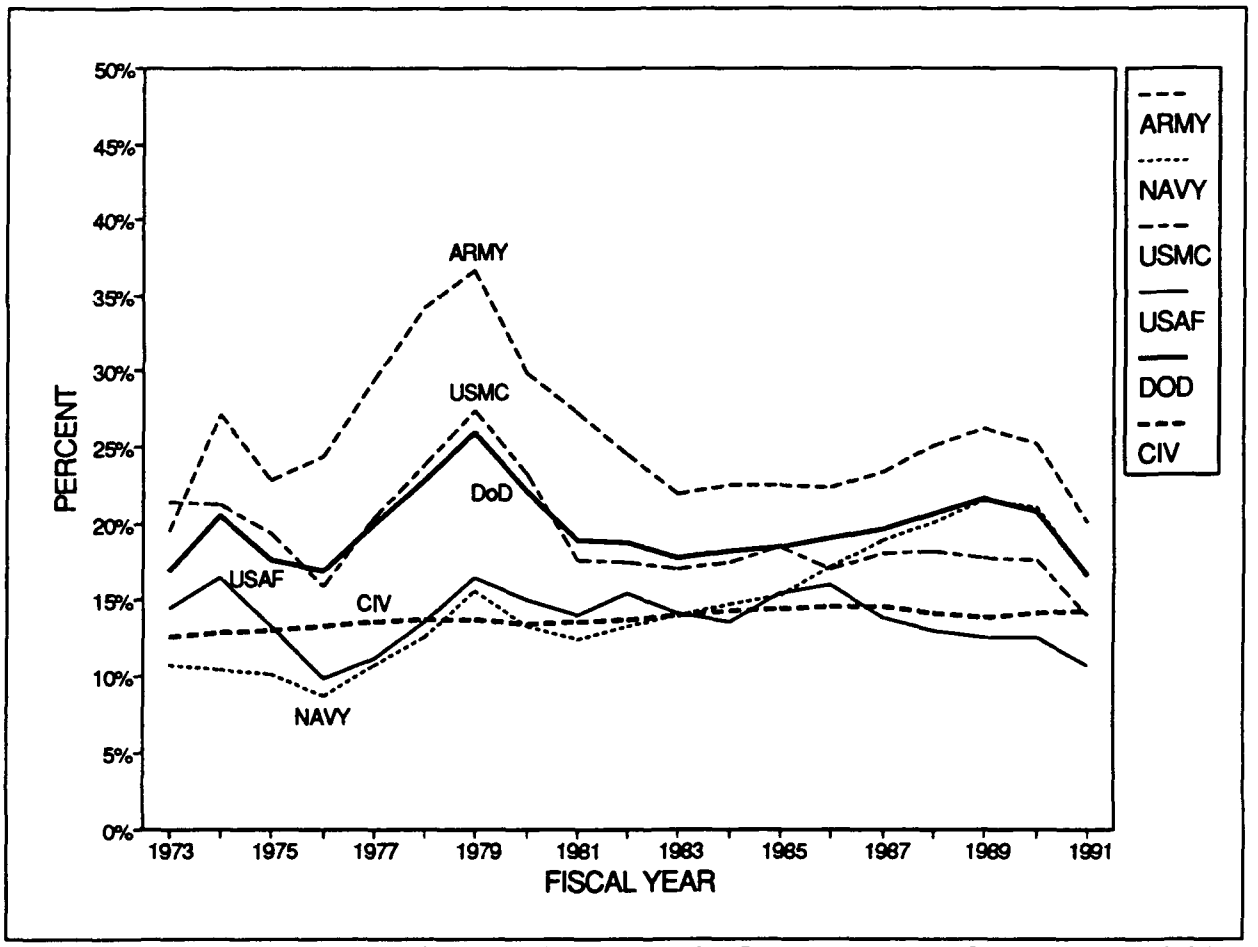


Figure 7. Blacks as percent of Active Component NPS accessions, by Service, with civilian comparison group, FYs 1973-1991.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.[38] By FY 1983, the proportion of Black recruits had returned to approximately the same level as before the test scoring error. However, by the mid-1980s, a gradual increase had resumed, especially in the Navy. In FY 1985, the proportion of Navy Black accessions was 15 percent; by FY 1989, it had risen to 22 percent. FY 1991 saw lower proportions of Black recruits. A number of factors contributed to this change, including the closing of recruiting offices in less productive areas, the relocation of recruiters to more promising markets consistent with shifting demographic patterns, and a decreasing inclination among Black youth toward enlisting.

Table 11 shows that in FY 1991 Blacks made up just under 17 percent of enlisted recruits, roughly 3 percentage points more than their representation in the civilian population. Whites were somewhat less likely to access than their proportion of civilians aged 18-24 (77 versus 82 percent). Members of "Other" racial minorities (e.g., Native Americans, Asians, Pacific Islanders) were more highly represented in recruits (6 percent) than in the civilian population (4 percent). Hispanics were underrepresented among accessions in FY 1991; slightly over 7 percent were Hispanic, as compared to 11 percent of civilians 18-24 years old.

Table 11
Race/Ethnicity of FY 1991 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old
(Percent)

Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians
White	73.9	78.5	77.7	84.4	77.4	81.5
Black	20.1	16.7	14.2	10.8	16.7	14.3
Other	6.2	4.9	8.2	4.8	5.8	4.2
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	6.1	9.7	8.3	3.6	7.3	11.4

Columns may not add to total due to rounding.
Also see Appendix Tables B-3 (Race by Service and Gender) and B-5 (Hispanic by Service and Gender).

There were significant race/ethnicity differences among the Services. The Army has long had the highest percentage of Black accessions and the Marine Corps the highest proportion of "Other" minority accessions. Blacks were 20 percent of Army recruits in FY 1991. Slightly over one quarter (26 percent) of Army accessions were minorities, as compared to 22 percent of Navy and Marine Corps recruits, and 16 percent of Air Force recruits.

[38] See Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

While Black men comprised 16 percent of DoD male recruits, Black women made up 25 percent of female recruits (Appendix Table B-3). Across all Services, Black women were a greater proportion of female recruits than Black males were of male recruits. Black women recruits in FY 1991 comprised just under 33 percent of Army female recruits, slightly over 20 percent of Navy and Marine Corps female recruits, and just under 16 percent of Air Force female recruits.

The Navy had the highest proportion of Hispanic accessions in FY 1991 -- 10 percent. The Marine Corps had 8 percent, the Army 6 percent, and the Air Force 4 percent (Appendix Table B-5). As indicated in Figure 8, Hispanic-Americans completed high school at lower rates.

Geography. The percentages of recruits from some regions of the United States has remained fairly stable since the inception of the volunteer force.[39] However, as Figure 9 shows, some substantial shifts have taken place. The percentage of accessions from the Northeast dropped seven points from a high of 22 percent in FY 1977 to 15 percent in FY 1991. Concomitantly, the proportion of accessions from the South increased eight points from 33 percent in FY 1982 to 41 percent in FY 1990.

In all likelihood, such fluctuations are related to factors such as unemployment, college enrollment, and employment compensation rates which have been shown to vary widely across regions of the country.[40] For instance, the decline in the proportion of enlistments from the Northeast occurred during a period in which average weekly earnings in New England went from last to first among Census divisions. Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic and social factors.

Table 12 and Figure 10 add detail to the geographical picture. Table 12 presents selected accession statistics by region, division, and state in FY 1991. The third and fourth columns show the percentages of accessions and percentages of the 18- to 24-year-old civilian population in each area. The fifth column presents military/civilian representation ratios--the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population--for example, 8 percent of all recruits and 8 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youths in an area enlist in the military, while a ratio of more than 1.00 indicates above average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I-IIIA) and the mean AFQT percentile for each area. Figure 10 shows the representation ratios presented by state.

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[39] Department of Defense, *Population Representation in the Active Duty Military Services; Fiscal Year 1984* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Installations, and Logistics], June 1985), p. II-4. Also see Cooper, R.V.L., *Military Manpower and the All-Volunteer Force* (Santa Monica, CA: RAND Corporation, September 1977), p. 222.

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

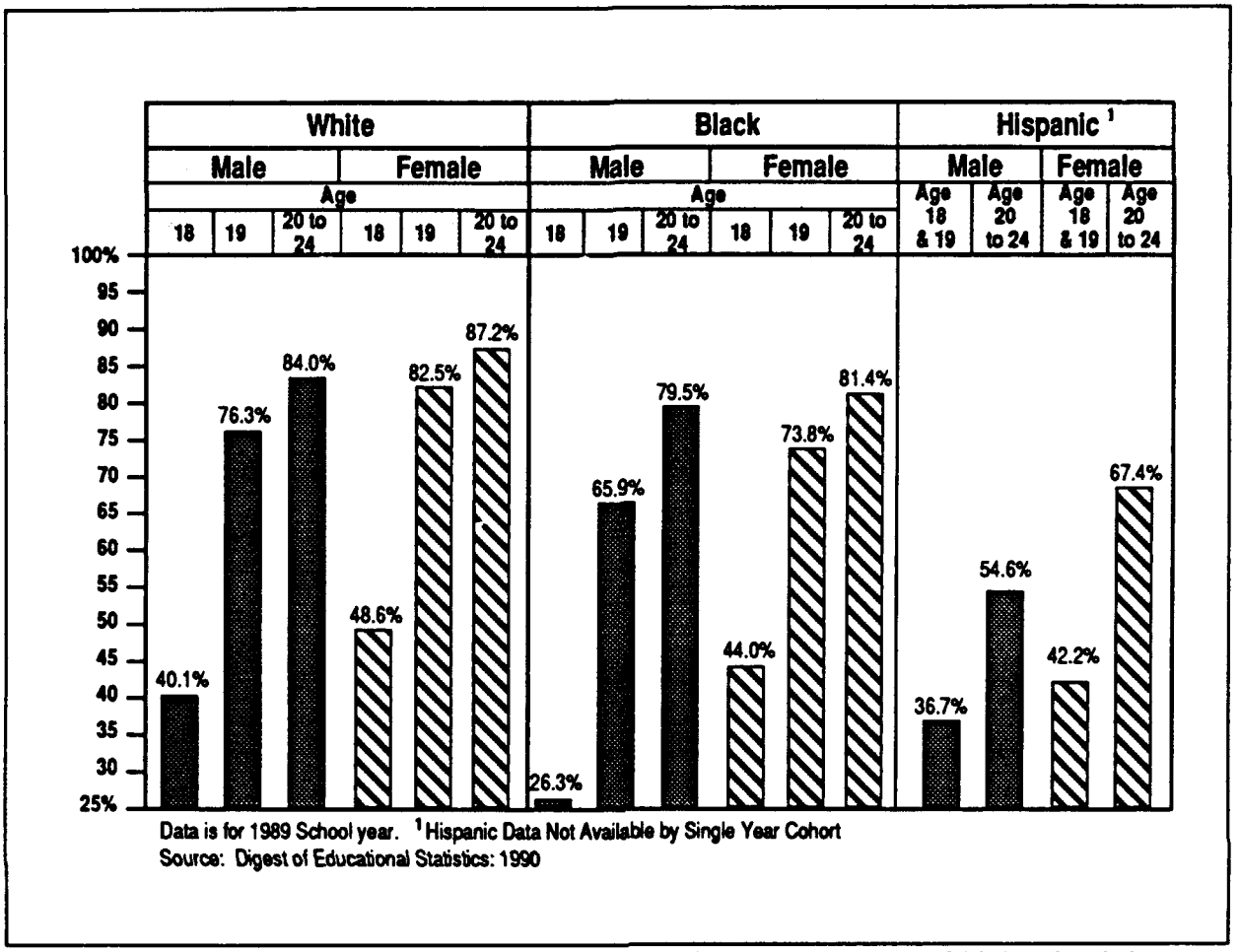


Figure 8. Percent of American youth who completed 4 or more years of high school, by race, gender, and ethnicity.

The South Region provided the greatest share of enlistees (1.2), with only Delaware, Maryland, and the District of Columbia, having ratios less than one. The Northeast Region had the lowest regional ratio (.8), with Massachusetts, Rhode Island, Connecticut, New York, and New Jersey having representation ratios among the lowest in the country. New Hampshire, Vermont, and Maine all had ratios greater than one. The Northeast Region had the only increase from FY 1990 to FY 1991 (the ratio increased from .7 to .8).

The North Central Region, from Ohio in the east to Nebraska and the Dakotas in the west, had seven states with ratios higher than one, and four slightly lower than one. The ratios ranged from .8 in Wisconsin and Minnesota to 1.5 in South Dakota, with an overall region ratio of 1.0.

In the West Region, the ratios ranged from .6 in Utah and Hawaii to 2.0 in Wyoming. While Utah and Hawaii's ratios were among the lowest in the nation, their influence on the region's total was minor due to their small youth populations (less than one percent of the nation's 18- to 24-year-olds). The same was true of Wyoming which, relative to its size, provided more military accessions than any other state in the country. California, on the other hand, had slightly more than 13 percent of the U. S. youth population and therefore dominated

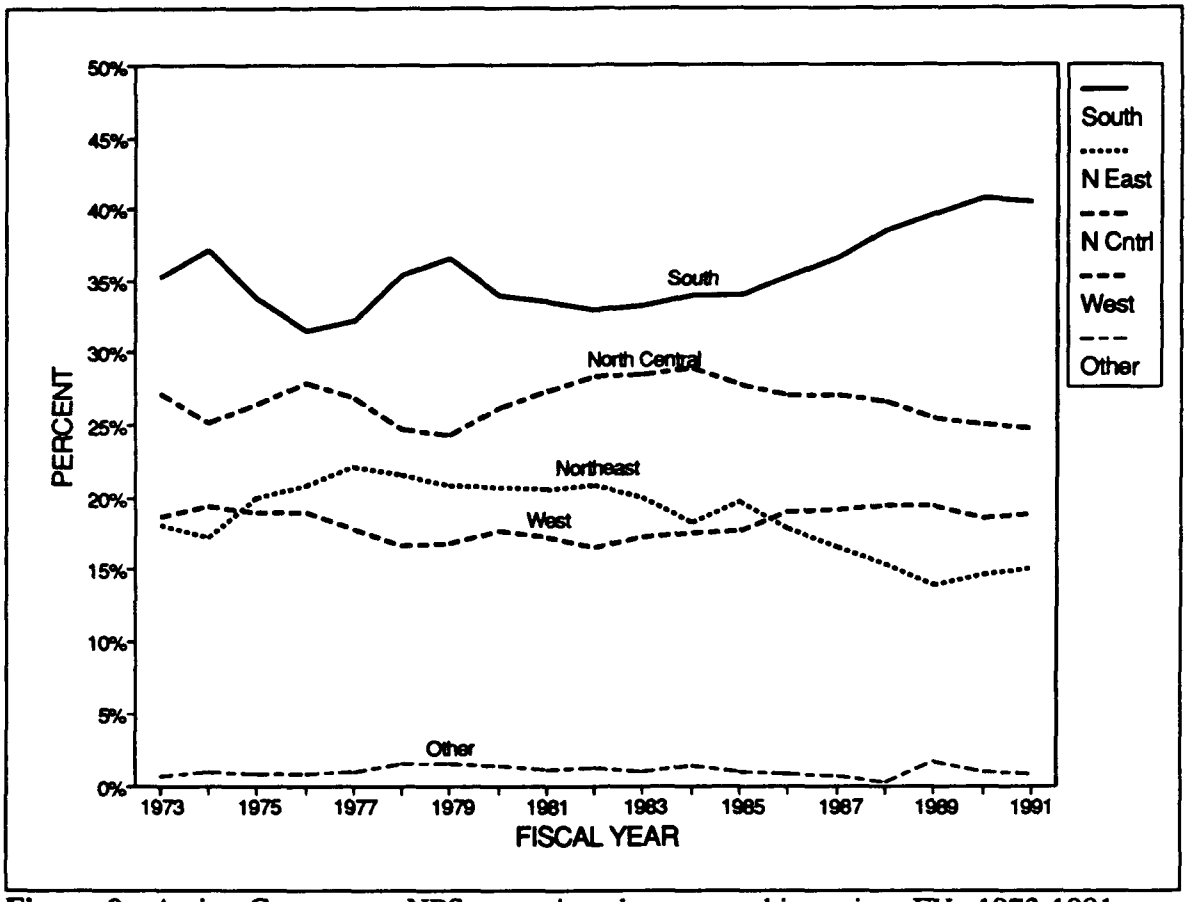


Figure 9. Active Component NPS accessions by geographic region, FYs 1973-1991.

the statistics. California's 1990 ratio (.7) was maintained in 1991 and was primarily responsible for the overall steadiness in the West (from .88 to .90).

The sixth column of Table 12 shows the proportion of accessions in each region, division, and state who were regular high school graduates and in AFQT Categories I-IIIA. There were only minor differences by region in FY 1991. The proportion of high-quality accessions by region ranged from a low of 68 percent in the South Region to a high of 72 percent in the North Central and West Regions. Differences across divisions were somewhat larger. Nine percentage points separated the East South Central and West North Central divisions. Differences by state were larger, ranging from 52 percent in the District of Columbia to 79 percent in New Hampshire. The South Region contributed the largest number of recruits as compared to the total number of FY 1991 recruits. However, fewer of the accessions from the southern states were high school graduates scoring in AFQT Categories I-IIIA, compared to accessions from the other regions.

The last column of Table 12 shows the mean AFQT percentile for each geographical area. The scores reflect the trainability of youth who had enlisted. These youth cannot be presumed to be representative of the communities or school systems from which they are drawn. Occasionally interest has been expressed, however, in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly useful for this

purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many who intend to enroll in college, prospects who fail the enlistment screening test, and those who do not have an interest in military enlistment.

Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, as currently administered it does not provide valid state-by-state performance data.

Nevertheless, AFQT scores by state may be of some interest for purposes other than assessing school system performance. The AFQT figures in Table 12 reflect the average AFQT percentile ranking for accessions in each state. The 50th percentile is the median for all test-takers; the mean percentiles are all above 50 because low-scoring applicants have been screened out.

Table 12
Selected Statistics for NPS Accessions by Region, Division, and State with Civilians 18-24 Years Old, FY 1991

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Represen-tation Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile
NORTHEAST REGION	30,949	15.2	19.3	0.8	70.7	62.5
New England Division	*8,421*	*4.1*	*5.1*	*0.8*	72.5	*63.8*
Maine	1,378	0.7	0.4	1.5	73.3	64.2
New Hampshire	1,105	0.5	0.4	1.3	78.9	65.8
Vermont	479	0.2	0.2	1.2	75.6	65.9
Massachusetts	3,240	1.6	2.4	0.7	71.2	63.2
Rhode Island	539	0.3	0.4	0.7	74.0	63.4
Connecticut	1,680	0.8	1.3	0.6	68.9	62.9
Middle Atlantic Division	*22,528*	*11.1*	*14.2*	*0.8*	*70.0*	*62.0*
New York	10,259	5 0	7.0	0.7	69.8	61.9
New Jersey	3,572	1.8	2.8	0.6	68.6	61.6
Pennsylvania	8,697	4.3	4.4	1.0	70.8	62.4
NORTH CENTRAL REGION	50,828	25.0	24.3	1.0	71.5	62.7
East North Central Division	*36,271*	*17.8*	*17.2*	*1.0*	*70.4*	*62.1*
Ohio	10,216	5.0	4.3	1.2	69.9	61.5
Indiana	5,201	2.6	2.2	1.2	71.1	62.6
Illinois	8,489	4.2	4.7	0.9	68.4	61.5
Michigan	8,929	4.4	3.9	1.1	70.4	61.7
Wisconsin	3,436	1.7	2.1	0.8	75.9	65.1
West North Central Division	*14,557*	*7.2*	*7.2*	*1.0*	*74.4*	*64.4*
Minnesota	2,849	1.4	1.8	0.8	75.5	65.8
Iowa	2,196	1.1	1.3	0.9	74.8	64.8
Missouri	4,750	2.3	2.1	1.1	71.9	62.9
North Dakota	532	0.3	0.3	1.1	77.3	65.4
South Dakota	803	0.4	0.3	1.5	76.0	64.4
Nebraska	1,568	0.8	0.6	1.2	75.5	65.5
Kansas	1,859	0.9	1.0	1.0	76.0	64.7
SOUTH REGION	83,159	40.8	34.6	1.2	67.5	60.4
South Atlantic Division	*40,620*	*19.9*	*17.0*	*1.2*	*68.5*	*60.9*
Delaware	489	0.2	0.3	0.9	70.6	63.0
Maryland	3,379	1.7	2.1	0.8	67.9	61.3
D.C.	248	0.1	0.2	0.5	52.4	53.7
Virginia	5,413	2.7	2.3	1.2	70.1	61.9
West Virginia	2,014	1.0	0.7	1.4	64.3	59.0
North Carolina	6,597	3.2	2.6	1.2	66.4	59.4
South Carolina	3,797	1.9	1.3	1.4	63.2	58.2
Georgia	6,189	3.0	2.6	1.2	66.4	59.6
Florida	12,494	6.1	4.9	1.3	72.8	63.1
East South Central Division	*14,334*	*7.0*	*6.2*	*1.1*	*65.1*	*58.8*
Kentucky	3,192	1.6	1.5	1.0	69.4	60.4
Tennessee	4,335	2.1	1.8	1.2	68.1	60.4
Alabama	4,154	2.0	1.8	1.1	62.9	57.9
Mississippi	2,653	1.3	1.0	1.3	58.3	55.4

(Continued)

Table 12 (continued)
Selected Statistics for NPS Accessions by Region, Division, and State with Civilians 18-24 Years Old, FY 1991

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Represen-tation Ratio	Percent of High-Quality Accessions*	Mean AFQT Percentile
West South Central Division	*28,205*	*13.9*	*11.4*	*1.2*	*67.2*	*60.5*
Arkansas	2,857	1.4	0.9	1.5	64.9	59.3
Louisiana	4,744	2.3	1.8	1.3	60.1	56.4
Oklahoma	3,231	1.6	1.3	1.3	68.0	61.1
Texas	17,373	8.5	7.5	1.1	69.3	61.6
WEST REGION	38,759	19.0	21.8	0.9	71.5	62.8
Mountain Division	*13,017*	*6.4*	*4.9*	*1.3*	*73.2*	*63.6*
Montana	1,028	0.5	0.3	1.8	76.1	66.0
Idaho	1,040	0.5	0.3	1.5	76.9	65.1
Wyoming	598	0.3	0.2	2.0	76.8	64.8
Colorado	3,267	1.6	1.3	1.3	74.7	64.3
New Mexico	1,674	0.8	0.5	1.5	67.3	60.2
Arizona	3,363	1.7	1.1	1.5	73.3	63.6
Utah	1,007	0.5	0.8	0.6	72.8	62.8
Nevada	1,040	0.5	0.4	1.2	70.0	63.4
Pacific Division	*25,742*	*12.6*	*16.9*	*0.8*	*70.5*	*62.4*
Washington	4,271	2.1	2.0	1.1	75.7	65.5
Oregon	2,943	1.5	1.0	1.4	76.6	65.1
California	17,646	8.7	13.3	0.7	68.3	61.1
Alaska	394	0.2	0.2	1.2	75.9	65.3
Hawaii	488	0.2	0.4	0.6	66.4	61.1
TOTAL (50 STATES + D.C.)	203,695**	100.0	100.0	1.0	69.7	61.8

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

** Does not include 1,806 recruits from the territories and unknowns.

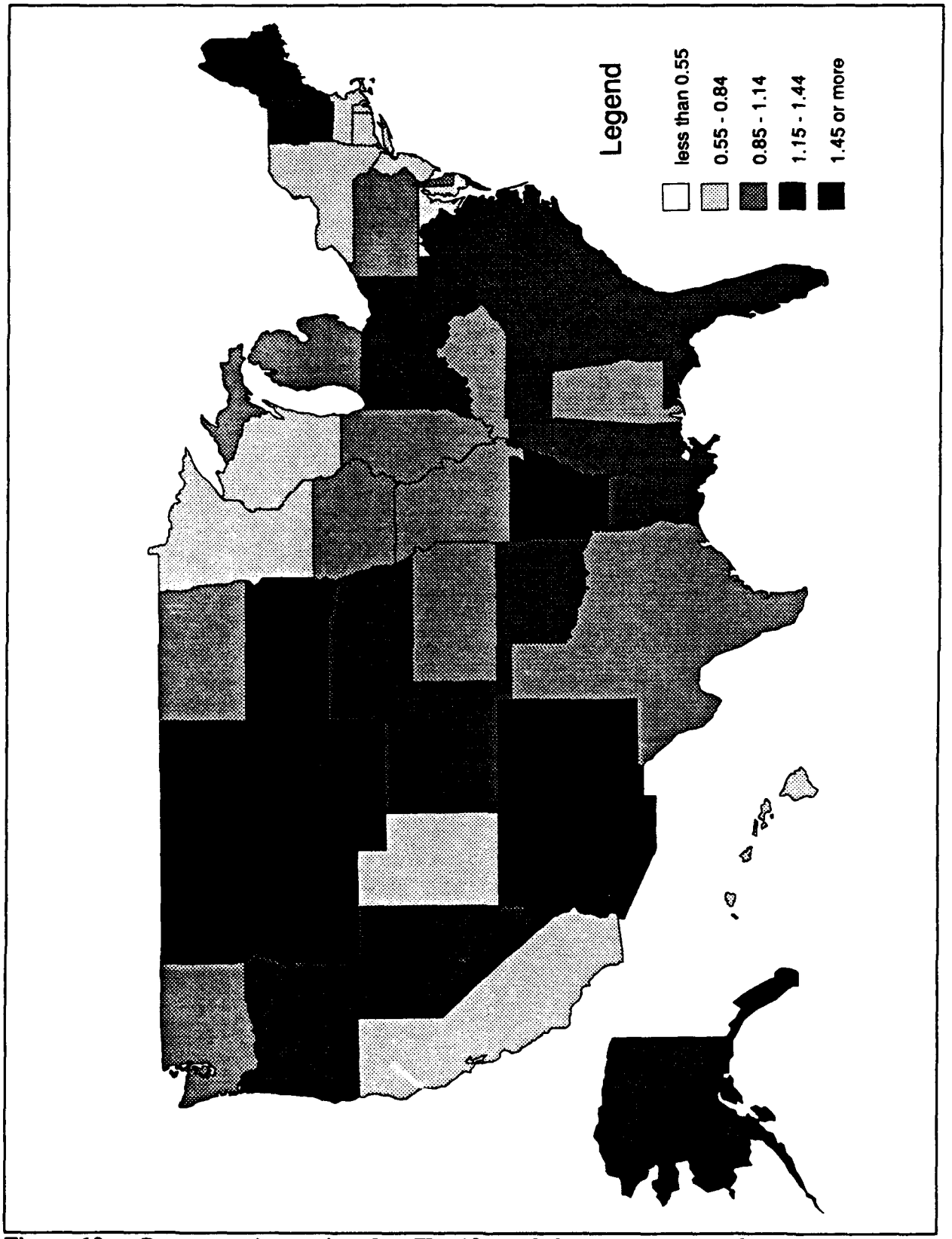


Figure 10. Representation ratios for FY 1991 NPS accessions by State (percent NPS accessions/percent civilians 18-24 years old).

Chapter 3

SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS

There are differing viewpoints on the socioeconomic status of accessions. The different views have been the basis for serious debates regarding the viability of the All-Volunteer Force. The counterpoints in the debates involve philosophical, political, and social issues. The oft-stated perception of a military drawn primarily from the lower socioeconomic rung of society is not supported by data. This chapter reviews issues surrounding the socioeconomic composition of the military and provides data on the social backgrounds of a sample of FY 1991 recruits.

Defining Socioeconomic Status

In the research literature, socioeconomic status is an indicator of economic and social position.[41] To address the issue of representation in terms of socioeconomic status, several measures are collected from new recruits. For civilian comparisons, similar information is collected by the Bureau of Census. These measures include: marital status, highest level of education, home ownership, employment status, and occupation. In this report, socioeconomic status is defined by the combination of the variables measured by the new recruit and Bureau of Census surveys.

Several researchers have devised a summary statistic for socioeconomic status.[42] The socioeconomic index (SEI) is derived from predicted prestige scores based on levels of income and education within occupations. In this report, the two most recent index scores are used -- one for the total population and one for the male population. The SEI scores are another means of defining socioeconomic status, using income, education, and occupation.

To provide current information on the socioeconomic background of new recruits, the Defense Manpower Data Center (DMDC), at the request of the Directorate for Accession Policy, conducts an ongoing survey of new recruits. Each year, the socioeconomic survey (SES) is administered to approximately 15,000 randomly selected recruits. Over time, the survey data will enable DoD to assess the socioeconomic composition of the active enlisted force as well as of accessions.

This chapter gives the results for approximately 15,000 FY 1991 accessions who provided information on the marital status, education, employment, and occupation of their parents. In developing the survey, DMDC found that many youth cannot provide reliable information on

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[41] Stawarski, C.A. and Boesel, D., *Representation in the Military: Socioeconomic Status*. (Alexandria, VA: Human Resources Research Organization, 1988).

[42] Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, vol. 14 (1985), pp. 142-168.

their parents' incomes.[43] Therefore, home ownership was included in the last two surveys as a proxy for income. The FY 1991 survey requested information on the parents with whom the recruit was last living, whether they were biological parents, stepparents, or other legal guardians. Throughout this discussion, these will be referred to as "recruit parents." For comparison, information is provided for parents of civilian youth between the ages of 14 and 21, inclusive, who were living at home. These data are taken from the Current Population Survey (CPS), an ongoing survey conducted by the Bureau of Census.[44] They will be referred to as "CPS parents."

Socioeconomic Status in Perspective

Imbalances in socioeconomic representation in the military have often been a controversial social and political issue. Public perceptions of the military tended toward the negative, often stressing the lower class backgrounds and minority representation of enlisted members. In debate over the establishment of the volunteer force, opponents argued that it would lead to a military composed of "economic conscripts" from poor and minority backgrounds, forced to turn to the military as an employer of last resort. Some critics anticipated that the consequences would be not only inequitable, but dangerous. They argued that by recruiting primarily from an underclass, the volunteer force would create a serious cleavage between the military and the rest of society.[45] In 1981, a writer in the *Washington Post* referred to the military as a place in which "the very poor, the ill-educated, the hapless, the hopeless and, by some accounts, the incompetent, are paid to do the defending the rest of us are loath to do."[46]

The belief that the enlisted military drew recruits primarily from lower socioeconomic groups was a major element in proposals for either a return to conscription or some form of national service program that would draw all classes into military or civilian service. The philosophical basis for these proposals was the conviction that all social classes should contribute their share to the national defense.

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[43] Stawarski, C.A. and Boesel, D., *Representation in the Military: Socioeconomic Status* (Alexandria, VA: Human Resources Research Organization, 1988).

[44] To facilitate comparison between the military and civilian data sets, the CPS data were weighted to match the SES data in terms of age; CPS sample weights were ratio-adjusted to the age distributions of male and female parents in the SES. The adjustments were based on 5-year intervals; thus the adjusted CPS data set contains, for example, the same percent of male parents in the 40-44 year age category as the SES data set. Estimates made from sample data are subject to sampling errors. But, when the sample sizes are large, as are the CPS and DoD samples, sampling errors are small and differences that are small in magnitude can be statistically significant. For the DoD/CPS comparisons or percents, any difference over one percentage point is statistically significant; that is, the DoD percent differs from the CPS estimate by at least two standard deviations. (The CPS estimate, which is based on very large sample numbers, is regarded as a census count.)

[45] See, for example, Janowitz, M., "The All Volunteer Military as a Socio-Political Problem," *Social Problems*, February 1975.

[46] Cohen, R., "Draft," *Washington Post*, July 28, 1981, quoted in Eitelberg, M., *Manpower for Military Occupations* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], April 1988), p. 8.

A 1988 report by the Democratic Leadership Council on the subject stated that "We cannot ask the poor and under-privileged alone to defend us while our more fortunate sons and daughters take a free ride, forging ahead with their education and careers."[47]

Through the mid-to-late 1980s, data indicated that the Services recruited outstanding young men and women. The socioeconomic status of recruits was slightly lower than the general population. However, the recruits had higher levels of education and reading skills than their civilian counterparts. More importantly, they enlisted with a sense of commitment into an institution that offered training and advancement based upon merit.

Operation Desert Shield revived the notion that Blacks would bear a disproportionate share of fighting and dying in future wars. It served as the impetus for a series of hearings before the House Committee on Armed Services. As stated by the Chairman of the Committee, "The...Committee spent some considerable time on this and came to a rather surprising conclusion about it. It's not true."[48] A related report from the Committee Chairman concluded that the volunteer system provided quality enlistees, that minorities would not bear a much heavier burden of combat, and that a draft would neither be as fair nor produce a force as high in quality as the current system.[49] The report indicated that conscription would lead to a force that is overall less educated, less motivated, and less competent, even though it might be more representative of the extreme upper and lower social strata.

As discussed in chapter 2, the reasons for enlisting are varied and include both personal and economic considerations, as well as the desire for a stable and secure occupation or environment. During the 1980s, the Services applied management initiatives and increased compensation offerings to seek the better educated and smarter recruits. The Services were able to achieve their enlistment needs in the late 1980s with recruits of high quality. "In FY 1990, 91 percent of new enlistees DoD-wide were high school diploma graduates, and 95 percent scored in the top three of the five mental categories determined by the Armed Forces Qualification Test (both higher percentages than for recruitment age youths)."[50] The corresponding figures for FY 1991 are 97 percent high school diploma graduates and 99 percent scoring in the top three AFQT categories. In summary, accumulating evidence indicates that volunteer recruits are well-educated and highly qualified compared to their civilian counterparts.

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[47] Democratic Leadership Council, *Citizenship and National Service: A Blueprint for Civic Enterprise* (Washington, DC: May 1988), p. 25.

[48] Aspin, L., Chairman, House Committee on Armed Services, *The All Volunteer Force: Assessing Fairness and Facing the Future*, before the Association of the U. S. Army, Crystal City, VA, April 26, 1991.

[49] A published report from Aspin, L., Chairman, House Committee on Armed Services, *All Volunteer: A Fair System, A Quality Force*, Washington, DC, April 26, 1991.

[50] Ibid.

Measuring Socioeconomic Status

Many of the assertions about the class composition of the military have been based on impressions and anecdotes rather than on empirical data. In addition to DoD analyses, three systematic analyses of the socioeconomic composition of accessions have been made during the volunteer period. All found that members of the military tended to come from backgrounds that were somewhat lower in socioeconomic status than the U.S. average, but that the differences between the military and the comparison groups were relatively modest.[51,52,53]

The remainder of this chapter presents the results of the 1991 SES. These data provide several measures of socioeconomic status, including the SEI scores.

Marital status. Eighty-nine percent of the recruit fathers and 74 percent of recruit mothers were married at the time of the recruits' enlistment, as were most of the CPS parents (Table 13). CPS parents were somewhat more likely to be married than parents of recruits. For both CPS and recruit populations, mothers were less likely to be married than fathers. Parents of Air Force recruits were somewhat more likely to be married than parents of other recruits, and indeed, Air Force mothers were more likely to be married than were CPS mothers.

Table 13
Percent of Parents Who Are Married, by Gender of Parents and Service, of FY 1991 Active Component NPS Recruits with Civilian Comparison Group

Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	87.6	89.0	89.1	92.0	89.0	91.9
Female	71.5	74.0	74.6	78.6	73.9	74.9

Education. The education level most representative of both DoD and CPS parents was that of high school graduate, with 35 percent of fathers and 40 percent of mothers included (Tables 14 and 15). Across all Services, parents of recruits were more likely to have attended college than CPS parents; however, CPS parents were somewhat more likely to hold at least a college degree (28 versus 21 percent for CPS and recruit male parents, respectively, and 18 versus 15 percent, respectively, for CPS and recruit female parents).

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[51] Cooper, R.V.L., *Military Manpower and the All Volunteer Force* (Santa Monica, CA: RAND Corporation, September 1977), pp. 223-250.

[52] Fredland, J.E. and Little, R.D., *Socioeconomic Characteristics of the All Volunteer Force: Evidence from the National Longitudinal Survey, 1979* (Annapolis, MD: U.S. Naval Academy, 1982).

[53] Fernandez, R.L., *Social Representation in the U.S. Military* (Washington, DC: Congressional Budget Office, October 1989).

Table 14 Education of Male Parents, by Service, of FY 1991 Active Component NPS Recruits with Civilian Comparison Group (Percent at Each Education Level)						
Highest Level of Education	Army	Navy	Marine Corps	Air Force	DoD	CPS
Less than HS Graduate	21.9	19.7	22.1	15.8	20.2	17.7
HS Graduate	34.3	34.0	36.4	35.4	34.7	35.1
Some College (No 4-Yr. Degree)	24.0	25.0	22.7	27.3	24.7	19.3
College Graduate*	19.8	21.3	18.8	21.7	20.5	27.9
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* College graduate includes "greater than college graduate" level.

Table 15 Education of Female Parents, by Service, of FY 1991 Active Component NPS Recruits with Civilian Comparison Group (Percent at Each Education Level)						
Highest Level of Education	Army	Navy	Marine Corps	Air Force	DoD	CPS
Less than HS Graduate	22.3	17.7	20.4	15.4	19.3	17.6
HS Graduate	38.5	40.0	42.5	42.2	40.2	44.3
Some College (No 4-Yr. Degree)	25.0	26.2	23.2	26.8	25.4	20.1
College Graduate*	14.2	16.1	13.9	15.7	15.1	18.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* College graduate includes "greater than college graduate" level.

Across the Services, fathers of Air Force recruits and mothers of Air Force and Navy recruits tended to have higher levels of education than parents of the other recruits. Both mothers and fathers of Marine Corps recruits had the lowest percentages of college attendance. Approximately 49 percent of Air Force fathers and 42 percent of both Air Force and Navy mothers had at least some college; in comparison, the percentages for recruit fathers who attended college were approximately 46 for Navy, 44 for Army, and 42 for Marine Corps. Mothers' percentages were 39 and 37 for Army and Marine Corps, respectively.

Twenty-two percent of Air Force fathers, 21 percent of Navy fathers, 20 percent of Army fathers, and 19 percent of Marine Corps fathers had at least a 4-year college degree. Among mothers, the percentages of those of the Navy and of the Air Force who had at least a 4-year college degree round to 16 percent while those of the Army and Marine Corps were 14 percent. Data available for recruit parents concerning college work beyond the 4-year degree show Army and Navy mothers and Army and Air Force fathers more likely to have continued to study formally after college graduation.

The socioeconomic status of children and adolescents is closely related to mothers' education, fathers' education, average family income, and fathers' occupational status. Analysis of data collected for the *Profile of American Youth* study showed that the effects on test scores of mothers' education approximated the effects of all four variables.[54] Thus, the measure of recruit mothers' education becomes important as an indicator of high-quality recruits. Forty percent of recruit mothers accrued some college credits, while 15 percent earned a college degree or better.

Home ownership. More fathers than mothers owned homes, both in the CPS group and among recruits for each of the Services (Table 16). The percentage of both CPS mothers and fathers who owned homes was higher than for those in the Armed Services categories. Within the Service categories, both mothers and fathers were more likely to be renting if their child enlisted into the Army. CPS fathers were less likely to rent than DoD fathers, except for fathers with a child in the Air Force. CPS parents were much less likely to have housing arrangements other than buying or renting than DoD parents.

Table 16
Percent of Parents in "Owned" Residence, by Gender and Service, of FY 1991 Active Component NPS Recruits with Civilian Comparison Group

Residence	Army	Navy	Marine Corps	Air Force	DoD	CPS
MALES						
Own	76.8	79.2	78.8	80.2	78.5	83.4
Rent	19.5	17.5	17.9	15.5	17.9	15.5
Other	3.8	3.3	3.3	4.3	3.6	1.2
FEMALES						
Own	71.1	74.0	72.9	74.8	73.0	76.6
Rent	25.4	22.5	23.5	20.8	23.3	23.2
Other	3.5	3.6	3.6	4.4	3.7	1.2

[54] Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery* (Washington, DC, March 1982), pp. 40-42.

Employment status. More DoD recruit parents were employed than CPS parents.[55] Table 17 reports, by Service, the rates of fathers and mothers who were unemployed. Since we are accustomed to thinking of national unemployment rates of 5 to 6 percent, an explanation of levels of employment, particularly those for fathers, is in order. National unemployment figures are substantially affected by very high rates among teenagers and young adults -- typically 10 to 15 percent or more. The rates decrease with age, however, and are markedly lower among those older than 30, ranging from 3 to 5 percent. Almost all recruit and CPS parents were over 30, thus the relatively low rates were consistent with expectation.

Inter-Service differences in unemployment rates were small. The difference between the highest (2.5 for Army fathers) and lowest (2.0 for Air Force fathers) unemployment rates for fathers was only 0.5 percentage point. The differences were even smaller for mothers (4.4 for Air Force vs. 4.0 for Navy and Marine Corps mothers).

Table 17
Percent of Unemployed Parents, by Gender and Service, of FY 1991 Active Component NPS Recruits with Civilian Comparison Group

Gender of Parent	Army	Navy	Marine Corps	Air Force	DoD	CPS
Male	2.5	2.3	2.2	2.0	2.3	4.0
Female	4.1	4.0	4.0	4.4	4.1	4.5

Occupation.[56] Table 18 compares the occupations of recruit and CPS parents. For male parents, these data were similar to past surveys which showed that recruit fathers were underrepresented in management, the professions, and the highest-paid blue collar occupations (e.g., precision production). In turn, they were overrepresented in a number of craftsmen and blue-collar occupations. Recruit fathers and mothers were more likely than their CPS counterparts to have attended college without receiving 4-year degrees. There were relatively few differences between mothers of recruits and the CPS group.

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[55] The employment status question in the Socioeconomic Survey is not the same as used in the Current Population Survey. The Socioeconomic Survey asks recruits whether the parent is currently working at a paid job in a business or farm, while the CPS asks whether the individual was employed in the last week. Thus, comparisons of unemployment rates from the two data sets must be interpreted with caution.

[56] To determine occupation in the SES and CPS, open-ended descriptions of primary occupation were provided by respondents in Census format. The descriptions were manually coded to 3-digit Census occupation codes. The occupation codes were then collapsed into 13 major Census categories. (Only individuals in paid jobs or jobs in businesses or farms were included. Housewives/husbands were not included in the workforce.) In addition, data from DoD respondents yielded 2 additional categories. All the occupational categories are displayed in Table 18, together with the percentages of DoD and CPS parents in each.

Table 18 Percent of Parents of Active Component Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group				
Occupation	Male Parents		Female Parents	
	DoD	CPS	DoD	CPS
Clerical, Administrative Support	4.4	5.0	30.6	27.9
Construction, Mining, Drilling	11.4	N/A	0.3	N/A
Executive, Administrative, Managerial	15.0	18.1	10.4	10.9
Farming, Forestry, Fishing	3.2	3.9	0.9	1.2
Handlers, Helpers, Laborers	6.0	3.7	5.8	1.5
Machine Operators	7.9	7.2	5.1	7.3
Mechanic, Repairer	10.6	N/A	0.3	N/A
Military	3.9	*	0.5	*
Other Services	3.8	3.9	17.0	15.6
Precision Production	3.4	21.0	1.7	2.7
Professional	7.3	13.6	13.4	16.1
Protective Services	4.0	2.6	1.0	0.5
Sales	6.5	10.7	7.8	10.6
Technical	4.7	2.6	3.9	3.4
Transportation	8.0	7.7	1.3	1.2
* Less than one-tenth of one percent.				

Socioeconomic index scores. Socioeconomic index scores reflecting the education, income, and prestige associated with different occupations were computed from responses to DoD and CPS surveys. Stevens and Cho[57] developed such scores for each 3-digit occupation code in the 1980 Census, revising earlier work by Duncan, and Featherman, et al.[58] Two sets of scores were developed -- one for the total labor force and one for the male labor force, called the Total Socioeconomic Index (TSEI) and the Male Socioeconomic Index (MSEI), respectively.

[57] Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, vol. 14 (1985), pp. 142-168.

[58] See Duncan, O.D., "A Socioeconomic Index for All Occupations" in A.J. Reiss, Jr. (Ed.), *Occupations and Social Status* (New York, NY: Free Press, 1981). Also, Featherman, D.L., Jones, F.L., and Hauser, R.M., "Assumptions of Social Mobility Research in the U.S.: The Case of Occupational Status," *Social Science Research*, vol. 4, 1985, pp. 329-360.

As there is no female-specific socioeconomic index (SEI), TSEI scores are reported for CPS and DoD mothers, while MSEI scores are reported for all fathers.

The recruit population (DoD) is a subset of the general population (CPS). Parents of recruits were representative of the general population with regard to measures of educational level, home ownership, and marital status. However, the SEI scores showed that the parents of recruits were overrepresented at certain levels of socioeconomic status.

Figure 11 shows the relationship of DoD fathers' MSEI scores to those of CPS fathers at several percentiles. The MSEI scores ranged from 12 to 89. Up to the 25th percentile, the DoD and CPS distributions were equivalent. The distributions diverged above the 25th percentile. Over 50 percent of the DoD fathers' MSEI was in the range 20-40, while a substantially smaller proportion of CPS fathers had scores in this range. Other differences were seen at the upper end of the distributions. Only 10 percent of DoD fathers' MSEI scores were above 56, while more than 25 percent of the CPS distribution was in that range. Thus, although there was little difference between the DoD and CPS distributions at the lowest levels of MSEI, the DoD distribution overrepresented moderately low MSEI scores, and underrepresented the highest MSEI scores, when compared to the civilian population. The distribution of mothers' TSEI scores showed a similar pattern, although there was generally less difference in SEI scores for mothers than for fathers; recruit mothers were more representative of the general population. Figure 12 relates TSEI scores for mothers from recruit and civilian surveys. TSEI scores ranged from 14 to 90.

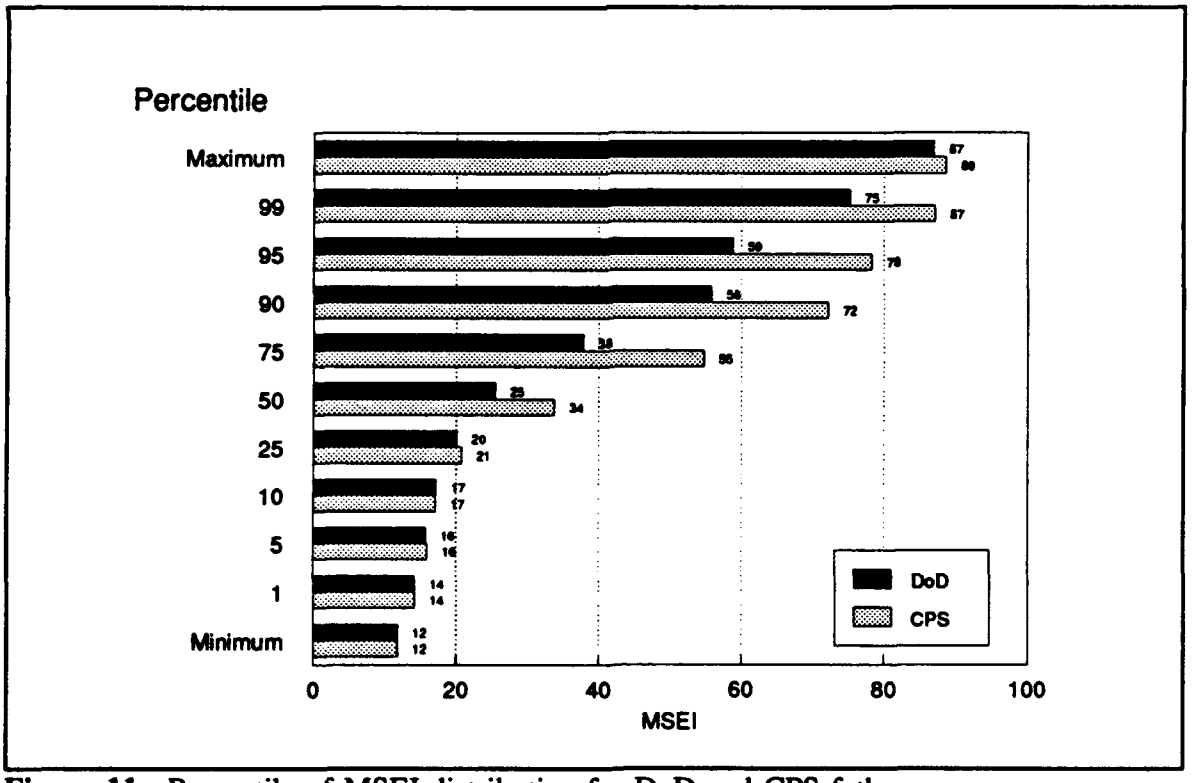


Figure 11. Percentile of MSEI distribution for DoD and CPS fathers.

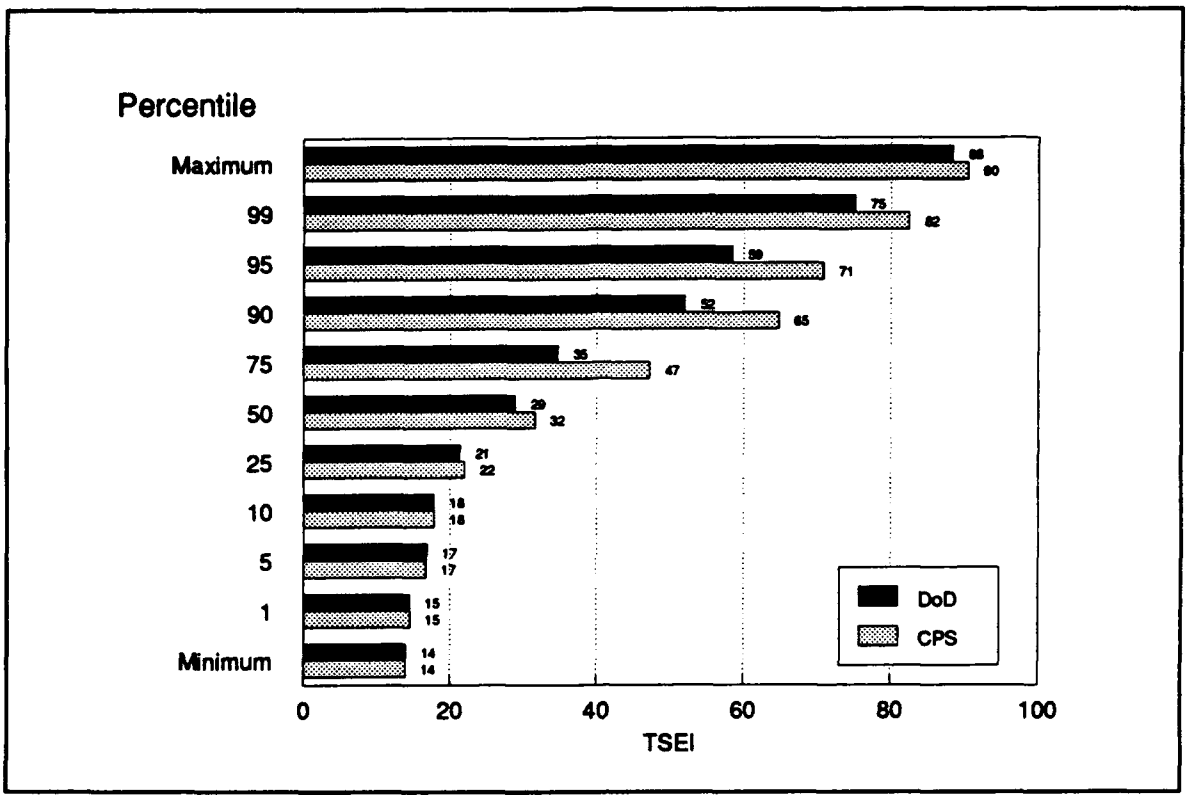


Figure 12. Percentile of TSEI distribution for DoD and CPS mothers.

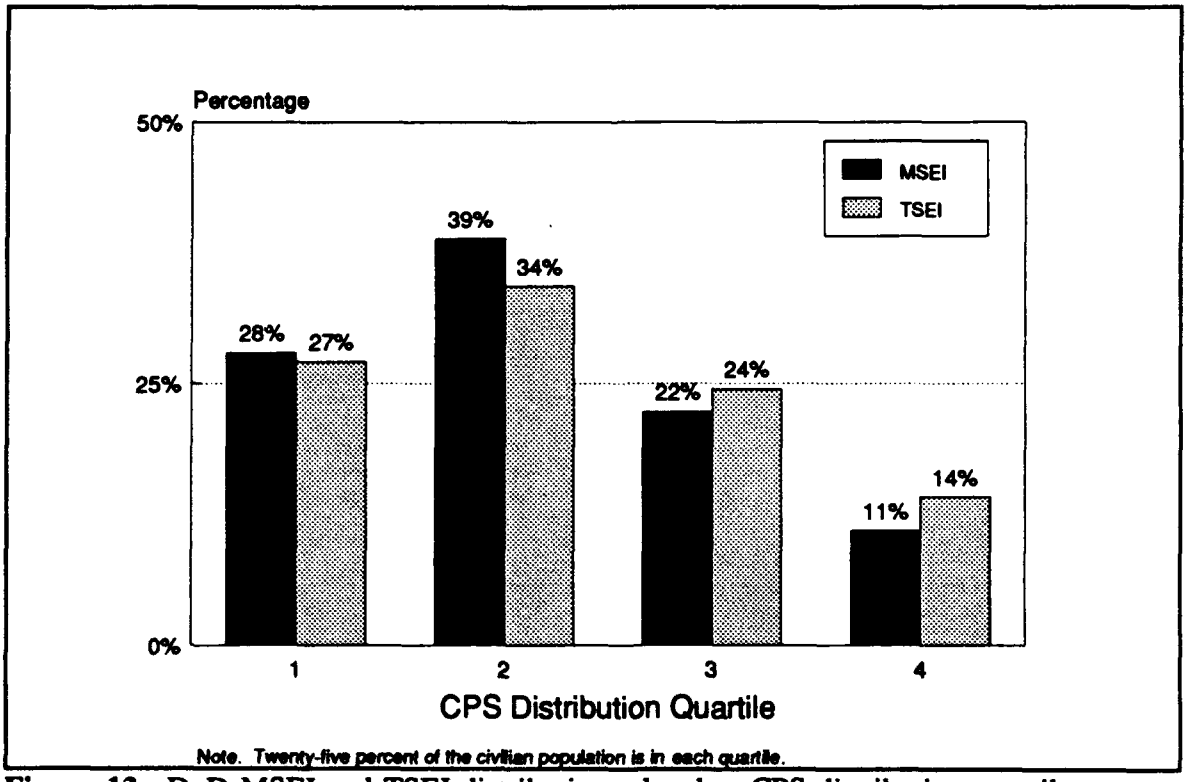


Figure 13. DoD MSEI and TSEI distribution related to CPS distribution quartiles.

Figure 13 shows the representation of DoD fathers and mothers from each quartile of the general population. As the quartiles divide CPS parents into equal fourths with regard to SEI, it was expected that DoD parents also would be equally divided among the quartiles. However, percentages from the lowest quartile were slightly higher than expected, much higher than expected from the second quartile, and lower than expected from the highest group. Thus, military recruits were mostly drawn from the middle class, with fairly comparable representation from the lowest and third quartile of the population. Not as many recruits came from the highest quartile with regard to family SEI.

Chapter 4

ACTIVE COMPONENT ENLISTED FORCE

With the demise of the Cold War, the Warsaw Pact, and the Soviet Union itself, and the cessation of major hostilities on the Arabian Peninsula, the Services proceeded with the planned 25-percent reduction in the size of the military forces. At the end of FY 1991, the enlisted force end-strength was 1.68 million. Figure 14 displays changes in the size of the enlisted force since FY 1973. Although there were fears that minority and female Service members would be disproportionately affected by the drawdown, the demographic composition of the enlisted force did not change significantly in FY 1991.[59]

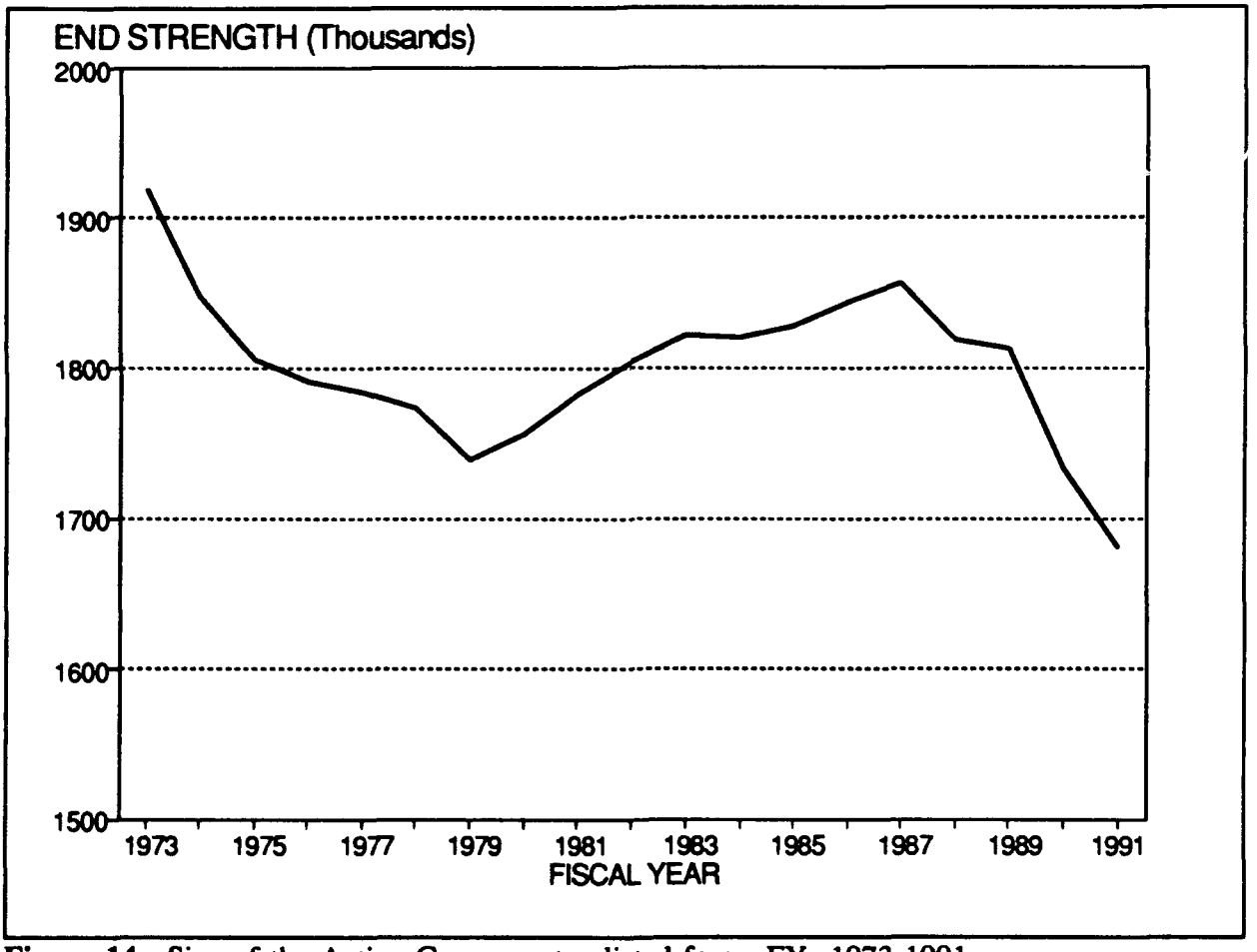


Figure 14. Size of the Active Component enlisted force, FYs 1973-1991.

[59] Throughout this chapter, the Active Component enlisted force is compared with the civilian labor force 18-44.

Age

The 1980s trend toward an aging enlisted force continued in the 1990s. In the 1980s, manpower planners began to emphasize attaining higher levels of trained person-years rather than end-strength, contributing to higher personnel readiness. Management initiatives included increasing the average term of enlistment and restructuring the mix of first-term and career force personnel. As shown in Figure 15, the average number of months in service rose from 67 in FY 1980 to 85 in FY 1991. As a result, the average age of the Services' enlisted force increased, from 25 to 27 years. In FY 1991, congressional desires and Service goals were to minimize the impact of the drawdown on younger Service members (those with 6-15 years of service). Subsequently, drawdown targets were met by reducing recruiting objectives, which increased the average age of Service members.

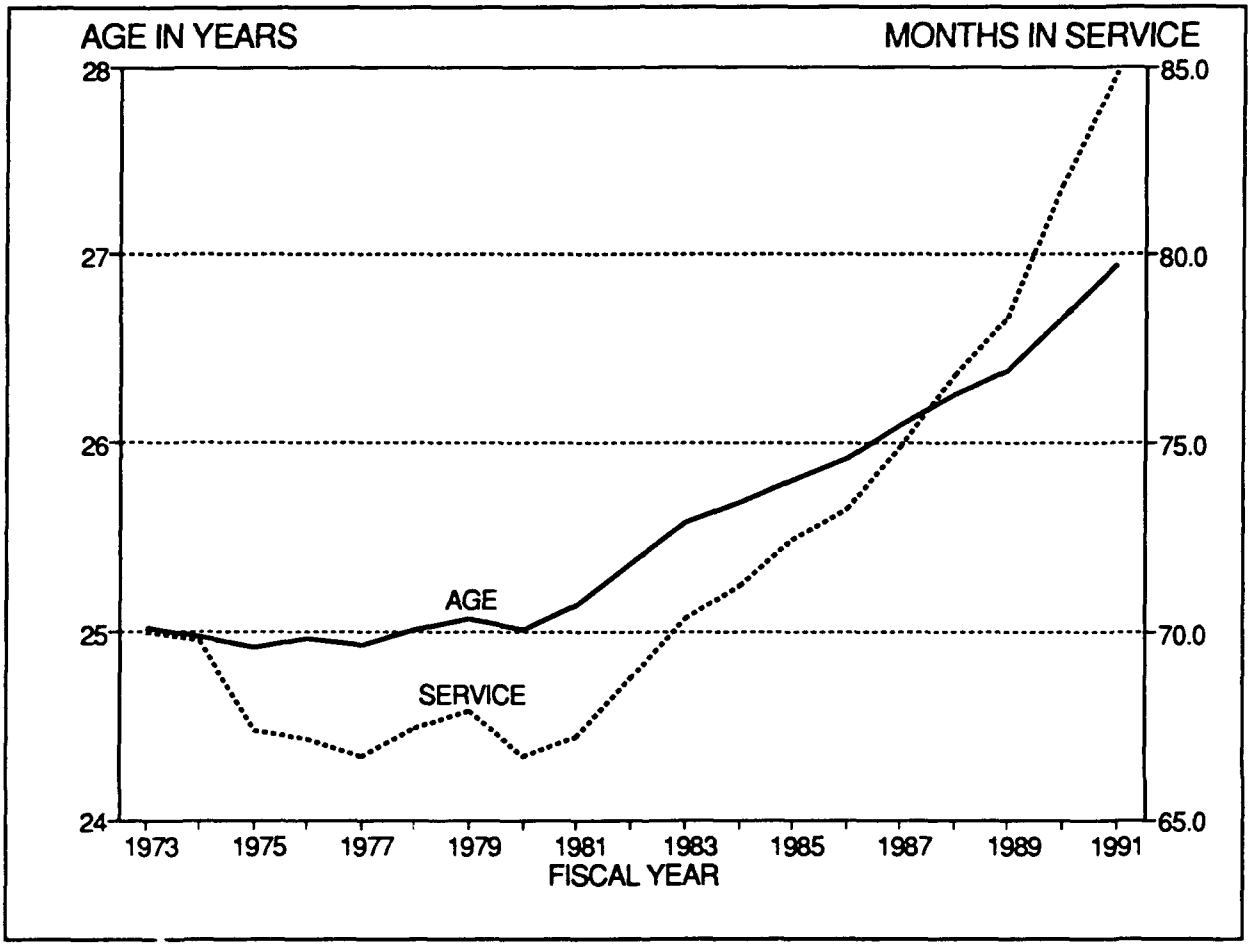


Figure 15. Average age and months in service for Active Component enlisted force, FYs 1973-1991.

Manning requirements and personnel policies dictate the distribution of personnel by years of service. The "ideal" force profile includes approximately half the force (51 percent) with less than six years of service, slightly less than half (45 percent) between 6 and 19 years of

experience, and four percent with more than 20 years of service.[60] Service differences primarily are the result of specific missions and manning requirements. Thus, time in service and age data should be interpreted cautiously.

Table 19 shows that in FY 1991, 46 percent of the enlisted force was 17-24 years old, a drop of one percentage point from a year earlier. Only 1 percent of enlisted members were older than 44. For those who make the military a career, the 20-year retirement option results in many leaving service while in their late 30s and early 40s. In the Navy and Marine Corps, a large proportion of the enlisted force was under age 25 (49 percent for the Navy and 63 percent for the Marines). In the last year, the average age of the Marine Corps increased; in FY 1990, 16 percent of the Marines were under 20, and in FY 1991, that dropped to 13 percent. Air Force members were the "oldest" with less than 35 percent under age 25, and almost 7 percent age 40 or over. The Air Force traditionally has older accessions and higher retention rates; its FY 1991 recruit-to-enlisted force ratio was less than 1:13. The ratios for the other Services were approximately 1:7 for the Army and Navy, and 1:5 for the Marine Corps.

Table 19
Age of FY 1991 Active Component Enlisted Members, by Service, and Civilian Labor Force 18 Years and Older
(Percent)

Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17-19	8.3	9.9	13.4	5.1	8.5	4.4
20-24	37.6	39.0	49.7	28.3	37.0	11.0
25-29	22.8	21.4	18.1	26.0	22.7	13.4
30-34	15.5	15.1	10.5	20.0	15.9	14.9
35-39	10.4	9.6	5.8	14.2	10.6	14.0
40-44	4.2	3.9	2.1	5.5	4.2	12.7
45-49	1.0	0.9	0.4	0.8	0.9	9.7
50+	0.1	0.1	*	*	0.1	19.9
Unknown	*	*	*	*	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
Also see Appendix Table B-21 (Active Component Age by Service and Gender).

[60] See Timenes, N., Jr., *Force Reductions and Restructuring in the United States.* Presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. "Ideal" force refers to the distribution by years of service from FY 1987 through FY 1989 (a period of stable funding).

While 46 percent of the enlisted force was 17-24, only about one-seventh of the civilian labor force fell in this range. At the other end of the distribution, about one-fifth of the civilian labor force was 50 years old or older, compared with virtually no enlisted members.

Gender

The proportion and the role of women in the military have been topics of debate since the inception of the all volunteer force. The integration of women into the military has been revolutionary in some instances and evolutionary in others. The increase of women brought about significant changes, including recruiting and classification procedures, training programs, physical training regimens, living quarters, and medical services. It also gave rise to issues such as pregnancy, the proportion of single parent women in the military, female attrition, and administrative problems encountered when two members of the military marry.

The most often debated issue, however, has been defining the role of women in combat.[61] The Presidential Commission on the Assignment of Women in the Armed Forces has been tasked to develop recommendations regarding that role. The Commission's findings will no doubt frame future congressional and public debate. Areas that may be affected could include military doctrine and concepts of operations regarding individual and unit field training, deployment, and employment of forces. It also could affect personnel policy and programs and logistical support.

Four additional factors affect the number of women in the Armed Forces. First, women have a much lower inclination to enlist than men. If the Air Force experience holds where 95 percent of all positions are open to women, removing restrictions on the number of women who could enlist will not substantially increase their proportion of enlistments. Second, combat exclusion law and policy restrict the positions and skills in which women may serve. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom-up; lateral entries play no significant role. Consequently, the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military will not change much from current levels unless there are significant increases in female recruiting or retention.

As shown in Table 20, the Air Force had the highest proportion of women in the active duty force, and the Marine Corps the lowest. The percentages in the Army and Navy were similar. The differences were primarily a function of the proportion of combat and combat-related positions closed to women in each Service.

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[61] For a discussion of this subject, see Landers, R.K., "Should women be allowed into combat?" *Congressional Quarterly's Editorial Research Reports*, vol. 2, no. 14, October 13, 1989, pp. 570-582.

Table 20 Gender of FY 1991 Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	88.8	90.3	95.2	85.7	89.2	54.5
Female	11.2	9.7	4.8	14.3	10.8	45.5
Total	100.0	100.0	100.0	100.0	100.0	100.0

Education

For the first time in recent years, the proportion of high school graduates was larger among new recruits than in the active duty force. Earlier, Table 5 pointed out that just 3 percent of accessions held alternate credentials (Tier 2) or no credentials (Tier 3). Table 21 indicates that 7 percent of the enlisted force were in these two categories. However, 7 percent of active duty enlisted members had attended college, while 6 percent of accessions had college experience.

Table 21 Education of FY 1991 Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Tier 1: Regular High School Graduate or Higher	90.7	91.3	92.2	99.5	93.2	88.0
Tier 2: GED, Alternate Credentials	6.8	4.8	7.4	0.5	4.8	**
Tier 3: No Credentials	2.5	3.9	0.4	*	2.1	12.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)***	7.1	3.6	2.3	12.3	6.8	47.9

Columns may not add to total due to rounding.
* Less than one-tenth of one percent.
** Civilian percentages combine Tiers 1 and 2.
*** These military data only represent enlisted members. Officers, who usually have college degrees, are not included. See chapter 5 for a discussion of officers.
Also see Appendix Tables B-26 (Active Component Education by Service and Gender), B-27 (Active Component Education by Service and Race), and B-28 (Active Component Education by Service and Hispanic Background).

In FY 1991, approximately 12 percent of active duty Air Force enlisted members had some college experience compared to 2 percent of Marines. Although Service selection, retention practices, and educational composition of previous accession cohorts are related to the differences, the emphasis placed by the Air Force on in-service education programs played a significant role in its dramatic increase in college experience among its enlisted members. At the end of basic training, for example, new Air Force recruits are given education plans and referred to their base education offices. The Air Force also provides tuition assistance for college courses to a larger proportion of its members than the other Services. The Community College of the Air Force, accredited by academic agencies, strongly encourages enlisted personnel to earn at least an Associate of Arts (AA) degree. Finally, because of the way in which its forces are deployed, Air Force members can more readily schedule and attend off-duty education programs (compared, for example, to sailors at sea or soldiers and marines on bivouac). The result is a higher average education level in the active duty Air Force.

The Services encourage members to continue their education while in the military. Those who use in-service tuition assistance programs have 75 percent of their tuition funded by the Service. In addition, members can use the Montgomery GI Bill to cover most or all of the cost of off-duty college and technical courses. Successful completion of a course may provide an enlisted member with points toward promotion. The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the military longer than those who did not.[62]

The enlisted force in FY 1991 was comprised overwhelmingly of high school graduates. As indicated in Appendix Table B-26, 98 percent of women and 93 percent of men were high school graduates. As shown in Table 21, there were fewer high school dropouts in the military than in the civilian labor force (2 versus 12 percent), and fewer people with college experience (7 versus 48 percent). This latter comparison is somewhat biased, however, in that enlisted occupations are generally comparable to civilian occupations not requiring college degrees. Most military members with college degrees are officers, not enlisted personnel. The officer corps will be discussed in chapter 5.

The Army, Navy, and Marine Corps had roughly the same proportion of high school graduate enlisted members in FY 1991, slightly over 90 percent; almost all Air Force members held diplomas. The Army and the Marine Corps had the largest proportions with alternative credentials (7 percent), while the Air Force had the least (half of one percent). The Air Force and Marine Corps had less than one percent of enlisted members who lacked high school-level credentials (Tier 3); the Army and Navy had 3 and 4 percent, respectively.

Race/Ethnicity

The military attracts and retains higher proportions of Blacks and "Other" minority groups than are in the civilian labor force. As Table 22 indicates, the proportion of enlisted minorities

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

overall was approximately twice that in the civilian labor force in FY 1991. However, Hispanics were underrepresented in the enlisted military.

Table 22
Race/Ethnicity of FY 1991 Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old
(Percent)

Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
White	60.5	75.6	72.3	78.4	70.5	84.9
Black	31.9	18.1	20.1	17.4	23.1	11.6
Other	7.6	6.3	7.6	4.2	6.4	3.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	4.5	6.5	7.6	3.8	5.2	8.9

Also see Appendix Tables B-23 (Active Component Race by Service and Gender) and B-24 (Active Component Ethnicity by Service), and B-25 (Active Component Hispanic Background by Service and Gender).

Altogether 23 percent of the enlisted force was Black, compared with 12 percent of the civilian labor force; 6 percent were from "Other" minority groups, as compared to 4 percent of the work force. This near 2:1 ratio was higher than for accessions, primarily because retention was higher among minorities than Whites.

The Army had the highest proportion of Black enlisted members in FY 1991 (32 percent). The proportions of "Other" minority individuals in the Army, Navy, and Marine Corps were similar (6 to 8 percent), while the Air Force had somewhat less (4 percent).

Figure 16 shows changes over time in the percentage of Black enlisted members in each Service. Black soldiers in the Army increased from 19 percent in FY 1973 to a high of 34 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in large part due to raised entrance standards and the Army's decision not to renew enlistment contracts of low scoring members who entered during the ASVAB misnorming. Subsequently, the proportion of Blacks rose gradually to its current level.

The pattern of change in the Marine Corps was similar to the Army, though the proportion of Blacks was lower, and remained fairly constant from FY 1980 through FY 1991 at about 21 percent. Blacks in the Air Force increased from 13 percent in FY 1973 to 18 percent in FY 1982, with virtually no change since then. The Navy exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to its current 18 percent.

Active duty Hispanic enlisted members were a smaller part of the enlisted force than of the civilian labor force in the 18-44 age group (Appendix Table B-25). Slightly over 5 percent

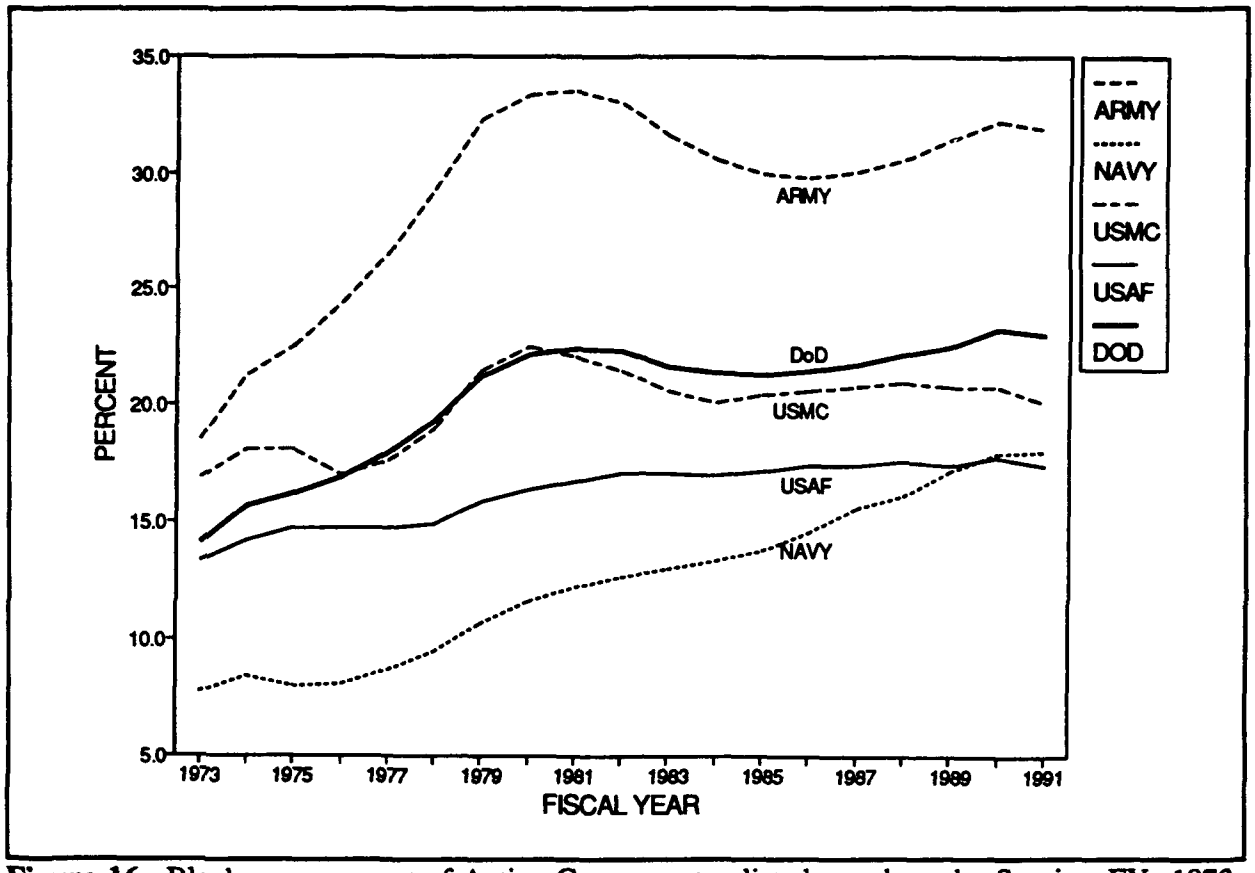


Figure 16. Blacks as a percent of Active Component enlisted members, by Service, FYs 1973-1991.

of Service members were Hispanic, as compared to 9 percent of the civilian labor force. The Navy and Marine Corps had the highest proportions of Hispanics, about 7 percent. Hispanics made up 5 percent of Army enlisted personnel and 4 percent of Air Force enlisted members.

Marital Status and Dependents

Trends in marital status and number of dependents of active duty members are shown in Figure 17. There was a slight decline in the proportion of married members from FY 1974 (52 percent) to FY 1980 (47 percent). In FY 1981, the proportion of married enlisted members began to increase. In FY 1991, it was 55 percent, one percentage point higher than FY 1990. The mean number of military dependents (including spouses) also reflects this pattern. As Figure 17 indicates, the mean number of dependents has not changed to any extent. (If a member is married to a member without children, each member is counted as having one dependent. If a member is married to a member with two children, each member is counted as having three dependents.) The mean number of dependents declined from 2.3 in FY 1974 to 2.1 in FY 1981, then began to rise, again reaching 2.3 in FY 1991.

Table 23 shows the percentages of Active Component enlisted married males and females by Service, in FY 1991. Fifty-six percent of males and 47 percent of females in the enlisted force were married, while the percentages for civilian men and women were nearly identical.

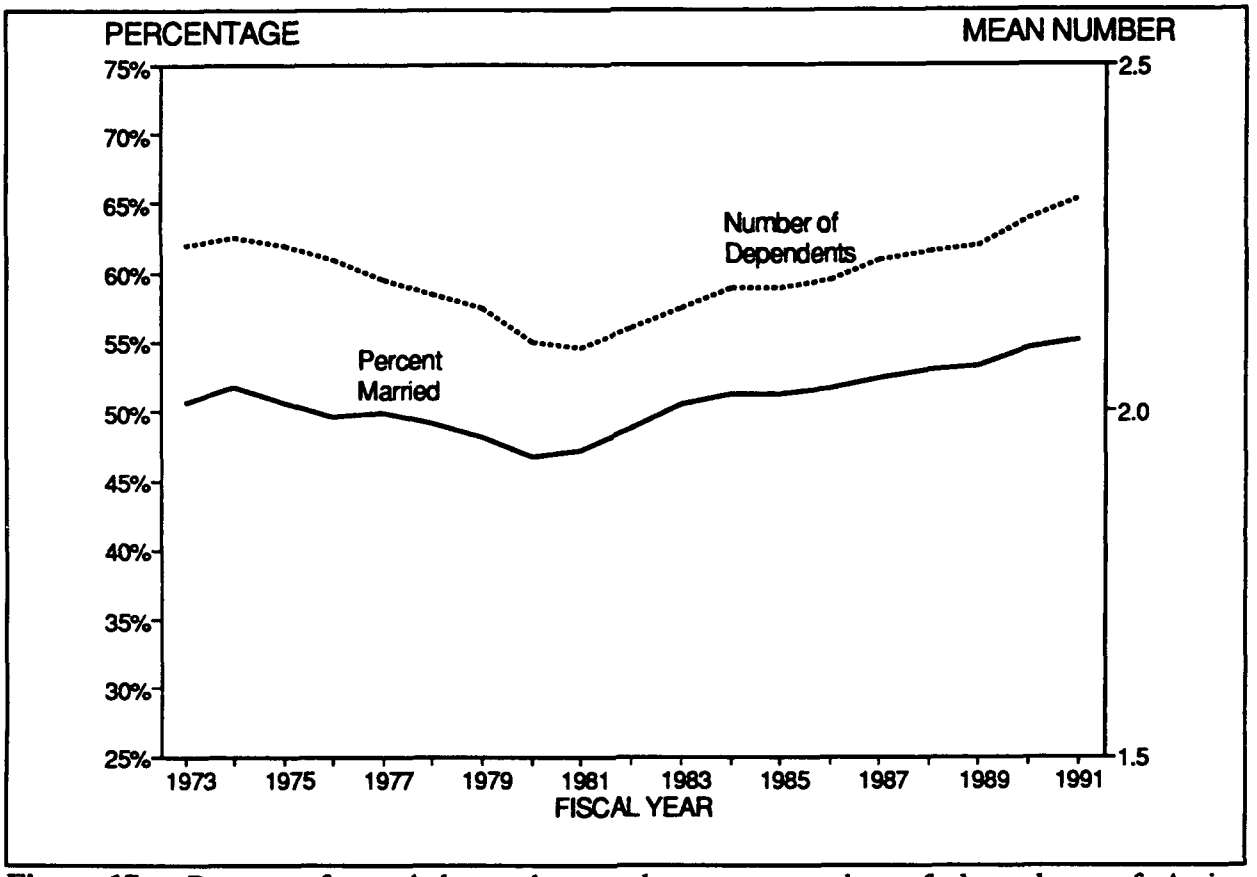


Figure 17. Percent of married members and average number of dependents of Active Component enlisted members, FYs 1973-1991.

Table 23
Percent of FY 1991 Active Component Enlisted Members Who Are Married, by Gender and Service, and Civilian Labor Force 18-44 Years Old

Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	55.9	50.9	45.2	68.4	56.2	58.3
Female	45.7	40.9	43.3	53.5	46.8	58.5
Total	54.8	49.9	45.1	66.3	55.2	58.4

Also see Appendix Table B-22 (Active Component Age by Marital Status and Gender).

As Figure 18 shows, young women less than 23 years old in the military were more likely than young men to be married. However, over 22 years old, men were more likely to be married. Over the age of 30, 81 percent of military men were married, versus 62 percent of women.

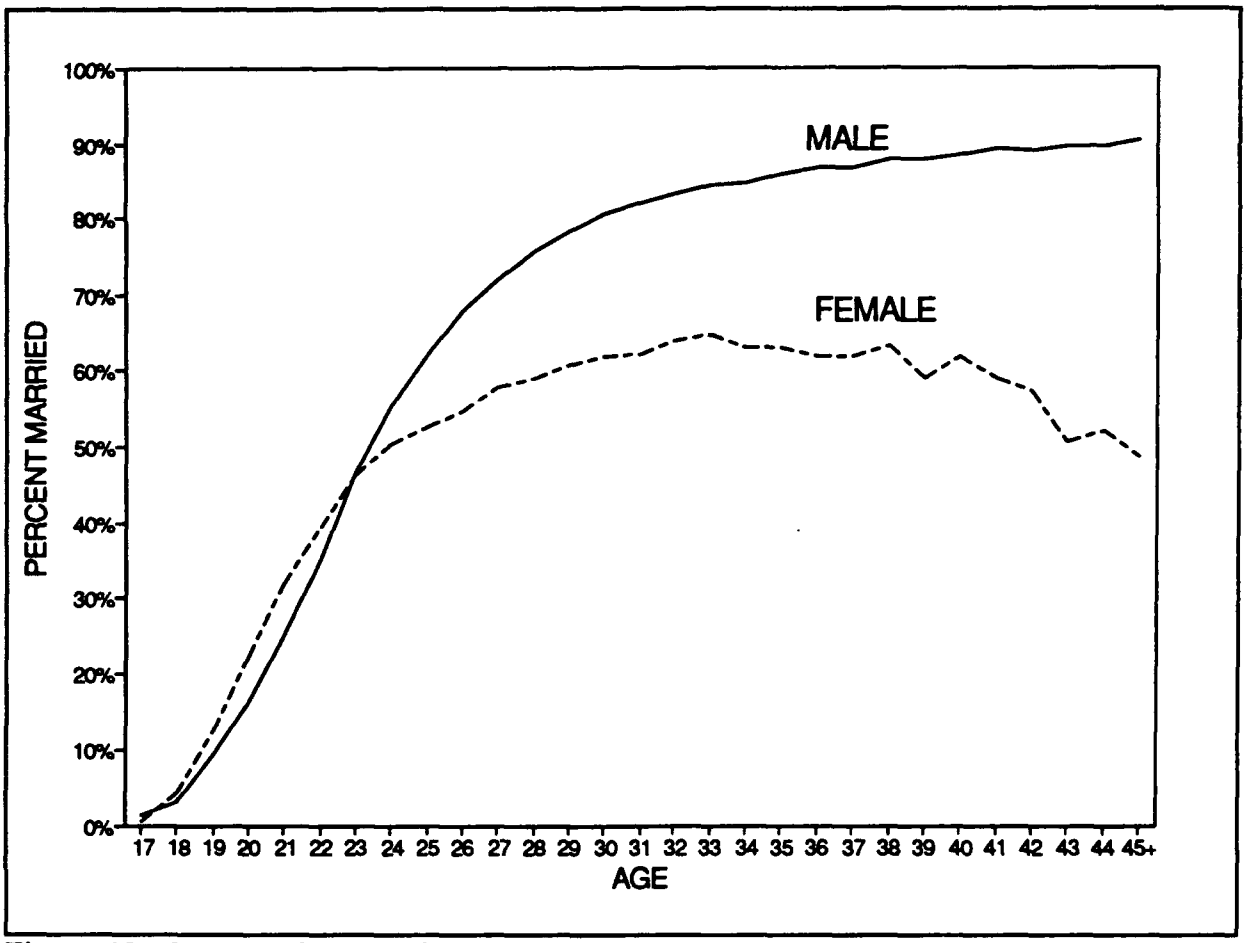


Figure 18. Percent of Active Component enlisted members who are married, by gender, FY 1991.

The percentage of married military women changed significantly after the start of the volunteer force. In FY 1973, only 18 percent of military women were married, increasing to 36 percent in FY 1978, 41 percent in FY 1983, and 47 percent in FY 1991. Twenty years ago, because of legal restrictions, women constituted less than 2 percent of military members. Military women were a group apart, following a set of social norms different from that of society at large. They were not expected to be married; retention directives implicitly encouraged separation of married enlisted women, with clauses for *mandatory* separation when having a child. Today, Service policies support families and dependents, women have a greater numerical presence, and military women are less cut off from civilian society.

Representation Within Occupations

As military occupations become more complex, selection on the basis of ability becomes more important. Use of tests is an integral part of the process. The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores), individual preference, the availability of openings, and Service requirements. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB

subtests related to occupations. The composites vary from Service to Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the subtests in the mechanical and electronics composites, while women do better on administrative measures. On average, Whites have higher test scores than non-Black minorities, who in turn have higher scores than Blacks. Within each demographic group, there is wide variation in ASVAB subtest scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified and interested determine the outcome. The combinations of aptitude scores plus the expressed interests of recruits (most often reflected by their choosing a particular occupation or occupational area prior to enlisting) channel males toward mechanical and electronics occupations and women toward administrative occupations.

Table 24 shows the proportions of enlisted personnel by occupational area in FY 1991. Areas such as infantry and related specialties, craftsmen, and service and supply handling, which tend to have relatively lower score requirements, include about one-third of enlisted force occupations (31 percent). The largest part of the enlisted force (41 percent) consists of members in areas requiring mid-level skills, including medical and dental specialties, functional support and administration, and electrical/mechanical equipment repair. Those in the high-skilled, high-tech areas--electronic equipment repair, communications and intelligence specialists, and other

Table 24
Occupational Areas of FY 1991 Active Component Enlisted Personnel
(Percent in Each Area)

Occupational Area		FY 1991
0	Infantry, Gun Crews, and Seamanship Specialists	17.7
1	Electronic Equipment Repairers	10.0
2	Communications and Intelligence Specialists	9.9
3	Medical and Dental Specialists	5.8
4	Other Allied Specialists	2.3
5	Functional Support and Administration	15.5
6	Electrical/Mechanical Equipment Repairers	20.0
7	Craftsmen	4.0
8	Service and Supply Handlers	8.8
9	Non-occupational*	6.0
Total		100.0

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-29 (Occupational Area by Service and Gender), B-30 (Occupational Area by Service and Race), and B-31 (Occupational Area by Service and Hispanic Background).

allied specialists--make up about a quarter (22 percent) of the force. There were very slight shifts in the distribution of the force over the past year. The proportion of the enlisted force in combat-related positions increased by one percentage point from FY 1990, while a slight drop occurred in the functional support and administration area.

Representation of women within occupations. Table 25 demonstrates the major shift in assignment patterns for women in the volunteer force. In FY 1973, most enlisted women were in two occupational areas: 64 percent in functional support and 24 percent in medical/dental. In FY 1991, these percentages dropped to 35 and 14 percent, respectively. Viewed another way, in FY 1973 only 12 percent of enlisted women served in areas considered "non-traditional" (gun crews, communications, craftsmen, etc.), and in FY 1991 this figure was 45 percent. The proportion of women in combat-related occupational areas (gun crews, seamanship) increased one percentage point over the last year, from 4 to 5 percent.

Table 25
Occupational Areas of Active Component Enlisted Personnel Within Gender: Females, FY 1973 and FY 1991; Males, FY 1991
(Percent in Each Area)

	Occupational Area	FY 1973	FY 1991	
		Females	Males	Females
0	*Infantry, Gun Crews, and Seamanship Specialists*	**	19.3	4.5
1	Electronic Equipment Repairers	1.0	10.5	5.8
2	Communications and Intelligence Specialists	6.0	9.7	11.3
3	Medical and Dental Specialists	24.0	4.8	14.3
4	Other Allied Specialists	3.0	2.2	2.2
5	Functional Support and Administration	64.0	13.1	35.0
6	Electrical/Mechanical Equipment Repairers	1.0	21.4	8.7
7	Craftsmen	**	4.3	2.0
8	Service and Supply Handlers	**	8.6	10.2
9	Non-occupational*	***	6.0	6.0
	Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
** Less than one-half of one percent.
*** Data exclude personnel classified as "non-occupational" or "occupation unknown."
Also see Appendix Tables B-29 (Occupational Area by Service and Gender), B-30 (Occupational Area by Service and Race), and B-31 (Occupational Area by Service and Hispanic Background).

Table 26 reflects the percentage of men and women within each occupational area. The table indicates that women were represented in all occupational areas, but their representation was

highest in the medical and dental specialists area. Table 25 shows that in FY 1991, 35 percent of women were assigned to the functional support area. However, that area is so large that, as shown in Table 26, women constituted only 25 percent of assigned strength.

Both Table 25 and Table 26 reflect that gender differences still exist. Table 25 shows that the proportion of women in functional support and administration occupations was more than twice that of men in FY 1991. Women were almost three times more likely than men to serve in the medical and dental specialties. Although the percentages of women in the technical and craftsmen occupations increased, males accounted for the preponderance of Service members in these areas.[63]

Table 26
Occupational Areas of FY 1991 Active Component Enlisted Personnel Across Gender
(Percent in Each Area)

	Occupational Area	Males	Females	Total
0	Infantry, Gun Crews, and Seamanship Specialists	97.2	2.8	100.0
1	Electronic Equipment Repairers	93.7	6.3	100.0
2	Communications and Intelligence Specialists	87.6	12.4	100.0
3	Medical and Dental Specialists	73.5	26.5	100.0
4	Other Allied Specialists	89.7	10.3	100.0
5	Functional Support and Administration	75.4	24.6	100.0
6	Electrical/Mechanical Equipment Repairers	95.3	4.7	100.0
7	Craftsmen	94.6	5.4	100.0
8	Service and Supply Handlers	87.4	12.6	100.0
9	Non-occupational*	89.1	10.9	100.0

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-29 (Occupational Area by Service and Gender), B-30 (Occupational Area by Service and Race), and B-31 (Occupational Area by Service and Hispanic Background).

Representation of minorities within occupations. Over the past few years, there have been shifts in the proportions of race/ethnicity assigned to DoD occupational areas. As seen in Table 27, in FY 1991 20 percent of Hispanic enlisted personnel were in combat skills, slightly more than "Other" race/ethnicity groups. Since FY 1973, the proportion of Blacks in infantry and related specialties dropped from 27 to 18 percent; the proportion in service and supply

[63] Electronic equipment repair is a highly skilled area involving, for example, the repair of radar systems. Electrical/mechanical equipment repair is a semiskilled occupational area involving the repair of such things as electric motors.

occupations decreased from 17 to 12 percent. In all other occupational areas except craftsmen, the proportion of Blacks increased.

Of special note were the increases in the proportions of Blacks in the highly technical areas: electronic equipment repair, and communications and intelligence. Over the 17-year period, the proportion of Blacks doubled, from 8 percent to 16 percent.

Table 27
Occupational Areas of FY 1991 Active Component Enlisted Personnel Within Race/Ethnicity, With FY 1973 Data for Blacks
(Percent in Each Area)

	Occupational Area	FY 1973	FY 1991			
		Black	White	Black	Other	Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	27.0	17.4	18.1	19.5	19.6
1	Electronic Equipment Repairers	4.0	11.7	5.7	6.1	8.5
2	Communications and Intelligence Specialists	4.0	10.1	10.2	7.2	8.5
3	Medical and Dental Specialists	5.0	5.4	6.7	7.9	6.9
4	Other Allied Specialists	1.0	2.5	2.0	1.9	1.7
5	Functional Support and Administration	23.0	12.5	23.3	19.4	16.8
6	Electrical/Mechanical Equipment Repairers	15.0	21.6	15.1	19.9	18.5
7	Craftsmen	4.0	4.5	2.9	3.6	3.6
8	Service and Supply Handlers	17.0	7.8	11.6	9.9	7.5
9	Non-occupational*	**	6.6	4.5	4.8	8.3
Total		100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
** Data exclude personnel classified as "non-occupational" or "occupation unknown."
Also see Appendix Tables B-29 (Occupational Area by Service and Gender), B-30 (Occupational Area by Service and Race), and B-31 (Occupational Area by Service and Hispanic Background).

In FY 1991, the proportions of Blacks and Whites were similar in five of the nine occupational areas--infantry, communications, medical and dental specialties, other allied specialties, and craftsmen. In two areas--electronic equipment repair and electrical/mechanical equipment repair--the proportion of Whites was substantially higher. Blacks were still more heavily represented in the functional support and administration and, to a lesser extent, the service and supply areas.

Table 28 indicates the race/ethnicity breakout across each occupational area. Minorities were approximately 1 in 3 (31 percent) in the combat-related area (infantry, gun crews, and seamanship specialties). This does not mean that a disproportionate share of minorities were assigned to combat-related areas. Rather, it reflects the total number of minorities in the military (30 percent). For example, Blacks constituted a greater percentage of personnel in the medical/dental, functional support, and service support areas than in the combat-related area; their percentage in communications/intelligence specialties was equal to their percentage in the combat-related area.

Among Hispanics there also was a shift toward increasing proportions in the technical areas. More Hispanics were in electronic equipment repair, communications and intelligence, electrical repair, and craftsmen skills, with corresponding reductions in functional support and administration, as compared to previous years.

Table 28
Occupational Areas of FY 1991 Active Component Enlisted Personnel Across Race/Ethnicity
(Percent in Each Area)

Occupational Area		White	Black	Other	Total	Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	69.3	23.6	7.1	100.0	5.8
1	Electronic Equipment Repairers	82.9	13.2	3.9	100.0	4.5
2	Communications and Intelligence Specialists	71.6	23.8	4.6	100.0	4.5
3	Medical and Dental Specialists	64.7	26.6	8.7	100.0	6.1
4	Other Allied Specialists	74.9	19.8	5.3	100.0	3.9
5	Functional Support and Administration	57.2	34.8	8.0	100.0	5.7
6	Electrical/Mechanical Equipment Repairers	76.2	17.4	6.4	100.0	4.8
7	Craftsmen	78.1	16.3	5.7	100.0	4.7
8	Service and Supply Handlers	62.3	30.5	7.2	100.0	4.5
9	Non-occupational*	77.7	17.2	5.1	100.0	7.3

Rows may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables B-29 (Occupational Area by Service and Gender), B-30 (Occupational Area by Service and Race), and B-31 (Occupational Area by Service and Hispanic Background).

Chapter 5

ACTIVE COMPONENT COMMISSIONED OFFICERS

This chapter describes demographic and social characteristics of Active Component officer accessions and commissioned officers in FY 1991.[64] It also compares officer corps composition in FY 1973 with FY 1991. Table 29 shows the number and percentage of FY 1991 Active Component officers and officer accessions by Service.

Table 29
Number and Percent of FY 1991
Active Component Officer Corps and Officer Accessions

	Active Component Officer Corps		Active Component Officer Accessions	
	Number	Percent	Number	Percent
Army	88,747	32.7	5,491	33.2
Navy	67,980	25.1	4,785	29.0
Marine Corps	17,775	6.6	1,293	7.8
Air Force	96,600	35.6	4,947	30.0
Total	271,102	100.0	16,516	100.0

Also see Active Component Officer Accessions and Officer Corps Appendix Tables B-34 (by Gender and Service), B-36 (by Race and Service), and B-37 (by Hispanic and Service).

Education

Officers are drawn from a well-educated population. Although each Service applies its own unique selection procedures for officer candidates, most require at least a 4-year college degree. Attaining a commission also requires completion of a program in military science at a Service Academy, Reserve Officers' Training Corps (ROTC), Officer Candidate School (OCS), the Air Force's Officer Training School (OTS), or one of several other programs. Exceptions are made for lawyers, chaplains, and health care professionals (physicians, nurses, etc.), who may be appointed, without first completing a military training program.

The increasing proportions of minorities, other than Blacks, and women enrolled in schools of higher education since the mid-1970s have changed the demographic makeup of potential officer candidates. Table 30 compares the proportions by gender, race, and ethnicity of students enrolled in colleges and universities for the Fall of 1976 with the Fall of 1988. In 1976, White males constituted the greatest proportion of college students. In 1988, White females were the greatest proportion of students. At the undergraduate level, the number of

[64] Data are for commissioned officers; warrant officers are excluded.

White males remained fairly constant, while the numbers of women in all categories, and all male racial and ethnic minorities except Blacks increased significantly. Black males in the Fall of 1988 accounted for 8 percent of male enrollees but just 4 percent of total undergraduate enrollments. Among undergraduate students, there was a 50-percent increase in Hispanic male enrollments, a 146-percent increase in Asian-American males, and 36-percent increase in female undergraduate enrollments. At the graduate level, the numbers of White males decreased 12 percent between 1976 and 1988, Black males dropped 16 percent, but the number of females increased 22 percent. Hispanic males at the graduate level grew by 20 percent and "Other" male ethnic minorities (i.e., Asians and American natives) grew by 65 percent.

Table 30
Number and Percent Enrollment in Institutions of Higher Education, by Level of Study, Gender, and Race/Ethnicity of Students, Fall 1976 and Fall 1988 (Numbers in Thousands)

Level of Study, Gender, and Race/Ethnicity	1976		1988		% Change in Enrollment
	Number	Percent	Number	Percent	
Undergraduate*	9,276	100.0	11,099	100.0	+19.7
Male					
White, non-Hispanic	4,052	43.7	4,054	36.5	+0.0
Black, non-Hispanic	431	4.6	408	3.7	-5.3
Hispanic	192	2.1	287	2.6	+49.5
Asian or Pacific Islander	91	1.0	224	2.0	+146.3
American Indian/Alaskan Native	35	0.4	36	0.3	+2.9
Female					
White, non-Hispanic	3,688	39.8	4,853	43.7	+31.6
Black, non-Hispanic	513	5.5	631	5.7	+23.0
Hispanic	161	1.7	344	3.1	+113.7
Asian or Pacific Islander	78	0.8	212	1.9	+171.8
American Indian/Alaskan Native	35	0.4	50	0.4	+42.9
Graduate**	1,250	100.0	1,321	100.0	+5.7
Male					
White, non-Hispanic	589	47.1	516	39.1	-12.4
Black, non-Hispanic	32	2.6	27	2.1	-15.6
Hispanic	15	1.2	18	1.3	+20.0
Asian or Pacific Islander	14	1.2	26	2.0	+85.7
American Indian/Alaskan Native	3	0.2	2	0.2	-33.3
Female					
White, non-Hispanic	527	42.1	637	48.2	+20.9
Black, non-Hispanic	47	3.7	49	3.7	+4.3
Hispanic	12	0.9	22	1.7	+83.3
Asian or Pacific Islander	10	0.8	20	1.5	+100.0
American Indian/Alaskan Native	2	0.2	3	0.2	+50.0

* U.S. citizens enrolled in 2- and 4-year institutions of higher education.
** U.S. citizens only.
Source: *Digest of Education Statistics 1990* (Table 191, p. 200).

Factors used to select officer candidates include high school and college grades, scores on one or more standardized aptitude tests, participation in extracurricular activities, and evidence of leadership abilities.[65] As shown in Table 31, the largest group of FY 1991 officer accessions came through ROTC programs. Forty-two percent went through the academies or earned ROTC-scholarship commissions, an increase of 5 percentage points over FY 1990. The higher percentage of Service academy and ROTC scholarship accessions reflects the drawdown. Immediate reductions in officer accessions are more readily made by reducing OCS and OTS programs; these programs represent "off-the-street" recruiting of college graduates to whom commitments have not been made. Non-scholarship ROTC (18 percent) and OCS/OTS (13 percent) commissioning accounted for 31 percent of accessions, drops of 3 percentage points each from FY 1990. More minorities and women came through ROTC with a scholarship in FY 1991 than in FY 1990, and a smaller percentage came through OCS/OTS.

Table 31
Source of Commission of FY 1991 Active Component Officer Accessions
(Percent and DoD Numbers)

Source of Commission	Active Component Officer Accessions						Number in DoD
	Black	Hispanic	White	Male	Female	DoD	
Academy	9.6	10.4	18.1	19.2	9.2	17.3	39,824
ROTC - Scholarship	19.1	20.3	25.0	24.9	20.9	24.2	45,398
ROTC - No Scholarship	34.6	26.1	16.6	19.1	13.2	18.0	63,348
Officer Candidate School/ Officer Training School	13.0	20.3	13.2	14.7	6.2	13.1	64,948
Direct Appointment	19.7	20.5	23.0	18.5	42.7*	23.0	53,323
Other**	0.9	1.7	1.5	1.2	2.2	1.4	3,486
Unknown	3.2	0.7	2.7	2.4	5.5	2.9	775
Total	100.0	100.0	100.0	100.0	100.0	100.0	271,102

Columns may not add to total due to rounding.
* Ninety percent of females accessed through direct appointment are health care professionals.
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).

Table 32 shows the commissioning sources of the FY 1991 Active Component officer force. Blacks and Hispanics were more likely to have completed ROTC without a scholarship. A significant proportion of women (43 percent) were accessed by direct appointment, most likely because nurses, a major portion of direct appointments, were predominantly women.

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

Table 32 Source of Commission of Active Component Officer Corps, FY 1991 (Percent)						
Source of Commission	Active Component Officer Corps					
	Black	Hispanic	White	Male	Female	DoD
Academy	8.8	12.1	15.1	15.8	6.9	14.7
ROTC - Scholarship	13.5	11.2	17.2	17.1	14.3	16.8
ROTC - No Scholarship	41.8	28.8	21.9	24.2	17.4	23.4
Officer Candidate School/ Officer Training School	18.2	25.4	24.7	24.9	17.7	24.0
Direct Appointment*	16.4	20.5	19.6	16.4	42.5	19.7
Other**	1.0	1.9	1.3	1.4	0.6	1.3
Unknown	0.3	0.1	0.2	0.2	0.7	0.3
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Ninety percent of females accessed through direct appointment are health care professionals.
** Includes officers trained in one Service and accessed into another (primarily Marine Corps).

As shown in Table 33, 98 percent of officer accessions and Active Component officers held at least a college degree in FY 1991. Throughout the volunteer force, the Services emphasized an educated officer corps, resulting in changes in the educational mix among officers. FY 1991 officer accessions and Active Component officers were more likely to have a college degree than their FY 1973 counterparts.

The effects of in-service education were evident in the distribution of officer education levels by Service (Table 34). The Air Force, which has the most active in-service education program, had the highest proportion of officers with advanced degrees--50 percent in FY 1991. The corresponding proportions in the Army and Navy were 38 percent and 29 percent, respectively. The Marine Corps had the lowest proportion of officers with advanced degrees (16 percent).

These inter-Service differences were not due to differences in education credentials that officers brought with them into the military. For example, about the same proportion of new Army and Air Force officers entered the Service with advanced degrees (11 and 16 percent, respectively), but among active duty officers a substantially larger proportion in the Air Force had such credentials: 50 percent for Air Force officers compared to 38, 29, and 16 percent, respectively, for Army, Navy, and Marine Corps officers. One reason for the education level difference in the Marine Corps is that it has no health professionals, chaplains, or other such direct appointees, who typically have advanced degrees. The Navy provides these services to the Marine Corps.

Table 33 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps FY 1973, FY 1991* (Percent)		
Educational Attainment	FY 1973	FY 1991
ACTIVE COMPONENT OFFICER ACCESSIONS		
Less than College Graduate	8.0	2.1
College Graduate (B.A., B.S., etc.)	68.0	85.9
Advanced Degree (M.A., Ph.D., etc.)	24.0	12.0
Total	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS		
Less than College Graduate	14.0	1.5
College Graduate (B.A., B.S., etc.)	61.0	58.5
Advanced Degree (M.A., Ph.D., etc.)	24.0	40.1
Total	100.0	100.0

Columns may not add to total due to rounding.
* Excludes unknowns.
Also see Appendix Table B-38 (Active Component Officer Accessions and Officer Corps Education by Service).

Age

Mean ages of officers and enlisted personnel are provided in Table 35. The mean age of enlisted Active Component members in FY 1991 was 27 years, while that of Active Component officers was 34 years. Officers enter the military after college, while enlistees normally enter shortly after high school. Officers also have higher retention rates. Between FY 1973 and FY 1991, the average age of active duty officers increased almost 2 years.

Figures 19 and 20 indicate that Marine Corps officer accessions and officers were younger than in other Services, while Air Force officers were older. As detailed in Appendix Table B-33, slightly over 26 percent of Air Force officers were 40 or older, compared to under 20 percent of Marine Corps officers, 24 percent of Army officers, and 23 percent of Navy officers. Similarly, Army, Navy, and Air Force Active Component officer accessions were older than Marine Corps accessions. Less than 2 percent of new Marine Corps officers were 30 or older, whereas 15 percent of new officers in the Army, 16 percent in the Navy, and 17 percent in the Air Force were 30 or older in FY 1991. The Navy provides health professional, chaplain, and other direct appointee services to the Marine Corps. These direct appointees are usually much older than line officer accessions, due to the number of years of post-undergraduate education and training required to obtain their certifications.

Table 34 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps, by Service, FY 1991 (Percent)				
Educational Attainment	Army	Navy	Marine Corps	Air Force
ACTIVE COMPONENT OFFICER ACCESSIONS				
Less than College Graduate	2.8	1.3	0.3	1.1
College Graduate (B.A., B.S., etc.)	59.5	65.9	84.3	80.4
Advanced Degree (M.A., Ph.D., etc.)	10.5	4.6	2.8	15.7
Unknown	27.2	28.2	12.6	2.9
Total	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS				
Less than College Graduate	0.6	3.1	5.3	0.2
College Graduate (B.A., B.S., etc.)	58.1	58.9	77.7	49.1
Advanced Degree (M.A., Ph.D., etc.)	38.0	28.9	16.0	50.3
Unknown	3.4	9.1	1.0	0.4
Total	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.				

Table 35 Mean Age of Active Component Officer Accessions and Active Component Officer Corps, FY 1973 and FY 1991; and of Active Component Enlisted Personnel, FY 1991			
	Officer Corps		Enlisted
	FY 1973	FY 1991	FY 1991
Active Component Accessions	25.0	25.5	20.0
Active Component	32.1	33.8	26.9
Also see Appendix Tables B-32 (Active Component Officer Accessions Age by Service), and B-33 (Active Component Officer Age by Service).			

Gender

Except for nurses, female officers were practically unknown until World War II. They were given authority only over enlisted women. After the War, larger proportions of female officers than male officers were decommissioned. The Women's Armed Services Integration Act of 1948 stipulated that, with one exception, the highest rank attainable by a woman was lieutenant colonel or Navy commander.

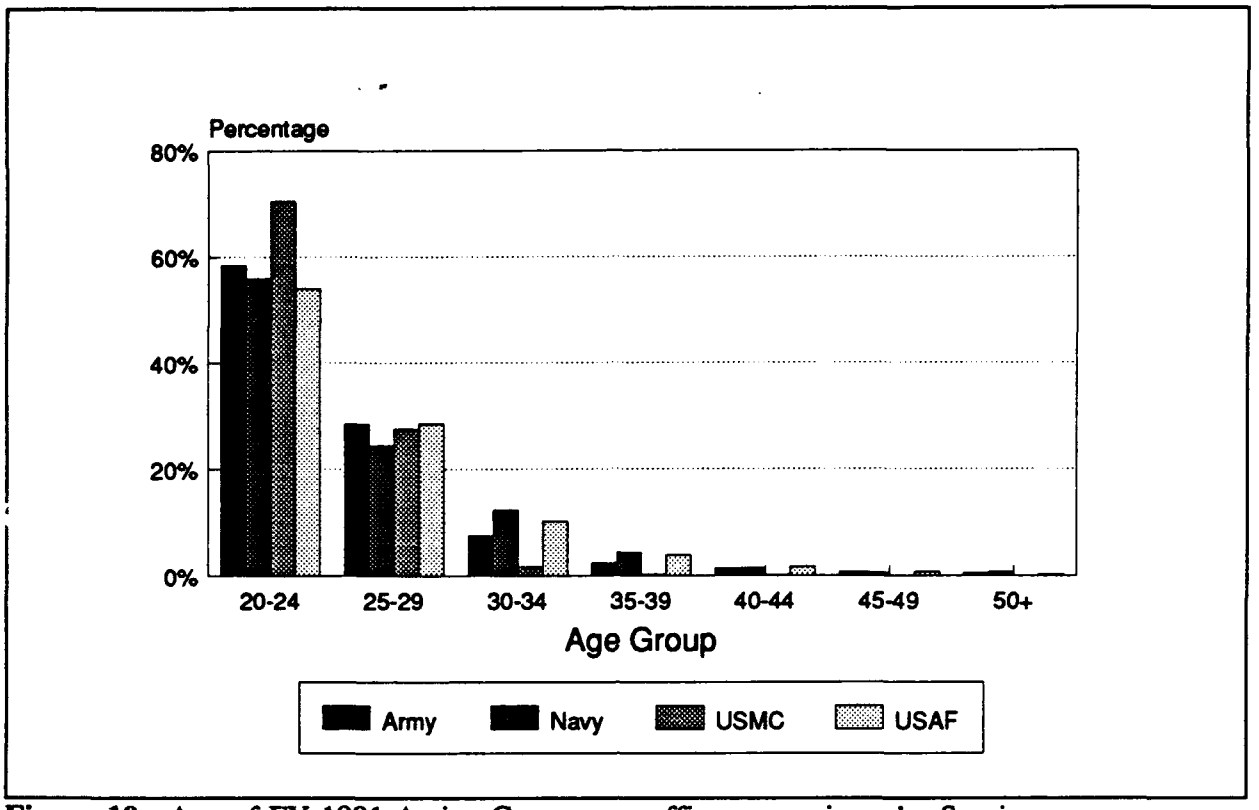


Figure 19. Age of FY 1991 Active Component officer accessions, by Service.

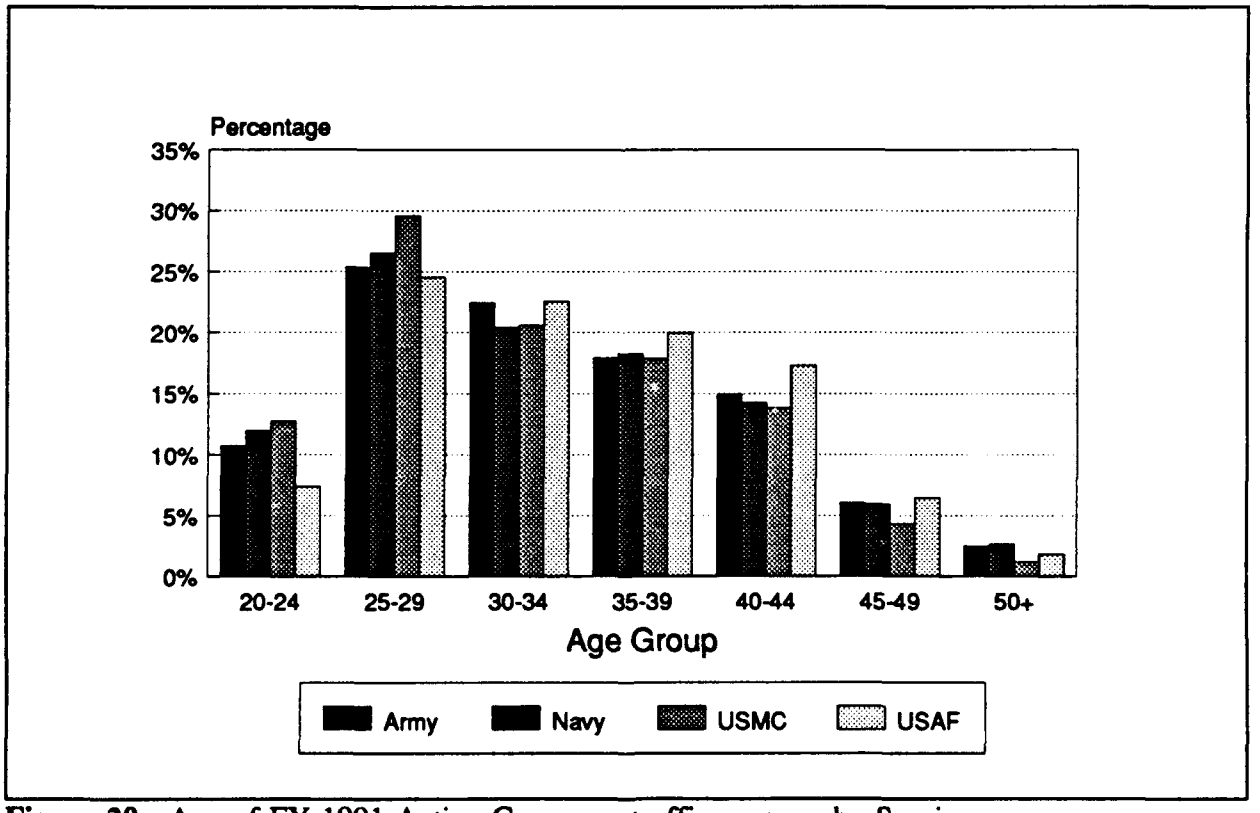


Figure 20. Age of FY 1991 Active Component officer corps, by Service.

As shown in Table 36, women constituted 8 percent of officer accessions and 4 percent of officers in FY 1973. As the ratio of female accessions to active duty members suggests, the proportion of female officers grew rapidly thereafter. In FY 1991, the proportion of new female officers across Services was more than double that of FY 1973. Comparing the same two time periods, the percentage of female officers tripled, from 4 to 13 percent.

Table 36
Percent Active Component Female Officer Accessions and Active Component Officer Corps, FY 1973 and FY 1991

	FY 1973	FY 1991				
	DoD	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	8	19.9	16.2	4.3	22.2	18.3
Active Component Officer Corps	4	13.5	11.6	3.3	13.8	12.5

Also see Appendix Table B-34 (Active Component Officer Accessions and Officer Corps by Gender and Service.)

Women had higher representation among Active Component officers than among enlisted personnel in FY 1991 (13 versus 11 percent). Although the military has made great progress toward inclusion of women in officer ranks, representation of women is below that in the civilian sector. Fifty-one percent of college graduates between the ages of 21 to 35 in the civilian sector are female, and 43 percent of the college graduate civilian labor force is female.

With the exception of the Marine Corps, the Services were roughly equivalent in the percentage of female officers. In FY 1991, a larger proportion of women were commissioned in each Service than in FY 1990; the percentages of female officer accessions by Service were: 22 percent in the Air Force, 20 percent in the Army, 16 percent in the Navy, and 4 percent in the Marine Corps.

Marital Status

As indicated in Table 37, comparing FY 1973 with FY 1991 shows a striking increase in marital rates for female officers--17 versus 51 percent, respectively. The proportion of married male officers decreased from 81 percent in FY 1973 to 75 percent in FY 1991. In FY 1991, male officers were much more likely than male enlisted members to be married. Male officers were more likely to be married than female officers, as detailed in Appendix Table B-35. That is, more male Active Component officers than female officers were married (75 percent compared to 51 percent); more male officer accessions than female officer accessions were married (30 percent compared to 25 percent), and more active duty enlisted males were married compared to female enlisted members (56 versus 47 percent).

New officers were less likely to be married than their civilian counterparts. Thirty percent of the new male officer population was married. In comparison, 55 percent of the 21- to 35-year-

old civilian male population with a college degree was married. Similarly, 56 percent of the female civilian comparison group (between 21 and 35 years old with a college degree) was married, compared to 25 percent of new female officers.

The officer corps is similar to the civilian college graduate labor force with regard to marital status. Seventy-six percent of male civilians and 63 percent of female civilians were married. Likewise, 75 percent of male and 51 percent of female officers were married.

Table 37
Percent Married Active Component Officer Corps, by Gender, FY 1973 and FY 1991; and Married Active Component Enlisted Personnel, by Gender, FY 1991

	Officer Corps		Enlisted
	FY 1973	FY 1991	FY 1991
Males	81	75.4	56.2
Females	17	50.9	46.8

Also see Appendix Table B-35 (Percent Active Component Married Officer Accessions and Officer Corps by Service).

Race/Ethnicity

Until World War II, there were relatively few Black officers, and all-Black units were generally commanded by Whites. The 1948 Executive Order forbidding racial discrimination in the Armed Services offered Blacks greater opportunity to become military officers.[66] Black representation in the officer corps increased over the years.

Table 38 shows the percentages of Black officer accessions and Active Component officers in FY 1973 and FY 1991. Black representation among new officers in FY 1991 was more than double that in FY 1973 (8 and 3 percent, respectively). Representation of Blacks among active duty officers similarly increased from 2 percent in FY 1973 to 7 percent in FY 1991.

A factor contributing to the relatively small number of Black officers is that comparatively few college-age Blacks have graduated from college. In FY 1991, Blacks represented only 6 percent of college graduates between ages 21 and 35, compared to 87 percent for Whites. While Blacks accounted for slightly less than 8 percent of FY 1991 officer accessions, only 6 percent of the civilian college graduate labor force was Black (see Table 30).

[66] Executive Order 9981, *Federal Register*, Vol. 13 (July 28, 1948), p. 4313.

Table 38 Percent Active Component Black Officer Accessions and Active Component Black Officer Corps, FY 1973 and FY 1991 and Active Component Black Enlisted Personnel, FY 1991			
	Officers		Enlisted
	FY 1973	FY 1991	FY 1991
ACTIVE COMPONENT OFFICER ACCESSIONS			
Black Male	3	5.3	15.6
Black Female	*	2.2	24.8
Black Total	3	7.5	16.7
ACTIVE COMPONENT OFFICER CORPS			
Black Male	2	5.4	21.7
Black Female	*	1.7	34.5
Black Total	2	7.1	23.1

* Less than half of one percent.
Also see Appendix Table B-36 (Active Component Officer Accessions and Officer Corps by Race and Service).

Table 39 shows the percentages of Black officer accessions and active duty officers by Service. The Army had the largest proportion of Black officers in FY 1991 (11 percent) followed by the Air Force (6 percent), Marine Corps (5 percent), and Navy (4 percent). Similarly, the Army had the largest percentage of Black officer accessions in FY 1991, 11 percent. The other Services had similar percentages of new Black officers, 6, 6, and 4 percent for the Navy, Air Force, and Marine Corps, respectively.

Two percent of Active Component officers were Hispanic, while 3 percent of officer accessions were Hispanic (Appendix Table B-37). For active duty officers in FY 1991, Hispanics were represented in roughly equal proportions across the Services (about 2 percent in the Army and Air Force, and 3 percent in the Navy and Marine Corps). Among officer accessions, the percentages of Hispanics in the Navy and Marine Corps (4 percent) were slightly higher than the DoD average (3 percent), while the Air Force was lower (1 percent). As with Blacks, there were relatively few Hispanic college graduates. Three percent of college graduates ages 21-35 were Hispanic, compared to 6 percent Black and 87 percent White. Thus, Hispanic representation in the officer corps was very close to college graduate Hispanic national representation.

Table 39 Percent Active Component Black Officer Accessions and Active Component Black Officer Corps, by Service, FY 1991 (Percent)				
	Army	Navy	Marine Corps	Air Force
ACTIVE COMPONENT OFFICER ACCESSIONS				
Black Male	7.6	4.5	4.1	3.8
Black Female	3.9	1.4	0.3	1.6
Black Total	11.4	5.9	4.4	5.5
ACTIVE COMPONENT OFFICER CORPS				
Black Male	8.7	3.2	4.4	4.2
Black Female	2.7	0.9	0.3	1.6
Black Total	11.4	4.2	4.6	5.8
Also see Appendix Table B-36 (Active Component Officer Accessions and Officer Corps by Race and Service).				

Representation Within Occupations

As shown in Table 40, the distribution of officers across occupational areas has changed since FY 1973. There were proportionately (and numerically) fewer officers in FY 1991 than in FY 1973.[67] Larger proportions of officers were in intelligence, health care, and supply, procurement, and allied occupations, with smaller proportions in administration, engineering, scientists, and tactical operations. Appendix Table B-40 provides occupational area breakouts in FY 1991 by Service. The Marine Corps had the greatest proportion of officers in tactical operations (54 percent). The next largest groupings were health care occupations for the Army and Navy (20 and 17 percent, respectively), engineering for the Air Force (17 percent), and supply for the Marine Corps (13 percent).

Representation of women within occupations. Table 41 shows that the occupational assignments of female officers have changed markedly since FY 1973. At the beginning of the volunteer force era, most women officers were in health care (72 percent) or administration (19 percent), as they had traditionally been. In FY 1991, the proportion in health care dropped to 45 percent, while the proportions in every other occupational area except administration and general officers and executives increased. The proportion of women officers serving in "non-traditional" skills has risen: a fivefold increase in engineering and threefold in supply and intelligence, and an eightfold jump in tactical operations.

[67] Two reasons for the decline were that FY 1973 was the closing year of a war, and Congress directed further reductions in the numbers of officers in each Service.

Table 40 Occupational Areas of Active Component Officer Corps, FY 1973 and FY 1991* (Percent)		
Occupational Areas	FY 1973	FY 1991
General Officers and Executives	2.0	0.6
Tactical Operations	44.0	43.2
Intelligence	3.0	4.7
Engineering and Maintenance	15.0	12.5
Scientists and Professionals	7.0	5.3
Health Care	11.0	17.3
Administration	13.0	7.5
Supply, Procurement, and Allied Occupations	6.0	9.0
Total	100.0	100.0

Columns do not add to total due to rounding.
* Data exclude personnel classified as "non-occupational" or "occupation unknown".
Also see Appendix Tables B-39 (Active Component Officer Accession Occupations by Service) and B-40 (Active Component Officer Occupations by Gender and Service).

Table 41 Occupational Areas of Active Component Officer Corps: Females, FY 1973 and FY 1991; Males, FY 1991** (Percent)			
	Females		Males
Occupational Areas	FY 1973	FY 1991	FY 1991
General Officers and Executives	*	0.1	0.7
Tactical Operations	1.0	7.5	48.5
Intelligence	2.0	5.9	4.5
Engineering and Maintenance	2.0	10.5	12.8
Scientists and Professionals	1.0	4.1	5.4
Health Care	72.0	44.9	13.2
Administration	19.0	17.6	6.0
Supply, Procurement, and Allied Occupations	3.0	9.5	8.9
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than half of one percent.
** Data exclude personnel classified as "non-occupational" or "occupation unknown."

As detailed in Appendix Table B-41, the assignment of women into occupational areas differs according to the Service. About 76 percent of female officers in the Navy work either in health care (45 percent) or administrative (31 percent) positions; 43 percent of Air Force female officers work in health care. The proportion of women in Air Force administration is equal to that in engineering and maintenance (14 percent). Ten percent of Air Force female officers work in tactical operations, compared to 6 percent or less in the other Services. After health care, the largest proportions of female officers in the Army are in supply (14 percent), administration, engineering and maintenance (11 percent), and intelligence (7 percent). Since the Marine Corps has no health care professionals, female officers are distributed differently, with 36 percent in administration, 24 percent in supply, and 11 percent in engineering and maintenance.

Representation of minorities within occupations. Table 42 shows changes in the occupational assignment of Black officers since 1973. The proportion of Blacks in tactical operations decreased, from 36 to 30 percent, as did the proportion in administration, from 18 to 13 percent. Black representation in health care occupations doubled (from 8 to 17 percent) and increased in supply (from 11 to 16 percent). The shift of Black officers out of the military "tooth" in tactical operations and into the "tail" in supply since FY 1973 did not represent movement in the direction of the traditional job assignments that Blacks have been given. Rather, it reflects the proportional increase in supply occupations, in general, among officers.

Somewhat larger proportions of Hispanic officers than Whites or Blacks are in health care professions. Larger proportions of Hispanics than Whites are in intelligence, engineering, administration, and supply occupations; proportionately, more Hispanics than Blacks are in tactical operations.

In FY 1991, all racial and ethnic groups of officers had similar patterns of representation across occupational areas. Regardless of race or ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages worked in intelligence and scientific/ professional occupations. Appendix Tables B-42 and B-43 indicate occupational areas by Service, race, and ethnicity.

Socioeconomic Status

Comprehensive data do not exist on the socioeconomic backgrounds of officers. However, fragmentary data from a number of studies conducted over the last two decades were assembled in a recent report on military officers.[68] The following discussion of officer socioeconomic status is based upon that report.

The evidence suggests that the socioeconomic composition of the officer corps has changed markedly since the turn of the century. While American military officers traditionally came from the more privileged social strata, they have become much more heterogeneous over

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

Table 42 Occupational Areas of Active Component Officer Corps: Blacks, FY 1973 and FY 1991; Whites, FY 1991; Hispanics, FY 1991** (Percent)				
	Blacks		Whites	Hispanics
Occupational Areas	FY 1973	FY 1991	FY 1991	FY 1991
General Officers and Executives	*	0.2	0.7	0.3
Tactical Operations	36.0	30.4	44.7	37.6
Intelligence	2.0	4.0	4.8	5.0
Engineering and Maintenance	20.0	15.3	12.2	14.1
Scientists and Professionals	5.0	4.1	5.4	4.2
Health Care	8.0	16.8	16.9	18.6
Administration	18.0	13.4	7.0	9.3
Supply, Procurement, and Allied Occupations	11.0	15.7	8.4	11.0
Total	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than half of one percent.
** Data exclude personnel classified as "non-occupational" or "occupation unknown."

time, reflecting a wider range of class backgrounds. In the early 20th century, most officers came from upper middle and upper class backgrounds. There was a direct linkage between the military and the "best families," and many officers also came from well-to-do business and professional families. Most were Protestant and many had attended prestigious colleges or the military academies. Lower class representation, and participation by Blacks and "Other" minorities, was almost nil.

Since mid-century, a shift toward the middle of the class structure has occurred. The middle and upper middle classes now provide the majority of officers. Reserve Officers' Training Corps scholarships began to draw in talented youth from diverse backgrounds. (The programs are based on merit, not need, and therefore draw from across the range of social classes.) Blacks, Hispanics, and members of "Other" minority groups, though not necessarily from the less privileged strata, had greater representation in the officer corps.

The use of the college degree as an eligibility requirement helped move the officer corps in the direction of equal opportunity accessions. While social class still affects one's probability of completing college, widespread availability of higher education opportunities, together with scholarship support for disadvantaged students, have made officer status attainable for youths who have the talent and perseverance to graduate from college.

Chapter 6

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

With the advent of the All Volunteer Force and emphasis upon the Total Force Policy, the Reserve Components (RC) have become an increasingly important element of our national defense. The Reserve Components consist of the Army National Guard (ARNG), Army Reserve (USAR), Naval Reserve (USNR), Air National Guard (ANG), Air Force Reserve (USAFR), and Marine Corps Reserve (USMCR). Figure 21 reflects the force mix by Active and Reserve Component, excluding retirees. National Guard and Reserve forces comprise approximately 45 percent of the total military force. After a decade of growth and improvement, Reserve forces are now responsible for the performance of a variety of important missions in the event of armed conflict, and for assisting the Active force in meeting its peacetime operating requirements.

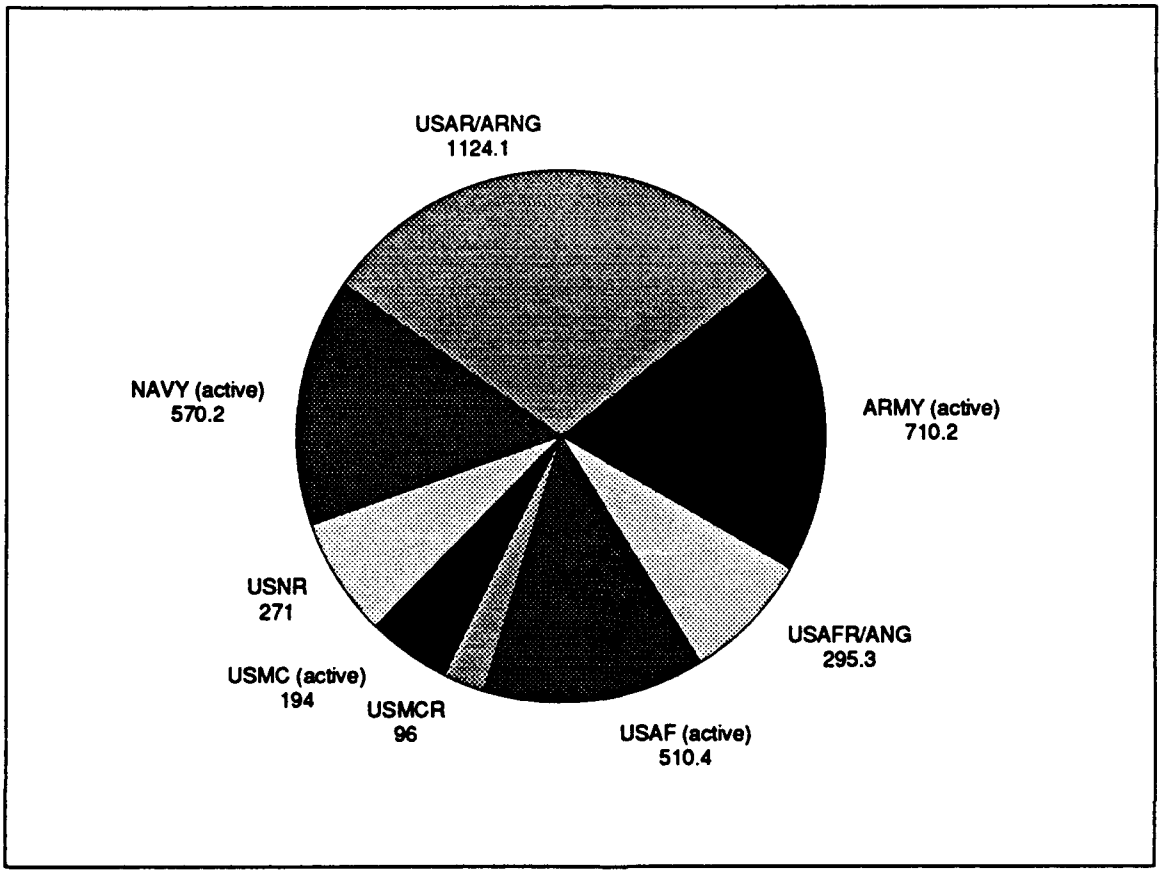


Figure 21. FY 1991 Total Force mix by Service, excluding retirees (in thousands).

The six Reserve Components augment the Active Components in accomplishing their missions. The Army and Air Force have both National Guard and Reserve Components, while the Navy and Marine Corps have a single Reserve Component. The National Guard Components are unique among the world's Reserve forces as they serve both Federal and state missions. The National Guard's Federal mission and the missions of the Reserve Components are to provide trained units and personnel for duty in times of war, national emergency, or as required to meet operational requirements. The state mission of the Army National Guard and Air National Guard is to provide military support for domestic emergencies within each respective state. When not mobilized or under Federal control, National Guard units report to the governors of the 50 states, the Commonwealth of Puerto Rico, the territories of Guam and the Virgin Islands, or the Commanding General of the District of Columbia.

The Army has more than 50 percent of its force structure in its Reserve Components (ARNG and USAR), including 44 percent of its combat units and two-thirds of its aggregate combat support and combat service support. Reserve elements of the Air Force (ANG and USAFR) account for 17 percent of strategic airlift, 25 percent of tactical fighters, 50 percent of strategic airlift crews, and 92 percent of U.S.-based strategic interceptor force units. Units in the USNR comprise 14 percent of carrier air wings, 80 percent of mine warfare ships, and all of the Navy's U.S.-based logistical aircraft. The USMCR provides 27 percent of infantry battalions, 33 percent of heavy artillery batteries, 40 percent of tank battalions, and 59 percent of force reconnaissance units. The Reserve Components also provide more than 66 percent of DoD's wartime medical personnel and 75 percent of the medical evacuation crews.[69] Appendix E contains more specific examples of the types of units within each Reserve Component and the proportion of the mission assigned to National Guard and Reserve units.

One of the most critical factors in achieving Reserve Force readiness is the ability to meet Selected Reserve manpower requirements--in numbers, skills, and quality. Success in meeting these goals will vary significantly from unit to unit. First, there are substantial differences in unit size; the recruiting task is much greater for larger units. Second, National Guard and Reserve units differ significantly in skills required; certain specialty skills are much easier to fill than others. Civilian skill transferability, quality of training, equipment, promotion opportunity, and other factors can create large differences in manning ability across the hundreds of specialty skills required. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the civilian labor force, local civilian wage levels and hours worked, frequency and duration of employment, and other secondary job opportunities are some of the factors that create manning challenges for Reserve Component units.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. A Reserve Component company with a combat mission may

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[69] The following reports provide in-depth discussions related to Reserve Components' force structure, personnel, training, equipment, facilities and readiness: *"Reserve Components of the United States Armed Forces,"* a handbook published by the Assistant Secretary of Defense for Reserve Affairs (1990); Volume 1 of the *"Sixth Quadrennial Review of Military Compensation: National Guard and Reserve Compensation"* (August 1988); and the annual *"Reserve Component Programs Report"* of the Reserve Forces Policy Board.

need significantly higher numbers of young non-prior service (NPS) accessions. Conversely, combat service support functions may require significantly higher proportions of more experienced personnel and thus have greater proportions of prior service (PS) recruiting requirements. Therefore, caution must be exercised when looking at Reserve Component data as a whole. For example, NPS recruits comprised 43 percent of FY 1991 enlisted accessions; however, the Service component percentage of NPS ranged from 19 percent in the USAFR to 78 percent in the USMCR.

This chapter provides the demographic characteristics and the distribution of FY 1991 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are provided and, where applicable, are compared to PS accessions. Data then are provided on characteristics of the FY 1991 Selected Reserve enlisted force. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in chapter 7.

The Selected Reserve Recruiting Process

The recruiting process for the Selected Reserve is similar to the process for the Active Components. With the exception of a number of Air National Guard units, Reserve recruiters process their NPS applicants through Military Entrance Processing Stations (MEPS). The procedures followed in the MEPSs are almost identical to those used in the Active Components.

Initial contacts between young men and women interested in joining a National Guard or Reserve unit are exploratory. Youth consider intangible and tangible benefits such as education, skill training, personal and professional growth, a sense of patriotism, and opportunities for travel. Additionally, a number of NPS and PS prospects considering a National Guard or Reserve enlistment do so because of the opportunity to enhance their training in a skill they already possess or to have additional opportunities to apply their current skills. Other considerations include the unit social climate, the opportunity for a part-time job that provides additional income, and service in or near their hometown. Recruiters provide information on the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked questions about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may be asked to take a short enlistment screening test.

NPS prospects are scheduled to take the ASVAB at either a local test site or at a MEPS. The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualification for military occupations. AFQT scores, derived from the ASVAB, reflect an applicant's standing relative to the national population of men and women 18- to 23-years of age.[70]

[70] The score scale is based on a 1980 study, the *Profile of American Youth*, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior.

Applicants in Category I, the 93rd through 99th percentiles, constitute the top 7 percent of test takers. Those in Category II, the next 28 percent, score in the 65th to 92nd percentile range. Category III represents "average" trainability and is made up of the middle 34 percent of test takers, those in the 31st through the 64th percentiles. (The Services currently sort Category III into two subcategories: IIIA includes percentile scores from 50 through 64 and IIIB includes percentile scores from 31 through 49.) At the lower end of the scale are applicants in Category IV (the 21 percent in the 10th through 30th percentiles) and those in Category V, who make up the bottom nine percent of test takers. Category V applicants are disqualified from military service by law, as are Category IV applicants who have not graduated from high school. Over and above these legal restrictions, each Service uses its own aptitude and education criteria for eligibility.

If the NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at the MEPS (or in some instances at an ANG unit) to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives.

The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may offer special incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept the offer or not. Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into the Service.

There are a number of major differences between the Active and Reserve Component recruiting processes:[71]

- Local unit vacancies drive the recruiting process. Most members must be recruited within a 50-mile radius of unit location.

- Most reservists are employed or in school full-time in addition to their military commitment. They must either schedule their initial active duty and technical training around school summer vacations (sometimes using the split training option over two consecutive summer periods); drop out of school for a period of time, as in the case of college students; take a leave of absence from their employer (which must be granted under Federal law); or face possible unemployment and job searches in civilian communities upon their return from military training.

- The majority of Reserve accessions are prior service members.

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

The FY 1991 RC recruiting results for both NPS and PS gains and assigned end-strength are shown in Table 43 for each Reserve Component. The size of the recruiting missions varied greatly. The Army components, the ARNG and USAR, had the largest Selected Reserve recruiting missions, recruiting 68 percent of total accessions (37 and 31 percent for the ARNG and USAR, respectively) and 75 percent of Selected Reserve NPS accessions (42 and 33 percent for the ARNG and USAR, respectively). The enlisted accession levels for the ARNG and USAR were substantially higher than the Air Force and Marine Corps Active Components, while the USNR level was comparable to the two Active Components. Conversely, the USMCR and USAFR recruiting missions were relatively small, approximately 5 percent each of the total Selected Reserve effort.

Table 43
FY 1991 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions Compared to End-Strength

Component	NPS	PS	Total	NPS Percent of Total	Enlisted End-Strength
Army National Guard	32,869	35,223	68,092	48.3	395,988
Army Reserve	25,860	30,967	56,827	45.5	249,626
Naval Reserve	7,938*	21,158	29,096	27.3	123,727
USMC Reserve	7,172	2,034	9,206	77.9	41,472
Air National Guard	3,621	6,748	10,369	34.9	103,670
Air Force Reserve	1,723	7,579	9,302	18.5	67,603
DoD Total	79,183	103,709	182,892	43.3	982,086

* This number includes accessions with prior service in other Armed Forces. There were 2,976 accessions with no prior military service.

Because of differences in mission and force structure, there were significant differences in the proportion of NPS versus PS accessions. Therefore, percentage comparisons between the Reserve Components must be interpreted with care. As pointed out in Table 43, the USAFR had the highest proportion of PS recruits (81 percent of its total recruiting effort), followed by the USNR with 73 percent prior service accessions (90 percent if those with prior service in another Armed Force are included). The USMCR recruited the lowest proportion of PS recruits (22 percent).

Characteristics of Selected Reserve Non-Prior Service and Prior Service Accessions

Race/ethnicity. Table 44 indicates no substantive differences in the racial composition of Selected Reserve NPS and PS accessions. The combined NPS/PS percentage for Blacks was higher than in the civilian labor force (17 versus 12 percent, respectively). The highest proportion of Black accessions was in the USAR (24 percent). The proportion of Black accessions in all components except the ANG (9 percent) was higher than the proportion of Blacks in the civilian population.

Table 44
FY 1991 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race, and Civilian Labor Force
(Percent)

	Non-Prior Service			Prior Service			Total		
Component	White	Black	Other	White	Black	Other	White	Black	Other
Army National Guard	81.1	14.4	4.5	80.6	14.9	4.6	80.8	14.6	4.5
Army Reserve*	68.9	23.8	7.3	66.8	23.4	6.7	67.8	23.6	6.6
Naval Reserve*	86.5	9.7	3.8	80.1	14.2	2.7	81.8	13.0	3.2
USMC Reserve	75.4	13.0	11.6	78.7	12.4	8.9	76.1	12.9	11.0
Air National Guard	87.9	7.5	4.6	85.5	9.8	4.7	86.3	9.0	4.7
Air Force Reserve	76.3	18.2	5.5	79.9	14.7	5.4	79.2	15.3	5.5
DoD Total	77.4	16.6	6.0	76.6	16.9	6.5	76.9	16.8	6.3
Civilian Labor Force**	81.5	14.3	4.2	84.9	11.6	3.5			

* There were three percent "Unknowns" in prior service groups.
** Civilian comparison group for NPS accessions is 18-24 year-old civilian labor force. Civilian comparison group for PS accessions is 18-44 year-old civilian labor force.
Also see Appendix Tables D-3 (Component by Gender, by Race - NPS) and D-14 (Component by Gender, by Race - PS)

Table 45 shows that the proportion of Hispanic Selected Reserve NPS recruits was somewhat lower than the national population proportion (7 versus 11 percent). The USMCR had the highest proportion of Hispanic NPS recruits (10 percent). The proportion of Hispanic NPS recruits in the USAFR and ANG was much lower than the proportion of 18-24 year-old Hispanic youth in the national population (3 and 4 percent, respectively, compared to 11 percent in the national population).

The proportion of Hispanic Selected Reserve PS accessions was slightly lower than the NPS proportion (5 versus 7 percent). The civilian comparison group for PS accessions, the 18-44 year-old civilian labor force, contained almost 9 percent Hispanics. Thus, the proportion of Hispanic PS accessions was somewhat lower than the national population. However, PS accessions were constrained by the proportions of ethnic groups in the Active Components, as well as the different Service missions. Therefore, comparisons between PS recruits and the national population should be interpreted cautiously.

Combining the NPS and PS recruits, the Reserve Components accessed 6 percent Hispanics. The ARNG, USAR, and USNR each recruited approximately 6 percent Hispanics; the USMCR enlisted the highest proportion (9 percent); and the ANG and USAFR accessed the lowest proportions (4 percent).

Gender. The proportion of women joining the Selected Reserve was similar to the Active Components (14 versus 13 percent). Table 46 reflects the gender percentages for NPS and PS accessions by Reserve Component. The USAR and USAFR had the highest proportion of female

NPS accessions in the Selected Reserve (26 percent each), while the USMCR had the lowest proportion of NPS women (3 percent).

Proportionately, fewer PS enlisted women joined a Reserve Component. With the exception of the USMCR, the proportion of PS female recruits was lower than NPS. However, the prior service percentages for female accessions in all Reserve Components except the ARNG and ANG exceeded the proportions enlisting in their respective Service Active Components in FY 1991.

Table 45
FY 1991 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Hispanic Background
(Percent)

	Non-Prior Service		Prior Service		Total	
Component	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
Army National Guard	6.0	94.0	4.9	95.1	5.5	94.5
Army Reserve	7.5	92.5	5.2	94.9	6.2	93.8
Naval Reserve	6.2	93.8	5.7	94.3	5.9	94.1
USMC Reserve	9.7	90.3	7.5	92.5	9.2	90.8
Air National Guard	4.0	96.1	4.3	95.7	4.2	95.8
Air Force Reserve	2.9	97.1	4.0	96.0	3.8	96.2
DOD Total	6.7	93.3	5.1	94.9	5.8	94.2
Civilian Labor Force*	11.4	87.3	8.9	89.8		

Percentages may not sum to 100 due to rounding.
* Civilian comparison group for NPS accessions is 18-24 year-old civilian labor force. Civilian comparison group for PS accessions is 18-44 year-old civilian labor force. There were 1.3 percent unknowns for civilian comparison groups.
Also see Appendix Tables D-5 (Component by Gender, by Hispanic - NPS) and D-16 (Component by Gender, by Hispanic - PS).

Characteristics of Selected Reserve NPS Accessions

Age. The Reserve Components recruited from different age groups. Approximately two-thirds of ARNG, USAR, and USMCR NPS recruits were 17- to 19-years old, as shown in Table 47. While the USNR appears to have recruited from older groups, with more than one-half of its NPS recruits 25 years and older, this is primarily due to the fact that approximately 60 percent of this population had completed prior service in another Armed Force. Over three-fourths of recruits in the Air Force components of the Selected Reserve were 17- to 24-years old, with roughly half the Air National Guard and one-third of Air Force Reserve recruits 17- to 19-years old.

Table 46
FY 1991 Selected Reserve Non-Prior Service and Prior Service Accessions by Gender
(Percent)

	Non-Prior Service		Prior Service		Total	
Component	Males	Females	Males	Females	Males	Females
Army National Guard	88.7	11.3	92.7	7.3	90.8	9.2
Army Reserve	74.1	25.9	84.5	15.5	79.8	20.2
Naval Reserve	84.8	15.2	87.4	12.6	86.7	13.3
USMC Reserve	97.5	2.5	92.9	7.1	96.5	3.5
Air National Guard	79.4	20.6	84.8	15.2	82.9	17.1
Air Force Reserve	73.7	26.3	79.5	20.5	78.4	21.6
DoD Total	83.6	16.4	87.7	12.3	85.9	14.1

Also see Appendix Tables D-1 (Component by Age - NPS) and D-12 (Component by Gender - PS).

Table 47
FY 1991 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Service, and Civilian Labor Force 18 Years and Older
(Percent)

Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	60.6	69.9	16.5	64.9	45.3	36.6	58.4	4.4
20-24	29.4	22.9	19.4	30.8	38.4	43.8	27.1	11.0
25-29	6.8	4.8	24.2	4.1	11.0	12.5	8.0	13.4
30-34	2.6	2.3	17.2	0.2	4.9	5.8	3.9	14.9
35-39	0.3	0.1	10.4	0.0	0.3	0.4	1.2	14.0
40-44	0.1	0.0	3.6	0.0	0.0	0.4	0.4	12.7
45-49	0.0	0.0	0.6	0.0	0.0	0.1	0.1	9.7
50+	0.0	0.0	0.2	0.0	0.0	0.5	0.0	19.9
Unknown	0.1	0.0	8.1	0.0	0.1	0.0	0.9	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables D-1 (Component by Age) and D-2 (Marital Status, by Gender, by Age).

A number of factors contribute to the age differences among Reserve Components. Two are the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter technical training a year later upon graduating from high school. In FY 1991, approximately 30 and 40 percent, respectively, of ARNG and USAR NPS recruits were students still enrolled in high school.

Education. More Selected Reserve NPS recruits completed high school than their civilian peers, as indicated in Table 48. Approximately 91 percent of FY 1991 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 81 percent of 18-24 year-old civilians. Differences between Reserve Components in FY 1991 high school graduate NPS recruits were quite small except for the ARNG where 65 percent of its recruits were in Tier 1 compared to 91 to 97 percent for the other Reserve Components. The USMCR had the highest proportion of Tier 1 NPS accessions (97 percent), followed by the USAFR and USNR (95 percent each), the USAR (94 percent), and the ANG (91 percent). The ARNG had the highest proportion of Tier 2 recruits (16 percent), and the largest proportion of Tier 3 accessions (18 percent), a proportion comparable to the general youth population (19 percent).

Table 48
FY 1991 Selected Reserve Non-Prior Service Enlisted Accessions, by Education and Service, and Civilians 18-24 Years Old
(Percent)

Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
Tier 1*: Regular High School Graduate or Higher	65.4	94.0	94.9	97.3	90.8	95.0	82.4	81.1
Tier 2: GED, Alternate Credentials	16.3	2.1	3.8	2.6	8.0	4.6	8.5	**
Tier 3: No Credentials	18.3	3.9	1.3	0.1	1.3	0.4	9.1	19.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	4.0	3.0	10.0	2.0	7.0	5.0	4.0	38.9

Columns may not add to total due to rounding.
* Tier 1 includes high school students who enlisted under the split-training option.
** Civilian numbers and percentages combine Tiers 1 and 2.
Also see Appendix Tables D-9 (Education by Component and Gender), D-10 (Education by Component and Race), and D-11 (Education by Component and Hispanic Background).

AFQT. Table 49 compares FY 1991 Selected Reserve NPS accessions by AFQT category for gender and Reserve Component with similar data for civilian youth 18 through 23 years old. A greater proportion of male recruits scored in AFQT Categories I to IIIA than their civilian counterparts. Approximately three-fourths of USMCR, ANG, and USAFR NPS male accessions and two-thirds of USAR and USNR NPS male recruits scored in AFQT Categories I through IIIA compared to 54 percent in the civilian group. Less than one-tenth of one percent of the USMCR, ANG, and USAFR, and 2, 4, and 8 percent, respectively, of USNR, USAR and ARNG male recruits scored in the Category IV range compared to 20 percent of the civilian group.

Table 49
FY 1991 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Score Category, by Gender and Service, and 1980 Civilians 18-23 Years Old
(Percent)

AFQT Category	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	1980 Civilian Youth Population*
MALES								
I	3.0	5.6	8.0	7.3	8.3	11.2	5.1	10.0
II	23.3	34.6	39.2	44.4	45.5	43.3	31.8	29.4
IIIA	20.0	26.6	22.4	23.9	22.0	23.9	22.7	14.4
IIIB	43.2	28.9	19.6	22.9	21.7	20.6	33.1	16.0
IV	8.4	4.3	1.7	0.1	0.0	0.1	5.1	20.4
V	0.0	0.0	0.0	0.0	0.0	0.0	0.0	9.9
Unknown	2.2	0.0	9.0	1.5	2.5	0.7	2.2	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES								
I	1.9	2.5	5.5	6.7	5.1	3.3	2.8	5.8
II	23.9	28.0	36.3	49.4	42.3	41.7	29.2	26.9
IIIA	20.5	27.0	24.5	32.2	22.9	24.5	25.7	16.2
IIIB	43.0	42.6	20.6	10.0	29.3	30.0	39.0	20.7
IV	4.9	0.0	2.4	0.0	0.0	0.2	1.6	21.7
V	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.6
Unknown	2.1	0.0	10.7	1.7	0.4	0.0	1.7	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Civilian data from 1980 youth population were derived from the *Profile of American Youth Study*.
Also see Appendix Tables D-6 (AFQT by Component and Gender), D-7 (AFQT by Component and Race), and D-8 (AFQT by Component and Hispanic Background).

The differences between scores of female recruits and their comparable civilian group were similar to those of male accessions. The proportion of ARNG and USAR female NPS accessions scoring in the I-IIIA range was similar to the civilian group (46 and 58 percent, respectively, versus 49 percent for the civilian group), while scores of female recruits in the other Components were higher. The USMCR had the greatest proportion of women in Categories I to IIIA (88 percent). With the exception of the ARNG (with 5 percent), there were virtually no female recruits in the Category IV range, compared to 22 percent in the civilian population.

Race/ethnicity. Blacks comprised approximately 17 percent of Selected Reserve NPS accessions compared to 14 percent in the 18-24 year-old youth population (Table 50). This was the same proportion as FY 1991 Active Component accessions. However, the proportion of Black recruits by Reserve Component was quite different. The USNR and ANG recruited a smaller proportion of Blacks (10 and 8 percent, respectively); the USAR and USAFR recruited the highest proportions (24 and 18 percent, respectively); the ARNG and USMCR recruited comparable proportions (14 and 13 percent, respectively).

Black female recruits represented a large proportion of female accessions--much larger than the proportion of Black males. Across all Reserve Components, the proportion of Black women was nearly twice that of Black men. The USAR had the highest proportion of Black female recruits (36 percent), followed by the USAFR (26 percent). DoD-wide, Black females comprised 29 percent of female enlistments.

Geography. Table 51 provides region, division, and state distributions of Selected Reserve recruits. Similar to the table in the Active Component chapter, the third and fourth columns show the percentages of accessions and 18-24 year-old civilians in each area. The fifth column presents military/civilian ratios--the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as in the youth population--for example, 10 percent of all recruits and 10 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youth in an area enlist in a Selected Reserve unit, while a ratio of more than 1.00 indicates above average market penetration.

The greatest proportion of Selected Reserve NPS recruits came from the South Region (35 percent), followed by the North Central, West, and Northeast Regions (24, 22, and 19 percent, respectively). Unlike the Active Components, the Northeast and the South Regions had larger representation ratios (1.1) than the other regions. Vermont in the Northeast had the second highest ratio of any state (2.2). Only 2 of 9 states in the Northeast, and 3 of 17 states (including the District of Columbia) in the South had ratios less than 1.00. Over the last few years, the New England Division of the Northeast Region has been a difficult recruiting area for the Active Components; in FY 1991 just 3 of the 6 states in the division had ratios of 1.00 or better. The Reserve Components, on the other hand, were very successful. In FY 1991, all states in this division exceeded 1.00--with an average ratio of 1.5. The 12-state North Central Region had a ratio of 1.00 with Ohio, Illinois, and Michigan less than 1.00. The remaining 9 states had ratios higher than 1.00.

Table 50
FY 1991 Selected Reserve Non-Prior Service Enlisted Accessions, by Race/Ethnicity, Gender, and Service, and Civilians 18-24 Years Old
(Percent)

Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
TOTAL							
White	81.1	68.9	86.5	75.4	87.9	76.3	77.4
Black	14.4	23.8	9.7	13.0	7.5	18.2	16.6
Other	4.5	7.3	3.8	11.6	4.6	5.5	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	6.0	7.5	6.2	9.7	4.0	2.9	6.7
MALES							
White	82.5	73.4	87.6	75.7	88.8	79.2	79.9
Black	13.0	19.4	8.5	12.7	6.5	15.5	14.1
Other	4.5	7.2	3.9	11.6	4.7	5.3	6.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	6.2	7.4	6.3	9.8	3.8	2.5	6.8
FEMALES							
White	70.2	56.0	80.1	62.2	84.1	68.2	64.5
Black	24.9	36.2	16.5	23.9	11.5	25.6	29.2
Other	4.9	7.7	3.3	13.9	4.4	6.2	6.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	4.9	7.9	5.6	6.7	4.4	4.0	6.4
18-24 YEAR-OLD CIVILIANS							
	White	Black	Other	**Total**	Hispanic	Male	Female
	81.5	14.3	4.2	100.0	8.9	49.3	50.7

Columns may not add to total due to rounding.
Also see Appendix Tables D-3 (Component by Gender, by Race) and D-5 (Component by Gender, by Hispanic).

Table 51
Selected Statistics for NPS Selected Reserve Enlisted Accessions by Region, Division, and State with Civilians 18-24 Years Old, FY 1991

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percentage of All NPS Accessions	Area's Percentage of All 18-24 Year-Olds	Representation Ratio
NORTHEAST REGION	14,656	20.7	19.3	1.1
New England Division	*5,440*	*7.7*	*5.1*	*1.5*
Maine	510	0.7	0.4	1.6
New Hampshire	356	0.5	0.4	1.2
Vermont	314	0.4	0.2	2.2
Massachusetts	2,893	4.1	2.4	1.7
Rhode Island	387	0.6	0.4	1.4
Connecticut	980	1.4	1.3	1.1
Middle Atlantic Division	*9,216*	*13.0*	*14.2*	*0.9*
New York	4,015	5.7	7.0	0.8
New Jersey	1,570	2.2	2.8	0.8
Pennsylvania	3,631	5.1	4.4	1.2
NORTH CENTRAL REGION	17,752	25.1	24.3	1.0
East North Central Division	*11,152*	*15.8*	*17.2*	*0.9*
Ohio	2,386	3.4	4.3	0.8
Indiana	2,632	3.7	2.2	1.7
Illinois	2,820	4.0	4.7	0.8
Michigan	1,780	2.5	3.9	0.6
Wisconsin	1,534	2.2	2.1	1.1
West North Central Division	*6,600*	*9.3*	*7.2*	*1.3*
Minnesota	1,754	2.5	1.8	1.4
Iowa	1,112	1.6	1.3	1.3
Missouri	1,724	2.4	2.1	1.2
North Dakota	286	0.4	0.3	1.6
South Dakota	232	0.3	0.3	1.3
Nebraska	566	0.8	0.6	1.3
Kansas	926	1.3	1.0	1.4
SOUTH REGION	26,699	37.7	34.6	1.1
South Atlantic Division	*12,388*	*17.5*	*17.0*	*1.0*
Delaware	301	0.4	0.3	1.5
Maryland	1,540	2.2	2.1	1.0
D.C.	254	0.4	0.2	1.5
Virginia	2,096	3.0	2.3	1.3
West Virginia	995	1.4	0.7	2.0
North Carolina	1,871	2.7	2.6	1.0
South Carolina	1,475	2.1	1.3	1.6
Georgia	1,445	2.0	2.6	0.8
Florida	2,411	3.4	4.9	0.7
East South Central Division	*5,533*	*7.8*	*6.2*	*1.3*
Kentucky	1,094	1.6	1.5	1.0
Tennessee	1,290	1.8	1.8	1.0
Alabama	2,074	2.9	1.8	1.6
Mississippi	1,075	1.5	1.0	1.5

(Continued)

Table 51 (continued)
Selected Statistics for NPS Selected Reserve Accessions by Region, Division, and State with Civilians 18-24 Years Old, FY 1991

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percentage of All NPS Accessions	Area's Percentage of All 18-24 Year-Olds	Representation Ratio
West South Central Division	*8,778*	*12.4*	*11.4*	*1.1*
Arkansas	1,373	1.9	0.9	2.1
Louisiana	1,532	2.2	1.8	1.2
Oklahoma	1,485	2.1	1.3	1.7
Texas	4,388	6.2	7.5	0.8
WEST REGION	11,640	16.5	21.8	0.8
Mountain Division	*3,823*	*5.4*	*4.9*	*1.1*
Montana	411	0.6	0.3	2.0
Idaho	492	0.7	0.3	2.1
Wyoming	184	0.3	0.2	1.7
Colorado	668	0.9	1.3	0.8
New Mexico	377	0.5	0.5	1.0
Arizona	813	1.2	1.1	1.0
Utah	651	0.9	0.8	1.1
Nevada	227	0.3	0.4	0.8
Pacific Division	*7,817*	*11.1*	*16.9*	*0.7*
Washington	1,476	2.1	2.0	1.1
Oregon	1,060	1.5	1.0	1.4
California	4,485	6.3	13.3	0.5
Alaska	426	0.6	0.2	3.7
Hawaii	370	0.5	0.4	1.3
TOTAL (50 STATES + D.C.)	70,747	100.0	100.0	1.0

Note. Total of 50 states and District of Columbia excludes 1,176 individuals from territories and commonwealths and 7,264 individuals with unknown state of origin.

In the West Region, the ratios ranged from a low of 0.5 in California to 3.7 in Alaska. While Alaska had the highest ratio of any state, its effect on the Region's total was minor due to its small youth population. On the other hand, more than 13 percent of the nation's youth population live in California. Its ratio of 0.5 was the lowest in the nation and primarily responsible for the West having the lowest ratio of recruits-to-population among the Census regions.

Characteristics of the Selected Reserve Enlisted Force

Age. As indicated in Table 52, there were substantive differences among the Reserve Components in the proportion of enlisted members by various age groups. The mean age of Service members in the Selected Reserve of each Reserve Component is shown in the last row of Table 52. The ANG and USAFR had the "oldest" members--with 33 and 30 percent, respectively, of enlisted members 40 years of age or older. These proportions were strikingly different from the Active Components and other Reserve Components. For example, only 4 percent of USMCR enlisted members were 40 or older. The USMCR had the youngest Service members, on the average, followed by the USAR.

Table 52
FY 1991 Selected Reserve Enlisted Members, by Age and Service, and Civilian Labor Force 18 Years and Older
(Percent)

Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	8.8	11.0	2.7	13.1	2.2	1.1	7.6	4.4
20-24	27.2	29.0	28.1	55.8	16.0	14.3	26.9	11.0
25-29	19.3	19.6	21.9	17.8	20.1	22.0	19.9	13.4
30-34	13.2	12.4	15.2	6.3	15.7	17.8	13.6	14.9
35-39	9.9	9.1	12.6	2.8	13.0	14.7	10.4	14.0
40-44	10.8	9.7	11.0	2.6	15.2	14.2	11.0	12.7
45-49	6.1	5.4	5.2	1.3	9.7	8.8	6.2	9.7
50+	4.7	3.6	3.2	0.4	8.1	7.2	4.6	19.9
Unknown	0.0	0.2	0.2	0.0	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Mean Age	30.6	29.5	30.9	24.2	34.5	34.4	30.8	

Columns may not add to total due to rounding.
Also see Appendix Table D-20 (Component by Age, by Gender).

These age differences result from diverse mission requirements and retention. The mission drives both the NPS/PS mix and the Reserve equivalent of a first term/career force mix in each Reserve Component. For example, the "labor intensive" requirements of infantry and other ground combat units usually mandate the need for younger individuals, while "equipment intensive" requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience, hence a more aged force. Individuals in equipment-intensive or high-technology fields, such as those found more often in the Air and Naval Components, usually are more experienced, and therefore are older.

Education. In FY 1991, 93 percent of Selected Reserve enlisted members had a high school diploma or alternative credentials (Tiers 1 and 2, combined), compared to 88 percent of the comparably aged civilian labor force. Comparing Table 48 (education levels of Selected Reserve accessions) with Table 53 reflects the emphasis on education in the Selected Reserve. For example, while only 65 percent of ARNG FY 1991 accessions were high school graduates, 79 percent of the ARNG enlisted force was in Tier 1. Higher education levels were also found in the ANG and USAFR. Education levels between accessions and Service members were roughly similar for the USNR and USMCR. USAR members had a smaller proportion of Tier 1 individuals than USAR accessions (85 and 94 percent, respectively). A major reason for this difference likely was the fairly recent change in USAR enlistment standards. Those standards

were changed to match those of the Active Army, resulting in greater proportions of high school graduate accessions. Looking beyond high school, college experience (part of Tier 1) was two to three times more prevalent for the enlisted members of the Selected Reserve as for their accessions.

Table 53
FY 1991 Selected Reserve Enlisted Members, by Education Levels and Service, and Civilian Labor Force 18-44 Years Old
(Percent)

Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
Tier 1: Regular High School Graduate or Higher	78.9	84.8	94.5	95.3	95.3	97.2	86.1	88.0
Tier 2: GED, Alternate Credentials	9.7	5.4	3.5	4.1	4.1	2.5	6.5	*
Tier 3: No Credentials	11.4	9.7	2.0	0.6	0.7	0.4	7.5	12.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	13.0	13.0	18.0	6.0	13.0	18.0	14.0	47.9

* Civilian numbers and percentages combine Tiers 1 and 2.
Columns may not add to total due to rounding.
Also see Appendix Tables D-25 (Component by Gender, by Educational Tier), D-26 (Component by Race, by Educational Tier), and D-27 (Component by Hispanic, by Educational Tier).

Gender. The proportion of enlisted women was greater in the Selected Reserve than in the Active Components (14 versus 11 percent, respectively). However, as Table 54 makes clear, there were significant differences in the proportion of women among the Reserve Components. The component with the highest proportion of women was the USAR (20 percent), followed closely by the USAFR (19 percent). The USMCR had the lowest proportion (3 percent), followed by the ARNG (7 percent). These differences likely reflect the difference in combat arms missions among these Components.

Table 54
FY 1991 Selected Reserve Enlisted Members, by Gender and Service, and Civilian Labor Force, Age 18-44 Years Old
(Percent)

Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
Males	93.0	80.0	85.0	97.0	86.0	81.0	86.0	55.0
Females	7.0	20.0	15.0	3.0	14.0	19.0	14.0	45.0

Also, see Appendix Table D-20 (Component by Age, by Gender).

Race/ethnicity. As reflected in Table 55, the proportion of minority Service members varied. The proportion of Blacks was slightly higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Components (23 percent). The USAR had the largest proportion of Blacks (28 percent), while the ANG had the lowest (9 percent). The proportion of Blacks in the ARNG, USMCR, and USAFR was approximately 5 percentage points higher than in the comparable civilian labor force. The proportion of Blacks in the USNR closely approximated the civilian labor force proportion (13 and 12 percent, respectively). The USMCR had the greatest proportion both of "Other" racial minorities (10 percent) and Hispanic members (9 percent).

There were substantial gender differences in the racial and ethnic composition of Reserve Component members. While Black males represented 16 percent of the male enlisted Selected Reserve, Black females represented 32 percent of females. Forty-nine percent of USAR females were minorities: 43 percent Black; 6 percent "Other" racial category. Conversely, the USMCR had the lowest proportion of minority females (19 percent).

Marital status. Table 56 shows that approximately half of Selected Reserve members were married, which is slightly lower than the comparable civilian population. The proportion of married female Selected Reserve members was much lower than the proportion of married female civilians (35 and 59 percent, respectively). This difference is explained by the younger age of women enlisted members. Figure 22 presents the marital status of Selected Reserve enlisted members by gender and age.

Representation Within Occupations

The assignment of personnel to occupations within the Selected Reserve is based upon individual qualifications and desires, Selected Reserve requirements, and unit vacancies. Table 57 shows the proportions of Reserve Components by occupational area in FY 1991 as compared to the Active Components.

Table 55
FY 1991 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Service, and Civilian Labor Force 18-44 Years Old
(Percent)

Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
TOTAL							
White	78.8	66.0	82.2	73.8	88.0	78.0	76.6
Black	16.8	27.6	12.9	16.2	8.5	17.4	18.2
Other	4.5	6.5	4.9	10.0	3.5	4.6	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	6.5	6.9	5.1	8.6	4.5	5.3	6.2
MALES							
White	79.8	69.7	83.3	74.0	89.2	80.1	78.6
Black	15.8	23.8	11.7	15.9	7.4	15.2	16.2
Other	4.5	6.5	5.0	10.1	3.5	4.7	5.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	6.7	7.3	5.1	8.7	4.6	5.6	6.4
FEMALES							
White	64.8	51.0	76.4	67.5	80.8	68.6	63.2
Black	30.2	42.7	19.2	25.1	15.7	26.9	31.5
Other	5.1	6.3	4.4	7.5	3.5	4.5	5.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hispanic	4.8	5.6	5.0	5.8	3.9	4.0	5.0

18-44 YEAR-OLD CIVILIAN LABOR FORCE					
	White	Black	Other	**Total**	Hispanic
	84.9	11.6	3.5	100.0	8.9

Columns may not add to total due to rounding.
Also see Appendix Tables D-22 (Component by Race, by Gender), D-23 (Component by Ethnicity), and D-24 (Component by Gender, by Hispanic).

Table 56 FY 1991 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force 18-44 Years Old (Percent)		
Gender	DoD	18-44 Year-Old Civilians
Male	51.7	58.3
Female	35.3	58.5
Total	49.6	58.4
Also see Appendix Table D-21 (Selected Reserve Age by Marital Status and Gender).		

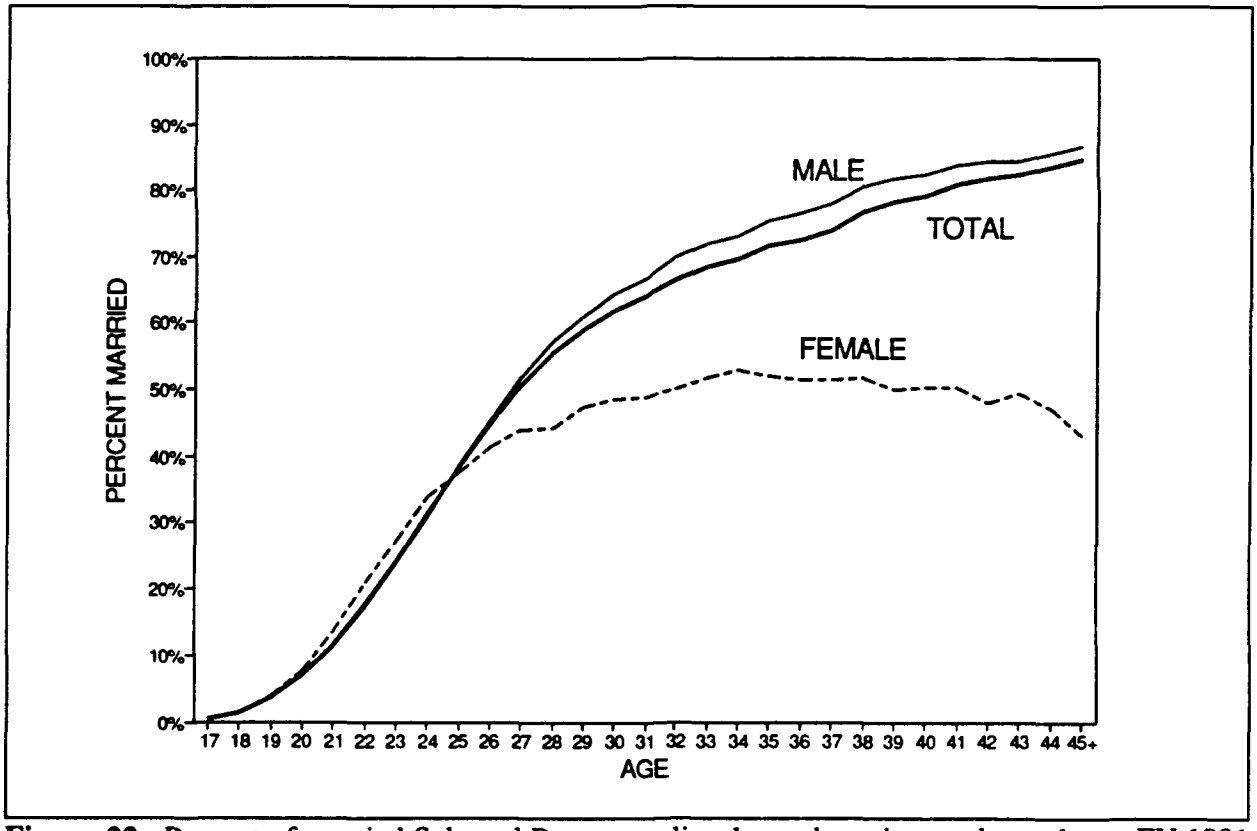


Figure 22. Percent of married Selected Reserve enlisted members, by gender and age, FY 1991

Table 57
Comparison of Occupational Areas of FY 1991 Selected Reserve and Active Component Enlisted Members
(Percent in Each Area)

Occupational Area		FY 1991 Reserve Components	FY 1991 Active Components
0	Infantry, Gun Crews, and Seamanship Specialists	22.1	17.7
1	Electronic Equipment Repairers	4.1	10.0
2	Communications and Intelligence Specialists	6.2	9.9
3	Medical and Dental Specialists	7.2	5.8
4	Other Allied Specialists	2.6	2.3
5	Functional Support and Administration	18.5	15.5
6	Electrical/Mechanical Equipment Repairers	14.4	20.0
7	Craftsmen	5.9	4.0
8	Service and Supply Handlers	10.3	8.8
9	Non-occupational*	8.8	6.0
Total		100.0	100.0

Percentages may not sum to 100 due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

The differences in distribution across occupations reflect each Reserve Component's unique mission requirements and force structure (Table 58). In each Reserve Component, from just over one-half to two-thirds of enlisted personnel were assigned to four occupational areas. Electronic Equipment Repair and Electrical/Mechanical Equipment Repair were combined due to the close relationship in maintaining weapons systems and equipment. Personnel assigned to the ARNG and USMCR were more often assigned to Infantry, while those assigned to the ANG, USNR, and USAFR were most often performing electrical/ electronics jobs. The USAR, while most often assigning people to administrative skills, still had a substantial portion of the force serving in infantry.

Some have suggested that active duty members affected by the drawdown can keep their military affiliation by simply transferring to a Reserve Component. As Table 59 indicates, the occupational distribution among Active and Reserve Components may preclude large increases of direct transfers within the same military skill. For example, 41 percent of active duty Army enlisted members serve in either infantry or communications specialties (29 and 13 percent, respectively), but USAR requirements (reflected by the occupational distribution of Service members) account for only 24 percent of such skill areas (18 and 6 percent, respectively).

Table 58
Three Most Populated Occupational Categories by Reserve Component
(Percent)

Component	Most Populated Category	Second Most Populated Category	Third Most Populated Category	% of Total Component
Army National Guard	Infantry 33.3	Administration 14.1	Electric/Electronic* 12.4	59.8
Army Reserve	Administration 23.4	Infantry 18.2	Supply 12.7	54.3
Naval Reserve	Electric/Electronic* 27.8	Administration 18.6	Craftsmen 12.4	58.8
USMC Reserve	Infantry 28.2	Electric/Electronic* 16.9	Supply 15.8	60.9
Air National Guard	Electric/Electronic* 38.2	Administration 21.3	Craftsmen 9.7	69.2
Air Force Reserve	Electric/Electronic* 31.9	Administration 25.5	Medical 10.2	67.6

Electronic and Electrical categories were combined to reflect that members from both categories may work on differing electrical components of a weapons system or equipment.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

Table 59
Comparison of FY 1991 Occupational Area Distribution of Enlisted Members by Active and Reserve Components
(Percent)

	ACTIVE AND RESERVE COMPONENTS									
	ARMY			NAVY		MARINE CORPS		AIR FORCE		
Occupational Areas	Active Component	Army National Guard	Army Reserve	Active Component	Naval Reserve	Active Component	USMC Reserve	Active Component	Air National Guard	USAF Reserve
0-Infantry	28.5	33.0	18.2	10.3	13.3	26.4	28.2	6.9	6.2	9.3
1-Electronic	4.2	2.1	1.5	16.4	7.9	6.7	3.6	12.1	12.0	6.3
2-Communications	12.5	6.9	6.0	10.2	7.8	7.7	8.0	6.6	3.6	2.3
3-Medical	6.6	4.7	11.0	6.4	11.0	0.0	0.0	6.6	4.0	10.2
4-Other Technical	2.5	2.4	2.5	0.9	1.3	2.1	1.0	3.9	5.2	3.2
5-Administration	15.8	14.1	23.4	9.7	18.6	15.4	11.9	22.0	21.3	25.5
6-Electrical	14.0	10.4	10.2	26.2	19.9	16.1	13.4	23.1	26.3	25.6
7-Craftsman	1.9	3.7	4.4	6.0	12.4	2.7	2.6	5.4	9.7	8.3
8-Supply	10.6	11.6	12.7	4.9	3.9	12.4	15.8	9.1	7.7	6.4
9-Non-Occupational	3.4	11.1	10.1	9.1	3.8	10.5	15.6	4.3	4.1	2.8

On the other hand, 7 percent of active Army members are in the medical area, compared to 11 percent in the USAR. Similar occupational differences are found in each Service component. Additionally, the types of skills, knowledges, and abilities required would preclude many members from transferring to a different occupational area unless they went through a costly retraining process. Finally, the gender and racial composition of active duty members who transfer to the Selected Reserve will affect the demographic composition among Selected Reserve occupations.

Representation of minorities within occupations. As shown in Table 60, the greatest proportion of Whites, "Other" racial groups, and Hispanics (each at 23 percent) were in combat skills. The proportion of Blacks in combat skills (18 percent) was lower. The second most populated occupation, for all racial and ethnic groups except Blacks, was functional support/administration. For Blacks, functional support/administration was the most populated occupation.

Blacks were primarily assigned to the functional support/administration (25 percent), service/supply handlers (14 percent), and medical/dental (9 percent) occupations. Hispanics were assigned primarily to infantry and gun crew occupations (23 percent), functional support/administration (18 percent), and electrical repair (15 percent). The "Other" racial category followed a similar pattern as Hispanics. Whites were assigned to combat-related occupations (23 percent), electronic and electrical skills (20 percent combined), and functional support/administration (17 percent).

While Table 60 displays the occupational distribution within each race/ethnicity group, Table 61 views the race/ethnicity distribution across occupational area. Although Whites constituted 77 percent of Selected Reserve enlisted members (Table 55), they comprised 80 percent of those assigned to combat-related occupations. Blacks were underrepresented in the combat-related occupations. The "Other" racial category and Hispanics had approximately equal representation in the combat-related occupations.

Representation of women within occupations. Table 62 reflects the assignment patterns for Selected Reserve enlisted women in occupational areas. Most enlisted women were assigned to two occupational areas: functional support/administration (44 percent) and medical/dental (19 percent). The proportion of women in technical and craftsmen occupations was low. Reasons for this low distribution include: the occupational preferences by female NPS and PS accessions for female-traditional occupations; the low number of Active Component women possessing technical skills who enlist in a Selected Reserve unit after separation from active duty; and the low proportion of technical skill unit vacancies.

Table 63 reflects the FY 1991 gender breakout across occupational areas in the Selected Reserve. One-third of reservists assigned to the medical/dental area were women. Women made up 30 percent of the functional support/administration area. Relatively few women performed technical jobs.

Table 60
Occupational Areas of FY 1991 Selected Reserve Enlisted Personnel Within Race/Ethnicity
(Percent in Each Area)

	Occupational Area	White	Black	Other	Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	22.9	18.4	22.8	23.3
1	Electronic Equipment Repairers	4.6	2.1	3.4	2.9
2	Communications and Intelligence Specialists	6.3	5.9	5.5	5.6
3	Medical and Dental Specialists	6.7	9.0	8.7	7.6
4	Other Allied Specialists	2.8	2.1	1.8	2.2
5	Functional Support and Administration	16.9	25.1	19.7	17.6
6	Electrical/Mechanical Equipment Repairers	15.3	10.7	13.9	14.6
7	Craftsmen	6.3	4.3	4.9	5.1
8	Service and Supply Handlers	9.6	13.9	9.3	11.8
9	Non-occupational*	8.8	8.6	10.2	9.3
Total		100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties and unknowns.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

Table 61
Occupational Areas of FY 1991 Selected Reserve Enlisted Personnel Across Race/Ethnicity
(Percent in Each Area)

	Occupational Area	White	Black	Other	Total	Hispanic
0	Infantry, Gun Crews, and Seamanship Specialists	79.5	15.1	5.3	100.0	6.6
1	Electronic Equipment Repairers	86.2	9.5	4.3	100.0	4.5
2	Communications and Intelligence Specialists	78.2	17.2	4.6	100.0	5.7
3	Medical and Dental Specialists	71.0	22.8	6.3	100.0	6.6
4	Other Allied Specialists	81.9	14.6	3.5	100.0	5.3
5	Functional Support and Administration	69.8	24.6	5.5	100.0	5.9
6	Electrical/Mechanical Equipment Repairers	81.4	13.6	5.0	100.0	6.3
7	Craftsmen	82.3	13.3	4.3	100.0	5.4
8	Service and Supply Handlers	70.9	24.5	4.7	100.0	7.1
9	Non-occupational*	76.3	17.7	6.0	100.0	6.6

Rows may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties and unknowns.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

Table 62
Occupational Areas of FY 1991 Selected Reserve Enlisted Personnel Within Gender
(Percent in Each Area)

	Occupational Area	FY 1991	
		Males	Females
0	Infantry, Gun Crews, and Seamanship Specialists	24.7	4.4
1	Electronic Equipment Repairers	4.4	1.7
2	Communications and Intelligence Specialists	6.4	4.9
3	Medical and Dental Specialists	5.5	19.0
4	Other Allied Specialists	2.7	1.8
5	Functional Support and Administration	14.8	43.9
6	Electrical/Mechanical Equipment Repairers	15.8	4.4
7	Craftsmen	6.5	1.6
8	Service and Supply Handlers	10.7	8.2
9	Non-occupational*	8.6	10.0
	Total	100.0	100.0

Columns may not add to total due to rounding.
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

Table 63
Occupational Areas of FY 1991 Selected Reserve Enlisted Personnel Across Gender
(Percent in Each Area)

	Occupational Area	Males	Females	Total
0	Infantry, Gun Crews, and Seamanship Specialists	97.5	2.5	100.0
1	Electronic Equipment Repairers	94.6	5.4	100.0
2	Communications and Intelligence Specialists	89.9	10.1	100.0
3	Medical and Dental Specialists	66.2	33.8	100.0
4	Other Allied Specialists	91.0	9.0	100.0
5	Functional Support and Administration	69.7	30.3	100.0
6	Electrical/Mechanical Equipment Repairers	96.1	3.9	100.0
7	Craftsmen	96.5	3.5	100.0
8	Service and Supply Handlers	89.9	10.1	100.0
9	Non-occupational*	85.4	14.6	100.0

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Also see Appendix Tables D-28 (Occupational Area by Component and Gender), D-29 (Occupational Area by Component and Race), and D-30 (Occupational Area by Component and Hispanic Background).

Tables 62 and 63 illustrate that gender differences exist in the Selected Reserve. Table 62 shows that women were almost three times more likely than men to serve in administrative areas and almost four times as likely as men in the medical/dental area. Because of the proportions of prior service accessions to the Selected Reserve, changes to the distribution of women among Selected Reserve occupations will hinge to a considerable extent on the proportion of Active Component women assigned to "non-traditional" skills, and the willingness of those women to join a Selected Reserve unit upon separating from active duty.

Chapter 7

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 1991.[72] Table 64 compares the proportion of accessions with the proportion of the officer corps. The largest proportion of Selected Reserve officers served in the Army National Guard and the Army Reserve. The two Army Reserve Components comprised 59 percent of DoD officer accessions and 61 percent of total officer strength.

Table 64
FY 1991 Selected Reserve Number and Percent of Officer Accessions and Officer Corps

Component	Accessions		Officer Corps	
	Number	Percent	Number	Percent
Army National Guard	5,229	26.6	40,732	25.8
Army Reserve	6,359	32.2	55,460	35.2
Naval Reserve	4,648	23.6	27,387	17.4
USMC Reserve	901	4.6	2,971	1.9
Air National Guard	1,050	5.3	14,116	9.0
Air Force Reserve	1,489	7.6	16,935	10.7
Total	19,676	100.0	157,601	100.0

Columns may not add to total due to rounding.
Also see Appendix Tables D-31 (Accessions by Age) and D-32 (Officers by Age).

Source of Commission and Education

Each Reserve Component has its own procedures for selecting officers and officer candidates. Many officer accessions who transfer from an Active Component already possess at least a 4-year college degree. Officer candidates who do not possess a college degree undergo rigorous selection procedures, and must successfully complete an officer candidate school. For example, in FY 1991, 48 percent of Army National Guard officers received their commission through an Officer Candidate School (OCS).

Table 65 shows the great diversity among the Reserve Components in the sources of commission for officers. In the USAR, USNR, and USAFR the largest commission source came from direct appointments. This was primarily due to the large proportion of officers in health

[72] Data are for commissioned officers; warrant officers are excluded.

care positions (as will be discussed later in this chapter, 33 percent of USAR officers served in health care occupations). Only 13 percent of USAR officers received their commission through an OCS program, while the overwhelming majority of USMCR officers (93 percent) obtained their commissions through OCS/Marine Corps Platoon Leader Class.

Table 65
FY 1991 Source of Commission of Selected Reserve Officer Corps
(Percent)

	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Academy	0.6	2.3	9.2	2.6	4.6	6.9	3.8
ROTC- Scholarship	3.3	8.0	10.7	0.0	5.9	9.8	7.1
ROTC- No Scholarship	30.9	34.7	3.2	4.8	12.7	21.9	24.3
Officer Candidate School/ Officer Training School**	48.2	12.7	26.9	92.6	42.8	26.1	30.0
Direct Appointment	14.7	37.3	40.5	0.0	34.0	35.4	30.8
Other	0.6	1.3	4.0	0.0	0.1	*	1.3
Unknown	1.8	3.7	5.5	0.0	0.0	0.0	2.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than one half of one percent.
** Selected Reserve officers attending the National Guard Officer Candidate School are included in these data, as follows: ARNG - 38.3 percent; USAR - 4.7 percent; and ANG - 25.4 percent.
Data for this table derived from the FY 1991 Summary, Official Guard and Reserve Manpower Strength and Statistics report.

Table 66 shows significant diversity in the educational attainment of FY 1991 Selected Reserve officer accessions and the officer corps. The USMCR had the highest proportion of officer accessions with at least a 4-year degree (93 percent). The ARNG had the lowest proportion of officer accessions with a college degree (56 percent).

The proportion of the officer corps of each Reserve Component with at least an undergraduate degree was much higher than that of its officer accessions. This was particularly evident for the ARNG and ANG. While 44 and 77 percent, respectively, of the officer accessions to those components had a college degree, the proportion of the officer corps in those Reserve Components with a degree increased to 59 and 89 percent, respectively.

There are a number of reasons contributing to why more officers have college degrees than do officer accessions. A number of Selected Reserve accessions had college credits, but had not yet earned a 4-year degree when they joined the Selected Reserve. Due to Service emphasis on an educated officer force, and individual officers taking advantage of educational opportunities and education financing (e.g., the Montgomery G.I. Bill), many non-degreed officers complete their college education while serving in the Selected Reserve.

Table 66
FY 1991 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps
(Percent)

Educational Attainment	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	56.2	16.9	1.1	7.1	22.1	8.3	22.8
College Graduate (B.A., B.S., etc.)	37.0	46.9	40.5	74.9	59.9	60.9	45.8
Advanced Degree (M.A., Ph.D., etc.)	6.8	16.8	19.2	18.0	17.5	30.1	15.8
Unknown	*	19.5	39.2	0.0	0.5	0.7	15.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	41.0	12.3	2.2	1.7	10.1	2.8	16.6
College Graduate (B.A., B.S., etc.)	43.0	47.4	56.3	72.9	59.7	47.7	49.4
Advanced Degree (M.A., Ph.D., etc.)	16.0	26.5	33.7	25.4	29.3	49.2	27.7
Unknown	0.0	13.8	7.7	0.0	0.8	0.3	6.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than half of one percent.

Age

The differing missions and force structures of the Reserve Components impact the age composition of the officer force. Figure 23 shows the substantial differences in the proportions of officers in various age groups among the Reserve Components. The USAFR and USAR had the largest proportions of officers aged 40 and older (55 and 51 percent, respectively). Conversely, the USMCR and ARNG had the smallest proportions of officers 40 or older (29 and 31 percent, respectively). The ARNG, USAR, and ANG had greater proportions of officers aged 29 and younger (36, 16, and 11 percent, respectively) than the USMCR (9 percent).

Recruiting policies also affected the age structure of the Selected Reserve officer corps. One might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this was not the case. Its policy to recruit only officers with prior military service increased the age of its officers.

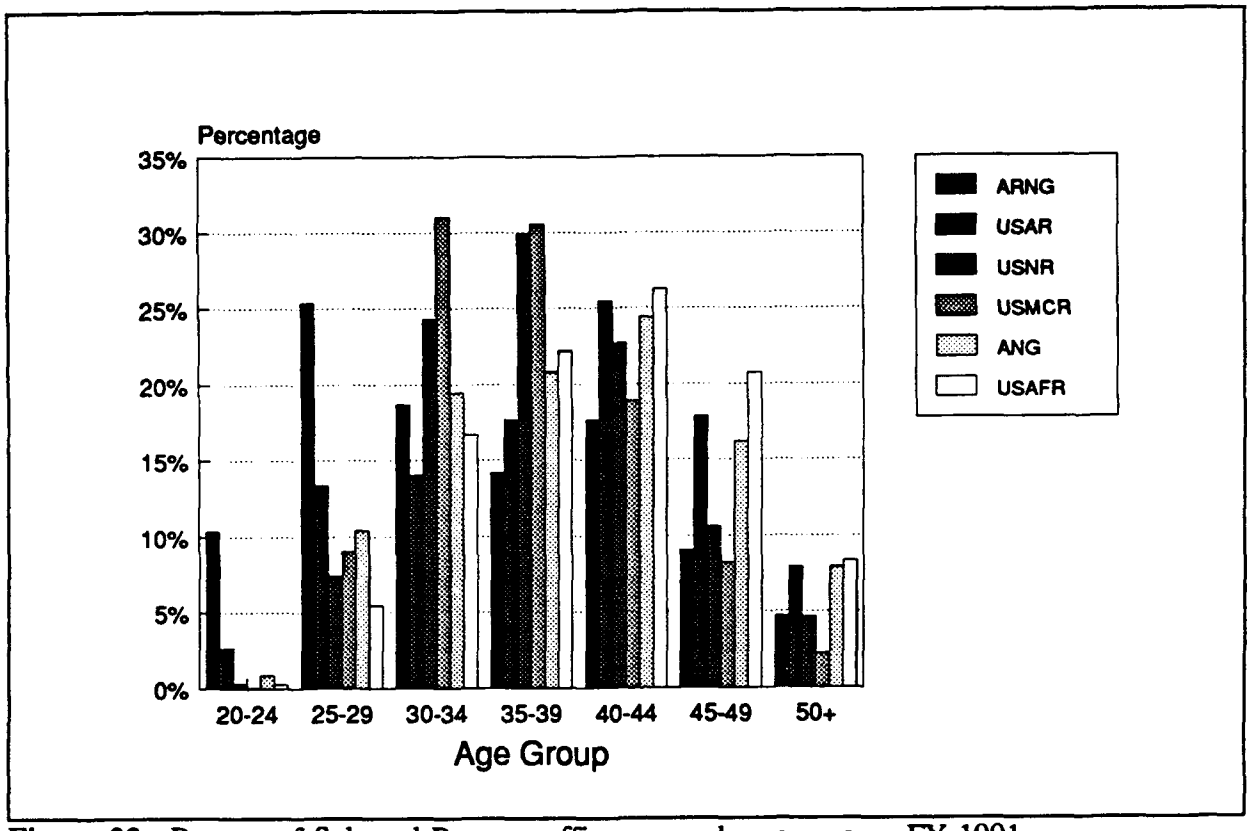


Figure 23. Percent of Selected Reserve officer corps by age group, FY 1991.

Gender

As shown in Table 67, women comprised 18 percent of Selected Reserve officer accessions and 16 percent of the Selected Reserve officer corps. The proportion of Selected Reserve female officer accessions was identical to that of the Active Components (each 18 percent). However, there were larger proportions of women in the Selected Reserve officer corps than in the Active Components (16 and 13 percent, respectively). In FY 1991, the retention of women was greater in the Selected Reserve officer corps compared to the Active Component officer corps.

The impact of force structure and mission diversity was again reflected in the variance in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR was 5 percent, while the USAFR had 21 percent female officers. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Marital Status

In FY 1991, more Selected Reserve officers were married than enlisted members (Table 68). Like the Active Components, more males (both officers and enlisted) were married than females. As detailed in Appendix Table D-34, the proportion of married male Selected Reserve officers was the same as the male civilian college graduate labor force that was married, each

76 percent. The proportion of married female Selected Reserve officers was lower than their comparable female civilian college graduate labor force (52 and 63 percent, respectively).

Table 67
FY 1991 Selected Reserve Female Officer Accessions and Officer Corps
(Percent)

	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD
Officer Accessions	10.6	26.2	14.7	5.1	18.7	28.3	18.1
Officer Corps	8.8	22.1	15.7	5.1	10.6	20.7	16.0

Also see Appendix Table D-33 (Accessions and Officer Corps by Gender).

Table 68
FY 1991 Married Selected Reserve Officer Corps, by Gender and Married Selected Reserve Enlisted Members, by Gender
(Percent)

	Officer Corps	Civilian College Graduates	Enlisted	18-44 Year-Old Civilians
Males	75.5	76.3	51.7	58.3
Females	51.5	62.7	35.3	58.5

Also see Appendix Tables D-21 (Enlisted Members by Marital Status and Gender) and D-34 (Accessions and Officer Corps by Marital Status and Gender).

Race/Ethnicity

Table 69 shows the percentages of FY 1991 Selected Reserve officer accessions and the officer corps by race and Hispanic background. The proportions of Black and Hispanic officers in the Selected Reserve were comparable to the proportions in the Active Components (in both the Active and Reserve Components, Blacks and Hispanics comprised 7 and 2 percent, respectively, of the officer corps). The Army components of the Selected Reserve had the highest proportions of Black officers, while the USNR had the lowest proportion of Black officers.

Likewise, there were differences in the proportion of officers with Hispanic backgrounds among the Reserve Components. The ARNG had the largest proportion of Hispanic officers (4 percent); the USNR had the smallest percentage (1 percent). Hispanics comprised approximately 2 percent of the officer corps in each of the other Reserve Components.

Table 69
FY 1991 Selected Reserve Officer Accessions and Officer Corps, by Race and Ethnicity
(Percent)

Component	White	Black	Other*	Unknown	Total	Hispanic
SELECTED RESERVE OFFICER ACCESSIONS						
Army National Guard	88.1	7.9	3.9	**	100.0	4.1
Army Reserve	76.1	9.1	2.9	11.9	100.0	2.2
Naval Reserve	88.6	3.1	1.7	7.2	100.0	1.3
USMC Reserve	93.6	4.4	2.0	0.0	100.0	1.2
Air National Guard	93.9	4.1	2.0	0.0	100.0	2.9
Air Force Reserve	93.2	4.2	2.6	0.0	100.0	2.3
Total DoD	85.3	6.5	2.8	5.5	100.0	2.5
SELECTED RESERVE OFFICER CORPS						
Army National Guard	90.2	7.2	2.6	0.0	100.0	3.7
Army Reserve	83.7	10.8	5.4	0.0	100.0	2.4
Naval Reserve	91.2	3.1	5.7	0.0	100.0	1.1
USMC Reserve	94.4	4.0	1.6	0.0	100.0	1.7
Air National Guard	94.5	3.5	2.0	0.0	100.0	2.3
Air Force Reserve	93.6	4.2	2.3	0.0	100.0	1.8
Total DoD	88.9	7.1	4.0	0.0	100.0	2.4

Rows may not add to totals due to rounding.
* Data for "Other" racial categ.. derived from FY 1991 Summary, Official Guard and Reserve Manpower Strength and Statistics report.
** Less than half of one percent.

Representation Within Occupations

Table 70 shows the distribution of officers across occupational areas for both the Active and Reserve Components. The largest proportions of Selected Reserve officers (60 percent) and Active Component officers (61 percent) performed tactical operations and health care jobs. However, due to assigned missions, the Reserve Components had a smaller proportion than the ctive Components in tactical operations (37 and 43 percent, respectively), but a greater portion of officers in health care (23 and 17 percent, respectively).

Table 71 displays the differences in occupational assignment among the Reserve Components. The largest proportion of officers in five of the six components were in tactical operations. The USMCR and ARNG had the greatest proportions of officers in tactical

operations (54 and 45 percent, respectively). The USAR and USAFR had the smallest proportions of officers in tactical operations (24 and 27 percent, respectively).

In addition, many Selected Reserve officers were health care professionals. The USAR had the greatest proportion of officers in health care occupations (33 percent). Health care comprised the second largest percentage of officers in the USAFR, USNR, and ARNG (25, 21, and 9 percent, respectively). Fourteen percent of ANG officers were assigned to health care positions.

Table 70
FY 1991 Occupational Areas of Selected Reserve Officer Corps*
(Percent)

Occupational Areas	FY 1991 Reserve Components	FY 1991 Active Components
General Officers and Executives	0.5	0.6
Tactical Operations	36.5	43.2
Intelligence	5.2	4.7
Engineering and Maintenance	10.0	12.5
Scientists and Professionals	5.5	5.3
Health Care	23.1	17.3
Administration	10.0	7.5
Supply, Procurement, and Allied Occupations	9.3	9.0
Total	100.0	100.0

Columns may not add to total due to rounding.
* Data exclude personnel classified as "non-occupational" or "occupation unknown."

Similar to the Selected Reserve enlisted force, there is some doubt whether the Selected Reserve officer corps could absorb increased separations from the Active Components, unless force shaping policies are implemented in the Reserve Components during the drawdown period. As Table 72 suggests, the diversity in roles and missions among the Selected Reserve and Active Components may preclude greater numbers of direct transfers. For example, the USAR, USNR, and USAFR could not absorb significant increases in transfers from Active Component tactical operations skills because their forces have fewer tactical operations positions than the Active Components. Filling personnel requirements in the health care occupations in some Reserve

Table 71
Three Most Populated Occupational Categories by Selected Reserve Officers by Component
(Percent)

Component	Most Populated Category	Second Most Populated Category	Third Most Populated Category	% of Total Component
Army National Guard	Tactical Operations 44.8	Health Care 8.9	Engineering/ Maintenance 8.4	62.2
Army Reserve	Health Care 32.8	Tactical Operations 23.5	Supply/ Procurement 10.2	66.5
Naval Reserve	Tactical Operations 35.8	Health Care 21.0	Administration 10.7	67.5
USMC Reserve	Tactical Operations 54.1	Supply/ Procurement 11.2	Administration 6.3	71.6
Air National Guard	Tactical Operations 42.9	Engineering/ Maintenance 14.4	Health Care 13.6	70.8
Air Force Reserve	Tactical Operations 27.3	Health Care 25.0	Engineering/ Maintenance 12.6	65.0

Also see Appendix Tables D-39 (Occupational Area by Component), D-40 (Occupational Area by Component and Gender), and D-41 (Occupational Area by Component and Race), and D-42 (Occupational Area by Component and Hispanic Background).

Table 72
Comparison of FY 1991 Occupational Area Distribution of Officers by Active and Reserve Components
(Percent)

	ACTIVE AND RESERVE COMPONENTS									
	ARMY			NAVY		MARINE CORPS		AIR FORCE		
Occupational Areas	Active Component	Army National Guard	Army Reserve	Active Component	Naval Reserve	Active Component	USMC Reserve	Active Component	Air National Guard	USAF Reserve
General Officers	0.4	0.6	0.2	0.4	0.2	0.4	5.8	0.3	0.8	0.5
Tactical Operations	41.1	44.8	23.5	41.1	35.8	54.2	54.1	38.2	42.9	27.3
Intelligence	6.2	1.8	4.3	3.1	10.4	3.2	3.2	4.1	2.2	7.6
Engineering and Maintenance	9.6	8.4	8.2	9.0	8.2	7.2	5.7	16.6	14.4	12.8
Scientists and Professionals	4.6	2.9	6.2	3.7	3.5	2.8	4.6	6.6	3.9	10.0
Health Care	19.9	8.9	32.8	17.5	21.0	0.0	0.0	15.3	13.6	25.0
Administration	6.7	6.9	10.0	5.5	10.7	7.1	6.3	8.5	13.4	7.5
Supply, Procurement, and Allied	9.8	8.3	10.2	6.8	6.7	12.7	11.2	7.8	6.3	8.9
Non-Occupational	1.7	17.4	4.6	13.1	3.5	12.4	9.1	2.6	2.6	0.5

The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area

Components would be difficult. For example, 20 percent of active duty Army officers were in health care professions, while the ARNG and USAR had 45 and 33 percent, respectively, of their officers in these professions. Further, the types of skills, education, and training required would preclude many active duty officers from transferring to a different occupational area.

Representation of women within occupations. The occupational assignments of female Selected Reserve officers are shown in Table 73. Over three-fourths of female officers were assigned to health care or administration positions (63 and 15 percent, respectively). As indicated in Appendix Table D-40, the assignment of women into officer occupational areas differs by component. Thirty-two percent of ARNG women performed health care jobs, and 68 percent in the USAR. One percent of USAR female officers held tactical operations positions compared to 7 percent in the ANG. Less than 1 percent of ARNG female officers were scientists/ professionals, and 5 percent in the USMCR. Similar to the Selected Reserve enlisted force, reasons for this distribution include: the particular, and differing, missions of each component; the occupational preferences of female officers; the number of Active Component female officers possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and current combat exclusion laws and policies.

Table 73
FY 1991 Occupational Areas of Selected Reserve Officer Corps, by Gender**
(Percent)

Occupational Areas	Male	Female	Total
General Officers and Executives	0.6	*	0.5
Tactical Operations	43.1	2.5	36.5
Intelligence	5.4	4.2	5.2
Engineering and Maintenance	10.9	5.2	10.0
Scientists and Professionals	6.2	1.9	5.5
Health Care	15.3	63.1	23.1
Administration	9.0	15.3	10.0
Supply, Procurement, and Allied Occupations	9.6	7.9	9.3
Total	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Less than half of one percent.
** Data exclude personnel classified as "non-occupational" or "occupation unknown."
Also see Appendix Table D-40 (Occupational Area by Component and Gender).

Representation of minorities within occupations. Table 74 provides an overview of the distribution of Selected Reserve officers by race and Hispanic background. More than half of all groups served in either tactical operations or health care occupations. At 22 percent, Blacks had the lowest proportional representation in tactical operations.

Table 74
FY 1991 Occupational Areas of Selected Reserve Officer Corps, by Race and Hispanic Background*
(Percent)

Occupational Areas	White	Black	Other	Total	Hispanic
General Officers and Executives	0.6	0.2	0.1	0.5	1.4
Tactical Operations	38.1	21.5	26.2	36.5	33.8
Intelligence	5.4	2.2	5.3	5.2	3.0
Engineering and Maintenance	10.0	10.4	9.8	10.0	11.2
Scientists and Professionals	5.7	3.9	3.4	5.5	2.9
Health Care	21.7	32.0	37.8	23.1	25.1
Administration	9.6	15.9	9.8	10.0	11.5
Supply, Procurement, and Allied Occupations	9.0	14.0	7.6	9.3	11.0
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.
* Data exclude personnel classified as "non-occupational" or "occupation unknown."
Also see Appendix Tables D-41 (Occupational Areas by Component and Race) and D-42 (Occupational Area by Component and Hispanic Background).

As detailed in Appendix Tables D-41 and D-42, there were race/ethnicity differences among Reserve Components for occupational areas. In tactical operations, the greatest differences were in the ANG: 44 percent of Whites compared to 13 percent of Blacks served in tactical operations. In the health care occupations, the largest diversity was in the USAFR where 45 percent of "Other" racial categories, 41 percent of Blacks, and 33 percent of Hispanics served in health care compared to 24 percent of Whites.

Chapter 8

A LOOK AHEAD

The next decade will be marked by a great deal of uncertainty for the Department of Defense. There are numerous international and domestic activities that will either directly or indirectly impact the size, structure, and composition of the Armed Forces. In the international environment, these include rising nationalism, changes in East-West relations, continued instability caused by regional ethnic unrest, and the economic gap between rich and poor nations. Domestic uncertainties include the U. S. economy, the long-term impact of shifting demographic patterns, and public perceptions about the importance of military power and the role of military forces. Despite the uncertainties, pressure continues to reduce defense expenditures significantly and to create smaller, less costly forces.

The next 10 years will be a period of radical change for the military, not only in the United States, but throughout the world. The American military must manage decreasing assets over increasingly diverse missions. Withdrawals of units from overseas locations will result in more U. S.-based forces versus overseas units. There is growing consensus that our Armed Forces should be smaller, leaner, and more mobile, prepared to respond rapidly to a wide range of contingencies.

These trends establish the context within which the size and structure of the Armed Forces will be shaped over the next decade. The purpose of *this chapter* is not to discuss the uncertainties in detail, except to point out that the resulting force size and structure likely will affect the demographic composition of the military.

The Impact of a Changing Labor Force on Military Force Composition

As the demographic diversity of the U. S. labor force increases, there will be pressure to accommodate divergent social and cultural values. The same forces that press for change in private corporations and public institutions also work within the military. Increasing importance of family issues, potential difficulties when English is the second language, divergent academic and/or technical preparation of various groups, and even possible changes in work ethic and values loom. There will be continued efforts throughout the private and public sectors to balance equal opportunity and affirmative action with personnel requirements enabling companies and institutions to maintain their competitive edge. The degree to which corporate and institutional changes will be made in public, private, and defense establishments is open to debate. What is not debatable, however, is that change will come.

Three major demographic trends are occurring in the labor force[73]: an aging work force, growing minority representation in that work force, and a rising proportion of women in all occupational areas across the work force. The latter two trends will have a greater impact on the

[73] U.S. Department of Labor, "New Labor Force Projections, Spanning 1988 to 2000," *Monthly Labor Review*, November 1989.

demographic composition of the military. White males will continue to predominate numerically, but significant gender and race/ethnicity shifts are occurring.

The number of women in the labor force is projected to grow by 12 million from 1988, for a total of 70 million by the year 2000. Women will account for 47 percent of the labor force, up from 45 percent in 1988. Projections are that they will eventually comprise 50 percent of the labor force. The increase in the number of women in the labor force, and particularly the significant proportional increase in the number of women earning college degrees, means that women comprise a much greater proportion of the supply of potential future enlisted and officer applicants. Coupled with future decisions within and outside of DoD regarding the numbers and roles of women in the military, it is likely that there will be increases in the proportion of female Service members, and in their assignment to skills that presently have little, if any, female representation.

The impact on the military of trends in the proportion of minorities entering the labor force is not yet clear. The projected annual Hispanic labor force growth rate is 4 percent through 2000, reaching 14.3 million workers; the projected Asian rate also is 4 percent, with an estimated 5.6 million in the year 2000 work force. Blacks will have the smallest growth rate among minorities (2 percent), with an estimated 16.5 million in the year 2000. The proportion of White workers will decline. Excluding white Hispanics, Whites will have 106 million in the American labor force by 2000, down from 79 percent in 1988 to 74 percent in 2000.[74] The future labor force from which recruits are drawn will be significantly different from today.

Increased Hispanic enlistments, due to current and projected Hispanic increases in the labor force, may not occur if the current high dropout rate from school continues, a rate greater than any other group. If there are increases in high school completion rates for Hispanics, likely there will be increasing numbers of Hispanics joining the military. Future enlistment/ commissioning rates for Blacks and "Other" racial minorities may be more a product of attitudes than numbers. Historically, Blacks have had a much higher inclination to join the military than "Other" groups. However, their inclination to enlist, as measured by the annual *Youth Attitude Tracking Study*,[75] dropped from 54 percent in 1989 to 44 percent in 1991. Further, the specter of war during Operation Desert Shield, and feelings that Blacks might bear a disproportionate share of casualties, resulted in far less support of military operations by Blacks than Whites.[76] Whether lowered inclination-to-join-the-military rates affect future enlistments is a matter of conjecture at this time. "Other" racial groups have exhibited lower inclinations to enlist, and there is no reason to estimate higher proportions of them enlisting in the immediate future.

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[74] Ibid.

[75] Propensity measures are contained in the annual *Youth Attitude Tracking Study* survey, a DoD report prepared annually through the Defense Manpower Data Center, Arlington, VA.

[76] Cited in Kitfield, J. "Total force", *Government Executive*, March 1991, are the results of a New York Times/CBS poll (November 1990) indicating Blacks split equally when asked whether they favored military action or economic sanctions against Iraq, while Whites favored military action by a 4-to-1 margin.

The Impact of the Force Drawdown

The impact of the force drawdown on the socioeconomic, gender, and racial composition of the military is uncertain. The force structure will dictate the size of the Armed Forces and military personnel requirements. The key criterion for military effectiveness in the face of the drawdown, however, is the need to access and retain high-quality people, regardless of race, gender, or socioeconomic status. Higher technical requirements mean that applicants will need higher test scores to join. The need for higher scoring young people will exclude great numbers of youth from joining, particularly those with limited educational experience.

Military success has, and will continue to be, defined by its people. When personnel levels are reduced, each person will do more work. The Services need people who can absorb increased levels of training; who can perform more technical tasks; who can make quick decisions in high pressure situations; and who exhibit leadership, physical ability, and moral courage. The price of a poor selection decision, just as in the private sector,[77] includes tangible costs, such as: wasted compensation, recruitment, and training expenses. More significant are the intangible expenses: the impact of individual turnover on unit teamwork and personnel readiness, and even more subtle, the positive things lost by not recruiting the "right" person.

The force drawdown will not result simply in smaller Active and Reserve Components. A critical aspect of the drawdown is to ensure an effective mix of Active and Reserve forces that provides a balance of capability across the range of likely threats with minimum risk. The Defense Department cannot predict precisely just how the future force structure may modify the types of knowledge, skills, and abilities needed by Service members to fulfill job and mission requirements. Certainly the extent and nature of such changes will be reflected in the demographic composition of the Armed Forces.

Conclusion

Published results of the military effectiveness of Operation Desert Storm reflect that those who served in the Armed Forces were smart, well-trained, motivated men and women, capable of maintaining and operating the most sophisticated military equipment during a high-speed, high-tech conflict in a harsh, demanding, unfamiliar environment.[78] In forecasting manpower requirements, planners determine needs, from individual skill levels through major force program levels. They project estimated resource levels to achieve forecasted manpower requirements to provide a balanced, flexible, and structured force. The goal is to achieve a balance between youth and experience, careerists versus non-careerists, generalists versus specialists, and requirements versus budget realities.

Recruiting is expected to remain successful over the next several years as reduced accession requirements interact with favorable propensity to serve. However, it is clear that

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[77] Spraggins, E.E. (1992). Hiring without the guesswork. *INC.*, (February), 80-87.

[78] Aspin, L. and Dickinson, W., *Defense for a New Era: Lessons of the Persian Gulf War*, a report sponsored by the Chairman and Ranking Republican of the U. S. House of Representatives, Committee on Armed Services, Washington, DC, March 30, 1992.

recruiting and retention are not going to be free of difficulty as we proceed to the next century. The task of recruiting and retaining people in the short-term will occur during a period of restructured requirements, reduced resources, changing demographics, uncertainty about the attitudes of Active and Reserve Component Service members, and questions about the continued willingness of young Americans to join the military. These changes will occur in an era of greatly fluctuating world events. The Department must ensure adequate recruiting and retention assets to acquire and maintain the necessary high-quality manpower to meet Service requirements.

In the 1970s, DoD experienced the negative effects on military readiness caused by budget reductions in recruiting and quality-of-life programs. While yielding budget savings, personnel-related resource reductions produced a serious manpower crisis caused by the exodus of skilled, trained personnel and the entrance of lower quality recruits. Throughout the 1980s, Congress, the Administration, and DoD worked together to resolve the unfavorable conditions of the 1970s and build the most capable military force in the nation's history. Budgetary decisions for the 1990s should be balanced with the experiences gained from the 1970s' budget reductions and recognition of a revolutionary and yet unpredictably changing world order.

The overriding objective for military manpower planners is to develop a strong capability to provide the best mix of warfighting and support forces fully capable of performing the mission in any type of warfare or environment, and within demanding fiscal constraints. The Armed Forces will continue to recruit and retain the best-qualified men and women that resources permit and requirements demand, anchored in the principles of equal opportunity, which are based upon ability and merit.

"Change" will be the hallmark of the military for at least the next decade. The shifts in the demographic makeup of the labor force and the eventual size and structure of the Armed Forces have extensive policy implications for decision makers. Equal opportunity principles of selection and attention to group representation in the military will continue to require constant attention. Further, how our national leaders structure and resource the military in response to the changing world order and world events also may eventually impact the composition of the Armed Forces. An important point is whether Service members and the civilian population perceive such change in a positive or a negative light. Such interpretations hold important consequences for the continued success of a well-qualified, highly motivated voluntary military force.

Appendix A - Tables: Active Component Applicants

Table A-1. FY 1991 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			17-35 YR OLD CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
16-17	29,433	4,489	33,922	23,465	2,584	26,049	15,413	1,124	16,537	7,074	3,125	10,199	75,385	11,322	86,707	1,691,234	1,591,884	3,283,118
18	26,428	6,166	32,594	24,241	2,857	27,098	13,022	881	13,903	8,175	3,408	11,583	71,866	13,312	85,178	1,630,150	1,637,347	3,267,497
19	19,744	4,551	24,295	16,987	2,174	19,161	7,324	461	7,785	6,789	2,648	9,437	50,844	9,834	60,678	1,708,407	1,723,696	3,432,103
20	14,327	3,265	17,592	11,303	1,610	12,913	4,362	291	4,653	5,222	1,867	7,089	35,214	7,033	42,247	1,743,447	1,888,483	3,631,930
21	9,489	2,035	11,524	7,063	1,083	8,146	2,625	215	2,840	3,331	1,187	4,518	22,508	4,520	27,028	1,735,773	1,967,944	3,703,717
22	6,950	1,586	8,536	4,765	730	5,495	1,756	109	1,865	2,301	843	3,144	15,772	3,268	19,040	1,804,067	1,655,722	3,459,789
23	5,360	1,182	6,542	3,397	554	3,951	1,127	75	1,202	1,610	586	2,196	11,494	2,397	13,891	1,710,171	1,818,808	3,528,979
24	4,075	977	5,052	2,477	376	2,853	796	56	852	1,077	431	1,508	8,425	1,840	10,265	1,698,350	1,848,399	3,546,749
25+	14,451	3,905	18,356	9,163	2,368	11,531	1,591	137	1,728	1,770	817	2,587	26,975	7,227	34,202	23,005,848	23,671,779	46,677,627
TOTAL	130,257	28,156	158,413	102,861	14,336	117,197	48,016	3,349	51,365	37,349	14,912	52,261	318,483	60,753	379,236	36,727,447	37,804,062	74,531,509
b. Percent																		
16-17	22.60%	15.94%	21.41%	22.81%	18.02%	22.23%	32.10%	33.56%	32.20%	18.94%	20.96%	19.52%	23.67%	18.64%	22.86%	4.60%	4.21%	4.41%
18	20.29%	21.90%	20.58%	23.57%	19.93%	23.12%	27.12%	26.31%	27.07%	21.89%	22.85%	22.16%	22.57%	21.91%	22.46%	4.44%	4.33%	4.38%
19	15.16%	16.16%	15.34%	16.51%	15.16%	16.35%	15.25%	13.77%	15.16%	18.18%	17.76%	18.06%	15.96%	16.19%	16.00%	4.65%	4.56%	4.60%
20	11.00%	11.60%	11.11%	10.99%	11.23%	11.02%	9.08%	8.69%	9.06%	13.98%	12.52%	13.56%	11.06%	11.58%	11.14%	4.75%	5.00%	4.87%
21	7.28%	7.23%	7.27%	6.87%	7.55%	6.95%	5.47%	6.42%	5.53%	8.92%	7.96%	8.65%	7.07%	7.44%	7.13%	4.73%	5.21%	4.97%
22	5.34%	5.63%	5.39%	4.63%	5.09%	4.69%	3.66%	3.25%	3.63%	6.16%	5.65%	6.02%	4.95%	5.38%	5.02%	4.91%	4.38%	4.64%
23	4.11%	4.20%	4.13%	3.30%	3.86%	3.37%	2.35%	2.24%	2.34%	4.31%	3.93%	4.20%	3.61%	3.95%	3.66%	4.66%	4.81%	4.73%
24	3.13%	3.47%	3.19%	2.41%	2.62%	2.43%	1.66%	1.67%	1.66%	2.88%	2.89%	2.89%	2.65%	3.03%	2.71%	4.62%	4.89%	4.76%
25+	11.09%	13.87%	11.59%	8.91%	16.52%	9.84%	3.31%	4.09%	3.36%	4.74%	5.48%	4.95%	8.47%	11.90%	9.02%	62.64%	62.62%	62.63%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-2. FY 1991 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
16-17	342	95	437	75,043	11,227	86,270	75,385	11,322	86,707	31,789
18	1,033	342	1,375	70,833	12,970	83,803	71,866	13,312	85,178	107,097
19	2,031	575	2,606	48,813	9,259	58,072	50,844	9,834	60,678	285,443
20	2,680	822	3,502	32,534	6,211	38,745	35,214	7,033	42,247	485,987
21	2,603	799	3,402	19,905	3,721	23,626	22,508	4,520	27,028	682,700
22	2,551	667	3,218	13,221	2,601	15,822	15,772	3,268	19,040	833,369
23	2,346	602	2,948	9,148	1,795	10,943	11,494	2,397	13,891	1,138,853
24	1,982	533	2,515	6,443	1,307	7,750	8,425	1,840	10,265	1,424,708
25	1,679	429	2,108	4,673	1,006	5,679	6,352	1,435	7,787	1,636,270
26	1,571	410	1,981	3,486	889	4,375	5,057	1,299	6,356	1,972,493
27	1,148	353	1,501	2,574	628	3,202	3,722	981	4,703	2,181,134
28	1,019	220	1,239	1,832	457	2,289	2,851	677	3,528	2,497,799
29	725	236	961	1,396	377	1,773	2,121	613	2,734	2,692,068
30	658	159	817	1,095	266	1,361	1,753	425	2,178	2,941,130
31	558	183	741	866	253	1,119	1,424	436	1,860	3,057,839
32	473	167	640	718	203	921	1,191	370	1,561	3,161,369
33	443	136	579	637	189	826	1,080	325	1,405	3,188,539
34	403	163	566	544	194	738	947	357	1,304	3,198,104
35	90	53	143	75	51	126	165	104	269	3,132,535
36+	187	100	287	125	105	230	312	205	517	0
TOTAL	24,522	7,044	31,566	293,961	53,709	347,670	318,483	60,753	379,236	34,649,226

* Refers to NPS individuals whose initial application was in FY 1991.

Table A-2 (Continued). FY 1991 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
16-17	1.39%	1.35%	1.38%	25.53%	20.90%	24.81%	23.67%	18.64%	22.86%	0.09%
18	4.21%	4.86%	4.36%	24.10%	24.15%	24.10%	22.57%	21.91%	22.46%	0.31%
19	8.28%	8.16%	8.26%	16.61%	17.24%	16.70%	15.96%	16.19%	16.00%	0.82%
20	10.93%	11.67%	11.09%	11.07%	11.56%	11.14%	11.06%	11.58%	11.14%	1.40%
21	10.61%	11.34%	10.78%	6.77%	6.93%	6.80%	7.07%	7.44%	7.13%	1.97%
22	10.40%	9.47%	10.19%	4.50%	4.84%	4.55%	4.95%	5.38%	5.02%	2.41%
23	9.57%	8.55%	9.34%	3.11%	3.34%	3.15%	3.61%	3.95%	3.66%	3.29%
24	8.08%	7.57%	7.97%	2.19%	2.43%	2.23%	2.65%	3.03%	2.71%	4.11%
25	6.85%	6.09%	6.68%	1.59%	1.87%	1.63%	1.99%	2.36%	2.05%	4.72%
26	6.41%	5.82%	6.28%	1.19%	1.66%	1.26%	1.59%	2.14%	1.68%	5.69%
27	4.68%	5.01%	4.76%	0.88%	1.17%	0.92%	1.17%	1.61%	1.24%	6.29%
28	4.16%	3.12%	3.93%	0.62%	0.85%	0.66%	0.90%	1.11%	0.93%	7.21%
29	2.96%	3.35%	3.04%	0.47%	0.70%	0.51%	0.67%	1.01%	0.72%	7.77%
30	2.68%	2.26%	2.59%	0.37%	0.50%	0.39%	0.55%	0.70%	0.57%	8.49%
31	2.28%	2.60%	2.35%	0.29%	0.47%	0.32%	0.45%	0.72%	0.49%	8.83%
32	1.93%	2.37%	2.03%	0.24%	0.38%	0.26%	0.37%	0.61%	0.41%	9.12%
33	1.81%	1.93%	1.83%	0.22%	0.35%	0.24%	0.34%	0.53%	0.37%	9.20%
34	1.64%	2.31%	1.79%	0.19%	0.36%	0.21%	0.30%	0.59%	0.34%	9.23%
35	0.37%	0.75%	0.45%	0.03%	0.09%	0.04%	0.05%	0.17%	0.07%	9.04%
36+	0.76%	1.42%	0.91%	0.04%	0.20%	0.07%	0.10%	0.34%	0.14%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-3. FY 1991 Applicants* for Active Component Enlistment by Race, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS		
RACE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	95,087	16,608	111,695	79,092	10,684	89,776	36,879	2,304	39,183	31,555	11,587	43,142	242,613	41,183	283,796	9,879,040	10,143,312	20,022,352
Black	25,432	9,498	34,930	17,824	2,902	20,726	6,905	708	7,613	3,861	2,433	6,294	54,022	15,541	69,563	1,635,827	1,871,236	3,507,063
Other	9,738	2,050	11,788	5,945	750	6,695	4,232	337	4,569	1,933	892	2,825	21,848	4,029	25,877	515,499	525,852	1,041,351
TOTAL	130,257	28,156	158,413	102,861	14,336	117,197	48,016	3,349	51,365	37,349	14,912	52,261	318,483	60,753	379,236	12,030,366	12,540,400	24,570,766
b. Percent																		
White	73.00%	58.99%	70.51%	76.89%	74.53%	76.60%	76.81%	68.80%	76.28%	84.49%	77.70%	82.55%	76.18%	67.79%	74.83%	82.12%	80.89%	81.49%
Black	19.52%	33.73%	22.05%	17.33%	20.24%	17.68%	14.38%	21.14%	14.82%	10.34%	16.32%	12.04%	16.96%	25.58%	18.34%	13.60%	14.92%	14.27%
Other	7.48%	7.28%	7.44%	5.78%	5.23%	5.71%	8.81%	10.06%	8.90%	5.18%	5.98%	5.41%	6.86%	6.63%	6.82%	4.28%	4.19%	4.24%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-4. FY 1991 Applicants* for Active Component Enlistment by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	4,447	2.81%	3,749	3.20%	2,568	5.00%	583	1.12%	11,347	2.99%
PUERTO RICAN	2,569	1.62%	1,182	1.01%	322	0.63%	229	0.44%	4,302	1.13%
CUBAN	99	0.06%	157	0.13%	23	0.04%	18	0.03%	297	0.08%
LATIN AMER.	1,193	0.75%	767	0.65%	231	0.45%	130	0.25%	2,321	0.61%
OTHER HISP.	3,643	2.30%	5,580	4.76%	1,364	2.66%	1,134	2.17%	11,721	3.09%
ALEUTIAN	5	0.00%	8	0.01%	3	0.01%	1	0.00%	17	0.00%
ESKIMO	23	0.01%	12	0.01%	20	0.04%	4	0.01%	59	0.02%
N. AMER. INDIAN	1,158	0.73%	843	0.72%	638	1.24%	218	0.42%	2,857	0.75%
CHINESE	134	0.08%	128	0.11%	50	0.10%	28	0.05%	340	0.09%
JAPANESE	99	0.06%	102	0.09%	25	0.05%	47	0.09%	273	0.07%
KOREAN	381	0.24%	169	0.14%	61	0.12%	67	0.13%	678	0.18%
INDIAN	87	0.05%	59	0.05%	15	0.03%	18	0.03%	179	0.05%
FILIPINO	993	0.63%	2,025	1.73%	229	0.45%	413	0.79%	3,660	0.97%
VIETNAMESE	249	0.16%	310	0.26%	61	0.12%	36	0.07%	656	0.17%
OTHER ASIAN	699	0.44%	605	0.52%	214	0.42%	363	0.69%	1,881	0.50%
MELANESIAN	8	0.01%	3	0.00%	1	0.00%	2	0.00%	14	0.00%
MICRONESIAN	172	0.11%	21	0.02%	21	0.04%	1	0.00%	215	0.06%
POLYNESIAN	227	0.14%	96	0.08%	22	0.04%	11	0.02%	356	0.09%
OTHER PACIFIC	156	0.10%	72	0.06%	46	0.09%	41	0.08%	315	0.08%
OTHER/NONE	141,670	89.43%	101,274	86.41%	45,410	88.41%	48,821	93.42%	337,175	88.91%
UNKNOWN	401	0.25%	35	0.03%	41	0.08%	96	0.18%	573	0.15%
TOTALS	158,413	100.00%	117,197	100.00%	51,365	100.00%	52,261	100.00%	379,236	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-5. FY 1991 Applicants* for Active Component Enlistment by Hispanic Background, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS		
RACE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
Hispanic	10,037	1,914	11,951	9,999	1,436	11,435	4,200	308	4,508	1,462	632	2,094	25,698	4,290	29,988	1,508,136	1,294,800	2,802,936
Non-Hisp.	120,220	26,242	146,462	92,862	12,900	105,762	43,816	3,041	46,857	35,887	14,280	50,167	292,785	56,463	349,248	10,387,971	11,064,914	21,452,885
Unk./NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	134,259	180,686	314,945
TOTAL	130,257	28,156	158,413	102,861	14,336	117,197	48,016	3,349	51,365	37,349	14,912	52,261	318,483	60,753	379,236	12,030,366	12,540,400	24,570,766
b. Percent																		
Hispanic	7.71%	6.80%	7.54%	9.72%	10.02%	9.76%	8.75%	9.20%	8.78%	3.91%	4.24%	4.01%	8.07%	7.06%	7.91%	12.54%	10.33%	11.41%
Non-Hisp.	92.29%	93.20%	92.46%	90.28%	89.98%	90.24%	91.25%	90.80%	91.22%	96.09%	95.76%	95.99%	91.93%	92.94%	92.09%	86.35%	88.23%	87.31%
Unk./NA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.12%	1.44%	1.28%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-6. FY 1991 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

AFQT	SERVICE												TOTAL DoD			1980 CIVILIANS 18-23		
	ARMY			NAVY			MARINE CORPS			AIR FORCE								
CATEGORY	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
I	5,873	730	6,603	4,887	417	5,304	1,525	86	1,611	2,147	434	2,581	14,432	1,667	16,099	1,286,646	731,527	2,018,173
II	39,451	7,379	46,830	33,702	4,920	38,622	15,322	1,122	16,444	15,839	5,545	21,384	104,314	18,966	123,280	3,785,416	3,370,373	7,155,789
IIIA	28,086	6,689	34,775	20,558	4,009	24,567	11,954	1,078	13,032	9,315	3,929	13,244	69,913	15,705	85,618	1,853,499	2,032,982	3,886,481
IIIB	29,865	7,238	37,103	28,263	3,321	31,584	13,286	736	14,022	6,773	3,253	10,026	78,187	14,548	92,735	2,056,399	2,589,632	4,646,031
IV	22,379	5,413	27,792	13,232	1,479	14,711	5,089	278	5,367	2,290	1,346	3,636	42,990	8,516	51,506	2,628,481	2,716,012	5,344,493
V	4,603	707	5,310	2,219	190	2,409	840	49	889	985	405	1,390	8,647	1,351	9,998	1,280,715	1,077,339	2,358,054
TOTAL	130,257	28,156	158,413	102,861	14,336	117,197	48,016	3,349	51,365	37,349	14,912	52,261	318,483	60,753	379,236	12,891,156	12,517,865	25,409,021
b. Percent																		
I	4.51%	2.59%	4.17%	4.75%	2.91%	4.53%	3.18%	2.57%	3.14%	5.75%	2.91%	4.94%	4.53%	2.74%	4.25%	9.98%	5.84%	7.94%
II	30.29%	26.21%	29.56%	32.76%	34.32%	32.95%	31.91%	33.50%	32.01%	42.41%	37.18%	40.92%	32.75%	31.22%	32.51%	29.36%	26.92%	28.16%
IIIA	21.56%	23.76%	21.95%	19.99%	27.96%	20.96%	24.90%	32.19%	25.37%	24.94%	26.35%	25.34%	21.95%	25.85%	22.58%	14.38%	16.24%	15.30%
IIIB	22.93%	25.71%	23.42%	27.48%	23.17%	26.95%	27.67%	21.98%	27.30%	18.13%	21.81%	19.18%	24.55%	23.95%	24.45%	15.95%	20.69%	18.28%
IV	17.18%	19.23%	17.54%	12.86%	10.32%	12.55%	10.60%	8.30%	10.45%	6.13%	9.03%	6.96%	13.50%	14.02%	13.58%	20.39%	21.70%	21.03%
V	3.53%	2.51%	3.35%	2.16%	1.33%	2.06%	1.75%	1.46%	1.73%	2.64%	2.72%	2.66%	2.72%	2.22%	2.64%	9.93%	8.61%	9.28%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-7. FY 1991 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race

AFQT CATEGORY	SERVICE												TOTAL DoD		
	ARMY			NAVY			MARINE CORPS			AIR FORCE					
	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
I	6,197	156	250	4,993	126	185	1,485	48	78	2,440	64	77	15,115	394	590
II	40,149	4,316	2,365	34,223	2,803	1,596	14,221	1,204	1,019	18,815	1,589	980	107,408	9,912	5,960
IIIA	26,055	6,457	2,263	19,883	3,525	1,159	10,128	1,737	1,167	10,801	1,725	718	66,867	13,444	5,307
IIIB	23,674	10,404	3,025	21,639	7,982	1,963	9,676	2,800	1,546	7,720	1,664	642	62,709	22,850	7,176
IV	13,116	11,606	3,070	7,718	5,611	1,382	3,077	1,613	677	2,199	1,104	333	26,110	19,934	5,462
V	2,504	1,991	815	1,320	679	410	596	211	82	1,167	148	75	5,587	3,029	1,382
TOTAL	111,695	34,930	11,788	89,776	20,726	6,695	39,183	7,613	4,569	43,142	6,294	2,825	283,796	69,563	25,877
b. Percent															
I	5.55%	0.45%	2.12%	5.56%	0.61%	2.76%	3.79%	0.63%	1.71%	5.66%	1.02%	2.73%	5.33%	0.57%	2.28%
II	35.95%	12.36%	20.06%	38.12%	13.52%	23.84%	36.29%	15.82%	22.30%	43.61%	25.25%	34.69%	37.85%	14.25%	23.03%
IIIA	23.33%	18.49%	19.20%	22.15%	17.01%	17.31%	25.85%	22.82%	25.54%	25.04%	27.41%	25.42%	23.56%	19.33%	20.51%
IIIB	21.20%	29.79%	25.66%	24.10%	38.51%	29.32%	24.69%	36.78%	33.84%	17.89%	26.44%	22.73%	22.10%	32.85%	27.73%
IV	11.74%	33.23%	26.04%	8.60%	27.07%	20.64%	7.85%	21.19%	14.82%	5.10%	17.54%	11.79%	9.20%	28.66%	21.11%
V	2.24%	5.70%	6.91%	1.47%	3.28%	6.12%	1.52%	2.77%	1.79%	2.71%	2.35%	2.65%	1.97%	4.35%	5.34%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-8. FY 1991 Applicants* for Active Component Enlistment by AFQT Category, Service, and Hispanic Background with Civilian Comparison Group

AFQT CATEGORY	SERVICE								TOTAL DoD		1980 CIVILIANS 18-23	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number												
I	99	6,504	236	5,068	46	1,565	44	2,537	425	15,674	28,859	1,989,314
II	1,993	44,837	3,060	35,562	969	15,475	703	20,681	6,725	116,555	194,080	6,961,709
IIIA	2,245	32,530	2,588	21,979	1,234	11,798	569	12,675	6,636	78,982	145,306	3,740,676
IIIB	3,204	33,899	3,473	28,111	1,527	12,495	500	9,526	8,704	84,031	263,208	4,382,823
IV	3,557	24,235	1,821	12,890	670	4,697	240	3,396	6,288	45,218	548,561	4,795,932
V	853	4,457	257	2,152	62	827	38	1,352	1,210	8,788	363,669	1,994,384
TOTAL	11,951	146,462	11,435	105,762	4,508	46,857	2,094	50,167	29,988	349,248	1,544,183	23,864,838
b. Percent												
I	0.83%	4.44%	2.06%	4.79%	1.02%	3.34%	2.10%	5.06%	1.42%	4.49%	1.87%	8.34%
II	16.68%	30.61%	26.76%	33.62%	21.50%	33.03%	33.57%	41.22%	22.43%	33.37%	12.57%	29.17%
IIIA	18.79%	22.21%	22.63%	20.78%	27.37%	25.18%	27.17%	25.27%	22.13%	22.61%	9.44%	15.67%
IIIB	26.81%	23.15%	30.37%	26.58%	33.87%	26.67%	23.88%	18.99%	29.02%	24.06%	17.05%	18.37%
IV	29.76%	16.55%	15.92%	12.19%	14.86%	10.02%	11.46%	6.77%	20.97%	12.95%	35.52%	20.10%
V	7.14%	3.04%	2.25%	2.03%	1.38%	1.76%	1.81%	2.69%	4.03%	2.52%	23.55%	8.36%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

Columns may not add to totals due to rounding.

Table A-9. FY 1991 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS**		
EDUCATION	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
Tier 1, Regular																		
HS Graduates	120,046	27,358	147,404	95,333	13,827	109,160	46,074	3,251	49,325	36,430	14,616	51,046	297,883	59,052	356,935			
Tier 2, GED, Alt.																9,505,368	10,410,462	19,915,830
Credentials	5,045	283	5,328	6,244	378	6,622	868	32	900	655	215	870	12,812	908	13,720			
Tier 3, No																		
Credentials	5,166	515	5,681	1,284	131	1,415	1,074	66	1,140	264	81	345	7,788	793	8,581	2,524,998	2,129,938	4,654,936
TOTAL	130,257	28,156	158,413	102,861	14,336	117,197	48,016	3,349	51,365	37,349	14,912	52,261	318,483	60,753	379,236	12,030,366	12,540,400	24,570,766
b. Percent																		
Tier 1, Regular																		
HS Graduates	92.16%	97.17%	93.05%	92.68%	96.45%	93.14%	95.96%	97.07%	96.03%	97.54%	98.02%	97.68%	93.53%	97.20%	94.12%			
Tier 2, GED, Alt.																79.01%	83.02%	81.05%
Credentials	3.87%	1.01%	3.36%	6.07%	2.64%	5.65%	1.81%	0.96%	1.75%	1.75%	1.44%	1.66%	4.02%	1.49%	3.62%			
Tier 3, No																		
Credentials	3.97%	1.83%	3.59%	1.25%	0.91%	1.21%	2.24%	1.97%	2.22%	0.71%	0.54%	0.66%	2.45%	1.31%	2.26%	20.99%	16.98%	18.95%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.
** Civilian numbers and percentages combine tiers 1 and 2.
Columns may not add to totals due to rounding.

Table A-10. FY 1991 Applicants* for Active Component Enlistment by Education, Service, and Race with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS**		
EDUCATION	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number																		
Tier 1, Regular																		
HS Graduates	102,856	33,490	11,058	83,168	19,715	6,277	37,627	7,366	4,332	42,095	6,195	2,756	265,746	66,766	24,423			
Tier 2, GED, Alt.																16,397,740	2,634,817	883,272
Credentials	4,348	644	336	5,488	808	326	744	80	76	767	62	41	11,347	1,594	779			
Tier 3, No																		
Credentials	4,491	796	394	1,120	203	92	812	167	161	280	37	28	6,703	1,203	675	3,624,612	872,246	158,079
TOTAL	111,695	34,930	11,788	89,776	20,726	6,695	39,183	7,613	4,569	43,142	6,294	2,825	283,796	69,563	25,877	20,022,352	3,507,063	1,041,351
b. Percent																		
Tier 1, Regular																		
HS Graduates	92.09%	95.88%	93.81%	92.64%	95.12%	93.76%	96.03%	96.76%	94.81%	97.57%	98.43%	97.56%	93.64%	95.98%	94.38%			
Tier 2, GED, Alt.																81.90%	75.13%	84.82%
Credentials	3.89%	1.84%	2.85%	6.11%	3.90%	4.87%	1.90%	1.05%	1.66%	1.78%	0.99%	1.45%	4.00%	2.29%	3.01%			
Tier 3, No																		
Credentials	4.02%	2.28%	3.34%	1.25%	0.98%	1.37%	2.07%	2.19%	3.52%	0.65%	0.59%	0.99%	2.36%	1.73%	2.61%	18.10%	24.87%	15.18%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose initial application was in FY 1991.

** Civilian numbers and percentages combine tiers 1 and 2.
Columns may not add to totals due to rounding.

Table A-11. FY 1991 Applicants* for Active Component Enlistment by Education, Service, and Hispanic Background with Civilian Comparison Group

	SERVICE												
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		18-24 YR OLD CIVILIANS**		
EDUCATION	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Unknown/NA
a. Number													
Tier 1, Regular HS Graduates	11,121	136,283	10,407	98,753	4,267	45,058	2,035	49,011	27,830	329,105			
Tier 2, GED, Alt. Credentials	353	4,975	875	5,747	69	831	37	833	1,334	12,386	1,437,366	18,254,128	224,335
Tier 3, No Credentials	477	5,204	153	1,262	172	968	22	323	824	7,757	1,365,570	3,198,757	90,610
TOTAL	11,951	146,462	11,435	105,762	4,508	46,857	2,094	50,167	29,988	349,248	2,802,936	21,452,885	314,945
b. Percent													
Tier 1, Regular HS Graduates	93.1%	93.1%	91.0%	93.4%	94.7%	96.2%	97.2%	97.7%	92.8%	94.2%			
Tier 2, GED, Alt. Credentials	3.0%	3.4%	7.7%	5.4%	1.5%	1.8%	1.8%	1.7%	4.4%	3.5%	51.3%	85.1%	71.2%
Tier 3, No Credentials	4.0%	3.6%	1.3%	1.2%	3.8%	2.1%	1.1%	0.6%	2.7%	2.2%	48.7%	14.9%	28.8%
TOTAL	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

* Refers to NPS individuals whose initial application was in FY 1991.
** Civilian numbers and percentages combine tiers 1 and 2.
Columns may not add to totals due to rounding.

Table A-12. FY 1991 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Gender

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
ASVAB Examinees	130,450	28,076	158,526	102,542	14,293	116,835	47,833	3,323	51,156	36,779	14,613	51,392	317,604	60,305	377,909
Category I-IV	126,658	27,561	154,219	101,110	14,200	115,310	47,443	3,309	50,752	36,586	14,540	51,126	311,797	59,610	371,407
Category V	3,792	515	4,307	1,432	93	1,525	390	14	404	193	73	266	5,807	695	6,502
Medical Examinees	80,802	15,485	96,287	80,232	9,155	89,387	39,936	2,250	42,186	29,223	8,926	38,149	230,193	35,816	266,009
Passed	67,455	11,776	79,231	67,338	7,195	74,533	34,636	1,798	36,434	25,794	7,559	33,353	195,223	28,328	223,551
Incomplete	1,675	419	2,094	1,371	223	1,594	640	42	682	460	210	670	4,146	894	5,040
Temp. Disqual.	4,313	1,883	6,196	4,747	1,004	5,751	1,533	221	1,754	882	445	1,327	11,475	3,553	15,028
Perm. Disqual.	7,359	1,407	8,766	6,776	733	7,509	3,127	189	3,316	2,087	712	2,799	19,349	3,041	22,390
Moral Disqual.	4,115	1,253	5,368	2,027	181	2,208	1,745	89	1,834	715	223	938	8,602	1,746	10,348
DEP Entries	66,573	12,213	78,786	70,084	7,528	77,612	35,901	1,955	37,856	26,953	8,034	34,987	199,511	29,730	229,241
Accessions	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	97.09%	98.17%	97.28%	98.60%	99.35%	98.69%	99.18%	99.58%	99.21%	99.48%	99.50%	99.48%	98.17%	98.85%	98.28%
Category V	2.91%	1.83%	2.72%	1.40%	0.65%	1.31%	0.82%	0.42%	0.79%	0.52%	0.50%	0.52%	1.83%	1.15%	1.72%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	83.48%	76.05%	82.29%	83.93%	78.59%	83.38%	86.73%	79.91%	86.37%	88.27%	84.69%	87.43%	84.81%	79.09%	84.04%
Incomplete	2.07%	2.71%	2.17%	1.71%	2.44%	1.78%	1.60%	1.87%	1.62%	1.57%	2.35%	1.76%	1.80%	2.50%	1.89%
Temp. Disqual.	5.34%	12.16%	6.43%	5.92%	10.97%	6.43%	3.84%	9.82%	4.16%	3.02%	4.99%	3.48%	4.98%	9.92%	5.65%
Perm. Disqual.	9.11%	9.09%	9.10%	8.45%	8.01%	8.40%	7.83%	8.40%	7.86%	7.14%	7.98%	7.34%	8.41%	8.49%	8.42%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes for the FY 1991 cohort of applicants.

Table A-13. FY 1991 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Race

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
ASVAB Examinees	111,897	34,909	11,720	89,587	20,723	6,525	39,022	7,587	4,547	42,345	6,257	2,790	282,851	69,476	25,582
Category I-IV	110,145	33,109	10,965	88,889	20,143	6,278	38,825	7,437	4,490	42,212	6,162	2,752	280,071	66,851	24,485
Category V	1,752	1,800	755	698	580	247	197	150	57	133	95	38	2,780	2,625	1,097
Medical Examinees	72,087	18,197	6,003	71,159	14,040	4,188	33,314	5,317	3,555	32,798	3,542	1,809	209,358	41,096	15,555
Passed	59,325	14,987	4,919	59,360	11,789	3,384	28,823	4,577	3,034	28,692	3,079	1,582	176,200	34,432	12,919
Incomplete	1,580	395	119	1,253	257	84	517	104	61	567	77	26	3,917	833	290
Temp. Disqual.	4,540	1,226	430	4,685	764	302	1,376	200	178	1,125	131	71	11,726	2,321	981
Perm. Disqual.	6,642	1,589	535	5,861	1,230	418	2,598	436	282	2,414	255	130	17,515	3,510	1,365
Moral Disqual.	3,774	1,204	390	1,604	482	122	1,332	350	152	777	116	45	7,487	2,152	709
DEP Entries	59,034	14,818	4,934	61,683	12,470	3,459	29,966	4,683	3,207	30,027	3,286	1,674	180,710	35,257	13,274
Accessions	57,249	15,569	4,820	53,734	11,404	3,334	23,022	4,198	2,415	25,120	3,207	1,429	159,125	34,378	11,998
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	98.43%	94.84%	93.56%	99.22%	97.20%	96.21%	99.50%	98.02%	98.75%	99.69%	98.48%	98.64%	99.02%	96.22%	95.71%
Category V	1.57%	5.16%	6.44%	0.78%	2.80%	3.79%	0.50%	1.98%	1.25%	0.31%	1.52%	1.36%	0.98%	3.78%	4.29%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	82.30%	82.36%	81.94%	83.42%	83.97%	80.80%	86.52%	86.08%	85.34%	87.48%	86.93%	87.45%	84.16%	83.78%	83.05%
Incomplete	2.19%	2.17%	1.98%	1.76%	1.83%	2.01%	1.55%	1.96%	1.72%	1.73%	2.17%	1.44%	1.87%	2.03%	1.86%
Temp. Disqual.	6.30%	6.74%	7.16%	6.58%	5.44%	7.21%	4.13%	3.76%	5.01%	3.43%	3.70%	3.92%	5.60%	5.65%	6.31%
Perm. Disqual.	9.21%	8.73%	8.91%	8.24%	8.76%	9.98%	7.80%	8.20%	7.93%	7.36%	7.20%	7.19%	8.37%	8.54%	8.78%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes for the FY 1991 cohort of applicants.

Table A-14. FY 1991 NPS Applicants for Active Component Enlistment by Application Outcome, Service, and Hispanic Background

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Hispanic	Non-Hispanic	Total	Hispanic	Non-Hispanic	Total	Hispanic	Non-Hispanic	Total	Hispanic	Non-Hispanic	Total	Hispanic	Non-Hispanic	Total
a. Number															
ASVAB Examinees	11,914	146,612	158,526	11,434	105,401	116,835	4,507	46,649	51,156	2,082	49,310	51,392	29,937	347,972	377,909
Category I-IV	11,118	143,101	154,219	11,220	104,090	115,310	4,459	46,293	50,752	2,064	49,062	51,126	28,861	342,546	371,407
Category V	796	3,511	4,307	214	1,311	1,525	48	356	404	18	248	266	1,076	5,426	6,502
Medical Examinees	5,985	90,302	96,287	8,613	80,774	89,387	3,458	38,728	42,186	1,421	36,728	38,149	19,477	246,532	266,009
Passed	4,984	74,247	79,231	7,293	67,240	74,533	3,000	33,434	36,434	1,254	32,099	33,353	16,531	207,020	223,551
Incomplete	113	1,981	2,094	133	1,461	1,594	54	628	682	19	651	670	319	4,721	5,040
Temp. Disqual.	418	5,778	6,196	608	5,143	5,751	174	1,580	1,754	61	1,266	1,327	1,261	13,767	15,028
Perm. Disqual.	470	8,296	8,766	579	6,930	7,509	230	3,086	3,316	87	2,712	2,799	1,366	21,024	22,390
Moral Disqual.	326	5,042	5,368	214	1,994	2,208	151	1,683	1,834	32	906	938	723	9,625	10,348
DEP Entries	4,958	73,828	78,786	7,659	69,953	77,612	3,178	34,678	37,856	1,317	33,670	34,987	17,112	212,129	229,241
Accessions	4,748	72,890	77,638	6,647	61,825	68,472	2,447	27,188	29,635	1,066	28,690	29,756	14,908	190,593	205,501
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	93.32%	97.61%	97.28%	98.13%	98.76%	98.69%	98.93%	99.24%	99.21%	99.14%	99.50%	99.48%	96.41%	98.44%	98.28%
Category V	6.68%	2.39%	2.72%	1.87%	1.24%	1.31%	1.07%	0.76%	0.79%	0.86%	0.50%	0.52%	3.59%	1.56%	1.72%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	83.27%	82.22%	82.29%	84.67%	83.24%	83.38%	86.76%	86.33%	86.37%	88.25%	87.40%	87.43%	84.87%	83.97%	84.04%
Incomplete	1.89%	2.19%	2.17%	1.54%	1.81%	1.78%	1.56%	1.62%	1.62%	1.34%	1.77%	1.76%	1.64%	1.91%	1.89%
Temp. Disqual.	6.98%	6.40%	6.43%	7.06%	6.37%	6.43%	5.03%	4.08%	4.16%	4.29%	3.45%	3.48%	6.47%	5.58%	5.65%
Perm. Disqual.	7.85%	9.19%	9.10%	6.72%	8.58%	8.40%	6.65%	7.97%	7.86%	6.12%	7.38%	7.34%	7.01%	8.53%	8.42%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes for the FY 1991 cohort of applicants.

Table A-15. FY 1991 NPS Applicants for Active Component Enlistment in Educational Tier 1 by Application Outcome, Service, and Gender

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
ASVAB Examinees	120,257	27,280	147,537	95,013	13,785	108,798	45,895	3,228	49,123	35,885	14,327	50,212	297,050	58,620	355,670
Category I-IV	116,787	26,782	143,569	93,677	13,698	107,375	45,519	3,214	48,733	35,694	14,257	49,951	291,677	57,951	349,628
Category V	3,470	498	3,968	1,336	87	1,423	376	14	390	191	70	261	5,373	669	6,042
Medical Examinees	76,601	15,168	91,769	75,761	8,995	84,756	38,407	2,197	40,604	28,631	8,782	37,413	219,400	35,142	254,542
Passed	64,052	11,547	75,599	63,600	7,074	70,674	33,348	1,756	35,104	25,279	7,437	32,716	186,279	27,814	214,093
Incomplete	1,533	407	1,940	1,242	216	1,458	613	40	653	448	204	652	3,836	867	4,703
Temp. Disqual.	4,061	1,844	5,905	4,497	989	5,486	1,457	217	1,674	869	437	1,306	10,884	3,487	14,371
Perm. Disqual.	6,955	1,370	8,325	6,422	716	7,138	2,989	184	3,173	2,035	704	2,739	18,401	2,974	21,375
Moral Disqual.	3,870	1,216	5,086	1,806	178	1,984	1,637	84	1,721	703	221	924	8,016	1,699	9,715
DEP Entries	63,515	11,991	75,506	66,546	7,409	73,955	34,530	1,914	36,444	26,508	7,921	34,429	191,099	29,235	220,334
Accessions	64,541	11,259	75,800	59,316	6,390	65,706	27,351	1,602	28,953	23,058	6,385	29,443	174,266	25,636	199,902
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	97.11%	98.17%	97.31%	98.59%	99.37%	98.69%	99.18%	99.57%	99.21%	99.47%	99.51%	99.48%	98.19%	98.86%	98.30%
Category V	2.89%	1.83%	2.69%	1.41%	0.63%	1.31%	0.82%	0.43%	0.79%	0.53%	0.49%	0.52%	1.81%	1.14%	1.70%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	83.62%	76.13%	82.38%	83.95%	78.64%	83.39%	86.83%	79.93%	86.45%	88.29%	84.68%	87.45%	84.90%	79.15%	84.11%
Incomplete	2.00%	2.68%	2.11%	1.64%	2.40%	1.72%	1.60%	1.82%	1.61%	1.56%	2.32%	1.74%	1.75%	2.47%	1.85%
Temp. Disqual.	5.30%	12.16%	6.43%	5.94%	10.99%	6.47%	3.79%	9.88%	4.12%	3.04%	4.98%	3.49%	4.96%	9.92%	5.65%
Perm. Disqual.	9.08%	9.03%	9.07%	8.48%	7.96%	8.42%	7.78%	8.38%	7.81%	7.11%	8.02%	7.32%	8.39%	8.46%	8.40%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes for the FY 1991 cohort of applicants.

Table A-16. FY 1991 NPS Applicants for Active Component Enlistment in Educational Tier 2 by Application Outcome, Service, and Gender

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
ASVAB Examinees	5,043	281	5,324	6,249	376	6,625	869	32	901	631	207	838	12,792	896	13,688
Category I-IV	4,942	278	5,220	6,205	372	6,577	865	32	897	630	207	837	12,642	889	13,531
Category V	101	3	104	44	4	48	4	0	4	1	0	1	150	7	157
Medical Examinees	2,307	153	2,460	4,037	127	4,164	775	24	799	451	116	567	7,570	420	7,990
Passed	1,903	113	2,016	3,428	104	3,532	678	21	699	406	99	505	6,415	337	6,752
Incomplete	76	5	81	111	2	113	11	0	11	6	5	11	204	12	216
Temp. Disqual.	128	22	150	212	8	220	32	2	34	10	7	17	382	39	421
Perm. Disqual.	200	13	213	286	13	299	54	1	55	29	5	34	569	32	601
Moral Disqual.	77	8	85	177	2	179	57	2	59	10	1	11	321	13	334
DEP Entries	1,749	121	1,870	3,331	107	3,438	760	19	779	355	96	451	6,195	343	6,538
Accessions	1,497	4	1,501	2,683	2	2,685	611	4	615	218	64	282	5,009	74	5,083
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	98.00%	98.93%	98.05%	99.30%	98.94%	99.28%	99.54%	100.00%	99.56%	99.84%	100.00%	99.88%	98.83%	99.22%	98.85%
Category V	2.00%	1.07%	1.95%	0.70%	1.06%	0.72%	0.46%	0.00%	0.44%	0.16%	0.00%	0.12%	1.17%	0.78%	1.15%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	82.49%	73.86%	81.95%	84.91%	81.89%	84.82%	87.48%	87.50%	87.48%	90.02%	85.34%	89.07%	84.74%	80.24%	84.51%
Incomplete	3.29%	3.27%	3.29%	2.75%	1.57%	2.71%	1.42%	0.00%	1.38%	1.33%	4.31%	1.94%	2.69%	2.86%	2.70%
Temp. Disqual.	5.55%	14.38%	6.10%	5.25%	6.30%	5.28%	4.13%	8.33%	4.26%	2.22%	6.03%	3.00%	5.05%	9.29%	5.27%
Perm. Disqual.	8.67%	8.50%	8.66%	7.08%	10.24%	7.18%	6.97%	4.17%	6.88%	6.43%	4.31%	6.00%	7.52%	7.62%	7.52%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes of the FY 1991 cohort of applicants.

Table A-17. FY 1991 NPS Applicants for Active Component Enlistment in Educational Tier 3 by Application Outcome, Service, and Gender

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
ASVAB Examinees	5,150	515	5,665	1,280	132	1,412	1,069	63	1,132	263	79	342	7,762	789	8,551
Category I-IV	4,929	501	5,430	1,228	130	1,358	1,059	63	1,122	262	76	338	7,478	770	8,248
Category V	221	14	235	52	2	54	10	0	10	1	3	4	284	19	303
Medical Examinees	1,894	164	2,058	434	33	467	754	29	783	141	28	169	3,223	254	3,477
Passed	1,500	116	1,616	310	17	327	610	21	631	109	23	132	2,529	177	2,706
Incomplete	66	7	73	18	5	23	16	2	18	6	1	7	106	15	121
Temp. Disqual.	124	17	141	38	7	45	44	2	46	3	1	4	209	27	236
Perm. Disqual.	204	24	228	68	4	72	84	4	88	23	3	26	379	35	414
Moral Disqual.	168	29	197	44	1	45	51	3	54	2	1	3	265	34	299
DEP Entries	1,309	101	1,410	207	12	219	611	22	633	90	17	107	2,217	152	2,369
Accessions	334	3	337	79	2	81	67	0	67	28	3	31	508	8	516
b. Percent of ASVAB Examinees															
ASVAB Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Category I-IV	95.71%	97.28%	95.85%	95.94%	98.48%	96.18%	99.06%	100.00%	99.12%	99.62%	96.20%	98.83%	96.34%	97.59%	96.46%
Category V	4.29%	2.72%	4.15%	4.06%	1.52%	3.82%	0.94%	0.00%	0.88%	0.38%	3.80%	1.17%	3.66%	2.41%	3.54%
c. Percent of Medical Examinees															
Medical Examinees	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Passed	79.20%	70.73%	78.52%	71.43%	51.52%	70.02%	80.90%	72.41%	80.59%	77.30%	82.14%	78.11%	78.47%	69.69%	77.83%
Incomplete	3.48%	4.27%	3.55%	4.15%	15.15%	4.93%	2.12%	6.90%	2.30%	4.26%	3.57%	4.14%	3.29%	5.91%	3.48%
Temp. Disqual.	6.55%	10.37%	6.85%	8.76%	21.21%	9.64%	5.84%	6.90%	5.87%	2.13%	3.57%	2.37%	6.48%	10.63%	6.79%
Perm. Disqual.	10.77%	14.63%	11.08%	15.67%	12.12%	15.42%	11.14%	13.79%	11.24%	16.31%	10.71%	15.38%	11.76%	13.78%	11.91%

Columns may not add to totals due to rounding.

Entries represent outcomes during FY 1991, not outcomes for the FY 1991 cohort of applicants.

Table A-18. Process for FY1991 NPS Applicants by Census Region, Division, and State

CENSUS REGION CENSUS DIVISION STATE	APPLICANTS			MEDICAL EXAMS			Moral	DEP	
	Total	Cat I-IV	Cat V	Total	Passed	Failed	Disqualif.	Entries	Accessions
NORTHEAST REGION	**59,280**	**58,527**	**753**	**41,012**	**34,582**	**6,430**	**1,667**	**35,105**	**30,949**
New England Division	***15,595***	***15,442***	***153***	***10,834***	***9,252***	***1,582***	***473***	***9,287***	***8,421***
Maine	2,471	2,453	18	1,738	1,467	271	78	1,497	1,378
New Hampshire	1,717	1,708	9	1,318	1,149	169	48	1,156	1,105
Vermont	826	816	10	629	549	80	31	546	479
Massachusetts	6,369	6,301	68	4,290	3,605	685	184	3,613	3,240
Rhode Island	1,057	1,047	10	722	621	101	35	620	539
Connecticut	3,155	3,117	38	2,137	1,861	276	97	1,855	1,680
Middle Atlantic Division	***43,685***	***43,085***	***600***	***30,178***	***25,330***	***4,848***	***1,194***	***25,818***	***22,528***
New York	20,133	19,854	279	13,739	11,469	2,270	566	11,776	10,259
New Jersey	7,131	7,021	110	4,878	4,158	720	227	4,152	3,572
Pennsylvania	16,421	16,210	211	11,561	9,703	1,858	401	9,890	8,697
NORTH CENTRAL REGION	**86,311**	**85,186**	**1,125**	**63,730**	**53,868**	**9,862**	**2,600**	**55,555**	**50,828**
East North Central Division	***62,584***	***61,677***	***907***	***45,591***	***38,535***	***7,056***	***1,951***	***39,781***	***36,271***
Ohio	17,779	17,536	243	12,969	10,982	1,987	466	11,486	10,216
Indiana	8,681	8,554	127	6,311	5,233	1,078	284	5,424	5,201
Illinois	14,967	14,675	292	10,520	8,966	1,554	446	9,200	8,489
Michigan	15,355	15,152	203	11,531	9,758	1,773	546	9,926	8,929
Wisconsin	5,802	5,760	42	4,260	3,596	664	209	3,745	3,436
West North Central Division	***23,727***	***23,509***	***218***	***18,139***	***15,333***	***2,806***	***649***	***15,774***	***14,557***
Minnesota	4,670	4,629	41	3,663	3,102	561	174	3,074	2,849
Iowa	3,551	3,526	25	2,642	2,268	374	91	2,338	2,196
Missouri	7,804	7,728	76	5,966	5,063	903	165	5,224	4,750
North Dakota	796	791	5	673	520	153	31	551	532
South Dakota	1,076	1,069	7	907	765	142	32	798	803
Nebraska	2,544	2,514	30	1,961	1,647	314	69	1,701	1,568
Kansas	3,286	3,252	34	2,327	1,968	359	87	2,088	1,859

Table A-18 (Continued). Process for FY1991 NPS Applicants by Census Region, Division, and State

CENSUS REGION / CENSUS DIVISION / STATE	APPLICANTS			MEDICAL EXAMS			Moral	DEP	
	Total	Cat I-IV	Cat V	Total	Passed	Failed	Disqualif.	Entries	Accessions
SOUTH REGION	**154,367**	**151,588**	**2,779**	**109,199**	**91,952**	**17,247**	**4,114**	**93,737**	**83,159**
South Atlantic Division	***79,529***	***78,250***	***1,279***	***53,848***	***45,471***	***8,377***	***2,368***	***46,236***	***40,620***
Delaware	983	964	19	653	552	101	37	584	489
Maryland	6,119	6,036	83	4,500	3,804	696	234	3,857	3,379
D.C.	545	534	11	313	270	43	30	262	248
Virginia	10,939	10,789	150	7,546	6,435	1,111	235	6,321	5,413
West Virginia	3,426	3,386	40	2,554	2,165	389	71	2,248	2,014
North Carolina	12,979	12,733	246	8,531	7,240	1,291	423	7,392	6,597
South Carolina	7,881	7,726	155	5,003	4,136	867	196	4,225	3,797
Georgia	12,050	11,870	180	8,464	7,011	1,453	366	7,072	6,189
Florida	24,607	24,212	395	16,284	13,858	2,426	776	14,275	12,494
East South Central Division	***26,758***	***26,086***	***672***	***18,939***	***15,857***	***3,082***	***575***	***16,069***	***14,334***
Kentucky	5,733	5,641	92	4,254	3,621	633	140	3,738	3,192
Tennessee	7,772	7,611	161	6,039	4,853	1,186	201	5,000	4,335
Alabama	7,749	7,533	216	5,258	4,561	697	172	4,494	4,154
Mississippi	5,504	5,301	203	3,388	2,822	566	62	2,837	2,653
West South Central Division	***48,080***	***47,252***	***828***	***36,412***	***30,624***	***5,788***	***1,171***	***31,432***	***28,205***
Arkansas	4,478	4,377	101	3,486	2,955	531	115	2,981	2,857
Louisiana	8,046	7,886	160	5,899	5,051	848	155	5,200	4,744
Oklahoma	5,188	5,098	90	4,043	3,390	653	120	3,505	3,231
Texas	30,368	29,891	477	22,984	19,228	3,756	781	19,746	17,373

Table A-18 (Continued). Process for FY1991 NPS Applicants by Census Region, Division, and State

CENSUS REGION CENSUS DIVISION STATE	APPLICANTS Total	 Cat I-IV	 Cat V	MEDICAL EXAMS Total	 Passed	 Failed	Moral Disqualif.	DEP Entries	Accessions
WEST REGION	**74,229**	**72,910**	**1,319**	**50,817**	**42,117**	**8,700**	**1,907**	**43,775**	**38,759**
Mountain Division	***23,284***	***23,041***	***243***	***16,959***	***14,221***	***2,738***	***645***	***14,531***	***13,017***
Montana	1,591	1,582	9	1,248	1,043	205	51	1,102	1,028
Idaho	1,675	1,666	9	1,259	1,066	193	45	1,084	1,040
Wyoming	867	860	7	734	628	106	19	634	598
Colorado	5,742	5,688	54	4,141	3,555	586	149	3,556	3,267
New Mexico	3,029	2,986	43	2,199	1,835	364	83	1,865	1,674
Arizona	6,636	6,566	70	4,701	3,866	835	186	4,003	3,363
Utah	1,713	1,693	20	1,307	1,086	221	67	1,081	1,007
Nevada	2,031	2,000	31	1,370	1,142	228	45	1,206	1,040
Pacific Division	***50,945***	***49,869***	***1,076***	***33,858***	***27,896***	***5,962***	***1,262***	***29,244***	***25,742***
Washington	7,565	7,473	92	5,409	4,488	921	205	4,679	4,271
Oregon	4,962	4,918	44	3,751	3,132	619	189	3,284	2,943
California	36,633	35,755	878	23,585	19,407	4,178	826	20,387	17,646
Alaska	615	605	10	485	397	88	19	412	394
Hawaii	1,170	1,118	52	628	472	156	23	482	488
UNITED STATES SUBTOTAL	**374,187**	**368,211**	**5,976**	**264,758**	**222,519**	**42,239**	**10,288**	**228,172**	**203,695**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**3,722**	**3,196**	**526**	**1,251**	**1,032**	**219**	**60**	**1,069**	**1,806**
TOTAL	**377,909**	**371,407**	**6,502**	**266,009**	**223,551**	**42,458**	**10,348**	**229,241**	**205,501**

Entries represent outcomes during FY 1991, not outcomes for FY 1991 cohort of applicants.

Appendix B - Tables: Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table B-1. FY 1991 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			17-35 YR OLD CIVILIANS		
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
17	2,504	369	2,873	2,674	251	2,925	884	80	964	642	243	885	6,704	943	7,647	1,691,234	1,591,884	3,283,118
18	18,508	2,781	21,289	20,456	1,884	22,340	10,763	660	11,423	7,631	2,149	9,780	57,358	7,474	64,832	1,630,150	1,637,347	3,267,497
19	14,966	2,445	17,411	14,997	1,408	16,405	7,471	332	7,803	5,765	1,412	7,177	43,199	5,597	48,796	1,708,407	1,723,696	3,432,103
20	9,134	1,470	10,604	8,407	923	9,330	3,509	177	3,686	3,555	973	4,528	24,605	3,543	28,148	1,743,447	1,888,483	3,631,930
21	5,515	979	6,494	4,594	550	5,144	1,766	115	1,881	2,097	528	2,625	13,972	2,172	16,144	1,735,773	1,967,944	3,703,717
22	3,700	708	4,408	2,862	358	3,220	1,088	75	1,163	1,284	361	1,645	8,934	1,502	10,436	1,804,067	1,655,722	3,459,789
23	2,852	505	3,357	2,087	227	2,314	769	44	813	881	305	1,186	6,589	1,081	7,670	1,710,171	1,818,808	3,528,979
24	2,283	390	2,673	1,695	168	1,863	523	26	549	587	172	759	5,088	756	5,844	1,698,350	1,848,399	3,546,749
25+	6,910	1,619	8,529	4,306	625	4,931	1,256	97	1,353	862	309	1,171	13,334	2,650	15,984	23,005,948	23,671,779	46,677,727
TOTAL	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501	36,727,547	37,804,062	74,531,609
b. Percent																		
17	3.77%	3.28%	3.70%	4.31%	3.93%	4.27%	3.15%	4.98%	3.25%	2.75%	3.77%	2.97%	3.73%	3.67%	3.72%	4.60%	4.21%	4.41%
18	27.89%	24.68%	27.42%	32.95%	29.47%	32.63%	38.40%	41.10%	38.55%	32.75%	33.31%	32.87%	31.90%	29.06%	31.55%	4.44%	4.33%	4.38%
19	22.55%	21.70%	22.43%	24.16%	22.02%	23.96%	26.65%	20.67%	26.33%	24.74%	21.88%	24.12%	24.03%	21.76%	23.74%	4.65%	4.56%	4.60%
20	13.76%	13.05%	13.66%	13.54%	14.44%	13.63%	12.52%	11.02%	12.44%	15.25%	15.08%	15.22%	13.69%	13.78%	13.70%	4.75%	5.00%	4.87%
21	8.31%	8.69%	8.36%	7.40%	8.60%	7.51%	6.30%	7.16%	6.35%	9.00%	8.18%	8.82%	7.77%	8.45%	7.86%	4.73%	5.21%	4.97%
22	5.57%	6.28%	5.68%	4.61%	5.60%	4.70%	3.88%	4.67%	3.92%	5.51%	5.60%	5.53%	4.97%	5.84%	5.08%	4.91%	4.38%	4.64%
23	4.30%	4.48%	4.32%	3.36%	3.55%	3.38%	2.74%	2.74%	2.74%	3.78%	4.73%	3.99%	3.66%	4.20%	3.73%	4.66%	4.81%	4.73%
24	3.44%	3.46%	3.44%	2.73%	2.63%	2.72%	1.87%	1.62%	1.85%	2.52%	2.67%	2.55%	2.83%	2.94%	2.84%	4.62%	4.89%	4.76%
25+	10.41%	14.37%	10.99%	6.94%	9.77%	7.20%	4.48%	6.04%	4.57%	3.70%	4.79%	3.94%	7.42%	10.30%	7.78%	62.64%	62.62%	62.63%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-2. FY 1991 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
17	64	14	78	6,640	929	7,569	6,704	943	7,647	31,789
18	1,277	214	1,491	56,081	7,260	63,341	57,358	7,474	64,832	107,097
19	2,205	364	2,569	40,994	5,233	46,227	43,199	5,597	48,796	285,443
20	2,313	432	2,745	22,292	3,111	25,403	24,605	3,543	28,148	485,987
21	1,992	347	2,339	11,980	1,825	13,805	13,972	2,172	16,144	682,700
22	1,784	323	2,107	7,150	1,179	8,329	8,934	1,502	10,436	833,369
23	1,658	301	1,959	4,931	780	5,711	6,589	1,081	7,670	1,138,853
24	1,470	234	1,704	3,618	522	4,140	5,088	756	5,844	1,424,708
25	1,189	202	1,391	2,357	431	2,788	3,546	633	4,179	1,636,270
26	892	162	1,054	1,712	360	2,072	2,604	522	3,126	1,972,493
27	734	115	849	1,188	248	1,436	1,922	363	2,285	2,181,134
28	555	108	663	876	161	1,037	1,431	269	1,700	2,497,799
29	396	88	484	555	127	682	951	215	1,166	2,692,068
30	320	64	384	461	89	550	781	153	934	2,941,130
31	267	47	314	362	79	441	629	126	755	3,057,839
32	203	58	261	258	59	317	461	117	578	3,161,369
33	179	43	222	231	54	285	410	97	507	3,188,539
34	159	59	218	222	60	282	381	119	500	3,198,104
35	48	15	63	57	11	68	105	26	131	3,132,535
36+	73	3	76	40	7	47	113	10	123	0
TOTAL	17,778	3,193	20,971	162,005	22,525	184,530	179,783	25,718	205,501	34,649,226

Table B-2 (Continued). FY 1991 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
17	0.36%	0.44%	0.37%	4.10%	4.12%	4.10%	3.73%	3.67%	3.72%	0.09%
18	7.18%	6.70%	7.11%	34.62%	32.23%	34.33%	31.90%	29.06%	31.55%	0.31%
19	12.40%	11.40%	12.25%	25.30%	23.23%	25.05%	24.03%	21.76%	23.74%	0.82%
20	13.01%	13.53%	13.09%	13.76%	13.81%	13.77%	13.69%	13.78%	13.70%	1.40%
21	11.20%	10.87%	11.15%	7.39%	8.10%	7.48%	7.77%	8.45%	7.86%	1.97%
22	10.03%	10.12%	10.05%	4.41%	5.23%	4.51%	4.97%	5.84%	5.08%	2.41%
23	9.33%	9.43%	9.34%	3.04%	3.46%	3.09%	3.66%	4.20%	3.73%	3.29%
24	8.27%	7.33%	8.13%	2.23%	2.32%	2.24%	2.83%	2.94%	2.84%	4.11%
25	6.69%	6.33%	6.63%	1.45%	1.91%	1.51%	1.97%	2.46%	2.03%	4.72%
26	5.02%	5.07%	5.03%	1.06%	1.60%	1.12%	1.45%	2.03%	1.52%	5.69%
27	4.13%	3.60%	4.05%	0.73%	1.10%	0.78%	1.07%	1.41%	1.11%	6.29%
28	3.12%	3.38%	3.16%	0.54%	0.71%	0.56%	0.80%	1.05%	0.83%	7.21%
29	2.23%	2.76%	2.31%	0.34%	0.56%	0.37%	0.53%	0.84%	0.57%	7.77%
30	1.80%	2.00%	1.83%	0.28%	0.40%	0.30%	0.43%	0.59%	0.45%	8.49%
31	1.50%	1.47%	1.50%	0.22%	0.35%	0.24%	0.35%	0.49%	0.37%	8.83%
32	1.14%	1.82%	1.24%	0.16%	0.26%	0.17%	0.26%	0.45%	0.28%	9.12%
33	1.01%	1.35%	1.06%	0.14%	0.24%	0.15%	0.23%	0.38%	0.25%	9.20%
34	0.89%	1.85%	1.04%	0.14%	0.27%	0.15%	0.21%	0.46%	0.24%	9.23%
35	0.27%	0.47%	0.30%	0.04%	0.05%	0.04%	0.06%	0.10%	0.06%	9.04%
36+	0.41%	0.09%	0.36%	0.02%	0.03%	0.03%	0.06%	0.04%	0.06%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-3. FY 1991 NPS Active Component Enlisted Accessions by Race, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS		
RACE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	50,418	6,831	57,249	48,955	4,779	53,734	21,904	1,118	23,022	20,010	5,110	25,120	141,287	17,838	159,125	9,879,040	10,143,312	20,022,352
Black	11,862	3,707	15,569	10,067	1,337	11,404	3,874	324	4,198	2,191	1,016	3,207	27,994	6,384	34,378	1,635,827	1,871,236	3,507,063
Other	4,092	728	4,820	3,056	278	3,334	2,251	164	2,415	1,103	326	1,429	10,502	1,496	11,998	515,499	525,852	1,041,351
TOTAL	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501	12,030,366	12,540,400	24,570,766
b. Percent																		
White	75.96%	60.63%	73.74%	78.86%	74.74%	78.48%	78.15%	69.61%	77.69%	85.87%	79.20%	84.42%	78.59%	69.36%	77.43%	82.12%	80.89%	81.49%
Black	17.87%	32.90%	20.05%	16.22%	20.91%	16.65%	13.82%	20.17%	14.17%	9.40%	15.75%	10.78%	15.57%	24.82%	16.73%	13.60%	14.92%	14.27%
Other	6.17%	6.46%	6.21%	4.92%	4.35%	4.87%	8.03%	10.21%	8.15%	4.73%	5.05%	4.80%	5.84%	5.82%	5.84%	4.28%	4.19%	4.24%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-4. FY 1991 NPS Active Component Enlisted Accessions by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	1,729	2.23%	2,144	3.13%	1,423	4.80%	314	1.06%	5,610	2.73%
PUERTO RICAN	931	1.20%	591	0.86%	221	0.75%	109	0.37%	1,852	0.90%
CUBAN	37	0.05%	91	0.13%	7	0.02%	4	0.01%	139	0.07%
LATIN AMER.	327	0.42%	270	0.39%	103	0.35%	43	0.14%	743	0.36%
OTHER HISP.	1,724	2.22%	3,551	5.19%	693	2.34%	596	2.00%	6,564	3.19%
ALEUTIAN	[illegible]	0.00%	4	0.01%	1	0.00%	3	0.01%	10	0.00%
ESKIMO	18	0.02%	6	0.01%	4	0.01%	3	0.01%	31	0.02%
N. AMER. INDIAN	518	0.67%	489	0.71%	326	1.10%	127	0.43%	1,460	0.71%
CHINESE	49	0.06%	46	0.07%	11	0.04%	14	0.05%	120	0.06%
JAPANESE	54	0.07%	55	0.08%	17	0.06%	28	0.09%	154	0.07%
KOREAN	197	0.25%	122	0.18%	43	0.15%	38	0.13%	400	0.19%
INDIAN	25	0.03%	23	0.03%	8	0.03%	10	0.03%	66	0.03%
FILIPINO	383	0.49%	1,154	1.69%	135	0.46%	229	0.77%	1,901	0.93%
VIETNAMESE	109	0.14%	148	0.22%	27	0.09%	21	0.07%	305	0.15%
OTHER ASIAN	274	0.35%	276	0.40%	99	0.33%	163	0.55%	812	0.40%
MELANESIAN	16	0.02%	0	0.00%	2	0.01%	0	0.00%	18	0.01%
MICRONESIAN	60	0.08%	13	0.02%	17	0.06%	2	0.01%	92	0.04%
POLYNESIAN	77	0.10%	36	0.05%	11	0.04%	8	0.03%	132	0.06%
OTHER PACIFIC	53	0.07%	38	0.06%	19	0.06%	10	0.03%	120	0.06%
OTHER/NONE	70,853	91.26%	59,403	86.76%	26,451	89.26%	28,021	94.17%	184,728	89.89%
UNKNOWN	202	0.26%	12	0.02%	17	0.06%	13	0.04%	244	0.12%
TOTAL	77,638	100.00%	68,472	100.00%	29,635	100.00%	29,756	100.00%	205,501	100.00%

Columns may not add to totals due to rounding.

Table B-5. FY 1991 NPS Active Component Enlisted Accessions by Hispanic Background, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS		
ETHNICITY	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
Hispanic	4,150	598	4,748	5,919	728	6,647	2,301	146	2,447	818	248	1,066	13,188	1,720	14,908	1,508,136	1,294,800	2,802,936
Non-Hisp.	62,222	10,668	72,890	56,159	5,666	61,825	25,728	1,460	27,188	22,486	6,204	28,690	166,595	23,998	190,593	10,387,971	11,064,914	21,452,885
Unk./NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	134,259	180,686	314,945
TOTAL	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501	12,030,366	12,540,400	24,570,766
b. Percent																		
Hispanic	6.25%	5.31%	6.12%	9.53%	11.39%	9.71%	8.21%	9.09%	8.26%	3.51%	3.84%	3.58%	7.34%	6.69%	7.25%	12.54%	10.33%	11.41%
Non-Hisp.	93.75%	94.69%	93.88%	90.47%	88.61%	90.29%	91.79%	90.91%	91.74%	96.49%	96.16%	96.42%	92.66%	93.31%	92.75%	86.35%	88.23%	87.31%
Unk./NA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.12%	1.44%	1.28%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-6. FY 1991 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

AFQT	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			1980 CIVILIANS 18-23		
CATEGORY	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
I	3,306	331	3,637	2,869	198	3,067	958	61	1,019	1,539	265	1,804	8,672	855	9,527	1,286,646	731,527	2,018,173
II	26,040	3,950	29,990	22,239	2,549	24,788	9,864	681	10,545	11,271	3,100	14,371	69,414	10,280	79,694	3,785,416	3,370,373	7,155,789
IIIA	19,873	4,330	24,203	14,309	2,299	16,608	8,063	721	8,784	6,923	2,355	9,278	49,168	9,705	58,873	1,853,499	2,032,982	3,886,481
IIIB	16,088	2,578	18,666	21,085	1,304	22,389	9,080	141	9,221	3,522	723	4,245	49,775	4,746	54,521	2,056,399	2,589,632	4,646,031
IV	674	3	677	308	4	312	40	0	40	41	5	46	1,063	12	1,075	2,628,481	2,716,012	5,344,493
V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,280,715	1,077,339	2,358,054
Other/Unk.	391	74	465	1,268	40	1,308	24	2	26	8	4	12	1,691	120	1,811	0	0	0
TOTAL	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501	12,891,156	12,517,865	25,409,021
b. Percent																		
I	4.98%	2.94%	4.68%	4.62%	3.10%	4.48%	3.42%	3.80%	3.44%	6.60%	4.11%	6.06%	4.82%	3.32%	4.64%	9.98%	5.84%	7.94%
II	39.23%	35.06%	38.63%	35.82%	39.87%	36.20%	35.19%	42.40%	35.58%	48.37%	48.05%	48.30%	38.61%	39.97%	38.78%	29.36%	26.92%	28.16%
IIIA	29.94%	38.43%	31.17%	23.05%	35.96%	24.26%	28.77%	44.89%	29.64%	29.71%	36.50%	31.18%	27.35%	37.74%	28.65%	14.38%	16.24%	15.30%
IIIB	24.24%	22.88%	24.04%	33.97%	20.39%	32.70%	32.40%	8.78%	31.12%	15.11%	11.21%	14.27%	27.69%	18.45%	26.53%	15.95%	20.69%	18.28%
IV	1.02%	0.03%	0.87%	0.50%	0.06%	0.46%	0.14%	0.00%	0.13%	0.18%	0.08%	0.15%	0.59%	0.05%	0.52%	20.39%	21.70%	21.03%
V	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.93%	8.61%	9.28%
Other/Unk.	0.59%	0.66%	0.60%	2.04%	0.63%	1.91%	0.09%	0.12%	0.09%	0.03%	0.06%	0.04%	0.94%	0.47%	0.88%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-7. FY 1991 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race

AFQT	SERVICE												TOTAL DoD		
	ARMY			NAVY			MARINE CORPS			AIR FORCE					
CATEGORY	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
I	3,427	95	115	2,893	89	85	948	28	43	1,707	45	52	8,975	257	295
II	25,331	3,178	1,481	22,008	1,896	884	9,145	758	642	12,482	1,245	644	68,966	7,077	3,651
IIIA	17,186	5,472	1,545	13,220	2,689	699	6,828	1,234	722	7,384	1,392	502	44,618	10,787	3,468
IIIB	10,659	6,417	1,590	14,662	6,469	1,258	6,056	2,160	1,005	3,496	521	228	34,873	15,567	4,081
IV	335	278	64	156	132	24	26	12	2	39	4	3	556	426	93
V	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other/Unk.	311	129	25	795	129	384	19	6	1	12	0	0	1,137	264	410
TOTAL	57,249	15,569	4,820	53,734	11,404	3,334	23,022	4,198	2,415	25,120	3,207	1,429	159,125	34,378	11,998
b. Percent															
I	5.99%	0.61%	2.39%	5.38%	0.78%	2.55%	4.12%	0.67%	1.78%	6.80%	1.40%	3.64%	5.64%	0.75%	2.46%
II	44.25%	20.41%	30.73%	40.96%	16.63%	26.51%	39.72%	18.06%	26.58%	49.69%	38.82%	45.07%	43.34%	20.59%	30.43%
IIIA	30.02%	35.15%	32.05%	24.60%	23.58%	20.97%	29.66%	29.39%	29.90%	29.39%	43.41%	35.13%	28.04%	31.38%	28.90%
IIIB	18.62%	41.22%	32.99%	27.29%	56.73%	37.73%	26.31%	51.45%	41.61%	13.92%	16.25%	15.96%	21.92%	45.28%	34.01%
IV	0.59%	1.79%	1.33%	0.29%	1.16%	0.72%	0.11%	0.29%	0.08%	0.16%	0.12%	0.21%	0.35%	1.24%	0.78%
V	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Other/Unk.	0.54%	0.83%	0.52%	1.48%	1.13%	11.52%	0.08%	0.14%	0.04%	0.05%	0.00%	0.00%	0.71%	0.77%	3.42%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-8. FY 1991 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Hispanic Background with Civilian Comparison Group

AFQT CATEGORY	SERVICE								TOTAL DoD		1980 CIVILIANS 18-23	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number												
I	61	3,576	163	2,904	23	996	24	1,780	271	9,256	28,859	1,989,314
II	1,202	28,788	2,180	22,608	616	9,929	480	13,891	4,478	75,216	194,080	6,961,709
IIIA	1,668	22,535	1,864	14,744	793	7,991	392	8,886	4,717	54,156	145,806	3,740,676
IIIB	1,738	16,928	2,353	20,036	1,011	8,210	168	4,077	5,270	49,251	263,208	4,382,823
IV	62	615	36	276	3	37	2	44	103	972	548,561	4,795,932
V	0	0	0	0	0	0	0	0	0	0	363,669	1,994,384
Other/Unk.	17	448	51	1,257	1	25	0	12	69	1,742	0	0
TOTAL	4,748	72,890	6,647	61,825	2,447	27,188	1,066	28,690	14,908	190,593	1,544,183	23,864,838
b. Percent												
I	1.28%	4.91%	2.45%	4.70%	0.94%	3.66%	2.25%	6.20%	1.82%	4.86%	1.87%	8.34%
II	25.32%	39.50%	32.80%	36.57%	25.17%	36.52%	45.03%	48.42%	30.04%	39.46%	12.57%	29.17%
IIIA	35.13%	30.92%	28.04%	23.85%	32.41%	29.39%	36.77%	30.97%	31.64%	28.41%	9.44%	15.67%
IIIB	36.60%	23.22%	35.40%	32.41%	41.32%	30.20%	15.76%	14.21%	35.35%	25.84%	17.05%	18.37%
IV	1.31%	0.84%	0.54%	0.45%	0.12%	0.14%	0.19%	0.15%	0.69%	0.51%	35.52%	20.10%
V	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	23.55%	8.36%
Other/Unk.	0.36%	0.61%	0.77%	2.03%	0.04%	0.09%	0.00%	0.04%	0.46%	0.91%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-9. FY 1991 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS*		
EDUCATION	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
Tier 1, Regular HS Graduates	64,541	11,259	75,800	59,316	6,390	65,706	27,351	1,602	28,953	23,058	6,385	29,443	174,266	25,636	199,902			
Tier 2, GED, Alt. Credentials	1,497	4	1,501	2,683	2	2,685	611	4	615	218	64	282	5,009	74	5,083	9,505,368	10,410,462	19,915,830
Tier 3, No Credentials	334	3	337	79	2	81	67	0	67	28	3	31	508	8	516	2,524,998	2,129,938	4,654,936
TOTAL	66,372	11,266	77,638	62,078	6,394	68,472	28,029	1,606	29,635	23,304	6,452	29,756	179,783	25,718	205,501	12,030,366	12,540,400	24,570,766
b. Percent																		
Tier 1, Regular HS Graduates	97.24%	99.94%	97.63%	95.55%	99.94%	95.96%	97.58%	99.75%	97.70%	98.94%	98.96%	98.95%	96.93%	99.68%	97.28%			
Tier 2, GED, Alt. Credentials	2.26%	0.04%	1.93%	4.32%	0.03%	3.92%	2.18%	0.25%	2.08%	0.94%	0.99%	0.95%	2.79%	0.29%	2.47%	79.01%	83.02%	81.05%
Tier 3, No Credentials	0.50%	0.03%	0.43%	0.13%	0.03%	0.12%	0.24%	0.00%	0.23%	0.12%	0.05%	0.10%	0.28%	0.03%	0.25%	20.99%	16.98%	18.95%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Columns may not add to totals due to rounding.

Table B-10. FY 1991 NPS Active Component Enlisted Accessions by Education, Service, and Race with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-24 YR OLD CIVILIANS*		
EDUCATION	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number																		
Tier 1, Regular HS Graduates	55,646	15,425	4,729	51,382	11,068	3,256	22,469	4,111	2,373	24,854	3,183	1,406	154,351	33,787	11,764			
Tier 2, GED, Alt. Credentials	1,308	125	68	2,287	325	73	499	83	33	240	21	21	4,334	554	195	16,397,740	2,634,817	883,272
Tier 3, No Credentials	295	19	23	65	11	5	54	4	9	26	3	2	440	37	39	3,624,612	872,246	158,079
TOTAL	57,249	15,569	4,820	53,734	11,404	3,334	23,022	4,198	2,415	25,120	3,207	1,429	159,125	34,378	11,998	20,022,352	3,507,063	1,041,351
b. Percent																		
Tier 1, Regular HS Graduates	97.20%	99.08%	98.11%	95.62%	97.05%	97.66%	97.60%	97.93%	98.26%	98.94%	99.25%	98.39%	97.00%	98.28%	98.05%			
Tier 2, GED, Alt. Credentials	2.28%	0.80%	1.41%	4.26%	2.85%	2.19%	2.17%	1.98%	1.37%	0.96%	0.65%	1.47%	2.72%	1.61%	1.63%	81.90%	75.13%	84.82%
Tier 3, No Credentials	0.52%	0.12%	0.48%	0.12%	0.10%	0.15%	0.23%	0.10%	0.37%	0.10%	0.09%	0.14%	0.28%	0.11%	0.33%	18.10%	24.87%	15.18%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.
Columns may not add to totals due to rounding.

Table B-11. FY 1991 NPS Active Component Enlisted Accessions by Education, Service, and Hispanic Background with Civilian Comparison Group

	SERVICE												
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		18-24 YR OLD CIVILIANS*		
EDUCATION	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Unknown/NA
a. Number													
Tier 1, Regular HS Graduates	4,665	71,135	6,108	59,598	2,413	26,540	1,040	28,403	14,226	185,676			
Tier 2, GED, Alt. Credentials	59	1,442	527	2,158	26	589	25	257	637	4,446	1,437,366	18,254,128	224,335
Tier 3, No Credentials	24	313	12	69	8	59	1	30	45	471	1,365,570	3,198,757	90,610
TOTAL	4,748	72,890	6,647	61,825	2,447	27,188	1,066	28,690	14,908	190,593	2,802,936	21,452,885	314,945
b. Percent													
Tier 1, Regular HS Graduates	98.25%	97.59%	91.89%	96.40%	98.61%	97.62%	97.56%	99.00%	95.43%	97.42%			
Tier 2, GED, Alt. Credentials	1.24%	1.98%	7.93%	3.49%	1.06%	2.17%	2.35%	0.90%	4.27%	2.33%	51.28%	85.09%	71.23%
Tier 3, No Credentials	0.51%	0.43%	0.18%	0.11%	0.33%	0.22%	0.09%	0.10%	0.30%	0.25%	48.72%	14.91%	28.77%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.
Columns may not add to totals due to rounding.

Table B-12. FY 1991 NPS Active Component Enlisted Accessions by Quality, Service, and Gender with Civilian Comparison Group

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
QUALITY*	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number															
High Quality	43,043	8,600	51,643	36,764	5,041	41,805	18,667	1,458	20,125	19,650	5,655	25,305	118,124	20,754	138,878
Non-High Quality	20,070	2,666	22,736	24,003	1,353	25,356	9,029	148	9,177	3,799	797	4,596	56,901	4,964	61,865
TOTAL	63,113	11,266	74,379	60,767	6,394	67,161	27,696	1,606	29,302	23,449	6,452	29,901	175,025	25,718	200,743
b. Percent															
High Quality	68.20%	76.34%	69.43%	60.50%	78.84%	62.25%	67.40%	90.78%	68.68%	83.80%	87.65%	84.63%	67.49%	80.70%	69.18%
Non-High Quality	31.80%	23.66%	30.57%	39.50%	21.16%	37.75%	32.60%	9.22%	31.32%	16.20%	12.35%	15.37%	32.51%	19.30%	30.82%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Data for males derived from reports submitted by each Service.
Columns may not add to totals due to rounding.

Table B-13. FY 1991 NPS Active Component Enlisted Accessions by Quality, Service, and Race with Civilian Comparison Group

	SERVICE														
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		
QUALITY*	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
High Quality	40,896	7,932	2,815	35,865	4,347	1,593	16,726	2,004	1,395	21,444	2,677	1,184	114,931	16,960	6,987
Non-High Quality	13,555	7,321	1,860	16,996	6,707	1,653	6,125	2,079	973	3,799	546	251	40,475	16,653	4,737
TOTAL	54,451	15,253	4,675	52,861	11,054	3,246	22,851	4,083	2,368	25,243	3,223	1,435	155,406	33,613	11,724
b. Percent															
High Quality	75.11%	52.00%	60.21%	67.85%	39.33%	49.08%	73.20%	49.08%	58.91%	84.95%	83.06%	82.51%	73.96%	50.46%	59.60%
Non-High Quality	24.89%	48.00%	39.79%	32.15%	60.67%	50.92%	26.80%	50.92%	41.09%	15.05%	16.94%	17.49%	26.04%	49.54%	40.40%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Data derived from reports submitted by each Service.

Columns may not add to totals due to rounding.

Table B-14. FY 1991 NPS Active Component Enlisted Accessions by Quality, Service, and Hispanic Background with Civilian Comparison Group

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
QUALITY*	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number										
High Quality	2,629	49,014	3,675	38,130	1,425	18,700	881	24,424	8,610	130,268
Non-High Quality	1,993	20,743	2,825	22,531	975	8,202	192	4,404	5,985	55,880
TOTAL	4,622	69,757	6,500	60,661	2,400	26,902	1,073	28,828	14,595	186,148
b. Percent										
High Quality	56.88%	70.26%	56.54%	62.86%	59.38%	69.51%	82.11%	84.72%	58.99%	69.98%
Non-High Quality	43.12%	29.74%	43.46%	37.14%	40.63%	30.49%	17.89%	15.28%	41.01%	30.02%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Data derived from reports submitted by each Service.
Columns may not add to totals due to rounding.

Table B-15. FY1991 NPS Enlisted Active Component Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD MALES #	DoD MALES %	DoD FEMALES #	DoD FEMALES %	DoD TOTAL #	DoD TOTAL %	18-24 YR OLD CIVILIANS MALES %	18-24 YR OLD CIVILIANS FEMALES %	18-24 YR OLD CIVILIANS TOTAL %
NORTHEAST REGION	**27,271**	**88.1**	**3,678**	**11.9**	**30,949**	**100.0**	**48.7**	**51.3**	**100.0**
New England Division	***7,510***	***89.2***	***911***	***10.8***	***8,421***	***100.0***	***45.2***	***54.8***	***100.0***
Maine	1,197	86.9	181	13.1	1,378	100.0	46.5	53.5	100.0
New Hampshire	959	86.8	146	13.2	1,105	100.0	51.9	48.1	100.0
Vermont	433	90.4	46	9.6	479	100.0	51.5	48.5	100.0
Massachusetts	2,931	90.5	309	9.5	3,240	100.0	45.7	54.3	100.0
Rhode Island	486	90.2	53	9.8	539	100.0	49.2	50.8	100.0
Connecticut	1,504	89.5	176	10.5	1,680	100.0	39.6	60.4	100.0
Middle Atlantic Division	***19,761***	***87.7***	***2,767***	***12.3***	***22,528***	***100.0***	***49.9***	***50.1***	***100.0***
New York	8,950	87.2	1,309	12.8	10,259	100.0	48.7	51.3	100.0
New Jersey	3,175	88.9	397	11.1	3,572	100.0	51.5	48.5	100.0
Pennsylvania	7,636	87.8	1,061	12.2	8,697	100.0	50.8	49.2	100.0
NORTH CENTRAL REGION	**44,513**	**87.6**	**6,315**	**12.4**	**50,828**	**100.0**	**48.0**	**52.0**	**100.0**
East North Central Division	***31,713***	***87.4***	***4,558***	***12.6***	***36,271***	***100.0***	***48.5***	***51.5***	***100.0***
Ohio	8,967	87.8	1,249	12.2	10,216	100.0	46.4	53.6	100.0
Indiana	4,652	89.4	549	10.6	5,201	100.0	42.8	57.2	100.0
Illinois	7,457	87.8	1,032	12.2	8,489	100.0	49.9	50.1	100.0
Michigan	7,726	86.5	1,203	13.5	8,929	100.0	49.5	50.5	100.0
Wisconsin	2,911	84.7	525	15.3	3,436	100.0	53.9	46.1	100.0
West North Central Division	***12,800***	***87.9***	***1,757***	***12.1***	***14,557***	***100.0***	***46.6***	***53.4***	***100.0***
Minnesota	2,516	88.3	333	11.7	2,849	100.0	46.5	53.5	100.0
Iowa	1,920	87.4	276	12.6	2,196	100.0	46.5	53.5	100.0
Missouri	4,187	88.1	563	11.9	4,750	100.0	44.1	55.9	100.0
North Dakota	476	89.5	56	10.5	532	100.0	46.4	53.6	100.0
South Dakota	690	85.9	113	14.1	803	100.0	42.5	57.5	100.0
Nebraska	1,365	87.1	203	12.9	1,568	100.0	49.4	50.6	100.0
Kansas	1,646	88.5	213	11.5	1,859	100.0	51.8	48.2	100.0

Table B-15 (Continued). FY1991 NPS Enlisted Active Component Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD MALES #	DoD MALES %	DoD FEMALES #	DoD FEMALES %	DoD TOTAL #	DoD TOTAL %	18-24 YR OLD CIVILIANS MALES %	18-24 YR OLD CIVILIANS FEMALES %	18-24 YR OLD CIVILIANS TOTAL %
SOUTH REGION	**72,347**	**87.0**	**10,812**	**13.0**	**83,159**	**100.0**	**48.4**	**51.6**	**100.0**
South Atlantic Division	***35,171***	***86.6***	***5,449***	***13.4***	***40,620***	***100.0***	***47.6***	***52.4***	***100.0***
Delaware	419	85.7	70	14.3	489	100.0	46.1	53.9	100.0
Maryland	2,927	86.6	452	13.4	3,379	100.0	52.2	47.8	100.0
D.C.	210	84.7	38	15.3	248	100.0	48.9	51.1	100.0
Virginia	4,702	86.9	711	13.1	5,413	100.0	43.6	56.4	100.0
West Virginia	1,838	91.3	176	8.7	2,014	100.0	52.0	48.0	100.0
North Carolina	5,731	86.9	866	13.1	6,597	100.0	45.7	54.3	100.0
South Carolina	3,306	87.1	491	12.9	3,797	100.0	46.6	53.4	100.0
Georgia	5,336	86.2	853	13.8	6,189	100.0	44.4	55.6	100.0
Florida	10,702	85.7	1,792	14.3	12,494	100.0	49.9	50.1	100.0
East South Central Division	***12,469***	***87.0***	***1,865***	***13.0***	***14,334***	***100.0***	***45.6***	***54.4***	***100.0***
Kentucky	2,845	89.1	347	10.9	3,192	100.0	44.4	55.6	100.0
Tennessee	3,742	86.3	593	13.7	4,335	100.0	46.0	54.0	100.0
Alabama	3,598	86.6	556	13.4	4,154	100.0	45.0	55.0	100.0
Mississippi	2,284	86.1	369	13.9	2,653	100.0	47.7	52.3	100.0
West South Central Division	***24,707***	***87.6***	***3,498***	***12.4***	***28,205***	***100.0***	***51.1***	***48.9***	***100.0***
Arkansas	2,498	87.4	359	12.6	2,857	100.0	48.8	51.2	100.0
Louisiana	3,986	84.0	758	16.0	4,744	100.0	50.3	49.7	100.0
Oklahoma	2,849	88.2	382	11.8	3,231	100.0	40.2	59.8	100.0
Texas	15,374	88.5	1,999	11.5	17,373	100.0	53.5	46.5	100.0

Table B-15 (Continued). FY1991 NPS Enlisted Active Component Accessions by Census Region, Division, State and Gender with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD MALES #	DoD MALES %	DoD FEMALES #	DoD FEMALES %	DoD TOTAL #	DoD TOTAL %	18-24 YR OLD CIVILIANS MALES %	18-24 YR OLD CIVILIANS FEMALES %	18-24 YR OLD CIVILIANS TOTAL %
WEST REGION	**34,025**	**87.8**	**4,734**	**12.2**	**38,759**	**100.0**	**51.2**	**48.8**	**100.0**
Mountain Division	***11,380***	***87.4***	***1,637***	***12.6***	***13,017***	***100.0***	***50.8***	***49.2***	***100.0***
Montana	877	85.3	151	14.7	1,028	100.0	55.4	44.6	100.0
Idaho	924	88.8	116	11.2	1,040	100.0	49.6	50.4	100.0
Wyoming	537	89.8	61	10.2	598	100.0	44.8	55.2	100.0
Colorado	2,819	86.3	448	13.7	3,267	100.0	49.1	50.9	100.0
New Mexico	1,448	86.5	226	13.5	1,674	100.0	54.4	45.6	100.0
Arizona	2,971	88.3	392	11.7	3,363	100.0	54.1	45.9	100.0
Utah	892	88.6	115	11.4	1,007	100.0	50.1	49.9	100.0
Nevada	912	87.7	128	12.3	1,040	100.0	43.9	56.1	100.0
Pacific Division	***22,645***	***88.0***	***3,097***	***12.0***	***25,742***	***100.0***	***51.3***	***48.7***	***100.0***
Washington	3,699	86.6	572	13.4	4,271	100.0	43.8	56.2	100.0
Oregon	2,613	88.8	330	11.2	2,943	100.0	60.1	39.9	100.0
California	15,557	88.2	2,089	11.8	17,646	100.0	51.9	48.1	100.0
Alaska	354	89.8	40	10.2	394	100.0	42.7	57.3	100.0
Hawaii	422	86.5	66	13.5	488	100.0	48.4	51.6	100.0
UNITED STATES SUBTOTAL	**178,156**	**87.5**	**25,539**	**12.5**	**203,695**	**100.0**	**49.0**	**51.0**	**100.0**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**1,627**	**90.1**	**179**	**9.9**	**1,806**	**100.0**			
TOTAL ACCESSIONS	**179,783**	**87.5**	**25,718**	**12.5**	**205,501**	**100.0**			

Table B-16. FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD WHITE #	DoD WHITE %	DoD BLACK #	DoD BLACK %	DoD OTHER #	DoD OTHER %	DoD TOTAL #	DoD TOTAL %	18-24 YR OLD CIVILIANS WHITE %	18-24 YR OLD CIVILIANS BLACK %	18-24 YR OLD CIVILIANS OTHER %	18-24 YR OLD CIVILIANS TOTAL %
NORTHEAST REGION	**24,988**	**80.7**	**4,299**	**13.9**	**1,662**	**5.4**	**30,949**	**100.0**	**83.9**	**12.4**	**3.7**	**100.0**
New England Division	***7,846***	***93.2***	***367***	***4.4***	***208***	***2.5***	***8,421***	***100.0***	***91.7***	***5.5***	***2.8***	***100.0***
Maine	1,359	98.6	6	0.4	13	0.9	1,378	100.0	98.9	0.0	1.1	100.0
New Hampshire	1,083	98.0	9	0.8	13	1.2	1,105	100.0	98.3	1.7	0.0	100.0
Vermont	472	98.5	3	0.6	4	0.8	479	100.0	100.0	0.0	0.0	100.0
Massachusetts	2,988	92.2	152	4.7	100	3.1	3,240	100.0	91.6	4.6	3.8	100.0
Rhode Island	497	92.2	29	5.4	13	2.4	539	100.0	90.1	7.4	2.5	100.0
Connecticut	1,447	86.1	168	10.0	65	3.9	1,680	100.0	86.6	10.4	3.0	100.0
Middle Atlantic Division	***17,142***	***76.1***	***3,932***	***17.5***	***1,454***	***6.5***	***22,528***	***100.0***	***81.0***	***14.9***	***4.0***	***100.0***
New York	7,152	69.7	2,201	21.5	906	8.8	10,259	100.0	79.2	16.4	4.4	100.0
New Jersey	2,453	68.7	739	20.7	380	10.6	3,572	100.0	78.0	16.5	5.5	100.0
Pennsylvania	7,537	86.7	992	11.4	168	1.9	8,697	100.0	85.9	11.5	2.6	100.0
NORTH CENTRAL REGION	**43,419**	**85.4**	**5,984**	**11.8**	**1,425**	**2.8**	**50,828**	**100.0**	**85.5**	**12.3**	**2.2**	**100.0**
East North Central Division	***30,327***	***83.6***	***4,969***	***13.7***	***975***	***2.7***	***36,271***	***100.0***	***84.1***	***14.0***	***1.9***	***100.0***
Ohio	8,860	86.7	1,211	11.9	145	1.4	10,216	100.0	89.0	9.9	1.1	100.0
Indiana	4,595	88.3	528	10.2	78	1.5	5,201	100.0	85.9	13.5	0.7	100.0
Illinois	6,245	73.6	1,806	21.3	438	5.2	8,489	100.0	78.9	18.4	2.8	100.0
Michigan	7,512	84.1	1,199	13.4	218	2.4	8,929	100.0	80.5	17.9	1.6	100.0
Wisconsin	3,115	90.7	225	6.5	96	2.8	3,436	100.0	90.6	6.0	3.4	100.0
West North Central Division	***13,092***	***89.9***	***1,015***	***7.0***	***450***	***3.1***	***14,557***	***100.0***	***89.1***	***8.2***	***2.8***	***100.0***
Minnesota	2,675	93.9	69	2.4	105	3.7	2,849	100.0	93.9	4.1	2.0	100.0
Iowa	2,096	95.4	63	2.9	37	1.7	2,196	100.0	93.9	2.4	3.7	100.0
Missouri	4,069	85.7	618	13.0	63	1.3	4,750	100.0	81.4	17.7	0.9	100.0
North Dakota	491	92.3	6	1.1	35	6.6	532	100.0	90.0	2.6	7.4	100.0
South Dakota	705	87.8	7	0.9	91	11.3	803	100.0	89.8	0.0	10.2	100.0
Nebraska	1,428	91.1	87	5.5	53	3.4	1,568	100.0	91.6	4.3	4.1	100.0
Kansas	1,628	87.6	165	8.9	66	3.6	1,859	100.0	87.9	9.0	3.1	100.0

Table B-16 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race with Civilian Comparison Group

CENSUS REGION / CENSUS DIVISION / STATE	DoD								18-24 YR OLD CIVILIANS			
	WHITE		BLACK		OTHER		TOTAL		WHITE	BLACK	OTHER	TOTAL
	#	%	#	%	#	%	#	%	%	%	%	%
SOUTH REGION	**59,193**	**71.2**	**21,582**	**26.0**	**2,384**	**2.9**	**83,159**	**100.0**	**75.6**	**22.2**	**2.2**	**100.0**
South Atlantic Division	***27,725***	***68.3***	***11,866***	***29.2***	***1,029***	***2.5***	***40,620***	***100.0***	***72.7***	***25.4***	***1.9***	***100.0***
Delaware	375	76.7	101	20.7	13	2.7	489	100.0	72.6	26.5	0.9	100.0
Maryland	2,142	63.4	1,139	33.7	98	2.9	3,379	100.0	69.1	29.9	1.0	100.0
D.C.	17	6.9	230	92.7	1	0.4	248	100.0	35.7	58.6	5.7	100.0
Virginia	3,704	68.4	1,526	28.2	183	3.4	5,413	100.0	76.7	19.5	3.9	100.0
West Virginia	1,900	94.3	104	5.2	10	0.5	2,014	100.0	94.5	4.9	0.6	100.0
North Carolina	4,271	64.7	2,130	32.3	196	3.0	6,597	100.0	73.7	24.9	1.4	100.0
South Carolina	2,030	53.5	1,724	45.4	43	1.1	3,797	100.0	62.5	36.8	0.7	100.0
Georgia	3,620	58.5	2,497	40.3	72	1.2	6,189	100.0	61.1	36.9	2.1	100.0
Florida	9,666	77.4	2,415	19.3	413	3.3	12,494	100.0	79.5	18.7	1.8	100.0
East South Central Division	***10,139***	***70.7***	***4,083***	***28.5***	***112***	***0.8***	***14,334***	***100.0***	***75.7***	***23.5***	***0.8***	***100.0***
Kentucky	2,836	88.8	324	10.2	32	1.0	3,192	100.0	91.1	8.0	0.8	100.0
Tennessee	3,412	78.7	889	20.5	34	0.8	4,335	100.0	81.3	17.3	1.4	100.0
Alabama	2,513	60.5	1,613	38.8	28	0.7	4,154	100.0	64.3	35.1	0.7	100.0
Mississippi	1,378	51.9	1,257	47.4	18	0.7	2,653	100.0	62.6	37.4	0.0	100.0
West South Central Division	***21,329***	***75.6***	***5,633***	***20.0***	***1,243***	***4.4***	***28,205***	***100.0***	***79.9***	***16.7***	***3.4***	***100.0***
Arkansas	2,155	75.4	666	23.3	36	1.3	2,857	100.0	77.0	21.2	1.8	100.0
Louisiana	2,610	55.0	2,086	44.0	48	1.0	4,744	100.0	63.5	33.6	2.9	100.0
Oklahoma	2,720	84.2	287	8.9	224	6.9	3,231	100.0	81.9	11.5	6.6	100.0
Texas	13,844	79.7	2,594	14.9	935	5.4	17,373	100.0	83.8	13.0	3.2	100.0

Table B-16 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Race with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD								18-24 YR OLD CIVILIANS			
	WHITE		BLACK		OTHER		TOTAL		WHITE	BLACK	OTHER	TOTAL
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	**30,756**	**79.4**	**2,370**	**6.1**	**5,633**	**14.5**	**38,759**	**100.0**	**84.2**	**5.6**	**10.3**	**100.0**
Mountain Division	***11,241***	***86.4***	***444***	***3.4***	***1,332***	***10.2***	***13,017***	***100.0***	***90.8***	***4.0***	***5.2***	***100.0***
Montana	953	92.7	1	0.1	74	7.2	1,028	100.0	89.0	1.6	9.4	100.0
Idaho	1,004	96.5	7	0.7	29	2.8	1,040	100.0	97.6	0.0	2.4	100.0
Wyoming	552	92.3	8	1.3	38	6.4	598	100.0	95.3	1.4	3.3	100.0
Colorado	2,753	84.3	180	5.5	334	10.2	3,267	100.0	89.2	7.1	3.8	100.0
New Mexico	1,382	82.6	56	3.3	236	14.1	1,674	100.0	85.9	0.8	13.4	100.0
Arizona	2,770	82.4	106	3.2	487	14.5	3,363	100.0	89.2	4.6	6.2	100.0
Utah	941	93.4	14	1.4	52	5.2	1,007	100.0	97.3	1.5	1.2	100.0
Nevada	886	85.2	72	6.9	82	7.9	1,040	100.0	87.9	7.6	4.5	100.0
Pacific Division	***19,515***	***75.8***	***1,926***	***7.5***	***4,301***	***16.7***	***25,742***	***100.0***	***82.3***	***6.0***	***11.7***	***100.0***
Washington	3,835	89.8	159	3.7	277	6.5	4,271	100.0	89.5	3.6	6.9	100.0
Oregon	2,775	94.3	29	1.0	139	4.7	2,943	100.0	91.1	5.1	3.8	100.0
California	12,407	70.3	1,695	9.6	3,544	20.1	17,646	100.0	82.1	6.6	11.3	100.0
Alaska	308	78.2	23	5.8	63	16.0	394	100.0	82.0	4.1	13.9	100.0
Hawaii	190	38.9	20	4.1	278	57.0	488	100.0	30.6	2.1	67.3	100.0
UNITED STATES SUBTOTAL	**158,356**	**77.7**	**34,235**	**16.8**	**11,104**	**5.5**	**203,695**	**100.0**	**81.5**	**14.3**	**4.2**	**100.0**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**769**	**42.6**	**143**	**7.9**	**894**	**49.5**	**1,806**	**100.0**				
TOTAL ACCESSIONS	**159,125**	**77.4**	**34,378**	**16.7**	**11,998**	**5.8**	**205,501**	**100.0**				

Table B-17. FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Hispanic Background with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YR OLD CIVILIANS			
	HISPANIC		NON-HISPANIC		TOTAL		HISPANIC	NON-HISPANIC	DK/NA	TOTAL
	#	%	#	%	#	%	%	%	%	%
NORTHEAST REGION	**1,548**	**5.0**	**29,401**	**95.0**	**30,949**	**100.0**	**8.8**	**91.2**	**0.1**	**100.0**
New England Division	***178***	***2.1***	***8,243***	***97.9***	***8,421***	***100.0***	***4.7***	***95.2***	***0.1***	***100.0***
Maine	3	0.2	1,375	99.8	1,378	100.0	0.6	99.4	0.0	100.0
New Hampshire	4	0.4	1,101	99.6	1,105	100.0	1.7	98.3	0.0	100.0
Vermont	0	0.0	479	100.0	479	100.0	0.9	99.1	0.0	100.0
Massachusetts	90	2.8	3,150	97.2	3,240	100.0	5.0	94.9	0.2	100.0
Rhode Island	14	2.6	525	97.4	539	100.0	7.1	92.9	0.0	100.0
Connecticut	67	4.0	1,613	96.0	1,680	100.0	6.5	93.5	0.0	100.0
Middle Atlantic Division	***1,370***	***6.1***	***21,158***	***93.9***	***22,528***	***100.0***	***10.2***	***89.7***	***0.1***	***100.0***
New York	991	9.7	9,268	90.3	10,259	100.0	14.5	85.4	0.1	100.0
New Jersey	272	7.6	3,300	92.4	3,572	100.0	12.0	88.0	0.0	100.0
Pennsylvania	107	1.2	8,590	98.8	8,697	100.0	2.3	97.7	0.0	100.0
NORTH CENTRAL REGION	**1,076**	**2.1**	**49,752**	**97.9**	**50,828**	**100.0**	**3.1**	**95.9**	**1.0**	**100.0**
East North Central Division	***853***	***2.4***	***35,418***	***97.6***	***36,271***	***100.0***	***3.9***	***94.8***	***1.3***	***100.0***
Ohio	163	1.6	10,053	98.4	10,216	100.0	1.0	95.1	3.9	100.0
Indiana	74	1.4	5,127	98.6	5,201	100.0	1.1	97.5	1.4	100.0
Illinois	460	5.4	8,029	94.6	8,489	100.0	10.2	89.8	0.0	100.0
Michigan	114	1.3	8,815	98.7	8,929	100.0	2.0	97.5	0.5	100.0
Wisconsin	42	1.2	3,394	98.8	3,436	100.0	2.4	97.6	0.0	100.0
West North Central Division	***223***	***1.5***	***14,334***	***98.5***	***14,557***	***100.0***	***1.1***	***98.4***	***0.4***	***100.0***
Minnesota	47	1.6	2,802	98.4	2,849	100.0	1.0	99.0	0.0	100.0
Iowa	15	0.7	2,181	99.3	2,196	100.0	0.4	99.6	0.0	100.0
Missouri	56	1.2	4,694	98.8	4,750	100.0	1.5	97.6	1.0	100.0
North Dakota	5	0.9	527	99.1	532	100.0	0.0	100.0	0.0	100.0
South Dakota	6	0.7	797	99.3	803	100.0	1.6	97.9	0.4	100.0
Nebraska	36	2.3	1,532	97.7	1,568	100.0	2.2	96.9	1.0	100.0
Kansas	58	3.1	1,801	96.9	1,859	100.0	1.2	98.3	0.5	100.0

Table B-17 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Hispanic Background with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YR OLD CIVILIANS			
	HISPANIC		NON-HISPANIC		TOTAL		NON-HISPANIC	HISPANIC	DK/NA	TOTAL
	#	%	#	%	#	%	%	%	%	%
SOUTH REGION	**5,824**	**7.0**	**77,335**	**93.0**	**83,159**	**100.0**	**9.5**	**87.8**	**2.7**	**100.0**
South Atlantic Division	***1,224***	***3.0***	***39,396***	***97.0***	***40,620***	***100.0***	***5.6***	***92.1***	***2.3***	***100.0***
Delaware	7	1.4	482	98.6	489	100.0	3.4	95.0	1.6	100.0
Maryland	52	1.5	3,327	98.5	3,379	100.0	3.7	95.6	0.7	100.0
D.C.	1	0.4	247	99.6	248	100.0	9.6	90.4	0.0	100.0
Virginia	120	2.2	5,293	97.8	5,413	100.0	6.4	90.6	3.0	100.0
West Virginia	9	0.4	2,005	99.6	2,014	100.0	0.0	98.2	1.8	100.0
North Carolina	84	1.3	6,513	98.7	6,597	100.0	1.3	95.7	2.9	100.0
South Carolina	27	0.7	3,770	99.3	3,797	100.0	0.9	93.4	5.8	100.0
Georgia	64	1.0	6,125	99.0	6,189	100.0	0.0	95.3	4.7	100.0
Florida	860	6.9	11,634	93.1	12,494	100.0	13.3	86.2	0.5	100.0
East South Central Division	***141***	***1.0***	***14,193***	***99.0***	***14,334***	***100.0***	***0.5***	***91.8***	***7.7***	***100.0***
Kentucky	21	0.7	3,171	99.3	3,192	100.0	0.4	89.5	10.1	100.0
Tennessee	45	1.0	4,290	99.0	4,335	100.0	1.2	87.7	11.1	100.0
Alabama	39	0.9	4,115	99.1	4,154	100.0	0.3	93.5	6.2	100.0
Mississippi	36	1.4	2,617	98.6	2,653	100.0	0.0	99.6	0.4	100.0
West South Central Division	***4,459***	***15.8***	***23,746***	***84.2***	***28,205***	***100.0***	***20.3***	***79.2***	***0.5***	***100.0***
Arkansas	59	2.1	2,798	97.9	2,857	100.0	2.6	95.9	1.5	100.0
Louisiana	203	4.3	4,541	95.7	4,744	100.0	3.3	96.7	0.0	100.0
Oklahoma	155	4.8	3,076	95.2	3,231	100.0	5.2	94.1	0.7	100.0
Texas	4,042	23.3	13,331	76.7	17,373	100.0	29.1	70.5	0.5	100.0

Table B-17 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Hispanic Background with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YR OLD CIVILIANS			
	HISPANIC		NON-HISPANIC		TOTAL		HISPANIC	NON-HISPANIC	DK/NA	TOTAL
	#	%	#	%	#	%	%	%	%	%
WEST REGION	**5,563**	**14.4**	**33,196**	**85.6**	**38,759**	**100.0**	**26.0**	**73.6**	**0.4**	**100.0**
Mountain Division	***1,596***	***12.3***	***11,421***	***87.7***	***13,017***	***100.0***	***15.6***	***83.1***	***1.3***	***100.0***
Montana	11	1.1	1,017	98.9	1,028	100.0	1.0	98.3	0.7	100.0
Idaho	40	3.8	1,000	96.2	1,040	100.0	12.0	88.0	0.0	100.0
Wyoming	30	5.0	568	95.0	598	100.0	3.9	96.1	0.0	100.0
Colorado	349	10.7	2,918	89.3	3,267	100.0	14.9	81.8	3.4	100.0
New Mexico	596	35.6	1,078	64.4	1,674	100.0	37.5	59.8	2.7	100.0
Arizona	457	13.6	2,906	86.4	3,363	100.0	23.1	76.9	0.0	100.0
Utah	47	4.7	960	95.3	1,007	100.0	3.8	95.5	0.7	100.0
Nevada	66	6.3	974	93.7	1,040	100.0	9.1	90.9	0.0	100.0
Pacific Division	***3,967***	***15.4***	***21,775***	***84.6***	***25,742***	***100.0***	***29.0***	***70.8***	***0.1***	***100.0***
Washington	198	4.6	4,073	95.4	4,271	100.0	0.0	98.8	1.2	100.0
Oregon	76	2.6	2,867	97.4	2,943	100.0	7.6	92.4	0.0	100.0
California	3,630	20.6	14,016	79.4	17,646	100.0	36.1	63.9	0.0	100.0
Alaska	11	2.8	383	97.2	394	100.0	1.4	98.6	0.0	100.0
Hawaii	52	10.7	436	89.3	488	100.0	2.4	97.6	0.0	100.0
UNITED STATES SUBTOTAL	**14,011**	**6.9**	**189,684**	**93.1**	**203,695**	**100.0**	**11.4**	**87.3**	**1.3**	**100.0**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**897**	**49.7**	**909**	**50.3**	**1,806**	**100.0**				
TOTAL ACCESSIONS	**14,908**	**7.3**	**190,593**	**92.7**	**205,501**	**100.0**				

Table B-18. FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

CENSUS REGION / CENSUS DIVISION / STATE	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
NORTHEAST REGION	**30,012**	**97.0**	**864**	**2.8**	**73**	**0.2**	**30,949**	**100.0**
New England Division	***8,163***	***96.9***	***241***	***2.9***	***17***	***0.2***	***8,421***	***100.0***
Maine	1,338	97.1	39	2.8	1	0.1	1,378	100.0
New Hampshire	1,075	97.3	28	2.5	2	0.2	1,105	100.0
Vermont	466	97.3	13	2.7	0	0.0	479	100.0
Massachusetts	3,141	96.9	94	2.9	5	0.2	3,240	100.0
Rhode Island	517	95.9	21	3.9	1	0.2	539	100.0
Connecticut	1,626	96.8	46	2.7	8	0.5	1,680	100.0
Middle Atlantic Division	***21,849***	***97.0***	***623***	***2.8***	***56***	***0.2***	***22,528***	***100.0***
New York	9,926	96.8	302	2.9	31	0.3	10,259	100.0
New Jersey	3,480	97.4	82	2.3	10	0.3	3,572	100.0
Pennsylvania	8,443	97.1	239	2.7	15	0.2	8,697	100.0
NORTH CENTRAL REGION	**49,563**	**97.5**	**1,126**	**2.2**	**139**	**0.3**	**50,828**	**100.0**
East North Central Division	***35,360***	***97.5***	***805***	***2.2***	***106***	***0.3***	***36,271***	***100.0***
Ohio	9,965	97.5	223	2.2	28	0.3	10,216	100.0
Indiana	5,065	97.4	124	2.4	12	0.2	5,201	100.0
Illinois	8,258	97.3	211	2.5	20	0.2	8,489	100.0
Michigan	8,718	97.6	177	2.0	34	0.4	8,929	100.0
Wisconsin	3,354	97.6	70	2.0	12	0.3	3,436	100.0
West North Central Division	***14,203***	***97.6***	***321***	***2.2***	***33***	***0.2***	***14,557***	***100.0***
Minnesota	2,774	97.4	65	2.3	10	0.4	2,849	100.0
Iowa	2,147	97.8	46	2.1	3	0.1	2,196	100.0
Missouri	4,621	97.3	119	2.5	10	0.2	4,750	100.0
North Dakota	528	99.2	3	0.6	1	0.2	532	100.0
South Dakota	783	97.5	19	2.4	1	0.1	803	100.0
Nebraska	1,528	97.4	37	2.4	3	0.2	1,568	100.0
Kansas	1,822	98.0	32	1.7	5	0.3	1,859	100.0

Table B-18 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

CENSUS REGION CENSUS DIVISION STATE	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
SOUTH REGION	**80,821**	**97.2**	**2,164**	**2.6**	**174**	**0.2**	**83,159**	**100.0**
South Atlantic Division	***39,482***	***97.2***	***1,061***	***2.6***	***77***	***0.2***	***40,620***	***100.0***
Delaware	474	96.9	13	2.7	2	0.4	489	100.0
Maryland	3,272	96.8	99	2.9	8	0.2	3,379	100.0
D.C.	240	96.8	8	3.2	0	0.0	248	100.0
Virginia	5,265	97.3	136	2.5	12	0.2	5,413	100.0
West Virginia	1,961	97.4	51	2.5	2	0.1	2,014	100.0
North Carolina	6,449	97.8	140	2.1	8	0.1	6,597	100.0
South Carolina	3,692	97.2	99	2.6	6	0.2	3,797	100.0
Georgia	6,018	97.2	164	2.6	7	0.1	6,189	100.0
Florida	12,111	96.9	351	2.8	32	0.3	12,494	100.0
East South Central Division	***13,965***	***97.4***	***341***	***2.4***	***28***	***0.2***	***14,334***	***100.0***
Kentucky	3,118	97.7	73	2.3	1	0.0	3,192	100.0
Tennessee	4,216	97.3	105	2.4	14	0.3	4,335	100.0
Alabama	4,048	97.4	97	2.3	9	0.2	4,154	100.0
Mississippi	2,583	97.4	66	2.5	4	0.2	2,653	100.0
West South Central Division	***27,374***	***97.1***	***762***	***2.7***	***69***	***0.2***	***28,205***	***100.0***
Arkansas	2,769	96.9	82	2.9	6	0.2	2,857	100.0
Louisiana	4,617	97.3	117	2.5	10	0.2	4,744	100.0
Oklahoma	3,147	97.4	73	2.3	11	0.3	3,231	100.0
Texas	16,841	96.9	490	2.8	42	0.2	17,373	100.0

Table B-18 (Continued). FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Education

CENSUS REGION CENSUS DIVISION STATE	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
WEST REGION	**37,717**	**97.3**	**916**	**2.4**	**126**	**0.3**	**38,759**	**100.0**
Mountain Division	***12,682***	***97.4***	***301***	***2.3***	***34***	***0.3***	***13,017***	***100.0***
Montana	998	97.1	26	2.5	4	0.4	1,028	100.0
Idaho	1,008	96.9	30	2.9	2	0.2	1,040	100.0
Wyoming	591	98.8	6	1.0	1	0.2	598	100.0
Colorado	3,198	97.9	62	1.9	7	0.2	3,267	100.0
New Mexico	1,628	97.3	39	2.3	7	0.4	1,674	100.0
Arizona	3,265	97.1	90	2.7	8	0.2	3,363	100.0
Utah	988	98.1	18	1.8	1	0.1	1,007	100.0
Nevada	1,006	96.7	30	2.9	4	0.4	1,040	100.0
Pacific Division	***25,035***	***97.3***	***615***	***2.4***	***92***	***0.4***	***25,742***	***100.0***
Washington	4,144	97.0	119	2.8	8	0.2	4,271	100.0
Oregon	2,861	97.2	75	2.5	7	0.2	2,943	100.0
California	17,168	97.3	403	2.3	75	0.4	17,646	100.0
Alaska	385	97.7	9	2.3	0	0.0	394	100.0
Hawaii	477	97.7	9	1.8	2	0.4	488	100.0
UNITED STATES SUBTOTAL	**198,113**	**97.3**	**5,070**	**2.5**	**512**	**0.3**	**203,695**	**100.0**
TERRITORIES, POSSESSIONS, OR UNKNOWN	**1,789**	**99.1**	**13**	**0.7**	**4**	**0.2**	***1,806***	**100.0**
TOTAL ACCESSIONS	**199,902**	**97.3**	**5,083**	**2.5**	**516**	**0.3**	**205,501**	**100.0**

Table B-19. Mean AFQT Percentile Score of FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION CENSUS DIVISION STATE	SERVICE Army	Navy	Marine Corps	Air Force	TOTAL DoD
NORTHEAST REGION	**63.6**	**60.4**	**59.4**	**67.4**	**62.5**
New England Division	***65.1***	***62.0***	***59.8***	***67.5***	***63.8***
Maine	64.9	63.1	60.7	66.4	64.2
New Hampshire	67.4	62.5	62.8	68.7	65.8
Vermont	69.2	60.8	64.2	67.6	65.9
Massachusetts	64.2	62.4	58.4	67.4	63.2
Rhode Island	66.2	59.2	59.7	66.6	63.4
Connecticut	63.9	61.6	58.5	67.7	62.9
Middle Atlantic Division	***63.1***	***59.9***	***59.3***	***67.3***	***62.0***
New York	63.2	59.3	59.5	67.8	61.9
New Jersey	62.0	60.2	59.2	67.3	61.6
Pennsylvania	63.4	60.4	59.1	66.9	62.4
NORTH CENTRAL REGION	**63.0**	**61.4**	**60.2**	**67.4**	**62.7**
East North Central Division	***62.2***	***60.8***	***59.7***	***67.1***	***62.1***
Ohio	61.7	60.3	58.9	66.2	61.5
Indiana	62.8	60.5	60.9	67.8	62.6
Illinois	61.7	60.2	59.1	67.7	61.5
Michigan	61.6	60.9	59.8	66.6	61.7
Wisconsin	65.7	64.6	61.0	68.8	65.1
West North Central Division	***65.0***	***62.9***	***61.8***	***68.0***	***64.1***
Minnesota	66.8	64.2	63.6	69.2	65.8
Iowa	65.0	62.9	62.2	68.5	64.8
Missouri	63.6	61.2	60.1	67.4	62.9
North Dakota	68.4	61.7	60.4	69.2	65.4
South Dakota	63.7	66.5	59.3	66.5	64.4
Nebraska	65.8	64.8	63.7	67.8	65.5
Kansas	65.2	62.7	63.0	68.1	64.7

Table B-19 (Continued). Mean AFQT Percentile Score of FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION CENSUS DIVISION STATE	SERVICE Army	Navy	Marine Corps	Air Force	TOTAL DoD
SOUTH REGION	**59.8**	**58.9**	**59.1**	**66.6**	**60.4**
South Atlantic Division	***60.4***	***59.8***	***59.1***	***66.9***	***60.9***
Delaware	62.0	62.1	61.7	67.4	63.0
Maryland	61.1	61.3	58.6	66.0	61.3
D.C.	52.7	51.1	54.0	68.8	53.7
Virginia	61.7	60.6	59.0	67.4	61.9
West Virginia	58.9	58.1	57.2	62.4	59.0
North Carolina	58.7	58.0	58.6	65.7	59.4
South Carolina	57.8	56.3	56.6	65.8	58.2
Georgia	59.3	57.9	58.4	66.2	59.6
Florida	62.2	62.5	60.8	68.8	63.1
East South Central Division	***58.7***	***56.8***	***57.2***	***64.9***	***58.8***
Kentucky	61.1	58.2	58.0	65.4	60.4
Tennessee	60.1	59.1	57.3	66.3	60.4
Alabama	57.8	55.9	57.4	64.8	57.9
Mississippi	54.9	53.3	55.5	61.9	55.4
West South Central Division	***59.6***	***58.9***	***59.9***	***67.1***	***60.5***
Arkansas	58.2	57.6	58.3	65.8	59.3
Louisiana	55.2	54.5	57.6	64.4	56.4
Oklahoma	59.8	60.1	60.1	66.9	61.1
Texas	60.9	60.3	60.7	68.0	61.6

Table B-19 (Continued). Mean AFQT Percentile Score of FY1991 NPS Active Component Enlisted Accessions by Census Region, Division, State and Service

CENSUS REGION CENSUS DIVISION STATE	SERVICE Army	Navy	Marine Corps	Air Force	TOTAL DoD
WEST REGION	**63.9**	**61.0**	**59.9**	**67.8**	**62.8**
Mountain Division	***64.8***	***62.0***	***60.5***	***67.5***	***63.6***
Montana	67.9	63.9	61.2	68.9	66.0
Idaho	66.9	63.8	59.4	66.8	65.1
Wyoming	65.8	63.4	62.4	67.5	64.8
Colorado	64.8	63.1	61.7	68.5	64.3
New Mexico	61.6	58.3	57.0	64.7	60.2
Arizona	64.6	61.5	61.0	68.5	63.6
Utah	64.7	61.1	61.2	63.9	62.8
Nevada	63.9	62.6	59.9	68.9	63.4
Pacific Division	***63.4***	***60.4***	***59.7***	***67.9***	***62.4***
Washington	67.4	63.6	62.4	67.1	65.5
Oregon	66.8	63.1	60.2	71.0	65.1
California	61.9	59.3	59.0	67.5	61.1
Alaska	65.9	63.6	62.9	68.9	65.3
Hawaii	62.7	55.3	59.0	67.9	61.1
UNITED STATES SUBTOTAL	**61.9**	**60.2**	**59.6**	**67.2**	**61.8**
TERRITORIES, POSSESSIONS, OR UNKNOWN	50.2	51.6	52.0	61.6	51.3
TOTAL ACCESSIONS	**61.8**	**60.1**	**59.6**	**67.1**	**61.7**

Table B-20. Female NPS Active Component Enlisted Accessions by Year and Service

FISCAL YEAR*	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	4.0%
1971	5,193	3.0%	2,433	3.0%	1,097	2.0%	4,189	4.0%	12,912	3.0%
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%
1973	8,696	4.1%	5,032	5.2%	1,068	1.4%	6,172	6.7%	20,968	4.4%
1974	15,446	8.0%	6,641	7.0%	1,212	3.0%	8,031	11.0%	31,330	7.8%
1975	19,070	10.3%	7,083	6.9%	1,384	2.3%	10,041	13.1%	37,578	8.8%
1976	15,884	8.8%	5,188	5.6%	1,271	2.5%	8,887	12.0%	31,230	7.8%
1977	14,964	9.0%	4,702	5.0%	1,551	3.0%	9,857	14.0%	31,074	8.1%
1978	17,517	14.0%	5,771	7.0%	2,288	6.0%	12,716	19.0%	38,292	12.2%
1979	17,196	13.0%	9,117	11.0%	2,267	6.0%	13,445	20.0%	42,025	13.1%
1980	22,210	14.0%	10,910	12.0%	2,316	6.0%	13,918	19.0%	49,354	13.7%
1981	18,302	16.0%	10,072	11.0%	2,346	6.0%	10,957	14.0%	41,677	12.9%
1982	15,195	13.0%	8,361	10.0%	2,312	6.0%	8,745	13.0%	34,613	11.3%
1983	16,514	12.0%	8,458	11.0%	2,001	5.0%	8,883	15.0%	35,856	11.4%
1984	17,191	13.0%	7,857	10.0%	2,207	5.0%	8,854	15.0%	36,109	11.5%
1985	15,433	13.0%	9,757	12.0%	2,228	6.0%	11,060	17.0%	38,478	12.7%
1986	15,407	12.0%	8,876	10.0%	2,185	6.0%	12,031	19.0%	38,499	12.1%
1987	16,345	14.0%	7,736	9.0%	1,826	5.0%	10,312	19.0%	36,219	12.3%
1988	14,269	14.0%	9,873	11.0%	2,138	6.0%	8,140	20.0%	34,420	12.8%
1989	16,160	14.5%	10,864	12.2%	2,119	6.4%	9,327	21.5%	38,470	13.9%
1990	12,611	15.0%	7,974	11.3%	1,766	5.3%	7,398	20.6%	29,749	13.3%
1991	11,062	15.0%	6,427	9.6%	1,600	5.5%	6,542	21.8%	25,631	12.8%

* Data for FYs 1964 and 1970-1972 are based upon voluntary male enlistments only. They do not include drafted inductees.

** FY 1964 was the last pre-Vietnam conscription year.

Table B-21. FY 1991 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group

	SERVICE											
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS*	
AGE	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
a. Number												
17-19	44,104	5,629	45,028	3,981	22,129	1,107	16,663	4,275	127,924	14,992	2,886,684	2,593,995
20-24	201,386	25,397	173,233	19,673	82,543	3,914	95,102	20,719	552,264	69,703	7,227,618	6,400,847
25-29	120,679	16,739	94,229	11,797	29,792	1,773	91,716	14,855	336,416	45,164	9,308,586	7,371,538
30-34	81,729	11,503	67,098	7,562	17,301	1,008	71,380	10,418	237,508	30,491	10,292,811	8,238,745
35-39	56,734	5,791	43,703	3,834	9,736	351	51,630	6,513	161,803	16,489	9,525,059	7,910,319
40-44	23,758	1,678	18,173	1,102	3,509	115	20,783	1,664	66,223	4,559	8,449,258	7,388,045
45-49	5,690	385	4,123	170	703	9	3,352	91	13,868	655	6,504,043	5,590,528
50+	828	61	623	41	100	1	260	4	1,811	107	13,798,562	10,946,309
Unknown	379	46	88	12	0	0	0	1	467	59	0	0
TOTAL	535,287	67,229	446,298	48,172	165,813	8,278	350,886	58,540	1,498,284	182,219	67,992,621	56,440,326
b. Percent												
17-19	8.24%	8.37%	10.09%	8.26%	13.35%	13.37%	4.75%	7.30%	8.54%	8.23%	4.25%	4.60%
20-24	37.62%	37.78%	38.82%	40.84%	49.78%	47.28%	27.10%	35.39%	36.86%	38.25%	10.63%	11.34%
25-29	22.54%	24.90%	21.11%	24.49%	17.97%	21.42%	26.14%	25.38%	22.45%	24.79%	13.69%	13.06%
30-34	15.27%	17.11%	15.03%	15.70%	10.43%	12.18%	20.34%	17.80%	15.85%	16.73%	15.14%	14.60%
35-39	10.60%	8.61%	9.79%	7.96%	5.87%	4.24%	14.71%	11.13%	10.80%	9.05%	14.01%	14.02%
40-44	4.44%	2.50%	4.07%	2.29%	2.12%	1.39%	5.92%	2.84%	4.42%	2.50%	12.43%	13.09%
45-49	1.06%	0.57%	0.92%	0.35%	0.42%	0.11%	0.96%	0.16%	0.93%	0.36%	9.57%	9.91%
50+	0.15%	0.09%	0.14%	0.09%	0.06%	0.01%	0.07%	0.01%	0.12%	0.06%	20.29%	19.39%
Unknown	0.07%	0.07%	0.02%	0.02%	0.00%	0.00%	0.00%	0.00%	0.03%	0.03%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Table B-22. FY 1991 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY											
	MARRIED			UNMARRIED			TOTAL DoD		PERCENTAGE MARRIED			MARRIED
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Males	Females	Total	CIVILIANS*
17	26	2	28	2,151	319	2,470	2,177	321	1.19%	0.62%	1.12%	9,561
18	1,219	176	1,395	36,264	3,932	40,196	37,483	4,108	3.25%	4.28%	3.35%	58,485
19	8,231	1,316	9,547	80,033	9,247	89,280	88,264	10,563	9.33%	12.46%	9.66%	188,638
20	20,960	3,456	24,416	107,354	12,143	119,497	128,314	15,599	16.33%	22.16%	16.97%	317,902
21	33,510	5,279	38,789	101,533	11,197	112,730	135,043	16,476	24.81%	32.04%	25.60%	496,542
22	39,919	5,598	45,517	73,741	8,581	82,322	113,660	14,179	35.12%	39.48%	35.60%	625,959
23	43,452	5,640	49,092	50,107	6,584	56,691	93,559	12,224	46.44%	46.14%	46.41%	880,170
24	45,201	5,659	50,860	36,487	5,566	42,053	81,688	11,225	55.33%	50.41%	54.74%	1,101,657
25	46,182	5,219	51,401	28,014	4,698	32,712	74,196	9,917	62.24%	52.63%	61.11%	1,287,917
26	48,165	5,265	53,430	22,632	4,372	27,004	70,797	9,637	68.03%	54.63%	66.43%	1,558,971
27	49,540	5,179	54,719	19,274	3,778	23,052	68,814	8,957	71.99%	57.82%	70.36%	1,723,628
28	48,239	5,058	53,297	15,440	3,527	18,967	63,679	8,585	75.75%	58.92%	73.75%	2,066,510
29	46,139	4,910	51,049	12,791	3,158	15,949	58,930	8,068	78.29%	60.86%	76.19%	2,186,602
30	44,718	4,596	49,314	10,781	2,826	13,607	55,499	7,422	80.57%	61.92%	78.37%	2,413,590
31	41,842	4,282	46,124	9,153	2,586	11,739	50,995	6,868	82.05%	62.35%	79.71%	2,529,116
32	39,246	3,841	43,087	7,852	2,160	10,012	47,098	6,001	83.33%	64.01%	81.14%	2,596,673
33	36,663	3,450	40,113	6,809	1,872	8,681	43,472	5,322	84.34%	64.83%	82.21%	2,683,664
34	34,309	3,076	37,385	6,135	1,802	7,937	40,444	4,878	84.83%	63.06%	82.49%	2,668,331
35	31,958	2,733	34,691	5,306	1,603	6,909	37,264	4,336	85.76%	63.03%	83.39%	2,651,432
36	30,435	2,377	32,812	4,749	1,459	6,208	35,184	3,836	86.50%	61.97%	84.09%	2,671,331
37	28,788	2,107	30,895	4,375	1,306	5,681	33,163	3,413	86.81%	61.73%	84.47%	2,390,761
38	26,500	1,772	28,272	3,731	1,030	4,761	30,231	2,802	87.66%	63.24%	85.59%	2,587,878
39	22,819	1,240	24,059	3,142	862	4,004	25,961	2,102	87.90%	58.99%	85.73%	2,547,506
40	17,498	979	18,477	2,304	602	2,906	19,802	1,581	88.36%	61.92%	86.41%	2,588,773
41	13,769	660	14,429	1,672	457	2,129	15,441	1,117	89.17%	59.09%	87.14%	2,306,516
42	11,238	463	11,701	1,383	346	1,729	12,621	809	89.04%	57.23%	87.13%	2,236,439
43	9,088	297	9,385	1,065	290	1,355	10,153	587	89.51%	50.60%	87.38%	2,372,410
44	7,352	243	7,595	854	222	1,076	8,206	465	89.59%	52.26%	87.59%	2,532,127
45+	14,193	371	14,564	1,486	391	1,877	15,679	762	90.52%	48.69%	88.58%	28,053,312
Unknown	137	16	153	330	43	373	467	59	29.34%	27.12%	29.09%	0
TOTAL	841,336	85,260	926,596	656,948	96,959	753,907	1,498,284	182,219	56.15%	46.79%	55.14%	78,332,401

* Civilian labor force, 17 years and older.

Table B-22 (Continued). FY 1991 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY								
	MARRIED			UNMARRIED			TOTAL DoD		MARRIED
AGE	Males	Females	Total	Males	Females	Total	Males	Females	CIVILIANS*
17	0.00%	0.00%	0.00%	0.33%	0.33%	0.33%	0.15%	0.18%	0.01%
18	0.14%	0.21%	0.15%	5.52%	4.06%	5.33%	2.50%	2.25%	0.07%
19	0.98%	1.54%	1.03%	12.18%	9.54%	11.84%	5.89%	5.86%	0.24%
20	2.49%	4.05%	2.64%	16.34%	12.52%	15.85%	8.56%	8.56%	0.41%
21	3.98%	6.19%	4.19%	15.46%	11.55%	14.95%	9.01%	9.04%	0.63%
22	4.74%	6.57%	4.91%	11.22%	8.85%	10.92%	7.59%	7.78%	0.80%
23	5.16%	6.62%	5.30%	7.63%	6.79%	7.52%	6.24%	6.71%	1.12%
24	5.37%	6.64%	5.49%	5.55%	5.74%	5.58%	5.45%	6.16%	1.41%
25	5.49%	6.12%	5.55%	4.26%	4.85%	4.34%	4.95%	5.44%	1.64%
26	5.72%	6.18%	5.77%	3.45%	4.51%	3.58%	4.73%	5.29%	1.99%
27	5.89%	6.07%	5.91%	2.93%	3.90%	3.06%	4.59%	4.92%	2.20%
28	5.73%	5.93%	5.75%	2.35%	3.64%	2.52%	4.25%	4.71%	2.64%
29	5.48%	5.76%	5.51%	1.95%	3.26%	2.12%	3.93%	4.43%	2.79%
30	5.32%	5.39%	5.32%	1.64%	2.91%	1.80%	3.70%	4.07%	3.08%
31	4.97%	5.02%	4.98%	1.39%	2.67%	1.56%	3.40%	3.77%	3.23%
32	4.66%	4.51%	4.65%	1.20%	2.23%	1.33%	3.14%	3.29%	3.31%
33	4.36%	4.05%	4.33%	1.04%	1.93%	1.15%	2.90%	2.92%	3.43%
34	4.08%	3.61%	4.03%	0.93%	1.86%	1.05%	2.70%	2.68%	3.41%
35	3.80%	3.21%	3.74%	0.81%	1.65%	0.92%	2.49%	2.38%	3.38%
36	3.62%	2.79%	3.54%	0.72%	1.50%	0.82%	2.35%	2.11%	3.41%
37	3.42%	2.47%	3.33%	0.67%	1.35%	0.75%	2.21%	1.87%	3.05%
38	3.15%	2.08%	3.05%	0.57%	1.06%	0.63%	2.02%	1.54%	3.30%
39	2.71%	1.45%	2.60%	0.48%	0.89%	0.53%	1.73%	1.15%	3.25%
40	2.08%	1.15%	1.99%	0.35%	0.62%	0.39%	1.32%	0.87%	3.30%
41	1.64%	0.77%	1.56%	0.25%	0.47%	0.28%	1.03%	0.61%	2.94%
42	1.34%	0.54%	1.26%	0.21%	0.36%	0.23%	0.84%	0.44%	2.86%
43	1.08%	0.35%	1.01%	0.16%	0.30%	0.18%	0.68%	0.32%	3.03%
44	0.87%	0.29%	0.82%	0.13%	0.23%	0.14%	0.55%	0.26%	3.23%
45+	1.69%	0.44%	1.57%	0.23%	0.40%	0.25%	1.05%	0.42%	35.81%
Unknown	0.02%	0.02%	0.02%	0.05%	0.04%	0.05%	0.03%	0.03%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Table B-23. FY 1991 Active Component Enlisted Members by Race, Service, and Gender with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-44 YR OLD CIVILIANS		
RACE	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	334,706	29,807	364,513	340,878	32,928	373,806	120,756	5,122	125,878	279,074	41,717	320,791	1,075,414	109,574	1,184,988	40,309,555	32,802,277	73,111,832
Black	159,225	32,950	192,175	76,084	13,216	89,300	32,467	2,457	34,924	57,171	14,174	71,345	324,947	62,797	387,744	4,984,823	5,005,424	9,990,247
Other	41,356	4,472	45,828	29,336	2,028	31,364	12,590	699	13,289	14,641	2,649	17,290	97,923	9,848	107,771	1,641,887	1,362,730	3,004,617
TOTAL	535,287	67,229	602,516	446,298	48,172	494,470	165,813	8,278	174,091	350,886	58,540	409,426	1,498,284	182,219	1,680,503	46,936,265	39,170,431	86,106,696
b. Percent																		
White	62.53%	44.34%	60.50%	76.38%	68.36%	75.60%	72.83%	61.87%	72.31%	79.53%	71.26%	78.35%	71.78%	60.13%	70.51%	85.88%	83.74%	84.91%
Black	29.75%	49.01%	31.90%	17.05%	27.44%	18.06%	19.58%	29.68%	20.06%	16.29%	24.21%	17.43%	21.69%	34.46%	23.07%	10.62%	12.78%	11.60%
Other	7.73%	6.65%	7.61%	6.57%	4.21%	6.34%	7.59%	8.44%	7.63%	4.17%	4.53%	4.22%	6.54%	5.40%	6.41%	3.50%	3.48%	3.49%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-24. FY 1991 Active Component Enlisted Members by Ethnicity and Service

	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%
MEXICAN	9,228	1.53%	11,794	2.39%	8,678	4.98%	9,269	2.26%	38,969	2.32%
PUERTO RICAN	10,439	1.73%	5,113	1.03%	1,988	1.14%	3,374	0.82%	20,914	1.24%
CUBAN	240	0.04%	469	0.09%	132	0.08%	239	0.06%	1,080	0.06%
LATIN AMER.	1,318	0.22%	825	0.17%	495	0.28%	8	0.00%	2,646	0.16%
OTHER HISP.	5,836	0.97%	13,900	2.81%	1,907	1.10%	2,614	0.64%	24,257	1.44%
ALEUTIAN	24	0.00%	25	0.01%	16	0.01%	15	0.00%	80	0.00%
ESKIMO	42	0.01%	46	0.01%	42	0.02%	25	0.01%	155	0.01%
N. AMER. INDIAN	1,923	0.32%	2,437	0.49%	1,278	0.73%	2,921	0.71%	8,559	0.51%
CHINESE	189	0.03%	309	0.06%	88	0.05%	238	0.06%	824	0.05%
JAPANESE	320	0.05%	519	0.10%	118	0.07%	616	0.15%	1,573	0.09%
KOREAN	958	0.16%	506	0.10%	171	0.10%	322	0.08%	1,957	0.12%
INDIAN	280	0.05%	168	0.03%	74	0.04%	13	0.00%	535	0.03%
FILIPINO	3,062	0.51%	18,431	3.73%	1,022	0.59%	4,016	0.98%	26,531	1.58%
VIETNAMESE	294	0.05%	603	0.12%	140	0.08%	0	0.00%	1,037	0.06%
OTHER ASIAN	1,414	0.23%	869	0.18%	299	0.17%	2,018	0.49%	4,600	0.27%
MELANESIAN	146	0.02%	52	0.01%	22	0.01%	0	0.00%	220	0.01%
MICRONESIAN	309	0.05%	192	0.04%	119	0.07%	1	0.00%	621	0.04%
POLYNESIAN	655	0.11%	403	0.08%	127	0.07%	5	0.00%	1,190	0.07%
OTHER PACIFIC	631	0.10%	152	0.03%	132	0.08%	4	0.00%	919	0.05%
OTHER/NONE	564,731	93.73%	436,478	88.27%	157,148	90.27%	383,706	93.72%	1,542,063	91.76%
UNKNOWN	477	0.08%	1,179	0.24%	95	0.05%	22	0.01%	1,773	0.11%
TOTAL	602,516	100.00%	494,470	100.00%	174,091	100.00%	409,426	100.00%	1,680,503	100.00%

Columns may not add to totals due to rounding.

Table B-25. FY 1991 Active Component Enlisted Members by Hispanic Background, Service, and Gender with Civilian Comparison Group

	SERVICE															
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-44 YR OLD
ETHNICITY	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	CIVILIANS
a. Number																
Hispanic	24,921	2,140	27,061	28,448	3,653	32,101	12,552	648	13,200	13,488	2,016	15,504	79,409	8,457	87,866	7,626,896
Non-Hispanic	510,366	65,089	575,455	417,850	44,519	462,369	153,261	7,630	160,891	337,398	56,524	393,922	1,418,875	173,762	1,592,637	77,341,287
Unknown/NA	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1,138,513
TOTAL	535,287	67,229	602,516	446,298	48,172	494,470	165,813	8,278	174,091	350,886	58,540	409,426	1,498,284	182,219	1,680,503	86,106,696
b. Percent																
Hispanic	4.66%	3.18%	4.49%	6.37%	7.58%	6.49%	7.57%	7.83%	7.58%	3.84%	3.44%	3.79%	5.30%	4.64%	5.23%	8.86%
Non-Hispanic	95.34%	96.82%	95.51%	93.63%	92.42%	93.51%	92.43%	92.17%	92.42%	96.16%	96.56%	96.21%	94.70%	95.36%	94.77%	89.82%
Unknown/NA	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.32%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-26. FY 1991 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

EDUCATION	SERVICE								TOTAL DoD		18-44 YR OLD CIVILIANS*	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
a. Number												
Tier 1, Regular HS Graduates	481,543	64,714	404,137	47,162	152,628	7,870	349,071	58,252	1,387,379	177,998	40,240,516	35,517,382
Tier 2, GED, Alternative Credentials	40,042	1,010	23,006	950	12,524	406	1,750	285	77,322	2,651		
Tier 3, No Credentials	13,702	1,505	19,155	60	661	2	65	3	33,583	1,570	6,695,749	3,653,049
TOTAL	535,287	67,229	446,298	48,172	165,813	8,278	350,886	58,540	1,498,284	182,219	46,936,265	39,170,431
b. Percent												
Tier 1, Regular HS Graduates	89.96%	96.26%	90.55%	97.90%	92.05%	95.07%	99.48%	99.51%	92.60%	97.68%	85.73%	90.67%
Tier 2, GED, Alternative Credentials	7.48%	1.50%	5.15%	1.97%	7.55%	4.90%	0.50%	0.49%	5.16%	1.45%		
Tier 3, No Credentials	2.56%	2.24%	4.29%	0.12%	0.40%	0.02%	0.02%	0.01%	2.24%	0.86%	14.27%	9.33%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Columns may not add to totals due to rounding.

Table B-27. FY 1991 Active Component Enlisted Members by Education, Service, and Race with Civilian Comparison Group

	SERVICE																	
	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			18-44 YR OLD CIVILIANS*		
EDUCATION	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number																		
Tier 1, Regular HS Grads	324,350	180,394	41,513	336,922	84,477	29,900	115,940	32,243	12,315	319,030	71,075	17,218	1,096,242	368,189	100,946			
Tier 2, GED, Alt. Creds.	29,091	8,669	3,292	20,445	2,627	884	9,447	2,570	913	1,704	260	71	60,687	14,126	5,160	64,544,913	8,599,820	2,613,165
Tier 3, No Credentials	11,072	3,112	1,023	16,439	2,196	580	491	111	61	57	10	1	28,059	5,429	1,665	8,566,919	1,390,427	391,452
TOTAL	364,513	192,175	45,828	373,806	89,300	31,364	125,878	34,924	13,289	320,791	71,345	17,290	1,184,988	387,744	107,771	73,111,832	9,990,247	3,004,617
b. Percent																		
Tier 1, Regular HS Grads	88.98%	93.87%	90.58%	90.13%	94.60%	95.33%	92.11%	92.32%	92.67%	99.45%	99.62%	99.58%	92.51%	94.96%	93.67%			
Tier 2, GED, Alt. Creds.	7.98%	4.51%	7.18%	5.47%	2.94%	2.82%	7.50%	7.36%	6.87%	0.53%	0.36%	0.41%	5.12%	3.64%	4.79%	88.28%	86.08%	86.97%
Tier 3, No Credentials	3.04%	1.62%	2.23%	4.40%	2.46%	1.85%	0.39%	0.32%	0.46%	0.02%	0.01%	0.01%	2.37%	1.40%	1.54%	11.72%	13.92%	13.03%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Columns may not add to totals due to rounding.

Table B-28. FY 1991 Active Component Enlisted Members by Education, Service, and Hispanic Background

EDUCATION	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number										
Tier 1, Regular HS Graduates	24,108	522,149	28,078	423,221	12,149	148,349	15,419	391,904	79,754	1,485,623
Tier 2, GED, Alternative Credentials	2,128	38,924	2,366	21,590	983	11,947	84	1,951	5,561	74,412
Tier 3, No Credentials	825	14,382	1,657	17,558	68	595	1	67	2,551	32,602
TOTAL	27,061	575,455	32,101	462,369	13,200	160,891	15,504	393,922	87,866	1,592,637
b. Percent										
Tier 1, Regular HS Graduates	89.09%	90.74%	87.47%	91.53%	92.04%	92.20%	99.45%	99.49%	90.77%	93.28%
Tier 2, GED, Alternative Credentials	7.86%	6.76%	7.37%	4.67%	7.45%	7.43%	0.54%	0.50%	6.33%	4.67%
Tier 3, No Credentials	3.05%	2.50%	5.16%	3.80%	0.52%	0.37%	0.01%	0.02%	2.90%	2.05%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table B-29. FY 1991 Active Component Enlisted Members by Occupational Area, Service, and Gender

OCCUPATIONAL AREA*	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
a. Number										
0 - Infantry	169,292	2,570	46,961	4,134	45,983	0	26,658	1,490	288,894	8,194
1 - Electronic	23,881	1,613	75,626	5,236	11,285	382	46,203	3,302	156,995	10,533
2 - Communications	66,837	8,482	43,778	6,697	12,686	674	22,405	4,775	145,706	20,628
3 - Medical	29,136	10,591	24,924	6,537	0	0	18,080	8,883	72,140	26,011
4 - Other Technical	13,641	1,538	3,613	657	3,520	220	14,288	1,614	35,062	4,029
5 - Administration	69,631	25,416	37,502	10,351	22,936	3,858	65,912	24,153	195,981	63,778
6 - Electrical	79,743	4,498	123,116	6,238	27,142	813	90,499	4,240	320,500	15,789
7 - Craftsman	10,637	614	28,102	1,615	4,537	156	20,889	1,249	64,165	3,634
8 - Supply	55,057	9,091	21,586	2,771	20,211	1,394	31,989	5,377	128,843	18,633
9 - Non-Occupational	17,432	2,816	41,090	3,936	17,513	781	13,963	3,457	89,998	10,990
TOTAL	535,287	67,229	446,298	48,172	165,813	8,278	350,886	58,540	1,498,284	182,219
b. Percent										
0 - Infantry	31.63%	3.82%	10.52%	8.58%	27.73%	0.00%	7.60%	2.55%	19.28%	4.50%
1 - Electronic	4.46%	2.40%	16.95%	10.87%	6.81%	4.61%	13.17%	5.64%	10.48%	5.78%
2 - Communications	12.49%	12.62%	9.81%	13.90%	7.65%	8.14%	6.39%	8.16%	9.72%	11.32%
3 - Medical	5.44%	15.75%	5.58%	13.57%	0.00%	0.00%	5.15%	15.17%	4.81%	14.27%
4 - Other Technical	2.55%	2.29%	0.81%	1.36%	2.12%	2.66%	4.07%	2.76%	2.34%	2.21%
5 - Administration	13.01%	37.81%	8.40%	21.49%	13.83%	46.61%	18.78%	41.26%	13.08%	35.00%
6 - Electrical	14.90%	6.69%	27.59%	12.95%	16.37%	9.82%	25.79%	7.24%	21.39%	8.66%
7 - Craftsman	1.99%	0.91%	6.30%	3.35%	2.74%	1.88%	5.95%	2.13%	4.28%	1.99%
8 - Supply	10.29%	13.52%	4.84%	5.75%	12.19%	16.84%	9.12%	9.19%	8.60%	10.23%
9 - Non-Occupational	3.26%	4.19%	9.21%	8.17%	10.56%	9.43%	3.98%	5.91%	6.01%	6.03%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-30. FY 1991 Active Component Enlisted Members by Occupational Area, Service, and Race

OCCUPATIONAL AREA*	SERVICE												TOTAL DoD		
	ARMY			NAVY			MARINE CORPS			AIR FORCE					
	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
0 - Infantry	112,028	46,053	13,781	37,082	11,760	2,253	33,683	8,193	4,107	23,201	4,103	844	205,994	70,109	20,985
1 - Electronic	16,896	6,787	1,811	69,053	9,271	2,538	9,942	1,193	532	43,030	4,799	1,676	138,921	22,050	6,557
2 - Communications	49,237	21,207	4,875	38,662	10,673	1,140	9,383	3,173	804	21,770	4,526	884	119,052	39,579	7,703
3 - Medical	21,989	13,947	3,791	22,205	6,245	3,011	0	0	0	19,316	5,941	1,706	63,510	26,133	8,508
4 - Other Technical	9,442	4,551	1,186	3,680	448	142	3,013	544	183	13,151	2,194	557	29,286	7,737	2,068
5 - Administration	40,287	46,330	8,430	30,542	11,935	5,376	16,437	8,031	2,326	61,335	23,999	4,731	148,601	90,295	20,863
6 - Electrical	55,373	22,524	6,344	100,766	18,959	9,629	21,620	4,510	1,825	78,648	12,451	3,640	256,407	58,444	21,438
7 - Craftsman	7,144	3,357	750	24,733	3,199	1,785	3,452	897	344	17,590	3,590	958	52,919	11,043	3,837
8 - Supply	36,734	23,703	3,711	13,349	7,519	3,459	13,824	5,974	1,807	27,940	7,765	1,661	91,847	44,991	10,638
9 - Non-Occupational	15,383	3,716	1,149	33,734	9,261	2,031	14,524	2,409	1,361	14,810	1,977	633	78,451	17,363	5,174
TOTAL	364,513	192,175	45,828	373,806	89,300	31,364	125,878	34,924	13,289	320,791	71,345	17,290	1,184,988	387,744	107,771
b. Percent															
0 - Infantry	30.73%	23.96%	30.07%	9.92%	13.17%	7.18%	26.76%	23.46%	30.91%	7.23%	5.75%	4.88%	17.38%	18.08%	19.47%
1 - Electronic	4.64%	3.53%	3.95%	18.47%	10.38%	8.09%	7.90%	3.42%	4.00%	13.41%	6.73%	9.69%	11.72%	5.69%	6.08%
2 - Communications	13.51%	11.04%	10.64%	10.34%	11.95%	3.63%	7.45%	9.09%	6.05%	6.79%	6.34%	5.11%	10.05%	10.21%	7.15%
3 - Medical	6.03%	7.26%	8.27%	5.94%	6.99%	9.60%	0.00%	0.00%	0.00%	6.02%	8.33%	9.87%	5.36%	6.74%	7.89%
4 - Other Technical	2.59%	2.37%	2.59%	0.98%	0.50%	0.45%	2.39%	1.56%	1.38%	4.10%	3.08%	3.22%	2.47%	2.00%	1.92%
5 - Administration	11.05%	24.11%	18.39%	8.17%	13.37%	17.14%	13.06%	23.00%	17.50%	19.12%	33.64%	27.36%	12.54%	23.29%	19.36%
6 - Electrical	15.19%	11.72%	13.84%	26.96%	21.23%	30.70%	17.18%	12.91%	13.73%	24.52%	17.45%	21.05%	21.64%	15.07%	19.89%
7 - Craftsman	1.96%	1.75%	1.64%	6.62%	3.58%	5.69%	2.74%	2.57%	2.59%	5.48%	5.03%	5.54%	4.47%	2.85%	3.56%
8 - Supply	10.08%	12.33%	8.10%	3.57%	8.45%	11.03%	10.98%	17.11%	13.60%	8.71%	10.88%	9.61%	7.75%	11.60%	9.87%
9 - Non-Occupational	4.22%	1.93%	2.51%	9.02%	10.37%	6.48%	11.54%	6.90%	10.24%	4.62%	2.77%	3.66%	6.62%	4.48%	4.80%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-31. FY 1991 Active Component Enlisted Members by Occupational Area, Service, and Hispanic Background

OCCUPATIONAL AREA*	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number										
0 - Infantry	8,622	163,240	3,867	47,228	3,746	42,237	946	27,202	17,181	279,907
1 - Electronic	1,055	24,439	4,445	76,417	484	11,183	1,517	47,988	7,501	160,027
2 - Communications	2,909	72,410	2,776	47,699	873	12,487	938	26,242	7,496	158,838
3 - Medical	2,221	37,506	2,534	28,927	0	0	1,276	25,687	6,031	92,120
4 - Other Technical	639	14,540	209	4,061	208	3,532	477	15,425	1,533	37,558
5 - Administration	5,110	89,937	3,001	44,852	2,637	24,157	4,015	86,050	14,763	244,996
6 - Electrical	3,161	81,080	7,720	121,634	1,875	26,080	3,528	91,211	16,284	320,005
7 - Craftsman	381	10,870	1,651	28,066	324	4,369	806	21,332	3,162	64,637
8 - Supply	2,076	62,072	1,288	23,069	1,728	19,877	1,496	35,870	6,588	140,888
9 - Non-Occupational	887	19,361	4,610	40,416	1,325	16,969	505	16,915	7,327	93,661
TOTAL	27,061	575,455	32,101	462,369	13,200	160,891	15,504	393,922	87,866	1,592,637
b. Percent										
0 - Infantry	31.86%	28.37%	12.05%	10.21%	28.38%	26.25%	6.10%	6.91%	19.55%	17.58%
1 - Electronic	3.90%	4.25%	13.85%	16.53%	3.67%	6.95%	9.78%	12.18%	8.54%	10.05%
2 - Communications	10.75%	12.58%	8.65%	10.32%	6.61%	7.76%	6.05%	6.66%	8.53%	9.97%
3 - Medical	8.21%	6.52%	7.89%	6.26%	0.00%	0.00%	8.23%	6.52%	6.86%	5.78%
4 - Other Technical	2.36%	2.53%	0.65%	0.88%	1.58%	2.20%	3.08%	3.92%	1.74%	2.36%
5 - Administration	18.88%	15.63%	9.35%	9.70%	19.98%	15.01%	25.90%	21.84%	16.80%	15.38%
6 - Electrical	11.68%	14.09%	24.05%	26.31%	14.20%	16.21%	22.76%	23.15%	18.53%	20.09%
7 - Craftsman	1.41%	1.89%	5.14%	6.07%	2.45%	2.72%	5.20%	5.42%	3.60%	4.06%
8 - Supply	7.67%	10.79%	4.01%	4.99%	13.09%	12.35%	9.65%	9.11%	7.50%	8.85%
9 - Non-Occupational	3.28%	3.36%	14.36%	8.74%	10.04%	10.55%	3.26%	4.29%	8.34%	5.88%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-32. FY 1991 Active Component Officer Accessions by Age and Service with Civilian Comparison Group

	SERVICE										21-35 YR OLD CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
AGE GROUP	#	%	#	%	#	%	#	%	#	%	#	%
17-19	0	0.00%	0	0.00%	1	0.08%	0	0.00%	1	0.01%	0	0.00%
20-24	3,071	55.93%	2,856	59.69%	886	68.52%	2,895	58.52%	9,708	58.78%	590,679	12.72%
25-29	1,555	28.32%	1,078	22.53%	387	29.93%	1,186	23.97%	4,206	25.47%	1,524,885	32.85%
30-34	485	8.83%	488	10.20%	17	1.31%	556	11.24%	1,546	9.36%	2,082,073	44.85%
35-39	132	2.40%	167	3.49%	2	0.15%	179	3.62%	480	2.91%	444,965	9.58%
40-44	82	1.49%	52	1.09%	0	0.00%	71	1.44%	205	1.24%	0	0.00%
45-49	61	1.11%	23	0.48%	0	0.00%	29	0.59%	113	0.68%	0	0.00%
50+	43	0.78%	26	0.54%	0	0.00%	15	0.30%	84	0.51%	0	0.00%
Unknown	62	1.13%	95	1.99%	0	0.00%	16	0.32%	173	1.05%	0	0.00%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%	4,642,602	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

Columns may not add to totals due to rounding.

Table B-33. FY 1991 Active Component Officer Corps by Age and Service with Civilian Comparison Group

	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
AGE GROUP	#	%	#	%	#	%	#	%	#	%	#	%
17-19	0	0.00%	0	0.00%	1	0.01%	0	0.00%	1	0.00%	0	0.00%
20-24	8,446	9.52%	7,637	11.23%	2,164	12.17%	6,622	6.86%	24,869	9.17%	393,968	3.02%
25-29	22,015	24.81%	17,811	26.20%	5,311	29.88%	22,496	23.29%	67,633	24.95%	1,339,198	10.26%
30-34	20,045	22.59%	14,003	20.60%	3,609	20.30%	22,162	22.94%	59,819	22.07%	1,898,727	14.55%
35-39	16,508	18.60%	12,484	18.36%	3,216	18.09%	20,050	20.76%	52,258	19.28%	2,240,622	17.17%
40-44	13,245	14.92%	9,885	14.54%	2,427	13.65%	16,762	17.35%	42,319	15.61%	2,436,761	18.68%
45-49	5,996	6.76%	4,300	6.33%	855	4.81%	6,720	6.96%	17,871	6.59%	1,819,564	13.95%
50+	2,393	2.70%	1,705	2.51%	192	1.08%	1,769	1.83%	6,059	2.23%	2,918,350	22.37%
Unknown	99	0.11%	155	0.23%	0	0.00%	19	0.02%	273	0.10%	0	0.00%
TOTAL	88,747	100.00%	67,980	100.00%	17,775	100.00%	96,600	100.00%	271,102	100.00%	13,047,190	100.00%

* Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older).

Columns may not add to totals due to rounding.

Table B-34. FY 1991 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Group

	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
GENDER	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 1991 Active Component Officer Accessions												
Males	4,396	80.06%	4,008	83.76%	1,237	95.67%	3,847	77.76%	13,488	81.67%	2,447,647	52.72%
Females	1,095	19.94%	777	16.24%	56	4.33%	1,100	22.24%	3,028	18.33%	2,194,956	47.28%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%	4,642,603	100.00%
b. FY 1991 Active Component Officer Corps												
Males	76,812	86.55%	60,092	88.40%	17,181	96.66%	83,277	86.21%	237,362	87.55%	7,756,451	59.45%
Females	11,935	13.45%	7,888	11.60%	594	3.34%	13,323	13.79%	33,740	12.45%	5,290,739	40.55%
TOTAL	88,747	100.00%	67,980	100.00%	17,775	100.00%	96,600	100.00%	271,102	100.00%	13,047,190	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.
Comparison group for active component officer corps includes college graduates in the civilian work force.
Columns may not add to totals due to rounding.

Table B-35. FY 1991 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Group

	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
GENDER	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 1991 Active Component Officer Accessions												
Males	27.71%	72.29%	29.77%	70.23%	26.68%	73.32%	32.96%	67.04%	29.72%	70.28%	55.28%	44.72%
Females	23.20%	76.80%	23.42%	76.58%	19.64%	80.36%	27.91%	72.09%	24.90%	75.10%	56.14%	43.86%
TOTAL	26.81%	73.19%	28.74%	71.26%	26.37%	73.63%	31.84%	68.16%	28.84%	71.16%	55.68%	44.32%
b. FY 1991 Active Component Officer Corps												
Males	76.23%	23.77%	70.33%	29.67%	71.89%	28.11%	79.13%	20.87%	75.44%	24.56%	76.34%	23.66%
Females	51.79%	48.21%	45.37%	54.63%	47.47%	52.53%	53.46%	46.54%	50.87%	49.13%	62.67%	37.33%
TOTAL	72.94%	27.06%	67.43%	32.57%	71.07%	28.93%	75.59%	24.41%	72.38%	27.62%	70.80%	29.20%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.
Comparison group for active component officer corps includes college graduates in the civilian work force.

Table B-36. FY 1991 Active Component Officer Accessions and Officer Corps by Race and Service with Civilian Comparison Group

	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
RACE	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 1991 Active Component Officer Accessions												
White	4,576	83.34%	4,153	86.79%	1,168	90.33%	4,429	89.53%	14,326	86.74%	4,034,373	86.90%
Black	628	11.44%	280	5.85%	57	4.41%	270	5.46%	1,235	7.48%	281,787	6.07%
Other	266	4.84%	261	5.45%	68	5.26%	247	4.99%	842	5.10%	326,443	7.03%
Unknown	21	0.38%	91	1.90%	0	0.00%	1	0.02%	113	0.68%	0	0.00%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%	4,642,603	100.00%
b. FY 1991 Active Component Officer Corps												
White	75,094	84.62%	62,455	91.87%	16,487	92.75%	88,236	91.34%	242,272	89.37%	11,622,153	89.08%
Black	10,098	11.38%	2,820	4.15%	823	4.63%	5,558	5.75%	19,299	7.12%	717,746	5.50%
Other	3,472	3.91%	2,016	2.97%	453	2.55%	2,803	2.90%	8,744	3.23%	707,291	5.42%
Unknown	83	0.09%	689	1.01%	12	0.07%	3	0.00%	787	0.29%	0	0.00%
TOTAL	88,747	100.00%	67,980	100.00%	17,775	100.00%	96,600	100.00%	271,102	100.00%	13,047,190	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.
Comparison group for active component officer corps includes college graduates in the civilian work force.
Columns may not add to totals due to rounding.

Table B-37. FY 1991 Active Component Officer Accessions and Officer Corps by Hispanic Background and Service with Civilian Comparison Group

ETHNICITY	SERVICE: ARMY #	ARMY %	NAVY #	NAVY %	MARINE CORPS #	MARINE CORPS %	AIR FORCE #	AIR FORCE %	TOTAL DoD #	TOTAL DoD %	CIVILIAN COLLEGE GRADUATES* #	CIVILIAN COLLEGE GRADUATES* %
a. FY 1991 Active Component Officer Accessions												
Hispanic	135	2.46%	176	3.68%	47	3.63%	56	1.13%	414	2.51%	145,058	3.12%
Non-Hispanic	4,806	87.53%	4,448	92.96%	1,245	96.29%	3,688	74.55%	14,187	85.90%	4,467,481	96.23%
Unknown	550	10.02%	161	3.36%	1	0.08%	1,203	24.32%	1,915	11.59%	30,064	0.65%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%	4,642,603	100.00%
b. FY 1991 Active Component Officer Corps												
Hispanic	1,708	1.92%	1,697	2.50%	451	2.54%	1,954	2.02%	5,810	2.14%	332,180	2.55%
Non-Hispanic	86,288	97.23%	61,995	91.20%	17,253	97.06%	92,634	95.89%	258,170	95.23%	12,651,490	96.97%
Unknown	751	0.85%	4,288	6.31%	71	0.40%	2,012	2.08%	7,122	2.63%	63,520	0.49%
TOTAL	88,747	100.00%	67,980	100.00%	17,775	100.00%	96,600	100.00%	271,102	100.00%	13,047,190	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.
Comparison group for active component officer corps includes college graduates in the civilian work force.
Columns may not add to totals due to rounding.

Table B-38. FY 1991 Active Component Officer Accessions and Officer Corps by Education and Service

EDUCATION	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
a. FY 1991 Active Component Officer Accessions										
Less than 4-year college graduate	153	2.79%	64	1.34%	4	0.31%	54	1.09%	275	1.67%
4-year college graduate	3,265	59.46%	3,154	65.91%	1,090	84.30%	3,975	80.35%	11,484	69.53%
Greater than 4-year college graduate	579	10.54%	219	4.58%	36	2.78%	776	15.69%	1,610	9.75%
Unknown	1,494	27.21%	1,348	28.17%	163	12.61%	142	2.87%	3,147	19.05%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%
b. FY 1991 Active Component Officer Corps										
Less than 4-year college graduate	552	0.62%	2,136	3.14%	948	5.33%	227	0.23%	3,863	1.42%
4-year college graduate	51,533	58.07%	40,024	58.88%	13,805	77.67%	47,404	49.07%	152,766	56.35%
Greater than 4-year college graduate	33,677	37.95%	19,647	28.90%	2,839	15.97%	48,551	50.26%	104,714	38.63%
Unknown	2,985	3.36%	6,173	9.08%	183	1.03%	418	0.43%	9,759	3.60%
TOTAL	88,747	100.00%	67,980	100.00%	17,775	100.00%	96,600	100.00%	271,102	100.00%

Columns may not add to totals due to rounding.

Table B-39. FY 1991 Active Component Officer Accessions by Occupational Area and Service

OCCUPATIONAL AREA*	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
General Officers	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Tactical Operations	2,685	48.90%	114	2.38%	47	3.63%	741	14.98%	3,587	21.72%
Intelligence	158	2.88%	91	1.90%	0	0.00%	173	3.50%	422	2.56%
Engineering and Maintenance	426	7.76%	229	4.79%	0	0.00%	693	14.01%	1,348	8.16%
Scientists and Professionals	166	3.02%	182	3.80%	37	2.86%	304	6.15%	689	4.17%
Health Care	1,310	23.86%	1,041	21.76%	0	0.00%	1,226	24.78%	3,577	21.66%
Administration	208	3.79%	228	4.76%	2	0.15%	346	6.99%	784	4.75%
Supply, Procurement, and Allied	341	6.21%	236	4.93%	3	0.23%	179	3.62%	759	4.60%
Non-Occupational	197	3.59%	2,664	55.67%	1,204	93.12%	1,285	25.98%	5,350	32.39%
TOTAL	5,491	100.00%	4,785	100.00%	1,293	100.00%	4,947	100.00%	16,516	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-40. FY 1991 Active Component Officer Corps by Occupational Area and Service

OCCUPATIONAL AREA	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
General Officers*	389	0.44%	251	0.37%	68	0.40%	321	0.33%	1,029	0.38%
Tactical Operations	36,493	41.12%	27,928	41.08%	9,308	54.21%	36,905	38.20%	110,634	40.90%
Intelligence	5,467	6.16%	2,099	3.09%	552	3.22%	3,944	4.08%	12,062	4.46%
Engineering and Maintenance	8,540	9.62%	6,116	9.00%	1,242	7.23%	16,028	16.59%	31,926	11.80%
Scientists and Professionals	4,076	4.59%	2,516	3.70%	479	2.79%	6,373	6.60%	13,444	4.97%
Health Care	17,642	19.88%	11,867	17.46%	0	0.00%	14,780	15.30%	44,289	16.37%
Administration	5,942	6.70%	3,708	5.45%	1,219	7.10%	8,247	8.54%	19,116	7.07%
Supply, Procurement, and Allied	8,658	9.76%	4,590	6.75%	2,175	12.67%	7,539	7.80%	22,962	8.49%
Non-Occupational**	1,540	1.74%	8,905	13.10%	2,126	12.38%	2,463	2.55%	15,034	5.56%
TOTAL	88,747	100.00%	67,980	100.00%	17,169	100.00%	96,600	100.00%	270,496	100.00%

* The Marine Corps classified 606 O-6 officers as general officers in FY 1991. These 606 officers are not included in the calculations.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-41. FY 1991 Active Component Officer Corps by Occupational Area, Service, and Gender

OCCUPATIONAL AREA	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	Males	Females	Males	Females	Males	Females	Males	Females	Males	Females
a. Number										
General Officers*	387	2	248	3	68	0	317	4	1,020	9
Tactical Operations	35,764	729	27,528	400	9,284	24	35,568	1,337	108,144	2,490
Intelligence	4,613	854	1,841	258	516	36	3,154	790	10,124	1,938
Engineering & Maint.	7,200	1,340	5,837	279	1,176	66	14,257	1,771	28,470	3,456
Scientists & Professionals	3,750	326	2,220	296	451	28	5,683	690	12,104	1,340
Health Care	12,074	5,568	8,304	3,563	0	0	9,088	5,692	29,466	14,823
Administration	4,584	1,358	1,265	2,443	1,009	210	6,432	1,815	13,290	5,826
Supply, Procur., Allied	7,037	1,621	4,298	292	2,037	138	6,467	1,072	19,839	3,123
Non-Occupational**	1,403	137	8,551	354	2,044	82	2,311	152	14,309	725
TOTAL	76,812	11,935	60,092	7,888	16,585	584	83,277	13,323	236,766	33,730
b. Percent										
General Officers*	0.50%	0.02%	0.41%	0.04%	0.41%	0.00%	0.38%	0.03%	0.43%	0.03%
Tactical Operations	46.56%	6.11%	45.81%	5.07%	55.98%	4.11%	42.71%	10.04%	45.68%	7.38%
Intelligence	6.01%	7.16%	3.06%	3.27%	3.11%	6.16%	3.79%	5.93%	4.28%	5.75%
Engineering & Maint.	9.37%	11.23%	9.71%	3.54%	7.09%	11.30%	17.12%	13.29%	12.02%	10.25%
Scientists & Professionals	4.88%	2.73%	3.69%	3.75%	2.72%	4.79%	6.82%	5.18%	5.11%	3.97%
Health Care	15.72%	46.65%	13.82%	45.17%	0.00%	0.00%	10.91%	42.72%	12.45%	43.95%
Administration	5.97%	11.38%	2.11%	30.97%	6.08%	35.96%	7.72%	13.62%	5.61%	17.27%
Supply, Procur., Allied	9.16%	13.58%	7.15%	3.70%	12.28%	23.63%	7.77%	8.05%	8.38%	9.26%
Non-Occupational**	1.83%	1.15%	14.23%	4.49%	12.32%	14.04%	2.78%	1.14%	6.04%	2.15%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* The Marine Corps classified 606 O-6 officers as general officers in FY 1991. These 606 officers are not included in the calculations.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Columns may not add to totals due to rounding.

Table B-42. FY 1991 Active Component Officer Corps by Occupational Area, Service, and Race

OCCUPATIONAL AREA	SERVICE												TOTAL DoD		
	ARMY			NAVY			MARINE CORPS			AIR FORCE					
	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other	White	Black	Other
a. Number															
General Officers*	357	25	7	246	3	2	67	1	0	314	6	1	984	35	10
Tactical Operations	32,029	3,299	1,165	26,556	775	597	8,810	278	220	34,862	1,280	763	102,257	5,632	2,745
Intelligence	4,743	481	243	1,978	73	48	529	10	13	3,629	186	129	10,879	750	433
Engineering & Maint.	6,787	1,414	339	5,710	248	158	1,140	76	26	14,291	1,105	632	27,928	2,843	1,155
Scientists & Professionals	3,635	311	130	2,272	156	88	448	23	8	5,948	265	160	12,303	755	386
Health Care	14,961	1,694	987	10,359	524	984	0	0	0	13,327	901	552	38,647	3,119	2,523
Administration	4,674	1,046	222	3,256	337	115	1,081	118	20	7,031	990	226	16,042	2,491	583
Supply, Procur., Allied	6616	1696	346	4158	270	162	1894	221	60	6567	729	243	19,235	2,916	811
Non-Occupational**	1292	132	116	7920	434	551	1920	88	118	2267	96	100	13,399	750	885
TOTAL	75,094	10,098	3,555	62,455	2,820	2,705	15,889	815	465	88,236	5,558	2,806	241,674	19,291	9,531
b. Percent															
General Officers*	0.48%	0.25%	0.20%	0.39%	0.11%	0.07%	0.42%	0.12%	0.00%	0.36%	0.11%	0.04%	0.41%	0.18%	0.10%
Tactical Operations	42.65%	32.67%	32.77%	42.52%	27.48%	22.07%	55.45%	34.11%	47.31%	39.51%	23.03%	27.19%	42.31%	29.19%	28.80%
Intelligence	6.32%	4.76%	6.84%	3.17%	2.59%	1.77%	3.33%	1.23%	2.80%	4.11%	3.35%	4.60%	4.50%	3.89%	4.54%
Engineering & Maint.	9.04%	14.00%	9.54%	9.14%	8.79%	5.84%	7.17%	9.33%	5.59%	16.20%	19.88%	22.52%	11.56%	14.74%	12.12%
Scientists & Professionals	4.84%	3.08%	3.66%	3.64%	5.53%	3.25%	2.82%	2.82%	1.72%	6.74%	4.77%	5.70%	5.09%	3.91%	4.05%
Health Care	19.92%	16.78%	27.76%	16.59%	18.58%	36.38%	0.00%	0.00%	0.00%	15.10%	16.21%	19.67%	15.99%	16.17%	26.47%
Administration	6.22%	10.36%	6.24%	5.21%	11.95%	4.25%	6.80%	14.48%	4.30%	7.97%	17.81%	8.05%	6.64%	12.91%	6.12%
Supply, Procur., Allied	8.81%	16.80%	9.73%	6.66%	9.57%	5.99%	11.92%	27.12%	12.90%	7.44%	13.12%	8.66%	7.96%	15.12%	8.51%
Non-Occupational**	1.72%	1.31%	3.26%	12.68%	15.39%	20.37%	12.08%	10.80%	25.38%	2.57%	1.73%	3.56%	5.54%	3.89%	9.29%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* The Marine Corps classified 606 O-6 officers as general officers in FY 1991. These 606 officers are not included in the calculations.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Other includes those with unknown race. Percentage of race unknown for each Service is as follows: Army - 0.09%, Navy - 1.01%, Marine Corps - 0.07%, Air Force - 0.00%, DoD - 0.29%.

Columns may not add to totals due to rounding.

Table B-43. FY 1991 Active Component Officer Corps by Occupational Area, Service, and Hispanic Background

OCCUPATIONAL AREA	SERVICE									
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic	Hispanic	Non-Hispanic
a. Number										
General Officers*	2	387	4	247	0	68	3	318	9	1,020
Tactical Operations	607	35,886	589	27,339	210	9,098	612	36,293	2,018	108,616
Intelligence	104	5,363	59	2,040	15	537	90	3,854	268	11,794
Engineering & Maint.	212	8,328	117	5,999	26	1,216	399	15,629	754	31,172
Scientists & Professionals	45	4,031	75	2,441	6	473	101	6,272	227	13,217
Health Care	338	17,304	329	11,538	0	0	332	14,448	999	43,290
Administration	165	5,777	78	3,630	32	1,187	222	8,025	497	18,619
Supply, Procur., Allied	212	8,446	130	4,460	70	2,105	177	7,362	589	22,373
Non-Occupational**	23	1,517	316	8,589	87	2,039	18	2,445	444	14,590
TOTAL	1,708	87,039	1,697	66,283	446	16,723	1,954	94,646	5,805	264,691
b. Percent										
General Officers*	0.12%	0.44%	0.24%	0.37%	0.00%	0.41%	0.15%	0.34%	0.16%	0.39%
Tactical Operations	35.54%	41.23%	34.71%	41.25%	47.09%	54.40%	31.32%	38.35%	34.76%	41.04%
Intelligence	6.09%	6.16%	3.48%	3.08%	3.36%	3.21%	4.61%	4.07%	4.62%	4.46%
Engineering & Maint.	12.41%	9.57%	6.89%	9.05%	5.83%	7.27%	20.42%	16.51%	12.99%	11.78%
Scientists & Professionals	2.63%	4.63%	4.42%	3.68%	1.35%	2.83%	5.17%	6.63%	3.91%	4.99%
Health Care	19.79%	19.88%	19.39%	17.41%	0.00%	0.00%	16.99%	15.27%	17.21%	16.35%
Administration	9.66%	6.64%	4.60%	5.48%	7.17%	7.10%	11.36%	8.48%	8.56%	7.03%
Supply, Procur., Allied	12.41%	9.70%	7.66%	6.73%	15.70%	12.59%	9.06%	7.78%	10.15%	8.45%
Non-Occupational**	1.35%	1.74%	18.62%	12.96%	19.51%	12.19%	0.92%	2.58%	7.65%	5.51%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* The Marine Corps classified 606 O-6 officers as general officers in FY 1991. These 606 officers are not included in the calculations.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Non-Hispanic includes those of unknown ethnic origin. Percentage of unknown ethnic origin for each Service is as follows: Army - 0.85%, Navy - 6.31%, Marine Corps - 0.40%, Air Force - 2.08%, DoD - 2.63%.

Columns may not add to totals due to rounding.

Appendix C - Maps

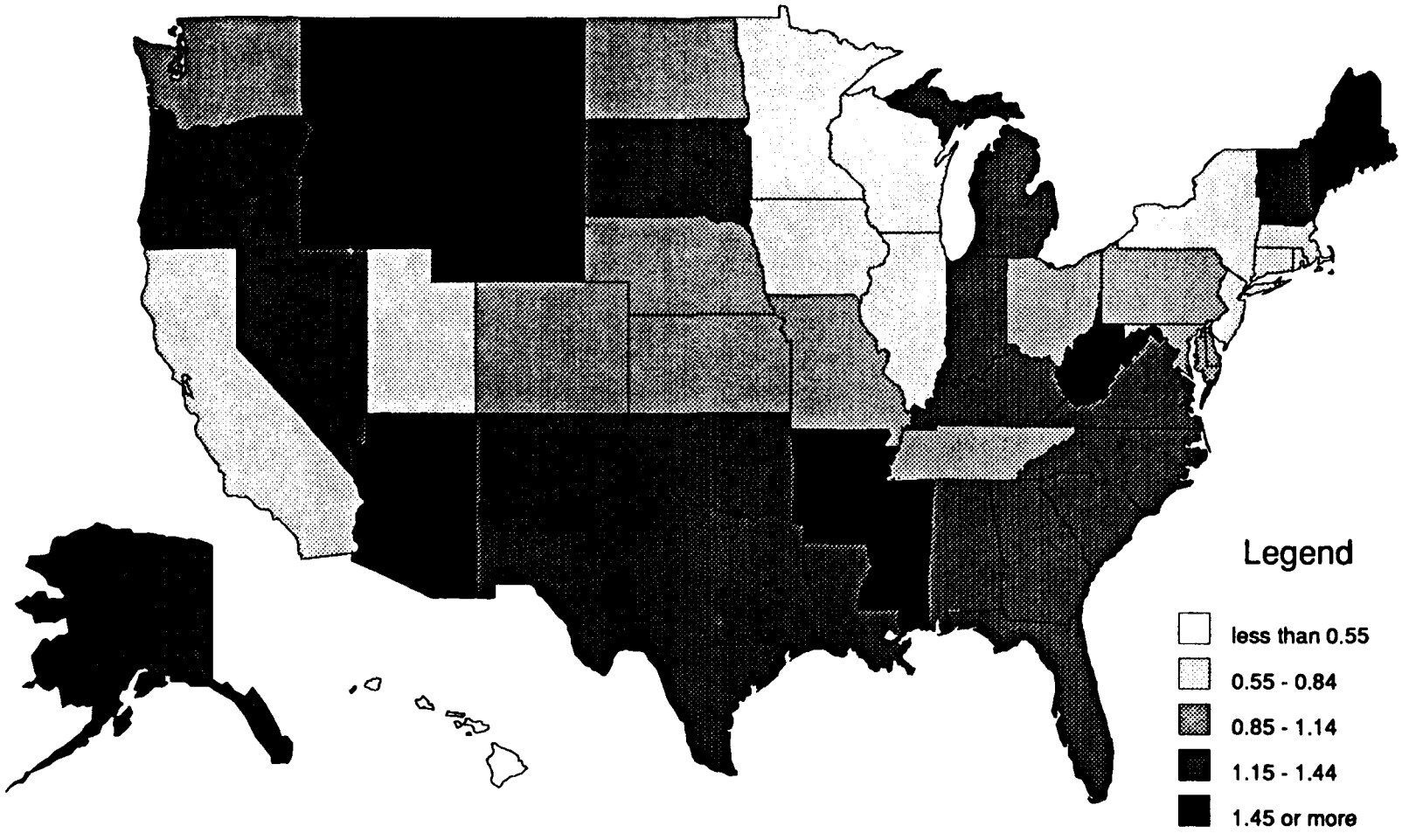


Figure C-1. Representation ratios for FY 1991 Army NPS accessions by state (% Army accessions/% civilians 18-24).

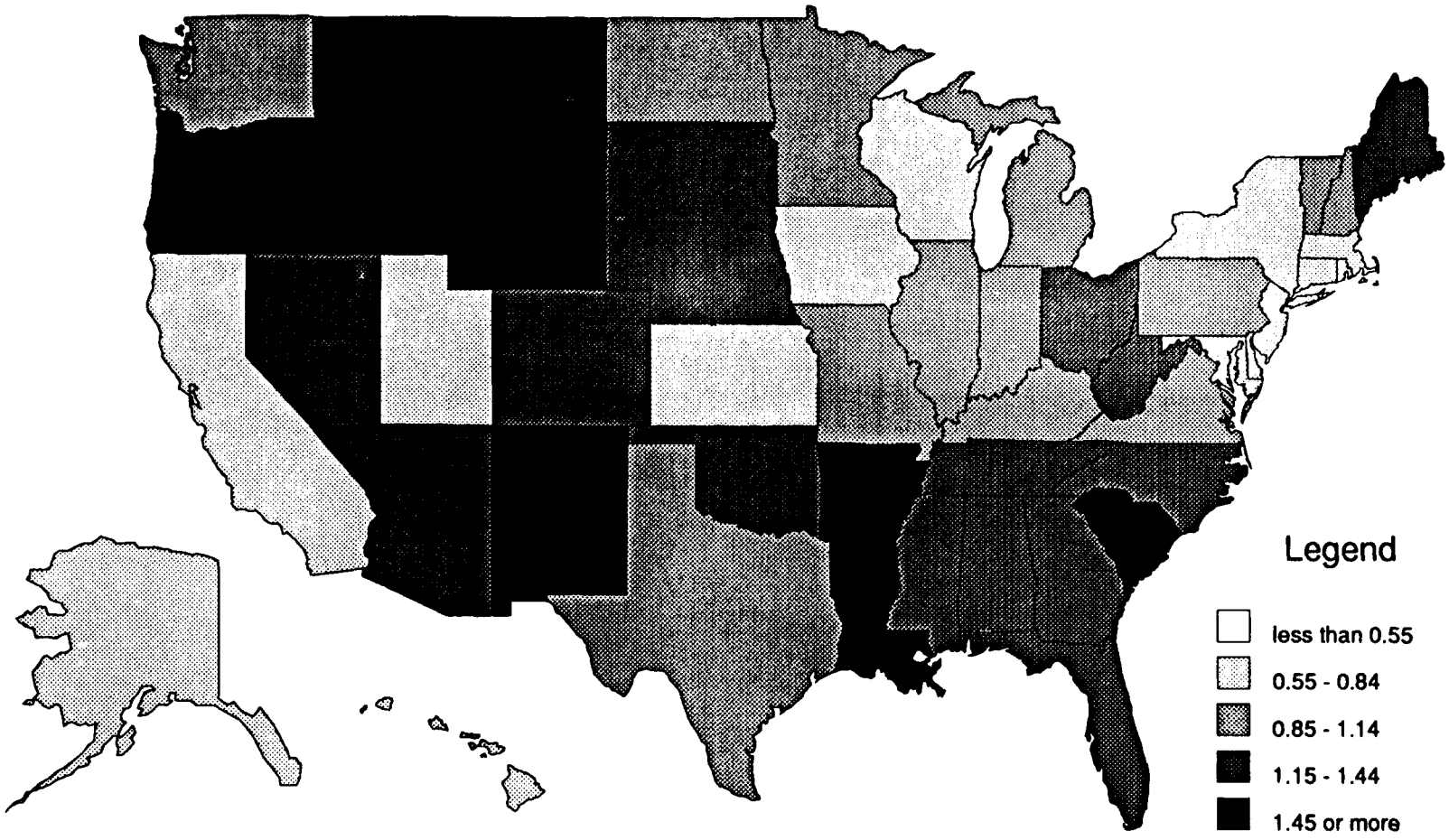


Figure C-2. Representation ratios for FY 1991 Navy NPS accessions by state (% Navy accessions/% civilians 18-24).

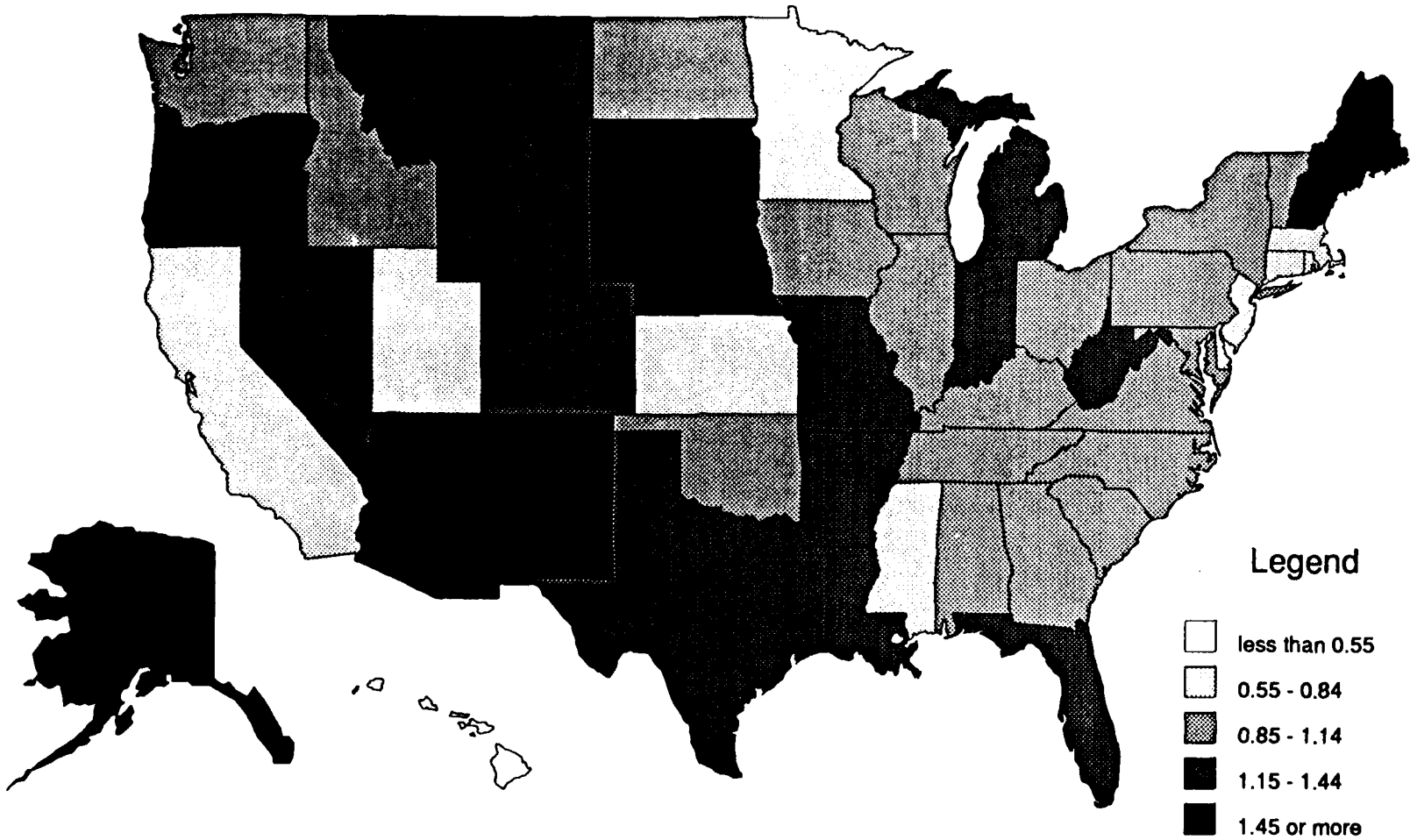


Figure C-3. Representation ratios for FY 1991 Marine Corps NPS accessions by state (% USMC accessions/% civilians 18-24).

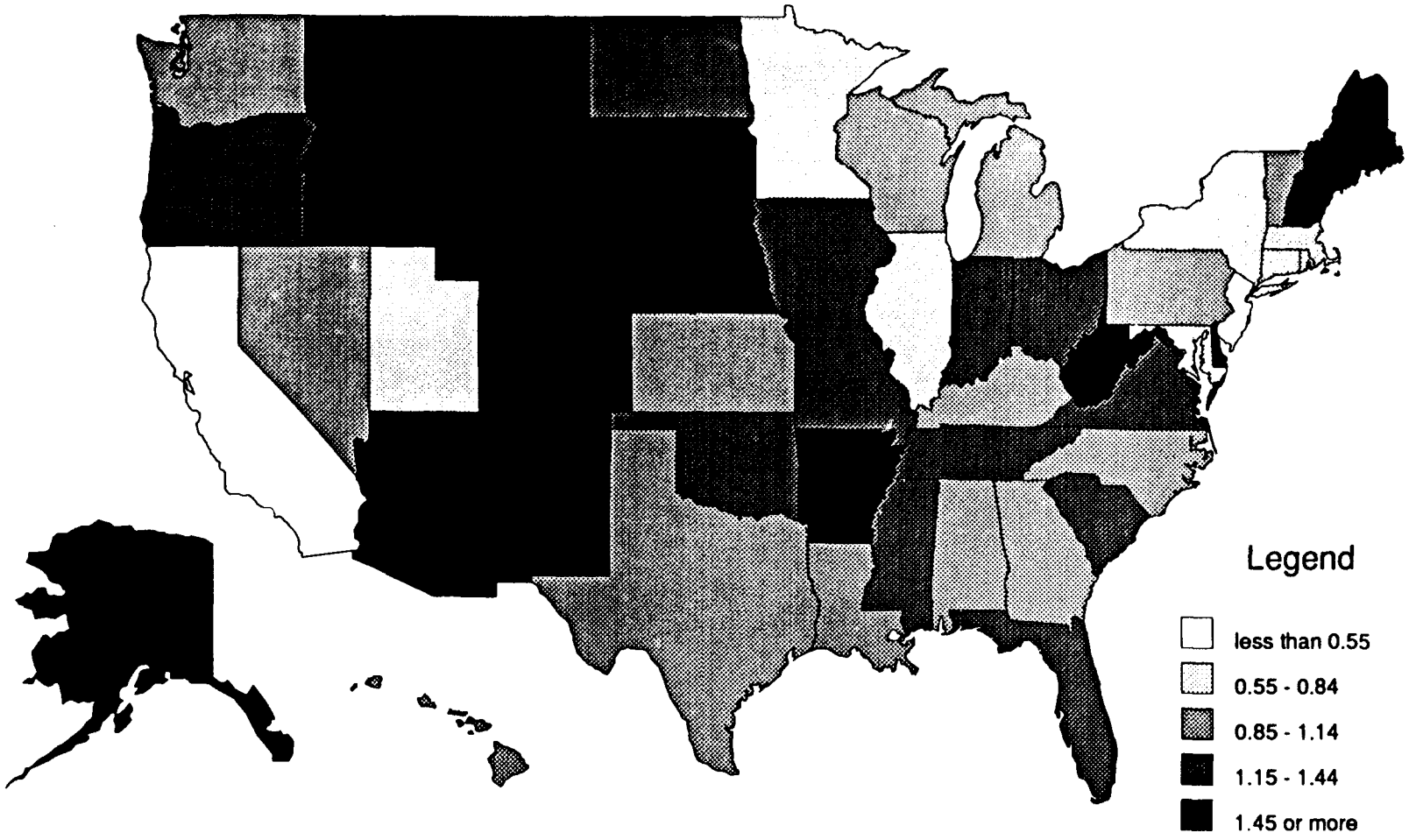


Figure C-4. Representation ratios for FY 1991 Air Force NPS accessions by state (% USAF accessions/% civilians 18-24).

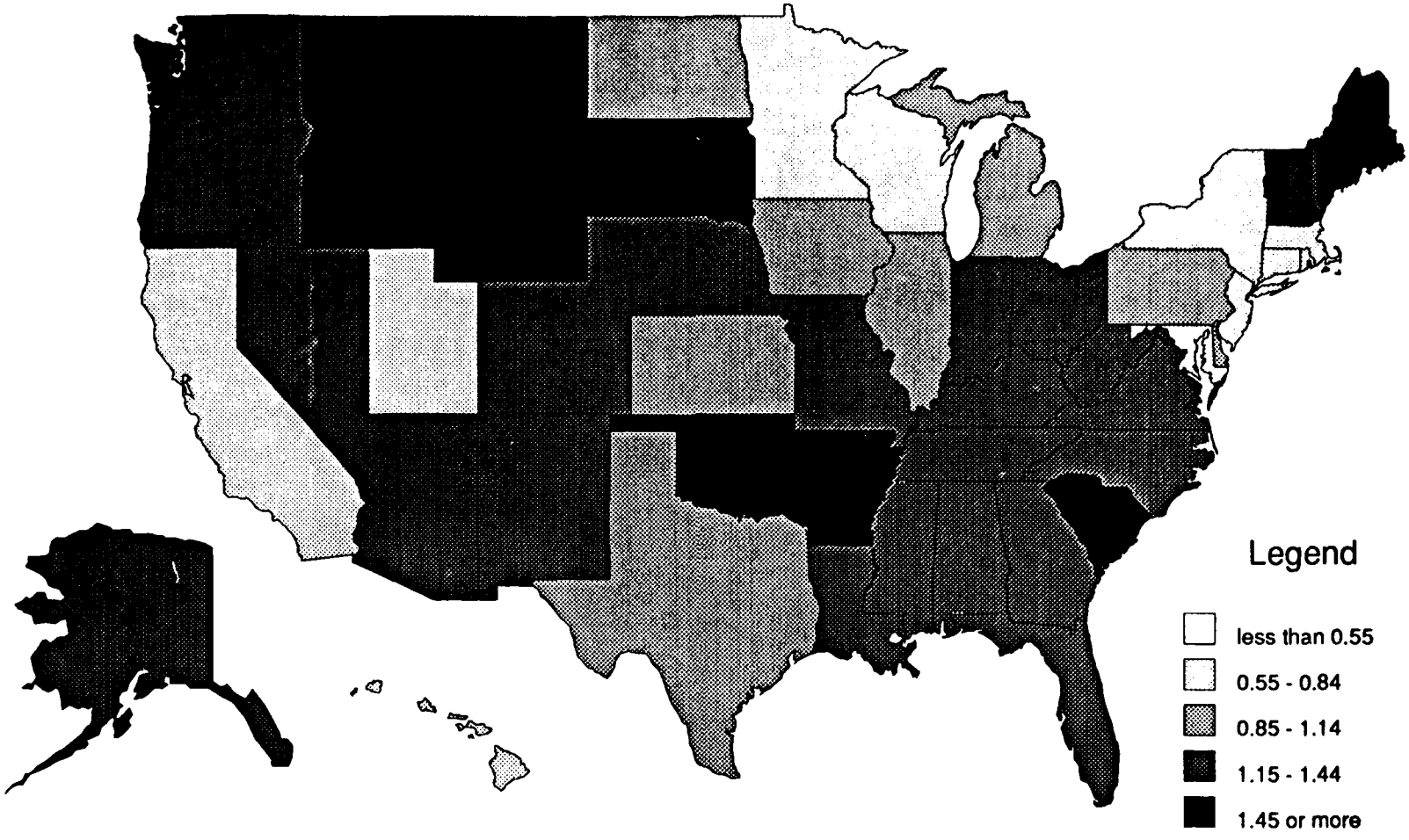


Figure C-5. Representation ratios for FY 1991 male NPS accessions by state (% male accessions/% civilian males 18-24).

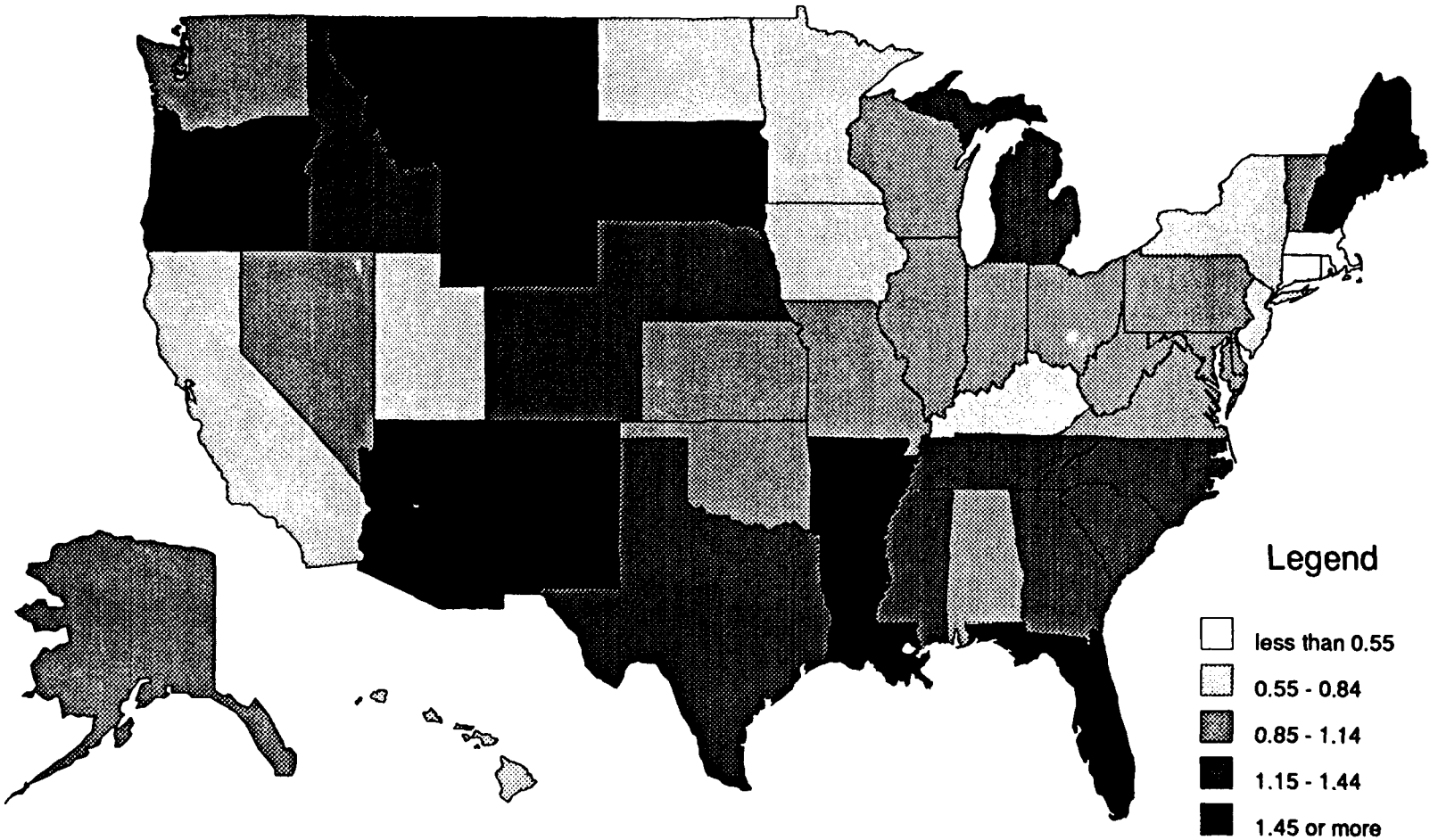


Figure C-6. Representation ratios for FY 1991 female NPS accessions by state (% female accessions/% civilian females 18-24).

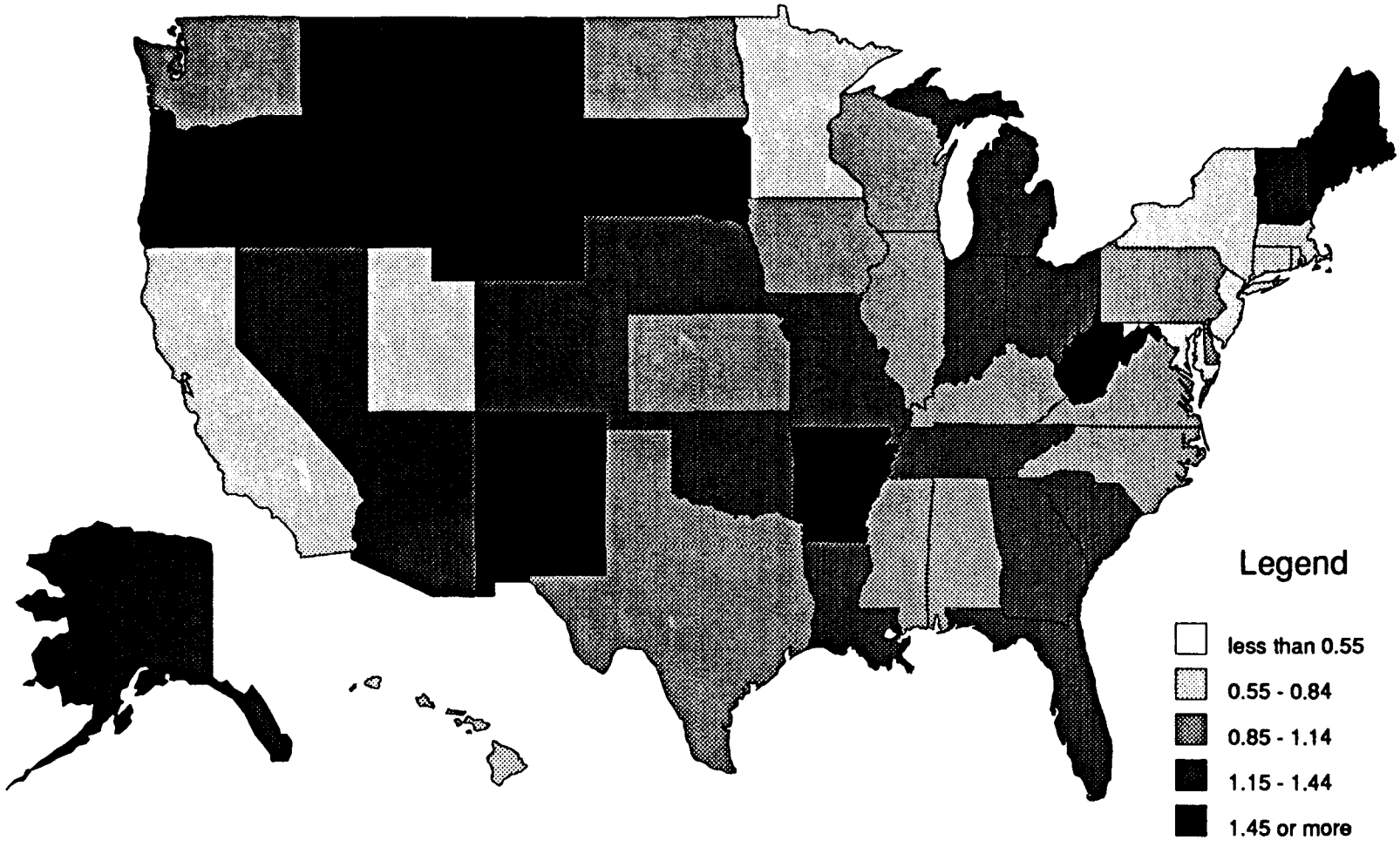


Figure C-7. Representation ratios for FY 1991 White NPS accessions by state (% White accessions/% civilian Whites 18-24).

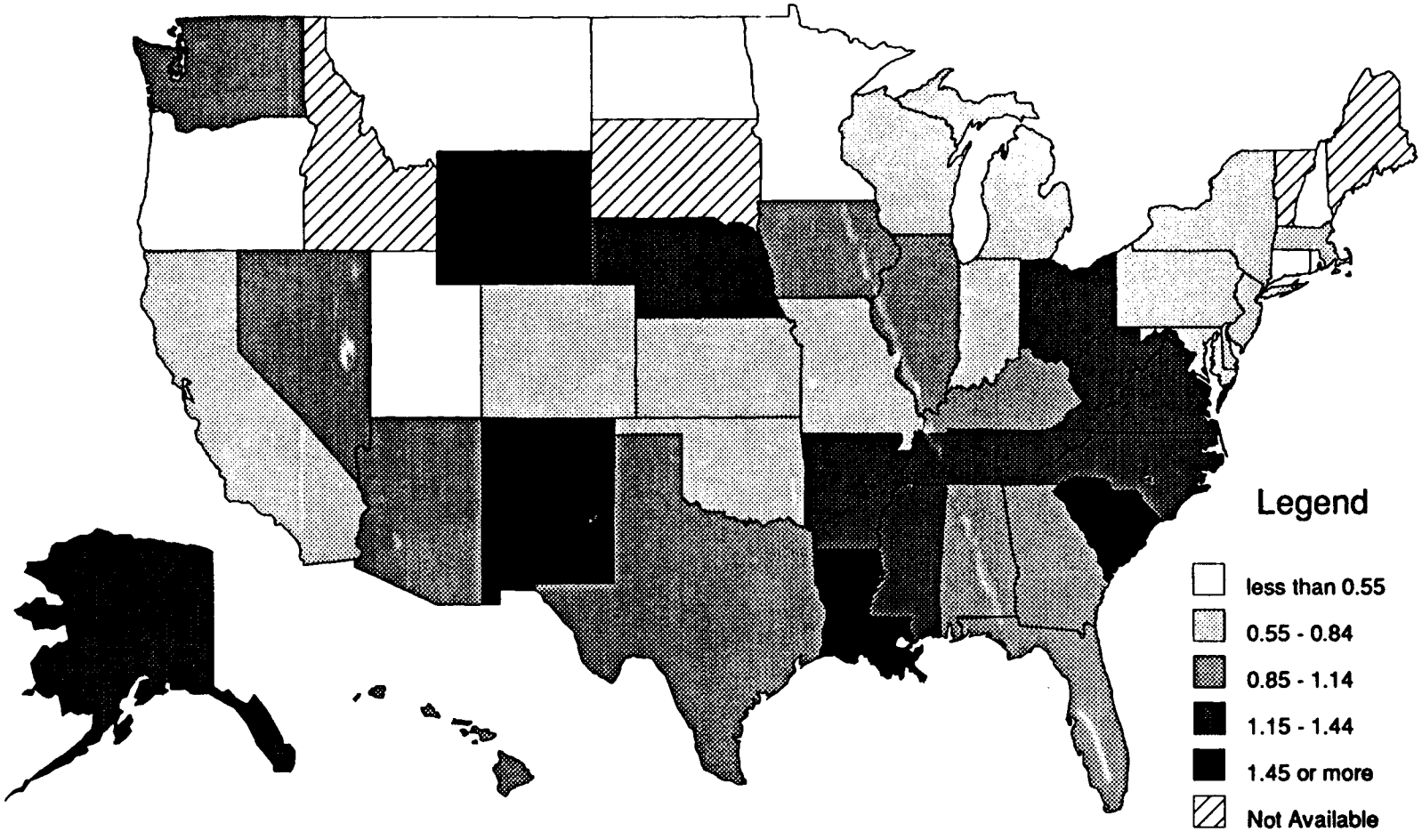


Figure C-8. Representation ratios for FY 1991 Black NPS accessions by state (% Black accessions/% civilian Blacks 18-24).

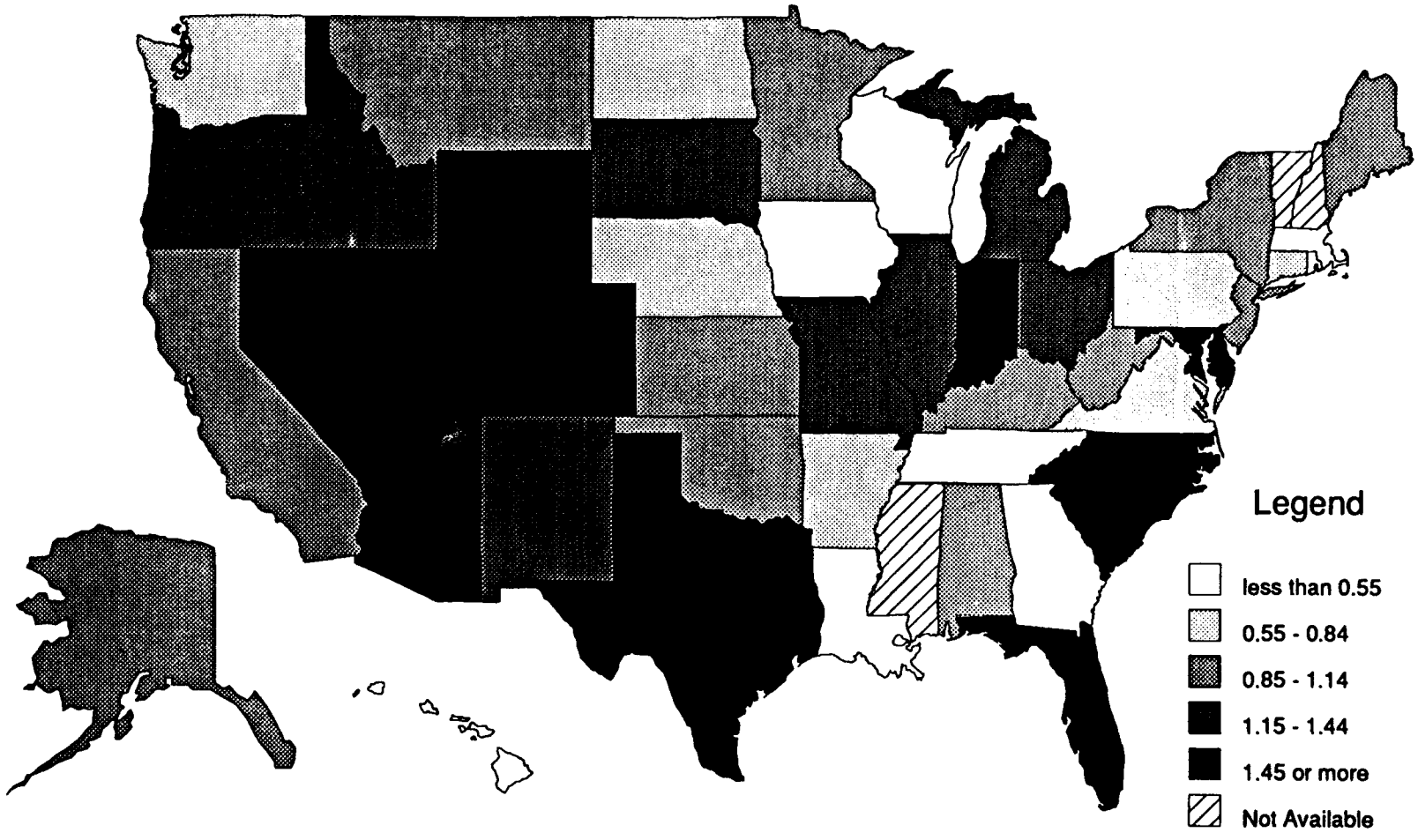


Figure C-9. Representation ratios for FY 1991 NPS accessions other than White or Black (% "other" accessions/% civilian "others" 18-24).

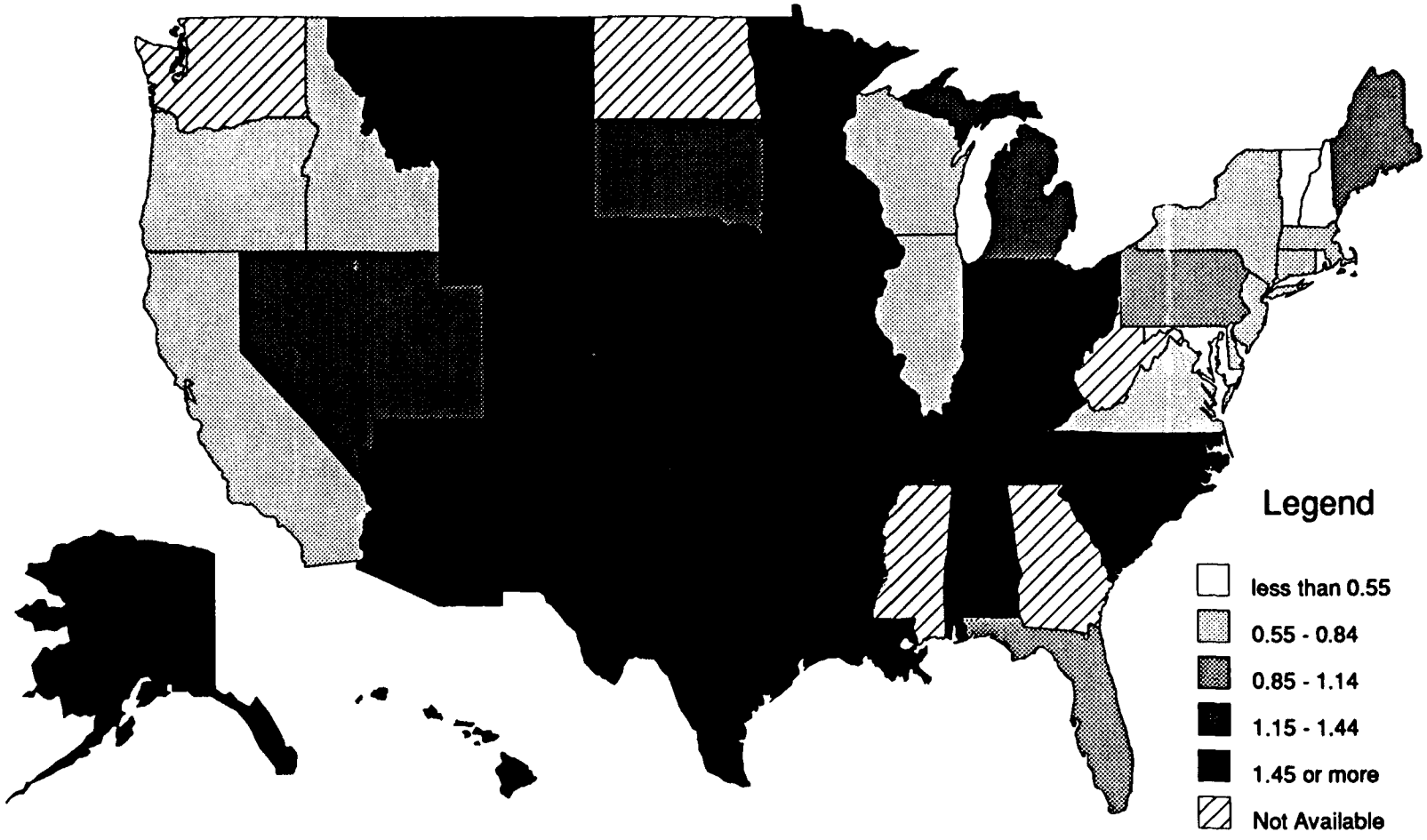


Figure C-10. Representation ratios for FY 1991 Hispanic NPS accessions by state (% Hispanic accessions/% civilian Hispanics 18-24).

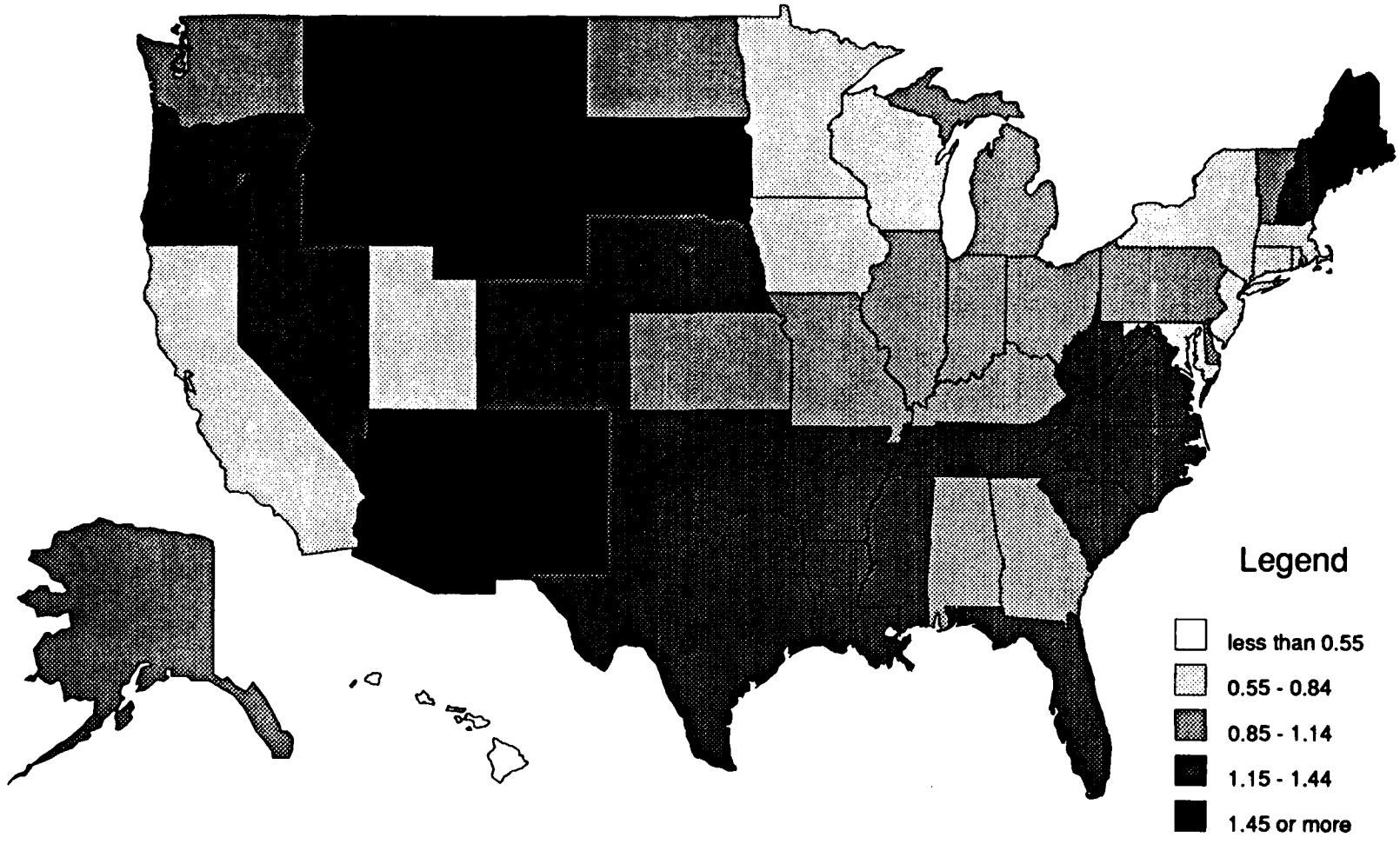


Figure C-11. Representation ratios for FY 1991 non-Hispanic NPS accessions by state (% non-Hispanic accessions/ % non-Hispanics 18-24).

Appendix D - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table D-1. FY 1991 NPS Selected Reserve Enlisted Accessions by Age and Component with Civilian Comparison Group

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
a. Number										
ARMY NATIONAL GUARD	19,925	9,659	2,239	850	98	35	9	5	49	32,869
ARMY RESERVE	18,071	5,931	1,246	584	22	2	0	1	3	25,860
NAVAL RESERVE*	1,306	1,541	1,920	1,362	822	284	50	13	640	7,938
MARINE CORPS RESERVE	4,654	2,209	295	14	0	0	0	0	0	7,172
AIR NATIONAL GUARD	1,641	1,389	397	178	11	1	1	0	3	3,621
AIR FORCE RESERVE	630	755	215	100	7	6	2	8	0	1,723
TOTAL DoD	46,227	21,484	6,312	3,088	960	328	62	27	695	79,183
17-35 YEAR OLD CIVILIANS	9,982,718	17,871,164	20,137,893	22,205,002	4,334,832	0	0	0	0	74,531,609
b. Percent										
ARMY NATIONAL GUARD	60.62%	29.39%	6.81%	2.59%	0.30%	0.11%	0.03%	0.02%	0.15%	100.00%
ARMY RESERVE	69.88%	22.94%	4.82%	2.26%	0.09%	0.01%	0.00%	0.00%	0.01%	100.00%
NAVAL RESERVE	16.45%	19.41%	24.19%	17.16%	10.36%	3.58%	0.63%	0.16%	8.06%	100.00%
MARINE CORPS RESERVE	64.89%	30.80%	4.11%	0.20%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
AIR NATIONAL GUARD	45.32%	38.36%	10.96%	4.92%	0.30%	0.03%	0.03%	0.00%	0.08%	100.00%
AIR FORCE RESERVE	36.56%	43.82%	12.48%	5.80%	0.41%	0.35%	0.12%	0.46%	0.00%	100.00%
TOTAL DoD	58.38%	27.13%	7.97%	3.90%	1.21%	0.41%	0.08%	0.03%	0.88%	100.00%
17-35 YEAR OLD CIVILIANS	13.39%	23.98%	27.02%	29.79%	5.82%	0.00%	0.00%	0.00%	0.00%	100.00%

*The USNR non-prior service data includes accessions with prior service in other Armed Forces. There were 2,976 accessions with no prior military service.

Rows may not add to totals due to rounding.

Table D-2. FY 1991 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
17	66	11	77	12,939	2,968	15,907	13,005	2,979	15,984	31,789
18	233	50	283	12,483	2,660	15,143	12,716	2,710	15,426	107,097
19	387	75	462	8,381	1,654	10,035	8,768	1,729	10,497	285,443
20	480	104	584	5,631	1,053	6,684	6,111	1,157	7,268	485,987
21	474	111	585	3,483	639	4,122	3,957	750	4,707	682,700
22	497	98	595	2,215	411	2,626	2,712	509	3,221	833,369
23	473	103	576	1,443	315	1,758	1,916	418	2,334	1,138,853
24	453	104	557	999	252	1,251	1,452	356	1,808	1,424,708
25	437	78	515	810	164	974	1,247	242	1,489	1,636,270
26	470	100	570	654	165	819	1,124	265	1,389	1,972,493
27	451	82	533	506	147	653	957	229	1,186	2,181,134
28	430	103	533	389	130	519	819	233	1,052	2,497,799
29	384	83	467	313	132	445	697	215	912	2,692,068
30	347	63	410	236	98	334	583	161	744	2,941,130
31	299	77	376	226	72	298	525	149	674	3,057,839
32	268	66	334	165	44	209	433	110	543	3,161,369
33	265	69	334	165	71	236	430	140	570	3,188,539
34	250	72	322	142	79	221	392	151	543	3,198,104
35	135	48	183	90	38	128	225	86	311	3,132,535
36	137	26	163	66	21	87	203	47	250	0
37	84	14	98	50	17	67	134	31	165	0
38	82	15	97	25	3	28	107	18	125	0
39	70	8	78	22	9	31	92	17	109	0
40	60	4	64	30	3	33	90	7	97	0
41	60	3	63	12	3	15	72	6	78	0
42	39	2	41	15	0	15	54	2	56	0
43	41	0	41	13	1	14	54	1	55	0
44	28	0	28	12	2	14	40	2	42	0
45+	63	2	65	21	3	24	84	5	89	0
Unk./NA	506	53	559	6,691	209	6,900	7,197	262	7,459	0
TOTAL	7,969	1,624	9,593	58,227	11,363	69,590	66,196	12,987	79,183	34,649,226

Table D-2 (Continued). FY 1991 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY									
	MARRIED			UNMARRIED			TOTAL DoD			17-35 YEAR OLD
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	MARRIED CIVILIANS
17	0.83%	0.68%	0.80%	22.22%	26.12%	22.86%	19.65%	22.94%	20.19%	0.09%
18	2.92%	3.08%	2.95%	21.44%	23.41%	21.76%	19.21%	20.87%	19.48%	0.31%
19	4.86%	4.62%	4.82%	14.39%	14.56%	14.42%	13.25%	13.31%	13.26%	0.82%
20	6.02%	6.40%	6.09%	9.67%	9.27%	9.60%	9.23%	8.91%	9.18%	1.40%
21	5.95%	6.83%	6.10%	5.98%	5.62%	5.92%	5.98%	5.78%	5.94%	1.97%
22	6.24%	6.03%	6.20%	3.80%	3.62%	3.77%	4.10%	3.92%	4.07%	2.41%
23	5.94%	6.34%	6.00%	2.48%	2.77%	2.53%	2.89%	3.22%	2.95%	3.29%
24	5.68%	6.40%	5.81%	1.72%	2.22%	1.80%	2.19%	2.74%	2.28%	4.11%
25	5.48%	4.80%	5.37%	1.39%	1.44%	1.40%	1.88%	1.86%	1.88%	4.72%
26	5.90%	6.16%	5.94%	1.12%	1.45%	1.18%	1.70%	2.04%	1.75%	5.69%
27	5.66%	5.05%	5.56%	0.87%	1.29%	0.94%	1.45%	1.76%	1.50%	6.29%
28	5.40%	6.34%	5.56%	0.67%	1.14%	0.75%	1.24%	1.79%	1.33%	7.21%
29	4.82%	5.11%	4.87%	0.54%	1.16%	0.64%	1.05%	1.66%	1.15%	7.77%
30	4.35%	3.88%	4.27%	0.41%	0.86%	0.48%	0.88%	1.24%	0.94%	8.49%
31	3.75%	4.74%	3.92%	0.39%	0.63%	0.43%	0.79%	1.15%	0.85%	8.83%
32	3.36%	4.06%	3.48%	0.28%	0.39%	0.30%	0.65%	0.85%	0.69%	9.12%
33	3.33%	4.25%	3.48%	0.28%	0.62%	0.34%	0.65%	1.08%	0.72%	9.20%
34	3.14%	4.43%	3.36%	0.24%	0.70%	0.32%	0.59%	1.16%	0.69%	9.23%
35	1.69%	2.96%	1.91%	0.15%	0.33%	0.18%	0.34%	0.66%	0.39%	9.04%
36	1.72%	1.60%	1.70%	0.11%	0.18%	0.13%	0.31%	0.36%	0.32%	0.00%
37	1.05%	0.86%	1.02%	0.09%	0.15%	0.10%	0.20%	0.24%	0.21%	0.00%
38	1.03%	0.92%	1.01%	0.04%	0.03%	0.04%	0.16%	0.14%	0.16%	0.00%
39	0.88%	0.49%	0.81%	0.04%	0.08%	0.04%	0.14%	0.13%	0.14%	0.00%
40	0.75%	0.25%	0.67%	0.05%	0.03%	0.05%	0.14%	0.05%	0.12%	0.00%
41	0.75%	0.18%	0.66%	0.02%	0.03%	0.02%	0.11%	0.05%	0.10%	0.00%
42	0.49%	0.12%	0.43%	0.03%	0.00%	0.02%	0.08%	0.02%	0.07%	0.00%
43	0.51%	0.00%	0.43%	0.02%	0.01%	0.02%	0.08%	0.01%	0.07%	0.00%
44	0.35%	0.00%	0.29%	0.02%	0.02%	0.02%	0.06%	0.02%	0.05%	0.00%
45+	0.79%	0.12%	0.68%	0.04%	0.03%	0.03%	0.13%	0.04%	0.11%	0.00%
Unk./NA	6.35%	3.26%	5.83%	11.49%	1.84%	9.92%	10.87%	2.02%	9.42%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Table D-3. FY 1991 NPS Selected Reserve Enlisted Accessions by Race, Component, and Gender with Civilian Comparison Group

	RACE							
	WHITE		BLACK		OTHER		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	24,061	82.53%	3,795	13.02%	1,300	4.46%	29,156	100.00%
Females	2,608	70.24%	923	24.86%	182	4.90%	3,713	100.00%
TOTAL	26,669	81.14%	4,718	14.35%	1,482	4.51%	32,869	100.00%
ARMY RESERVE								
Males	14,066	73.38%	3,722	19.42%	1,381	7.20%	19,169	100.00%
Females	3,749	56.03%	2,425	36.24%	517	7.73%	6,691	100.00%
TOTAL	17,815	68.89%	6,147	23.77%	1,898	7.34%	25,860	100.00%
NAVAL RESERVE								
Males	5,899	87.59%	572	8.49%	264	3.92%	6,735	100.00%
Females	964	80.13%	199	16.54%	40	3.33%	1,203	100.00%
TOTAL	6,863	86.46%	771	9.71%	304	3.83%	7,938	100.00%
MARINE CORPS RESERVE								
Males	5,296	75.74%	888	12.70%	808	11.56%	6,992	100.00%
Females	112	62.22%	43	23.89%	25	13.89%	180	100.00%
TOTAL	5,408	75.40%	931	12.98%	833	11.61%	7,172	100.00%
AIR NATIONAL GUARD								
Males	2,553	88.83%	186	6.47%	135	4.70%	2,874	100.00%
Females	628	84.07%	86	11.51%	33	4.42%	747	100.00%
TOTAL	3,181	87.85%	272	7.51%	168	4.64%	3,621	100.00%
AIR FORCE RESERVE								
Males	1,006	79.21%	197	15.51%	67	5.28%	1,270	100.00%
Females	309	68.21%	116	25.61%	28	6.18%	453	100.00%
TOTAL	1,315	76.32%	313	18.17%	95	5.51%	1,723	100.00%
TOTAL DoD								
Males	52,881	79.89%	9,360	14.14%	3,955	5.97%	66,196	100.00%
Females	8,370	64.45%	3,792	29.20%	825	6.35%	12,987	100.00%
TOTAL	61,251	77.35%	13,152	16.61%	4,780	6.04%	79,183	100.00%
18-24 YEAR OLD CIVILIANS								
Males	9,879,040	82.12%	1,635,827	13.60%	515,499	4.28%	12,030,366	100.00%
Females	10,143,312	80.89%	1,871,236	14.92%	525,852	4.19%	12,540,400	100.00%
TOTAL	20,022,352	81.49%	3,507,063	14.27%	1,041,351	4.24%	24,570,766	100.00%

Rows may not add to totals due to rounding.

Table D-4. FY 1991 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

	RESERVE COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	402	1.22%	600	2.32%	174	2.19%	445	6.20%	49	1.35%	14	0.81%	1,684	2.13%
PUERTO RICAN	882	2.68%	560	2.17%	97	1.22%	90	1.25%	46	1.27%	15	0.87%	1,690	2.13%
CUBAN	20	0.06%	24	0.09%	12	0.15%	8	0.11%	1	0.03%	6	0.35%	71	0.09%
LATIN AMER.	91	0.28%	185	0.72%	18	0.23%	37	0.52%	3	0.08%	1	0.06%	335	0.42%
OTHER HISP.	590	1.80%	571	2.21%	193	2.43%	115	1.60%	44	1.22%	14	0.81%	1,527	1.93%
ALEUTIAN	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
ESKIMO	174	0.53%	3	0.01%	0	0.00%	1	0.01%	1	0.03%	0	0.00%	179	0.23%
N. AMER. INDIAN	163	0.50%	94	0.36%	50	0.63%	37	0.52%	14	0.39%	2	0.12%	360	0.45%
CHINESE	11	0.03%	58	0.22%	5	0.06%	37	0.52%	2	0.06%	2	0.12%	115	0.15%
JAPANESE	16	0.05%	30	0.12%	8	0.10%	6	0.08%	15	0.41%	2	0.12%	77	0.10%
KOREAN	32	0.10%	78	0.30%	5	0.06%	19	0.26%	5	0.14%	2	0.12%	141	0.18%
INDIAN	15	0.05%	14	0.05%	11	0.14%	5	0.07%	3	0.08%	0	0.00%	48	0.06%
FILIPINO	92	0.28%	156	0.60%	73	0.92%	73	1.02%	14	0.39%	12	0.70%	420	0.53%
VIETNAMESE	20	0.06%	56	0.22%	10	0.13%	21	0.29%	4	0.11%	1	0.06%	112	0.14%
OTHER ASIAN	61	0.19%	140	0.54%	10	0.13%	25	0.35%	13	0.36%	9	0.52%	258	0.33%
MELANESIAN	0	0.00%	4	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	4	0.01%
MICRONESIAN	8	0.02%	29	0.11%	0	0.00%	1	0.01%	1	0.03%	0	0.00%	39	0.05%
POLYNESIAN	23	0.07%	53	0.20%	3	0.04%	6	0.08%	9	0.25%	0	0.00%	94	0.12%
OTHER PACIFIC	26	0.08%	26	0.10%	1	0.01%	5	0.07%	4	0.11%	1	0.06%	63	0.08%
OTHER/NONE/ UNKNOWN	30,243	92.01%	23,179	89.63%	7,268	91.56%	6,241	87.02%	3,393	93.70%	1,642	95.30%	71,966	90.89%
TOTALS	32,869	100.00%	25,860	100.00%	7,938	100.00%	7,172	100.00%	3,621	100.00%	1,723	100.00%	79,183	100.00%

Columns may not add to totals due to rounding.

Table D-5. FY 1991 NPS Selected Reserve Enlisted Accessions by Hispanic Background, Component, and Gender with Civilian Comparison Group

	ETHNICITY					
	HISPANIC		NON-HISPANIC/ /UNKNOWN/NA		TOTAL	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
Males	1,805	6.19%	27,351	93.81%	29,156	100.00%
Females	180	4.85%	3,533	95.15%	3,713	100.00%
TOTAL	1,985	6.04%	30,884	93.96%	32,869	100.00%
ARMY RESERVE						
Males	1,413	7.37%	17,756	92.63%	19,169	100.00%
Females	527	7.88%	6,164	92.12%	6,691	100.00%
TOTAL	1,940	7.50%	23,920	92.50%	25,860	100.00%
NAVAL RESERVE						
Males	427	6.34%	6,308	93.66%	6,735	100.00%
Females	67	5.57%	1,136	94.43%	1,203	100.00%
TOTAL	494	6.22%	7,444	93.78%	7,938	100.00%
MARINE CORPS RESERVE						
Males	683	9.77%	6,309	90.23%	6,992	100.00%
Females	12	6.67%	168	93.33%	180	100.00%
TOTAL	695	9.69%	6,477	90.31%	7,172	100.00%
AIR NATIONAL GUARD						
Males	110	3.83%	2,764	96.17%	2,874	100.00%
Females	33	4.42%	714	95.58%	747	100.00%
TOTAL	143	3.95%	3,478	96.05%	3,621	100.00%
AIR FORCE RESERVE						
Males	32	2.52%	1,238	97.48%	1,270	100.00%
Females	18	3.97%	435	96.03%	453	100.00%
TOTAL	50	2.90%	1,673	97.10%	1,723	100.00%
TOTAL DoD						
Males	4,470	6.75%	61,726	93.25%	66,196	100.00%
Females	837	6.44%	12,150	93.56%	12,987	100.00%
TOTAL	5,307	6.70%	73,876	93.30%	79,183	100.00%
18-24 YEAR OLD CIVILIANS*						
Males	1,508,136	12.54%	10,522,230	87.46%	12,030,366	100.00%
Females	1,294,800	10.33%	11,245,600	89.67%	12,540,400	100.00%
TOTAL	2,802,936	11.41%	21,767,830	88.59%	24,570,766	100.00%

*Civilian non-Hispanic/unknown/na data includes 1.12% unknown males and 1.44% unknown females for a total of 1.28% unknown civilians.

Rows may not add to totals due to rounding.

Table D-6. FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
Males	876	6,799	5,827	12,591	2,435	0	628	29,156
Females	72	888	895	1,597	183	0	78	3,713
TOTAL	948	7,687	6,722	14,188	2,618	0	706	32,869
ARMY RESERVE								
Males	1,074	6,633	5,092	5,544	823	0	3	19,169
Females	165	1,869	1,806	2,849	1	0	1	6,691
TOTAL	1,239	8,502	6,898	8,393	824	0	4	25,860
NAVAL RESERVE								
Males	539	2,646	1,509	1,320	115	0	606	6,735
Females	66	437	295	248	29	0	128	1,203
TOTAL	605	3,083	1,804	1,568	144	0	734	7,938
MARINE CORPS RESERVE								
Males	512	3,103	1,665	1,601	5	0	106	6,992
Females	12	89	58	18	0	0	3	180
TOTAL	524	3,192	1,723	1,619	5	0	109	7,172
AIR NATIONAL GUARD								
Males	238	1,308	633	623	0	0	72	2,874
Females	38	316	171	219	0	0	3	747
TOTAL	276	1,624	804	842	0	0	75	3,621
AIR FORCE RESERVE								
Males	142	550	303	262	1	0	12	1,270
Females	15	189	111	136	1	0	1	453
TOTAL	157	739	414	398	2	0	13	1,723
TOTAL DoD								
Males	3,381	21,039	15,029	21,941	3,379	0	1,427	66,196
Females	368	3,788	3,336	5,067	214	0	214	12,987
TOTAL	3,749	24,827	18,365	27,008	3,593	0	1,641	79,183
1980 CIVILIANS 18-23								
Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
TOTAL	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021

Table D-6 (Continued). FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

b. Percent

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
Males	3.00%	23.32%	19.99%	43.18%	8.35%	0.00%	2.15%	100.00%
Females	1.94%	23.92%	24.10%	43.01%	4.93%	0.00%	2.10%	100.00%
TOTAL	2.88%	23.39%	20.45%	43.17%	7.96%	0.00%	2.15%	100.00%
ARMY RESERVE								
Males	5.60%	34.60%	26.56%	28.92%	4.29%	0.00%	0.02%	100.00%
Females	2.47%	27.93%	26.99%	42.58%	0.01%	0.00%	0.01%	100.00%
TOTAL	4.79%	32.88%	26.67%	32.46%	3.19%	0.00%	0.02%	100.00%
NAVAL RESERVE								
Males	8.00%	39.29%	22.41%	19.60%	1.71%	0.00%	9.00%	100.00%
Females	5.49%	36.33%	24.52%	20.62%	2.41%	0.00%	10.64%	100.00%
TOTAL	7.62%	38.84%	22.73%	19.75%	1.81%	0.00%	9.25%	100.00%
MARINE CORPS RESERVE								
Males	7.32%	44.38%	23.81%	22.90%	0.07%	0.00%	1.52%	100.00%
Females	6.67%	49.44%	32.22%	10.00%	0.00%	0.00%	1.67%	100.00%
TOTAL	7.31%	44.51%	24.02%	22.57%	0.07%	0.00%	1.52%	100.00%
AIR NATIONAL GUARD								
Males	8.28%	45.51%	22.03%	21.68%	0.00%	0.00%	2.51%	100.00%
Females	5.09%	42.30%	22.89%	29.32%	0.00%	0.00%	0.40%	100.00%
TOTAL	7.62%	44.85%	22.20%	23.25%	0.00%	0.00%	2.07%	100.00%
AIR FORCE RESERVE								
Males	11.18%	43.31%	23.86%	20.63%	0.08%	0.00%	0.94%	100.00%
Females	3.31%	41.72%	24.50%	30.02%	0.22%	0.00%	0.22%	100.00%
TOTAL	9.11%	42.89%	24.03%	23.10%	0.12%	0.00%	0.75%	100.00%
TOTAL DoD								
Males	5.11%	31.78%	22.70%	33.15%	5.10%	0.00%	2.16%	100.00%
Females	2.83%	29.17%	25.69%	39.02%	1.65%	0.00%	1.65%	100.00%
TOTAL	4.73%	31.35%	23.19%	34.11%	4.54%	0.00%	2.07%	100.00%
1980 CIVILIANS 18-23								
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%
TOTAL	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table D-7. FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race

a. Number

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
White	905	7,055	5,704	10,843	1,723	0	439	26,669
Black	14	404	786	2,681	754	0	79	4,718
Other	29	228	232	664	141	0	188	1,482
ARMY RESERVE								
White	1,118	6,847	4,871	4,543	435	0	1	17,815
Black	50	1,124	1,557	3,111	304	0	1	6,147
Other	71	531	470	739	85	0	2	1,898
NAVAL RESERVE								
White	33	144	157	96	50	0	6,383	6,863
Black	2	3	20	25	9	0	712	771
Other	0	5	16	9	2	0	272	304
MARINE CORPS RESERVE								
White	474	2,648	1,205	984	5	0	92	5,408
Black	13	248	297	360	0	0	13	931
Other	37	296	221	275	0	0	4	833
AIR NATIONAL GUARD								
White	263	1,497	693	657	0	0	71	3,181
Black	3	64	76	127	0	0	2	272
Other	10	63	35	58	0	0	2	168
AIR FORCE RESERVE								
White	137	619	303	242	1	0	13	1,315
Black	4	88	86	134	1	0	0	313
Other	16	32	25	22	0	0	0	95
TOTAL DoD								
White	2,930	18,810	12,933	17,365	2,214	0	6,999	61,251
Black	86	1,931	2,822	6,438	1,068	0	807	13,152
Other	163	1,155	999	1,767	228	0	468	4,780

Table D-7 (Continued). FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race

b. Percent

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
White	3.39%	26.45%	21.39%	40.66%	6.46%	0.00%	1.65%	100.00%
Black	0.30%	8.56%	16.66%	56.82%	15.98%	0.00%	1.67%	100.00%
Other	1.96%	15.38%	15.65%	44.80%	9.51%	0.00%	12.69%	100.00%
ARMY RESERVE								
White	6.28%	38.43%	27.34%	25.50%	2.44%	0.00%	0.01%	100.00%
Black	0.81%	18.29%	25.33%	50.61%	4.95%	0.00%	0.02%	100.00%
Other	3.74%	27.98%	24.76%	38.94%	4.48%	0.00%	0.11%	100.00%
NAVAL RESERVE								
White	0.48%	2.10%	2.29%	1.40%	0.73%	0.00%	93.01%	100.00%
Black	0.26%	0.39%	2.59%	3.24%	1.17%	0.00%	92.35%	100.00%
Other	0.00%	1.64%	5.26%	2.96%	0.66%	0.00%	89.47%	100.00%
MARINE CORPS RESERVE								
White	8.76%	48.96%	22.28%	18.20%	0.09%	0.00%	1.70%	100.00%
Black	1.40%	26.64%	31.90%	38.67%	0.00%	0.00%	1.40%	100.00%
Other	4.44%	35.53%	26.53%	33.01%	0.00%	0.00%	0.48%	100.00%
AIR NATIONAL GUARD								
White	8.27%	47.06%	21.79%	20.65%	0.00%	0.00%	2.23%	100.00%
Black	1.10%	23.53%	27.94%	46.69%	0.00%	0.00%	0.74%	100.00%
Other	5.95%	37.50%	20.83%	34.52%	0.00%	0.00%	1.19%	100.00%
AIR FORCE RESERVE								
White	10.42%	47.07%	23.04%	18.40%	0.08%	0.00%	0.99%	100.00%
Black	1.28%	28.12%	27.48%	42.81%	0.32%	0.00%	0.00%	100.00%
Other	16.84%	33.68%	26.32%	23.16%	0.00%	0.00%	0.00%	100.00%
TOTAL DoD								
White	4.78%	30.71%	21.11%	28.35%	3.61%	0.00%	11.43%	100.00%
Black	0.65%	14.68%	21.46%	48.95%	8.12%	0.00%	6.14%	100.00%
Other	3.41%	24.16%	20.90%	36.97%	4.77%	0.00%	9.79%	100.00%

Rows may not add to totals due to rounding.

Table D-8. FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Hispanic Background with Civilian Comparison Group

a. Number

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
Hispanic	13	194	273	955	422	0	128	1,985
Non-Hispanic	935	7,493	6,449	13,233	2,196	0	578	30,884
TOTAL	948	7,687	6,722	14,188	2,618	0	706	32,869
ARMY RESERVE								
Hispanic	28	406	518	900	88	0	0	1,940
Non-Hispanic	1,211	8,096	6,380	7,493	736	0	4	23,920
TOTAL	1,239	8,502	6,898	8,393	824	0	4	25,860
NAVAL RESERVE								
Hispanic	0	4	15	11	6	0	458	494
Non-Hispanic	35	148	178	119	55	0	6,909	7,444
TOTAL	35	152	193	130	61	0	7,367	7,938
MARINE CORPS RESERVE								
Hispanic	19	240	203	227	0	0	6	695
Non-Hispanic	505	2,952	1,520	1,392	5	0	103	6,477
TOTAL	524	3,192	1,723	1,619	5	0	109	7,172
AIR NATIONAL GUARD								
Hispanic	9	38	32	59	0	0	5	143
Non-Hispanic	267	1,586	772	783	0	0	70	3,478
TOTAL	276	1,624	804	842	0	0	75	3,621
AIR FORCE RESERVE								
Hispanic	3	16	13	18	0	0	0	50
Non-Hispanic	154	723	401	380	2	0	13	1,673
TOTAL	157	739	414	398	2	0	13	1,723
TOTAL DoD								
Hispanic	72	898	1,054	2,170	516	0	597	5,307
Non-Hispanic	3,107	20,998	15,700	23,400	2,994	0	7,677	73,876
TOTAL	3,179	21,896	16,754	25,570	3,510	0	8,274	79,183
1980 CIVILIANS 18-23								
Hispanic	28,859	194,080	145,806	263,208	548,561	363,669	0	1,544,183
Non-Hispanic	1,989,314	6,961,709	3,740,676	4,382,823	4,795,932	1,994,384	0	23,864,838
TOTAL	2,018,173	7,155,789	3,886,482	4,646,031	5,344,493	2,358,053	0	25,409,021

Table D-8 (Continued). FY 1991 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Hispanic Background with Civilian Comparison Group

b. Percent

	AFQT CATEGORY							
	I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
Hispanic	0.65%	9.77%	13.75%	48.11%	21.26%	0.00%	6.45%	100.00%
Non-Hispanic	3.03%	24.26%	20.88%	42.85%	7.11%	0.00%	1.87%	100.00%
TOTAL	2.88%	23.39%	20.45%	43.17%	7.96%	0.00%	2.15%	100.00%
ARMY RESERVE								
Hispanic	1.44%	20.93%	26.70%	46.39%	4.54%	0.00%	0.00%	100.00%
Non-Hispanic	5.06%	33.85%	26.67%	31.33%	3.08%	0.00%	0.02%	100.00%
TOTAL	4.79%	32.88%	26.67%	32.46%	3.19%	0.00%	0.02%	100.00%
NAVAL RESERVE								
Hispanic	0.00%	0.81%	3.04%	2.23%	1.21%	0.00%	92.71%	100.00%
Non-Hispanic	0.47%	1.99%	2.39%	1.60%	0.74%	0.00%	92.81%	100.00%
TOTAL	0.44%	1.91%	2.43%	1.64%	0.77%	0.00%	92.81%	100.00%
MARINE CORPS RESERVE								
Hispanic	2.73%	34.53%	29.21%	32.66%	0.00%	0.00%	0.86%	100.00%
Non-Hispanic	7.80%	45.58%	23.47%	21.49%	0.08%	0.00%	1.59%	100.00%
TOTAL	7.31%	44.51%	24.02%	22.57%	0.07%	0.00%	1.52%	100.00%
AIR NATIONAL GUARD								
Hispanic	6.29%	26.57%	22.38%	41.26%	0.00%	0.00%	3.50%	100.00%
Non-Hispanic	7.68%	45.60%	22.20%	22.51%	0.00%	0.00%	2.01%	100.00%
TOTAL	7.62%	44.85%	22.20%	23.25%	0.00%	0.00%	2.07%	100.00%
AIR FORCE RESERVE								
Hispanic	6.00%	32.00%	26.00%	36.00%	0.00%	0.00%	0.00%	100.00%
Non-Hispanic	9.21%	43.22%	23.97%	22.71%	0.12%	0.00%	0.78%	100.00%
TOTAL	9.11%	42.89%	24.03%	23.10%	0.12%	0.00%	0.75%	100.00%
TOTAL DoD								
Hispanic	1.36%	16.92%	19.86%	40.89%	9.72%	0.00%	11.25%	100.00%
Non-Hispanic	4.21%	28.42%	21.25%	31.67%	4.05%	0.00%	10.39%	100.00%
TOTAL	4.01%	27.65%	21.16%	32.29%	4.43%	0.00%	10.45%	100.00%
1980 CIVILIANS 18-23								
Hispanic	1.87%	12.57%	9.44%	17.05%	35.52%	23.55%	0.00%	100.00%
Non-Hispanic	8.34%	29.17%	15.67%	18.37%	20.10%	8.36%	0.00%	100.00%
TOTAL	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table D-9. FY 1991 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	18,720	64.21%	4,794	16.44%	5,642	19.35%	29,156	100.00%
Females	2,785	75.01%	552	14.87%	376	10.13%	3,713	100.00%
TOTAL	21,505	65.43%	5,346	16.26%	6,018	18.31%	32,869	100.00%
ARMY RESERVE								
Males	17,631	91.98%	537	2.80%	1,001	5.22%	19,169	100.00%
Females	6,669	99.67%	4	0.06%	18	0.27%	6,691	100.00%
TOTAL	24,300	93.97%	541	2.09%	1,019	3.94%	25,860	100.00%
NAVAL RESERVE								
Males	6,379	94.71%	261	3.88%	95	1.41%	6,735	100.00%
Females	1,152	95.76%	43	3.57%	8	0.67%	1,203	100.00%
TOTAL	7,531	94.87%	304	3.83%	103	1.30%	7,938	100.00%
MARINE CORPS RESERVE								
Males	6,797	97.21%	187	2.67%	8	0.11%	6,992	100.00%
Females	180	100.00%	0	0.00%	0	0.00%	180	100.00%
TOTAL	6,977	97.28%	187	2.61%	8	0.11%	7,172	100.00%
AIR NATIONAL GUARD								
Males	2,615	90.99%	224	7.79%	35	1.22%	2,874	100.00%
Females	671	89.83%	64	8.57%	12	1.61%	747	100.00%
TOTAL	3,286	90.75%	288	7.95%	47	1.30%	3,621	100.00%
AIR FORCE RESERVE								
Males	1,205	94.88%	59	4.65%	6	0.47%	1,270	100.00%
Females	432	95.36%	21	4.64%	0	0.00%	453	100.00%
TOTAL	1,637	95.01%	80	4.64%	6	0.35%	1,723	100.00%
TOTAL DoD								
Males	53,347	80.59%	6,062	9.16%	6,787	10.25%	66,196	100.00%
Females	11,889	91.55%	684	5.27%	414	3.19%	12,987	100.00%
TOTAL	65,236	82.39%	6,746	8.52%	7,201	9.09%	79,183	100.00%
18-24 YEAR OLD CIVILIANS								
Males	9,505,368	79.01%	**	0.00%	2,524,998	20.99%	12,030,366	100.00%
Females	10,410,462	83.02%	**	0.00%	2,129,938	16.98%	12,540,400	100.00%
TOTAL	19,915,830	81.05%	0	0.00%	4,654,936	18.95%	24,570,766	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 9,487; USAR, 10,442; USNR, 331; USMCR, 78; ANG, 337; USAFR, 8.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-10. FY 1991 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	17,166	64.37%	4,470	16.76%	5,033	18.87%	26,669	100.00%
Black	3,354	71.09%	647	13.71%	717	15.20%	4,718	100.00%
Other	985	66.46%	229	15.45%	268	18.08%	1,482	100.00%
ARMY RESERVE								
White	16,446	92.32%	466	2.62%	903	5.07%	17,815	100.00%
Black	6,041	98.28%	50	0.81%	56	0.91%	6,147	100.00%
Other	1,813	95.52%	25	1.32%	60	3.16%	1,898	100.00%
NAVAL RESERVE								
White	6,494	94.62%	272	3.96%	97	1.41%	6,863	100.00%
Black	745	96.63%	24	3.11%	2	0.26%	771	100.00%
Other	292	96.05%	8	2.63%	4	1.32%	304	100.00%
MARINE CORPS RESERVE								
White	5,261	97.28%	142	2.63%	5	0.09%	5,408	100.00%
Black	909	97.64%	20	2.15%	2	0.21%	931	100.00%
Other	807	96.88%	25	3.00%	1	0.12%	833	100.00%
AIR NATIONAL GUARD								
White	2,887	90.76%	248	7.80%	46	1.45%	3,181	100.00%
Black	247	90.81%	24	8.82%	1	0.37%	272	100.00%
Other	152	90.48%	16	9.52%	0	0.00%	168	100.00%
AIR FORCE RESERVE								
White	1,235	93.92%	74	5.63%	6	0.46%	1,315	100.00%
Black	309	98.72%	4	1.28%	0	0.00%	313	100.00%
Other	93	97.89%	2	2.11%	0	0.00%	95	100.00%
TOTAL DoD								
White	49,489	80.80%	5,672	9.26%	6,090	9.94%	61,251	100.00%
Black	11,605	88.24%	769	5.85%	778	5.92%	13,152	100.00%
Other	4,142	86.65%	305	6.38%	333	6.97%	4,780	100.00%
18-24 YEAR OLD CIVILIANS								
White	16,397,740	81.90%	**	0.00%	3,624,612	18.10%	20,022,352	100.00%
Black	2,634,817	75.13%	**	0.00%	872,246	24.87%	3,507,063	100.00%
Other	883,272	84.82%	**	0.00%	158,079	15.18%	1,041,351	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category. ARNG, 9,487; USAR, 10,442; USNR, 331; USMCR, 78; ANG, 337; USAFR, 8.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-11. FY 1991 NPS Selected Reserve Enlisted Accessions by Education, Component, and Hispanic Background with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1*		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Hispanic	1,017	51.23%	338	17.03%	630	31.74%	1,985	100.00%
Non-Hispanic	11,001	35.62%	5,008	16.22%	14,875	48.16%	30,884	100.00%
TOTAL	12,018	36.56%	5,346	16.26%	15,505	47.17%	32,869	100.00%
ARMY RESERVE								
Hispanic	1,151	59.33%	23	1.19%	766	39.48%	1,940	100.00%
Non-Hispanic	12,707	53.12%	518	2.17%	10,695	44.71%	23,920	100.00%
TOTAL	13,858	53.59%	541	2.09%	11,461	44.32%	25,860	100.00%
NAVAL RESERVE								
Hispanic	432	87.45%	26	5.26%	36	7.29%	494	100.00%
Non-Hispanic	6,768	90.92%	278	3.73%	398	5.35%	7,444	100.00%
TOTAL	7,200	90.70%	304	3.83%	434	5.47%	7,938	100.00%
MARINE CORPS RESERVE								
Hispanic	668	96.12%	22	3.17%	5	0.72%	695	100.00%
Non-Hispanic	6,231	96.20%	165	2.55%	81	1.25%	6,477	100.00%
TOTAL	6,899	96.19%	187	2.61%	86	1.20%	7,172	100.00%
AIR NATIONAL GUARD								
Hispanic	119	83.22%	14	9.79%	10	6.99%	143	100.00%
Non-Hispanic	2,830	81.37%	274	7.88%	374	10.75%	3,478	100.00%
TOTAL	2,949	81.44%	288	7.95%	384	10.60%	3,621	100.00%
AIR FORCE RESERVE								
Hispanic	49	98.00%	1	2.00%	0	0.00%	50	100.00%
Non-Hispanic	1,580	94.44%	79	4.72%	14	0.84%	1,673	100.00%
TOTAL	1,629	94.54%	80	4.64%	14	0.81%	1,723	100.00%
TOTAL DoD								
Hispanic	3,436	64.74%	424	7.99%	1,447	27.27%	5,307	100.00%
Non-Hispanic	41,117	55.66%	6,322	8.56%	26,437	35.79%	73,876	100.00%
TOTAL	44,553	56.27%	6,746	8.52%	27,884	35.21%	79,183	100.00%
18-24 YEAR OLD CIVILIANS								
Hispanic	1,437,366	51.28%	**	0.00%	1,365,570	48.72%	2,802,936	100.00%
Non-Hispanic	18,254,128	85.09%	**	0.00%	3,198,757	14.91%	21,452,885	100.00%
Unknown/NA	224,335	71.23%	**	0.00%	90,610	28.77%	314,945	100.00%
TOTAL	19,915,829	81.05%	0	0.00%	4,654,937	18.95%	24,570,766	100.00%

* Excludes accessions currently attending high school; data were unavailable for Hispanics and non-Hispanics.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-12. FY 1991 PS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

a. Number

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
ARMY NATIONAL GUARD										
Males	1,013	11,296	9,024	4,864	2,896	2,345	775	381	73	32,667
Females	151	962	742	391	211	64	17	8	10	2,556
TOTAL	1,164	12,258	9,766	5,255	3,107	2,409	792	389	83	35,223
ARMY RESERVE										
Males	440	10,701	7,717	3,233	1,708	1,158	474	345	386	26,162
Females	151	1,945	1,446	656	300	147	48	15	97	4,805
TOTAL	591	12,646	9,163	3,889	2,008	1,305	522	360	483	30,967
NAVAL RESERVE										
Males	1,641	8,918	4,244	1,697	899	594	275	170	57	18,495
Females	210	894	832	400	182	84	31	19	11	2,663
TOTAL	1,851	9,812	5,076	2,097	1,081	678	306	189	68	21,158
MARINE CORPS RESERVE										
Males	19	703	678	268	110	73	22	5	11	1,889
Females	1	54	57	20	11	1	0	0	1	145
TOTAL	20	757	735	288	121	74	22	5	12	2,034
AIR NATIONAL GUARD										
Males	49	1,582	2,028	1,016	483	402	123	36	0	5,719
Females	8	334	385	190	78	26	5	2	1	1,029
TOTAL	57	1,916	2,413	1,206	561	428	128	38	1	6,748
AIR FORCE RESERVE										
Males	21	1,939	2,154	971	455	299	122	60	1	6,022
Females	13	512	585	275	104	54	12	1	1	1,557
TOTAL	34	2,451	2,739	1,246	559	353	134	61	2	7,579
TOTAL DoD										
Males	3,183	35,139	25,845	12,049	6,551	4,871	1,791	997	528	90,954
Females	534	4,701	4,047	1,932	886	376	113	45	121	12,755
TOTAL	3,717	39,840	29,892	13,981	7,437	5,247	1,904	1,042	649	103,709
CIVILIANS*										
Males	2,886,684	7,227,618	9,308,586	10,292,811	9,525,059	8,449,258	6,504,043	13,798,562	0	67,992,621
Females	2,593,995	6,400,847	7,371,538	8,238,745	7,910,319	7,388,045	5,590,528	10,946,309	0	56,440,326
TOTAL	5,480,679	13,628,465	16,680,124	18,531,556	17,435,378	15,837,303	12,094,571	24,744,871	0	124,432,947

* Civilian labor force, 17 years and older.

Table D-12 (Continued). FY 1991 PS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
ARMY NATIONAL GUARD										
Males	3.10%	34.58%	27.62%	14.89%	8.87%	7.18%	2.37%	1.17%	0.22%	100.00%
Females	5.91%	37.64%	29.03%	15.30%	8.26%	2.50%	0.67%	0.31%	0.39%	100.00%
TOTAL	3.30%	34.80%	27.73%	14.92%	8.82%	6.84%	2.25%	1.10%	0.24%	100.00%
ARMY RESERVE										
Males	1.68%	40.90%	29.50%	12.36%	6.53%	4.43%	1.81%	1.32%	1.48%	100.00%
Females	3.14%	40.48%	30.09%	13.65%	6.24%	3.06%	1.00%	0.31%	2.02%	100.00%
TOTAL	1.91%	40.84%	29.59%	12.56%	6.48%	4.21%	1.69%	1.16%	1.56%	100.00%
NAVAL RESERVE										
Males	8.87%	48.22%	22.95%	9.18%	4.86%	3.21%	1.49%	0.92%	0.31%	100.00%
Females	7.89%	33.57%	31.24%	15.02%	6.83%	3.15%	1.16%	0.71%	0.41%	100.00%
TOTAL	8.75%	46.37%	23.99%	9.91%	5.11%	3.20%	1.45%	0.89%	0.32%	100.00%
MARINE CORPS RESERVE										
Males	1.01%	37.22%	35.89%	14.19%	5.82%	3.86%	1.16%	0.26%	0.58%	100.00%
Females	0.69%	37.24%	39.31%	13.79%	7.59%	0.69%	0.00%	0.00%	0.69%	100.00%
TOTAL	0.98%	37.22%	36.14%	14.16%	5.95%	3.64%	1.08%	0.25%	0.59%	100.00%
AIR NATIONAL GUARD										
Males	0.86%	27.66%	35.46%	17.77%	8.45%	7.03%	2.15%	0.63%	0.00%	100.00%
Females	0.78%	32.46%	37.41%	18.46%	7.58%	2.53%	0.49%	0.19%	0.10%	100.00%
TOTAL	0.84%	28.39%	35.76%	17.87%	8.31%	6.34%	1.90%	0.56%	0.01%	100.00%
AIR FORCE RESERVE										
Males	0.35%	32.20%	35.77%	16.12%	7.56%	4.97%	2.03%	1.00%	0.02%	100.00%
Females	0.83%	32.88%	37.57%	17.66%	6.68%	3.47%	0.77%	0.06%	0.06%	100.00%
TOTAL	0.45%	32.34%	36.14%	16.44%	7.38%	4.66%	1.77%	0.80%	0.03%	100.00%
TOTAL DoD										
Males	3.50%	38.63%	28.42%	13.25%	7.20%	5.36%	1.97%	1.10%	0.58%	100.00%
Females	4.19%	36.86%	31.73%	15.15%	6.95%	2.95%	0.89%	0.35%	0.95%	100.00%
TOTAL	3.58%	38.42%	28.82%	13.48%	7.17%	5.06%	1.84%	1.00%	0.63%	100.00%
CIVILIANS*										
Males	4.25%	10.63%	13.69%	15.14%	14.01%	12.43%	9.57%	20.29%	0.00%	100.00%
Females	4.60%	11.34%	13.06%	14.60%	14.02%	13.09%	9.91%	19.39%	0.00%	100.00%
TOTAL	4.40%	10.95%	13.40%	14.89%	14.01%	12.73%	9.72%	19.89%	0.00%	100.00%

* Civilian labor force, 17 years and older.
Rows may not add to totals due to rounding.

Table D-13. FY 1991 PS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

	MARRIED			UNMARRIED			TOTAL MILITARY			MARRIED
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Total	CIVILIANS*
a. Number										
17-19	165	42	207	3,018	492	3,510	3,183	534	3,717	256,684
20-24	8,148	1,631	9,779	26,991	3,070	30,061	35,139	4,701	39,840	3,422,230
25-29	12,879	1,957	14,836	12,966	2,090	15,056	25,845	4,047	29,892	8,823,628
30-34	7,596	1,011	8,607	4,453	921	5,374	12,049	1,932	13,981	12,891,374
35-39	4,607	472	5,079	1,944	414	2,358	6,551	886	7,437	12,848,908
40-44	3,672	188	3,860	1,199	188	1,387	4,871	376	5,247	12,036,265
45-49	1,390	49	1,439	401	64	465	1,791	113	1,904	9,270,438
50+	809	12	821	188	33	221	997	45	1,042	18,782,874
Unknown	83	11	94	445	110	555	528	121	649	0
TOTAL	39,349	5,373	44,722	51,605	7,382	58,987	90,954	12,755	103,709	78,332,401
b. Percent										
17-19	0.42%	0.78%	0.46%	5.85%	6.66%	5.95%	3.50%	4.19%	3.58%	0.33%
20-24	20.71%	30.36%	21.87%	52.30%	41.59%	50.96%	38.63%	36.86%	38.42%	4.37%
25-29	32.73%	36.42%	33.17%	25.13%	28.31%	25.52%	28.42%	31.73%	28.82%	11.26%
30-34	19.30%	18.82%	19.25%	8.63%	12.48%	9.11%	13.25%	15.15%	13.48%	16.46%
35-39	11.71%	8.78%	11.36%	3.77%	5.61%	4.00%	7.20%	6.95%	7.17%	16.40%
40-44	9.33%	3.50%	8.63%	2.32%	2.55%	2.35%	5.36%	2.95%	5.06%	15.37%
45-49	3.53%	0.91%	3.22%	0.78%	0.87%	0.79%	1.97%	0.89%	1.84%	11.83%
50+	2.06%	0.22%	1.84%	0.36%	0.45%	0.37%	1.10%	0.35%	1.00%	23.98%
Unknown	0.21%	0.20%	0.21%	0.86%	1.49%	0.94%	0.58%	0.95%	0.63%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Table D-14. FY 1991 PS Selected Reserve Enlisted Accessions by Race, Component, and Gender with Civilian Comparison Group

	RACE							
	WHITE		BLACK		OTHER		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	26,681	81.68%	4,503	13.78%	1,483	4.54%	32,667	100.00%
Females	1,701	66.55%	729	28.52%	126	4.93%	2,556	100.00%
TOTAL	28,382	80.58%	5,232	14.85%	1,609	4.57%	35,223	100.00%
ARMY RESERVE								
Males	18,157	69.40%	5,438	20.79%	2,567	9.81%	26,162	100.00%
Females	2,542	52.90%	1,819	37.86%	444	9.24%	4,805	100.00%
TOTAL	20,699	66.84%	7,257	23.43%	3,011	9.72%	30,967	100.00%
NAVAL RESERVE								
Males	14,925	80.70%	2,470	13.35%	1,100	5.95%	18,495	100.00%
Females	2,014	75.63%	541	20.32%	108	4.06%	2,663	100.00%
TOTAL	16,939	80.06%	3,011	14.23%	1,208	5.71%	21,158	100.00%
MARINE CORPS RESERVE								
Males	1,493	79.04%	222	11.75%	174	9.21%	1,889	100.00%
Females	108	74.48%	31	21.38%	6	4.14%	145	100.00%
TOTAL	1,601	78.71%	253	12.44%	180	8.85%	2,034	100.00%
AIR NATIONAL GUARD								
Males	4,968	86.87%	484	8.46%	267	4.67%	5,719	100.00%
Females	802	77.94%	179	17.40%	48	4.66%	1,029	100.00%
TOTAL	5,770	85.51%	663	9.83%	315	4.67%	6,748	100.00%
AIR FORCE RESERVE								
Males	4,908	81.50%	773	12.84%	341	5.66%	6,022	100.00%
Females	1,146	73.60%	340	21.84%	71	4.56%	1,557	100.00%
TOTAL	6,054	79.88%	1,113	14.69%	412	5.44%	7,579	100.00%
TOTAL DoD								
Males	71,132	78.21%	13,890	15.27%	5,932	6.52%	90,954	100.00%
Females	8,313	65.17%	3,639	28.53%	803	6.30%	12,755	100.00%
TOTAL	79,445	76.60%	17,529	16.90%	6,735	6.49%	103,709	100.00%
18-44 YR OLD CIVILIANS								
Males	40,309,555	85.88%	4,984,823	10.62%	1,641,887	3.50%	46,936,265	100.00%
Females	32,802,277	83.74%	5,005,424	12.78%	1,362,730	3.48%	39,170,431	100.00%
TOTAL	73,111,832	84.91%	9,990,247	11.60%	3,004,617	3.49%	86,106,696	100.00%

Rows may not add to totals due to rounding.

Table D-15. FY 1991 PS Selected Reserve Enlisted Accessions by Ethnicity and Component

	RESERVE COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	456	1.29%	483	1.56%	485	2.29%	105	5.16%	116	1.72%	144	1.90%	1,789	1.73%
PUERTO RICAN	599	1.70%	662	2.14%	161	0.76%	18	0.88%	98	1.45%	60	0.79%	1,598	1.54%
CUBAN	19	0.05%	11	0.04%	18	0.09%	5	0.25%	5	0.07%	9	0.12%	67	0.06%
LATIN AMER.	70	0.20%	102	0.33%	33	0.16%	7	0.34%	0	0.00%	1	0.01%	213	0.21%
OTHER HISP.	594	1.69%	336	1.09%	513	2.42%	17	0.84%	69	1.02%	91	1.20%	1,620	1.56%
ALEUTIAN	1	0.00%	0	0.00%	3	0.01%	0	0.00%	0	0.00%	0	0.00%	4	0.00%
ESKIMO	30	0.09%	2	0.01%	3	0.01%	0	0.00%	0	0.00%	1	0.01%	36	0.03%
N. AMER. INDIAN	170	0.48%	135	0.44%	129	0.61%	11	0.54%	22	0.33%	35	0.46%	502	0.48%
CHINESE	17	0.05%	18	0.06%	19	0.09%	5	0.25%	5	0.07%	4	0.05%	68	0.07%
JAPANESE	19	0.05%	18	0.06%	18	0.09%	1	0.05%	10	0.15%	8	0.11%	74	0.07%
KOREAN	32	0.09%	41	0.13%	21	0.10%	2	0.10%	6	0.09%	4	0.05%	106	0.10%
INDIAN	15	0.04%	10	0.03%	14	0.07%	1	0.05%	1	0.01%	0	0.00%	41	0.04%
FILIPINO	118	0.34%	151	0.49%	220	1.04%	24	1.18%	42	0.62%	96	1.27%	651	0.63%
VIETNAMESE	9	0.03%	16	0.05%	43	0.20%	1	0.05%	0	0.00%	1	0.01%	70	0.07%
OTHER ASIAN	64	0.18%	65	0.21%	24	0.11%	2	0.10%	24	0.36%	36	0.47%	215	0.21%
MELANESIAN	2	0.01%	3	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.00%
MICRONESIAN	2	0.01%	22	0.07%	4	0.02%	0	0.00%	0	0.00%	0	0.00%	28	0.03%
POLYNESIAN	29	0.08%	28	0.09%	10	0.05%	1	0.05%	3	0.04%	0	0.00%	71	0.07%
OTHER PACIFIC	53	0.15%	20	0.06%	11	0.05%	0	0.00%	8	0.12%	0	0.00%	92	0.09%
OTHER/NONE/ UNKNOWN	32,924	93.47%	28,844	93.14%	19,429	91.83%	1,834	90.17%	6,339	93.94%	7,089	93.53%	96,459	93.01%
TOTALS	35,223	100.00%	30,967	100.00%	21,158	100.00%	2,034	100.00%	6,748	100.00%	7,579	100.00%	103,709	100.00%

Columns may not add to totals due to rounding.

Table D-16. FY 1991 PS Selected Reserve Enlisted Accessions by Component, Gender, and Hispanic Background with Civilian Comparison Group

	ETHNICITY							
	HISPANIC		NON-HISPANIC		UNKNOWN/NA		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	1,642	5.03%	31,025	94.97%	0	0.00%	32,667	100.00%
Females	96	3.76%	2,460	96.24%	0	0.00%	2,556	100.00%
TOTAL	1,738	4.93%	33,485	95.07%	0	0.00%	35,223	100.00%
ARMY RESERVE								
Males	1,418	5.42%	24,744	94.58%	0	0.00%	26,162	100.00%
Females	176	3.66%	4,629	96.34%	0	0.00%	4,805	100.00%
TOTAL	1,594	5.15%	29,373	94.85%	0	0.00%	30,967	100.00%
NAVAL RESERVE								
Males	1,053	5.69%	17,442	94.31%	0	0.00%	18,495	100.00%
Females	157	5.90%	2,506	94.10%	0	0.00%	2,663	100.00%
TOTAL	1,210	5.72%	19,948	94.28%	0	0.00%	21,158	100.00%
MARINE CORPS RESERVE								
Males	145	7.68%	1,744	92.32%	0	0.00%	1,889	100.00%
Females	7	4.83%	138	95.17%	0	0.00%	145	100.00%
TOTAL	152	7.47%	1,882	92.53%	0	0.00%	2,034	100.00%
AIR NATIONAL GUARD								
Males	248	4.34%	5,471	95.66%	0	0.00%	5,719	100.00%
Females	40	3.89%	989	96.11%	0	0.00%	1,029	100.00%
TOTAL	288	4.27%	6,460	95.73%	0	0.00%	6,748	100.00%
AIR FORCE RESERVE								
Males	250	4.15%	5,772	95.85%	0	0.00%	6,022	100.00%
Females	55	3.53%	1,502	96.47%	0	0.00%	1,557	100.00%
TOTAL	305	4.02%	7,274	95.98%	0	0.00%	7,579	100.00%
TOTAL DoD								
Males	4,756	5.23%	86,198	94.77%	0	0.00%	90,954	100.00%
Females	531	4.16%	12,224	95.84%	0	0.00%	12,755	100.00%
TOTAL	5,287	5.10%	98,422	94.90%	0	0.00%	103,709	100.00%
18-44 YR OLD CIVILIANS								
Males	4,677,536	9.97%	41,639,293	88.71%	619,436	1.32%	46,936,265	100.00%
Females	2,949,360	7.53%	35,701,994	91.15%	519,077	1.33%	39,170,431	100.00%
TOTAL	7,626,896	8.86%	77,341,287	89.82%	1,138,513	1.32%	86,106,696	100.00%

Rows may not add to totals due to rounding.

Table D-17. FY 1991 PS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	25,808	79.00%	3,268	10.00%	3,591	10.99%	32,667	100.00%
Females	2,314	90.53%	118	4.62%	124	4.85%	2,556	100.00%
TOTAL	28,122	79.84%	3,386	9.61%	3,715	10.55%	35,223	100.00%
ARMY RESERVE								
Males	21,718	83.01%	2,250	8.60%	2,194	8.39%	26,162	100.00%
Females	4,541	94.51%	129	2.68%	135	2.81%	4,805	100.00%
TOTAL	26,259	84.80%	2,379	7.68%	2,329	7.52%	30,967	100.00%
NAVAL RESERVE								
Males	17,591	95.11%	549	2.97%	355	1.92%	18,495	100.00%
Females	2,591	97.30%	58	2.18%	14	0.53%	2,663	100.00%
TOTAL	20,182	95.39%	607	2.87%	369	1.74%	21,158	100.00%
MARINE CORPS RESERVE								
Males	1,751	92.69%	115	6.09%	23	1.22%	1,889	100.00%
Females	138	95.17%	7	4.83%	0	0.00%	145	100.00%
TOTAL	1,889	92.87%	122	6.00%	23	1.13%	2,034	100.00%
AIR NATIONAL GUARD								
Males	5,526	96.63%	187	3.27%	6	0.10%	5,719	100.00%
Females	1,000	97.18%	28	2.72%	1	0.10%	1,029	100.00%
TOTAL	6,526	96.71%	215	3.19%	7	0.10%	6,748	100.00%
AIR FORCE RESERVE								
Males	5,904	98.04%	108	1.79%	10	0.17%	6,022	100.00%
Females	1,527	98.07%	29	1.86%	1	0.06%	1,557	100.00%
TOTAL	7,431	98.05%	137	1.81%	11	0.15%	7,579	100.00%
TOTAL DoD								
Males	78,298	86.09%	6,477	7.12%	6,179	6.79%	90,954	100.00%
Females	12,111	94.95%	369	2.89%	275	2.16%	12,755	100.00%
TOTAL	90,409	87.18%	6,846	6.60%	6,454	6.22%	103,709	100.00%
18-44 YEAR OLD CIVILIANS								
Males	40,240,516	85.73%	*	0.00%	6,695,749	14.27%	46,936,265	100.00%
Females	35,517,382	90.67%	*	0.00%	3,653,049	9.33%	39,170,431	100.00%
TOTAL	75,757,898	87.98%	0	0.00%	10,348,798	12.02%	86,106,696	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-18. FY 1991 PS Selected Reserve Enlisted Accessions by Education, Component, and Race with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	22,490	79.24%	2,882	10.15%	3,010	10.61%	28,382	100.00%
Black	4,338	82.91%	352	6.73%	542	10.36%	5,232	100.00%
Other	1,294	80.42%	152	9.45%	163	10.13%	1,609	100.00%
ARMY RESERVE								
White	17,258	83.38%	1,774	8.57%	1,667	8.05%	20,699	100.00%
Black	6,310	86.95%	435	5.99%	512	7.06%	7,257	100.00%
Other	2,691	89.37%	170	5.65%	150	4.98%	3,011	100.00%
NAVAL RESERVE								
White	16,073	94.89%	535	3.16%	331	1.95%	16,939	100.00%
Black	2,940	97.64%	48	1.59%	23	0.76%	3,011	100.00%
Other	1,169	96.77%	24	1.99%	15	1.24%	1,208	100.00%
MARINE CORPS RESERVE								
White	1,490	93.07%	95	5.93%	16	1.00%	1,601	100.00%
Black	233	92.09%	16	6.32%	4	1.58%	253	100.00%
Other	166	92.22%	11	6.11%	3	1.67%	180	100.00%
AIR NATIONAL GUARD								
White	5,571	96.55%	193	3.34%	6	0.10%	5,770	100.00%
Black	656	98.94%	7	1.06%	0	0.00%	663	100.00%
Other	299	94.92%	15	4.76%	1	0.32%	315	100.00%
AIR FORCE RESERVE								
White	5,931	97.97%	115	1.90%	8	0.13%	6,054	100.00%
Black	1,096	98.47%	15	1.35%	2	0.18%	1,113	100.00%
Other	404	98.06%	7	1.70%	1	0.24%	412	100.00%
TOTAL DoD								
White	68,813	86.62%	5,594	7.04%	5,038	6.34%	79,445	100.00%
Black	15,573	88.84%	873	4.98%	1,083	6.18%	17,529	100.00%
Other	6,023	89.43%	379	5.63%	333	4.94%	6,735	100.00%
18-44 YEAR OLD CIVILIANS								
White	64,544,913	88.28%	*	0.00%	8,566,919	11.72%	73,111,832	100.00%
Black	8,599,820	86.08%	*	0.00%	1,390,427	13.92%	9,990,247	100.00%
Other	2,613,165	86.97%	*	0.00%	391,452	13.03%	3,004,617	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-19. FY 1991 PS Selected Reserve Enlisted Accessions by Education, Component, and Hispanic Background with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Hispanic	1,354	77.91%	187	10.76%	197	11.33%	1,738	100.00%
Non-Hispanic	26,768	79.94%	3,199	9.55%	3,518	10.51%	33,485	100.00%
TOTAL	28,122	79.84%	3,386	9.61%	3,715	10.55%	35,223	100.00%
ARMY RESERVE								
Hispanic	1,309	82.12%	145	9.10%	140	8.78%	1,594	100.00%
Non-Hispanic	24,950	84.94%	2,234	7.61%	2,189	7.45%	29,373	100.00%
TOTAL	26,259	84.80%	2,379	7.68%	2,329	7.52%	30,967	100.00%
NAVAL RESERVE								
Hispanic	1,135	93.80%	43	3.55%	32	2.64%	1,210	100.00%
Non-Hispanic	19,047	95.48%	564	2.83%	337	1.69%	19,948	100.00%
TOTAL	20,182	95.39%	607	2.87%	369	1.74%	21,158	100.00%
MARINE CORPS RESERVE								
Hispanic	140	92.11%	8	5.26%	4	2.63%	152	100.00%
Non-Hispanic	1,749	92.93%	114	6.06%	19	1.01%	1,882	100.00%
TOTAL	1,889	92.87%	122	6.00%	23	1.13%	2,034	100.00%
AIR NATIONAL GUARD								
Hispanic	279	96.88%	9	3.13%	0	0.00%	288	100.00%
Non-Hispanic	6,247	96.70%	206	3.19%	7	0.11%	6,460	100.00%
TOTAL	6,526	96.71%	215	3.19%	7	0.10%	6,748	100.00%
AIR FORCE RESERVE								
Hispanic	299	98.03%	4	1.31%	2	0.66%	305	100.00%
Non-Hispanic	7,132	98.05%	133	1.83%	9	0.12%	7,274	100.00%
TOTAL	7,431	98.05%	137	1.81%	11	0.15%	7,579	100.00%
TOTAL DoD								
Hispanic	4,516	85.42%	396	7.49%	375	7.09%	5,287	100.00%
Non-Hispanic	85,893	87.27%	6,450	6.55%	6,079	6.18%	98,422	100.00%
TOTAL	90,409	87.18%	6,846	6.60%	6,454	6.22%	103,709	100.00%
18-44 YR OLD CIVILIANS								
Hispanic	4,523,442	59.31%	*	0.00%	3,103,454	40.69%	7,626,896	100.00%
Non-Hispanic	70,335,050	90.94%	*	0.00%	7,006,237	9.06%	77,341,287	100.00%
Unknown	899,406	79.00%	*	0.00%	239,107	21.00%	1,138,513	100.00%
TOTAL	75,757,898	87.98%	0	0.00%	10,348,798	12.02%	86,106,696	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-20. FY 1991 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

a. Number

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
ARMY NATIONAL GUARD										
Males	31,102	98,978	70,006	47,823	36,549	41,545	23,796	18,171	34	368,004
Females	3,662	8,732	6,264	4,555	2,749	1,304	474	241	3	27,984
TOTAL	34,764	107,710	76,270	52,378	39,298	42,849	24,270	18,412	37	395,988
ARMY RESERVE										
Males	20,600	55,879	38,170	23,938	17,987	21,628	12,345	8,439	351	199,337
Females	6,955	16,535	10,659	7,072	4,770	2,598	1,134	474	92	50,289
TOTAL	27,555	72,414	48,829	31,010	22,757	24,226	13,479	8,913	443	249,626
NAVAL RESERVE										
Males	2,932	30,284	22,143	15,056	12,743	12,128	5,822	3,521	202	104,831
Females	413	4,486	4,890	3,714	2,816	1,466	660	421	30	18,896
TOTAL	3,345	34,770	27,033	18,770	15,559	13,594	6,482	3,942	232	123,727
MARINE CORPS RESERVE										
Males	5,318	22,686	6,947	2,338	1,064	1,024	531	158	2	40,068
Females	109	436	440	266	105	36	9	3	0	1,404
TOTAL	5,427	23,122	7,387	2,604	1,169	1,060	540	161	2	41,472
AIR NATIONAL GUARD										
Males	1,856	13,319	17,154	13,204	11,336	14,677	9,756	8,208	0	89,510
Females	467	3,307	3,659	3,035	2,151	1,062	316	163	0	14,160
TOTAL	2,323	16,626	20,813	16,239	13,487	15,739	10,072	8,371	0	103,670
AIR FORCE RESERVE										
Males	531	7,262	11,403	9,123	7,848	8,496	5,559	4,696	0	54,918
Females	194	2,427	3,443	2,900	2,068	1,107	368	178	0	12,685
TOTAL	725	9,689	14,846	12,023	9,916	9,603	5,927	4,874	0	67,603
TOTAL DoD										
Males	62,339	228,408	165,823	111,482	87,527	99,498	57,809	43,193	589	856,668
Females	11,800	35,923	29,355	21,542	14,659	7,573	2,961	1,480	125	125,418
TOTAL	74,139	264,331	195,178	133,024	102,186	107,071	60,770	44,673	714	982,086
CIVILIAN LABOR FORCE										
Males	2,886,684	7,227,618	9,308,586	10,292,811	9,525,059	8,449,258	6,504,043	13,798,562	0	67,992,621
Females	2,593,995	6,400,847	7,371,538	8,238,745	7,910,319	7,388,045	5,590,528	10,946,309	0	56,440,326
TOTAL	5,480,679	13,628,465	16,680,124	18,531,556	17,435,378	15,837,303	12,094,571	24,744,871	0	124,432,947

Table D-20 (Continued). FY 1991 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

b. Percent

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
ARMY NATIONAL GUARD										
Males	8.45%	26.90%	19.02%	13.00%	9.93%	11.29%	6.47%	4.94%	0.01%	100.00%
Females	13.09%	31.20%	22.38%	16.28%	9.82%	4.66%	1.69%	0.86%	0.01%	100.00%
TOTAL	8.78%	27.20%	19.26%	13.23%	9.92%	10.82%	6.13%	4.65%	0.01%	100.00%
ARMY RESERVE										
Males	10.33%	28.03%	19.15%	12.01%	9.02%	10.85%	6.19%	4.23%	0.18%	100.00%
Females	13.83%	32.88%	21.20%	14.06%	9.49%	5.17%	2.25%	0.94%	0.18%	100.00%
TOTAL	11.04%	29.01%	19.56%	12.42%	9.12%	9.70%	5.40%	3.57%	0.18%	100.00%
NAVAL RESERVE										
Males	2.80%	28.89%	21.12%	14.36%	12.16%	11.57%	5.55%	3.36%	0.19%	100.00%
Females	2.19%	23.74%	25.88%	19.65%	14.90%	7.76%	3.49%	2.23%	0.16%	100.00%
TOTAL	2.70%	28.10%	21.85%	15.17%	12.58%	10.99%	5.24%	3.19%	0.19%	100.00%
MARINE CORPS RESERVE										
Males	13.27%	56.62%	17.34%	5.84%	2.66%	2.56%	1.33%	0.39%	0.00%	100.00%
Females	7.76%	31.05%	31.34%	18.95%	7.48%	2.56%	0.64%	0.21%	0.00%	100.00%
TOTAL	13.09%	55.75%	17.81%	6.28%	2.82%	2.56%	1.30%	0.39%	0.00%	100.00%
AIR NATIONAL GUARD										
Males	2.07%	14.88%	19.16%	14.75%	12.66%	16.40%	10.90%	9.17%	0.00%	100.00%
Females	3.30%	23.35%	25.84%	21.43%	15.19%	7.50%	2.23%	1.15%	0.00%	100.00%
TOTAL	2.24%	16.04%	20.08%	15.66%	13.01%	15.18%	9.72%	8.07%	0.00%	100.00%
AIR FORCE RESERVE										
Males	0.97%	13.22%	20.76%	16.61%	14.29%	15.47%	10.12%	8.55%	0.00%	100.00%
Females	1.53%	19.13%	27.14%	22.86%	16.30%	8.73%	2.90%	1.40%	0.00%	100.00%
TOTAL	1.07%	14.33%	21.96%	17.78%	14.67%	14.20%	8.77%	7.21%	0.00%	100.00%
TOTAL DoD										
Males	7.28%	26.66%	19.36%	13.01%	10.22%	11.61%	6.75%	5.04%	0.07%	100.00%
Females	9.41%	28.64%	23.41%	17.18%	11.69%	6.04%	2.36%	1.18%	0.10%	100.00%
TOTAL	7.55%	26.92%	19.87%	13.55%	10.40%	10.90%	6.19%	4.55%	0.07%	100.00%
CIVILIAN LABOR FORCE										
Males	4.25%	10.63%	13.69%	15.14%	14.01%	12.43%	9.57%	20.29%	0.00%	100.00%
Females	4.60%	11.34%	13.06%	14.60%	14.02%	13.09%	9.91%	19.39%	0.00%	100.00%
TOTAL	4.40%	10.95%	13.40%	14.89%	14.01%	12.73%	9.72%	19.89%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table D-21. FY 1991 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

	MILITARY											
	MARRIED			UNMARRIED			DoD TOTAL		PERCENT MARRIED			MARRIED
AGE	Males	Females	Total	Males	Females	Total	Males	Females	Males	Females	Total	CIVILIANS*
17	27	5	32	7,196	1,511	8,707	7,223	1,516	0.37%	0.33%	0.37%	9,561
18	280	53	333	21,057	4,189	25,246	21,337	4,242	1.31%	1.25%	1.30%	58,485
19	1,162	239	1,401	32,616	5,802	38,418	33,778	6,041	3.44%	3.96%	3.52%	188,638
20	2,962	541	3,503	39,562	6,626	46,188	42,524	7,167	6.97%	7.55%	7.05%	317,902
21	4,957	983	5,940	39,754	6,370	46,124	44,711	7,353	11.09%	13.37%	11.41%	496,542
22	8,233	1,558	9,791	39,580	5,894	45,474	47,813	7,452	17.22%	20.91%	17.72%	625,959
23	11,454	1,965	13,419	36,824	5,226	42,050	48,278	7,191	23.73%	27.33%	24.19%	880,170
24	13,910	2,285	16,195	31,172	4,475	35,647	45,082	6,760	30.85%	33.80%	31.24%	1,101,657
25	15,058	2,335	17,393	23,904	3,859	27,763	38,962	6,194	38.65%	37.70%	38.52%	1,287,917
26	15,904	2,488	18,392	19,078	3,531	22,609	34,982	6,019	45.46%	41.34%	44.86%	1,558,971
27	16,903	2,616	19,519	15,782	3,331	19,113	32,685	5,947	51.71%	43.99%	50.53%	1,723,628
28	17,603	2,565	20,168	13,025	3,224	16,249	30,628	5,789	57.47%	44.31%	55.38%	2,066,510
29	17,419	2,569	19,988	11,147	2,837	13,984	28,566	5,406	60.98%	47.52%	58.84%	2,186,602
30	17,011	2,496	19,507	9,328	2,636	11,964	26,339	5,132	64.58%	48.64%	61.98%	2,413,590
31	16,025	2,209	18,234	7,929	2,323	10,252	23,954	4,532	66.90%	48.74%	64.01%	2,529,116
32	15,162	2,124	17,286	6,534	2,137	8,671	21,696	4,261	69.88%	49.85%	66.59%	2,596,673
33	14,325	2,010	16,335	5,606	1,877	7,483	19,931	3,887	71.87%	51.71%	68.58%	2,683,664
34	14,302	1,972	16,274	5,260	1,758	7,018	19,562	3,730	73.11%	52.87%	69.87%	2,668,331
35	14,039	1,834	15,873	4,614	1,680	6,294	18,653	3,514	75.26%	52.19%	71.61%	2,651,432
36	13,236	1,699	14,935	4,032	1,604	5,636	17,268	3,303	76.65%	51.44%	72.60%	2,671,331
37	12,728	1,588	14,316	3,563	1,501	5,064	16,291	3,089	78.13%	51.41%	73.87%	2,390,761
38	13,780	1,334	15,114	3,281	1,242	4,523	17,061	2,576	80.77%	51.79%	76.97%	2,587,878
39	14,905	1,085	15,990	3,349	1,092	4,441	18,254	2,177	81.65%	49.84%	78.26%	2,547,506
40	14,925	978	15,903	3,201	963	4,164	18,126	1,941	82.34%	50.39%	79.25%	2,588,773
41	15,766	869	16,635	3,051	857	3,908	18,817	1,726	83.79%	50.35%	80.98%	2,306,516
42	17,046	684	17,730	3,188	741	3,929	20,234	1,425	84.24%	48.00%	81.86%	2,236,439
43	17,500	656	18,156	3,210	670	3,880	20,710	1,326	84.50%	49.47%	82.39%	2,372,410
44	18,464	547	19,011	3,147	608	3,755	21,611	1,155	85.44%	47.36%	83.51%	2,532,127
45+	87,537	1,920	89,457	13,465	2,521	15,986	101,002	4,441	86.67%	43.23%	84.84%	28,053,312
Unknown	142	17	159	448	109	557	590	126	24.07%	13.49%	22.21%	0
TOTAL	442,765	44,224	486,989	413,903	81,194	495,097	856,668	125,418	51.68%	35.26%	49.59%	78,332,401

* Civilian labor force, 17 years and older.

Table D-21 (Continued). FY 1991 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

	MILITARY								
	MARRIED			UNMARRIED			DoD TOTAL		MARRIED
AGE	Males	Females	Total	Males	Females	Total	Males	Females	CIVILIANS*
17	0.01%	0.01%	0.01%	1.74%	1.86%	1.76%	0.84%	1.21%	0.01%
18	0.06%	0.12%	0.07%	5.09%	5.16%	5.10%	2.49%	3.38%	0.07%
19	0.26%	0.54%	0.29%	7.88%	7.15%	7.76%	3.94%	4.82%	0.24%
20	0.67%	1.22%	0.72%	9.56%	8.16%	9.33%	4.96%	5.71%	0.41%
21	1.12%	2.22%	1.22%	9.60%	7.85%	9.32%	5.22%	5.86%	0.63%
22	1.86%	3.52%	2.01%	9.56%	7.26%	9.18%	5.58%	5.94%	0.80%
23	2.59%	4.44%	2.76%	8.90%	6.44%	8.49%	5.64%	5.73%	1.12%
24	3.14%	5.17%	3.33%	7.53%	5.51%	7.20%	5.26%	5.39%	1.41%
25	3.40%	5.28%	3.57%	5.78%	4.75%	5.61%	4.55%	4.94%	1.64%
26	3.59%	5.63%	3.78%	4.61%	4.35%	4.57%	4.08%	4.80%	1.99%
27	3.82%	5.92%	4.01%	3.81%	4.10%	3.86%	3.82%	4.74%	2.20%
28	3.98%	5.80%	4.14%	3.15%	3.97%	3.28%	3.58%	4.62%	2.64%
29	3.93%	5.81%	4.10%	2.69%	3.49%	2.82%	3.33%	4.31%	2.79%
30	3.84%	5.64%	4.01%	2.25%	3.25%	2.42%	3.07%	4.09%	3.08%
31	3.62%	5.00%	3.74%	1.92%	2.86%	2.07%	2.80%	3.61%	3.23%
32	3.42%	4.80%	3.55%	1.58%	2.63%	1.75%	2.53%	3.40%	3.31%
33	3.24%	4.55%	3.35%	1.35%	2.31%	1.51%	2.33%	3.10%	3.43%
34	3.23%	4.46%	3.34%	1.27%	2.17%	1.42%	2.28%	2.97%	3.41%
35	3.17%	4.15%	3.26%	1.11%	2.07%	1.27%	2.18%	2.80%	3.38%
36	2.99%	3.84%	3.07%	0.97%	1.98%	1.14%	2.02%	2.63%	3.41%
37	2.87%	3.59%	2.94%	0.86%	1.85%	1.02%	1.90%	2.46%	3.05%
38	3.11%	3.02%	3.10%	0.79%	1.53%	0.91%	1.99%	2.05%	3.30%
39	3.37%	2.45%	3.28%	0.81%	1.34%	0.90%	2.13%	1.74%	3.25%
40	3.37%	2.21%	3.27%	0.77%	1.19%	0.84%	2.12%	1.55%	3.30%
41	3.56%	1.96%	3.42%	0.74%	1.06%	0.79%	2.20%	1.38%	2.94%
42	3.85%	1.55%	3.64%	0.77%	0.91%	0.79%	2.36%	1.14%	2.86%
43	3.95%	1.48%	3.73%	0.78%	0.83%	0.78%	2.42%	1.06%	3.03%
44	4.17%	1.24%	3.90%	0.76%	0.75%	0.76%	2.52%	0.92%	3.23%
45+	19.77%	4.34%	18.37%	3.25%	3.10%	3.23%	11.79%	3.54%	35.81%
Unknown	0.03%	0.04%	0.03%	0.11%	0.13%	0.11%	0.07%	0.10%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older

Columns may not add to totals due to rounding.

Table D-22. FY 1991 Selected Reserve Enlisted Members by Race, Component, and Gender with Civilian Comparison Group

	RACE							
	WHITE		BLACK		OTHER		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	293,531	79.76%	58,113	15.79%	16,360	4.45%	368,004	100.00%
Females	18,133	64.80%	8,437	30.15%	1,414	5.05%	27,984	100.00%
TOTAL	311,664	78.71%	66,550	16.81%	17,774	4.49%	395,988	100.00%
ARMY RESERVE								
Males	138,974	69.72%	47,368	23.76%	12,995	6.52%	199,337	100.00%
Females	25,667	51.04%	21,464	42.68%	3,158	6.28%	50,289	100.00%
TOTAL	164,641	65.96%	68,832	27.57%	16,153	6.47%	249,626	100.00%
NAVAL RESERVE								
Males	87,297	83.27%	12,295	11.73%	5,239	5.00%	104,831	100.00%
Females	14,432	76.38%	3,625	19.18%	839	4.44%	18,896	100.00%
TOTAL	101,729	82.22%	15,920	12.87%	6,078	4.91%	123,727	100.00%
MARINE CORPS RESERVE								
Males	29,650	74.00%	6,365	15.89%	4,053	10.12%	40,068	100.00%
Females	947	67.45%	352	25.07%	105	7.48%	1,404	100.00%
TOTAL	30,597	73.78%	6,717	16.20%	4,158	10.03%	41,472	100.00%
AIR NATIONAL GUARD								
Males	79,796	89.15%	6,583	7.35%	3,131	3.50%	89,510	100.00%
Females	11,435	80.76%	2,229	15.74%	496	3.50%	14,160	100.00%
TOTAL	91,231	88.00%	8,812	8.50%	3,627	3.50%	103,670	100.00%
AIR FORCE RESERVE								
Males	44,002	80.12%	8,361	15.22%	2,555	4.65%	54,918	100.00%
Females	8,699	68.58%	3,415	26.92%	571	4.50%	12,685	100.00%
TOTAL	52,701	77.96%	11,776	17.42%	3,126	4.62%	67,603	100.00%
TOTAL DoD								
Males	673,250	78.59%	139,085	16.24%	44,333	5.18%	856,668	100.00%
Females	79,313	63.24%	39,522	31.51%	6,583	5.25%	125,418	100.00%
TOTAL	752,563	76.63%	178,607	18.19%	50,916	5.18%	982,086	100.00%
18-44 YEAR OLD CIVILIANS								
Males	40,309,555	85.88%	4,984,823	10.62%	1,641,887	3.50%	46,936,265	100.00%
Females	32,802,277	83.74%	5,005,424	12.78%	1,362,730	3.48%	39,170,431	100.00%
TOTAL	73,111,832	84.91%	9,990,247	11.60%	3,004,617	3.49%	86,106,696	100.00%

Rows may not add to totals due to rounding.

Table D-23. FY 1991 Selected Reserve Enlisted Members by Ethnicity and Component

	RESERVE COMPONENT													
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD	
ETHNICITY	#	%	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	7,831	1.98%	5,102	2.04%	2,681	2.17%	2,270	5.47%	2,042	1.97%	2,206	3.26%	22,132	2.25%
PUERTO RICAN	11,732	2.96%	7,698	3.08%	1,148	0.93%	519	1.25%	1,586	1.53%	472	0.70%	23,155	2.36%
CUBAN	201	0.05%	166	0.07%	121	0.10%	67	0.16%	40	0.04%	85	0.13%	680	0.07%
LATIN AMER.	759	0.19%	872	0.35%	251	0.20%	180	0.43%	24	0.02%	5	0.01%	2,091	0.21%
OTHER HISP.	5,323	1.34%	3,456	1.38%	2,109	1.70%	515	1.24%	935	0.90%	787	1.16%	13,125	1.34%
ALEUTIAN	24	0.01%	9	0.00%	18	0.01%	3	0.01%	9	0.01%	0	0.00%	63	0.01%
ESKIMO	1,343	0.34%	11	0.00%	16	0.01%	4	0.01%	5	0.00%	3	0.00%	1,382	0.14%
N. AMER. INDIAN	1,893	0.48%	823	0.33%	882	0.71%	145	0.35%	832	0.80%	420	0.62%	4,995	0.51%
CHINESE	208	0.05%	371	0.15%	145	0.12%	161	0.39%	160	0.15%	98	0.14%	1,143	0.12%
JAPANESE	565	0.14%	385	0.15%	120	0.10%	41	0.10%	677	0.65%	127	0.19%	1,915	0.19%
KOREAN	218	0.06%	374	0.15%	75	0.06%	96	0.23%	51	0.05%	47	0.07%	861	0.09%
INDIAN	121	0.03%	123	0.05%	103	0.08%	24	0.06%	20	0.02%	3	0.00%	394	0.04%
FILIPINO	1,580	0.40%	1,497	0.60%	1,498	1.21%	403	0.97%	585	0.56%	749	1.11%	6,312	0.64%
VIETNAMESE	131	0.03%	237	0.09%	138	0.11%	108	0.26%	12	0.01%	3	0.00%	629	0.06%
OTHER ASIAN	467	0.12%	680	0.27%	181	0.15%	90	0.22%	243	0.23%	257	0.38%	1,918	0.20%
MELANESIAN	25	0.01%	20	0.01%	13	0.01%	0	0.00%	3	0.00%	0	0.00%	61	0.01%
MICRONESIAN	45	0.01%	299	0.12%	12	0.01%	3	0.01%	4	0.00%	1	0.00%	364	0.04%
POLYNESIAN	497	0.13%	465	0.19%	61	0.05%	25	0.06%	34	0.03%	4	0.01%	1,086	0.11%
OTHER PACIFIC	547	0.14%	180	0.07%	39	0.03%	16	0.04%	119	0.11%	23	0.03%	924	0.09%
OTHER/NONE/ UNKNOWN	362,478	91.54%	226,858	90.88%	114,116	92.23%	36,802	88.74%	96,289	92.88%	62,313	92.17%	898,856	91.53%
TOTALS	395,988	100.00%	249,626	100.00%	123,727	100.00%	41,472	100.00%	103,670	100.00%	67,603	100.00%	982,086	100.00%

Columns may not add to totals due to rounding.

Table D-24. FY 1991 Selected Reserve Enlisted Members by Hispanic Background, Component, and Gender with Civilian Comparison Group

	ETHNICITY							
	HISPANIC		NON-HISPANIC		UNKNOWN/NA		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	24,512	6.66%	343,492	93.34%	0	0.00%	368,004	100.00%
Females	1,334	4.77%	26,650	95.23%	0	0.00%	27,984	100.00%
TOTAL	25,846	6.53%	370,142	93.47%	0	0.00%	395,988	100.00%
ARMY RESERVE								
Males	14,497	7.27%	184,840	92.73%	0	0.00%	199,337	100.00%
Females	2,797	5.56%	47,492	94.44%	0	0.00%	50,289	100.00%
TOTAL	17,294	6.93%	232,332	93.07%	0	0.00%	249,626	100.00%
NAVAL RESERVE								
Males	5,355	5.11%	99,476	94.89%	0	0.00%	104,831	100.00%
Females	955	5.05%	17,941	94.95%	0	0.00%	18,896	100.00%
TOTAL	6,310	5.10%	117,417	94.90%	0	0.00%	123,727	100.00%
MARINE CORPS RESERVE								
Males	3,470	8.66%	36,598	91.34%	0	0.00%	40,068	100.00%
Females	81	5.77%	1,323	94.23%	0	0.00%	1,404	100.00%
TOTAL	3,551	8.56%	37,921	91.44%	0	0.00%	41,472	100.00%
AIR NATIONAL GUARD								
Males	4,070	4.55%	85,440	95.45%	0	0.00%	89,510	100.00%
Females	557	3.93%	13,603	96.07%	0	0.00%	14,160	100.00%
TOTAL	4,627	4.46%	99,043	95.54%	0	0.00%	103,670	100.00%
AIR FORCE RESERVE								
Males	3,046	5.55%	51,872	94.45%	0	0.00%	54,918	100.00%
Females	509	4.01%	12,176	95.99%	0	0.00%	12,685	100.00%
TOTAL	3,555	5.26%	64,048	94.74%	0	0.00%	67,603	100.00%
TOTAL DoD								
Males	54,950	6.41%	801,718	93.59%	0	0.00%	856,668	100.00%
Females	6,233	4.97%	119,185	95.03%	0	0.00%	125,418	100.00%
TOTAL	61,183	6.23%	920,903	93.77%	0	0.00%	982,086	100.00%
18-44 YEAR OLD CIVILIANS								
Males	4,677,536	9.97%	41,639,293	88.71%	619,436	1.32%	46,936,265	100.00%
Females	2,949,360	7.53%	35,701,994	91.15%	519,077	1.33%	39,170,431	100.00%
TOTAL	7,626,896	8.86%	77,341,287	89.82%	1,138,513	1.32%	86,106,696	100.00%

Rows may not add to totals due to rounding.

Table D-25. FY 1991 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Males	288,285	78.34%	36,779	9.99%	42,940	11.67%	368,004	100.00%
Females	24,239	86.62%	1,470	5.25%	2,275	8.13%	27,984	100.00%
TOTAL	312,524	78.92%	38,249	9.66%	45,215	11.42%	395,988	100.00%
ARMY RESERVE								
Males	166,758	83.66%	12,423	6.23%	20,156	10.11%	199,337	100.00%
Females	44,982	89.45%	1,148	2.28%	4,159	8.27%	50,289	100.00%
TOTAL	211,740	84.82%	13,571	5.44%	24,315	9.74%	249,626	100.00%
NAVAL RESERVE								
Males	98,717	94.17%	3,769	3.60%	2,345	2.24%	104,831	100.00%
Females	18,226	96.45%	571	3.02%	99	0.52%	18,896	100.00%
TOTAL	116,943	94.52%	4,340	3.51%	2,444	1.98%	123,727	100.00%
MARINE CORPS RESERVE								
Males	38,220	95.39%	1,596	3.98%	252	0.63%	40,068	100.00%
Females	1,311	93.38%	92	6.55%	1	0.07%	1,404	100.00%
TOTAL	39,531	95.32%	1,688	4.07%	253	0.61%	41,472	100.00%
AIR NATIONAL GUARD								
Males	85,242	95.23%	3,627	4.05%	641	0.72%	89,510	100.00%
Females	13,528	95.54%	567	4.00%	65	0.46%	14,160	100.00%
TOTAL	98,770	95.27%	4,194	4.05%	706	0.68%	103,670	100.00%
AIR FORCE RESERVE								
Males	53,311	97.07%	1,390	2.53%	217	0.40%	54,918	100.00%
Females	12,399	97.75%	269	2.12%	17	0.13%	12,685	100.00%
TOTAL	65,710	97.20%	1,659	2.45%	234	0.35%	67,603	100.00%
TOTAL DoD								
Males	730,533	85.28%	59,584	6.96%	66,551	7.77%	856,668	100.00%
Females	114,685	91.44%	4,117	3.28%	6,616	5.28%	125,418	100.00%
TOTAL	845,218	86.06%	63,701	6.49%	73,167	7.45%	982,086	100.00%
18-44 YEAR OLD CIVILIANS								
Males	40,240,516	85.73%	*	0.00%	6,695,749	14.27%	46,936,265	100.00%
Females	35,517,382	90.67%	*	0.00%	3,653,049	9.33%	39,170,431	100.00%
TOTAL	75,757,898	87.98%	0	0.00%	10,348,798	12.02%	86,106,696	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-26. FY 1991 Selected Reserve Enlisted Members by Education, Component, and Race with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	245,548	78.79%	32,128	10.31%	33,988	10.91%	311,664	100.00%
Black	53,351	80.17%	4,527	6.80%	8,672	13.03%	66,550	100.00%
Other	13,625	76.66%	1,594	8.97%	2,555	14.37%	17,774	100.00%
ARMY RESERVE								
White	137,636	83.60%	9,797	5.95%	17,208	10.45%	164,641	100.00%
Black	60,544	87.96%	2,924	4.25%	5,364	7.79%	68,832	100.00%
Other	13,560	83.95%	850	5.26%	1,743	10.79%	16,153	100.00%
NAVAL RESERVE								
White	95,810	94.18%	3,788	3.72%	2,131	2.09%	101,729	100.00%
Black	15,319	96.22%	379	2.38%	222	1.39%	15,920	100.00%
Other	5,814	95.66%	173	2.85%	91	1.50%	6,078	100.00%
MARINE CORPS RESERVE								
White	29,169	95.33%	1,245	4.07%	183	0.60%	30,597	100.00%
Black	6,381	95.00%	292	4.35%	44	0.66%	6,717	100.00%
Other	3,981	95.74%	151	3.63%	26	0.63%	4,158	100.00%
AIR NATIONAL GUARD								
White	86,779	95.12%	3,808	4.17%	644	0.71%	91,231	100.00%
Black	8,499	96.45%	274	3.11%	39	0.44%	8,812	100.00%
Other	3,492	96.28%	112	3.09%	23	0.63%	3,627	100.00%
AIR FORCE RESERVE								
White	51,044	96.86%	1,452	2.76%	205	0.39%	52,701	100.00%
Black	11,604	98.54%	151	1.28%	21	0.18%	11,776	100.00%
Other	3,062	97.95%	56	1.79%	8	0.26%	3,126	100.00%
TOTAL DoD								
White	645,986	85.84%	52,218	6.94%	54,359	7.22%	752,563	100.00%
Black	155,698	87.17%	8,547	4.79%	14,362	8.04%	178,607	100.00%
Other	43,534	85.50%	2,936	5.77%	4,446	8.73%	50,916	100.00%
18-44 YEAR OLD CIVILIANS								
White	64,544,913	88.28%	*	0.00%	8,566,919	11.72%	73,111,832	100.00%
Black	8,599,820	86.08%	*	0.00%	1,390,427	13.92%	9,990,247	100.00%
Other	2,613,165	86.97%	*	0.00%	391,452	13.03%	3,004,617	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Table D-27. FY 1991 Selected Reserve Enlisted Members by Education, Component, and Hispanic Background with Civilian Comparison Group

	EDUCATIONAL TIER							
	TIER 1		TIER 2		TIER 3		TOTAL	
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Hispanic	20,106	77.79%	2,710	10.49%	3,030	11.72%	25,846	100.00%
Non-Hispanic	292,418	79.00%	35,539	9.60%	42,185	11.40%	370,142	100.00%
TOTAL	312,524	78.92%	38,249	9.66%	45,215	11.42%	395,988	100.00%
ARMY RESERVE								
Hispanic	14,723	85.13%	971	5.61%	1,600	9.25%	17,294	100.00%
Non-Hispanic	197,017	84.80%	12,600	5.42%	22,715	9.78%	232,332	100.00%
TOTAL	211,740	84.82%	13,571	5.44%	24,315	9.74%	249,626	100.00%
NAVAL RESERVE								
Hispanic	5,878	93.15%	292	4.63%	140	2.22%	6,310	100.00%
Non-Hispanic	111,065	94.59%	4,048	3.45%	2,304	1.96%	117,417	100.00%
TOTAL	116,943	94.52%	4,340	3.51%	2,444	1.98%	123,727	100.00%
MARINE CORPS RESERVE								
Hispanic	3,397	95.66%	134	3.77%	20	0.56%	3,551	100.00%
Non-Hispanic	36,134	95.29%	1,554	4.10%	233	0.61%	37,921	100.00%
TOTAL	39,531	95.32%	1,688	4.07%	253	0.61%	41,472	100.00%
AIR NATIONAL GUARD								
Hispanic	4,407	95.25%	192	4.15%	28	0.61%	4,627	100.00%
Non-Hispanic	94,363	95.27%	4,002	4.04%	678	0.68%	99,043	100.00%
TOTAL	98,770	95.27%	4,194	4.05%	706	0.68%	103,670	100.00%
AIR FORCE RESERVE								
Hispanic	3,412	95.98%	125	3.52%	18	0.51%	3,555	100.00%
Non-Hispanic	62,298	97.27%	1,534	2.40%	216	0.34%	64,048	100.00%
TOTAL	65,710	97.20%	1,659	2.45%	234	0.35%	67,603	100.00%
TOTAL DoD								
Hispanic	51,923	84.87%	4,424	7.23%	4,836	7.90%	61,183	100.00%
Non-Hispanic	793,295	86.14%	59,277	6.44%	68,331	7.42%	920,903	100.00%
TOTAL	845,218	86.06%	63,701	6.49%	73,167	7.45%	982,086	100.00%
18-44 YR OLD CIVILIANS								
Hispanic	4,523,442	59.31%	*	0.00%	3,103,454	40.69%	7,626,896	100.00%
Non-Hispanic	70,335,050	90.94%	*	0.00%	7,006,237	9.06%	77,341,287	100.00%
Unknown	899,406	79.00%	*	0.00%	239,107	21.00%	1,138,513	100.00%
TOTAL	75,757,898	87.98%	0	0.00%	10,348,798	12.02%	86,106,696	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.
Rows may not add to totals due to rounding.

Table D-28. FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
Males	129,379	7,907	26,243	14,569	8,858	43,739	40,066	14,465	43,257	39,521	368,004
Females	1,424	234	1,248	3,881	667	12,091	936	316	2,826	4,361	27,984
TOTAL	130,803	8,141	27,491	18,450	9,525	55,830	41,002	14,781	46,083	43,882	395,988
ARMY RESERVE											
Males	43,529	3,424	12,811	16,812	5,584	37,071	24,013	10,333	26,977	18,783	199,337
Females	1,902	271	2,208	10,607	697	21,449	1,441	600	4,686	6,428	50,289
TOTAL	45,431	3,695	15,019	27,419	6,281	58,520	25,454	10,933	31,663	25,211	249,626
NAVAL RESERVE											
Males	14,947	9,097	8,133	8,947	1,398	15,497	23,568	15,036	4,127	4,081	104,831
Females	1,488	666	1,484	4,691	264	7,554	1,101	328	699	621	18,896
TOTAL	16,435	9,763	9,617	13,638	1,662	23,051	24,669	15,364	4,826	4,702	123,727
MARINE CORPS RESERVE											
Males	11,711	1,451	3,230	0	388	4,126	5,456	1,033	6,363	6,310	40,068
Females	0	34	93	0	19	799	82	32	196	149	1,404
TOTAL	11,711	1,485	3,323	0	407	4,925	5,538	1,065	6,559	6,459	41,472
AIR NATIONAL GUARD											
Males	6,118	11,813	3,061	2,569	4,895	14,454	26,370	9,705	6,954	3,571	89,510
Females	287	581	672	1,589	476	7,613	870	360	1,058	654	14,160
TOTAL	6,405	12,394	3,733	4,158	5,371	22,067	27,240	10,065	8,012	4,225	103,670
AIR FORCE RESERVE											
Males	5,957	3,912	1,113	3,794	2,000	11,648	16,198	5,262	3,523	1,511	54,918
Females	358	372	459	3,090	155	5,578	1,101	364	828	380	12,685
TOTAL	6,315	4,284	1,572	6,884	2,155	17,226	17,299	5,626	4,351	1,891	67,603
TOTAL DoD											
Males	211,641	37,604	54,591	46,691	23,123	126,535	135,671	55,834	91,201	73,777	856,668
Females	5,459	2,158	6,164	23,858	2,278	55,084	5,531	2,000	10,293	12,593	125,418
TOTAL	217,100	39,762	60,755	70,549	25,401	181,619	141,202	57,834	101,494	86,370	982,086

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-28 (Continued). FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
Males	35.16%	2.15%	7.13%	3.96%	2.41%	11.89%	10.89%	3.93%	11.75%	10.74%	100.00%
Females	5.09%	0.84%	4.46%	13.87%	2.38%	43.21%	3.34%	1.13%	10.10%	15.58%	100.00%
TOTAL	33.03%	2.06%	6.94%	4.66%	2.41%	14.10%	10.35%	3.73%	11.64%	11.08%	100.00%
ARMY RESERVE											
Males	21.84%	1.72%	6.43%	8.43%	2.80%	18.60%	12.05%	5.18%	13.53%	9.42%	100.00%
Females	3.78%	0.54%	4.39%	21.09%	1.39%	42.65%	2.87%	1.19%	9.32%	12.78%	100.00%
TOTAL	18.20%	1.48%	6.02%	10.98%	2.52%	23.44%	10.20%	4.38%	12.68%	10.10%	100.00%
NAVAL RESERVE											
Males	14.26%	8.68%	7.76%	8.53%	1.33%	14.78%	22.48%	14.34%	3.94%	3.89%	100.00%
Females	7.87%	3.52%	7.85%	24.83%	1.40%	39.98%	5.83%	1.74%	3.70%	3.29%	100.00%
TOTAL	13.28%	7.89%	7.77%	11.02%	1.34%	18.63%	19.94%	12.42%	3.90%	3.80%	100.00%
MARINE CORPS RESERVE											
Males	29.23%	3.62%	8.06%	0.00%	0.97%	10.30%	13.62%	2.58%	15.88%	15.75%	100.00%
Females	0.00%	2.42%	6.62%	0.00%	1.35%	56.91%	5.84%	2.28%	13.96%	10.61%	100.00%
TOTAL	28.24%	3.58%	8.01%	0.00%	0.98%	11.88%	13.35%	2.57%	15.82%	15.57%	100.00%
AIR NATIONAL GUARD											
Males	6.83%	13.20%	3.42%	2.87%	5.47%	16.15%	29.46%	10.84%	7.77%	3.99%	100.00%
Females	2.03%	4.10%	4.75%	11.22%	3.36%	53.76%	6.14%	2.54%	7.47%	4.62%	100.00%
TOTAL	6.18%	11.96%	3.60%	4.01%	5.18%	21.29%	26.28%	9.71%	7.73%	4.08%	100.00%
AIR FORCE RESERVE											
Males	10.85%	7.12%	2.03%	6.91%	3.64%	21.21%	29.49%	9.58%	6.42%	2.75%	100.00%
Females	2.82%	2.93%	3.62%	24.36%	1.22%	43.97%	8.68%	2.87%	6.53%	3.00%	100.00%
TOTAL	9.34%	6.34%	2.33%	10.18%	3.19%	25.48%	25.59%	8.32%	6.44%	2.80%	100.00%
TOTAL DoD											
Males	24.71%	4.39%	6.37%	5.45%	2.70%	14.77%	15.84%	6.52%	10.65%	8.61%	100.00%
Females	4.35%	1.72%	4.91%	19.02%	1.82%	43.92%	4.41%	1.59%	8.21%	10.04%	100.00%
TOTAL	22.11%	4.05%	6.19%	7.18%	2.59%	18.49%	14.38%	5.89%	10.33%	8.79%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-29. FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Race

a. Number

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
White	105,240	6,807	21,604	14,040	8,009	42,131	33,603	11,620	33,793	34,817	311,664
Black	18,764	1,041	4,908	3,453	1,203	11,191	5,781	2,719	10,508	6,982	66,550
Other	6,799	293	979	957	313	2,508	1,618	442	1,782	2,083	17,774
ARMY RESERVE											
White	33,582	2,723	10,968	16,998	4,227	32,963	17,846	7,786	20,117	17,431	164,641
Black	9,178	742	3,169	8,363	1,736	21,529	5,828	2,308	10,021	5,958	68,832
Other	2,671	230	882	2,058	318	4,028	1,780	839	1,525	1,822	16,153
NAVAL RESERVE											
White	13,347	8,527	7,954	10,625	1,501	18,007	20,544	13,942	3,547	3,735	101,729
Black	2,302	864	1,351	2,128	107	3,860	2,651	879	1,007	771	15,920
Other	786	372	312	885	54	1,184	1,474	543	272	196	6,078
MARINE CORPS RESERVE											
White	9,267	1,155	2,407	0	325	3,214	4,202	832	4,410	4,785	30,597
Black	1,471	176	554	0	47	1,205	798	131	1,431	904	6,717
Other	973	154	362	0	35	506	538	102	718	770	4,158
AIR NATIONAL GUARD											
White	5,775	11,318	3,226	3,586	4,951	18,441	24,646	8,865	6,779	3,644	91,231
Black	473	549	302	431	309	2,838	1,736	841	967	366	8,812
Other	157	527	205	141	111	788	858	359	266	215	3,627
AIR FORCE RESERVE											
White	5,434	3,749	1,359	4,824	1,793	12,077	14,107	4,572	3,303	1,483	52,701
Black	674	393	170	1,687	295	4,136	2,394	827	890	310	11,776
Other	207	142	43	373	67	1,013	798	227	158	98	3,126
TOTAL DoD											
White	172,645	34,279	47,518	50,073	20,806	126,833	114,948	47,617	71,949	65,895	752,563
Black	32,862	3,765	10,454	16,062	3,697	44,759	19,188	7,705	24,824	15,291	178,607
Other	11,593	1,718	2,783	4,414	898	10,027	7,066	2,512	4,721	5,184	50,916

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-29 (Continued). FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Race

b. Percent

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
White	33.77%	2.18%	6.93%	4.50%	2.57%	13.52%	10.78%	3.73%	10.84%	11.17%	100.00%
Black	28.20%	1.56%	7.37%	5.19%	1.81%	16.82%	8.69%	4.09%	15.79%	10.49%	100.00%
Other	38.25%	1.65%	5.51%	5.38%	1.76%	14.11%	9.10%	2.49%	10.03%	11.72%	100.00%
ARMY RESERVE											
White	20.40%	1.65%	6.66%	10.32%	2.57%	20.02%	10.84%	4.73%	12.22%	10.59%	100.00%
Black	13.33%	1.08%	4.60%	12.15%	2.52%	31.28%	8.47%	3.35%	14.56%	8.66%	100.00%
Other	16.54%	1.42%	5.46%	12.74%	1.97%	24.94%	11.02%	5.19%	9.44%	11.28%	100.00%
NAVAL RESERVE											
White	13.12%	8.38%	7.82%	10.44%	1.48%	17.70%	20.19%	13.71%	3.49%	3.67%	100.00%
Black	14.46%	5.43%	8.49%	13.37%	0.67%	24.25%	16.65%	5.52%	6.33%	4.84%	100.00%
Other	12.93%	6.12%	5.13%	14.56%	0.89%	19.48%	24.25%	8.93%	4.48%	3.22%	100.00%
MARINE CORPS RESERVE											
White	30.29%	3.77%	7.87%	0.00%	1.06%	10.50%	13.73%	2.72%	14.41%	15.64%	100.00%
Black	21.90%	2.62%	8.25%	0.00%	0.70%	17.94%	11.88%	1.95%	21.30%	13.46%	100.00%
Other	23.40%	3.70%	8.71%	0.00%	0.84%	12.17%	12.94%	2.45%	17.27%	18.52%	100.00%
AIR NATIONAL GUARD											
White	6.33%	12.41%	3.54%	3.93%	5.43%	20.21%	27.01%	9.72%	7.43%	3.99%	100.00%
Black	5.37%	6.23%	3.43%	4.89%	3.51%	32.21%	19.70%	9.54%	10.97%	4.15%	100.00%
Other	4.35%	14.53%	5.65%	3.89%	3.06%	21.73%	23.66%	9.90%	7.33%	5.93%	100.00%
AIR FORCE RESERVE											
White	10.31%	7.11%	2.58%	9.15%	3.40%	22.92%	26.77%	8.68%	6.27%	2.81%	100.00%
Black	5.72%	3.34%	1.44%	14.33%	2.51%	35.12%	20.33%	7.02%	7.56%	2.63%	100.00%
Other	6.62%	4.54%	1.38%	11.93%	2.14%	32.41%	25.53%	7.26%	5.05%	3.13%	100.00%
TOTAL DoD											
White	22.94%	4.55%	6.31%	6.65%	2.76%	16.85%	15.27%	6.33%	9.56%	8.76%	100.00%
Black	18.40%	2.11%	5.85%	8.99%	2.07%	25.06%	10.74%	4.31%	13.90%	8.56%	100.00%
Other	22.77%	3.37%	5.47%	8.67%	1.76%	19.69%	13.88%	4.93%	9.27%	10.18%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-30. FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Hispanic Background

a. Number

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
Hispanic	9,765	442	1,425	1,279	496	3,520	2,528	483	3,231	2,677	25,846
Non-Hispanic	121,038	7,699	26,066	17,171	9,029	52,310	38,474	14,298	42,852	41,205	370,142
TOTAL	130,803	8,141	27,491	18,450	9,525	55,830	41,002	14,781	46,083	43,882	395,988
ARMY RESERVE											
Hispanic	1,806	255	1,082	1,889	484	3,798	2,487	1,213	2,516	1,764	17,294
Non-Hispanic	43,625	3,440	13,937	25,530	5,797	54,722	22,967	9,720	29,147	23,447	232,332
TOTAL	45,431	3,695	15,019	27,419	6,281	58,520	25,454	10,933	31,663	25,211	249,626
NAVAL RESERVE											
Hispanic	1,020	419	373	895	36	1,135	1,194	598	275	365	6,310
Non-Hispanic	15,415	9,344	9,244	12,743	1,626	21,916	23,475	14,766	4,551	4,337	117,417
TOTAL	16,435	9,763	9,617	13,638	1,662	23,051	24,669	15,364	4,826	4,702	123,727
MARINE CORPS RESERVE											
Hispanic	1,049	93	312	0	28	397	430	79	575	588	3,551
Non-Hispanic	10,662	1,392	3,011	0	379	4,528	5,108	986	5,984	5,871	37,921
TOTAL	11,711	1,485	3,323	0	407	4,925	5,538	1,065	6,559	6,459	41,472
AIR NATIONAL GUARD											
Hispanic	324	449	189	201	201	985	1,225	452	390	211	4,627
Non-Hispanic	6,081	11,945	3,544	3,957	5,170	21,082	26,015	9,613	7,622	4,014	99,043
TOTAL	6,405	12,394	3,733	4,158	5,371	22,067	27,240	10,065	8,012	4,225	103,670
AIR FORCE RESERVE											
Hispanic	305	141	63	400	109	917	1,039	308	213	60	3,555
Non-Hispanic	6,010	4,143	1,509	6,484	2,046	16,309	16,260	5,318	4,138	1,831	64,048
TOTAL	6,315	4,284	1,572	6,884	2,155	17,226	17,299	5,626	4,351	1,891	67,603
TOTAL DoD											
Hispanic	14,269	1,799	3,444	4,664	1,354	10,752	8,903	3,133	7,200	5,665	61,183
Non-Hispanic	202,851	37,963	57,311	65,885	24,047	170,867	132,299	54,701	94,294	80,705	920,903
TOTAL	217,100	39,762	60,755	70,549	25,401	181,619	141,202	57,834	101,494	86,370	982,086

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table D-30 (Continued). FY 1991 Selected Reserve Enlisted Members by Occupational Area, Component, and Hispanic Background

b. Percent

	OCCUPATIONAL AREA										
	0 - Infantry	1 - Electronic	2 - Communications	3 - Medical	4 - Other Technical	5 - Administration	6 - Electrical	7 - Craftsman	8 - Supply	9 - Non-Occupational*	TOTAL
ARMY NATIONAL GUARD											
Hispanic	37.78%	1.71%	5.51%	4.95%	1.92%	13.62%	9.78%	1.87%	12.50%	10.36%	100.00%
Non-Hispanic	32.70%	2.08%	7.04%	4.64%	2.44%	14.13%	10.39%	3.86%	11.58%	11.13%	100.00%
TOTAL	33.03%	2.06%	6.94%	4.66%	2.41%	14.10%	10.35%	3.73%	11.64%	11.08%	100.00%
ARMY RESERVE											
Hispanic	10.44%	1.47%	6.26%	10.92%	2.80%	21.96%	14.38%	7.01%	14.55%	10.20%	100.00%
Non-Hispanic	18.78%	1.48%	6.00%	10.99%	2.50%	23.55%	9.89%	4.18%	12.55%	10.09%	100.00%
TOTAL	18.20%	1.48%	6.02%	10.98%	2.52%	23.44%	10.20%	4.38%	12.68%	10.10%	100.00%
NAVAL RESERVE											
Hispanic	16.16%	6.64%	5.91%	14.18%	0.57%	17.99%	18.92%	9.48%	4.36%	5.78%	100.00%
Non-Hispanic	13.13%	7.96%	7.87%	10.85%	1.38%	18.67%	19.99%	12.58%	3.88%	3.69%	100.00%
TOTAL	13.28%	7.89%	7.77%	11.02%	1.34%	18.63%	19.94%	12.42%	3.90%	3.80%	100.00%
MARINE CORPS RESERVE											
Hispanic	29.54%	2.62%	8.79%	0.00%	0.79%	11.18%	12.11%	2.22%	16.19%	16.56%	100.00%
Non-Hispanic	28.12%	3.67%	7.94%	0.00%	1.00%	11.94%	13.47%	2.60%	15.78%	15.48%	100.00%
TOTAL	28.24%	3.58%	8.01%	0.00%	0.98%	11.88%	13.35%	2.57%	15.82%	15.57%	100.00%
AIR NATIONAL GUARD											
Hispanic	7.00%	9.70%	4.08%	4.34%	4.34%	21.29%	26.48%	9.77%	8.43%	4.56%	100.00%
Non-Hispanic	6.14%	12.06%	3.58%	4.00%	5.22%	21.29%	26.27%	9.71%	7.70%	4.05%	100.00%
TOTAL	6.18%	11.96%	3.60%	4.01%	5.18%	21.29%	26.28%	9.71%	7.73%	4.08%	100.00%
AIR FORCE RESERVE											
Hispanic	8.58%	3.97%	1.77%	11.25%	3.07%	25.79%	29.23%	8.66%	5.99%	1.69%	100.00%
Non-Hispanic	9.38%	6.47%	2.36%	10.12%	3.19%	25.46%	25.39%	8.30%	6.46%	2.86%	100.00%
TOTAL	9.34%	6.34%	2.33%	10.18%	3.19%	25.48%	25.59%	8.32%	6.44%	2.80%	100.00%
TOTAL DoD											
Hispanic	23.32%	2.94%	5.63%	7.62%	2.21%	17.57%	14.55%	5.12%	11.77%	9.26%	100.00%
Non-Hispanic	22.03%	4.12%	6.22%	7.15%	2.61%	18.55%	14.37%	5.94%	10.24%	8.76%	100.00%
TOTAL	22.11%	4.05%	6.19%	7.18%	2.59%	18.49%	14.38%	5.89%	10.33%	8.79%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-31. FY 1991 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
a. Number										
ARMY NATIONAL GUARD	35	1,615	1,633	851	379	295	113	69	239	5,229
ARMY RESERVE	1	738	1,193	976	938	913	577	275	748	6,359
NAVAL RESERVE	0	47	925	1,431	920	644	340	140	201	4,648
MARINE CORPS RESERVE	0	0	203	286	198	127	69	18	0	901
AIR NATIONAL GUARD	2	111	333	388	133	69	14	0	0	1,050
AIR FORCE RESERVE	0	53	337	512	273	190	79	45	0	1,489
TOTAL DoD	38	2,564	4,624	4,444	2,841	2,238	1,192	547	1,188	19,676
CIVILIAN COLLEGE GRADUATES	0	590,679	1,524,885	2,082,073	444,965	0	0	0	0	4,642,602
b. Percent										
ARMY NATIONAL GUARD	0.67%	30.89%	31.23%	16.27%	7.25%	5.64%	2.16%	1.32%	4.57%	100.00%
ARMY RESERVE	0.02%	11.61%	18.76%	15.35%	14.75%	14.36%	9.07%	4.32%	11.76%	100.00%
NAVAL RESERVE	0.00%	1.01%	19.90%	30.79%	19.79%	13.86%	7.31%	3.01%	4.32%	100.00%
MARINE CORPS RESERVE	0.00%	0.00%	22.53%	31.74%	21.98%	14.10%	7.66%	2.00%	0.00%	100.00%
AIR NATIONAL GUARD	0.19%	10.57%	31.71%	36.95%	12.67%	6.57%	1.33%	0.00%	0.00%	100.00%
AIR FORCE RESERVE	0.00%	3.56%	22.63%	34.39%	18.33%	12.76%	5.31%	3.02%	0.00%	100.00%
TOTAL DoD	0.19%	13.03%	23.50%	22.59%	14.44%	11.37%	6.06%	2.78%	6.04%	100.00%
CIVILIAN COLLEGE GRADUATES	0.00%	12.72%	32.85%	44.85%	9.58%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table D-32. FY 1991 Selected Reserve Officers by Age and Component with Civilian Comparison Group

	AGE GROUP									
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	TOTAL
a. Number										
ARMY NATIONAL GUARD	1	4,226	10,329	7,608	5,765	7,194	3,692	1,916	1	40,732
ARMY RESERVE	6	1,462	7,408	7,789	9,774	14,128	9,911	4,400	582	55,460
NAVAL RESERVE	0	88	2,041	6,655	8,183	6,219	2,903	1,277	21	27,387
MARINE CORPS RESERVE	0	1	268	922	907	561	245	67	0	2,971
AIR NATIONAL GUARD	0	123	1,469	2,745	2,936	3,442	2,282	1,118	1	14,116
AIR FORCE RESERVE	0	51	929	2,823	3,757	4,449	3,513	1,413	0	16,935
TOTAL DoD	7	5,951	22,444	28,542	31,322	35,993	22,546	10,191	605	157,601
CIVILIAN COLLEGE GRADUATES	0	393,968	1,339,198	1,898,727	2,240,622	2,436,761	1,819,564	2,918,350	0	13,047,190
b. Percent										
ARMY NATIONAL GUARD	0.00%	10.38%	25.36%	18.68%	14.15%	17.66%	9.06%	4.70%	0.00%	100.00%
ARMY RESERVE	0.01%	2.64%	13.36%	14.04%	17.62%	25.47%	17.87%	7.93%	1.05%	100.00%
NAVAL RESERVE	0.00%	0.32%	7.45%	24.30%	29.88%	22.71%	10.60%	4.66%	0.08%	100.00%
MARINE CORPS RESERVE	0.00%	0.03%	9.02%	31.03%	30.53%	18.88%	8.25%	2.26%	0.00%	100.00%
AIR NATIONAL GUARD	0.00%	0.87%	10.41%	19.45%	20.80%	24.38%	16.17%	7.92%	0.01%	100.00%
AIR FORCE RESERVE	0.00%	0.30%	5.49%	16.67%	22.18%	26.27%	20.74%	8.34%	0.00%	100.00%
TOTAL DoD	0.00%	3.78%	14.24%	18.11%	19.87%	22.84%	14.31%	6.47%	0.38%	100.00%
CIVILIAN COLLEGE GRADUATES	0.00%	3.02%	10.26%	14.55%	17.17%	18.68%	13.95%	22.37%	0.00%	100.00%

Rows may not add to totals due to rounding.

Table D-33. FY 1991 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Group

GENDER	RESERVE COMPONENT						TOTAL	CIVILIAN
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	COLLEGE GRADUATES*
a. FY 1991 Officer Accessions								
Male								
Number	4,674	4,693	3,964	855	854	1,068	16,108	7,756,451
Percent	89.39%	73.80%	85.28%	94.89%	81.33%	71.73%	81.87%	59.45%
Female								
Number	555	1,666	684	46	196	421	3,568	5,290,739
Percent	10.61%	26.20%	14.72%	5.11%	18.67%	28.27%	18.13%	40.55%
TOTAL								
Number	5,229	6,359	4,648	901	1,050	1,489	19,676	13,047,190
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
b. FY 1991 Reserve Component Officers								
Male								
Number	37,157	43,227	23,089	2,821	12,626	13,422	132,342	76,812
Percent	91.22%	77.94%	84.31%	94.95%	89.44%	79.26%	83.97%	86.55%
Female								
Number	3,575	12,233	4,298	150	1,490	3,513	25,259	11,935
Percent	8.78%	22.06%	15.69%	5.05%	10.56%	20.74%	16.03%	13.45%
TOTAL								
Number	40,732	55,460	27,387	2,971	14,116	16,935	157,601	88,747
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

Comparison group for selected reserve officers includes college graduates in the civilian work force.

Columns may not add to totals due to rounding.

Table D-34. FY 1991 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Group

GENDER	RESERVE COMPONENT						TOTAL	CIVILIAN
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	COLLEGE GRADUATES*
a. FY 1991 Officer Accessions								
Male								
Married	48.07%	56.57%	65.72%	69.59%	67.45%	69.76%	58.50%	55.28%
Unmarried	51.93%	43.43%	34.28%	30.41%	32.55%	30.24%	41.50%	44.72%
Female								
Married	38.38%	39.44%	39.62%	67.39%	53.06%	55.11%	42.26%	56.14%
Unmarried	61.62%	60.56%	60.38%	32.61%	46.94%	44.89%	57.74%	43.86%
TOTAL								
Married	47.05%	52.08%	61.88%	69.48%	64.76%	65.61%	55.55%	55.68%
Unmarried	52.95%	47.92%	38.12%	30.52%	35.24%	34.39%	44.45%	44.32%
b. FY 1991 Reserve Component Officers								
Male								
Married	69.42%	74.85%	78.33%	77.17%	82.09%	82.73%	75.47%	76.34%
Unmarried	30.58%	25.15%	21.67%	22.83%	17.91%	17.27%	24.53%	23.66%
Female								
Married	46.29%	50.27%	49.23%	58.00%	56.58%	61.06%	51.45%	62.67%
Unmarried	53.71%	49.73%	50.77%	42.00%	43.42%	38.94%	48.55%	37.33%
TOTAL								
Married	67.39%	69.43%	73.76%	76.20%	79.40%	78.23%	71.62%	70.80%
Unmarried	32.61%	30.57%	26.24%	23.80%	20.60%	21.77%	28.38%	29.20%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

Comparison group for selected reserve officers includes college graduates in the civilian work force.

Columns may not add to totals due to rounding.

Table D-35. FY 1991 Selected Reserve Officer Accessions and Officers by Race and Component with Civilian Comparison Group

	RACE							
	WHITE		BLACK		OTHER/UNKNOWN		TOTAL	
	#	%	#	%	#	%	#	%
a. FY 1991 Officer Accessions								
ARMY NATIONAL GUARD	4,608	88.12%	415	7.94%	206	3.94%	5,229	100.00%
ARMY RESERVE	4,839	76.10%	579	9.11%	941	14.80%	6,359	100.00%
NAVAL RESERVE	4,117	88.58%	147	3.16%	384	8.26%	4,648	100.00%
MARINE CORPS RESERVE	843	93.56%	40	4.44%	18	2.00%	901	100.00%
AIR NATIONAL GUARD	986	93.90%	43	4.10%	21	2.00%	1,050	100.00%
AIR FORCE RESERVE	1,387	93.15%	63	4.23%	39	2.62%	1,489	100.00%
TOTAL DoD	16,780	85.28%	1,287	6.54%	1,609	8.18%	19,676	100.00%
CIVILIAN COLLEGE GRADUATES*	4,034,373	86.90%	281,787	6.07%	326,443	7.03%	4,642,603	100.00%
b. FY 1991 Reserve Component Officers								
ARMY NATIONAL GUARD	36,750	90.22%	2,917	7.16%	1,065	2.61%	40,732	100.00%
ARMY RESERVE	46,438	83.73%	6,012	10.84%	3,010	5.43%	55,460	100.00%
NAVAL RESERVE	24,978	91.20%	857	3.13%	1,552	5.67%	27,387	100.00%
MARINE CORPS RESERVE	2,804	94.38%	120	4.04%	47	1.58%	2,971	100.00%
AIR NATIONAL GUARD	13,345	94.54%	496	3.51%	275	1.95%	14,116	100.00%
AIR FORCE RESERVE	15,845	93.56%	708	4.18%	382	2.26%	16,935	100.00%
TOTAL DoD	140,160	88.93%	11,110	7.05%	6,331	4.02%	157,601	100.00%
CIVILIAN COLLEGE GRADUATES**	11,622,153	89.08%	717,746	5.50%	707,291	5.42%	13,047,190	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population.

** Comparison group for reserve component officers includes college graduates in the civilian work force.

Rows may not add to totals due to rounding.

Table D-36. FY 1991 Selected Reserve Officer Accessions and Officers by Hispanic Background and Component with Civilian Comparison Group

	ETHNICITY							
	HISPANIC		NON-HISPANIC		UNKNOWN		TOTAL	
	#	%	#	%	#	%	#	%
a. FY 1991 Officer Accessions								
ARMY NATIONAL GUARD	213	4.07%	5,016	95.93%	0	0.00%	5,229	100.00%
ARMY RESERVE	137	2.15%	6,222	97.85%	0	0.00%	6,359	100.00%
NAVAL RESERVE	61	1.31%	4,587	98.69%	0	0.00%	4,648	100.00%
MARINE CORPS RESERVE	11	1.22%	890	98.78%	0	0.00%	901	100.00%
AIR NATIONAL GUARD	30	2.86%	1,020	97.14%	0	0.00%	1,050	100.00%
AIR FORCE RESERVE	34	2.28%	1,455	97.72%	0	0.00%	1,489	100.00%
TOTAL DoD	486	2.47%	19,190	97.53%	0	0.00%	19,676	100.00%
CIVILIAN COLLEGE GRADUATES*	145,058	3.12%	4,467,481	96.23%	30,064	0.65%	4,642,603	100.00%
b. FY 1991 Reserve Component Officers								
ARMY NATIONAL GUARD	1,517	3.72%	39,215	96.28%	0	0.00%	40,732	100.00%
ARMY RESERVE	1,354	2.44%	54,106	97.56%	0	0.00%	55,460	100.00%
NAVAL RESERVE	298	1.09%	27,089	98.91%	0	0.00%	27,387	100.00%
MARINE CORPS RESERVE	51	1.72%	2,920	98.28%	0	0.00%	2,971	100.00%
AIR NATIONAL GUARD	324	2.30%	13,792	97.70%	0	0.00%	14,116	100.00%
AIR FORCE RESERVE	298	1.76%	16,637	98.24%	0	0.00%	16,935	100.00%
TOTAL DoD	3,842	2.44%	153,759	97.56%	0	0.00%	157,601	100.00%
CIVILIAN COLLEGE GRADUATES**	332,180	2.55%	12,651,490	96.97%	63,520	0.49%	13,047,190	100.00%

* Comparison group for accessions includes 21-23 year old college graduates in the non-institutional civilian population.

** Comparison group for reserve component officers includes college graduates in the civilian work force.

Rows may not add to totals due to rounding.

Table D-37. FY 1991 Selected Reserve Officer Accessions and Officers by Education and Component

	EDUCATION									
	LESS THAN COLLEGE GRADUATE		COLLEGE GRADUATE		GREATER THAN COLLEGE GRADUATE		UNKNOWN		TOTAL	
	#	%	#	%	#	%	#	%	#	%
a. FY 1991 Officer Accessions										
ARMY NATIONAL GUARD	2,937	56.17%	1,935	37.01%	356	6.81%	1	0.02%	5,229	100.00%
ARMY RESERVE	1,072	16.86%	2,985	46.94%	1,065	16.75%	1,237	19.45%	6,359	100.00%
NAVAL RESERVE	51	1.10%	1,883	40.51%	894	19.23%	1,820	39.16%	4,648	100.00%
MARINE CORPS RESERVE	64	7.10%	675	74.92%	162	17.98%	0	0.00%	901	100.00%
AIR NATIONAL GUARD	232	22.10%	629	59.90%	184	17.52%	5	0.48%	1,050	100.00%
AIR FORCE RESERVE	124	8.33%	906	60.85%	448	30.09%	11	0.74%	1,489	100.00%
TOTAL DoD	4,480	22.77%	9,013	45.81%	3,109	15.80%	3,074	15.62%	19,676	100.00%
b. FY 1991 Reserve Component Officers										
ARMY NATIONAL GUARD	16,699	41.00%	17,507	42.98%	6,526	16.02%	0	0.00%	40,732	100.00%
ARMY RESERVE	6,815	12.29%	26,289	47.40%	14,709	26.52%	7,647	13.79%	55,460	100.00%
NAVAL RESERVE	608	2.22%	15,424	56.32%	9,240	33.74%	2,115	7.72%	27,387	100.00%
MARINE CORPS RESERVE	49	1.65%	2,167	72.94%	754	25.38%	1	0.03%	2,971	100.00%
AIR NATIONAL GUARD	1,432	10.14%	8,432	59.73%	4,137	29.31%	115	0.81%	14,116	100.00%
AIR FORCE RESERVE	479	2.83%	8,075	47.68%	8,329	49.18%	52	0.31%	16,935	100.00%
TOTAL DoD	26,082	16.55%	77,894	49.42%	43,695	27.73%	9,930	6.30%	157,601	100.00%

Rows may not add to totals due to rounding.

Table D-38. FY 1991 Selected Reserve Officer Accessions by Occupational Area and Component

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
a. Number										
ARMY NATIONAL GUARD	0	1,620	114	337	56	270	225	257	2,350	5,229
ARMY RESERVE	0	1,483	297	531	330	1,747	623	574	774	6,359
NAVAL RESERVE	0	1,922	479	323	221	648	436	396	223	4,648
MARINE CORPS RESERVE	0	456	37	88	44	0	68	102	106	901
AIR NATIONAL GUARD	0	335	29	139	43	154	122	63	165	1,050
AIR FORCE RESERVE	0	445	70	121	91	415	91	57	199	1,489
TOTAL DoD	0	6,261	1,026	1,539	785	3,234	1,565	1,449	3,817	19,676
b. Percent										
ARMY NATIONAL GUARD	0.00%	30.98%	2.18%	6.44%	1.07%	5.16%	4.30%	4.91%	44.94%	100.00%
ARMY RESERVE	0.00%	23.32%	4.67%	8.35%	5.19%	27.47%	9.80%	9.03%	12.17%	100.00%
NAVAL RESERVE	0.00%	41.35%	10.31%	6.95%	4.75%	13.94%	9.38%	8.52%	4.80%	100.00%
MARINE CORPS RESERVE	0.00%	50.61%	4.11%	9.77%	4.88%	0.00%	7.55%	11.32%	11.76%	100.00%
AIR NATIONAL GUARD	0.00%	31.90%	2.76%	13.24%	4.10%	14.67%	11.62%	6.00%	15.71%	100.00%
AIR FORCE RESERVE	0.00%	29.89%	4.70%	8.13%	6.11%	27.87%	6.11%	3.83%	13.36%	100.00%
TOTAL DoD	0.00%	31.82%	5.21%	7.82%	3.99%	16.44%	7.95%	7.36%	19.40%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table D-39. FY 1991 Selected Reserve Officers by Occupational Area and Component

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
a. Number										
ARMY NATIONAL GUARD	236	18,265	720	3,423	1,192	3,633	2,816	3,372	7,075	40,732
ARMY RESERVE	106	13,010	2,362	4,565	3,447	18,197	5,550	5,654	2,569	55,460
NAVAL RESERVE	50	9,793	2,842	2,253	965	5,759	2,935	1,845	945	27,387
MARINE CORPS RESERVE**	173	1,607	96	168	137	0	187	333	270	2,971
AIR NATIONAL GUARD	117	6,049	310	2,027	544	1,914	1,897	886	372	14,116
AIR FORCE RESERVE	83	4,622	1,285	2,159	1,700	4,230	1,277	1,498	81	16,935
TOTAL DoD	765	53,346	7,615	14,595	7,985	33,733	14,662	13,588	11,312	157,601
b. Percent										
ARMY NATIONAL GUARD	0.58%	44.84%	1.77%	8.40%	2.93%	8.92%	6.91%	8.28%	17.37%	100.00%
ARMY RESERVE	0.19%	23.46%	4.26%	8.23%	6.22%	32.81%	10.01%	10.19%	4.63%	100.00%
NAVAL RESERVE	0.18%	35.76%	10.38%	8.23%	3.52%	21.03%	10.72%	6.74%	3.45%	100.00%
MARINE CORPS RESERVE**	5.82%	54.09%	3.23%	5.65%	4.61%	0.00%	6.29%	11.21%	9.59%	100.00%
AIR NATIONAL GUARD	0.83%	42.85%	2.20%	14.36%	3.85%	13.56%	13.44%	6.28%	2.64%	100.00%
AIR FORCE RESERVE	0.49%	27.29%	7.59%	12.75%	10.04%	24.98%	7.54%	8.85%	0.48%	100.00%
TOTAL DoD	0.49%	33.85%	4.83%	9.26%	5.07%	21.40%	9.30%	8.62%	7.18%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Rows may not add to totals due to rounding.

Table D-40. FY 1991 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
Males	234	18,131	652	3,062	1,166	2,507	2,276	2,887	6,242	37,157
Females	2	134	68	361	26	1,126	540	485	833	3,575
TOTAL	236	18,265	720	3,423	1,192	3,633	2,816	3,372	7,075	40,732
ARMY RESERVE										
Males	106	12,887	2,036	4,090	3,249	9,848	4,174	4,765	2,072	43,227
Females	0	123	326	475	198	8,349	1,376	889	497	12,233
TOTAL	106	13,010	2,362	4,565	3,447	18,197	5,550	5,654	2,569	55,460
NAVAL RESERVE										
Males	50	9,700	2,521	2,177	890	3,205	1,929	1,694	923	23,089
Females	0	93	321	76	75	2,554	1,006	151	22	4,298
TOTAL	50	9,793	2,842	2,253	965	5,759	2,935	1,845	945	27,387
MARINE CORPS RESERVE**										
Males	171	1,598	79	159	130	0	116	308	260	2,821
Females	2	9	17	9	7	0	71	25	10	150
TOTAL	173	1,607	96	168	137	0	187	333	270	2,971
AIR NATIONAL GUARD										
Males	117	5,948	260	1,903	517	1,200	1,535	787	359	12,626
Females	0	101	50	124	27	714	362	99	13	1,490
TOTAL	117	6,049	310	2,027	544	1,914	1,897	886	372	14,116
AIR FORCE RESERVE										
Males	81	4,495	1,053	1,968	1,582	1,914	988	1,269	72	13,422
Females	2	127	232	191	118	2,316	289	229	9	3,513
TOTAL	83	4,622	1,285	2,159	1,700	4,230	1,277	1,498	81	16,935
TOTAL DoD										
Males	759	52,759	6,601	13,359	7,534	18,674	11,018	11,710	9,928	132,342
Females	6	587	1,014	1,236	451	15,059	3,644	1,878	1,384	25,259
TOTAL	765	53,346	7,615	14,595	7,985	33,733	14,662	13,588	11,312	157,601

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Table D-40 (Continued). FY 1991 Selected Reserve Officers by Occupational Area, Component, and Gender

b. Percent

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
Males	0.63%	48.80%	1.75%	8.24%	3.14%	6.75%	6.13%	7.77%	16.80%	100.00%
Females	0.06%	3.75%	1.90%	10.10%	0.73%	31.50%	15.10%	13.57%	23.30%	100.00%
TOTAL	0.58%	44.84%	1.77%	8.40%	2.93%	8.92%	6.91%	8.28%	17.37%	100.00%
ARMY RESERVE										
Males	0.25%	29.81%	4.71%	9.46%	7.52%	22.78%	9.66%	11.02%	4.79%	100.00%
Females	0.00%	1.01%	2.66%	3.88%	1.62%	68.25%	11.25%	7.27%	4.06%	100.00%
TOTAL	0.19%	23.46%	4.26%	8.23%	6.22%	32.81%	10.01%	10.19%	4.63%	100.00%
NAVAL RESERVE										
Males	0.22%	42.01%	10.92%	9.43%	3.85%	13.88%	8.35%	7.34%	4.00%	100.00%
Females	0.00%	2.16%	7.47%	1.77%	1.74%	59.42%	23.41%	3.51%	0.51%	100.00%
TOTAL	0.18%	35.76%	10.38%	8.23%	3.52%	21.03%	10.72%	6.74%	3.45%	100.00%
MARINE CORPS RESERVE**										
Males	6.06%	56.65%	2.80%	5.64%	4.61%	0.00%	4.11%	10.92%	9.22%	100.00%
Females	1.33%	6.00%	11.33%	6.00%	4.67%	0.00%	47.33%	16.67%	6.67%	100.00%
TOTAL	5.82%	54.09%	3.23%	5.65%	4.61%	0.00%	6.29%	11.21%	9.09%	100.00%
AIR NATIONAL GUARD										
Males	0.93%	47.11%	2.06%	15.07%	4.09%	9.50%	12.16%	6.23%	2.84%	100.00%
Females	0.00%	6.78%	3.36%	8.32%	1.81%	47.92%	24.30%	6.64%	0.87%	100.00%
TOTAL	0.83%	42.85%	2.20%	14.36%	3.85%	13.56%	13.44%	6.28%	2.64%	100.00%
AIR FORCE RESERVE										
Males	0.60%	33.49%	7.85%	14.66%	11.79%	14.26%	7.36%	9.45%	0.54%	100.00%
Females	0.06%	3.62%	6.60%	5.44%	3.36%	65.93%	8.23%	6.52%	0.26%	100.00%
TOTAL	0.49%	27.29%	7.59%	12.75%	10.04%	24.98%	7.54%	8.85%	0.48%	100.00%
TOTAL DoD										
Males	0.57%	39.87%	4.99%	10.09%	5.69%	14.11%	8.33%	8.85%	7.50%	100.00%
Females	0.02%	2.32%	4.01%	4.89%	1.79%	59.62%	14.43%	7.43%	5.48%	100.00%
TOTAL	0.49%	33.85%	4.83%	9.26%	5.07%	21.40%	9.30%	8.62%	7.18%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Rows may not add to totals due to rounding.

Table D-41. FY 1991 Selected Reserve Officers by Occupational Area, Component, and Race

a. Number

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
White	226	16,992	683	3,040	1,122	3,216	2,383	2,928	6,160	36,750
Black	7	829	18	309	55	323	348	374	654	2,917
Other	3	444	19	74	15	94	85	70	261	1,065
ARMY RESERVE										
White	102	11,587	2,178	3,809	3,189	14,493	4,445	4,632	2,003	46,438
Black	3	942	88	537	170	2,272	854	809	337	6,012
Other	1	481	96	219	88	1,432	251	213	229	3,010
NAVAL RESERVE										
White	48	9,132	2,621	2,054	843	5,108	2,619	1,693	860	24,978
Black	0	210	62	51	67	228	159	57	23	857
Other	2	451	159	148	55	423	157	95	62	1,552
MARINE CORPS RESERVE**										
White	173	1,534	91	151	133	0	176	295	251	2,804
Black	0	50	2	12	3	0	8	29	16	120
Other	0	23	3	5	1	0	3	9	3	47
AIR NATIONAL GUARD										
White	111	5,915	296	1,898	507	1,750	1,704	805	359	13,345
Black	5	66	13	66	26	105	152	55	8	496
Other	1	68	1	63	11	59	41	26	5	275
AIR FORCE RESERVE										
White	82	4,516	1,216	2,031	1,600	3,767	1,176	1,383	74	15,845
Black	1	63	40	70	73	292	75	90	4	708
Other	0	43	29	58	27	171	26	25	3	382
TOTAL DoD										
White	742	49,676	7,085	12,983	7,394	28,334	12,503	11,736	9,707	140,160
Black	16	2,160	223	1,045	394	3,220	1,596	1,414	1,042	11,110
Other	7	1,510	307	567	197	2,179	563	438	563	6,331

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps includes a majority of O-6 officers in the General Officer area.

Table D-41 (Continued). FY 1991 Selected Reserve Officers by Occupational Area, Component, and Race

b. Percent

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
White	0.61%	46.24%	1.86%	8.27%	3.05%	8.75%	6.48%	7.97%	16.76%	100.00%
Black	0.24%	28.42%	0.62%	10.59%	1.89%	11.07%	11.93%	12.82%	22.42%	100.00%
Other	0.28%	41.69%	1.78%	6.95%	1.41%	8.83%	7.98%	6.57%	24.51%	100.00%
ARMY RESERVE										
White	0.22%	24.95%	4.69%	8.20%	6.87%	31.21%	9.57%	9.97%	4.31%	100.00%
Black	0.05%	15.67%	1.46%	8.93%	2.83%	37.79%	14.20%	13.46%	5.61%	100.00%
Other	0.03%	15.98%	3.19%	7.28%	2.92%	47.57%	8.34%	7.08%	7.61%	100.00%
NAVAL RESERVE										
White	0.19%	36.56%	10.49%	8.22%	3.37%	20.45%	10.49%	6.78%	3.44%	100.00%
Black	0.00%	24.50%	7.23%	5.95%	7.82%	26.60%	18.55%	6.65%	2.68%	100.00%
Other	0.13%	29.06%	10.24%	9.54%	3.54%	27.26%	10.12%	6.12%	3.99%	100.00%
MARINE CORPS RESERVE**										
White	6.17%	54.71%	3.25%	5.39%	4.74%	0.00%	6.28%	10.52%	8.95%	100.00%
Black	0.00%	41.67%	1.67%	10.00%	2.50%	0.00%	6.67%	24.17%	13.33%	100.00%
Other	0.00%	48.94%	6.38%	10.64%	2.13%	0.00%	6.38%	19.15%	6.38%	100.00%
AIR NATIONAL GUARD										
White	0.83%	44.32%	2.22%	14.22%	3.80%	13.11%	12.77%	6.03%	2.69%	100.00%
Black	1.01%	13.31%	2.62%	13.31%	5.24%	21.17%	30.65%	11.09%	1.61%	100.00%
Other	0.36%	24.73%	0.36%	22.91%	4.00%	21.45%	14.91%	9.45%	1.82%	100.00%
AIR FORCE RESERVE										
White	0.52%	28.50%	7.67%	12.82%	10.10%	23.77%	7.42%	8.73%	0.47%	100.00%
Black	0.14%	8.90%	5.65%	9.89%	10.31%	41.24%	10.59%	12.71%	0.56%	100.00%
Other	0.00%	11.26%	7.59%	15.18%	7.07%	44.76%	6.81%	6.54%	0.79%	100.00%
TOTAL DoD										
White	0.53%	35.44%	5.05%	9.26%	5.28%	20.22%	8.92%	8.37%	6.93%	100.00%
Black	0.14%	19.44%	2.01%	9.41%	3.55%	28.98%	14.37%	12.73%	9.38%	100.00%
Other	0.11%	23.85%	4.85%	8.96%	3.11%	34.42%	8.89%	6.92%	8.89%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Rows may not add to totals due to rounding.

Table D-42. FY 1991 Selected Reserve Officers by Occupational Area, Component, and Hispanic Background

a. Number

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Adminis-tration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
Non-Hispanic	191	17,604	701	3,299	1,171	3,468	2,689	3,241	6,851	39,215
Hispanic	45	661	19	124	21	165	127	131	224	1,517
TOTAL	236	18,265	720	3,423	1,192	3,633	2,816	3,372	7,075	40,732
ARMY RESERVE										
Non-Hispanic	104	12,744	2,325	4,428	3,409	17,696	5,416	5,476	2,508	54,106
Hispanic	2	266	37	137	38	501	134	178	61	1,354
TOTAL	106	13,010	2,362	4,565	3,447	18,197	5,550	5,654	2,569	55,460
NAVAL RESERVE										
Non-Hispanic	50	9,703	2,822	2,221	953	5,682	2,898	1,828	932	27,089
Hispanic	0	90	20	32	12	77	37	17	13	298
TOTAL	50	9,793	2,842	2,253	965	5,759	2,935	1,845	945	27,387
MARINE CORPS RESERVE**										
Non-Hispanic	173	1,578	94	162	136	0	186	327	264	2,920
Hispanic	0	29	2	6	1	0	1	6	6	51
TOTAL	173	1,607	96	168	137	0	187	333	270	2,971
AIR NATIONAL GUARD										
Non-Hispanic	116	5,959	301	1,971	535	1,870	1,817	859	364	13,792
Hispanic	1	90	9	56	9	44	80	27	8	324
TOTAL	117	6,049	310	2,027	544	1,914	1,897	886	372	14,116
AIR FORCE RESERVE										
Non-Hispanic	81	4,565	1,266	2,120	1,677	4,131	1,250	1,468	79	16,637
Hispanic	2	57	19	39	23	99	27	30	2	298
TOTAL	83	4,622	1,285	2,159	1,700	4,230	1,277	1,498	81	16,935
TOTAL DoD										
Non-Hispanic	715	52,153	7,509	14,201	7,881	32,847	14,256	13,199	10,998	153,759
Hispanic	50	1,193	106	394	104	886	406	389	314	3,842
TOTAL	765	53,346	7,615	14,595	7,985	33,733	14,662	13,588	11,312	157,601

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Table D-42 (Continued). FY 1991 Selected Reserve Officers by Occupational Area, Component, and Hispanic Background

b. Percent

	OCCUPATIONAL AREA									
	General Officers	Tactical Operations	Intelligence	Engineering & Maintenance	Scientists & Professionals	Health Care	Administration	Supply & Procurement	Non-Occupational*	TOTAL
ARMY NATIONAL GUARD										
Non-Hispanic	0.49%	44.89%	1.79%	8.41%	2.99%	8.84%	6.86%	8.26%	17.47%	100.00%
Hispanic	2.97%	43.57%	1.25%	8.17%	1.38%	10.88%	8.37%	8.64%	14.77%	100.00%
TOTAL	0.58%	44.84%	1.77%	8.40%	2.93%	8.92%	6.91%	8.28%	17.37%	100.00%
ARMY RESERVE										
Non-Hispanic	0.19%	23.55%	4.30%	8.18%	6.30%	32.71%	10.01%	10.12%	4.64%	100.00%
Hispanic	0.15%	19.65%	2.73%	10.12%	2.81%	37.00%	9.90%	13.15%	4.51%	100.00%
TOTAL	0.19%	23.46%	4.26%	8.23%	6.22%	32.81%	10.01%	10.19%	4.63%	100.00%
NAVAL RESERVE										
Non-Hispanic	0.18%	35.82%	10.42%	8.20%	3.52%	20.98%	10.70%	6.75%	3.44%	100.00%
Hispanic	0.00%	30.20%	6.71%	10.74%	4.03%	25.84%	12.42%	5.70%	4.36%	100.00%
TOTAL	0.18%	35.76%	10.38%	8.23%	3.52%	21.03%	10.72%	6.74%	3.45%	100.00%
MARINE CORPS RESERVE**										
Non-Hispanic	5.92%	54.04%	3.22%	5.55%	4.66%	0.00%	6.37%	11.20%	9.04%	100.00%
Hispanic	0.00%	56.86%	3.92%	11.76%	1.96%	0.00%	1.96%	11.76%	11.76%	100.00%
TOTAL	5.82%	54.09%	3.23%	5.65%	4.61%	0.00%	6.29%	11.21%	9.09%	100.00%
AIR NATIONAL GUARD										
Non-Hispanic	0.84%	43.21%	2.18%	14.29%	3.88%	13.56%	13.17%	6.23%	2.64%	100.00%
Hispanic	0.31%	27.78%	2.78%	17.28%	2.78%	13.58%	24.69%	8.33%	2.47%	100.00%
TOTAL	0.83%	42.85%	2.20%	14.36%	3.85%	13.56%	13.44%	6.28%	2.64%	100.00%
AIR FORCE RESERVE										
Non-Hispanic	0.49%	27.44%	7.61%	12.74%	10.08%	24.83%	7.51%	8.82%	0.47%	100.00%
Hispanic	0.67%	19.13%	6.38%	13.09%	7.72%	33.22%	9.06%	10.07%	0.67%	100.00%
TOTAL	0.49%	27.29%	7.59%	12.75%	10.04%	24.98%	7.54%	8.85%	0.48%	100.00%
TOTAL DoD										
Non-Hispanic	0.47%	33.92%	4.88%	9.24%	5.13%	21.36%	9.27%	8.58%	7.15%	100.00%
Hispanic	1.30%	31.05%	2.76%	10.26%	2.71%	23.06%	10.57%	10.12%	8.17%	100.00%
TOTAL	0.49%	33.85%	4.83%	9.26%	5.07%	21.40%	9.30%	8.62%	7.18%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

** The Marine Corps Reserve includes a majority of O-6 officers in the General Officer area.

Rows may not add to totals due to rounding.

Appendix E - Figures: Selected Reserve Contributions to the Total Force

Figure E-1a. ARNG Contributions to the Total Army

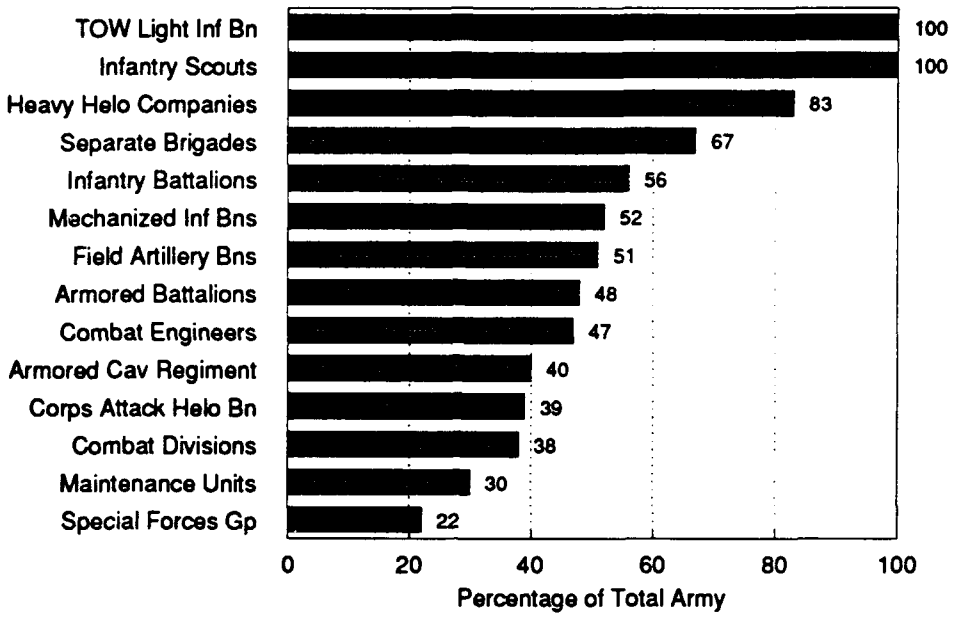
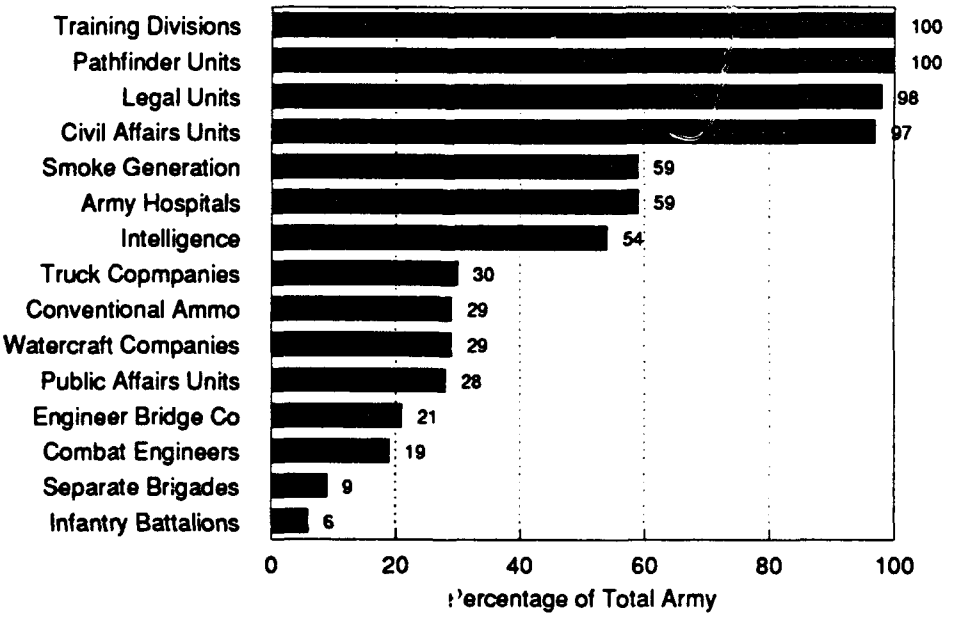


Figure E-1b. USAR Contributions to the Total Army



As of September 30, 1991

Figure E-2a. USNR Contributions to the Total Navy

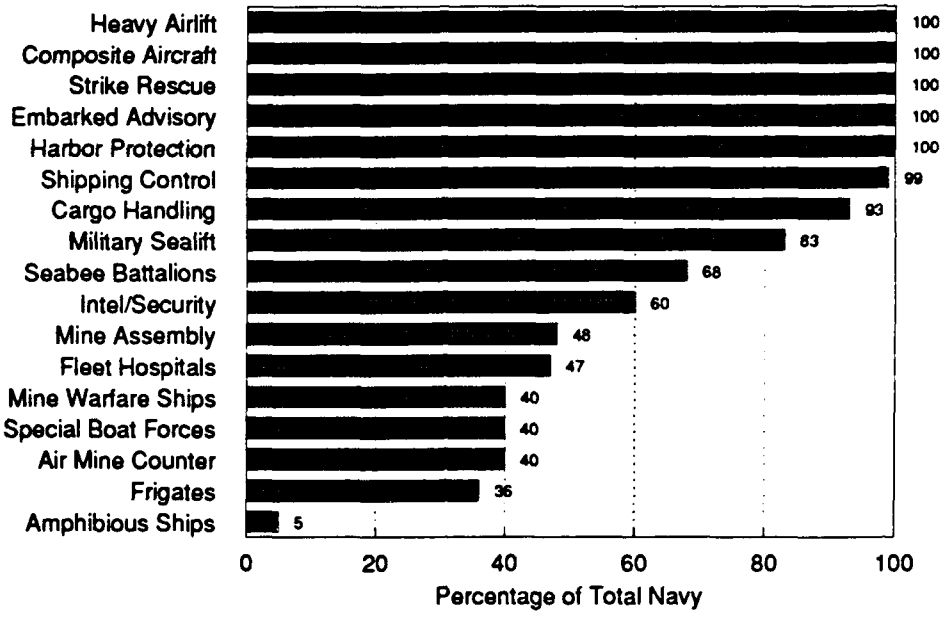
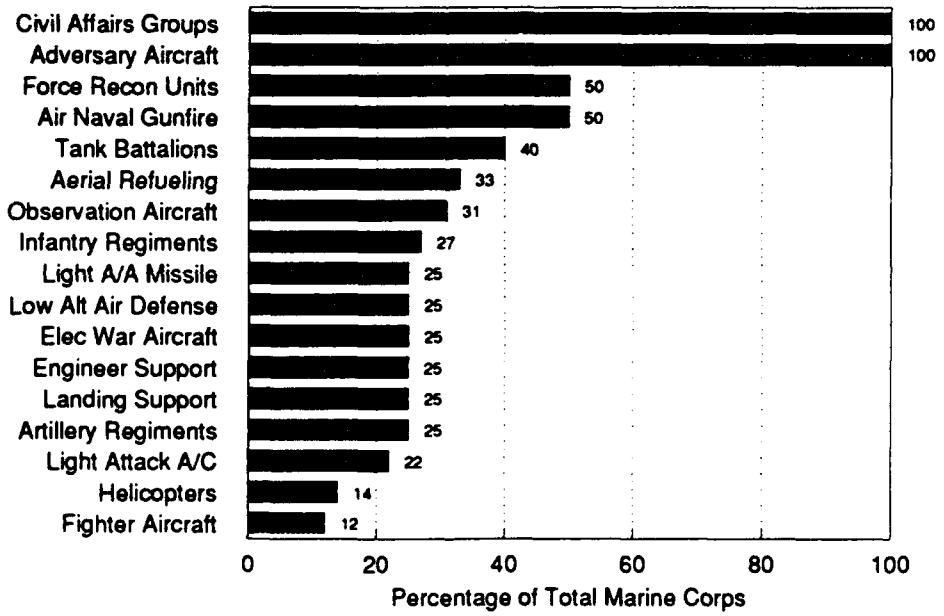


Figure E-2b. USMCR Contributions to the Total Marine Corps



As of September 30, 1991

Figure E-3a. ANG Contributions to the Total Air Force

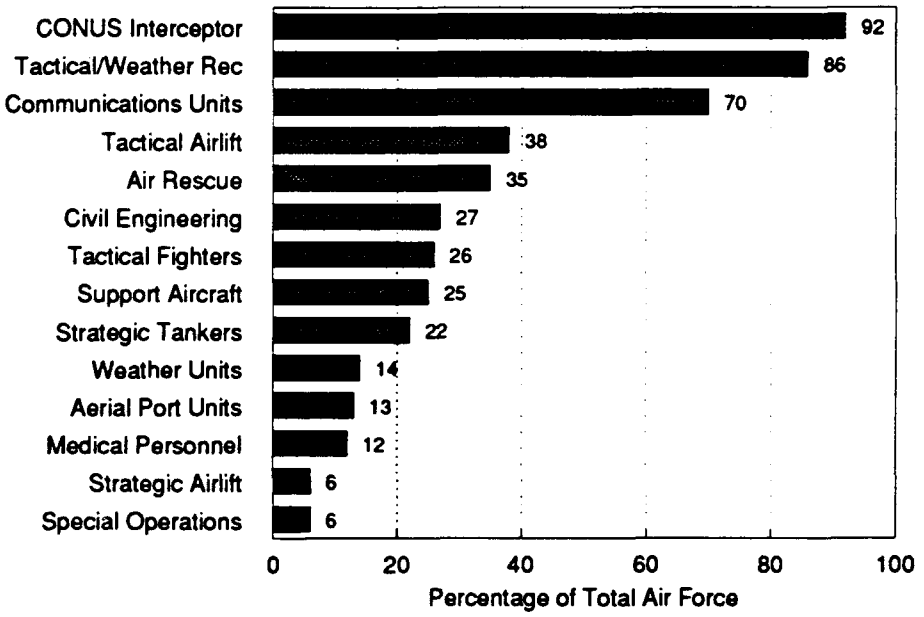
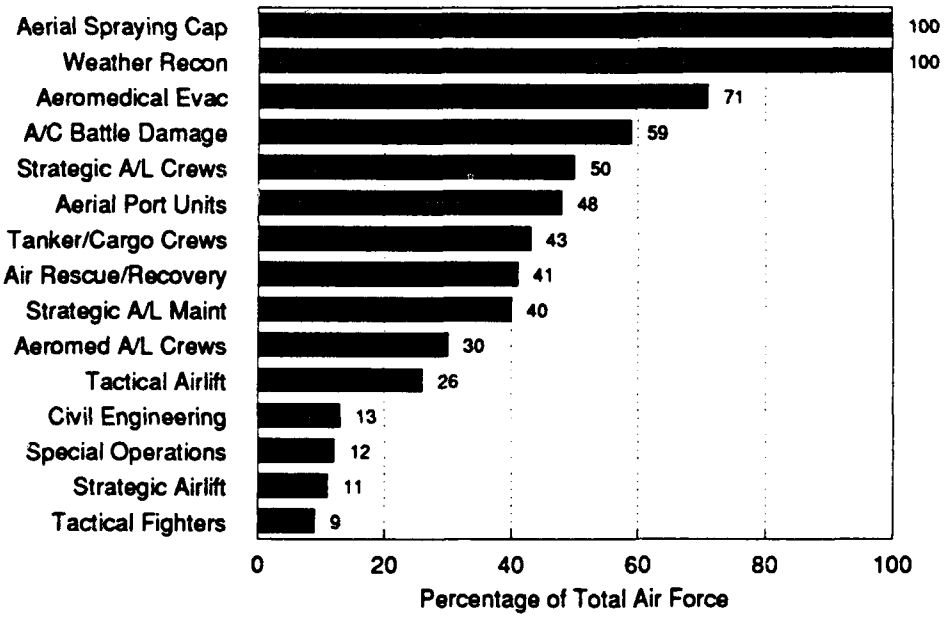


Figure E-3b. USAFR Contributions to the Total Air Force



As of September 30, 1991